MINUTES

COUNCIL MEETING

Tuesday 22 March 2022
6:00 pm

City Hall
57 Little Malop Street, Geelong 3220

LIVE STREAMED ON THE CITY'S WEBSITE:

www.geelongaustralia.com.au/meetings

COUNCIL:

Cr S Asher (Bellarine Ward) - Mayor
Cr T Sullivan (Bellarine Ward) - Deputy Mayor
Cr J Mason (Bellarine Ward)
Cr E Kontelj (Brownbill Ward)
Cr S Mansfield (Brownbill Ward)
Cr P Murrihy (Brownbill Ward)
Cr B Harwood (Kardinia Ward)
Cr B Moloney (Kardinia Ward)
Cr R Nelson (Kardinia Ward)
Cr A Aitken (Windermere Ward)
Cr K Grzybek (Windermere Ward)

CITY OF GREATER GEELONG

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Present: Cr T Sullivan (Deputy Mayor), Crs A Aitken, K Grzybek, B Harwood, E Kontelj, S Mansfield, J Mason, B Moloney, P Murrihy, R Nelson

Also Present: M Cutter (Chief Executive Officer), G Smith (Director Planning, Design and Development), G Wilson-Browne (Director City Services), M Dugina (Director Customer and Corporate Services), R Stevens (Director Community Life), S McKew (Manager Governance)

Opening: The Deputy Mayor declared the meeting open at 6.00pm.

1. PROCEDURAL MATTERS

1.1. Acknowledgement of Country

Council acknowledges the Wadawurrung People as the Traditional Owners of the Land, Waterways and Skies. We pay our respects to their Elders, past and present. We Acknowledge all Aboriginal and Torres Strait Islander people who are part of our Greater Geelong community today.

1.2. Apologies

Cr Asher (Mayor) - Leave of Absence

1.3. Leaves of Absence

Cr Mason moved, Cr Harwood seconded -

That Leave of Absence be granted to Cr Mansfield for the period 19 April 2022 to 13 May 2022, inclusive.

Carried

1.4. Declarations of Conflicts of Interest

Cr Grzybek declared a Conflict of Interest in Agenda Item 2.4 Tender T2200043 – Building Better Bike Connections – Southern Link – Stage 2 in that Cr Grzybek is employed by the TAC who is funding the bike lanes.

1.5. Confirmation of Minutes

RESOLUTION - Item 1.5.1

Cr Mansfield moved, Cr Mason seconded -

That the Minutes of the Council Meeting held on 22 February 2022 be confirmed.

Carried

1.6. Public Question and Submission Time

The following persons submitted questions prior to the Council Meeting on the following various subjects:

1. Lois Newman – Sex premises in CoGG and forming a LGBTIQA+ Advisory Committee;
2. Claude Eagles – Tree Management, Flood Zoning and Climate Change;
3. Dan Nicholls - Mosquito Management / Japanese Encephalitis;
4. Madison-Lea Chalker – Access to Public Transport / Public Infrastructure (footpaths);
5. Kimberley Dubberley – Horseshoe Bend Precinct Development Contributions Plan;
6. Yvonne Keown – The CoGG Urban Forest Strategy 2015-2025;
7. Jeanne Nel De Koker – Tree Management – One Million Trees Project;
8. Barb Sheehan – Tree Management;
9. Bernice Davies – Social Housing and the Belmont Scout Hall;
10. Vanessa Whittem – Tree Management;
11. Louis de Koker – Planning Committee Annual Review and Tree Management;
12. Katerina-Larisa Izdebskaia- Highton Village and Tree Management;
13. Brendan Hunt – Social Housing and the Belmont Scout Hall;
14. Kylie Grose – Social Housing Belmont (Open Space);
15. Bill Marshall – Planning and Developments - Highton

Dan Nicholls asked **i**s Council concerned about the safety of residents with the increase in numbers of Japanese encephalitis cases and the current department of health advice to avoid stagnant water, mindful of the stagnant storm water basin that currently resides in Ashbury Estate and will remain until at least 2023?

Thank you for your question Dan.

The City is aware of Japanese encephalitis virus (JEV) in the northern part of the state. We receive regular updates from the Department of Health and are monitoring the situation.

There have been eleven confirmed cases within Victoria, with other confirmed cases of JEV in New South Wales, South Australia and Queensland. Most of the Victorian cases had spent time in northern Victoria or southern New South Wales.

The type of mosquito that carries JEV is not common south of the Central Highlands and are not known to breed in the Geelong region. The areas with the largest populations of these mosquitoes are along the Murray/Darling River and surrounding Victorian Riverlands. Adult mosquitoes can only disperse 5-10 km from where they hatch.

Ashbury Estate has some smaller permanent Water Sensitive Urban Design treatment ponds, in addition to the large temporary storage pond. With respect to the smaller ponds, these are designed to retain water permanently to maintain vegetation which treats the water by removing sediment and nutrients – to ensure ongoing movement of water and avoid water stagnating. The larger storage pond will manage water from the Ashbury development until the downstream drainage infrastructure is built. This will occur during subsequent development stages. This land will ultimately become a sporting facility.

As part of the City's mosquito management program, we monitor known breeding sites and respond to customer notifications about potential new breeding locations. The Mosquito Management Officers are aware of the basins in the Ashbury Estate and regularly monitor this site and treat if required.

There are tips on our website to prevent mosquitoes breeding around your home, and to minimise your chances of being bitten.

Madison-Lea Chalker

Currently people who need to access public transport are required to walk along the roadside of Horseshoe Bend Road and Boundary Road.

1. Does the COGG share the concerns of nearly 400 Ashbury residents that a lack of footpaths, especially in Boundary and Horseshoe Bend Road, means there is a totally unacceptable safety risk for children who need to catch public transport, school buses or attend Iona College?

   What does Council plan to do to rectify this to ensure there is safe and easy access to public transport?

Thank you for your questions, Madison-Lea.

The safety of all residents of Greater Geelong is our highest priority, and ensuring safe footpath access is an integral part of the network in keeping residents safe.

Infrastructure development including footpaths in the Armstrong Creek growth area are a condition of developer planning permits. Footpaths for Boundary Road and Horseshoe Bend Road are to be constructed by developers as a condition of the planning permits.

Iona College is required to construct a footpath along its property boundaries as per a condition of its permit, however the timing of the work is dependent on the college.

Kimberly Dubberley

Nearly 400 Ashbury residents signed a petition voicing their concerns over the lack of promised infrastructure in the Ashbury Development. Part of this infrastructure is the Active Open Space (inclusive of 2 ovals, 2 netball courts, 2 bowling greens and a multi-purpose pavilion) which was promised to residents at the point of sale with the impression they would be delivered soon.

The trigger point in the Horseshoe Bend Precinct Development Contributions Plan for this infrastructure was 2,000 dwellings and at June 30 2021 there were 2,600 residential lots. We have recently found out that the timeline means these facilities will not be delivered until 2028 and will not even be designed prior to 2024 when land is vested to Council.

1. Will COGG hold the developer, Dennis Family Corporation (DFC), to account over the delivery of infrastructure which was promised to residents when they purchased land and bring these developments forward to meet the needs of this rapidly expanding community?

Thank you for your questions, Kimberley.

Council is responsible for the delivery of the Active Open Space network within the Armstrong Creek Growth Area. To help us prioritise infrastructure throughout the region, we have an infrastructure prioritisation program to identify when infrastructure is required in the context of a whole growth area. Where barriers to delivery are identified, we work to remove these barriers.

We cannot speak to representations made by the developer or their representatives. The active open space within Ashbury Estate will be delivered in the shortest time possible within the constraints that apply to the land. The land has not been vested to Council by the development and there is currently a temporary drainage basin on the site designated for Active Open Space in this estate. This interim drainage basin will be removed once permanent drainage infrastructure has been constructed, estimated to be completed mid-2023.

The necessary land acquisition processes related to the delivery of permanent drainage infrastructure has caused delays to date. Removal of the temporary drainage basin from the Active Open Space site will take at least six months. Once it has been removed the land can be surveyed and design can commence. Based on these timelines, expected delivery of the final Active Open Space facilities is 2028. The developer is involved in this process and fully aware of the steps and works involved.

2. Ashbury is described as an out of sequence development and that this is presenting significant barriers to infrastructure being delivered. COGG granted permission for the developer (DFC) to create the “temporary stormwater retention facility” which has been there for nearly 3 years now.

   As COGG granted this as a temporary measure why is it allowing DFC to continue to expand the estate without having to deliver the required drainage facility to meet the current needs of the built houses and to be able to deliver infrastructure as promised to residents at the time of land sale?

The interim basin was designed to enable the developer to deliver to a maximum amount of hectares and is still operating sufficiently and in accordance with the planning permit. The planning permit has capped the development at a maximum developable area, and development must stop if the cap is reached, unless the ultimate drainage infrastructure (outfall to Sparrovale Wetlands) is in place. The developer has therefore a key interest in ensuring the ultimate drainage outfall to Sparrovale Wetlands is in place as soon as possible.

Jeanne Nel De Koker

Congratulations on the launch of the tree database. It is very helpful.

The database lists a Yellow Gum for Barrabool Road 54. It describes both the tree health and structure as good. However, that tree was removed a couple of years ago.

1. Can the Council clarify why the tree was removed?

During the February 2022 Council meeting, the responses indicated that the City is in the early planning stages of developing a Significant Tree Register, subject to funding in the 2022-2023 budget and that the timeframe for implementation is subject to funding.

Thank you for your questions, Jeanne.

An arboricultural assessment identified that the Yellow Gum had extensive decay within the trunk that had impacted the health of the tree to the extent the tree was in decline and unlikely to recover. The database will be updated.

2. Can the Council confirm whether a request for funding to develop and maintain a Significant Tree Register as per Objective 4 in the 2015 Action Plan, was submitted for consideration in the 2016-17, 2017-18, 2018-19, 2019-2020, 2020-21 or 2021-22 CoGG budgets?

The Urban Forest Strategy includes actions to be completed over ten years. Actions to increase the canopy cover were prioritised. The request for funding for a Significant Tree Register has been submitted for the 2022-23 budget.

3. The Council adopted the Environment Strategy 2020-30, supported by a two-year action plan, in September 2020. The Action Plan included commencing 'the planning and delivery of our One Million Trees Project' as a new action proposed for 2020-22. The 2020-21 budget allocated 100,000 AUD to program planning of the One Million Trees Project (job number R66502). However, the 2021-22 budget does not mention the One Million Trees project. Neither does it appear in the 2021-22 to 2024-2025 budget documents and Excel spreadsheets on the CoGG website.

Can the Council confirm:
a. whether the planning has been completed and if so, when?
b. whether the Council has received and considered a report on the planning process, and if so, how residents can access the report?

The One Million Trees planning project was funded in the 2020-21 Council budget, however the project was not commenced within that financial year. The project funding was carried forward to the 2021/22 budget and a project brief is currently in preparation. It is anticipated that a consultant to lead this planning project will be appointed this financial year, with a report to be delivered in early 2023. When completed the report will be accessible to the public.

Louis de Koker

I note from the Planning Committee Annual Review 2021 that, of the 2147 planning permit applications that were lodged with the City, the internal Decision-Making Committee (DMC) only considered 56 applications last financial year.

This Committee, established to provide oversight of officer recommendations, only considers applications involving a refusal and/or 6 or more objections. The percentage of matters considered by the DMC is not sufficient to provide oversight. The limitation of its work to refusals provides insufficient oversight of approvals.

The principle to limit consideration to applications involving 6 or more objections is based on an assumption that the objection process is working effectively and efficiently to reflect community concerns. This assumption is not evidence-based. Community oversight of officer recommendations is further limited by the Council's access to information policies: Once the advertisement period concludes, planning documents and permits may only be viewed in person at the Council offices and no copies or extracts of these complex documents may be made except by hand.

The community, therefore, has very limited access to information about officer recommendations and changes made in the approval process after the initial public advertisement process closed.

1. Will the Council enable the DMC to have effective oversight of officer recommendations of approvals?

Thank you for your questions, Louis.

The Decision Making Committee reviews all significant applications that are not heard at Planning Committee. All other applications are reviewed by a Team Leader or Coordinator with over 15 years' experience before a decision is made. No officer can make the final decision on an application that they have assessed.

2. Further to my comments in question 1 about the community's limited access to information about officer recommendations and changes made in the approval process after the initial public advertisement process closed, will the Council allow the community to have improved oversight of approvals by (i) publishing application documents, officer recommendations, and permits; and (ii) allowing digital access to such documents or at least allowing these complex documents to be copied for analysis?

All applications that are being advertised go onto the City of Greater Geelong website, along with our Planning Register. Under the Planning and Environment Act 1987 (the Act), applications are required to be advertised for 14 days. We leave applications on our website for three weeks. Under the Act, applications can be viewed by the public during the processing of an application. Outside of the advertising period, the information can be viewed in person at the City's Brougham Street offices. Once a decision is made and any appeal rights completed, a file is then considered closed. Community members can still view a copy of the permit from a closed file at our Brougham Street office. If a customer requires a copy of any information from a closed file, this needs to be applied for via the City's Freedom of Information process. This is in line with the privacy requirements to ensure that any owner's consent is granted (where required) and personal information removed (where required).

I congratulate the Council on the publication of its updated tree data for Geelong. The map feature, in particular, makes it easy to identify trees and also gaps in street tree coverage, especially combined with Google Maps historic street views. In Geelong's streets that have older canopy trees, there is a correlation between gaps in the coverage and developments in the past two decades. Mature street trees were removed ahead of or during re-development of the property, and not replaced by the Council.

3. Can the Council explain this correlation and, where it removed trees at the behest of a developer, why the CoGG has not worked with the developer to have the tree replaced?

Any street tree that is removed has been agreed to by our Tree Management team. Before a tree is removed, an offset payment (based on the size and health of tree being removed) must be paid to the City. The street tree will then be replaced, by the City, sometimes in an alternate location due to crossovers, power poles etc. Replanting only occurs during April to September to ensure the best survival rates for the street trees.

Katerina-Larisa Izdebskaia

1. What did you do to protect Highton Village as it is?

2. What did you do to protect trees in Geelong?

Thank you for your questions, Katerina.

There is no proposal to remove trees in the final Highton Urban Design Framework.

Our Tree Management Policy provides a framework for the management of trees within the City of Greater Geelong. It establishes when we will plant, prune or remove a tree and what measures must be undertaken to protect and enhance the tree population.

The City manages hundreds of hectares of conservation reserves. To protect trees we undertake extensive pest, plant and animal control, revegetation works and fencing of reserve areas to protect trees. We also construct path networks through our reserves to ensure trees are protected.

Our officers also investigate where vandalism of trees has occurred.

Bill Marshall asked given the significant public negative reaction to several multi-unit developments in the Highton area, and the ongoing petition against the Highton Shops precinct redevelopment in its current form, what is the Council doing differently now, to ensure public opinion is respected at the Planning review stage, rather than the public having to challenge these developments at VCAT at great cost and time and resource commitment which, unlike the Developers, the public is not generally organised or resourced to do?

Thank you for your question, Bill.

In Victoria, planning for land use and development is controlled mainly through the Planning and Environment Act 1987 and the Planning and Environment Regulations 1988. Planning processes are uniformly applied state-wide. In the current planning system, the avenue for community members to appeal a Council decision is through VCAT.

Council highly values public opinion, and it is an important part of our planning process, however we acknowledge that at times not everyone will agree with a decision. Our decision-making process continues to be transparent and robust and considers factors such as statutory requirements, environmental impact, visual amenity, and community feedback.

Deputy Mayor, Cr Trent Sullivan, advised the meeting Council has received a high volume of questions regarding the Viva Energy Environmental Effects Statement (EES), and also received separate feedback from Council's Sustainability Advisory Committee.

The following community members submitted questions to Council regarding the Viva EES:

Sanja, Van Huet, Darcy Dunn, Sally Fisher, Juan Nunez-Iglesias, Karen Lamb, Biunca Cauci, Tracey Gibbs, Mark Gordon, Fred Lang, Jarrah Gurrie, Christine Aspland, Sarah, Rikki Bandekow, Jane Farley, Simon Chadwick, Robin Gardner, Rebecca Jarvis, Rosalind Ellinger, Pia Bernardi, Andrea Buckley, Ann, Jane Duncan, Angela Plunkett, Karen Stagnitti, Gabrielle Davies, Dr Felicity Spear, Gemma Arnold, Elaine, Neil Plummer, Nicole Sablyak, Peter Sharp, Eichelle Carey Ashley, Felicity Crombach, Roman Goeppert, Ingrid Hindell, Helen Reeves, Jessica Chapman, Kate Pediaditis, Mary, Jake Bromeier, Dr Donald Serle, George Robert Patterson, Sina Lengelsen, Susan Camilleri, Antony Heath, Laura Naismith, David Leermakers, Miranda Laird, Andy Breaden, Madi O'Brien, Janet Massey, Jackie Myers, Andre Limsowtin, Shannon Regan, Andrew Rivett, Caroline Danaher, David Armstrong.

Deputy Mayor, Cr Trent Sullivan, advised the meeting, in relation to *Viva Energy Environmental Effects Statement (EES),* it should be noted that Council is not the decision-maker in this process. He went on to state:

As the level of government closest to the community, we feel that we have an important role to share with the Inquiry and Advisory Committee the variety of views we have heard from our community regarding the proposal. As such, we have made a submission to the IAC on behalf of the Greater Geelong community.

The full submission is now available to read online at www.geelongaustralia.com.au

The City is also making a separate submission regarding the draft planning scheme amendment which forms part of the project.

To make the best use of everyone's time tonight, we will provide a collective response to the questions submitted to us regarding this issue, by providing an overview of our submission.

Two of Council's Directors will speak to the 8 themes of the Environmental Effects Statement.

1. Safety

While Viva is an experienced operator of a major hazard facility, there has been considerable community feedback regarding safety.

Chapter 12 of the EES provides an overview of the safety, hazard and risk assessments conducted so far. These assessments have identified hazards associated with the construction and operation of the project and where appropriate, design changes or actions were applied to ensure that the risk was mitigated so far as is reasonably practicable.

We have noted in our submission that there are substantial added risks for nearby residents, businesses, ferries, other shipping, and community general health and wellbeing.

We are also aware that there will be ongoing work if the project moves into the detailed design phase to ensure the safety, hazard and risk assessments remain current. The City will continue to be engaged in these processes where appropriate.

2. Local Amenity

While we acknowledge the project location is within a developed Port and Industrial area, we note that it is also closely located to sensitive uses such as residential housing and school grounds like Geelong Grammar.

We have passed on community feedback that the proposal will increase the frequency of heavy vehicles in this area and increase both noise and air pollution in this area.

Impacts on the visual amenity of this and surrounding areas have been raised, particularly with respect to vistas from the Geelong Waterfront, a major tourism destination, and the Spirit of Tasmania terminal, currently under construction.

We have asked that consideration be given to the local community's use and enjoyment of the waterways and likely impacts on fishing, boating and water sports (and flow-on impact to related businesses).

3. Sustainability and Greenhouse Gas Emissions

In our submission we have noted strong community feedback regarding consideration of how the project's greenhouse emissions will impact of the broader region.

We have also noted concerns raised by the community that the assessment and impact of emissions outlined in the EES may be significantly undervalued, once analysed in a broader context.

As noted in a number of questions submitted to Council tonight, our Climate Change Response Plan, sets a target of net zero emissions in Greater Geelong by 2035. The Plan includes actions across many sectors including energy, transport, education and waste.

The net zero target is consistent with current science and needs a coordinated and collective response from the whole community. This requires an increase in renewable energy production, the rapid phasing out of fossil fuels and conversion to appropriate heating and industrial infrastructure.

4. Marine Environment

We note the proposed gas terminal is near a Ramsar wetland. The community has raised, and the City agrees, that it is vital the wetland and Corio Bay flora and fauna be protected and preserved.

We have also noted in the submission community concerns regarding the release of chlorinated water into the bay and the impacts this will have on seagrasses, habitat and to nearby Ramsar Wetlands.

5. Land - Local Environment

Whilst Viva notes that its goal will be to avoid, minimise and/or offset potential adverse effects on land, surface water, groundwater resources, native flora and fauna and their habitats, we have sought reassurance on behalf of the community that any impacts are avoided or minimised.

6. Changes to Refinery Pier

As noted in the EES, the significant works proposed to Refinery Pier will require localised dredging.

Whilst we note that dredging is a routine part of port maintenance and operations, we have included in our submission the community interest that this be managed to the highest national standards.

7. Social and Economic Benefits - Gareth Smith, Director City Planning & Economy
The City welcomes major investment by Viva in its Geelong operations.

Viva is a major employer within the region and this proposal, along with the recent announcement regarding the investment into a hydrogen service station on its site, gives optimism for its future growth. We are aware that the current proposals do not have a significant long-term impact on local employment levels.

Geelong, through Viva and other investments, is well placed to be a leading energy hub with a long-term focus on renewable energy industries and employment.

8. Aboriginal and Cultural Heritage
It is imperative that the Registered Aboriginal Party has ongoing engagement throughout the life of the project, in addition to the Cultural Heritage Management Plan.

We thank the Sustainability Advisory Committee and community for their keen interest and relevant feedback regarding the Viva Energy EES.

Deputy Mayor, Cr Trent Sullivan, informed the meeting our Councillor group welcomes a balanced and thorough analysis of all elements of the Environmental Effects Statement through the government planning process. He went on to state:

Thanks again to the community for their interest and advocacy on this issue and be assured we have conveyed your feedback to the Inquiry and Advisory Committee.

We will be providing a copy of the submission to the City's Audit & Risk Committee.

Individuals are also able to make a submission to the IAC by 11 April, and we encourage interested community members to participate in this process. The IAC will consider all submissions and advise the Minister for Planning on the environmental effects of the Project.

Additional questions from the gallery not submitted prior to the meeting included:

Robert Patterson – A Different Approach Community – Climate Action in Australia

1. If UNESCO classifies the Great Barrier Reef as "in danger", will Council acknowledge UNESCO'S findings by having a vote on whether or not this Council is in favour of the new proposed fossil fuel development of a Viva gas hub in Corio Bay?
2. As yet the CoGG has not commented publicly on the Viva gas hub. When will Council please hold a forum on this topic and/or make an official statement on Council's position on the proposed Viva gas hub?

Deputy Mayor, Cr Trent Sullivan responded the questions will be taken on notice for a written response, but added in terms of comment the submission that the we made today is the City's official stand-point in terms of the Council itself.

Due to a Conflict of Interest regarding bicycle lanes, Cr Grzybek left the meeting room at 6.45pm.

Peter Dowling asked the following:

1. Is Council aware the 45 degree angle vehicular parking spaces that are in front of the new bikes lanes on both sides of Gheringhap Street appear to be non-compliant with AS2890.5 on-street parking dimensional requirements?
2. What is Council's exposure to litigation if these vehicular spaces are found to be non-compliant?
3. There are an awful lot of damaged wheel stops particularly on the west side of Gheringhap Street between Little Myers and Ryrie Streets. What is Council's inspection and maintenance policy for maintaining/replacing these wheel stops and what is the budget figure to maintain these spaces?

Guy Wilson-Browne responded he would take the questions on notice, but in general terms all our engineering designs, all our road project as far as bicycles etc we make best endeavours to comply with the Australian Standards. There are situations where the road environment doesn't allow for 100% compliance with Australian Standards and we again make best endeavours to do that, whether this is the case here I will have to make further investigations. Mr Wilson-Browne thanked Mr Dowling for bringing the matter to the attention of Council.

Andrew Broadfoot re Moorabool Street new bike path between Fyans Street and the Barwon River:

Berkovick carpark located on the west side of Moorabool Street is surrounded by high walls with restricted visibility when exiting into Moorabool Street until the front of a vehicle has extended into the northern lane of the bike path.

A driver entering a busy street looks towards the traffic flow, i.e. towards the Barwon River end and tends to only glace (possibly) in the other direction and then only after entering the bike path. Thus, the chance of a vehicle colliding with a speeding south bound bike rider is significant. Recently I nearly did and being a bike rider myself am very aware of potential dangers.

1. Have Council done a risk assessment at this point and if so, what was found and what actions are proposed to mitigate the risk of a serious accident. If no assessment has been made then will Council undertake so to do?

Guy Wilson-Browne responded safety is extremely important to all of us.
In answer to your question – yes, we recently completed a safety assessment of Stage 1 of the Better Bike Connections project. That safety assessment is still being reviewed by officers and will be presented to Council very shortly.

There is a series of recommendations arising out of that assessment that we will be working through, mostly of a minor nature, but there are some recommendations in there about improving signage, particularly to increase the awareness to drivers of vehicles coming south and north bound as you have highlighted.

The Chief Executive Officer presented the following statement in relation to the Building Better Bike Connections project – Southern link:

Overview of safety measures for Stage 1

There has been an extensive amount of safety assessments, both before and after construction of stage one of the southern link.

Accredited road safety auditors, Safe System Solutions, conducted a road safety audit of the design before construction. Their findings informed the final design and a post-construction audit of stage one identified some minor remediation works.

Officers identified and implemented further safety improvements such as line marking and additional signage at the Little Fyans and Moorabool intersection.

We also commissioned an independent bike lanes safety assessment of five individual sites that spans from Malop Street through to Little Fyans Street from Dr Cameron Munro of CDM Research.

The key conclusion of the assessment is that the 40km speed profile significantly reduces the likelihood of severe or fatal injuries, and that there will be a period of adaptation required by road users.

The City will be implementing a range of measures in line with the report. When formally responding to the petition tabled, we will share the report along with the actions we are taking.

We continue to monitor data and anecdotal feedback, including from the community and local police, to learn how we can increase safety for all road users wherever possible.

This monitoring will inform a report to Council in December 2022 on the performance of the bike lanes.

Overview of safety measures for Stage 2

We have presented detailed layouts for the three proposed sections of stage 2 of the southern link.

They are in line with the concept plans adopted by Council in April 2019, but there have been recent refinements relating to parking and lane widths.

This has been done following a Safety in Design Workshop, held in February 2022.

This workshop included representatives from the City and Department of Transport, plus other independent experts who have assisted on the project, such as Safe System Solutions, CDM Research, Ratio and Stantec.

Finally, I'd like to address the report later in the agenda tonight. The report and officer recommendation is procedural in nature in line with our procurement policy.

The report tonight if adopted will give us the ability to run a select tender process for the next stage of the building better bike connection project.

Finally. I can assure the community we will continue to review these bike lanes and if safety issues are identified we will make sure we review these and implement appropriate changes to the lane to improve the situation.

Cr Grzybek re-entered the meeting room at 7.06pm

Roman Goeppert asked with the current planning legislation by the State Government there are no wind power developments possible south of the Princes Freeway. Why is it possible to plan a more unsightly Gas Import Terminal on our foreshore when wind parks which are providing renewable emission free power are not permitted?

Deputy Mayor, Cr Trent Sullivan responded Viva is a major employer within the region and this proposal, along with the recent announcement regarding the investment into a hydrogen service station on its site, gives optimism for its future growth. We are aware that the current proposals do not have a significant long-term impact on local employment levels.

Geelong, through Viva and other investments, is well placed to be a leading energy hub with a long-term focus on renewable energy industries and employment.

A further written response will be provided.

1.7. Petitions

Due to a Conflict of Interest regarding bicycle lanes, Cr Grzybek left the meeting room at 7.10pm.

Cr Kontelj presented a petition on behalf of Anne Preston containing 575 signatures calling for Council to cease further works on the bike lanes until after an independent safety audit.
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Cr Grzybek re-entered the meeting room at 7.12pm.

Cr Mansfield presented a petition on behalf of Terrence Underwood containing 10 signatures regarding the significant noise emanating from a local hotel and asked that Council look into the matter.

Cr Mason presented a petition on behalf of Peter Kitney containing 13 signatures calling for Council to seal the road surface at Pigdon Street, Indented Head.

Sanja Van Huet on behalf of Darcy Dunn presented a petition containing 119 signatures concerning natural gas usage in new developments, existing houses and Council owned assets.

2. REPORTS

2.1. Youth Council First Report 2022

Source: **Community Life**
Director: **Robyn Stevens**

Purpose

1. To note the first report to Council from the Youth Council Advisory Committee 2022.

Background

2. Twelve local young people were elected to the City of Greater Geelong Youth Council Advisory Committee (Youth Council), and during their 12-month term will serve as the region's official 'youth voice'.
3. Aged between 12 and 18, the Youth Council members represent a spread of local towns and suburbs, with three representatives from each of the four Council wards – Bellarine, Brownbill, Kardinia and Windermere.
4. Youth Council provide advice and updates for Council's consideration through monthly Youth Council meetings at City Hall, through collaboration with Councillors via the Councillor Connect Mentoring Program and by consulting with young people in various engagements.

Key Matters

5. Junior Mayor Genaya Rowbottom has written the first of their reports for 2022 about Youth Council's activities, discussions and preliminary work since their induction in January of this year **(Attachment 2)**.
6. The report notes the Youth Council's priorities for 2022, which are: Mental Health and Wellbeing; Environment and Sustainability; Diversity and Inclusion; and Healthy and Respectful Relationships.
7. An introduction to the 2022 Youth Council members' individual passions and motivations, a summary of the Youth Council charter, and a concluding message from the Junior Mayor on the group's priorities over the next two months are also included in this report.

Junior Mayor, Genaya Rowbottom, provided the gallery with an overview of the first of the Youth Council's reports and highlighting priorities for 2022.

RESOLUTION - Item 2.1

Cr Mansfield moved, Cr Mason seconded -

That Council note the first report to Council from the Youth Council Advisory Committee 2022.

Carried

Financial Sustainability

8. Funding for the Youth Council program and activities has been allocated as part of Council's annual budget process.

Community Engagement

9. Youth Council members engage with young people in their wards to gain essential feedback and input. Subject to COVID-19 restrictions, Youth Council members will endeavour to continue this engagement and seek to use various digital and online methods as supplement.

Social Equity and Sustainability

10. The Youth Council provides an opportunity for young people to contribute to and be included in civic life.

Relevant Law/Policy/Legal Implications

11. The activities of the Youth Council comply with the Committee's Terms of Reference.

Alignment to Community Plan and Vision

12. This report aligns with Our Community Plan 2021-2025 strategic priority:

    Healthy, caring and inclusive community.

13. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:

    An inclusive, diverse, healthy and socially connected community.

Conflict of Interest

14. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

15. Youth Council provides advice to Council on specific issues relating to young people in our community and does not speak on behalf of the Council or the City. The Terms of Reference guide the Youth Council.

Environmental Sustainability

16. There are no environmental implications.

Attachments

1. Youth Council First Report 2022 [**2.1.1** - 6 pages]

THE CITY OF
GREATER GEELONG

YOUTH COUNCIL FIRST REPORT TO COUNCIL

Tuesday 22 March 2022

JUNIOR MAYOR – GENAYA ROWBOTTOM

CITY OF GREATER GEELONG

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Junior Mayor's Message

INTRODUCTION

Youth Council would like to acknowledge the Wadawurrung People, the traditional owners of the land, waterways and skies and pay our respects to Elder's past, present and emerging.

PURPOSE

The purpose of this report is to introduce Council to the members of the 2022 Youth Council Advisory Committee. The report will also highlight the outcomes of the first Youth Council meeting and outline the Youth Council priority areas for 2022.

WHAT WE HAVE ACHIEVED SO FAR

Youth Council 2022 Induction

Youth Council would first like to reflect on the amazing and informative 2022 Youth Council Induction. Members gained incredible amounts of knowledge and built excitement to move forward to work together as Geelong's fourth consecutive Youth Council. Due to the Omicron outbreak, induction took place over two days on Zoom. On the first day members heard a presentation from the Youth Civic Participation Officer. The group received heaps of information about what to expect and to prepare for and received an overview of the proceedings for the next day. In the second half of the meeting, members got to know each other better through a series of team building activities. The next session was the formal Youth Council Induction where members were welcomed by the CEO, Martin Cutter. Mr Cutter gave members a great overview of how the City of Greater Geelong works as a whole and explained some of Youth Councils' future responsibilities. Members were given the opportunity to introduce themselves to the group and discuss why they joined Youth Council. Members were then introduced to Councillor Mansfield who spoke about the big responsibility of being a Youth Council member, provided an overview of how Councillors work with the Youth Council, and lasty provided members with some advice to support them in their roles.

The next part of the meeting was very exciting! We heard from six Youth Council members who nominated themselves for the Junior Mayor position. The Junior Mayor and Deputy Junior Mayor positions require the strengths to organise, empathise and lead the Youth Council in a successful direction. The speeches included humour, passion, and motivation from members, and demonstrated the strong skill set among this year's group. Thank-you to all Youth Council members for casting your votes and electing myself, Genaya Rowbottom as Junior Mayor and Angelle Mackay as Junior Deputy Mayor. The remainder of the meeting included guest presenters from across Council, members were introduced to governance, learning about both the governance structures within Council and Youth Council program, they learnt about social media, and how to work with the Mayor and Councillors. Lastly, they heard from Elliot Nicholas, the 2021 Junior Mayor, who encouraged members to not take the opportunity for granted and to continue working on key projects from previous years' groups. Throughout the induction, all members gained knowledge and understanding about their positions, and expressed an eagerness to commence in their roles. Youth Council members were also instilled with a sense of leadership, and a great carefulness to represent the views and opinions of their communities, not just themselves when considering future decisions. The induction was just the beginning of a really exciting year, members look forward to working with each other and advocating for issues important to the lives of young people.

2022 YOUTH COUNCIL INTRODUCTIONS

Bellarine Ward:

Indiana Roberts (Indi) is 14 years old. Indi applied for Youth Council because she is passionate about helping youth voice to be heard and understood. Indi will bring her calm, wise and grounded demeaner to the group and she plans to use her voice and speak up at every opportunity. Indi is most passionate about tackling the issues of sexism whilst on Youth Council.

Genaya Rowbottom (Naya) recently turned 18 years old and was elected as Junior Mayor at the Youth Council induction. Naya applied for the Youth Council to not only allow themself to grow, but to also help the young community grow together. Naya wants people to be able to express themselves and hopes to represent young people's views to provide them with a voice and advocate for their needs. Naya will bring a strong sense of responsibility, be respectful and understanding. Naya is most passionate about the world around them, they love animals, and helping people feel more comfortable with themselves.

Timothe Garnier (Tim) is 12 years old. Tim applied for Youth Council to help make changes in the community and learn about how decisions are made in Council. Tim is most passionate about sport, social matters, and politics. Tim will bring his leadership experience and his open mindedness to the program.

Brownbill Ward:

Tahlia Baronessa is 17 years old. Tahlia applied for Youth Council because she is determined to become a youth worker and this experience will give her a taste of what it will feel like. Tahlia is passionate about helping others and showing kindness especially to those who are the most vulnerable. Tahlia is a leader in the community and after school would like to be a youth worker where she can continue to advocate for young people.

Imogen O'Shannessy is 14 years old. Imogen applied for Youth Council so she can better herself and her community. Imogen is most passionate about her hobbies including writing and modelling. Imogen would like to use her platform on Youth Council to advocate for children and families who have experienced domestic violence. Imogen will bring her charisma, leadership skills, fun and easy-going attitude to Youth Council.

Bailey Strahan is 14 years old. Bailey applied for Youth Council to help all young people in Geelong. Bailey is most passionate about the environment. Bailey will bring his experience and insight into mental health and family problems and will also bring his interest in preserving the environment and wildlife to the Youth Council program.

Kardinia Ward:

Isobel Rose (Izzy) is 13 years old. Izzy applied for Youth Council because she is a minor, can't vote and share her views. Izzy is most passionate about the environment. Izzy will bring her passion for a better world and her community knowledge. as well as her leadership experience through school and community groups to the Youth Council program.

Sarah Tolan is 13 years old. Sarah applied for Youth Council to improve the lives of youth in the Greater Geelong community and was encouraged by her school to apply. Sarah is passionate about helping others, whether this be through school or just through community service, advocating for the

disadvantaged and less heard members of the community is something she is very passionate about. Sarah is also passionate about giving everyone an equal opportunity, for example, women in sport. Sarah describes herself as passionate individual who is organised and a team player.

Ashlin Bobby is 14 years old. Ashlin applied for Youth Council because she sees teens dealing with a lot of new issues and she wanted to do something to help. Ashlin is most passionate about meeting new people and raising awareness on issues. Coming from a different background, Ashlin will contribute to creating a better multicultural community in Geelong.

Windermere Ward:

Charlee Hide is 13 years old. Charlee applied for Youth Council because she thought she would make a great Youth Council representative. Charlee is passionate about spending time with her family and will bring her kindness, her eagerness to get to know everyone, and her positive attitude.

Angelle Mackay is 15 years old and was elected the Junior Deputy Mayor at the Youth Council Induction by her peers. Angelle applied for Youth Council to share and channel her passion for helping the community. Angelle is most passionate about increasing sustainability and pushing for change in that space. Angelle will bring her fierce passion and drive to implement change, her open minded, ability to work in a team to solve problems and her fluency in expressing ideas.

Adrian Wyres is 15 years old. Adrian applied for Youth Council as he has always been interested in politics and saw joining the Youth Council as a way to experience and learn about the community. Adrian is most passionate about the rights of minorities and animals. Adrian will bring his love of leadership and learning and his ambition to become a community leader.

YOUTH COUNCIL CHARTER

At the first Youth Council meeting, members worked together to create the 2022 Youth Council Charter. The charter outlines the values and behaviours that have been decided will help the group excel and support each other to reach their goals. First, members spilt into breakout rooms to discuss in smaller groups the behaviours, and values they thought were important to include. Each group reviewed previous years' charters, then had discussions about whether they agreed or disagreed with what was outlined. Once back in the main room, members found the similarities among the two groups' charters, combined their lists, and discussed what was most important to include. Below is a copy of the charter, which will be reviewed at the March meeting to be endorsed by the Youth Council.

- Be open minded to other people's ideas and be open to compromise
- Be respectful of other people's identities and backgrounds
- Make decisions based on the best interests, and on behalf of the youth community
- Make sure debate is always professional and is us against the problem not each other
- Keep things on topic, make things achievable, and create actionable goals
- Keep controversial or offensive opinions to yourself
- Support each other to be the best we can be
- Show immense commitment to our roles as Youth Councillors
- Be welcoming, supportive, and kind to others
- Have fun and always have a positive attitude

2022 YOUTH COUNCIL PRIORITY AREAS

An exciting part of the February meeting was developing the 2022 Youth Council's priority areas. Members reviewed previous years' priority areas, but also reviewed Council's strategic priorities in the Community Plan and from the Clever and Creative Community Vision. Members were also introduced to the Mission Australia Survey results from the past four years. After receiving all this information, members worked in breakout rooms to decide what themes would underpin their work. When the group was brought back together, members discussed some of the areas explored and emphasized the importance of focusing on these themes during our 12 month term as Youth Council members.

After a final vote, the Youth Council priority areas for 2022 are:

- Mental Health and Wellbeing
- Environment and Sustainability
- Diversity and Inclusion
- Healthy and Respectful Relationships

OUR PRIORITIES FOR THE NEXT TWO MONTHS

Over the next two months members will start to break down the priority areas into the topics members would like to focus on and provide advice on. Members have commenced their meetings with their Ward Councillors in the Councillor Connect mentoring program which started in February and look forward to a busy and successful year ahead.

CONCLUSION

Now that the Youth Council priorities are set and the Youth Council Charter is ready to be endorsed at the March meeting, the 2022 Youth Council can start their important work. This year the meetings will look a little different, members will be encouraged to speak to their communities, gain insight and ideas from young people to ensure the broader youth voice is heard and brought back to the Youth Council meetings. Members will also collect ideas about ways to support young people through the Covid 19 Recovery to help inform the Youth Development Unit at Council. Youth Council look forward to being involved in the 2022 Youth Awards event and hearing from guest presenters from across the City and Geelong community. As Junior Mayor, it is important to congratulate the 2022 Youth Council group on their achievements so far, and who are all passionate and driven individuals eager to provide the voice on behalf of youth of Geelong. The Junior Mayor and Deputy Junior Mayor are ready and excited to lead the 2022 Youth Council group into a fun and successful year. The next report to Council will be presented on 26 July, with another update on Youth Council's work, achievements, and advice.

2.2. Dog Control Orders - Breamlea

Source: **City Services**
Director: **Guy Wilson-Browne**

Purpose

1. To authorise the making of an Order under the *Domestic Animals Act 1994* that sets out rules applying to dogs in public places on land to be managed by Barwon Coast Committee of Management Inc. (BCCM) from 1 April 2022.

Background

2. In October 2019 Council gave in principle support to a transfer of management of the Breamlea Holiday Park and surrounding foreshore reserves to BCCM. BCCM will take over land management of the area on 1 April 2022.

3. Currently the City is the authority responsible for the implementation and management of dog controls in this area. With the change in land management responsibility, new dog control orders are now required.

Key Matters

4. Dog control orders on BCCM land have been the subject of community interest since 2019 when a review of orders commenced. There is currently a two-year trial of orders in place for the remainder of BCCM managed land. These orders are subject to further community engagement, review and finalisation at the end of the current trial period late in 2022.

5. City officers have engaged with BCCM on dog controls in the Breamlea area. It is agreed that the dog controls currently in place will remain unchanged and will be considered in the broader review of Orders at the conclusion of the trial late in 2022.

6. The authorisation of the making of the Order is required to legitimise a dog control order in this area of land now under BCCM management. The Breamlea area will then be included in final Orders following review.

7. The proposed Order for the BCCM managed Breamlea area is included in this report as **Attachment 1** with a map depicting the Order as **Attachment 2**.

RESOLUTION - Item 2.2

Cr Mason moved, Cr Aitken seconded -

That Council:

1. **Authorise the making of an Order under Section 26 of the *Domestic Animals Act 1994* for dog controls on land to be managed by Barwon Coast Committee of Management Inc. from 1 April 2022; and**

2. **Note that this Order is temporary until Orders for the entire Barwon Coast Committee of Management Inc. managed area are finalised subject to further resolution of Council in November 2022.**

Cr Nelson left the meeting room at 7.36pm
Cr Nelson re-entered the meeting room at 7.38pm

Carried

Financial Sustainability

8. There are no financial implications associated with respect to authorising the making of this Order by Council.

Community Engagement

9. Two rounds of community engagement have been undertaken to inform dog control Order changes on Barwon Coast managed land in both 2020 and 2021. There is a further round of independent community engagement scheduled for August/September 2022 to inform finalisation of Orders.

10. Officers feel now is not the right time to engage the community again on this issue as there has been extensive engagement regarding dog controls already. Further engagement for a small parcel of land where dog controls have remained unchanged for many years may confuse matters.

11. Feedback from planned engagement later in 2022 will be considered in finalising all dog orders on BCCM managed land, inclusive of the Breamlea area.

Social Equity and Sustainability

12. The aim of the order is to provide appropriate access to the coast for the entire community including a balance between those with dogs and those seeking access without dogs.

13. By approving the proposed Order, Barwon Coast and the City will deliver safe and accessible public spaces for all to use and aim to reduce the number of dog-related incidents.

Relevant Law/Policy/Legal Implications

14. In order for the subject dog control order to have legal effect, Council, after agreeing to adopt the proposed order and enter into an agreement with BCCM, is now required under Section 26 (2) of the *Domestic Animals Act 1994* to formally authorise the 'making' of such Orders.

Alignment to Community Plan and Vision

15. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring and inclusive community.

16. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:
An inclusive, diverse, healthy and socially connected community.
People feel safe wherever they are.

Conflict of Interest

17. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

18. By implementing enforceable Orders on the subject land, Council has the opportunity to minimise risk and improve safety by minimising the occurrence of negative or dangerous incidents involving dogs.

19. Failure to adopt the proposed order will mean there are no enforceable dog controls on the subject land, which may pose a risk to the community, animals and the environment.

Environmental Sustainability

20. The proposed Order considers the environmental values of BCCM managed land and where appropriate includes access restrictions to protect areas of environmental significance. This is a key objective of the proposed Order.

Attachments

1. Attachment 1 BCCM Breamlea Section 26 Council Order [**2.2.1** - 3 pages]
2. Map Barwon Coast - Breamlea [**2.2.2** - 1 page]

COUNCIL ORDER MADE UNDER SECTION 26 OF THE DOMESTIC ANIMALS ACT 1994

At its meeting on 22 March 2022 the City of Greater Geelong Council resolved to make the following Order pursuant to section 26(2) of the ***Domestic Animals Act* 1994** to be effective until 30 November 2022.

1. Application of orders

This order applies to the Barwon Coast Committee of Management area.

2. Definitions

In this Order:

Area F; 47W-44W	refers to the beach running between 47W and 44W, that starts adjacent to Breamlea Surf Lifesaving Club (Walkway Entrance) running to the Whittington and Blyth Street intersection, south to the low water mark
Area G; 50W-47W	refers to the beach running between 50W and 47W, that starts opposite to the Whittington and Blyth Street intersection running to the beach end of the access track opposite the intersection of Scott and Blyth Streets (Walkway Entrance) south to the low water mark
Area H; 52W-50W	refers to the beach running between Point Impossible (52W) and 50W
Off-Leash Supervised Area	means an area (including an area at or between specified times and on or between specified dates) described as such in the Schedule.
On-Leash Controlled Area	means any area (including an area at or between specified times and on or between specified dates) described as such in the Schedule.
Prohibited Area	means an area (including an area on or between specified times and on or between specified dates) described as such in the Schedule.
Owner	has the same meaning as in the ***Domestic Animals Act* 1994**.

3. Owner obligations within an On-Leash Controlled Area

(1) The Owner of any dog must keep the dog under effective control by means of a chain, cord or leash (not exceeding 2 metres in length) held by the Owner and attached to the dog while the dog is in an On-Leash Controlled Area.

4. Owner obligations within an Off-Leash Supervised Area

(1) A dog may be exercised off a chain, cord or leash in an Off-Leash Supervised Area if:
   (a) the Owner has a leash in their possession and places their dog back on the leash when leaving the Off-Leash Supervised Area;
   (b) the Owner is able to demonstrate audible control of the dog;
   (c) the dog remains in visual and audible range of its Owner to allow it to be effectively recalled at any time;

(d) The Owner applies necessary recall and restraint to the dog when the dog interacts with other dogs or persons within an Off-Leash Supervised Area, unless permitted otherwise by the Owner of the other dog(s) or the person(s) to enable the safe socialisation of dogs.
(e) Dogs do not enter water habitats that contain wildlife or beach nesting birds, or chase wildlife in these areas;
(f) Dogs which are attracted to the motion of wheels are controlled at all times; and
(g) the Owner has means to pick up and appropriately dispose of dog droppings in an approved receptacle.

(2) Dogs that are aggressive to people or other dogs, behave in an anti-social manner must be muzzled and are not permitted to be off-leash.

(3) Dogs that are over-excitable and provide unwanted attention towards people, wildlife or other animals should be kept on-leash.

(4) Dogs declared menacing, dangerous, or a restricted breed are not permitted to be off-leash.

SCHEDULE

1. On-Leash Controlled Areas

The following areas are On-Leash Controlled Areas:

AREA	TIME
In-land shared trails and paths throughout the Barwon Coast Committee of Management catchment area.	Always
Caravan Park – transit only	Always
Within 10 metres of a barbeque area.	Always
Carparks	Always

2. Off-Leash Supervised Areas

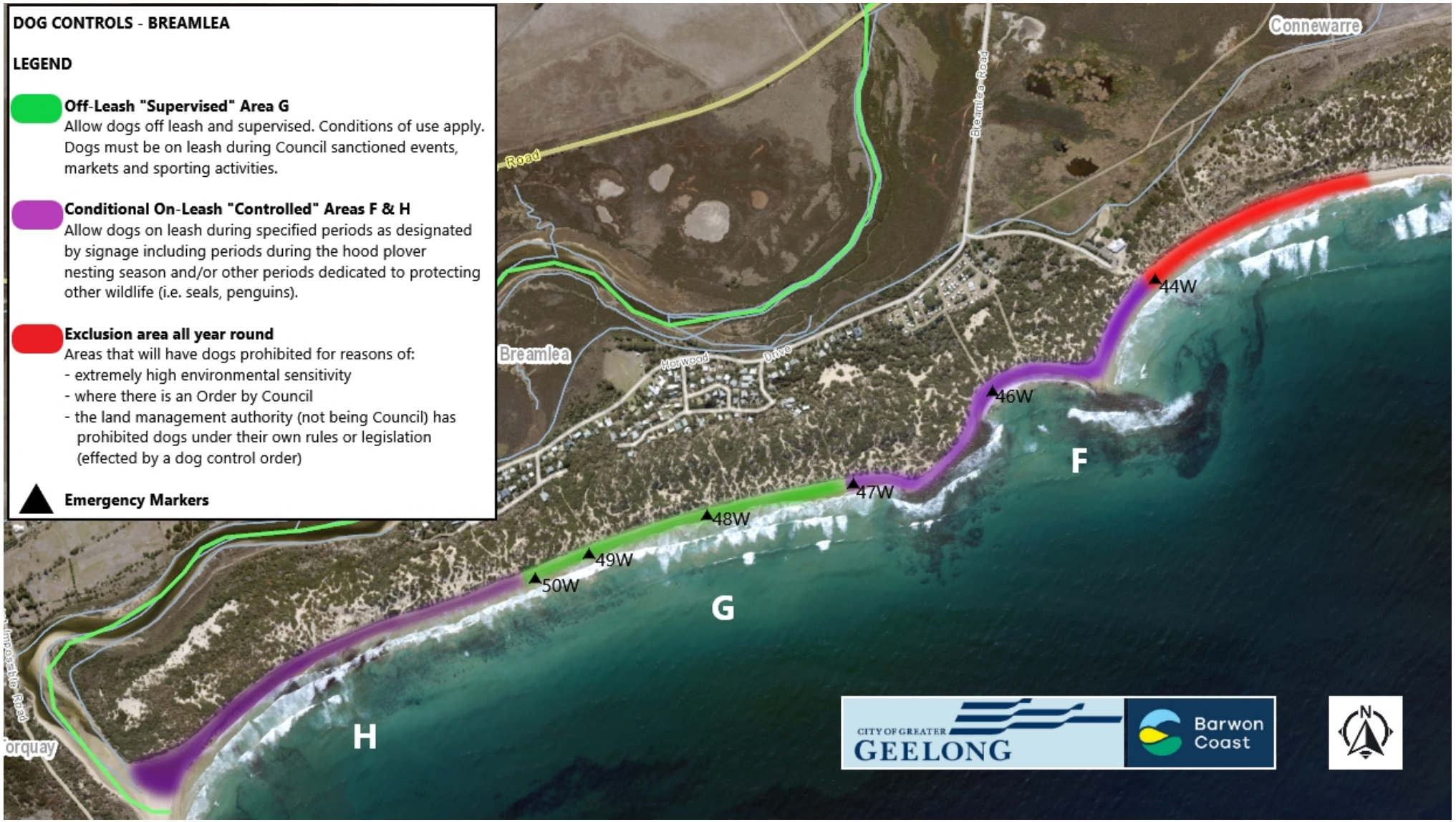
The following areas are Off-Leash Supervised Areas:

AREA	TIME
Area G (50W-47W to low water mark)	Always

3. Conditional On-Leash Controlled Areas

The following areas are On-Leash Controlled Areas:

AREA	TIME
Area F (47W-44W to low water mark)	Allow dogs on leash during specified periods as designated by signage including periods during the hooded plover nesting season and/or other periods dedicated to protecting other wildlife (i.e. seals, penguins). Dogs are permitted to be off leash and supervised at other times/periods.
Area H (52W-50W to low water mark)	Allow dogs on leash during specified periods as designated by signage including periods during the hooded plover nesting season and/or other periods dedicated to protecting other wildlife (i.e. seals, penguins). Dogs are permitted to be off leash and supervised at other times/periods.


DOG CONTROLS - BREAMLEA
LEGEND
Off-Leash "Supervised" Area G
Allow dogs off leash and supervised. Conditions of use apply. Dogs must be on leash during Council sanctioned events, markets and sporting activities.
Conditional On-Leash "Controlled" Areas F & H
Allow dogs on leash during specified periods as designated by signage including periods during the hood plover nesting season and/or other periods dedicated to protecting other wildlife (i.e. seals, penguins).
Exclusion area all year round
Areas that will have dogs prohibited for reasons of:
- extremely high environmental sensitivity
- where there is an Order by Council
- the land management authority (not being Council) has prohibited dogs under their own rules or legislation (effected by a dog control order)
Emergency Markers
Connewarre
Breamlea
44W
46W
47W
48W
49W
50W
F
G
H
CITY OF GREATER GEELONG
Barwon Coast

2.3. Sports Lighting

Source: **Community Life**
Director: **Robyn Stevens**

Purpose

1. To respond to the Notice of Motion – Fair Play Strategy, raised by Councillor Grzybek on 28 September 2021.

Background

2. The City's Fair Play Strategy (2017) sets the framework to sustainably manage community sporting facilities across the municipality.

3. A Notice of Motion raised in September 2021 resolved that Council request the Chief Executive Officer to undertake a review of Council's 'Fair Play Strategy 2017' to assess the impact of sports lighting being recognised as a 'standard item' under the policy, with a report to be presented to Council by March 2022 that will consider:

    3.1. The benefits and impacts (including financial considerations) on sporting clubs arising from such a change in policy;

    3.2. The benefits and impacts (including financial implications) on Council arising from such a change in policy;

    3.3. The implications and changes for clubs' roles and responsibilities toward the future maintenance and upgrading of sports lights across the municipality; and

    3.4. The implications and changes for Council's role and responsibilities toward the future maintenance and upgrading of sports lights across the municipality.

4. Since October 2017 the City has invested $2.9 million into new sports lighting for community facilities via our Community Infrastructure Grants program.

Key Matters

5. InsideEDGE Sports Consultants have prepared a draft report which considers the implications of a policy change, the 'Fair Play Strategy – Sports Lighting Review – Final Report' can be found as an attachment to this report.

6. Benchmarking against five other Local Government Authorities (LGAs) was undertaken to produce the report and present three intervention options for consideration.

    6.1. Option 1 – Maintenance only: The City to take on full responsibilities of the maintenance of existing sports lighting infrastructure.

    6.2. Option 2 – Maintenance and capital: The City to take on full responsibility for maintenance of sports lighting as well as fund a number of new/renewal sports lighting projects per year through a recurrent Council budget.

6.3. Option 3 – Maintenance, capital and conversion: The City to take on full responsibility for maintenance of existing sports lighting as well as fund a number of new/renewal sports lighting projects per year and fund at least one Higher-Intensity Discharge (HID) to Light-Emitting Diode (LED) conversion project per year through a recurrent Council budget.

7. A key finding of the report highlighted that data available on the asset condition for sports lighting across the City is limited. In the absence of accurate asset data, the report has only been able to provide estimated financial modelling and costs. A detailed asset condition and lux assessment is estimated to cost around $300,000. Lux is a measure of the level of illumination or lighting emitted. There are standards of lux that are set for sports lighting across a variety of sporting codes so an assessment will determine if standards are being met.

8. In addition to the above findings, the high-risk nature of maintenance work on sports lighting has been identified as a key matter for Council to consider in any policy review.

RESOLUTION - Item 2.3

Cr Grzybek moved, Cr Aitken seconded -

That Council:

1. **Note the findings of the 'Fair Play Strategy - Sports Lighting Review' report, in particular a need for further analysis to understand the full cost implications of any policy change;**

2. **Refer to the 2022/23 budget to consider an allocation of $300,000 to undertake a detailed asset condition and lux assessment;**

3. **Subject to funding being approved in the 2022/23 budget, receive a further report by November 2022 outlining additional policy considerations and detailed financial modelling – including capital works program and cost implications for Council and the community; and**

4. **In the interim, delegate to the Chief Executive Officer discretion to make decisions relating to maintenance requests for sports lighting in consideration of the risk level of such works.**

Carried

Financial Sustainability

9. A Council commitment of $300,000 will be required to complete the detailed sports lighting infrastructure and lux assessment, to inform detailed financial modelling and implications of a policy change to Council.

10. The report identifies a recurrent budget amount of $15,000 annually to conduct ongoing lux assessments across the City's asset base every two to three years. Noting this cost will provide ongoing lux assessments only (not infrastructure condition assessments) to ensure the City can maintain minimum standards of lighting.

11. Should an initial audit find deficiencies in existing infrastructure (condition does not meet standard) an additional investment may be required to ensure all sports lights are in line with recommended lux levels required for the sport.

Community Engagement

12. Significant benchmarking has been undertaken with five other LGAs to support the development of the sports lighting draft report developed by InsideEDGE Sports Consultants. The following LGAs were engaged for the purpose of this report:

    12.1. Wyndham City Council;

    12.2. City of Casey;

    12.3. City of Greater Bendigo;

    12.4. City of Whittlesea; and

    12.5. City of Melton.

13. Consultation with community groups and clubs has not yet occurred and would need to be completed in conjunction with any future policy change, specifically in relation to cost implications for clubs relating to ongoing sports lighting maintenance fees.

Social Equity and Sustainability

14. The completion of a detailed sports lighting infrastructure audit and lux assessment will allow a robust assessment of infrastructure capacity across the outdoor sports and recreation network. This will ensure the final report considers provision and equity gaps, as well as robust financial modelling and implications of any change to policy and the supported level of intervention.

Relevant Law/Policy/Legal Implications

15. There are no known legal or statutory impediments to the arrangement proposed in this report.

Alignment to Community Plan and Vision

16. This report aligns with Our Community Plan 2021-2025 strategic priority:

    Healthy, caring and inclusive community.

17. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:

An inclusive, diverse, healthy and socially connected community.

Conflict of Interest

18. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

19. Preliminary costs associated with completing the detailed lighting infrastructure audit and lux assessment may change in line with industry escalations.

20. The high-risk nature of maintenance of sports lighting should be considered as a matter of priority when assessing a policy change.

Environmental Sustainability

21. There are no known environmental implications.

Attachments

1. Fair Play Strategy - Sports Lighting Review - Final Report - Feb 2022 [**2.3.1** - 20 pages]



FAIR PLAY STRATEGY: POLICY REVIEW

(SPORTS LIGHTING)

REPORT

FEBRUARY 2022

CITY OF GREATER GEELONG

DEFINITIONS

- **Illuminance (LUX)** – Quality and quantity of light emitted and arriving at a surface, divided by the area of the surface (unit measurement: LUX).
- **Illuminance Testing (LUX Testing)** – A comprehensive series of tests to determine the illuminance (LUX) to enable the undertaking of activities.
- **Light Emitting Diode (LED)** – A semiconductor light source that emits light when current flows through it. LEDs have a lower power consumption, longer lifetime and improved robustness when compared to some other light sources.
- **Metal Halide lamp (HID)** – An electrical lamp that produces light by passing an electric current through a combination of mercury and metal halide.
- **Condition Audit** – A comprehensive assessment of the condition of sports lighting infrastructure including poles, fittings, globes, switches and power capacity.

DISCLAIMER

This report has been prepared by an independent consultant in conjunction with the City of Greater Geelong. The report provides an overview of the current position, strategic context, benefit and needs associated with a potential change in policy. All cost estimates provided within this report are indicative and based upon the current data and insights provided. Cost estimates are therefore subject to future site specific investigation, auditing, assessment and approvals.

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WHY IS A REVIEW NEEDED?

The City of Greater Geelong is undertaking a review to understand the effects of a proposed amendment to its Fair Play Strategy (2017), which would see sports lighting considered as a 'standard' infrastructure item. The current policy identifies sports lighting as 'non-standard' and this review will outline the likely financial and social implications associated with a potential change. At present, there is a need to test the current position against best and most common practice. In addition, there is a requirement to ensure that what is expected of sporting clubs in terms of their responsibilities towards sports lighting provision and maintenance is fair and equitable. This report explores current drivers, policy position, benchmarking, benefits and associated impacts.

STRATEGIC DRIVERS

There are a number of Council strategies and policies that both influence Council's current policy position, as well as support the need for the review. These include:



City of Greater Geelong Council Plan (2018-2022)

The Council Plan guides the way in how the City's resources are provided to deliver infrastructure, services and programs to the community in a sustainable way. The Plan includes a priority of *'informed social infrastructure and planning'* of which, *'providing more quality spaces that support active lifestyles'* is noted.

Exploring whether a change in position regarding sports lighting will contribute to this key priority is explored throughout this report.



City of Greater Geelong Social Infrastructure Plan (2020-2023)

This document provides a foundation to assist the City in prioritising decision making and investment in community infrastructure. The Plan aims to ensure that decisions are clear, fair, equitable and based on demand, evidence and need. Key drivers informing the Plan include understanding the role infrastructure plays in addressing disadvantage, appropriate asset management practices and improved data and insights amongst a growing renewal gap and asset base.

The current review and subsequent recommendations/options will be formulated and underpinned alongside the objectives of the SIP.



City of Greater Geelong Fair Play Strategy (2017)

This Strategy outlines the City's position in relation to the provision of infrastructure, levels of service and fees and charges associated with community sport.

The current Strategy sees sports lighting as 'non-standard' infrastructure with sporting clubs fully responsible for contributions towards renewal, upgrade and maintenance. This review aims to understand the benefits and impacts of changing this position.

THE CITY'S POSITION AND PROVISION

CURRENT POLICY POSITION

The City's Fair Play Strategy (2017) sets the framework to sustainably manage community sporting facilities across the municipality. The Strategy highlights that Council has a large asset base with a list of infrastructure priorities for new and existing facilities, as well responsibilities for maintenance and upkeep. The Strategy, at its most basic level, provides a guide to infrastructure provision along with levels of service and costs associated with community hire.

Outlined within the Strategy is a list of infrastructure items that are considered as both standard and non-standard. Presently, sports lighting is considered as 'non-standard' with sporting clubs required to contribute 100% of the associated costs.

In addition, the present policy position sees sporting clubs responsible for the maintenance of sports lighting which presents a number of challenges, including:

- Potential risks resulting from sporting clubs sub-contracting high-risk electrical works.
- Works performed potentially not meeting required standards.
- Inability for the City to actively manage and mitigate risks.
- Potential liabilities to both sporting clubs and Council as a result of works performed.
- Likely cost incursions of up to $3,350 p.a. to clubs to maintain sports lights.

POTENTIAL POLICY CHANGE

A Notice of Motion raised via a City of Greater Geelong Council Meeting on 28 September 2021 requested a review of the Fair Play Strategy to assess a change which would see sports lighting recognised as a 'standard' item. This report explores the issues and opportunities associated and the likely impacts to both sporting clubs and Council. In addition, this report outlines the likely roles and responsibilities associated with any change.

CURRENT SPORTS LIGHTING PROVISION

The City of Greater Geelong has in excess of 315 outdoor sports ovals, pitches and courts across the municipality and is home to over 300 sports clubs and community groups. Of these 315 sporting facilities, approximately 180 have sports lighting.

For the purposes of this report, sports lighting is considered in the context of its provision for predominately winter sports played in outdoor settings only. **Summer sports and indoor venues are excluded from this review.**

Sports lighting encourages participation and extends the usage of facilities, especially during winter months. Sports in the City that most commonly utilise sports lighting include AFL, football (soccer), netball and tennis.

In the City of Greater Geelong there are..



100+
OUTDOOR PLAYING FIELDS AND OVALS



215+
OUTDOOR TENNIS AND NETBALL COURTS



180
OUTDOOR PLAYING FIELDS, OVALS AND COURTS WITH SPORTS LIGHTING



28%
OF EXISTING SPORTS LIGHTING INFRASTRUCTURE USES LED TECHNOLOGY



72%
OF EXISTING SPORTS LIGHTING INFRASTRUCTURE USES METAL HALIDE (HID)

SPORTS LIGHTING

WHAT NEEDS TO BE PROVIDED

Sports lighting is considered essential to facilitate outdoor winter sport. Varying levels of illuminance (lux) is recommended dependant on the level of competition, spectator amenity and safety. Sports most commonly requiring and utilising lighting include AFL, football (soccer), netball and tennis.

From an LGA perspective, sports lighting assists in optimising facility utilisation and contributes to providing greater opportunities for people to be active. Throughout the COVID-19 pandemic, sports lighting has also been used to generate uptake in outdoor recreation activities by the general population. Due to density limits and restricted opportunities for indoor participation, sports lighting has assisted in keeping the community active, particularly during winter.

RECOMMENDED GUIDELINES

Recommendations regarding lux levels of sports lighting provision are available via relevant sports, as well as within a range of Australian Standards (primarily under AS2560). Council's Fair Play Strategy also outlines recommended lux levels (even as non-standard infrastructure) however based on best practice and benchmarking, preferred requirements for winter sports are outlined below.

Recommended lux levels within this report are for local club usage (i.e. the most common facility type within the City) in accordance with Australian Standards. Note that lighting level preferences by sports in some instances exceed Australian Standards. In addition, higher level venues, such as regional or premier level venues may require a case-by-case assessment to determine if higher lux levels are required beyond those outlined below.

AFL – the Australian Football League considers sports lighting important for all levels of the game. The AFL's Preferred Facility Guidelines (2019) indicate that sports lighting provides clubs with more opportunity to train and play, and assists in ensuring facility maximisation. A minimum of 50 lux for training and 100 lux for community level competition is recommended.

FOOTBALL (SOCCER) – Football Victoria sees adequate lighting for playing fields an essential element in the ongoing viability of any venue. Football Victoria's Football Lighting Guide outlines the preferred luminance for outdoor soccer pitches, with 100 lux being required for training and competition at community club level. Note: for National Premier League (NPL) clubs these requirements are higher.

NETBALL – Netball Victoria has a desire to see floodlighting of at least one outdoor netball court at every football-netball club venue to facilitate participation. 100 lux for training and 200 lux for outdoor community competition is required.

TENNIS – Tennis Australia considers lighting as increasingly important to any tennis venue to support demand for evening participation. The lux levels for tennis are higher due to it being a smaller ball sport. This includes a minimum of 250 lux.

PLAYING SURFACE TYPE	SPORT	TRAINING	COMPETITION
OUTDOOR FIELD	AFL	50 LUX	100 LUX
OUTDOOR FIELD	SOCCER	100 LUX	100 LUX
OUTDOOR COURT	NETBALL	100 LUX	200 LUX
OUTDOOR COURT	TENNIS	350 LUX (PRINCIPLE PLAYING AREA) 250 LUX (TOTAL PLAYING AREA)	

SPORTS LIGHTING POLICY

KEY CONSIDERATIONS

When contemplating a change in policy, a number of considerations should be taken into account regarding the provision and management of sports lighting, these include:

1 METAL HALIDE (HID) VS LIGHT EMITTING DIODE (LED)

Two common types of lighting are used for sport, both of which are currently present within the City's floodlighting infrastructure stock. This includes Metal Halide (HID) lighting and Light Emitting Diode (LED). Most new infrastructure projects, both within the City and in benchmarked LGAs, are installed using LED technology, whilst older infrastructure is mostly HID. The key differences between the two are:

LED

- Longer lamp life
- Energy efficiency
- Reduced maintenance requirements
- Instant illumination
- Marginally higher capital costs compared to HID

HID

- Excellent colour rendering – emitting close to natural sunlight
- Large variety of wattages and forms
- Additional power supply required compared to LED
- Globe/bulb replacement costs can be frequent and costly
- Higher environmental impact compared to LED

Based on best practice, LED is considered to be the preferred installation for all new sports lighting projects. The financial modelling presented later within this report considers a range of scenarios including maintaining current HID infrastructure, as well as transitioning HID to LED over time.

2 COST BENEFIT AND USAGE

When considering a policy change that sees Council accepting greater responsibility of sports lighting, a cost benefit analysis should be undertaken to ensure that any investment will be matched by increased usage and participation. On average approximately 6000 hours of use on an 100 lux AFL oval will see a break even point for investment into LED sports lighting infrastructure based on average use of 25 hrs a week over 48 weeks in the year.

Any new or renewed sports lighting project should consider a cost benefit analysis when prioritising projects and prior to approval.

3 CLUB CONTRIBUTIONS

Through benchmarking of similar LGAs, most do not require a contribution from clubs for sports lighting capital projects. Most LGAs however relied on grant funding from Sport & Recreation Victoria (SRV) to support their respective programs and budgets. The City of Greater Geelong, within any future policy change, may wish to consider club contributions for sports lighting projects. However ,as per benchmarking and best practice, this is not generally required nor does it influence priority in most cases.

Club contributions to sports lighting projects (excluding utilities) are not been considered within the financial modelling undertaken in this report.

4 COST RECOVERY

Several LGAs benchmarked are able to obtain a proportionate cost recovery through user fees and charges and/or forwarding costs of maintenance items, such as globe replacement, to sporting clubs. A review of Council's Fair Play Strategy and its associated fees and charges could consider the inclusion of a sports lighting 'fee' for relevant groups.

Opportunities for cost recovery based on benchmarked percentages has been included in the options for consideration.

5 RECOMMENDED PROVISION OF SPORTS LIGHTING AT RECREATION RESERVES

Based on LGA benchmarking, sports lighting is most commonly provided as 'standard' on:

- one oval
- two soccer pitches
- two netball courts, and
- four tennis courts.

More often, the lux levels provided are:

- 100 lux for outdoor fields (i.e. AFL and football (soccer));
- 200 lux for netball courts; and
- 350 lux for tennis.

These lux levels enable both training and community competition for these sports. Outside of this standard, most benchmarked LGAs consider additional provision or higher lux levels on a case-by-case basis. At present, the City of Greater Geelong sees some recreation reserves with sports lighting provision that is above what is considered standard by other LGAs.

To ensure a consistent approach to the future support, potential investment and priority of projects, any change in policy should outline the 'standard' levels of sports lighting provision at recreation reserves. This will help manage community expectations as well as prioritise delivery amongst competing priorities and a large asset base. Future capital cost modelling and budgeting forecasts provided within this report are based off the lux levels quoted above.

6 MAINTENANCE OF SPORTS LIGHTING

Maintenance of sports lighting is considered high risk and LGA benchmarking demonstrates that it is best placed with Councils to manage and coordinate. At present, tenanting clubs are responsible for the maintenance of sports lighting in Geelong. As volunteer run organisations, this presents risk to both clubs and Council, as well as substantial maintenance costs to clubs (particularly those with older HID standard lighting).

Any change in policy should consider the City undertaking all maintenance responsibilities at minimum. Further information around financial implications and changes to roles and responsibilities as a result can be found on pages 14 and 17 of this report.

7 LUX TESTING AND CONDITION AUDITS

At present, data and insights around the lux levels of existing sports lighting and associated condition within the City is limited. Financial modelling presented in this report has utilised the current data available to provide approximate initial estimations.

Lux testing and a condition assessment should be undertaken as the first priority before any recurrent budget is allocated, to understand quality and capacity of the exiting asset base. This will also assist in ensuring the accurate of costs, budget estimates, forecasts and other associated implications.

8 RE-USE OF POLES FOR HID TO LED CONVERSION

Where upgrades to existing HID sports lighting systems to LED are identified, this does not account for the re-use of existing sports lighting towers or poles. Undertaking the proposed condition audit can assist in ascertaining the ability and capacity of existing poles to be re-used which may see potential cost savings.

9 LIGHTING OF COURTS AND FIELDS FOR COMMUNITY USE

A change in policy position may also trigger a need to provide sports lighting at facilities used predominately for casual/community use (i.e. may or may not have a tenanting sporting club). Given the nature of these facilities, demand for sports lighting can be difficult to understand due to limitations in usage data. LGA benchmarking undertaken as part of this report highlights that there is not a definitive approach as to how community court lighting is prioritised. More commonly, LGAs will rely on evidence of use via online booking systems and/or combined with a need to utilise the venue for overflow activities, seeing a hybrid of club and casual use.

10 ADMINISTRATION OF SPORTS LIGHTING PROGRAMS

Through benchmarking, many LGAs have shared responsibilities to execute their respective sports lighting programs including planning, delivery and management. Changes to the City's current policy, including undertaking maintenance responsibilities as well as capital upgrade programs, will require a considered approach to resourcing from an administrative perspective. The roles and responsibilities matrix on page 17 outlines some of the likely tasks associated with a change in policy, and can guide the City in ensuring adequate staffing is available.

11 PROJECT PRIORITISATION FRAMEWORK

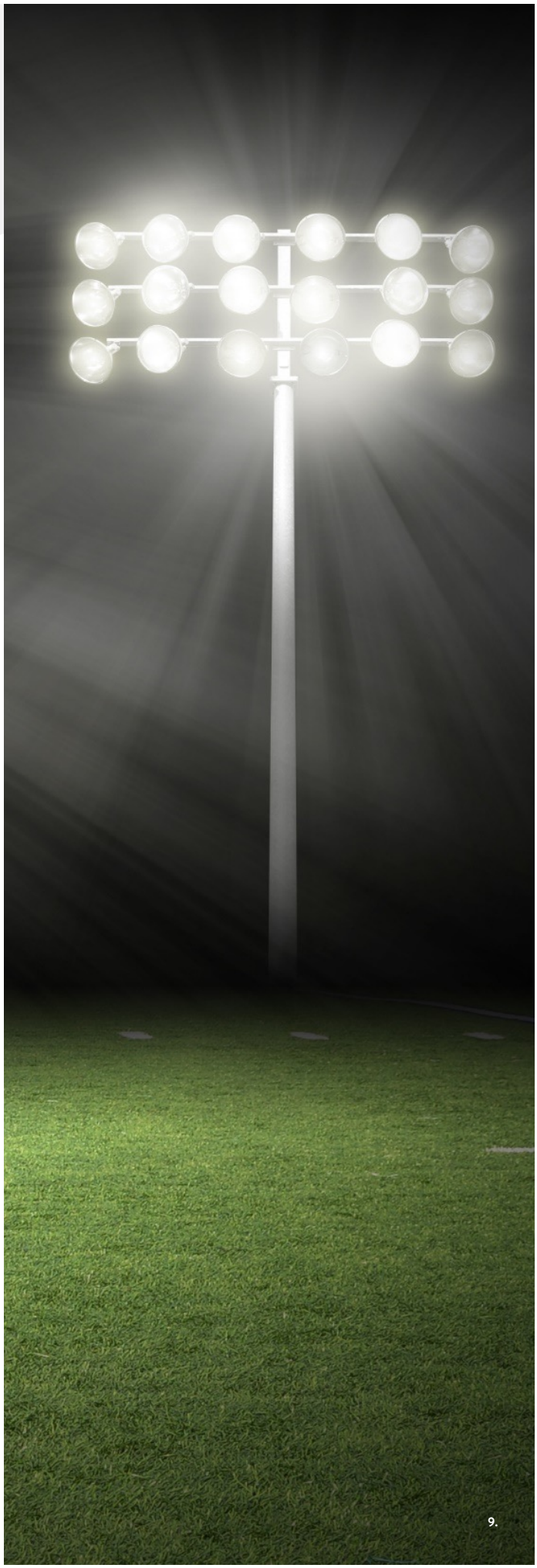
Most LGAs benchmarked indicate that they use a range of methods to prioritise sports lighting projects. This includes need, demand and likely participation outcomes including those related to diverse programs and flexible formats. In addition, existing decision making frameworks within their respective policies are relied upon. The City's Fair Play Policy includes a series of qualifying questions to assist in prioritising the delivery of 'standard' infrastructure items, including:

- condition of current infrastructure;
- closing gaps in provision to recommended standards;
- current and projected usage, and
- social inclusion (targeting underrepresented groups i.e. women, juniors, CALD and Indigenous participation).

This process can be applied to the prioritisation of sports lighting projects within the City should the policy position be changed. In addition, the City's prioritisation framework within its Social Infrastructure Plan can also be utilised to support this process.

12 INTERVENTION LEVELS

Should Council decide to take on maintenance responsibilities associated with sports lighting, intervention levels for reactive as well as planned activities must be considered and agreed. For example, should a sporting club report a single globe not functioning, to replace this immediately may not be the most cost effective measure. Service levels around sports lighting should be communicated with user groups so that there is a clear understanding and expectation.



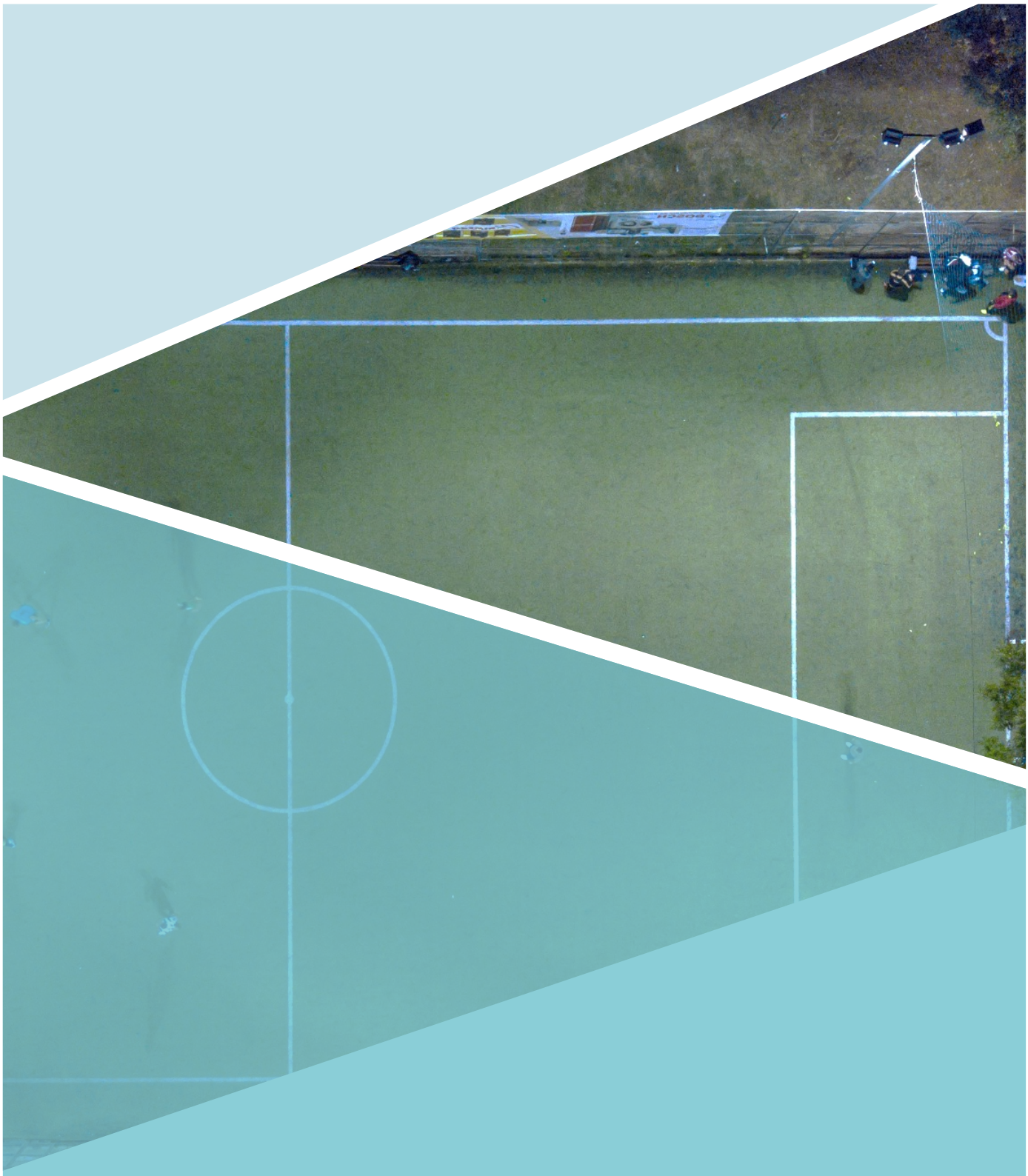
COMPARING LGA POLICY POSITIONS

SUMMARY

To understand the best and most common practice of sports lighting management, five like LGAs were benchmarked. A high level summary is provided in the table below, however noteworthy findings include:

- All like LGAs see sports lighting as standard infrastructure provision.
- All like LGAs are responsible for the funding and coordination of maintenance, capital upgrade and renewal of sports lighting infrastructure.
- Most like LGAs have detailed asset condition data bases.
- The CIty has a higher number of recreation assets, and therefore more facilities with sports lighting, compared to other like LGAs.

	Sports Lighting as standard infrastructure provision	LGA responsible for maintenance	LGA responsible for new capital projects	LGA responsible for new renewal projects	Sports lighting asset condition data base	Number of fields, ovals and courts with sports lighting	% of LED sports lighting infrastructure	% of HID sports lighting infrastructure	Annual maintenance budget	Annual capital renewal budget	SRV funding required to support capital sports lighting projects
City of Greater Geelong	✘	✘	✘	✘	✘	106	28%	72%	N/A	N/A	N/A
Wyndham City Council	✔	✔	✔	✔	✔	60	20%	80%	✔	✘	✔
City of Casey	✔	✔	✔	✔	✔	TBA	-	-	✔	✔	✘
City of Greater Bendigo	✔	✔	✔	✔	✘	70	18%	82%	✔	✔	✔
City of Whittlesea	✔	✔	✔	✔	✔	TBA	-	-	✔	✔	✘
City of Melton	✔	✔	✔	✔	✔	96	15%	85%	✔	✘	✔



OPTIONS FOR POLICY CHANGE

OVERVIEW OF OPTIONS

Based on the information to date, three options are presented for consideration by the City. All options will see greater responsibilities for Council around the provision, management and maintenance of sports lighting within the municipality as well as a change in policy position.

The following assumptions have been made within the options presented:

- Costings provided within the proposed maintenance budget assumes that existing lighting infrastructure is currently at the recommended standards outlined within this report. Due to the unavailability of current asset data, it is not known where deficiencies in current lux levels exist. Estimated maintenance costs provided have been averaged over a period of 10 years. Life cycle costs and actual maintenance spend may fluctuate within parameters based on need.
- It is recommended that before recurrent budgets are allocated, that a condition assessment and lux audit of existing infrastructure be undertaken. Estimated costs to undertake this across all Council sites with sports lighting is approximately $300,000 or $3,000 per site. This will increase the accuracy of costs associated and identify any gaps in provision that may need to be addressed. This will also ensure that existing sports lighting meets recommended levels outlined within this report as an initial priority.
- All options presented include the maintenance (and new/renewed installation where applicable) of sports lighting to the recommended standard of:
  - 100 lux for ovals/pitches
  - 200 lux for netball courts
  - 350 lux for tennis courts
- Capital costs provided within this report are based on the installation of new LED sports lighting or existing HID lighting being removed and replaced with LED. No allowance for re-use of poles is included.
- Maintenance budget forecasts include average annual CPI increase of 2.5%.
- Capital budget forecasts include average annual CPI increase of 2.5%.
- Maintenance budget forecasts do not include costs associated with unplanned maintenance or emergency works.
- Costs exclude supply authority headworks and electrical connection/upgrade costs.
- Costs exclude main switchboard replacement or upgrade costs.
- Capital costs do not consider site specific constraints.
- Costs for premier or regional level sporting facilities (e.g. athletics, hockey and baseball have been excluded).
- Utility costs are excluded.
- Budgeting forecasts have been rounded to whole numbers where appropriate.

It is recommended that a condition assessment and lux audit of all existing sports lighting infrastructure in the City be undertaken before recurrent budgets are allocated. Approximate cost $300,000.

Should an initial audit find deficiencies in existing infrastructure, an initial investment may be required to ensure all sports lights are in line with recommended lux levels outlined in this report.

Below is a high level summary of three options presented for Council's consideration. Further detail around each, including a 10 year forecasted budget cycle of costs, can be found on the subsequent pages of this report.

	DESCRIPTION	COST PER ANNUM	OTHER EXPENSES	COSTS OVER 10 YEARS	COST RECOVERY %
OPTION 1 Maintenance only	• The City to take on full responsibilities for the maintenance of existing sports lighting. • Sporting clubs responsible for sourcing investment for capital upgrades. • Clubs responsible for utilities charges.	Maintenance budget: $220,000 p.a. (year 1)	Lux audit every 2-3 years $15,000 (p.a. average)	$2.46m	10% via proposed fee charged to sporting clubs for maintenance
OPTION 2 Maintenance + capital	• The City to take on full responsibility for the maintenance of existing sports lighting. • Approx. 3 new/renewal sports lighting capital projects per year via recurrent Council budget. • HID lighting infrastructure to be maintained to agreed standard until end of life. • Clubs responsible for utilities charges.	Maintenance budget: $220,000 p.a. (year 1) + Capital budget (based on 3 projects p.a.): $652,500 p.a. (year 1)	Lux audit every 2-3 years $15,000 (p.a. average)	$10m	10% via proposed fee charged to sporting clubs for maintenance
OPTION 3 Maintenance + capital + conversion	• The City to take on full responsibility for the maintenance of existing sports lighting. • Approx. 3 new/renewal sports lighting capital projects per year via recurrent Council budget. • Approx. 1 HID to LED conversion project per year via recurrent Council budget. • Clubs responsible for utilities charges.	Maintenance budget $220,000 p.a. (year 1) + Capital budget (based on 3-4 projects p.a.): $870,000 p.a. (year 1)	Lux audit every 2-3 years $15,000 (p.a. average)	$12.3m	10% via proposed fee charged to sporting clubs for maintenance

SUMMARY OF OPTIONS

OPTION 1

The City to take on responsibility for the maintenance of sports lighting throughout the City.

ROLES & RESPONSIBILITIES

- All maintenance undertaken by the City.
- Lux audits undertaken by the City every 2-3 years.
- Sporting Clubs responsible for utility costs.
- Sporting Clubs responsible for seeking funding for capital provision/renewal.

BUDGET FORECAST

Assumptions:

- All capital sports lighting infrastructure projects are undertaken via sporting clubs securing grant funding from external sources.
- Successful club funding may lead to more infrastructure stock needing to be maintained via the City.
- Should Option 1 be the preferred option for the City, it may be prudent to make a slight allowance (e.g. <$10k p.a.) to ensure adequate available budget to maintain an average of 2 additional lighting systems that may be added to the City's infrastructure stock.
- Annual budget for lux auditing is an average amount based on this being completed every 2-3 years.
- Annual CPI increase of 2.5% on maintenance costs.

	YEAR 1	YEAR 1	YEAR 3	YEAR 4	YEAR 5
Maintenance	$220,000	$225,500	$231,100	$237,000	$242,900
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$235,000**	**$240,500**	**$246,100**	**$252,000**	**$257,900**

	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Maintenance	$248,900	$255,100	$261,500	$268,000	$274,800
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$263,900**	**$270,100**	**$276,500**	**$283,000**	**$289,800**

COST RECOVERY

- Opportunity for cost recovery of maintenance fees (recommendation approximately 10%) through seasonal hire charges to sporting clubs.

FUNDING OPPORTUNITIES

- Maintenance budget provided by Council.
- Lux auditing budget provided by Council.
- New/renewal funding sought by sporting clubs through external sources. This may include grants and fundraising activities and/or via Council's Community Infrastructure Grants program.
- New/renewal funding may also be available via Sport & Recreation Victoria (SRV) however contributions by Council will be required. Opportunity to consider via individual business cases.

BENEFITS

- Less risk to sporting clubs and to Council through clubs not having to undertake high risk maintenance responsibilities.
- Cost savings to sporting clubs through Council taking on maintenance activities.

IMPACTS

- Budgetary impacts for Council to undertake maintenance responsibilities of sports lighting. Limited opportunity to support maintenance budgets with external grant funding.
- Additional staffing resources may be required to coordinate maintenance program and associated contracts.

OPTION 2

The City to take on responsibility for the maintenance of sports lighting as well as capital provision and renewal.

ROLES & RESPONSIBILITIES

- All maintenance undertaken by the City.
- Lux audit undertaken by the City every 2-3 years.
- Sporting Clubs responsible for utility costs.
- Council responsible for funding capital upgrade and renewal.

BUDGET FORECAST

Assumptions:

- That an average of 3 new sports lighting projects are added to the stock of infrastructure via a recurrent capital budget provided by Council.
- Assumption that any new or renewal sports lighting project is LED.
- Annual budget for lux auditing is an average amount based on this being completed every 2-3 years.
- Annual CPI increase of 2.5% on both maintenance and capital costs.

	YEAR 1	YEAR 1	YEAR 3	YEAR 4	YEAR 5
Maintenance	$220,000	$230,000	$240,250	$250,750	$261,500
Capital	$652,500	$668,800	$685,500	$702,700	$720,200
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$887,500**	**$913,800**	**$940,750**	**$968,450**	**$996,700**

	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Maintenance	$272,550	$283,900	$295,500	$307,400	$319,500
Capital	$738,300	$756,700	$775,600	$795,000	$814,900
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$1.03m**	**$1.06m**	**$1.09m**	**$1.1m**	**$1.15m**

COST RECOVERY

- Opportunity for cost recovery (recommendation approximately 10%) of maintenance fees through seasonal hire fees charged to sporting clubs.

FUNDING OPPORTUNITIES

- Maintenance budget provided by Council.
- Lux audit budget provided by Council.
- Recurrent capital budget provided by Council.
- Opportunity to leverage Sport & Recreation Victoria (SRV) funding for capital projects to support delivery.
- Opportunity to encourage applications through Council's Community Infrastructure Grants program to support delivery.

BENEFITS

- Cost savings to sporting clubs through Council taking on maintenance and capital funding responsibilities.
- Less risk to sporting clubs and to Council through clubs not having to undertake high risk maintenance activities.

BENEFITS

- Improved participation outcomes in grassroots sport through the provision of sports lighting.
- Recurrent capital funding to ensure a coordinated approach to improved sports lighting across the municipality.
- 30 sports lighting capital projects completed over a 10 year period (which will address close to 32% of infrastructure stock requiring installation or upgrade in the City).
- The completion of 30 projects would see all facilities without sports lights (in line with standard provision) provided for.

IMPACTS

- Budgetary impacts for Council to undertake maintenance and capital upgrade responsibilities of sports lighting.
- Additional staffing resources required to coordinate maintenance and capital programs and associated contracts.

OPTION 3

The City to take on responsibility for the maintenance of sports lighting, capital provision and renewal as well as conversion projects.

ROLES & RESPONSIBILITIES

- All maintenance undertaken by the City
- Lux audit undertaken by the City every 2-3 years
- Sporting Clubs responsible for utility costs.
- Council responsible for funding capital upgrade and renewal.
- Council responsible for funding sports lighting conversion projects.

BUDGET FORECAST

Assumptions:

- That an average of 3 new sports lighting projects are added to the stock of infrastructure via a recurrent capital budget provided by Council.
- That an average of 1 conversion (HID to LED) sports lighting project is undertaken per year via a recurrent renewal budget provided by Council.
- Assumption that any new or renewal sports lighting project is LED.
- Annual budget for lux auditing is an average amount based on this being completed every 2-3 years
- Annual CPI increase of 2.5% on both maintenance and capital costs

	YEAR 1	YEAR 1	YEAR 3	YEAR 4	YEAR 5
Maintenance	$220,000	$228,150	$236,500	$245,000	$253,800
Capital	$870,000	$891,750	$914,050	$936,900	$960,300
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$1.1m**	**$1.13m**	**$1.17m**	**$1.2m**	**$1.23m**

	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Maintenance	$262,800	$272,100	$281,500	$291,200	$301,100
Capital	$984,300	$1,009,000	$1,034,150	$1,060,000	$1,086,500
Lux audit	$15,000	$15,000	$15,000	$15,000	$15,000
TOTALS	**$1.26m**	**$1.3m**	**$1.33m**	**$1.37m**	**$1.4m**

COST RECOVERY

- Opportunity for cost recovery of maintenance fees (recommendation approximately 10%) through seasonal hire fees charged to sporting clubs

FUNDING OPPORTUNITIES

- Maintenance budget provided by Council.
- Lux audit budget provided by Council.
- Recurrent capital budget, renewal and conversion budgets provided by Council.
- Opportunity to leverage Sport & Recreation Victoria (SRV) funding and Council's Community Infrastructure Grants program to support capital project delivery.

BENEFITS

- Through converting more sports lights to LED, clubs will experience further cost savings through reduced utilities charges.

BENEFITS

- With more LED lighting stock seeing reduced maintenance requirements, associated maintenance budgets will see marginal decreases in comparison to Option 2 over time.
- 40 sports lighting capital projects completed (new and conversion) over a 10 year period (will address close to 43% of infrastructure stock requiring installation or upgrade in the City).
- Reduced environmental impact through more LED sports lighting infrastructure.

IMPACTS

In addition to the impacts outlined in Option 2, Option 3 will also see..

- Greater budgetary implications through providing additional recurrent budget for conversion projects.

ROLES AND RESPONSIBILITIES

RESULTING FROM A CHANGE IN POLICY

The following roles and responsibilities will be expected as a result of a change in policy.

ACTIVITY	CURRENT ROLE & RESPONSIBILITY	PROPOSED ROLE & RESPONSIBILITY		
		OPTION 1	OPTION 2	OPTION 3
Lux testing	N/A	Council – every 2-3 years	Council – every 2-3 years	Council – every 2-3 years
Globe replacements (HID)	Sporting Clubs	Council	Council	Council
LED fixture cleaning	Sporting Clubs	Council	Council	Council
Condition audits	N/A	Council – every 2-3 years	Council – every 2-3 years	Council – every 2-3 years
Visual inspection of pole and headframe alignment and aiming	Sporting Clubs	Council	Council	Council
Checking mountings of luminaires	Sporting Clubs	Council	Council	Council
Conduct electrical tests in accordance with AS3000	Sporting Clubs	Council	Council	Council
New/renewal funding	Sporting Clubs	Sporting Club - with opportunities to leverage funding through Council's Community Infrastructure Grants Program	Council	Council
Cost of utilities	Sporting Clubs	Sporting Clubs	Sporting Clubs	Sporting Clubs



APPENDICES

CASE STUDIES



CASE STUDY 1

Sporting clubs presently maintain their own sports lighting systems. Should Council take on these maintenance responsibilities, clubs should expect to see the following cost savings:

Sporting Clubs with HID Lights

Cost saving of up to $3,350 per year on maintenance fees.

Should Council endorse a position to achieve 10% cost recovery of maintenance budget, sporting clubs will see a cost incursion of approx. $150 per lit oval/field/court payable to Council per season.

Sporting Clubs with LED Lights

Cost saving of approximately $1,500 per year on maintenance fees.

Should Council endorse a position to achieve 10% cost recovery of maintenance budget, sporting clubs will see a cost incursion of approx. $150 per lit oval/field/court payable to Council per season.



CASE STUDY 2

Sporting clubs presently maintain their own facilities and pay for utilities costs. Should Council take on maintenance responsibilities as well as convert more sports lighting systems to LED, the following costs savings to clubs are expected:

Sporting Clubs with HID Lights

Cost saving of up to $3,350 per year on maintenance fees.

Should Council endorse a position to achieve 10% cost recovery of maintenance budget, sporting clubs will see a cost incursion of approx. $150 per lit oval/field/court payable to Council per season.

Sporting Clubs with LED Lights

Cost saving of approximately $1,500 per year on maintenance fees + an additional cost saving of up to $4,000 per year on utilities compared to those with HID.

Should Council endorse a position to achieve 10% cost recovery of maintenance budget, sporting clubs will see a cost incursion of approx. $150 per lit oval/field/court payable to Council per season.

CITY OF GREATER GEELONG
PO Box 104
Geelong VIC 3220
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E: contactus@geelongcity.vic.gov.au
www.geelongaustralia.com.au

CUSTOMER SERVICE CENTRE
100 Brougham Street
Geelong VIC 3220
8.00am – 5.00pm

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CITY OF GREATER GEELONG

2.4. Tender T2200043 - Building Better Bike Connections – Southern Link Stage 2

Source: **Customer & Corporate Services**
Director: **Michael Dugina**

Cr Grzybek declared a Conflict of Interest in Agenda Item 2.4 Tender T2200043 – Building Better Bike Connections – Southern Link – Stage 2 in that Cr Grzybek is employed by the TAC who is the funding the bike lanes and left the meeting room at 7.54pm.

Purpose

1. That Council approve a select tender process for T2200043 Building Better Bike Connection Stage 2 South Corridor.

Background

2. Council is currently completing Stage 1 of the Building Better Bike Connections Southern Link project from Central Geelong to Waurn Ponds Strategic Cycling Corridor and will be tendering for the construction of Stage 2 of the southern link.

3. The City previously ran an open tender for the western link of the Strategic Cycling Corridor but did not receive any responses and therefore had to go to a select tender to produce a successful result.

4. After originally obtaining interest from five contractors who said they would submit a proposal for the western link, only three companies provided a submission and only two of these were compliant to the City's requirements.

5. The City also ran an open tender process for Stage 1 of the southern link in late 2020 and only received two submissions of the construction of this stage, which is currently being completed.

6. At the 30 April 2019 meeting, Council resolved to progress Option 2b with indented bus bays for the High Street, Belmont section between Mount Pleasant Road and Roslyn Road. With the Covid-19 pandemic since 2020, there has been an economic impact on local traders. Option 1 provides a shared space for vehicles and cyclists and was considered at that time. Option 1 remains a viable option to progress the Strategic Cycling Corridor along High Street, Belmont whilst minimising the impact to the local traders during construction and was supported through community engagement. Option 1 could be a transition to the ultimate Option 2b. Therefore, it is recommended that Option 1 is included in the select tender process to seek pricing of both Option 1 and 2b to provide a range of delivery options for Council to consider when awarding the construction tender.

Key Matters

7. The Procurement Services Unit, in conjunction with the Capital Projects Department, believe it would be better suited for this procurement process to go to select tender, inviting a minimum of three contractors who have shown an initial interest in providing a submission for this tender.

RESOLUTION - Item 2.4

Cr Harwood moved, Cr Mansfield seconded -

That Council:

1. **Approve an exemption from undertaking a public open tender process for T2200043 the Building Better Bike Connections Project – Stage 2 Southern Corridor in accordance with 5.12 of the City's Procurement Policy;**

2. **Approve the market approach of a select tender to ensure that suitable responses are sourced and that the value for money is being achieved; and**

3. **Note that through the procurement process, pricing for design Options 1 and 2b for the High Street, Belmont section between Mount Pleasant Road and Roslyn Road will be sought.**

Carried

Division:

For: **Crs Sullivan, Harwood, Mansfield, Mason, Moloney, Murrihy**
Against: **Crs Aitken, Kontelj, Nelson**

Financial Sustainability

8. There are no financial implications in requesting this exemption as we are only obtaining approval to conduct a select tender process without running a public tender process first.

9. A further report will be provided to Council for approval following the select tender process.

Community Engagement

10. Although there has been considerable community engagement in the design of this project there is no need for community engagement in requesting this exemption.

11. No further collaboration opportunities were applicable to this contract due to the nature of the contract.

Social Equity and Sustainability

12. Social equity and sustainability outcomes will be addressed in the procurement process.

Relevant Law/Policy/Legal Implications

13. This exemption request is in accordance with clause 5.15 of the City's Procurement Policy where Council has the authority to approve exemptions in accordance with 5.12 (minimum process) where it reasonably considers that:

    13.1. an alternative method of procurement is better suited to the circumstances of that procurement; and

    13.2. the community's best interests will be served, and best value for money will be achieved by an alternative method of procurement.

Alignment to Community Plan and Vision

14. This report aligns with Our Community Plan 2021-2025 strategic priority:
    High-performing council and organisation.

15. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:
    A destination that attracts local and international visitors.

Conflict of Interest

16. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

17. There are no major risks to Council from granting this exemption.

Environmental Sustainability

18. As this is solely an exemption request based on the current procurement policy there are no environmental sustainability impacts that will come from this request.

Attachments

Nil

2.5. Tender T2200024 - Provision of Environmental Land and Wetland Management Services

Source: **Customer & Corporate Services**
Director: **Michael Dugina**

Cr Grzybek re-entered the meeting room at 8.25pm

Purpose

1. To establish a panel of contractors for the provision of Environmental Land and Wetland Management Services.

Background

2. The term of the City's current panel of contractors is due to expire in March 2022. An open tender was conducted to review the market prior to determining a new panel of contractors for the services.

Key Matters

3. Procurement Services administered the open tender process on behalf of Environment & Waste Services.
4. Submissions were evaluated in accordance with the City's 'Procurement and Contracts Manual'.
5. Subject to Council awarding the contract, the services will commence in April 2022 and run for an initial two-year period with the option of one 12-month extension at the sole discretion of the City.

RESOLUTION – Item 2.5

Cr Mason moved, Cr Moloney seconded –

That Council:

1. **Award Contract C2200024 Provision of Environmental Land and Wetland Management Services for the tendered schedule of rates (excl. GST), for an initial two-year period with the option of one 12-month extension available to the City to the following tenderers:**
   - **1.1. Australian Ecosystems Pty Ltd (ABN 36 080 253 096);**
   - **1.2. Barwon Asset Solutions Pty Ltd (ABN 81 167 911 515);**
   - **1.3. EMTOBA Pty Ltd trading as BRM Environments (ABN 62 689 573 688);**
   - **1.4. Envirotechniques Pty Ltd (ABN 59 061 469 369);**
   - **1.5. Felix Botanica Pty Ltd (ABN 84 171 259 468);**
   - **1.6. Floravic Pty Ltd trading as Flora Victoria (ABN 61 134 637 424);**
   - **1.7. Guppy Enterprises Pty Ltd trading as Aus Eco Solutions (ABN 40 087 267 310);**
   - **1.8. Haas and Gray Indigenous Horticulture Pty Ltd trading as Haas and Gray Indigenous Horticulture (ABN 33 681 411 296);**
   - **1.9. Nature Links Landscape Management Pty Ltd (ABN 22 097 146 426); and**
2. **Authorise the Chief Executive Officer to execute Contract C2200024 and any other documents required by or to give effect to the terms of the Contract on behalf of Council.**

Carried

Financial Sustainability

6. The estimated budgeted cost for the delivery of these services is approximately $1,300,000 per annum (excl. GST), therefore $3,900,000 (excl. GST) over the full 3 years of the potential agreements.

Community Engagement

7. There was no community engagement conducted for this tender as the services are part of the ongoing role of Council in maintaining environmental land and wetlands.

8. There was no collaboration undertaken on this tender as it was offered as a panel contract based on the tendered schedule of rates for services delivered within the City's geographical boundaries. During the term of the proposed new contract, the Procurement Services unit will investigate opportunities to collaborate with neighbouring councils.

Social Equity and Sustainability

9. The recommended panel of contractors will enable the City to manage the delivery of the services equitably and sustainably across the entire Greater Geelong region.

Relevant Law/Policy/Legal Implications

10. This tender was advertised in accordance with the requirements of section 108 of the *Local Government Act 2020* and the tender process has been conducted in accordance with the City's Procurement Policy.

Alignment to Community Plan and Vision

11. This report aligns with Our Community Plan 2021-2025 strategic priority:
Sustainable growth and environment.

12. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:
A destination that attracts local and international visitors.
A prosperous economy that supports jobs and education opportunities.
Sustainable development that supports population growth and protects the natural environment.

Conflict of Interest

13. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

14. The tender evaluation process involved the assessment of Work, Health and Safety policies, procedures and risk assessment documents.

15. The evaluation process assessed all tenderers' willingness to abide by the City of Greater Geelong Heat and UV Radiation Exposure and Outdoor Clothing Procedures (Long/Long).

16. Any other risks associated with the acceptance of this tender will be managed through the contract terms and conditions.

Environmental Sustainability

17. Any environmental implications associated with this contract will arise from the execution of the works. It is considered that these are the responsibility of the contractor and will be managed through the contract documentation.

Attachments

Nil

Tender Details

Contract Details

18. Contract C2200024 – Provision of Environmental Land and Wetland Management Services

Invitation to Tender

19. The City issued an open tender T2200024, closing 2pm Wednesday 22 December 2021, seeking to establish a panel of qualified and experienced contractors to deliver weed control and other environmental works on nature reserves and rural road reserves throughout the municipality.

Table 1 Invitations to Tender

Medium	Date Advertised
City of Greater Geelong Website - eProcure	13/11/2021
Geelong Times/Bellarine Times Print Media	18/11/2021

Tender Evaluation Panel

20. The Tender Evaluation Panel comprised the following staff:

Table 2 Tender Evaluation Panel

Position Title	Panel role
Procurement Specialist	Chair
Environmental Projects Implementation Manager	Member
Nature Reserves Planner	Member
Coordinator Environment & Natural Resources	Member

Tender Submissions

21. At tender close the City received 11 submissions:

Table 3 Tender Submissions Received

Tender		Conforming tender
A	**Australian Ecosystems Pty Ltd**	Yes
B	**Barwon Asset Solutions Pty Ltd**	Yes
C	**EMTOBA Pty Ltd trading as BRM Environments**	Yes
D	**Envirotechniques Pty Ltd**	Yes
E	**Felix Botanica Pty Ltd**	Yes
F	**Floravic Pty Ltd trading as Flora Victoria**	Yes
G	**Guppy Enterprises Pty Ltd trading as Aus Eco Solutions**	Yes

H	**Haas and Gray Indigenous Horticulture Pty Ltd trading as Haas and Gray Indigenous Horticulture**	Yes
I	**Nature Links Landscape Management Pty Ltd**	Yes
J	**Tender J**	Yes
K	**Tender K**	Yes

Tender Evaluation

22. The Tender Evaluation Panel used the following qualitative criteria (in order of weighting) to assess the submissions:

Table 4 Comparative Criteria Weighting

Comparative Criteria	Weighting %
Past performance by tenderer for similar services	40
Staffing levels, plant and equipment, and sub-contractors	35
Environmental Considerations	15
Economic & Local Content contribution	10

Tender Evaluation Scores

23. At the conclusion of the evaluation the tenders were ranked in the following order:

Table 5 Tender Evaluation Scores

Tender		Rank
1	**Guppy Enterprises Pty Ltd trading as Aus Eco Solutions**	Recommended
2	**Felix Botanica Pty Ltd**	Recommended
3	**Nature Links Landscape Management Pty Ltd**	Recommended
4	**Haas and Gray Indigenous Horticulture Pty Ltd trading as Haas and Gray Indigenous Horticulture**	Recommended
5	**EMTOBA Pty Ltd trading as BRM Environments**	Recommended
6	**Australian Ecosystems Pty Ltd**	Recommended
7	**Barwon Asset Solutions Pty Ltd**	Recommended
8	**Floravic Pty Ltd trading as Flora Victoria**	Recommended
9	**Envirotechniques Pty Ltd**	Recommended
10	**Tender J**	Not Recommended
11	**Tender K**	Not Recommended

Post Tender Contact

24. There was no post tender contact required with any of the successful contractors as all information was provided in their initial tender submission and they all agreed to the City's standard contract terms and conditions.

Probity

25. No probity issues were identified.

2.6. Proposed Road Discontinuance - New Station Estate

Source: **Customer & Corporate Services**
Director: **Michael Dugina**

Purpose

1. To advise Council of the outcome from community engagement relating to the discontinuance of roads within the New Station Estate, Broderick Road, Corio and to seek approval to discontinue the roads as shown in the attachment.

Background

2. The New Station Estate, located within the Geelong Regional Employment Precinct, is an historic inappropriate subdivision dating back to the 1930s with the registration of the plan of subdivision LP13379. Although it was subdivided into 227 lots and road reserves, it was never developed, therefore the roads were not constructed, and the land was not serviced.

3. A Public Acquisition Overlay (PAO) has been imposed on all the lots which are required for roads and drainage as identified in the New Station Estate Restructure Plan 2010 (amended 2017).

4. The City is finalising the compulsory acquisition of lots within the PAO and is in the process of purchasing the land back via both a voluntary purchase scheme and compulsory acquisition for the drainage basin and new roads.

5. Council approved the commencement of the statutory process in accordance with section 223 of the *Local Government Act 1989* and the Community Engagement Policy at the Council meeting on 26 October 2021.

Key Matters

6. Community engagement on the proposed road discontinuances of the road reserves was undertaken and submissions were invited; no submissions were received.

7. Council has the authority to discontinue the roads; the land will then vest in Council.

RESOLUTION - Item 2.6

Cr Aitken moved, Cr Grzybek seconded -

That Council:

1. **Note that no submissions were received from the community engagement process for the proposed road discontinuances in the New Station Estate, Broderick Road, Corio;**

2. **Approve the road discontinuances represented by unmade road reserves within the New Station Estate, Broderick Road, Corio and retain the land; and**

3. **Authorise the Chief Executive Officer to publish a notice in the Victoria Government Gazette detailing the road discontinuances.**

Carried

Financial Sustainability

8. There are no financial implications as the roads are created on title and not constructed.

Community Engagement

9. Public notice and community engagement were undertaken by publishing a notice in the Geelong Independent on 12 November 2021, the Geelong Advertiser on 13 November 2021 and the Geelong Australia website via Have Your Say from 10 November 2021 to 17 December 2021.

10. Submissions were invited and no submissions were received.

Social Equity and Sustainability

11. There are no adverse social equity issues created by the recommendation for the proposed discontinuances of the road reserves.

Relevant Law/Policy/Legal Implications

12. The subject roads are not on the Municipal Road Register, therefore the *Road Management Act 2004* does not apply.

13. Council has authority to discontinue the roads in accordance with Clause 3 of Schedule 10 of the *Local Government Act 1989*.

14. Notice of the road discontinuances will be published in the Victorian Government Gazette which will result in the land being vested to the City in accordance with Section 207B(1)(b) of the *Local* Government *Act 1989*.

Alignment to Community Plan and Vision

15. This report aligns with Our Community Plan 2021-2025 strategic priority:
Strong local economy.

16. This report aligns with the Community led 30-year Vision, “Greater Geelong: A Clever and Creative Future” community aspiration:
A prosperous economy that supports jobs and education opportunities as the redevelopment will result in employment opportunities in the Geelong Ring Road Employment Precinct.

Conflict of Interest

17. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

18. As the roads are unmade road reserves there are no risks related to discontinuing them.

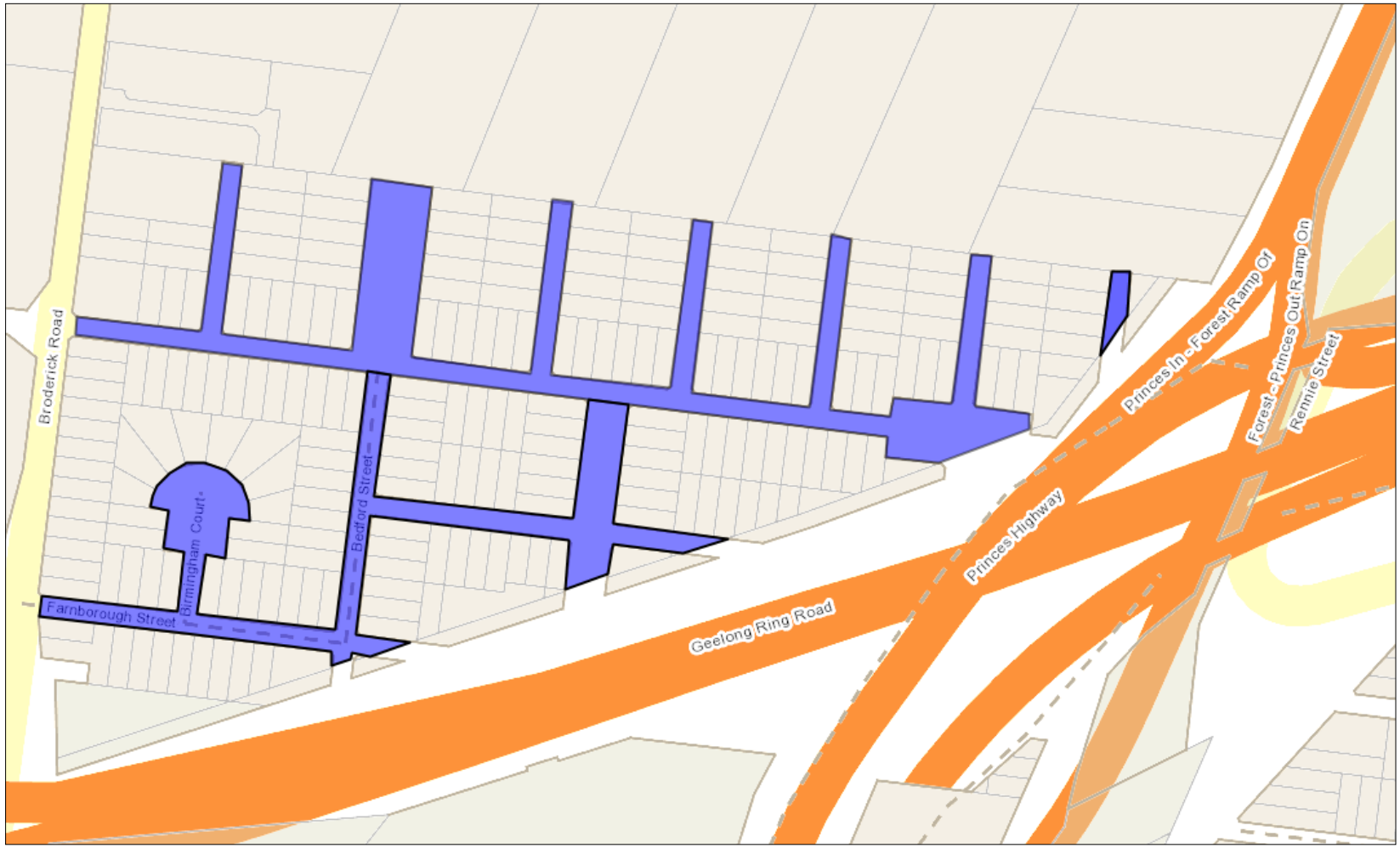
Environmental Sustainability

19. There are no environmental implications in this proposal.

Attachments

1. New Station Estate Proposed Road Discontinuances [**2.6.1** - 1 page]

Proposed Road Discontinuances – New Station Estate



KEY

Proposed Road Discontinuances

2.7. Warralily Grange Stages 11,12,13 &15 - Revocation of Flood Prone Area Designation of New Lots

Source: **City Services**
Director: **Guy Wilson-Browne**

Purpose

1. To revoke Council's designation of 12 December 2006 of flood affected land at Warralily Grange, Stages 11,12,13 and 15 as liable to flooding pursuant to regulation 153 of the *Building Regulations 2018*.

Background

2. Council has a statutory obligation under the Building Regulations 2018 to designate land as liable to flooding where it reasonably knows it to be prone to flooding. Conversely, there is an obligation to remove the encumbrance of designation from land that is no longer considered to be flood-prone.
3. The current designated flood mapping (**Attachment 2**) was designated by Council at its meeting of 12 December 2006.
4. This revocation will result in another four stages of new lots in; Warralily Grange Estate, one fronting Whites Road and Williams Road, Armstrong Creek being free of their flood prone status, paving the way for homes to be built on this land.

Key Matters

5. The flood mapping is subject to a revision due to the subdivision and development at 101 Whites Road, prior to subdivision the parent lots were considered liable to flooding. These development sites, which are also known as Warralily Grange, Stages 11,12,13 and 15 achieves flood immunity for newly created lots for flood events up to and including the 100 year Average Recurrence Interval (ARI) event due to the completion of approved internal works.
6. The recommendation by City engineers that the flood prone status can be removed includes assessment of internal drainage, road construction and earthworks to contain potential floodwaters from the 100 year ARI event within road and drainage reserves (**Attachment 3**).
7. It should be noted that designation is separate to the creation of flood overlays within the Planning Scheme, which generally follows designation. In the case of this development, the planning scheme amendment to create post-development flood zones or overlays is proposed after the design of the proposed precincts.

RESOLUTION - Item 2.7

Cr Nelson moved, Cr Harwood seconded -

That Council revoke the designation of 12 December 2006 of flood affected land at Warralily Grange, Stages 11,12,13 and 15 as liable to flooding pursuant to regulation 153 of the *Building Regulations 2018*.

Carried

Financial Sustainability

8. There are no financial implications arising from the subject of this report.

Community Engagement

9. A revocation of designation does not warrant public consultation as it constitutes the removal of an encumbrance on land, and flood encumbrance decisions are driven by surveyed flood analysis results.

10. Relevant City databases and flood maps will be revised and updates sent to the Corangamite Catchment Management Authority.

Social Equity and Sustainability

11. Council has a responsibility to the community to provide the best possible information on areas that are flood prone. The removal of flood prone designation allows owners to build on their land without a special permit from the City, and without raising the floor level of their home. It also reduces the cost of property insurance.

Relevant Law/Policy/Legal Implications

12. The City has various statutory responsibilities for drainage management and flood management (prevention, response and recovery) as set out in the:

    12.1. *Local Government Act 1989;*

    12.2. *Local Government Act 2020;*

    12.3. *Local Government Regulations 1990;*

    12.4. *Planning and Environment Act 1987;*

    12.5. *Building Regulations 2018;*

    12.6. *Water Act 1989;*

    12.7. *Subdivision Act 1988; and*

    12.8. *Emergency Management Act 2013.*

13. The works have resulted in the lots being protected from flooding during a major storm event that has a one per cent probability of occurring in any one year and occurs on average once in 100 years. This is the required standard for new subdivisions.

Alignment to Community Plan and Vision

14. This report aligns with Our Community Plan 2021-2025 strategic priority:
    Sustainable growth and environment.

15. This report aligns with the Community led 30-year Vision, “Greater Geelong: A Clever and Creative Future” community aspiration:
    Sustainable development that supports population growth and protects the natural environment.

Conflict of Interest

16. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

17. Council also has some risk exposure with any failure to disclose the flood-prone status of a property in a Land Information Certificate.

18. The revocation of the designation is the final step in minimising Council's risk.

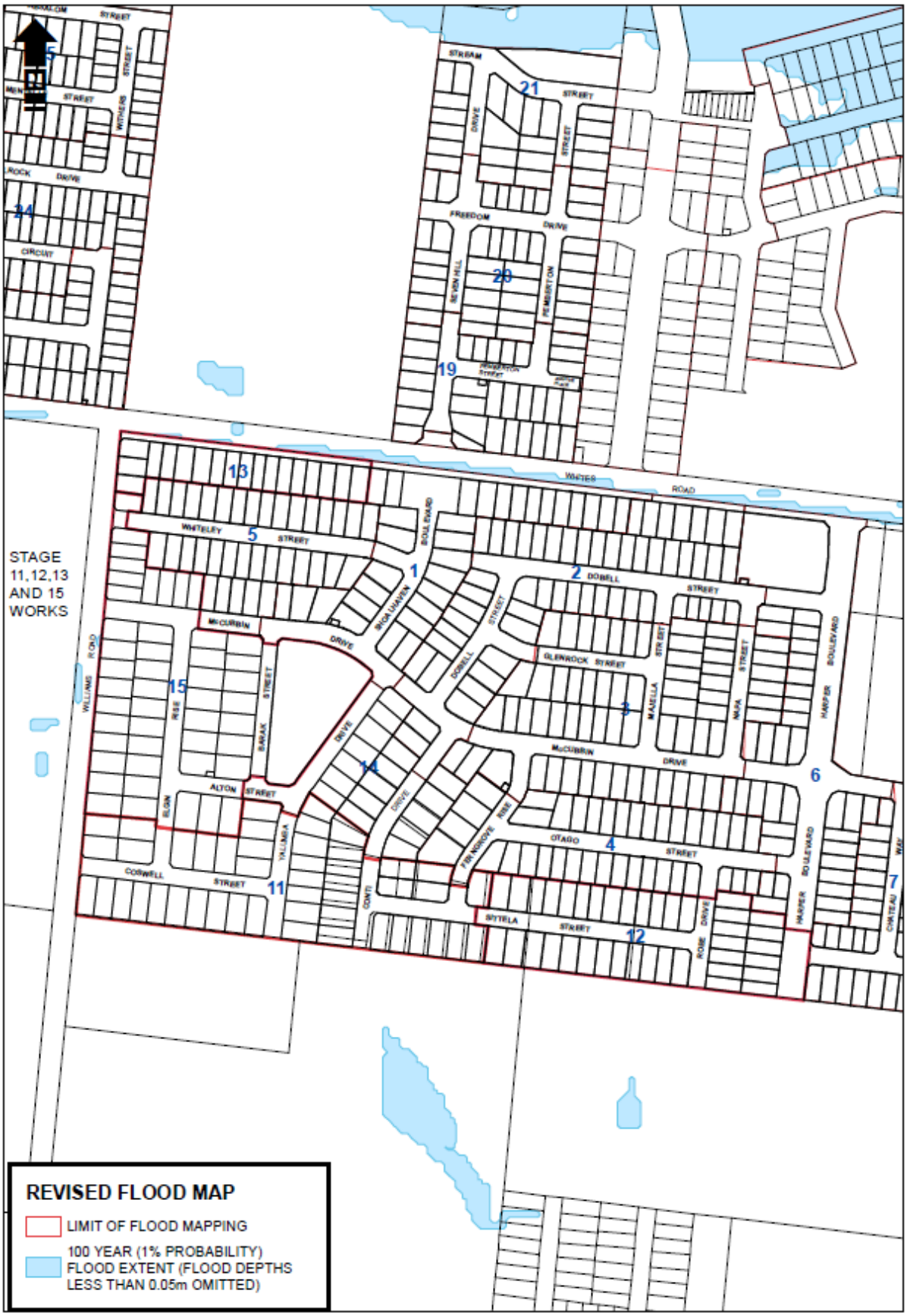
Environmental Sustainability

19. The revocation of flood-prone areas designation and designation of revised flood data through the design of this stage is considered unlikely to result in any known adverse environmental impacts.

Attachments

1. Grange Stage 11 12 13 15 Current Flood Map [**2.7.1** - 1 page]
2. Grange Stage 11 12 13 15 Revised Flood Map [**2.7.2** - 1 page]


STAGE
11,12,13
AND 15
WORKS
CURRENT FLOOD MAP
LIMIT OF FLOOD MAPPING
100 YEAR (1% PROBABILITY)
FLOOD EXTENT (FLOOD DEPTHS
LESS THAN 0.05m OMITTED)


STAGE
11,12,13
AND 15
WORKS
REVISED FLOOD MAP
LIMIT OF FLOOD MAPPING
100 YEAR (1% PROBABILITY)
FLOOD EXTENT (FLOOD DEPTHS
LESS THAN 0.05m OMITTED)

2.8. Warralily Stage 103 Revocation of Flood Prone Area Designation of New Lots

Source: **City Services**
Director: **Guy Wilson-Browne**

Purpose

1. To revoke Council's designation of 12 December 2006 of flood affected land at Warralily, Stage 103 as liable to flooding pursuant to regulation 153 of the *Building Regulations 2018*.

Background

2. Council has a statutory obligation under the *Building Regulations 2018* to designate land as liable to flooding where it reasonably knows it to be prone to flooding. Conversely, there is an obligation to remove the encumbrance of designation from land that is no longer considered to be flood-prone.

3. The current designated flood mapping (**Attachment 1**) was designated by Council at its meeting of 12 December 2006.

4. This revocation will result in another stage of new lots in Warralily Estate fronting Ambrosia Drive, Armstrong Creek being free of their flood prone status, paving the way for homes to be built on this land.

Key Matters

5. The flood mapping is subject to a revision due to the subdivision and development at 113 Ambrosia Drive, Armstrong Creek, prior to subdivision the parent lot was considered liable to flooding. This development site, which is also known as Warralily, Stage 103 achieves flood immunity for newly created lots for flood events up to and including the 100 year Average Recurrence Interval (ARI) event due to the completion of approved internal works.

6. The recommendation by City engineers that the flood prone status can be removed includes assessment of internal drainage, road construction and earthworks to contain potential floodwaters from the 100 year ARI event within road and drainage reserves (**Attachment 2**).

7. It should be noted that designation is separate to the creation of flood overlays within the Planning Scheme, which generally follows designation. In the case of this development, the planning scheme amendment to create post-development flood zones or overlays is proposed after the design of the proposed precincts.

RESOLUTION - Item 2.8

Cr Harwood moved, Cr Moloney seconded -

That Council revoke the designation of 12 December 2006 of flood affected land at Warralily, Stage 103 as liable to flooding pursuant to regulation 153 of the *Building Regulations 2018*.

Carried

Financial Sustainability

8. There are no financial implications arising from the subject of this report.

Community Engagement

9. A revocation of designation does not warrant public consultation as it constitutes the removal of an encumbrance on land and flood encumbrance decisions are driven by surveyed flood analysis results.

10. Relevant City databases and flood maps will be revised and updates sent to the Corangamite Catchment Management Authority.

Social Equity and Sustainability

11. Council is responsible to the community to provide the best possible information on areas that are flood prone. The removal of flood prone designation allows owners to build on their land without a special permit from the City, and without raising the floor level of their home. It also reduces the cost of property insurance.

Relevant Law/Policy/Legal Implications

12. The City has various statutory responsibilities for drainage management and flood management (prevention, response and recovery) as set out in the:

    12.1. *Local Government Acts 1989;*

    12.2. *Local Government Act 2020;*

    12.3. *Local Government Regulations 1990;*

    12.4. *Planning and Environment Act 1987;*

    12.5. *Building Regulations 2018;*

    12.6. *Water Act 1989;*

    12.7. *Subdivision Act 1988; and*

    12.8. *Emergency Management Act 2013.*

13. The works have resulted in the lots being protected from flooding during a major storm event that has a one per cent probability of occurring in any one year and occurs on average once in 100 years. This is the required standard for new subdivisions.

Alignment to Community Plan and Vision

14. This report aligns with *Our Community Plan 2021-2025* strategic priority:
    Sustainable growth and environment.

15. This report aligns with the Community led 30-year Vision, “Greater Geelong: A Clever and Creative Future” community aspiration:
    Sustainable development that supports population growth and protects the natural environment.

Conflict of Interest

16. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

17. Council also has some risk exposure with any failure to disclose the flood-prone status of a property in a Land Information Certificate.

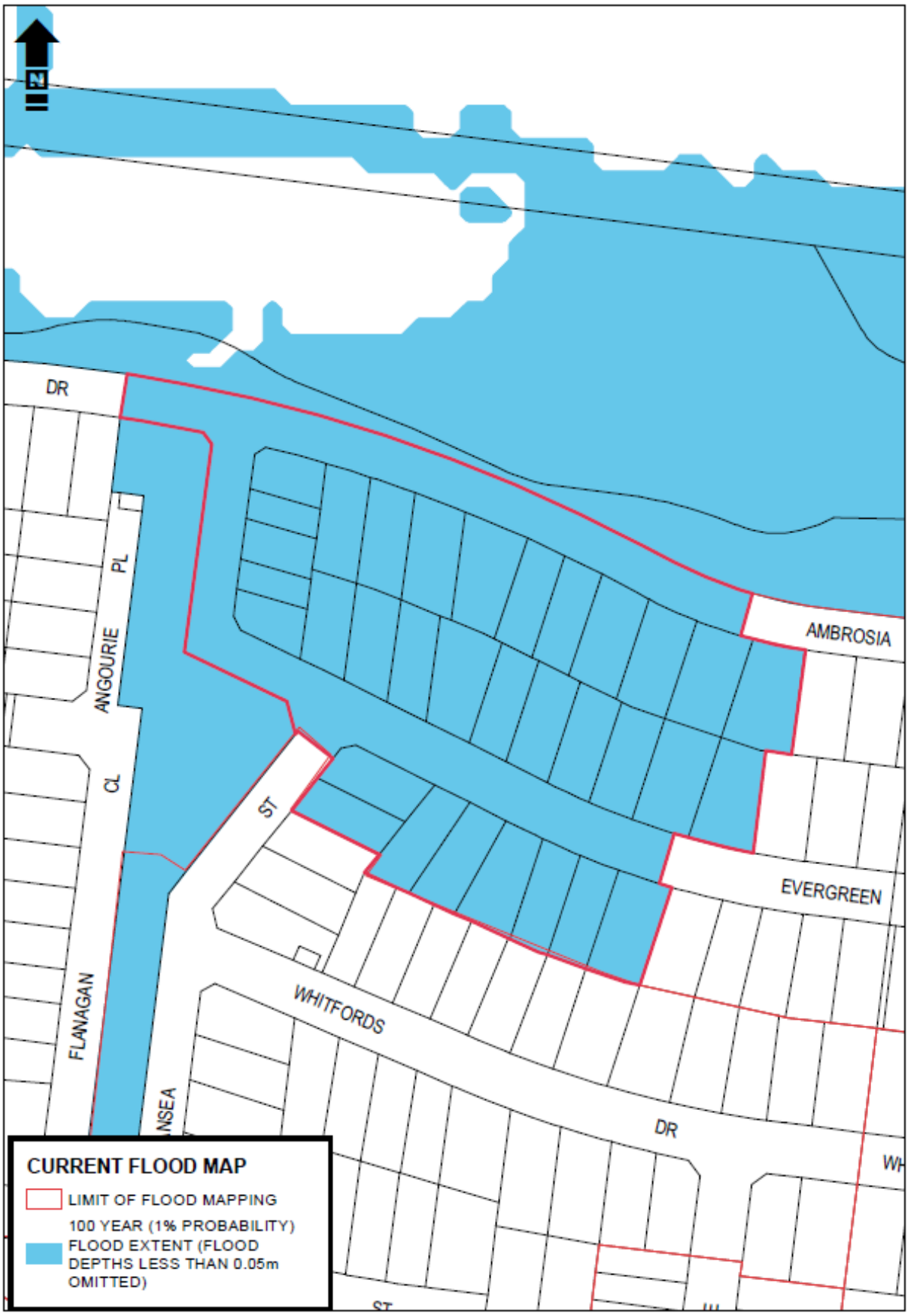
18. The revocation of the designation is the final step in minimising Council's risk.

Environmental Sustainability

19. The revocation of flood-prone areas designation and designation of revised flood data through the design of this stage is considered unlikely to result in any known adverse environmental impacts.

Attachments

1. Warralily 103 Current Flood Map [**2.8.1** - 1 page]
2. Warralily 103 Revised Flood Map [**2.8.2** - 1 page]


DR
PL
ANGOURIE
CL
FLANAGAN
ST
AMBROSIA
EVERGREEN
WHITFORDS
DR
CURRENT FLOOD MAP
LIMIT OF FLOOD MAPPING
100 YEAR (1% PROBABILITY) FLOOD EXTENT (FLOOD DEPTHS LESS THAN 0.05m OMITTED)


N
R
PL
ANGOURIE
CL
FLANAGAN
ST
AMBROSIA
EVERGREEN
WHITFORDS
DR
WH
NSEA
REVISED FLOOD MAP
LIMIT OF FLOOD MAPPING
100 YEAR (1% PROBABILITY) FLOOD EXTENT (FLOOD DEPTHS LESS THAN 0.05m OMITTED)

2.9. Planning Committee Annual Review

Source: **City Planning & Economy**
Director: **Gareth Smith**

Purpose

1. For Council to note the review of the Planning Committee performance over the past 12 months and endorse minor amendments to its Terms of Reference.

Background

2. At its meeting on 21 September 2020 Council resolved to revise the Terms of Reference for the Planning Committee. It also required a review to be undertaken 12 months from this decision to consider the effectiveness of the revised terms of the Planning Committee. Council also noted that an appropriate internal protocol would be established by management to provide effective oversight of officer recommendations for refusal.

Key Matters

3. In the last financial year (2020-2021), Council heard 10 applications via the Planning Committee (Attachment 1). This is compared to 7 applications in 2019-2020 and 14 applications in 2018-2019.

4. To further improve clarity of the Planning Committee Terms of Reference the following changes are recommended:

   4.1. Instead of Council needing to appoint the Chairperson annually, alter to read

   4.2. “The Chairperson will be the current portfolio folder”.

   4.3. Delete the section which relates to the process for hearing from submitters when the meetings are held remotely. It is considered that the normal process can be followed now that remote meetings are held via ZOOM (as seen under the heading Process at meeting).

5. The internal Decision Making Committee was established to provide oversite of officer recommendations involving a refusal and/or 6 or more objections.

6. This Committee meets weekly and considered 56 applications last financial year.

7. In the 2020-2021 financial year, 2147 planning permit applications were lodged with the City. This is compared to the previous financial year where 1806 planning permit applications were lodged.

RESOLUTION - Item 2.9

Cr Harwood moved, Cr Kontelj seconded -

That Council:

1. **Adopt the revised Terms of Reference for the Planning Committee (Attachment 2); and**

2. **Note that Cr Grzybek, as the current appointed Councillor chair of Planning Committee, as well as the Councillor appointed chair of the Statutory and Strategic Planning Portfolio, will continue as chair of the Planning Committee until portfolio appointments are determined by Council in November 2022.**

Carried

Financial Sustainability

8. There are no financial implications with the proposed amendments to the Planning Committee Terms of Reference.

Community Engagement

9. The Planning Committee is considered to be a positive means to engage the community in the planning process for significant applications. The planning officer provides a summary of their report and answers questions on the night. Objectors/submitters can express their concerns about the planning permit application being heard to Councillors prior to a decision being made. Applicants can also articulate the benefits of their proposals and answer any questions.

10. The City adapted the Planning Committee process to an online/remote forum in response to COVID-19 restrictions. This initially allowed written submissions to be provided in advance and evolved to submitters presenting live during the Committee meeting. There were initial teething issues requiring further review of the process to assist submitters to participate. The revised Terms of Reference allow for both in person and remote forums.

Social Equity and Sustainability

11. Retaining the Planning Committee and allowing all Councillors the option to call in applications with 6 or more objections/submissions or for refusal, will provide a public forum for applicants and objectors/submitters to be equally heard.

Relevant Law/Policy/Legal Implications

12. There are no policy or legal implications.

Alignment to Community Plan and Vision

13. This report aligns with Our Community Plan 2021-2025 strategic priority:

    Sustainable growth and environment.

14. This report aligns with the Community led 30-year Vision, “Greater Geelong: A Clever and Creative Future” community aspiration:

    Sustainable development that supports population growth and protects the natural environment.

Conflict of Interest

15. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

16. There are no risks implications as a result of the proposed amendments to the Planning Committee Terms of Reference.

Environmental Sustainability

17. There are no relevant environmental implications.

Attachments

1. Planning Committee Annual Review - Attachment 1 [**2.9.1** - 1 page]
2. Planning Committee - Terms of Reference - Attachment 2 [**2.9.2** - 10 pages]
3. Planning Committee 1 July 2020 30 June 2021 - Attachment 3 [**2.9.3** - 1 page]

Discussion

Planning Committee

The Planning Committee considered 10 planning permit applications in the 12 months from July 2020 to June 2021 **(Attachment 3).** All the applications considered by the Planning Committee during this period had six or more objections/submissions or were recommended for refusal. This equates to 0.46% of the total applications determined by the City.

In the 2019-20 financial year, the Planning Committee considered seven planning permit applications.

It is recommended to make some minor modifications to the Planning Committee Terms of Reference **(Attachment 2)** to alter the wording of section 7.4 to read that the Chairperson is the current portfolio holder and remove section 8.9 that referred to an alternate process for submitters to be heard by the Committee when meetings are held remotely.

Section 8.9 of the Terms of Reference reads:

> *8.9 When required, an alternate process for submitters to be heard by the Committee when meetings are held remotely;*
>
> *8.9.1 Objectors/submitters that would like to make a further submission to the Planning Committee can do so by emailing their submission by the close of business 3 days before the meeting;*
>
> *8.9.2 Applicants will be provided a copy of any further submissions to the Planning Committee that are received. Applicants have until the close of business the day before the meeting to respond to the submissions;*
>
> *8.9.3 Any submissions and responses will be considered by the Planning Committee along with the Officer's report.*

When Planning Committee meetings are held remotely, as required by COVID 19 restrictions, it is considered that the process outlined in section 8.8 of the Terms of Reference (the process for submitters to be heard by the Committee) can now be followed. This is because the meetings are now able to be held via ZOOM where all parties can present their case.

Decision Making Committee

Management established an appropriate internal protocol to provide effective oversight of application refusals. This has been achieved through establishing an internal Decision Making Committee (DMC). The DMC consists of four staff members, namely the Manager City Development, Coordinator Statutory Planning and Team Leaders Statutory Planning.

DMC meetings are held weekly. In the 12 months from July 2020 to June 2021, 56 applications were reviewed by the DMC. All of the applications reviewed by the DMC during this period had six or more objections or were recommended for refusal. This equates to 2.6% of the total applications determined by the City.

Where an application has 6 or more objections or is recommended for refusal, the application is listed on a DMC agenda on the Monday before the scheduled Thursday meeting. This agenda is sent to all Councillors on Monday morning giving them an opportunity to "call in" an application from the DMC meeting to a Planning Committee meeting.

At the DMC meeting, the planning officer presents their report and recommendation to the panel of officers. They then review the recommendation and decide whether or not they support the officer recommendation and whether conditions/grounds need to be reviewed.

The DMC is an internal officer process to ensure rigour and consistency is applied to the delegated decisions of more complex planning applications. This process is not open to the public.

THE CITY OF
GREATER GEELONG

PLANNING COMMITTEE

TERMS OF REFERENCE

VERSION: 09.

Approval Date	22 March 2022
Approved by	Council
Review Date	22 March 2025
Responsible Officer	Director, Planning, Design and Development
Authorising Officer	Chief Executive Officer

CITY OF GREATER GEELONG

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Introduction

BACKGROUND

1. By this Terms of Reference document, the Greater Geelong City Council establishes the Planning Committee as a delegated committee pursuant to section 63 of the Local Government Act 2020. The Committee is established to consider and decide planning permit applications which have been called in by a Councillor.
2. The committee has the powers, duties and functions of Council as set out in these Terms of Reference and its Instrument of Delegation. These Terms of Reference set out the structure and basis on which the Committee can make decisions for and on behalf of Council

PURPOSE

3. The Committee is established for the purpose of:
    - Considering and determining planning permit applications which have been called in by a Councillor under the Committee Terms of Reference.

OBJECTIVES

4. To broadly represent and involve the community in Council's decision-making processes.

DELEGATION OF POWERS, DUTIES AND FUNCTIONS

5. In order to fulfil and carry out its purposes and objectives Council has delegated to the Committee, pursuant to section 63 of the Local Government Act 2020, the powers, duties and functions set out in the Instrument of Delegation made by Council on 1 September 2020.
6. The powers, duties and functions of Council conferred on the Committee by these Terms of Reference and Instrument of Delegation must be exercised in accordance with any guidelines or policies that Council may from time to time adopt.

Definitions

Act

The *Local Government Act 2020*.

Applications of interest

Is the data base distributed by the Manager City Development on a fortnightly basis that provides all Councillors with a list of planning applications of interest, which could include those that:

- raise an issue of significant public interest, opportunity, concern or controversy, or are likely to do so. Such issues would normally involve an assessed high or extreme risk rating and are likely to impact on people and the places they live, work and play; or
- Councillors have made enquiries on a particular application.

Call in

The process of initiating a Council intervention in the consideration of a planning permit application through referral of the planning permit application to the Planning Committee.

CEO

The Chief Executive Officer of the City appointed by Council.

City

The administration of the Greater Geelong City Council, led by the Chief Executive Officer.

Council

The Greater Geelong City Council.

Councillor

Elected officials representing the City of Greater Geelong, including the Mayor.

Council officer

All staff of the City, including all contractors and volunteers engaged by the City, and the Executive Leadership Team.

Conflict of interest

Has the same meaning as defined in the Act.

Delegated Committee

Committee established by Council under section 63 of the Act.

Delegated Authority

Where Council has given its powers to act on behalf of Council. This can be to members of staff or to Delegated Committee's under the Act.

ELT

Executive Leadership Team consisting of the Directors of the City who all report to the Chief Executive Officer.

Planning Register

A list of all new planning permit applications, including requests to amend planning permits, received for that fortnight.

Terms of Reference

CREATION AND DISSOLUTION

7. By these Terms of Reference the:

   i. Committee is established; and

   ii. powers, duties and functions of the Committee, as set out in the Instrument of Delegation, are delegated.

8. These Terms of Reference and the Instrument of Delegation:

   i. come into force immediately upon the resolution of Council; and

   ii. remain in force until Council determines to vary or revoke both or either of them.

9. The Committee must be dissolved by a resolution of Council.

MEMBERSHIP

Make-up of the committee

10. The Committee shall consist of all Councillors.

11. Council Officers who attend the meetings of the Committee are to provide advice and support to the Committee and are not considered Committee members and do not have voting rights.

12. Each member of the Committee has and may exercise one equal vote on any question before the Committee for determination.

13. The Chairperson will be the current Statutory and Strategic Planning portfolio holder portfolio holder.

Role and responsibilities of members

14. The role of the Committee is:

   a. to exercise Council's powers and carry out Council's duties and functions, in accordance with these Terms of Reference and as permitted by the Instrument of Delegation, for planning matters.

CHAIRPERSON

Appointment of the chairperson

15. The chairperson will be the current Statutory and Strategic Planning portfolio holder portfolio holder.

16. If the chairperson is absent from a meeting, the members present shall elect a chairperson for that meeting.

MEETINGS

17. Unless Council resolves otherwise, Committee meetings must be conducted in accordance with:

   i. Council's Governance Rules;

   ii. Part 3, Division 2 of the Act; and

   iii. the Committee's discretion, as exercised from time to time.

Frequency of meetings

18. Meetings will be held on a monthly basis as agreed by the Committee from time to time.

Minimum meeting attendees

19. A quorum of the Committee meeting for that meeting to proceed is at least one more than half of the appointed members.

Conflicts of interest

20. If a member has a conflict of interest in relation to an agenda item this must be declared, and the member must refrain from participating in the decision-making process.

Voting

21. Voting will be by a majority of votes by a show of hands. Only members in attendance are entitled to vote. The Chairperson shall have the casting vote in the event of an equality of votes.

Process at meeting

22. The process for submitters to be heard by the Committee:

    i. the officer to present the report;

    ii. the objectors/submitters to present submissions. A three minute time limit applies to each person addressing the meeting;

    iii. the applicant to present a submission. A ten minute time limit applies to the applicant addressing the meeting; and

    iv. at the discretion of the Chairperson, the applicant may be permitted to make points of clarification. A three minute time limit applies.

23. Sub Committees may be appointed by the Committee and meet between general meetings and as authorised by the full Committee. Sub Committees do not have any delegated powers.

REPORTING

24. The Manager City Development is responsible for taking proper minutes of all meetings and preparing reports for the Committee's consideration in accordance with:

    i. Council's Governance Rules;

    ii. Part 3, Division 2 of the Act; and

    iii. the Committee's discretion, as exercised from time to time.

25. Minutes of all Committee meetings will be published on the Geelong Australia website and must be forwarded to Council's Governance Services as soon as practicable after adoption by the Committee.

26. The Manager City Development must prepare and present to Council a report of the Planning Committee's activities at least once per year.

SECRETARIAT

27. The Manager Mayor & Councillor Support is responsible for convening meetings in consultation with the Manager City Development and ensuring a quorum of Councillors is achieved.

28. The Manager City Development is responsible for maintaining the call in register, preparing and delivering meeting agendas, ensuring planning officer attendance and providing advice at meetings, recording of minutes and implementation of decisions of the Committee.

INFORMATION TO COUNCILLORS

29. On a fortnightly basis, the Manager City Development will furnish all Councillors with a list of Applications of Interest and the Planning Register.

30. On a weekly basis, the Manager City Development will furnish all Councillors with a list of applications to be reviewed by the Decision Making Committee that week. The list will include the officer's recommendation for planning applications with 6 or more objections/submissions or applications recommended for refusal.

CALLING IN APPLICATIONS TO THE PLANNING COMMITTEE

31. A Councillor may only request to call in planning applications which have 6 or more objections/submissions lodged or applications recommended for refusal.

32. The process for a Councillor to call in a matter to be heard by the Committee is as follows (see attached flowchart):

    i. Councillors requesting call in notify of intention to call in an application and the reason for doing so. This information will be recorded in the register for call ins;

    ii. A minimum of two ward Councillors and the Committee Chairperson are all required to agree to a call in, or the Mayor where the Committee Chairperson is one of the two ward Councillors requesting a call in;

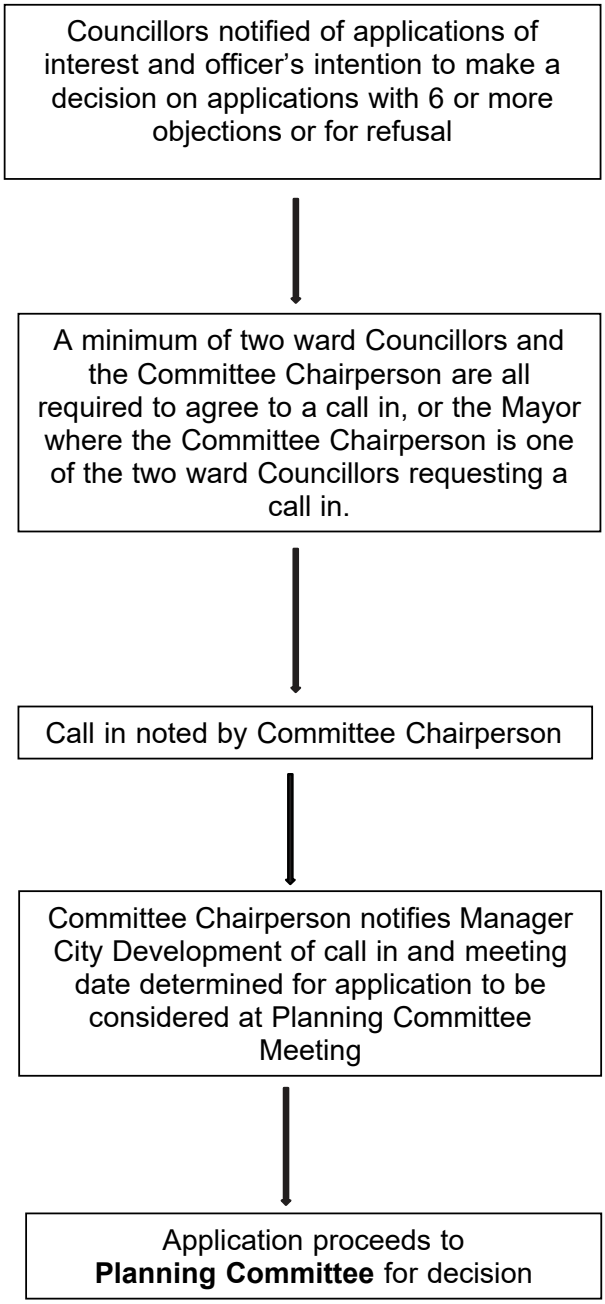
    iii. Committee Chairperson advises Manager City Development; and

    iv. Officers will contact applicants and objectors to notify them of the meeting and details.

REVIEW

33. The Terms of Reference for this Committee will be reviewed every year as part of the report of the Planning Committee's activities.

CALL IN PROCESS FLOWCHART



Records

Records shall be retained for at least the periods shown below.

Table 1: Record retention and disposal schedule

Record	Retention / Disposal Authority	Retention Period	Location
Records relating to the agenda and minutes for the committee meeting.	Retention	Permanent	In Rex under the relevant planning permit number.
Records of the Applications of Interest Register and Call in Register.			In Rex under General reports for City Development

CITY OF GREATER GEELONG

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Planning Committee 1 July 2020 to 30 June 2021

Location	Application Type	Decision Date	Officer Recommendation	Decision	Authority Description	VCAT
4 Taylor Court, HIGHTON	Buildings and Works Associated with Construction of Nine (9) Dwellings and Nine (9) Lot Subdivision	27 August 2020	Support at VCAT	Refuse at VCAT	Planning Committee	Permit Issued
7-9 Ballarat Rd, NORTH GEELONG	Use and Development of a Restricted Recreational Facility (Lawn Bowling Club), and the Sale and Consumption of Liquor (Full Club Licence)	21 September 2020	Grant an Amended Planning Permit	Grant an Amended Planning Permit	Planning Committee	_
24 Stephen Street, NEWTOWN	Partial Demolition, Construction of a Dwelling on a Lot less than 300sqm in a Heritage Overlay and Relocation of Easement	11 December 2020	NOD	Refusal to Grant a Planning Permit	Planning Committee	Decision Pending
4 Star Street, GEELONG	Change of Use from a Workshop to a Dwelling and Demolition Works, Alterations and Additions to Existing Building.	11 December 2020	Refusal to Grant a Planning Permit	Grant a Planning Permit	Planning Committee	_
5-17 Oakden Road, DRYSDALE	Multi Lot Subdivision	28 January 2021	NOD	Refusal to Grant a Planning Permit	Planning Committee	Decision Pending
212 Bailey Street, GROVEDALE	Construction of Thirteen (13) Dwellings and Fifteen (15) Lot Subdivision	29 March 2021	Support at VCAT	Refuse at VCAT	Planning Committee	Decision Pending
49 Newcombe Street, PORTARLINGTON	Development of a Multi Level Mixed Use Building Containing Two Shops, Use of Eleven (11) Apartments and Basement Carpark; Subdivision; Creation of Access to a Road Zone Category 1; and Partial Reduction in Car Parking	27 May 2021	Refuse at VCAT	Refusal at VCAT	Planning Committee	Application called in by the Minister for Planning
555 Sandy Creek Road, LITTLE RIVER	Earthworks Associated with Quarry Rehabilitation	4 June 2021	NOD	NOD	Planning Committee	_
20 Idris Avenue, LOVELY BANKS	Use of land for a Disability Services Facility	4 June 2021	NOD	Refusal to Grant a Planning Permit	Planning Committee	_
147-153 Windermere Road, Lara	Use and Development for an Emergency Services Facility (Fire Rescue Victoria Fire Station)	25-Jun-21	NOD	Refusal to Grant a Planning Permit	Planning Committee	Hearing Pending

2.10. Chief Executive Officer Employment and Remuneration Policy

Source: **Strategy, People & Performance**
Director: **Kaarina Phyland**

Purpose

1. To adopt the updated Chief Executive Officer (CEO) Employment and Remuneration Policy (**Attachment 1**) allowing for the appointment of an additional Councillor to the Committee.

2. To update the name of the Committee on the Instrument of Delegation (**Attachment 2**).

Background

3. The CEO Employment and Remuneration Policy was reviewed and adopted by Council in accordance with the requirements of section 45 of the *Local Government Act 2020* (the Act).

4. The policy allowed for the Membership of the Committee to be as follows:

   - Mayor (Chairperson)
   - Deputy Mayor;
   - up to three (3) other Councillors; and
   - an independent Member.

Key Matters

5. The CEO Employment Matters Policy has been reviewed and updated to allow for the appointment of an additional Councillor to the Committee.

6. To accommodate this, membership of the Committee is to be revised to consist of the following:

   6.1. Mayor (Chairperson);

   6.2. Deputy Mayor; and

   6.3. up to four (4) other Councillors; and

   6.4. an Independent Member.

7. The Instrument of Delegation (**Attachment 2**) has been updated to amend the name of the Committee in accordance with the policy.

RESOLUTION - Item 2.10

Cr Moloney moved, Cr Grzybek seconded -

That Council:

1. **Adopt the revised Chief Executive Officer Employment and Remuneration Policy (Attachment 1);**
2. **Appoint Cr Mason to the Chief Executive Officer Employment and Remuneration Committee for the remainder of the two-year Councillor appointment term, through to November 2022;**
3. **Delegate to the members of the Committee the powers duties and functions set out in the attached Instrument of Delegation (Attachment 2), which:**
   - **3.1 comes into force immediately upon the date of this resolution; and**
   - **3.2 remains in force until Council determines to vary or revoke it;**
4. **Note that the powers, duties and functions conferred on the members of the Delegated Committee by the Instrument of Delegation must be exercised in accordance with any guidelines or polices Council may from time to time adopt;**
5. **Authorise the Chief Executive Officer to sign the Instrument of Delegation on behalf of Council; and**
6. **Revoke the previous Instrument of Delegation for the Committee adopted 1 September 2020.**

Carried

Financial Sustainability

8. There are no financial implications associated with this report.

Community Engagement

9. Updating the Instrument of Delegation and the addition of a Councillor to this Committee are not subject to community consultation.

Social Equity and Sustainability

10. The appointment of an additional councillor to the Committee allows greater oversight of the employment of the City's Chief Executive Officer.

Relevant Law/Policy/Legal Implications

11. The policy supports the requirements of section 45 the *Local Government Act 2020* (the Act).

12. The Instrument of Delegation has been updated in accordance with section 63 of the Act.

Alignment to Community Plan and Vision

13. This report aligns with Our Community Plan 2021-2025 strategic priority:

    High-performing council and organisation.

Conflict of Interest

14. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

15. The integrity of the processes associated with the employment of the CEO and compliance with legislative provisions of the Act are supported by the terms of this policy.

Environmental Sustainability

16. There are no known environmental implications associated with this report.

Attachments

1. CEO Employment Matters Policy 22 March 2022 [**2.10.1** - 9 pages]
2. Instrument of Delegation CEO Employment and Remuneration Committee [**2.10.2** - 2 pages]

THE CITY OF
GREATER GEELONG

CHIEF EXECUTIVE OFFICER EMPLOYMENT AND REMUNERATION COUNCIL POLICY

VERSION: 2

Approval Date: TBA

Approved by: Council

Review Date: 31/12/2022

Responsible Officer: Director, Strategy, People and Performance

CITY OF GREATER GEELONG

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Introduction

PURPOSE

The purpose of this policy is to ensure compliance with the requirements of section 45 of the *Local Government Act 2020*, for the provision of a CEO Employment and Remuneration Policy. This policy revokes the previous policy approved on 14 December 2021.

OVERVIEW

The Council is responsible for the appointment of the CEO under section 45 of the Act, determining the CEO's performance and development plan, assessing the CEO's performance against that plan at least once per year and determining the remuneration of the CEO.

SCOPE

This policy provides for the following matters which Council is responsible for under the Act, including:

(i) the recruitment and appointment process

(ii) provisions to be included in the contract of employment;

(iii) performance monitoring; and

(iv) an annual review.

REFERENCES

Local Government Act (2020)

Definitions

This section defines the key terms used in this policy.

ACT

Local Government Act 2020

CEO

Chief Executive Officer

CITY

The City of Greater Geelong organisation led by the CEO.

COMMITTEE

The committee established under this policy known as the CEO Employment and Remuneration Committee.

COUNCIL

The City of Greater Geelong Council comprised of elected councillors and led by the Mayor.

COUNCILLOR

Mayor or Councillor as defined by the Act.

ELT

The Executive Leadership Team of the City, as constituted from time to time.

PANEL

The panel that will conduct interviews of selected candidates comprised of the following members of the Committee:

(i) The Mayor, or, in the Mayor's absence, the Deputy Mayor;

(ii) A Councillor nominated by the Committee;

(iii) The independent member; and

(iv) The Recruitment Consultant.

RECRUITMENT CONSULTANT

Nationally recognised consultant with specialist expertise in sourcing and evaluating candidates for Senior Executive roles.

Policy

LEADING PRACTICE PRINCIPLES

- The Council will carry out its functions relating to the selection, appointment, remuneration and performance review of the CEO in accordance with a number of leading practice principles:
  - decision-making processes that are fair, accessible and applied consistently in comparable circumstances;
  - decision-making criteria that is relevant, objective and available to the CEO;
  - documentation that is sufficiently clear and comprehensive to render decisions transparent and capable of effective review;
  - employment decisions that are based on the proper assessment of the CEO's work-related qualities, abilities and potential against the genuine requirements of the role; and
  - decisions to appoint a new CEO that are based on competitive selection, open processes and objective criteria.

CEO EMPLOYMENT AND REMUNERATION COMMITTEE

- The Committee was established for the purposes of recruiting the CEO, determining the CEO's performance and development plan, assessing the CEO's performance against that plan and determining the remuneration of the CEO.
- Membership of the Committee shall consist of the following:
  - Mayor (Chairperson);
  - Deputy Mayor; and
  - up to four (4) other Councillors; and
  - an Independent Member.
- The Committee will meet at least four times a year, with authority to convene additional meetings as circumstances require.
- A quorum of the chairperson and at least two other members will be necessary to transact business of the Committee.
- The Committee's role is to assist and advise the Council on matters including:
  - recruitment of the CEO or acting CEO;
  - determining the performance and development plan of the CEO;
  - providing constructive balanced feedback to the CEO;
  - monitoring the CEO's achievement of the performance and development plan at 6 monthly intervals, with quarterly reports against key performance indicators tabled at Committee meetings; and
  - CEO remuneration and other contractual conditions of employment.
- The Director, Strategy, People and Performance or their delegate has the responsibility to provide:
  - information and any necessary training for members of the Committee in relation to their responsibilities under the Act
  - officer advice in respect to matters before the Committee;
  - administrative, secretarial and logistical support to the Committee.

RECRUITMENT AND TERM OF INDEPENDENT MEMBER

- The Independent Member will be appointed in accordance with section 45(2) of the Act. In the event of a declared conflict of interest, the ELT will appoint two directors who will assume responsibility for the appointment of the Independent Member to fill the position of Independent Member of the Committee after seeking expressions of interest from suitably qualified and experienced candidates from the public. To the extent this policy is inconsistent with any other City policy regarding the appointment of an Independent Member to the CEO Employment and Remuneration Committee only, this policy will prevail.
- The term of appointment of the Independent Member will be two years, with the option of a further two one-year terms or one, two-year term extension at the discretion of the Council.

ROLE OF INDEPENDENT MEMBER

- Duties of the Independent Member include:
  - to actively participate in the Committee's annual review of the CEO's performance and development;
  - actively participate in the development of a draft performance and development plan for the next 12-month period for consideration by the Council; and
  - provide advice and guidance to the Committee on any matter pertaining to the CEO's employment with Council.

REMUNERATION FOR INDEPENDENT MEMBER

- The Independent Member will be remunerated as follows:
  - a sitting fee per meeting, together with reimbursement of travel costs (where applicable) in line with the relevant ATO tables. The fee to be paid has regard for the specific roles and responsibilities of the independent member as set out in this policy;
  - the fee will be paid to the Independent Member immediately following his/her attendance at each of the four scheduled committee meetings; and
  - an additional fee will be paid to the Independent Member for every meeting of the Committee attended over and above the four meetings required each year.

RECRUITMENT OF A CEO

- The Council's role is to appoint the CEO, on the advice of the Committee.
- The Committee shall, in accordance with Council's Procurement Policy and with the assistance of the Director Strategy, People and Performance, seek and appoint an independent Recruitment Consultant to manage and conduct the process of selection of a suitable candidate for the position of CEO.
- The Committee shall, in conjunction with the Recruitment Consultant, develop and agree upon:
  - a recruitment sub-committee charged with interviewing candidates identified by the Recruitment Consultant;
  - a search and selection process and timeframe;
  - setting the salary and conditions based on industry benchmarks;
  - key accountabilities;
  - key selection criteria;
  - candidate application material;
  - a candidate identification strategy;
  - methods of applicant evaluation – embracing diversity and gender equity principles and best practice processes to eliminate bias; and

- public relations activities.

- The Committee shall seek Council approval of preparatory work.
- The Committee shall, in conjunction with the Recruitment Consultant:
  - oversee the development of the candidate pool by the Recruitment Consultant, providing feedback on the quality and diversity of candidates being identified;
  - review the Recruitment Consultant's report on the candidate pool and select between 5 to 8 candidates from that pool for preliminary interview by the Panel; and
  - shortlist the final 3 candidates for interview by the full Council.
- Once the preferred candidate is determined by the full Council, with the support of the Recruitment Consultant, the Committee shall negotiate the terms of employment within the contractual framework of employment provided by the Council in accordance with the Act
- The Committee shall then:
  - ensure, through the Recruitment Consultant, that all candidates are updated on the outcome of the recruitment and selection process; and
  - develop and recommend to the Council an on-boarding program for the new CEO.

CEO PERFORMANCE REVIEW AND PLANNING PROCESS

- The Council on advice from the Committee is responsible for determining the CEO's performance and development plan with the CEO, assessing the CEO's performance against that plan at least once per year and determining the remuneration of the CEO.
- The Committee's role is to:
  - prepare a draft performance and development plan for Council's consideration;
  - seek expert independent advice on the facilitation and criteria for the performance and development plan and review;
  - seek expert independent advice on remuneration benchmarks from a nationally recognised recruitment consultant; and
  - conduct a performance review of the CEO and make recommendations to Council on matters including whether:
    - the CEO meets the performance and development plan criteria; and
    - to vary performance and development plan criteria, remuneration, or other terms and conditions of the contract.
- The Committee shall:
  - ensure the independent advice is carried out;
  - ensure that the CEO is consulted and advised of the process;
  - in consultation with the CEO, identify and agree upon the performance and development plan goals and activities that the CEO should work towards achieving over a 12 month period;
  - ensure that the CEO is given the opportunity to present his/her self-assessment to the Committee;
  - attend to the collection and collation of Council feedback in relation to the CEO's performance as measured against the performance and development plan approved by Council;
  - review the CEO's remuneration package as a component of the annual review having regard to (in accordance with section 45(3) of the Act):
    - any statement of policy issued by the Government of Victoria which is in force with respect to its wages policy (or equivalent); and

- any Public Sector Wages Determination;

- report to Council Meeting seeking decision on outcomes of the review process in relation to:
  - the CEO's achievement of the performance criteria;
  - any proposed variation in salary;
  - the setting of the performance and development plan for the measurement of the CEO's performance for the next 12 month period;
  - agree with the CEO on a personal and professional development plan for the next 12 month period; and
  - whether any options of the CEO's contract should be exercised in accordance with the contract.

Implementation of this Policy

MONITORING AND REPORTING

This Policy will be monitored by the Director Strategy People and Performance in relation to any legislative change that may affect its terms and conditions.

ADVICE AND ASSISTANCE

The Director Strategy People and Performance manages the provision of advice to the organisation regarding this policy. Independent professional advice will be sought in relation to the matters dealt with in this policy.

RECORDS

The City must retain records associated with this policy and its implementation for at least the period shown below.

Record	Retention / Disposal Authority	Retention Period	Location
Instrument of Delegation	Manager, Governance	Permanent	ReX
Employment Contract	Director, Strategy, People and Performance	Permanent	ReX

REVIEW

The City should review and, if necessary, amend this policy within one year of the approval date.

Greater Geelong City Council
Instrument of Delegation
Chief Executive Officer (CEO) Employment and Remuneration Committee

Greater Geelong City Council (**Council**) delegates to each person who is from time to time appointed as a member of the committee established by resolution of Council passed on 22 March 2022 and known as the "CEO Employment and Remuneration Committee" (**the Committee**), the powers, discretions and authorities set out in the Schedule, and declares that:

1. this Instrument of Delegation is authorised by a resolution of Council passed on 22 March 2022.

2. the delegation:

2.1 comes into force immediately the resolution of Council;

2.2 remains in force until Council resolves to vary or revoke it; and

2.3 is to be exercised in accordance with the exceptions, conditions and limitations set out in the Schedule and with the guidelines or policies which Council from time to time adopts; and

3. all members of the Committee have voting rights.

Signed for GREATER GEELONG CITY COUNCIL by
MARTIN CUTTER, Chief Executive Officer

_____
Chief Executive Officer

SCHEDULE

Purpose

The purpose of the Committee is set out in the Council Chief Executive Officer Employment and Remuneration Policy.

To exercise Council's powers, discretions and authorities to perform Council's functions under the *Local Government Act 2020*, in accordance with relevant policies and guidelines of the Council and to do all things necessary or convenient to be done for or in connection with the performance those functions, duties and powers.

Exceptions, conditions and limitations

The Committee is not authorised by this Instrument to:

1. Operate outside the Chief Executive Officer Employment and Remuneration Policy; and
2. Exercise the powers which, under section 11(2) of the *Local Government Act 2020* cannot be delegated to the Committee.

2.11. Our Community Plan Quarterly Report - December 2021

Source: **Strategy, People & Performance**
Director: **Kaarina Phyland**

Purpose

1. To present *Our Community Plan Quarterly Report – December 2021* for consideration and endorsement by Council.

Background

2. *Our Community Plan 2021–25* is the City's key strategic document which identifies the outcomes and priorities Council will focus its efforts on over the next four years, to ensure the social, economic and environmental sustainability of our region. As one of Council's key priorities is improving the health and wellbeing of our community, the municipal public health and wellbeing plan has been integrated with the council plan for the first time.

3. *Our Community Plan 2021–25* is supported by an annual budget and an annual action plan, *Our Community Plan 2021–25 – Annual Action Plan 2021–22*, that highlights the projects, initiatives and programs that will take place within the 2021–22 financial year.

4. This quarterly report provides progress against the one-year actions for the period

5. 1 October 2021 – 31 December 2021.

Key Matters

6. There are 85 actions reported upon in *Our Community Plan 2021–25*.

7. At the end of December 2021 — 68 actions were 'on track', nine actions were 'complete', two actions were 'not started', four actions were 'needs improvement' and two actions were 'off track COVID-19'.

RESOLUTION - Item 2.11

Cr Murrihy moved, Cr Kontelj seconded -

That Council endorse Our Community Plan Quarterly Report – December 2021.

Carried

Financial Sustainability

8. There are no financial implications arising from the subject of this report.

Community Engagement

9. The *Our Community Plan 2021–25* quarterly reports are prepared in consultation with Managers, Coordinators and Officers from across the organisation. The report will be made available to our community online through our website after the Council Meeting, three times a year with the year end results appearing in the City's annual report.

Social Equity and Sustainability

10. *Our Community Plan 2021–25* recognises the importance of social equity, access and inclusion as a key priority area contributing to the long-term sustainability of our community. The quarterly reports document the work we are undertaking to improve equity, access and inclusion for all.

Relevant Law/Policy/Legal Implications

11. The City's activities are guided by the *Our Community Plan 2021–25* which was adopted in accordance with the *Local Government Act (Vic) 2020* and implementation monitored via the quarterly and annual reports.

Alignment to Community Plan and Vision

12. The quarterly report tracks our progress of *Our Community Plan 2021–25 – Annual Action Plan 2021–22*, which is the first year of actions to support the delivery of *Our Community Plan 2021–25*.

13. This report aligns with the Community led 30-year Vision, *Greater Geelong: A Clever and Creative Future* community aspirations:

    A destination that attracts local and international visitors;
    A fast, reliable and connected transport networ;.
    A leader in developing and adopting technology;
    A prosperous economy that supports jobs and education opportunities;
    An inclusive, diverse, healthy and socially connected community;
    Creative and diverse culture;
    Development and implementation of sustainable solutions;
    People feel safe wherever they are; and
    Sustainable development that supports population growth and protects the natural environment.

Conflict of Interest

14. No Council officers involved in the preparation of this report have declared a general or material interest.

Risk Assessment

15. There are no identified risks arising from this report.

Environmental Sustainability

16. As the organisation and region face considerable environmental challenges, *Our Community Plan 2021-25* outlines the City's priorities in addressing the issues including climate change and waste, increasing population growth and threats to local biodiversity.

Attachments

1. Our Community Plan Quarterly Report - December 2021 [**2.11.1** - 31 pages]



THE CITY OF
GREATER GEELONG

OUR COMMUNITY PLAN 2021–25

QUARTERLY REPORT

DECEMBER 2021

CITY OF GREATER GEELONG


The City's new food waste collection trial initiative for 1500 homes in Lara, processing food waste into compost.

INTRODUCTION

***Our Community Plan 2021–25 – A Proud, Safe and Healthy Community* is set by our Council to outline how we will work towards the 30-year community vision for the region of making Greater Geelong a clever and creative city-region.**

It represents our community voice and guides our resources to deliver infrastructure, services and programs to ensure the social, economic and environmental sustainability of our region.

For the first time we have integrated the Council plan and Municipal Public Health and Wellbeing plan – so that the health and wellbeing of our community is central to everything we do.

The strategic directions we will focus on for the next four years are:

- Healthy, caring and inclusive community
- Sustainable growth and environment
- Strong local economy
- High-performing Council and organisation.

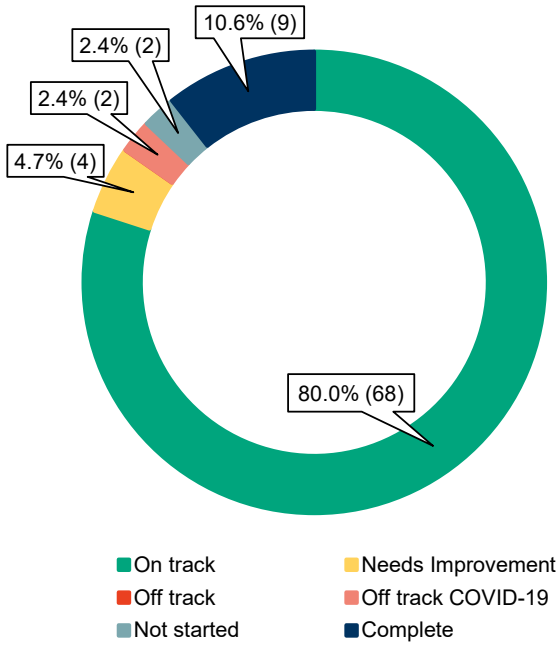
The *Our Community Plan 2021–25 – Annual Action Plan 2021–22* highlights the projects, initiatives and programs that will take place this financial year. This quarterly report was developed to meet our commitment to transparent performance reporting, including progress updates on our four-year priorities and actions.

STATUS UPDATE

We committed to 85 actions in Our Community Plan this year.

At the end of December 2021:

- 68 were 'on track'
- Nine were 'complete'
  - *Upgrade an existing fenced dog park located at Stead Park, Corio and deliver a new fenced dog park located in Rennie Street, Lara*
  - *Continue construction of the Green Spine project between Gheringhap and Moorabool Streets, on the north side*
  - *Identify actions to achieve the City's emissions reduction targets and manage climate-related risks through development of the Climate Change Response Plan*
  - *Outline how the City will support the community and business to reduce the risks that climate change poses to community health and wellbeing and infrastructure through the Climate Change Response Plan*
  - *Implement a pilot food waste collection service for residents*
  - *Adopt and commence implementation of a masterplan to protect and restore the Sparrovale Wetlands Reserve*
  - *Develop and implement business programs to support the circular economy in partnership with state government*
  - *Implement second hour free parking in 2P parking zones in central Geelong*
  - *Implement a campaign for employees aimed at increasing awareness and uptake of volunteering in the local community*
- Two were 'not started'
  - *Adopt an updated Heritage Strategy 2017–2021*
  - *Engage with key stakeholders in the development of the draft Integrated Transport Plan, to improve integration of all modes of transport including active transport*
- Four were 'needs improvement'
  - *Review the Multicultural Action Plan 2018–2022 in partnership with the Multicultural Advisory Committee and key stakeholders*
  - *Progress business cases for the improvement and transformation of three of the City's cultural venues - the Potato Shed, National Wool Museum and Geelong Gallery*
  - *Finalise a long-term settlement boundary for urban Geelong*
  - *Provide publicly accessible external urban space around the site of the proposed Geelong Convention and Exhibition Centre which is safe, attractive and designed considering the needs of people of all ages, abilities and backgrounds **
- Two were 'off-track due to COVID-19'
  - *Partner with the Victorian Equal Opportunity and Human Rights Commission to deliver the Reducing Racism Project in response to the increase in racism towards our culturally and linguistically diverse communities through the COVID-19 pandemic.*
  - *Implement an inclusive events tool that promotes inclusive practices for people with a lived experience of a disability and considers all ages, abilities and backgrounds*



STRATEGIC DIRECTION 1
HEALTHY, CARING AND INCLUSIVE COMMUNITY

Desired outcomes

- Our community feels welcome, safe and connected ★
- Our community has equitable access to health and social services, information and infrastructure ★
- Healthy behaviours and environments are promoted, supported and accessible ★

Four-year priorities

1.1 Help our community, recreation groups and volunteers to prosper and grow ★
1.2 Deliver health and community initiatives that are culturally sensitive and accessible across all life stages ★
1.3 Foster and embrace community connectedness ★
1.4 Demonstrate and promote gender equity practices ★
1.5 Foster an inclusive community culture ★
1.6 Facilitate social and affordable housing in Greater Geelong ★
1.7 Provide access to places, spaces and services where and when people need them the most ★
1.8 Strengthen relationships and partnerships with the Aboriginal and Torres Strait Islander communities in Greater Geelong ★
1.9 Support the City's cultural and creative life, history and heritage ★
1.10 Provide facilities that foster and facilitate positive health and wellbeing outcomes ★
1.11 Respond to the findings of the Royal Commissions into aged care and mental health ★

On track | Needs improvement | Off track | Off track COVID-19 | Not yet available | Complete

Four-year priority	2021–22 actions	Progress comment	Status
1.1.1	*Develop opportunities for community, groups, clubs and volunteers that builds capacity and capability in governance, leadership and sustainability* ★	We continued to activate development opportunities including: • Community Leadership program, with our 2021 leadership graduation to occur in 2022 • Onboarding the Grovedale Neighbourhood House community steering group participants. We are also supporting: • food relief agencies to increase their volunteer base through retention and capacity building and working with them to support people who are in mandatory isolation due to COVID-19 • 358 community, sport, and recreation groups in maintaining their Council approved COVID Safe plans, enabling access to community and sporting facilities that increase social connection, and participation in physical activities • the implementation of community garden assessment guidelines which provide a clear process for residents who want to establish and manage a community garden on City owned and/or managed land.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.2.1	*Develop a nutrition toolkit for infants to older adults including a focus on First Nations and culturally and linguistically diverse communities* ★	We developed a free nutrition toolkit, *Eat Well Live Well - Healthy eating for every life stage,* with information and practical advice to help community members develop healthy and sustainable eating patterns, habits and skills at home. We released it to our community in October 2021 with versions in Arabic, Dari, Karen, Swahili and Tamil language-speakers to be available in early 2022.	
1.2.2	*Partner with G21 to implement the G21 Healthy Eating and Active Living (HEAL) priority 2021–2025 Regional Plan* ★	We are working with G21 to review and update *the Healthier Eating and Active Living (HEAL) Orientation Guide – G21 Region Planning and Action 2017–2021*. It aims to support the community to make healthy lifestyle changes to improve health and wellbeing across the G21 region. A stakeholder workshop was convened on the 30 September 2021 to confirm priority focus areas for the plan. The next stage will be the development of a 12-month action plan. In addition, we are supporting G21 to plan a community of practice in February 2022 which will focus on the health impacts of climate change.	
1.2.3	*Adopt and implement the City's first Positive Ageing Strategy and co-design an action plan with the community* ★	Council adopted the *Respected, Connected and Thriving – Positive Ageing Strategy 2021–2047* on 28 September 2021. This long-term strategy outlines several priorities that support healthy and happy ageing for people over 55 years of age in Greater Geelong. We will work with internal stakeholders, service organisations and community members to co-design the action plan to implement this strategy. The action plan is due for completion in April 2022.	
1.2.4	*Deliver programs and services that improve health and wellbeing outcomes across all life stages in our leisure services* ★	We provided wellness opportunities for our community through the delivery of programs and activities while ensuring our leisure and recreation facilities remained agile during COVID-19 restrictions. This included: • recreational programming • general membership • learn to swim, lap swimming • active adults • outdoor and indoor exercise. We also used online social media to engage and deliver updates, virtual training, and monthly e-newsletters to member including sports precinct, Webstar, Active Update and the LiveWell publications presenting children activities, water safety, recipes, and health and fitness tips to all members of the community, whilst ensuring our leisure and recreation facilities remained agile during COVID-19 restrictions. In addition, we continued to upskill our leisure and recreation employees' qualifications in First Aid, lifeguarding and CPR. We plan to launch Family Fun Days across all six sites throughout January and February 2022, encouraging family participation in health and wellbeing.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.2.5	*Develop the Municipal Early Years Plan 2022–2025 to support the wellbeing and development of children and families* ★	We consulted with families and stakeholders to inform the development of the draft *Municipal Early Years Plan 2022–2025*. This draft plan aligns our efforts to support the health and wellbeing of children in our municipality, and influence and improve their educational and developmental outcomes. We extended our community feedback period until the end of January 2022 to capture more information to support the new plan's development. We aim to have the draft plan circulated by March 2022 for stakeholder feedback.	
1.3.1	*Partner with key stakeholders and community safety networks to develop a community safety framework* ★	The safety framework supports the achievement of a community that feels welcome, safe, and connected. Our draft project plan will be completed mid-January 2022.	
1.3.2	*Partner with the Victorian Equal Opportunity and Human Rights Commission to deliver the Reducing Racism Project in response to the increase in racism towards our culturally and linguistically diverse communities through the COVID-19 pandemic* ★	This project's purpose is to raise awareness about the prevalence and seriousness of racism, discrimination, and vilification in our society. It also aims to drive down the rising experiences of racism through campaigns, education, and awareness raising. Our community can currently access information and report racism via the Geelong Australia website. Unfortunately Phase 2 of the project, raising awareness training, is presently on hold due to COVID-19 restrictions.	
1.4.1	*Partner with Women's Health and Wellbeing Barwon South West and G21 to develop the G21 Respect 2040 plan that will provide a shared vision to address gender equity and the prevention of violence against women* ★	We are partnering with Women's Health and Wellbeing Barwon South West and G21 to develop the G21 *Respect 2040* plan aimed at reducing violence against women through primary prevention initiatives. The G21 Prevention of Violence Against Women (PVAW) – Respect 2040 working group held workshops to develop common language and identify the range of organisational responses and responsibilities. We held a partners and stakeholders forum on 14 December to identify collaborative actions that can prevent violence against women before it occurs. This resulted in identifying some key strategies and actions to promote messages and implement prevention strategies. The working group will continue to co-design a collective impact approach and governance model.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.4.2	*Implement the Gender Impact Analysis tool across a range of community focused services* ★	We established a dedicated project to increase gender equality in the workplace and appointed a role to help develop our first *Gender Equality Action Plan* (GEAP). The GEAP will build on our strategy for diversity and inclusion, and commitment to build a healthy and inclusive culture. Due to the impact of the COVID-19 pandemic, deadlines were extended. We submitted our Workplace Gender Audit to the Gender Equality Commission for the Public Sector on 1 December 2021 with the GEAP to be submitted by 31 March 2022. We will incorporate a Gender Impact Analysis tool into the GEAP, and an organisational engagement and training program is being developed. Gender analysis will allow us to identify opportunities and new, inclusive ways of doing business to support our community. We recognise that power imbalance of gender and the impact that this inequality has on safety, health, wellbeing, and economic life of gender diverse people. It is also evident that gender inequality is crucial to ending violence against women and children.	
1.5.1	*Implement and report on the fourth year of the Access and Inclusion Action Plan 2018–22 to inform new direction priorities* ★	Our *Access and Inclusion Action Plan 2018–22* aims to improve outcomes for members of our community who otherwise may face inequity in accessing community facilities or activities. We completed a formal report of our progress in June 2021 and are implementing the remaining actions across the organisation. A final report will be completed in June 2022 as part of the City's Annual Report.	
1.5.2	*Implement an inclusive events tool that promotes inclusive practices for people with a lived experience of a disability and considers all ages, abilities and backgrounds* ★	We developed an Inclusive Events tool so that the events we deliver consider the needs of people with access challenges. This tool is currently being trialled and assessed via a pilot program underway within a City department. Our ability to trial this tool more broadly was significantly impacted by COVID-19 restrictions. We will undertake a review over the coming months with a final report in October 2022.	
1.5.3	*Explore a range of opportunities to embed the City's social equity principles across a range of community focused services* ★	We held workshops with members from Council's Advisory Committees, our Clever Creative vision partners and employees to inform the development of the Social Equity Framework. The framework outlines our approach with a common set of principles and sets out the outcomes that will guide how we engage and support our community to be able to participate, be included and have the opportunity to live a healthy and fulfilling life. The draft framework will be available for feedback in early 2022.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.5.4	*Review the Multicultural Action Plan 2018–2022 in partnership with the Multicultural Advisory Committee and key stakeholders* ★	We will present a project proposal to the Multicultural Advisory Committee in April 2022 about our planned review of our *Multicultural Action Plan 2018–2022.* This plan guides how we plan for and support our multicultural community as we recognise that many people from multicultural backgrounds can experience unique barriers to participation including access to information, cultural differences, racism, discrimination, and exclusion. Given these barriers can lead to poorer health and wellbeing outcomes; the City strives to foster inclusive cultural practices and learn from the community voice as much as possible.	◆
1.6.1	*Implement the City's Social Housing Plan 2020–41* * ★	Council endorsed the *Social Housing Plan 2020–41* in February 2020 and since that time a range of actions were implemented. In addition, as part of Council's COVID-19 relief and recovery investment program, $100,000 was set aside, a contribution matched by Homes Victoria, to embark on a feasibility study for 100 dwellings, with several Council owned sites already assessed. We intend to brief Council on the feasibility study in early 2022. We also held four meetings with members of the recently formed Social and Affordable Housing Advisory Committee to gain feedback on a range of discussion points, including the state government's draft *Ten-Year Social and Affordable Housing Strategy for Victoria* and involvement in and the establishment of a Geelong Affordable Housing Trust.	■
1.7.1	*Develop agreed policy and standards to guide the delivery of all social infrastructure in a manner consistent with our social equity and sustainability principles* ★	We designed the process for delivery of the *Our Community Places, Spaces and Services – A Social Infrastructure Plan for the City of Greater Geelong Generation One: 2020 – 2023.* As part of Generation 2, a series of new standards were developed to address social equity and sustainability principles and used to inform the deliberative engagement process for the *Asset Management Strategy* in November 2021. Our policy and standards outline: • the needs of our community • investment priorities relating to social infrastructure • the way forward to ensure that our community knows what is planned in the place that they live. We intend to consult with Councillors on a draft Social Infrastructure Plan in early 2022.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.7.2	*Implement recommendations from the Vital Communities Social Research Project and Gender COVID Impact Analysis* ★	The Vital Communities research project provides a contemporary look at the challenges faced by some of our most socio-economically disadvantaged communities and recommendations on how the City can assist in bridging the gaps around key determinants of health including employment, education, housing, and access to services. We will hold a workshop in February 2022 with key stakeholders to assess recommendations and determine how to further progress this work. Specific recommendations underway from this program include: • implementation of the Regional Industry Sector Employment program • implementation of the 100 dwellings feasibility study for Social Housing • engagement and design recommendations of Labuan Square, Norlane • establishment of an Advisory Committee that supports the development of the Northern Aquatic and Community Hub. Council noted the *Vital Communities – Strategies for Alleviating Locational Disadvantage in Geelong* in June 2021. Actions implemented because of the Gender COVID impact analysis include: • development of an integrated communication plan linked to safe at home family violence information • completion and publication of the YourGround safety in public space project • report and recommendations regarding access to emergency and crisis accommodation for women • mapping of free WiFi across the municipality for public access.	
1.7.3	*Continue to advocate for funding to deliver the Northern Aquatic and Community Hub* ★	We successfully advocated for state government funding for the Northern Aquatic and Community Hub, receiving $8.5 million in the 2021–22 Budget. Through the Australian Government Local Roads and Community Infrastructure Fund, we received $8.26 million. In addition, we lodged a $10 million application to the Australian Government's Building Better Regions Fund (Round 5), however we were unsuccessful in obtaining funding though this grant round. The project is listed in the Council Priority Projects document and we will continue to seek additional funding through available grants. The Northern Aquatic and Community Hub will directly contribute to the health and wellbeing of residents in the north and surrounding areas by providing state of the art health and fitness facilities, with a projected preventative health benefit of over $111 million over the first 10 years of operation.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.8.1	*Evaluate and report on the Reflect Reconciliation Action Plan and commence development of the Innovate Reconciliation Action Plan* ★	We commenced evaluation of the *Reflect Reconciliation Action Plan May 2020–May 2021* with a report provided to Reconciliation Australia outlining the key milestones and responding to questions raised. Council has re-engaged the consultants who facilitated this plan to undertake a review process with Councillors, key stakeholders, and members of the Kilangigj Aboriginal Advisory Committee. We expect the reflection and evaluation piece to be completed in early 2022.	■
1.8.2	*Partner with Wathaurong Aboriginal Cooperative to review the Closing the Gap agreement and targets* ★	We continue to be involved in the implementation of the Best Start initiative that supports families and caregivers to provide the best possible environment, experience and care for children from birth to age eight. Our Best Start facilitator co-brokers the Best Start Partnership meetings with Aboriginal Best Start facilitators to plan, deliver and monitor evidence-based strategies that deliver positive outcomes for children. Closing the Gap began in response to a call for governments to commit to achieving equity for Aboriginal and Torres Islander people in health. It aims to close the health and life expectancy gap between Aboriginal and Torres Strait Islander people and non-indigenous Australians within a generation. Two of the targets within the Closing the Gap agreement are children are born healthy and strong, and children thrive in their early years. This program is ongoing and relies on a strong partnership between us and members from the Wathaurong Aboriginal Cooperative with whom we are meeting to finalise local targets.	■
1.9.1	*Progress business cases for the improvement and transformation of three of the City's cultural venues - the Potato Shed, National Wool Museum and Geelong Gallery* ★	We are working on business cases to extend, expand and reinvigorate three of our cultural facilities to meet the current and future needs of our community. These facilities contribute to improved health and wellbeing by providing our community with accessible places and spaces to participate, connect, learn, be inspired and contribute to the cultural life of the city. Actions on these three business cases include: • preparation and presentation to Regional Development Victoria for funding for The Potato Shed • preparation and presentation to Council for the expansion of the Geelong Gallery into City Hall in December 2021 • preparation of a 30-year vision for the National Wool Museum for presentation to Council in February 2022.	◆
1.9.2	*Prepare a First Nations Cultural Heritage Grant program to fund the identification, conservation and promotion of Aboriginal heritage places* ★	Our First Nations Cultural Heritage Grant program was developed in collaboration with Wadawurrung Traditional Owners Aboriginal Corporation and provides avenues for self-determination and preservation of cultural heritage across Greater Geelong. Council adopted this program in November 2021, and we have completed our first round of the 2021–22 First Nations Cultural Heritage Grant program, awarding $60,000.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.10.1	*Progress the design and construction of the Armstrong Creek West Child and Community Hub* * ★	The building design for the Armstrong Creek West Child and Community Hub was completed in September 2021 and the construction tender awarded in December 2021. Works are scheduled to commence in January 2022 and be completed early 2023. This facility will provide additional kindergarten places and facilities for maternal and child health services to support the health and wellbeing of children in this local community during the important early life stages.	■
1.10.2	*Progress the design and construction of the Northern Bellarine Aquatic Centre* * ★	The Northern Bellarine Aquatic Centre design was completed in September 2021 with the construction tender awarded in December 2021. This facility will address an identified inequity in the provision of aquatic facilities that support community participation in aquatic recreation activities and increase participation in physical activities to improve health and wellbeing.	■
1.10.3	*Review and update the Social Infrastructure Plan, with particular regard to the needs of young people and early years services* ★	We commenced identifying opportunities to improve access to safe, adaptable spaces that enhance social connections for youth across the municipality following a Youth Council recommendation in July 2021. Further consultation with the Youth Council occurred in November 2021 and we completed the draft youth and early network plans to inform the Social Infrastructure Plan. We intend to produce the draft youth network plan for Youth Council consultation in 2022.	■
1.10.4	*Upgrade an existing fenced dog park located at Stead Park, Corio and deliver a new fenced dog park located in Rennie Street, Lara* ★	We upgraded and opened the Stead Park dog park in July 2021. In addition, we completed construction of a new fenced dog park in Lara in December 2021. The provision of fenced dog parks across the municipality provides an opportunity for dog socialisation and acts as a place of local connection for dog owners.	✓
1.11.1	*Provide a briefing on the impact of Federal government response to the findings of the Aged Care Royal Commission and next steps for the role of local government* ★	We originally provided details to Council on 5 September 2018 about our aged care services and the national aged care reform agenda. We updated Council on 14 September 2021 on the outcome of The Royal Commission into Aged Care Quality and Safety, the federal government's response, and potential impact on our services. Given the ambiguity about the form and function of future services in some areas, Council agreed to our recommendation to monitor advice about service changes and provide a further update in June 2022. We understand that by this time we could know if there are any potential impacts to the health and wellbeing outcomes for our community.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
1.11.2	*Provide a briefing on the impact of state government response to the findings of the Mental Health Royal Commission and next steps for the role of local government* ★	Improving mental health and social connection is one of our key health and wellbeing priorities and addressing the ongoing impact of the COVID-19 pandemic continues to be a focus area. The Royal Commission into Mental Health provides recommendations on strategies to promote social connection, inclusion, and community participation. We commenced scoping these recommendations which may provide direction to the City on its role in the implementation and will present findings to Council in early 2022.	

LINKS TO THE CLEVER CREATIVE VISION







* Major initiative

★ Supports health and wellbeing

STRATEGIC DIRECTION 2 SUSTAINABLE GROWTH AND ENVIRONMENT

Desired outcomes

- We are delivering our vision for sustainable growth across the municipality
- We have a choice of housing and lifestyles to meet the diverse needs of our community ★
- There are connected transport networks throughout the region that support liveability and prosperity ★
- Greater Geelong has quality, vibrant public spaces ★
- We are leading a reduction in community emissions and are increasing the City's resilience to climate change impacts ★
- We protect and restore our natural environment ★
- We minimise waste with good design and manage effective recovery of resources

Four-year priorities

2.1 Meet the housing needs of our future community ★
2.2 Meet existing and future transport needs ★
2.3 Create engaging places and spaces ★
2.4 Deliver best practice Environmentally Sustainable Design principles and vibrant neighbourhoods
2.5 Achieve carbon neutral in all City-managed operations by 2025 and manage our climate change risks ★
2.6 Support our community and region to reduce emissions and build resilience to climate change ★
2.7 Reduce the impact of waste ★
2.8 Support greater indigenous biodiversity ★

On track | Needs improvement | Off track | Off track COVID-19 | Not yet available | ✓ Complete

Four-year priority	2021–22 actions	Progress comment	Status
2.1.1	*Prepare the Elcho Road East and Creamery Road Precinct Structure Plans*	We prepared a draft future urban structure plan for the *Creamery Road Precinct Structure Plan* and agency consultation is planned in April 2022. The *Elcho Road East Precinct Structure Plan* will progress in parallel with the strategic impact assessment for matters of national environmental significance.	
2.1.2	*Adopt an updated Heritage Strategy 2017–2021*	We plan to undertake an update of the *Heritage Strategy 2017–2021* in 2021–22, but this is dependent upon resourcing and budget capacity.	Not started
2.1.3	*Deliver program of Structure Plans and Urban Design Frameworks to facilitate housing supply* ★	Council adopted the Gordon Avenue and Heritage Core Precincts in the *Final Pakington Street (Geelong West) and Gordon Avenue Urban Design Framework* in December 2021 with further community consultation be undertaken on the Pakington Street North Precinct in early 2022. Consultation on the interim final *South Geelong Urban Design Framework* is planned for February 2022. These projects will assist to facilitate a range of different housing types to meet community needs.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
2.1.4	*Finalise a long-term settlement boundary for urban Geelong*	We have nearly completed the background report and discussion paper in relation to a long-term settlement boundary for urban Geelong. Essential field work was delayed due to COVID-19 restrictions Consultation on the boundary will occur in early 2022.	◆
2.2.1	*Complete improvement works and address trail and network gaps as identified by the Shared Trails Masterplan* * ★	Council approved the governance framework for the delivery of our *Shared Trails Masterplan* adopted in March 2020. This masterplan encourages recreational activity and connections between locations and townships, promoting active living. Priorities connections identified and agreed to are: Ocean Grove to Point Lonsdale, Ocean Grove to Drysdale, Drysdale to Portarlington, and Lara to You Yangs. A feasibility study for these four priorities is underway with outcomes due to be reported to the Councillor Shared Trails Portfolio Committee in early 2022.	■
2.2.2	*Build the Better Bike Connections - Southern Link stages 1 and 2 to link Waurn Ponds to Central Geelong* ★	We have completed most of the civil construction works for Stage 1 of the Southern Link from Malop Street to the Barwon River with traffic signal works to be undertaken in early 2022. The design for Stage 2 is progressing well with construction procurement to commence early 2022. The Building Better Bike Connections project provides routes that are designed to be used by cyclists of a wide range of ages and abilities to safely ride to destinations like shopping areas and key employment precincts.	■
2.2.3	*Engage with key stakeholders in the development of the draft Integrated Transport Plan, to improve integration of all modes of transport including active transport* ★	We delayed the development of an Integrated Transport Plan pending project resources.	Not Started
2.2.4	*Adopt the Central Geelong Parking Strategy*	We completed a draft *Central Geelong Parking Strategy* which is currently being reviewed by Councillors.	■
2.2.5	*Implement the Armstrong Creek Land Acquisition Program* *	We notified affected landowners of our intent to initiate the Armstrong Creek land acquisition process. This process will acquire land as is required for public purposes including road upgrades, drainage infrastructure and sporting reserves.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
2.3.1	*Commission new public art assets to develop the City's outdoor collection* ★	We launched a new women-only Street Art commission project to celebrate International Women's Day 2022. Following an expression of interest process, artists have been shortlisted and design proposals received. Our focus on women in public art promotes gender equity by encouraging female artists to contribute to the cultural life of the city. We have contracted two artists are part of the Relocatable Public Art commissions. Commissioning public art that can be relocatable provides us with an opportunity to activate public spaces across the municipality and engage with diverse communities in several locations. Dedicated commission 'I AM' is a relocatable public art sculpture, that provides an opportunity to raise awareness and celebrate members of the Greater Geelong community who have a lived experience with disability.	
2.3.2	*Plant more trees through the Urban Forest Strategy and create opportunities for community planting* ★	We planted 1,216 street and parks in areas with the highest need and low canopy cover. As these trees grow and mature over the next five to 15 years, they will provide canopy cover and shade. Tree planting is suspended during the warmer months and this time is used to water, mulch, and care for our young trees, as well as plan for our 2022 planting season. Providing water and arboriculture care to young trees in their first few years, particularly in hot months, helps them establish well and grow into healthy mature canopy trees. These trees will form the future of Geelong's Urban Forest, shading our streets and parks, cooling and beautifying our City and encouraging people to be more active.	
2.3.3	*Work with the Department of Environment, Land, Water and Planning to deliver the Central Geelong Framework Plan*	We provided evidence to a public hearing for the Central Geelong Framework Plan in September 2021. The Central Geelong Framework Plan Advisory Committee submitted its report to the Minister for Planning in December 2021. A decision on this matter is expected by the end of February 2022 at which point the planning scheme amendment will commence.	
2.3.4	*Continue construction of the Green Spine project between Gheringhap and Moorabool Streets, on the north side*	We partnered with the state government to progress construction of Geelong's Green Spine, aimed at supporting Central Geelong to be a liveable, walkable, and bicycle-friendly city. As the site is recognised as being significant to the Traditional Owners of Geelong, a key outcome was for enhanced cultural respect and recognition of the continuing culture of the Wadawurrung. The work on the north side of Malop Street between Gheringhap Street and Moorabool Street is now complete.	✓
2.4.1	*Develop best practice Environmentally Sustainable Design Action Plans for the first two precincts in the Northern and Western Geelong Growth Areas*	We commissioned Deakin University to develop best practice Environmentally Sustainable Design Action Plans for the first two precincts in the Northern and Western Geelong Growth Areas.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
2.4.2	*Review the City's Sustainable Building Policy to ensure best practice standards for new buildings, renovations and retrofitting, and maintenance and minor works*	We are reviewing and updating our *Sustainable Building Policy* which guides organisational practices to manage the social, environmental, and financial aspects of our buildings. We intend to have an updated draft policy document by April 2022.	■
2.4.3	*Review the Environmentally Sustainable Design Local Planning Policy for new developments for opportunities to strengthen the breadth of the application of the policy*	We joined the Council Alliance for Sustainable Built Environment and other Victorian councils on a joint research project that aims to elevate Environmentally Sustainable Development (ESD) targets for new development. The project is reviewing existing ESD standards for councils and developing an evidence base for a new joint local government ESD planning scheme amendment.	■
2.5.1	*Identify actions to achieve the City's emissions reduction targets and manage climate-related risks through development of the Climate Change Response Plan* ★	Council adopted the *Climate Change Response Plan 2021–30* in November 2021. The plan provides a roadmap for the City to support the region to reduce emissions (mitigation), minimise climate change impacts (adaptation) and facilitate new opportunities and partnerships with community in relation to the global climate emergency. A key feature of the plan is the new target of zero net emissions by 2035.	✓
2.6.1	*Outline how the City will support the community and business to reduce the risks that climate change poses to community health and wellbeing and infrastructure through the Climate Change Response Plan* ★	The *Climate Change Response Plan 2021–30* recognises the importance of equity, access and inclusion as a key priority areas contributing to the long-term sustainability of our community. The actions contained within the plan aim to improve social equity, including reducing climate change impacts, and increasing access to affordable clean / low emission sourced energy for those most vulnerable to the adverse health impacts of climate change.	✓
2.6.2	*Design a framework for the community climate action strategic partnerships funding*	As part of the development of the *Climate Change Response Plan 2021–30,* we committed to an innovative new funding model that will support climate action delivered by volunteers and not-for-profit groups in the community. The funding guidelines are currently in development.	■
2.6.3	*Upgrade to LED street lighting with smart control technology* * ★	We changed over approximately 12,500 of the 14,000 residential street lights to LED. Work is scheduled to be complete by February 2022, after which street light changeover on roads with higher traffic volumes will commence. The changeover will reduce energy consumption and save more than 8,000 tonnes of carbon emissions each year as well as making our streets and public spaces safer through higher quality and better directed lighting.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
2.6.4	*Deliver a regional Integrated Water Management Strategy with key stakeholders including Barwon Water and Corangamite Catchment Management Authority*	The Department of Environment, Land, Water and Planning funded a joint City and Barwon Water resource to develop the regional Integrated Water Management Strategy over the next 12 months. Stakeholder input and feedback will inform the development of the strategy which aims to provide a collaborative approach to the way we plan for and manage all elements of the water cycle. Integrated water management reduces use of potable water, improves water quality in our creeks and ocean and creates greener open spaces for fauna, flora, and passive recreation.	■
2.7.1	*Implement a pilot food waste collection service for residents* ★	We commenced a trial household food organics collection on 5 November 2021. This trial aims to reduce the amount of food waste going to landfill, which in turn helps reduce greenhouse gas emissions, odour and leachate production. The trial, a key action from our *Climate Change Response Plan 2021–30 and Waste and Resource Recovery Strategy 2020–2030,* will run for 12 months, and then be evaluated and refined, with the aim to roll out the service municipal-wide in 2024. To date the trial has been very successful with high bin presentation rates, low contamination and 25 tonnes of material diverted from landfill.	✓
2.7.2	*Collaborate with Barwon Water, G21 councils and Wyndham City Council to develop an organic waste processing facility to support the circular economy*	Council signed a Heads of Agreement with Barwon Water, G21 councils and Wyndham City Council to progress exploring opportunities for a regional organics processing facility. The Regional Renewable Organics Network is anticipated to convert 40,000 tonnes of organic waste each year into 8,000 tonnes of high-value, nutrient-rich soil enhancers to support local agriculture, Additionally, it will convert gas produced by the organic matter as it breaks down into renewable electricity.	■
2.8.1	*Adopt a Biodiversity Strategy to protect and restore the natural environment* ★	We appointed a consultant to assist in the development of a *Biodiversity Strategy* and consultation with key stakeholders is underway. This will help inform a draft strategy for Council prior to community consultation in mid-2022. Spending time in nature and open space has strong links to improved health and wellbeing and this strategy will include actions to improve access to nature.	■
2.8.2	*Adopt and commence implementation of a masterplan to protect and restore the Sparrovale Wetlands Reserve* ★	Council adopted the *Sparrovale Ngubitj yoorree Wetlands Master Plan* in July 2021. This plan outlines improvements in drainage infrastructure, natural environmental and recreational facilities over the next 20 years. As part of this plan there are access walking trails to allow engagement with nature for improved mental and physical health. We commenced implementation of master plan actions including: • small scale revegetation • shed asbestos check and structural assessment • completion of levee condition assessment and maintenance manual • drafted a Fire Preparedness Plan • weed management • rubbish removal • community guided tours • monitoring and surveys of birds, native vegetation offset sites, automated water levels and salinity.	✓

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
2.8.3	*Work with the Federal and State Governments to deliver the Biodiversity Conservation Strategy for the Northern and Western Geelong Growth Areas* ★	We are working with the state and federal governments on an overarching biodiversity conservation strategy for the Northern and Western Geelong Growth Areas which will protect or offset areas of biodiversity significance. We anticipate we will be able to sign the strategic assessment with the federal government and then engage a consultant to complete this work in early 2022. Local biodiversity assets are critical to our health, wellbeing, and prosperity, providing clean air and water, productive soils, natural pest control, pollution and flood mitigation and carbon sequestration. Actions completed to date include: • project scoping • initial community and government stakeholder engagement • state and federal government planning approval agreements developed • funding secured.	

LINKS TO THE CLEVER CREATIVE VISION



* Major initiative

★ Supports health and wellbeing

STRATEGIC DIRECTION 3
STRONG LOCAL ECONOMY

Desired outcomes

- We have a global, national and local reputation as a place to do business – especially in our key sectors
- We have a diversified, future-focused and sustainable economy to drive employment and support growth
- We are an influential Council that builds effective private and public partnerships, taking the lead role in advocating for future investment

Four-year priorities

3.1 Attract and facilitate public and private investment

3.2 Promote and leverage the competitive strengths and attractiveness of our region, globally, nationally and locally

3.3 Support entrepreneurs, start-ups, innovation, research and digital connectivity ★

3.4 Attract businesses with a carbon neutral and circular economy focus

3.5 Support local business resilience and recovery from the impacts of the COVID-19 pandemic ★

3.6 Attract, retain and enable participation in the workforce to meet industry needs ★

3.7 Address high levels of unemployment in targeted areas of our region ★

3.8 Promote our region as a trial location for innovation and new technologies

On track | Needs improvement | Off track | Off track COVID-19 | △ Not yet available | ✓ Complete

Four-year priority	2021–22 actions	Progress comment	Status
3.1.1	*Develop and implement an advocacy plan for major infrastructure investment with our stakeholders*	Council developed its priority project document that focuses on key advocacy projects needed to drive our region's recovery from COVID-19, protect our highly valued liveability, and deliver essential transport, community, tourist and cultural infrastructure. The document has been distributed to key stakeholders, local MPs and state and federal Ministers.	
3.1.2	*Ensure there is diversity of employment land to meet forecast growth and attract investment*	We are working with Wyndham City Council, our community, and the state government to set the future direction for land use and development between Lara and Werribee through the development of the *Avalon Corridor Strategy*. This strategy seeks to maintain a 'green break' between Greater Geelong (Lara) and metropolitan Melbourne (Werribee) to protect significant cultural, landscape and biodiversity values and safeguard important infrastructure and assets. It also establishes a high-level framework plan to guide land use decision-making in the Avalon Corridor. Once finalised, the framework plan will be incorporated into both the Greater Geelong and Wyndham Planning Schemes via a planning scheme amendment. A review of employment land needs in the southern part of the City is planned for 2022.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
3.2.1	*Develop the City's 10-Year Economic Development Plan to support the ongoing socio-economic prosperity of the region* ★	We completed the scope, background paper, economic profile, appointed a consultant and completed the first round of consultations with Councillors, employees, stakeholders, and major asset operators within the region. A discussion paper is being drafted capturing the feedback from this process. The development of our *Greater Geelong 10 year Economic Development Plan* will identify and prioritise our ten-year plan to guide and foster economic growth opportunities for the Geelong region to ensure prosperity for all. It will focus on jobs, education, business capacity, industry growth, liveability, and sustainability, all of which support the health and wellbeing of the community.	
3.2.2	*Lead Geelong's UNESCO City of Design Designation and implement actions that support our commitment to the UNESCO's Creative Cities Network*	We continued to promote and deliver projects in support of the design designation including: • attending the virtual UNESCO Annual General Meeting in July 2021 • hosting the three-day online 2021 UNESCO Cities of Design Subnetwork Meeting in October 2021 • finalising the guiding principles with extensive input from key stakeholders • leading the Victorian Creative City Network and the submission to the Victorian Government which secured funding to support UNESCO through the *Victorian Creative Strategy* • assessing applications to the City of Design Network and making recommendations to UNESCO • submitting our four-year monitoring report to UNESCO, Geelong: Australia's *Creative City of Design* Our Monitoring Report 2017–2021 • receiving 71 applications for Geelong Design Week to be held in March 2022.	
3.2.3	*Implement the Geelong Major Events Strategy to ensure Geelong is positively recognised globally for hosting accessible and inclusive major events of an international standard*	We presented the *Geelong Major Events (GME) Annual Report 2020–21* to Council in August 2021. Due to the impacts of the COVID-19 pandemic, there were few major events staged between July and December 2021 – most were cancelled or postponed. The GME Committee has continued to support and guide event organisers throughout this period, with a focus on procurement of new events for the next five-year period.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
3.2.4	*Adopt and commence implementation of the Arts and Cultural Strategy to support our creative industries*	Council adopted the *Arts and Cultural Strategy 2021–2031* and endorsed the Arts and *Cultural Strategy Action Plan 2021–2025* in October 2021. The strategy aims to create a more sustainable and thriving region through investing in arts and culture, supporting creative communities, and helping the industry to recover from the impacts of COVID-19. We commenced implementation of this strategy including the following actions: • preparation for the Surround Sounds Geelong & the Bellarine Music Festival, 7 April – 8 May 2022 • professional development workshops held during October 2021 with Jump Leads/Arts Action • partnership with Indirect Object and the community to open the North Geelong Community Lantern Trail across Norlane, Rosewall and Cloverdale Community Centres – 13 – 28 November 2021 • VACANTCity project led by Deakin University with artist lab workshops at Creative Geelong • a short film by Hello Friend Media highlighting the impact the Arts Industry Commissions have had with our community and creative practitioners during COVID-19 • major exhibitions and public programs at the National Wool Museum such as 'Geelong Nature Forum' and the 'Alphabet Bird Project' and commissioning of 'Six Seasons' an exhibition of art and textile works by Wadawurrung artist Deanne Gilson due for exhibition mid-2022 • development of the new outdoor space, planning for a community garden and addressing access issues at The Potato Shed.	
3.2.5	*Adopt a tourism destination masterplan focused on a ten-year planning horizon to update the Tourism Development Plan in partnership with the Tourism industry (Tourism Greater Geelong and the Bellarine)*	Tourism Greater Geelong and The Bellarine (TGGB) are developing a 10-year destination masterplan for the region focused on sustainable destination development to support a resilient visitor economy. TGGB was successful in securing additional funding from the state government in early December 2021, to deliver on the plan which will incorporate a workforce plan and skills gap analysis. Following confirmation of co-funding, TGGB finalised a request for proposal with the view to appoint an agency early February 2022.	
3.2.6	*Provide publicly accessible external urban space around the site of the proposed Geelong Convention and Exhibition Centre which is safe, attractive and designed considering the needs of people of all ages, abilities and backgrounds* *	State government planning and design for the Geelong Convention and Exhibition Centre is currently on hold. However, early works that include geotechnical investigations to prepare the site for construction are due to commence in early 2022. In addition, we commenced work on a streetscape masterplan to encompass all of Gheringhap Street, including the section adjacent to the site of the proposed centre.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
3.2.7	*Partner with the Vision Partners to develop and implement a place brand for the region*	We developed, tested, and endorsed the Brand visual identity system with the Vision Partner group. We are currently developing content and collateral such as video, imagery, and a Brand Geelong web portal. The place brand is scheduled to be launched in April 2022.	■
3.3.1	*Implement the Smart Cities Framework to support the City's objectives in business support innovation, research and digital connectivity and consideration of community connectivity, particularly in the northern suburbs* ★	Our smarter suburbs project will deliver an enhanced Broadband trial and expansion of the free public WiFi to improve digital connectivity in our Northern suburbs. This was delayed in part due to COVID-19 disruptions to the building and construction industry and is on track to be completed in 2022. This project supports better community health outcomes by helping to lessen the digital divide and associated social and economic disadvantage.	■
3.4.1	*Develop and implement business programs to support the circular economy in partnership with state government*	We supported circular economy initiatives through Cleantech Innovations Geelong (a partnership program of the City, the Geelong Manufacturing Council, and the state government), including: • provision of a grant to Regional Innovation for a Circular Economy (RICE) which allowed RICE to subsidise local businesses to participate in a Circular Economy Business Growth Program, delivered by Runway • provision of eight Geelong start-ups with access to a mentoring program, Geelong ClimateLaunchpad • completion of research into a self-funding model and establishing Geelong as a Cleantech Centre of Excellence • development of an e-learning training course, so practitioners in other organisations can learn how to apply the Procurement for Innovation method – nine organisations are interested in the training, including Councils, UNESCO Cities of Design, and large regional corporations • embarkment on a second Procurement for Innovation project for the design and construction of surface level road infrastructure products that adhere to circular economy principles. The partnership program for Cleantech Innovations between Geelong Manufacturing Council and the state government is now complete.	✓
3.5.1	*Deliver support programs to our business community to assist recovery and adapt to the effects of the COVID-19 pandemic*	We supported our business community through several initiatives including: • promoting the professional advice vouchers for small businesses • continued access to the business COVID-19 support website • visiting 1,300 business to support small business with their COVID-19 compliance requirements, including 90 food registration refunds • continued provision of the Business Concierge service as a single point of contact for businesses • delivery of the Geelong Small Business Festival in August 2021 with over 700 participants at 42 events.	■
3.5.2	*Implement second hour free parking in 2P parking zones in central Geelong* *	We implemented a second hour of free parking in 2P parking zones in Central Geelong in July 2021 with parking meters reprogrammed to support the changes, a media campaign completed, and street decals updated.	✓

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
3.7.1	*Implement actions from the Vital Communities (including Regional Industry Sector Employment) program that support employment pathways to address Geelong's disadvantaged areas* ★	The Regional Industry Sector Employment (RISE) program aims to increase access and reduce barriers to employment opportunities, with some graduates achieving full-time work and apprenticeships in construction, and some participants pursuing other employment options or educational pathways. The scheduled sixth program was delayed in 2021 due to ongoing COVID-19 restrictions and will commence in February 2022. Since the program started in 2018, 150 people have commenced the program and 113 have completed it. Of those who completed the program, 58 have gone into apprenticeships, 17 have entered other jobs and 14 have entered further education. Of those who have completed the program, 78% of participants came from targeted postcodes.	
3.8.1	*Develop a structured program and process to enable innovative ideas and solutions, for Council consideration and action*	We developed a *Smart City Innovation Blueprint* in addition to the *Smart City Strategic Framework,* adopted in March 2021. The blueprint aims to build a culture of innovation at the City to support smart technology adoption and data-driven decision-making. Once endorsed, an implementation plan will be developed to outline actions and activities that align with our organisational strategy and Future Ways of Working program.	

LINKS TO THE CLEVER CREATIVE VISION









* Major initiative

★ Supports health and wellbeing

STRATEGIC DIRECTION 4
HIGH-PERFORMING COUNCIL AND ORGANISATION

Desired outcomes

- Our services are accessible and meet the diverse needs of our community ★
- We are acknowledged and recognised as a leading council and organisation
- We have a healthy, safe, inclusive and diverse culture ★
- We are a financially sustainable and resilient organisation

Four-year priorities

4.1 Enable a customer-focused approach that delivers efficient and responsive service
4.2 Communicate and engage effectively with our community to understand their needs and advocate on their behalf ★
4.3 Deliver on our community's most important needs for infrastructure and services
4.4 Continue to strengthen our workplace culture ★
4.5 Create a more efficient and effective organisation
4.6 Ensure that our employees are safe at work ★
4.7 Focus on financial sustainability

On track | Needs improvement | Off track | Off track COVID-19 | Not yet available | ✓ Complete

Four-year priority	2021–22 actions	Progress comment	Status
4.1.1	*Implement the City's Customer Experience Strategy*	Our *Customer Experience Strategy* has activities underway that include: • establishment of customer first vision • adoption by the Executive Leadership Team of the Customer Access Plan • improvements in service redesign • development of a Corporate Complaints Policy • implementation of phases one and two of Customer Relationship Management system • establishment of a corporate customer reporting and measurement framework • review of the existing Geelong Australia website • preparing for the service experience at Wurriki Nyal.	
4.1.2	*Implement the City's Digital Modernisation Project to improve our digital capability* * ★	We are reviewing and refreshing our IT Business Systems, modernising and streamlining our processes, and introducing new tools and technology. These improvements to our digital capability will improve how we deliver services, and accessibility and connectivity to our customers and the wider community. We delivered the first and second phases of the Customer Relationship Management project with phase three currently being planned. The first phase of Finance is due for implementation in early 2022, with Human Capital Management due to start in the first quarter of 2022.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
4.2.1	*Implement the City's Community Engagement Policy with a focus on hard to reach hard-to-reach communities* ★	We made further improvements to the accessibility of our Have Your Say community engagement on our website including: • adding translate and page reader options • ensuring pages are easy to understand and use plain English • including the ability for the community to share individual pages with their networks and on social media. We also developed a range of resources to support safe and accessible community engagement during COVID-19 restrictions, including greater online engagement options and the use of QR barcodes to promote engagements and reach more targeted and impacted community members. In addition, we implemented initiatives to better utilise the City's valuable Advisory Committees some of whom represent the interests of historically harder to reach communities and can provide expertise to help council make its decisions, Being heard and engaged in decision-making empowers members of our community to contribute to the future direction of the places where they live, play and work.	
4.2.2	*Continue to embed Youth Council and the Councillor Connect Mentoring Program as an opportunity for the voice of Geelong's youth to be considered in decision-making of the Council* ★	We facilitated 66 programs, including the Youth Council and the Councillor Connect Mentoring Program, all aimed at connecting young people to local decision-making. These programs create processes, skills, confidence and opportunities for all young people to influence local decision-making across Council. In addition, we completed 2022 Youth Council nominations and elections confirming the 12 new members for the 2022 calendar year. Youth Council Induction is scheduled for 18 January 2022.	
4.3.1	*Advocate on behalf of the community to secure funding and policy change to deliver on key / priority infrastructure and services*	We worked with Councillors to develop the Council's Priority Projects document which was socialised with local MPs, relevant state and federal Ministers, and key stakeholders. The detailed plans for each project are under development with a number completed already.	
4.3.2	*Divest surplus assets to invest in the development and renewal of community infrastructure* ★	We continued to focus on the sale of industrial land within the Geelong Ring Road Employment Precinct. Other properties considered for sale will be subject to community engagement in accordance with the *Local Government Act (Vic) 2020* and addressed within the 2022–23 budget process. The sale of surplus assets will assist in providing additional budget capacity to support funding availability to renew community infrastructure. Community infrastructure makes a key contribution to liveability and facilitating social connections that are important for better health and wellbeing outcomes.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
4.3.3	*Review the City's services to ensure they meet existing and emerging community needs in line with our organisational strategy* ★	We are developing a process and framework for reviewing and evaluating the performance, cost, and value of our services to ensure that they are delivered with the most efficiency and optimal value to our community. Part of this review aims to ensure we make organisation-wide decisions on our role in the life of different service types and consider the best timings for maintenance, renewals, and upgrades. Some of our services have material impact on the health and wellbeing of our community members, and therefore will be reviewed accordingly to continue to provide these critical services, efficiently.	■
4.4.1	*Implement the Diversity and Inclusion Roadmap with the City's social equity principles embedded* ★	We have completed the following actions so far as part of the roadmap implementation: • launch of the new Unconscious Bias eLearning training • conducted a Gender Audit • implemented Gender Impact Assessments • developed a draft *Gender Equality Action Plan*.	■
4.4.2	*Transform our workplace culture through delivery of our Working Better Together program* ★	In 2021, we launched the new Leadership Capability Framework as part our Working Better Together program. We are currently running a public tender for a tiered leadership development program offering and a new program vendor for culture evaluation, due to be completed in January 2022. We also conducted culture forums for all people leaders in November 2021 with a focus on building inclusive leadership – an important step towards building a fully Inclusive workplace. We believe that by leading inclusively we can embrace and value diversity and create a culture where people can speak up about risks, health and wellbeing, and safety issues. A positive and healthy work climate will in turn foster higher employee satisfaction, where employees feel empowered in their job and produce better outcomes for the organisation and community.	■
4.4.3	*Implement a campaign for employees aimed at increasing awareness and uptake of volunteering in the local community* ★	We encouraged our people leaders and employees to volunteer including the Enterprise Agreement allowance of one paid day to undertake volunteering. Community volunteering provides many benefits to both the mental and physical health of our employees. It also strengthens our fundamental connection with our community that broadens our perspectives and helps us understand the value and needs of the Greater Geelong community today and into the future.	✓
4.5.1	*Deliver the City's new civic precinct, Wurriki Nyal* *	We resumed construction on the City's new civic precinct, Wurriki Nyal, in October 2021 after a two-week industry shutdown due to COVID-19 restrictions. Local Geelong companies were appointed for carpeting and joinery, joining local electrical, brickwork and fire services already working on the project. Building works are progressing well with total precinct completion now anticipated early June 2022 with handover to the City immediately afterwards.	■

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
4.5.2	*Deliver the City's Future Ways of Working program*	Our Future Ways of Working program will enhance how we work together and design our organisation for the future. We are doing this to create a place that serves our growing community in the best possible way. As part of this process, we progressed the implementation of an agreed Target Operating Model. This included several activities: • business planning cycle process, incorporating new tools and templates • strategy and business plans to guide our work over the next one to four years to deliver our strategic priorities • individual performance planning • design of the City's workforce plan to guide how we proactively build a capable and diverse workforce • an accountability framework that incorporates alignment of organisational priorities and key performance indicators • the City's structural change process mapping to support effective consultation and efficient practices • a new Mayor and Councillor support structure to improve the experience of support received and build our capability.	
4.5.3	*Implement the City's Sustainability Framework to create a culture of sustainable practice in our organisation* *	We continued to implement the *Sustainability Framework* across the City. Sustainability is an ongoing priority for the City and has formed a strong part of our 2022–23 business planning process. We engaged the Sustainability Advisory Committee on the development of key strategic documents to ensure a strong sustainability lens including our draft: • *Climate Change Response Plan 2021–30* • *Social Equity Framework 2021–25* • *Greater Geelong 10 year Economic Development Plan*.	
4.6.1	*Deliver the City's organisation wide risk register*	We designed, configured, and tested our new enterprise risk software to align with our enterprise risk framework. This risk software is now active, and we commenced registering the City's operational risk into this system. We continue to assess, record, and monitor operational organisation risks to improve our risk reporting.	
4.6.2	*Increase employee engagement and communication messages on physical and mental health, and safety in the workplace* ★	We provided ongoing employee communications and campaigns promoting physical and mental health, and safety in the workplace including: • Take 5 (safety in the workplace) • RUOK Day • World Gratitude Day • Get on Track health challenge • Welfare Contact Officer program • Movember • Local Government Blood Challenge • online Yoga.	

* Major initiative

★ Supports health and wellbeing

Four-year priority	2021–22 actions	Progress comment	Status
4.7.1	*Deliver on efficiency targets and identify areas for investment in sustainable cost savings considering total cost of ownership*	Our 2021–22 budget incorporated several programs of work expected to deliver ongoing cost efficiencies. We continually monitor our monthly financial results to assess the performance of these programs and to identify any further potential cost savings. Our current operating costs are tracking favourable to budget.	

* Major initiative

★ Supports health and wellbeing



Belmont's much-loved fenced dog park reopened in November with fresh lawn and garden bed upgrades for dogs to enjoy.

The facility, which is located under the James Harrison Bridge at 162 Barrabool Road in Belmont, first opened to the community in 2021.

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8.00am – 5.00pm

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The *Council Plan 2018–22* is supported by the *Strategic Resource Plan 2018–22*.
The *Annual Action Plan and Budget* outlines the major initiatives to be funded each year in order to deliver the plan.

For a copy of the current documents go to **www.geelongaustralia.com.au** or call 5272 5272.

CITY OF GREATER GEELONG

2.12. Sustainability Performance Report 2021

Source: **Strategy, People & Performance**
Director: **Kaarina Phyland**

Purpose

1. To present the *Sustainability Performance Report 2021* for noting by Council.

Background

2. In July 2020, Council adopted the current *Sustainability Framework 2020* which committed the City to take action across three key priority areas of sustainability: protecting our environment, community wellbeing and social equity and responsible and transparent business.

3. The framework is currently being implemented through the delivery of short, medium and long-term initiatives within the *Sustainability Framework Action Plan 2020–22*, and performance tracked over time through an endorsed set of sustainability indicators and targets.

4. The *Sustainability Performance Report 2021* demonstrates the City's commitment to annual reporting to continually improve its performance and allows the community to track the City's progress.

Key Matters

5. Performance against the action plan, indicators and targets is reported to the year ending 31 December 2021. In the future, this report will align with the annual cycle of financial year reporting.

6. While not included in the initial development of the *Sustainability Framework 2020*, 'a strong local economy with job opportunities for all' was identified as one of the community's top priorities during development of *Our Community Plan 2021–25.* It was subsequently decided to address this aspect of sustainability from the outset of the City's performance tracking.

7. The report includes updated data for targets and Global Reporting Initiative (GRI) indicators (where data is available). While it is not a full GRI report, it is a first step in working to improve reporting to the community over time.

RESOLUTION - Item 2.12

Cr Moloney moved, Cr Mansfield seconded -

That Council note the *Sustainability Performance Report 2021*.

Carried

Financial Sustainability

8. Implementation of the *Sustainability Framework 2020* requires funding, including completing the action plan and the supporting communications and engagement activities, and measuring and reporting. There is an approved allocation of $365,000 to implement the framework as part of the 2021-22 budget.

9. The *Sustainability Framework 2020* also recognises the importance of a lens of sustainability across all financial processes and considerations, to contribute to the long-term sustainability of our community.

Community Engagement

10. The City's Sustainability Advisory Committee, a group of experienced community members and industry representatives, help guide the City toward a more sustainable future by running a sustainability lens over its planning and decision-making.

11. The City will also continue to engage with key stakeholders and the wider community on the development of key strategies and plans that underpin the *Sustainability Framework 2020.*

Social Equity and Sustainability

12. *The Sustainability Framework 2020* recognises the importance of social equity, access and inclusion as a key priority area contributing to the long-term sustainability of our community.

Relevant Law/Policy/Legal Implications

13. A key component of the *Sustainability Framework 2020* is the City's *Sustainability Policy*.

14. The *Sustainability Framework 2020* also aligns with the overarching governance principles of the *Local Government Act 2020* which require Council to consider the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks and promote this.

Alignment to Community Plan and Vision

15. Sustainability is a key theme of *Our Community Plan 2021–25* and a strong focus of the community's 30-year Clever and Creative vision.

Conflict of Interest

16. No officer involved in the preparation of this report declared a general or material conflict of interest.

Risk Assessment

17. Failure to consolidate the City's approach to sustainability could result in significant risk as the framework aims to deliver a culture of sustainable practice across the organisation, therefore better preparing the organisation and community to meet the demands of the future.

Environmental Sustainability

18. As the organisation and region face considerable environmental challenges, the *Sustainability Framework 2020* commits our organisation to take action and consolidate our approach to addressing the issues including climate change and waste, increasing population growth and threats to local biodiversity.

Attachments

1. Sustainability Performance Report 2021 pdf [**2.12.1** - 64 pages]


THE CITY OF
GREATER GEELONG
SUSTAINABILITY
PERFORMANCE
REPORT
2021
CITY OF GREATER
GEELONG

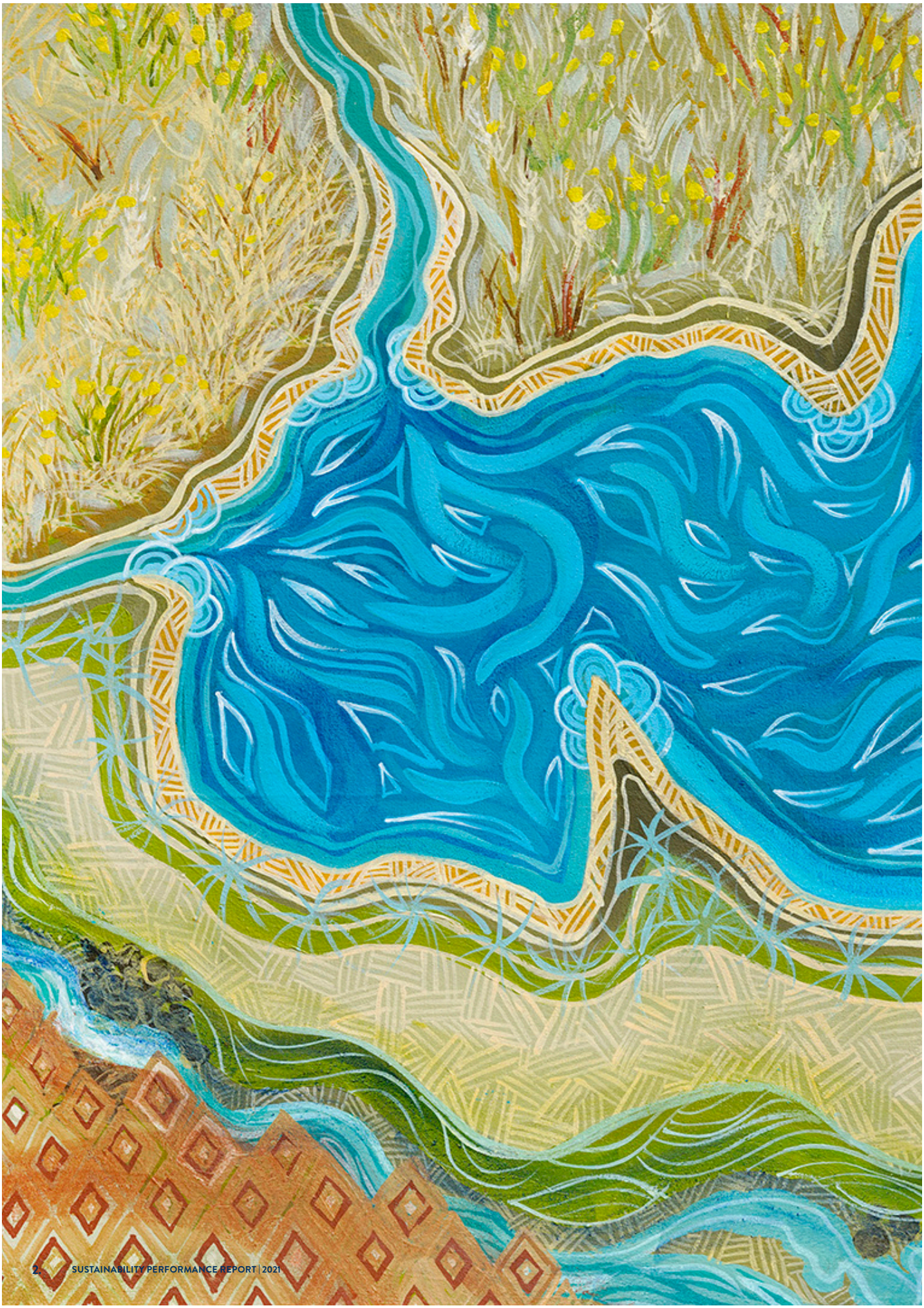

2 SUSTAINABILITY PERFORMANCE REPORT | 2021

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Cover: The City's new food waste collection trial initiative for 1500 homes in Lara, processing food waste into compost.

Opposite: *Corio*, Dr Jenny Murray-Jones

We Acknowledge the Wadawurrung People as the Traditional Owners of the Land, Waterways and Skies. We pay our respects to their Elders, past and present. We Acknowledge all Aboriginal and Torres Strait Islander people who are part of our Greater Geelong community today.

EXECUTIVE SUMMARY

The *Sustainability Framework 2020* and *Sustainability Framework Action Plan 2020–22* were adopted by Council in July 2021.

This report provides a progress update on sustainability targets (where data is available), as well as actions listed in the action plan. We are also reporting on a selection of Global Reporting Initiative (GRI) indicators, so we can track our performance against similar organisations over time (see Appendix 1).

As this is our first year of sustainability performance reporting, not all the data we want to report on is available. Also, our reporting timing is not currently aligned with our yearly business reporting cycle, but we aim to correct this at the end of this financial year.

PERFORMANCE OVERVIEW

Of the 66 actions within the *Sustainability Framework Action Plan 2020-22*, the majority are either on track (46, 70 per cent) or complete (12, 18 per cent). Five actions were off-track, three due to the direct impact of COVID-19 restrictions. Two actions need improvement (3 per cent) while one action had not started (1 per cent):

Based on past trend data (where available), the following trends were noted as of 31 December 2021:

- five indicators are currently trending toward success
- six indicators are trending away from success (three directly impacted by COVID-19 restrictions)
- six indicators only had baseline data
- six indicators did not have data available.

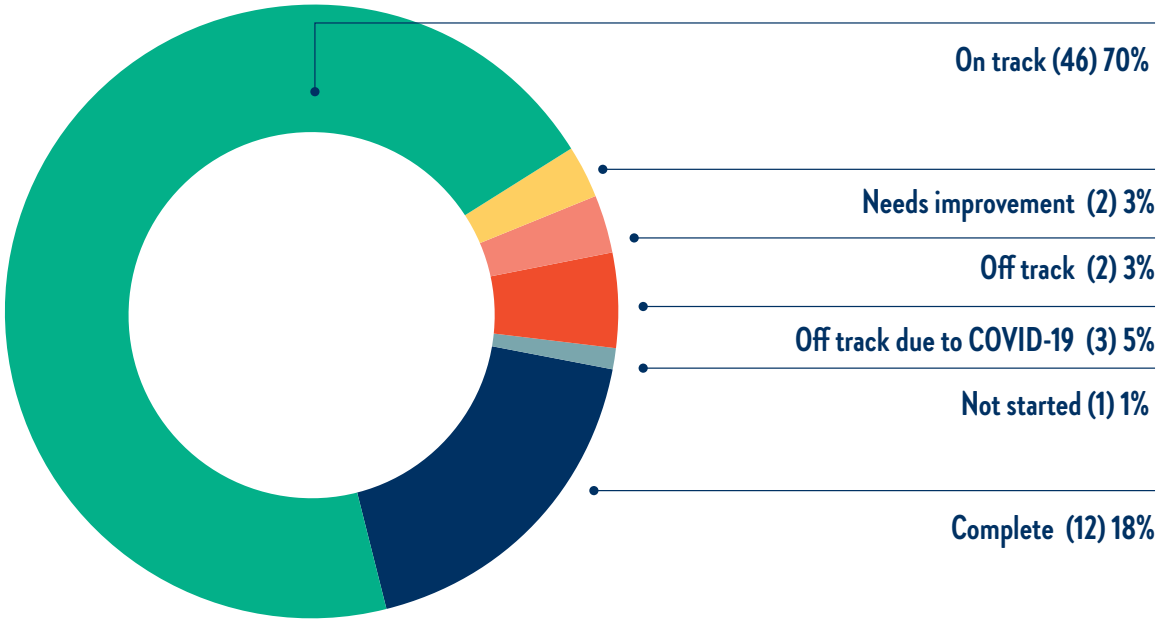


Figure 1 - Progress of *Sustainability Framework Action Plan 2020–22* (to 31 December 2021)

Table 1 - Progress of sustainability indicators

KEY PRIORITY AREA	INDICATOR	STATUS
Protecting our environment	City-managed operations emissions	On track
	Hectares of natural habitat protected and restored	On track
	Percentage kerbside garbage, recyclables and green organics diverted from landfill	Off track
	Percentage of water used in the municipality sourced from alternative water sources	Off track
	Journeys to work using active transport	Only baseline data available
	Community emissions	Only baseline data available
	New trees planted in Greater Geelong as part of the one million trees initiative	Not yet available
	Waste to landfill from City office buildings	Not yet available
	Percentage of water used by the City sourced from alternative water sources	Not yet available
Community wellbeing and social equity	Perception of safety	On track
	Digital inclusion score	On track
	Self-rated health of residents	Off track
	Percentage of social housing supply	Only baseline data available
	Workforce participation rate	Only baseline data available
	Geelong suburbs in the bottom 20 per cent of the Socio-Economic Indexes for Areas (SEIFA)	Only baseline data available
Responsible and transparent business	City employee work-related fatalities	On track
	Greater Geelong ranking in the Global Innovation Cities Index	Off track
	Expenditure by visitors to the city-region per annum*	Off track
	Number of major events in Geelong supported*	Off track
	Diversity of businesses within Greater Geelong	Only baseline data available
	Number of mega events supported (exclusive World Championship or similar)	Not yet available
	Percentage of new and reviewed City plans, strategies and policies considering sustainability impacts and risks	Not yet available

* Progress of indicator directly impacted by COVID-19 restrictions

On track Off track Not yet available Only baseline data available

5.

MAYOR AND CEO MESSAGE

On behalf of the Council and our administration, we are pleased to present the City of Greater Geelong's Sustainability Performance Report 2021.

Greater Geelong is an outstanding place with a healthy and thriving future ahead.

With more and more people making the move to this beautiful part of the world, we need to make sure that everything we're doing now keeps the future sustainability of our region in mind. And by 'sustainability' we mean financial, environmental and social sustainability, which are all interlinked and equally important.

With the adoption in 2020 of a landmark *Sustainability Framework 2020* and *Sustainability Framework Action Plan 2020-22*, the Council entrenched sustainability as a core focus in all decisions and all elements of the City of Greater Geelong's operations.

Included in that focus is a commitment to reporting on our progress – because you can't manage what you don't measure. We have set ambitious targets in response to community feedback. These will take time and hard work to achieve, and we are only at the beginning of that journey.

But pleasingly, this first annual Sustainability Performance Report indicates that we have already made some encouraging progress, giving us a foundation to build upon.

And we were proud to have the teams' efforts recognised at state level as the overall Keep Victoria Beautiful 2021 Sustainable City award winner. In addition, three of our clever and creative projects won individual awards: our Zero Carbon Buildings Program (Energy Award), Ramblers Road Artificial Reef (Environment Award) and Recycled Roads program (Waste Award). With a further six projects awarded or commended, it was the depth and breadth of the City of Greater Geelong's sustainability actions that earned us the coveted overall award.

Over the next 10 years and beyond, we will build an increasingly clear picture of where we are and where we need to go, as our data collection and analysis increases.

Looking at sustainability broadly, there are clearly some activities on a local and global scale that are not leading to a positive future outlook. They can't always be stopped immediately because the impact on jobs and communities would be significant. So instead we will develop transition plans, to manage the change progressively.

There are also some habits we've all fallen into that are easy to change – these are the low hanging fruit. And between the low hanging fruit and the major transition plans, there is a lot of scope for immediate action, clever initiatives and creative alternatives.

We will be focused on delivering tangible results as we strive towards our sustainability targets, which range from climate change action and biodiversity protection to supporting local food production and creating a strong local economy with jobs for all.

The community has played an important role in shaping the direction of our sustainability work so far, and we look forward to your continued passion and input. In particular, we thank the members of our Sustainability Advisory Committee who have volunteered their time and considerable expertise.

With the City of Greater Geelong taking a lead role and all of our community playing its part, we are proud to be acknowledged leaders in this area and look forward to steering this region towards the sustainable 'clever and creative' vision we are all hoping to achieve.



Cr Stephanie Asher

Mayor
City of Greater Geelong



Martin Cutter

CEO
City of Greater Geelong

OUR SUSTAINABILITY ADVISORY COMMITTEE

Since our Council agreed to make sustainability a strategic focus in 2020, we have been committed to drawing on our community's passion and considerable knowledge to help us progress this agenda. This commitment was formally expressed when the Sustainability Advisory Committee was formed in early 2021.

Drawing on the expertise of its members, who come from a wide range of professional backgrounds, the committee has been tasked with putting an economic, environmental and social sustainability lens over the City's strategic work. Last year alone, the committee advised us on our *Climate Change Response Plan 2021–30*, draft Social Equity Framework 2021–25, Economic Development Plan 2021–31 and Biodiversity Strategy.

We would like to thank each of the committee members for the time and effort they've put into the committee so far. Committee meetings and workshops have been bursting with enthusiasm, ideas and energy and, for this, we're very grateful.

Our Council and organisation is only at the beginning of a long journey when it comes to sustainability. While we don't have all the answers yet, our commitment combined with the passion of this group will hasten our progress, helping to secure a sustainable future for generations to come.



Mayor Stephanie Asher

Chair
Sustainability Advisory Committee



Councillor Belinda Maloney

Deputy Chair
Sustainability Advisory Committee



Joe Calafiore



Karen Campbell



Emma Connan



Sally Harper



Brad Keating



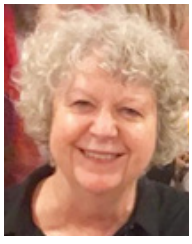
Wayne Pales



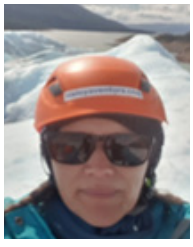
Joe Calafiore



David Spear



Jane Stanley



Sanja Van Huet



Annie Woollard

INTRODUCTION

There are many ways to define sustainability. To the City, sustainability refers to a continual way of thinking and acting that achieves optimal outcomes for people, the environment, and the economy – both now and into the future.

Our goal is to incorporate sustainable thinking into every aspect of our business to address some of the long-term challenges facing our community, including climate change, population growth, demands for community infrastructure and social inequity. This report provides an overview of what we are doing to address key social, environmental, and economic indicators at an organisational and municipal level.

OUR COMMITMENT TO SUSTAINABILITY

A sustainable community is one that manages its natural, human, and financial resources to meet current needs, while ensuring that adequate resources are available for future generations. *Our Sustainability Framework 2020* commits our organisation to take action across three key priority areas (see Figure 1):

- protecting the environment
- community wellbeing and social equity
- responsible and transparent business.

Beneath each key priority area is a set of objectives that were chosen using a materiality process conducted in 2019 (see Figure 2).

As a form of topic mapping, the materiality establishes what should be included in a framework or strategy. We applied a set of filters to rank each topic by the significance of its economic, environmental and social impacts, and its influence on the decisions of stakeholders. This was then refined with community feedback.

As Figure 2 shows, the framework has a strong emphasis on environmental sustainability. This is because most stakeholders involved in the process at the time were focused on climate change action.

The 66 sustainability actions that make up the action plan are divided as follows:

- protecting the environment – 24 actions
- community wellbeing and social equity – 22 actions
- responsible and transparent business – 20 actions.

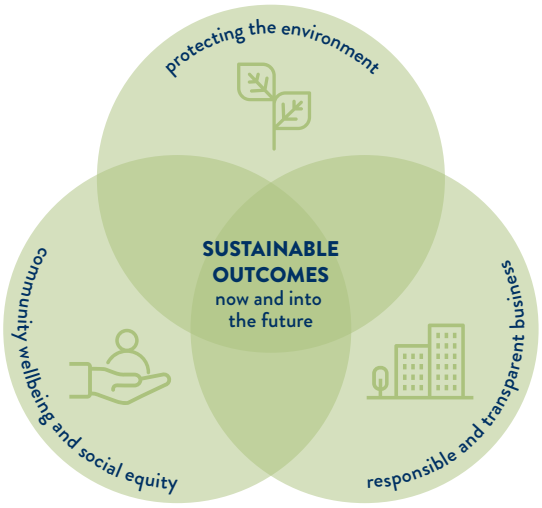


Figure 1: The *Sustainability Framework 2020* key priority areas

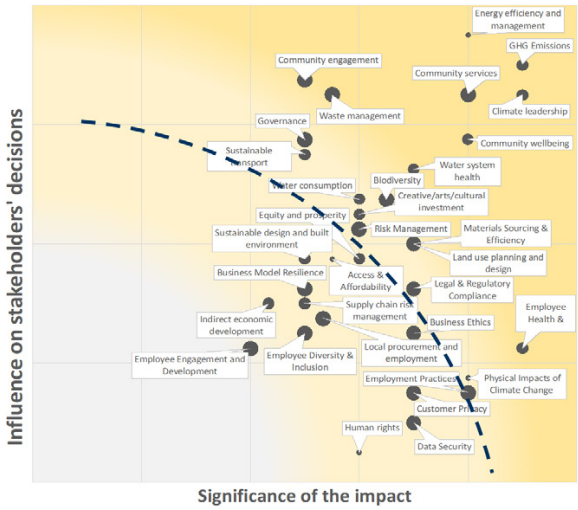


Figure 2: Materiality matrix 2019

WHAT GUIDES SUSTAINABILITY IN OUR ORGANISATION?

Our activities are guided by the community-led clever and creative vision: 'By 2047, Greater Geelong will be internationally recognised as a clever and creative city-region that is forward looking, enterprising and cares for its people and environment.'

The following elements are currently guiding our sustainability response:

- *Our Community Plan 2021–25*
- *Sustainability Framework 2020*
- *Sustainability Framework Action Plan 2020–22*
- *Sustainability Policy*
- Key strategies including our *Environment Strategy 2020–30, Climate Change Response Plan 2021–30, Waste and Resource Recovery Strategy 2020–30,* our Organisation Strategy, our draft Social Equity Framework 2021–25 and Economic Development Plan 2021–31, and our 10-year Financial Plan.
- As our organisational approach matures, we will develop a more structured and coordinated way of addressing sustainability that will create lasting impacts on all of our services, projects and plans.
- Critical to achieving our aims will be our Sustainability Advisory Committee. First appointed in March 2021, this group of experienced and passionate community members and industry representatives will help guide us by running a sustainability lens over our planning and decision-making.

BACKGROUND TO THE REPORT

Our *Sustainability Framework 2020* and *Sustainability Framework Action Plan 2020–22* were endorsed by Council in July 2020. In June 2021, Council endorsed our sustainability performance indicators and targets to help us track our performance across the three key priority areas and include measures relevant to our local economy (see box inset).

This collective of documents meet the requirements outlined in Section 9(2)(c) of the *Local Government Act 2020*, which states that councils must 'promote the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks'.

SUSTAINABILITY AND THE LOCAL ECONOMY

'*A strong local economy with job opportunities for all*' was identified as one of the community's top priorities in the community engagement process we conducted to inform our joint council and municipal public health and wellbeing plan – *Our Community Plan 2021–25*.

This engagement was conducted in December 2020, a time when our community was continuing to grapple with the impacts of the COVID–19 pandemic, and we felt it was a clear sign of the changed conditions our community was experiencing. We therefore decided to include this aspect of sustainability from the outset of our performance tracking.

PROTECTING THE ENVIRONMENT

At the local level, protecting our environment means addressing global challenges, such as climate change and waste management, while also managing local challenges, such as increasing population growth and threats to local biodiversity.

It is vital that we manage the impacts of population growth, while maintaining what people love about living in this region – both now and into the future. Our *Environment Strategy 2020–30*, endorsed by Council in August 2020, is the foundational plan we are using to guide our overall response in this area.

As we have been working to address environmental issues for several decades, we are already performing well in several targeted areas.

OBJECTIVES

1.1 Acknowledge the changing climate is a global emergency and take appropriate local action.

1.2 Support the community and the City to reduce carbon emissions and promote active transport.

1.3 Support the community and the City to reduce waste.

1.4 Protect our biodiversity and ecosystems through effective natural resource management.

1.5 Create cleaner, greener community spaces.

1.6 Ensure our land-use planning and built environment reflects sustainable practice.



Members of the Friends of the Hooded Plover group on Ocean Grove beach.


HOODIES ON THE NEST - ON FEAR IS BE

MEASURES OF SUCCESS

TARGETS	DATA	COMMENT	STATUS
All City-managed operations to be carbon neutral by 2025[1]	32,630 tonnes CO2-e* (2020–21) 34,429 tonnes CO2-e* (2019–20) 40,313 tonnes CO2-e* (2018–19) 41,868 tonnes CO2-e* (2017–18) 46,619 tonnes CO2-e* (2016–17)	Our operational CO2-e* decreased by 5 per cent between 2019–20 and 2020–21. These emissions come from buildings and facilities, vehicle fleet and municipal waste. After peaking in 2015–16, our operational emissions have been declining. This is due to our increased use of renewable energy, capture and use of methane from landfill, building efficiency improvements, and onsite renewable energy from solar photovoltaic (PV) generation.	On track
Achieve net zero community emissions by 2035[2]	3,232,000 tonnes CO2–e* total[9]	Our community emissions target was endorsed by Council in November 2021 as part of our *Climate Change Response Plan 2021–30*.	Only baseline data available
50% of journeys to work in the municipality are made by public transport, walking, or cycling[3]	8.75% journeys (2016) • 5.3% – public transport • 3.45% – rode a bike or walked	This data will be updated once results from the Australian Bureau of Statistics Census of Population and Housing 2021 are released (from June 2022 to mid–2023).	Off track
100% of garbage, recyclables and green organics collected from kerbside bins to be diverted from landfill by 2030†	53.87% (2020–21) 55.73% (2019–20) 54% (2018–19) 55% (2017–18) 56.32% (2016–17)	While Greater Geelong performed better than the statewide average in 2020–21 (47.48%), the region's diversion percentage decreased compared to previous financial year. Green waste and recycling as a ratio has been relatively consistent since 2018. While favourable weather conditions have increased green waste tonnages in recent years, this change has been tempered by residents living in new subdivisions, whose smaller lot sizes produce less green waste. However, our growing population is also increasing our green organics and waste tonnage overall. Green organics diverted from landfill is processed into compost for use on local farms and reserves. Recycling tonnage has decreased due to changes in product stream, with newspapers and glass content replaced by lighter PET plastic and aluminium containers.	Off track
Zero waste to landfill from City office buildings by 2030†	Not yet available	A means of measuring this indicator is yet to be developed.	Not yet available
Protect and restore an additional 1,000 hectares of natural habitat by 2030[4]	1,380.803 ha (2020–21) 1,275.703 ha (2019–20)	There was an increase of 105.1 hectares of natural habitat managed by the City in 2020–21.[5]	On track

On track Off track Not yet available Only baseline data available



Electric vehicle charging stations have been installed at several locations, including Cunningham Pier

TARGETS	DATA	COMMENT	STATUS
20% of all water used in the municipality is sourced from alternative water sources by 2030[6]	10.2% (2020–21) 11.0% (2019–20) 10.0% (2018–19) 8.5% (2017–18) 9.4% (2016–17)	As most of the recycled water is used for agriculture or horticulture, a higher-than-average rainfall in 2020–21 has resulted in less demand for recycled water.	👎
20% of all water used by the City is sourced from alternative water sources by 2030†	Not yet available	A means of measuring this indicator is yet to be developed.	⊘
Plant one million new trees in Greater Geelong by 2030[4]	Not yet available	A means of measuring this indicator is yet to be developed.	⊘

* CO2-e = metric tonnes carbon dioxide equivalent
† New target

👍 On track 👎 Off track ⊘ Not yet available

OBJECTIVE 1.1: ACKNOWLEDGE THE CHANGING CLIMATE IS A GLOBAL EMERGENCY AND TAKE APPROPRIATE LOCAL ACTION

We all need to do our part to reduce emissions and prepare for climate change, as the region's exposure to climate risk is increasing. Unless we can urgently reduce emissions to zero and draw down the carbon already in the atmosphere, the climate risks we face will increase.

As an organisation, our aim is to lead the community towards becoming a zero-emissions, climate-change-ready city and region. However, we will only be able to achieve this through a coordinated and collective community response.

KEY DATA SNAPSHOT

- 32,630 tonnes CO2 - emissions from our operations, which is just over one per cent of the total community emissions profile (3,232,000 tonnes CO2-e)[2]
- Primary community emission sources include: electricity – 60 per cent; transport – 21 per cent; gas – 15 per cent; waste – 3 per cent; and agriculture – 1 per cent[2]
- 51 per cent – proportion of respondents very concerned / quite concerned about climate change[7]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.1.1	Recognise, communicate and address the local impacts of the global climate emergency and reconsider the need to declare a local climate emergency.	Council adopted the *Climate Change Response Plan 2021–30* in November 2021. The plan seeks to improve the region's response to climate change risks, reduce regional emissions and respond to the global climate emergency.	✓
1.1.2	Prepare the 2021–25 Municipal Health and Wellbeing Plan to include the health impacts from climate change and improve the health and wellbeing of our community.	We integrated our municipal public health and wellbeing plan into *Our Community Plan 2021–25*. This plan identifies climate change and its impacts on health as one of the five health and wellbeing priorities we will be focusing on over the next four years.	✓
1.1.3	Adopt and implement the 2020–30 Environment Strategy to protect our environmental assets and address significant environmental challenges and impacts.	After adopting the plan in September 2020, we've already implemented the following actions: • developing a climate change response plan • switching our small and large City-owned buildings over to green power • adopting the *Sparrovale Ngubitj yoorree Wetlands Master Plan* • installing an additional 100kw of solar panels at Leisurelink Aquatic and Recreation Centre • planning for solar panels to be included in the construction at Northern Aquatic and Community Hub and North Bellarine Aquatic and Leisure Centre • partnering with Geelong Sustainability to deliver Sustainable House Day online. We also established new corporate carbon emissions targets. These are all City-managed operations to be carbon neutral by 2025, and 100 per cent renewable electricity supply used for all City-owned and operated buildings and streetlights by 2025.	■

■ On track ✓ Complete

	ACTION	PROGRESS COMMENT	STATUS
1.1.4	Adopt and implement a Climate Change Response Plan that consolidates and renews the City's adaptation and mitigation programs. This plan will replace the Climate Change Adaptation Strategy and outline our climate risks and adaptation actions.	Council adopted the *Climate Change Response Plan 2021–30* in November 2021. The plan provides a roadmap for the City to support the region to reduce emissions (mitigation), minimise climate change impacts (adaptation), and facilitate new opportunities and partnerships with community that will address the global climate emergency. A key feature of the plan is a new target of net zero community emissions by 2035.	■
1.1.5	Monitor the risks brought by climate change and its effects to the Greater Geelong region.	Our *Climate Change Response Plan 2021–30* is intended to guide our climate response until 2030, however it will be reviewed in 2024. This review will help us reflect on priorities, review progress towards targets and take advantage of newly identified opportunities.	■

Other achievements

- We secured 20GWh of clean energy as part of the Victorian Energy Collaboration until 2030 (240GWh total shared across 46 councils). It will be used for all City-owned facilities including large facilities, leisure and aquatic centres, small sites and all street lights. The energy generated as part of this agreement would be equivalent to powering 4,000 homes with renewable energy, or taking 7,500 cars off the road each year.[8]
- We were awarded the following:
- the 'Leadership in Climate Change Adaptation and Resilience Award' at the 2020 Victorian Marine and Coastal Awards
- the 'Sustainable City of the Year', the 'Energy Award' (for Zero Carbon Buildings Program), the 'Environment Award' (for the Ramblers Reef Foreshore Project) and the 'Waste Award' (for the recycled roads project) as part of the 2021 Keep Victoria Beautiful Awards.
- We partnered with key stakeholders including:
  - CSIRO to assess coastal assets at risk from climate change and develop a coastal adaptation tool to assess coastal inundation and catchment flooding solutions
  - Deakin University to identify a range of heat vulnerability indicators and map the areas in our municipality likely to be vulnerable to heat waves in 2050, 2070 and 2100.
- We continued changing street lights to LED in residential streets and started planning for LED changeovers on roads with higher traffic volumes (due to be completed by 2025 and save more than 8,000 tonnes of carbon emissions each year).
- We became a founding member of the new Barwon South West Climate Alliance.

Challenges

- Climate change is not solely an environmental issue. It has implications for every aspect of how we live – our social systems, economic systems and the natural systems upon which we all depend. We need to act quickly, decisively and collaboratively to make a difference.
- The current municipal response to climate change is fragmented and relies heavily on volunteers. Action is challenged by a lack of resources, the significance of the task ahead and widely diverging views in the community about the need for action on climate change. *The Climate Change Response Plan 2021–30* is designed to help address this issue.

Next steps

- We must work actively with our partners to pursue public and private sector resourcing and funding for the actions contained within the *Climate Change Response Plan 2021–30* that require additional resources.
- We are introducing a new funding model that supports community climate action partnerships. This will be used to provide additional support for climate action delivered by volunteers and not-for-profit groups in the community.[4]

■ On track ✓ Complete

OBJECTIVE 1.2: SUPPORT THE COMMUNITY AND THE CITY TO REDUCE CARBON EMISSIONS AND PROMOTE ACTIVE TRANSPORT

With a growing population and expanding areas of urban development, emissions from transport are expected to increase unless we make significant changes to our transport systems.

To reduce our current transport emissions footprint, we must change the way we move around our communities. It will take significant commitment and investment from a range of different stakeholders for us to identify, develop and creative viable alternatives. This includes planning neighbourhoods to further support this outcome.

While active transport is used for only a small percentage of journeys to work currently, our aim is to increase this to 50 per cent.

KEY DATA SNAPSHOT

- 19 per cent – contribution of transport to total community emissions (2019–20)[8]
- 0.03 million trips – total number of trips by public transport originating within Geelong Local Government Area on an average weekday in 2018 (3.83% of all trips)[9]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.2.1	Renew and implement the City's Zero Carbon Emission Strategy to inform the Climate Change Response Plan and prepare a roadmap for the region to become zero carbon by 2047.	We consolidated our *Zero Carbon Emissions Strategy 2017–2020*, *Community Zero Carbon Action Plan* and *Climate Change Adaptation Strategy* as part of the newly developed *Climate Change Response Plan 2021–30*. As part of the new plan, we have brought forward the zero emissions target to 2035.	✓
1.2.2	Adopt an Integrated Transport Strategy for better integration between modes of transport and support sustainable transport choices.	We have secured funding for a consultant and a new Strategic Transport Unit is being established to lead the project.	🕒
1.2.3	Deliver the Better Bike Connections Project to encourage active transport and reduce emissions.	We have almost completed Stage 1 of the Southern Link and are currently advancing Stage 2. We expect to finish construction by December 2022.	■
1.2.4	Implement the Shared Trails Master Plan to encourage active transport and reduce emissions.	We developed project plans for each trail and delivered four new links in 2020–21, as well as detailed designs for a further three.[5] We also investigated suitable routes for four links on the Bellarine Peninsula. We have also budgeted $5.35 million in 2020–24 for shared trails.	■

■ On track 🕒 Not started yet ✓ Complete



Better Bike Connections Project is creating new cycling routes to make it safer and easier for everyone to ride.

Other achievements

- We added an additional 24 kilometres of bike paths and shared paths to our existing network in 2020–21, as well as 78 kilometres of footpath.[5]
- We took our next step towards a zero-emission light vehicle fleet by 2027 by introducing the first fully electric vehicles to our fleet in July 2021. In 2022, we plan to add another four electric vans and two electric commercial ride-on mowers to our fleet.
- We supported funding bids for the installation of eight EV charging stations in the Geelong region, as part of the Australian Renewable Energy Agency's Future Fuels Fund.

Challenges

- Transport is expected to remain a significant source of emissions for the foreseeable future given the region's strong car dependence, expanding urban footprint and the lack of, or convenient public transport for many population centres.
- Our opportunity to influence transport is limited to supporting a community transition to zero emission transport modes, supporting locally sources goods and services, improving active travel routes and advocating for better public transport.
- Existing transport data sources, such as the ongoing Victorian Integrated Survey of Travel and Activity and the ABS Journey to Work data, come out with limited frequency, making it hard to detect whether network changes are having a positive impact to travel behaviour.
- Our public transport network in in need of major investment to encourage people to make more sustainable travel choices, improving the liveability and economic competitiveness of our region.

Next steps

- Engage with key stakeholders in the development of the draft Integrated Transport Plan to improve integration of all modes of transport, including active transport.
- Continue to advocate to state and federal government for improved public transport, active travel networks and infrastructure.

OBJECTIVE 1.3: SUPPORT THE COMMUNITY AND THE CITY TO REDUCE WASTE

Our local community is projected to generate 58,000 tonnes of household waste by 2026.[4]

As an organisation, managing waste and resource recovery is our core business. However, we are only one player in a complex system. As such, a lot of what shapes our waste management is determined by forces outside our control.

In April 2020, Council adopted the *Waste and Resource Recovery Strategy 2020–30*, which sets a vision designed to help the Greater Geelong community to manage waste and resources in a way that minimises impacts on the environment, in particular by establishing a circular economy. It also sets the goals, actions and targets we need to help us get there.

KEY DATA SNAPSHOT

- $18.6 million – total expenditure on diverting waste from landfill[8]
- 34 per cent – proportion of food waste material in the average Geelong household's rubbish bin[4]
- 56,093 tonnes – residual waste we collected and sent to landfill in 2020–2021[8]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.3.1	Implement the City's *Waste and Resource Recovery Strategy 2020–30* to reduce waste and encourage reuse and recycling.	Key actions we implemented in 2021 include: • commencing a household food organic collection trial in Lara (started in November 2021) • partnering with Barwon Water, G21 councils and Wyndham City Council to develop a regional organics processing facility • securing funding from the state government to plan for a regional Waste and Resource Recovery Hub and transfer station.	On track
1.3.2	Introduce waste-wise programs to reduce office waste and support recycling habits for the City's worksites.	We were unable to roll-out planned initiatives due to COVID-19 restrictions, which have impacted this program.	Off track
1.3.3	Reduce paper usage and storage of unused items through the Clever Together Project: a two-pronged approach including the physical removal of paper and junk items, and the introduction of technology.	We are continuing to prepare for the move to the City's new civic precinct Wurriki Nyal by reducing use our storage, paper, stationery and more. An example of this was repurposing Christmas decorations for use by the local neighbourhood houses and establishing an organisation-wide stationary swap to encourage better inter-department sharing of excess stationary.	On track
1.3.4	Continue to work with Sustainability Victoria and advocate to state government for a Container Deposit Scheme and other end-use solutions.	We are continuing to work with the state government on the design of a Container Deposit Scheme, which will encourage the community to collect and return empty containers to a network of refund points instead of sending them to general waste.	On track

On track Off track


Hard waste collection

Other achievements

- We set new waste to landfill targets and committed to reducing organic materials to landfill from residential waste bins by 50 per cent between 2020 and 2030 (interim target of 20 per cent by 2025).[4]
- We were awarded the 'Waste Award' at the 2021 Keep Victoria Beautiful Awards for our Recycled Roads project, which incorporates recycled materials into asphalt used for road construction as a way of reducing carbon emissions.
- We recycled more than 95 per cent of all asphalt, concrete and bluestone associated with our construction program in 2020–21.[8]
- We used green concrete, which includes waste materials, during the construction of the Bella Wiyn Birralee Family Centre, Drysdale, and Korayn Birralee Family Centre, Corio.
- We increased the volume of garden organics we can process to over 27,000 tonnes per year – an increase of over 2,300 tonnes on the previous financial year – by implementing better processes at our garden organics processing site.[5]
- In consultation with the Victorian Government, we prepared a kerbside waste services transition plan to support a four-bin (or equivalent) waste service.
- Council adopted the *Prevention of Single Use Plastics Policy* in September 2020.
- We supported the Regional Innovation for a Circular Economy (RICE) collaboration, encouraging local businesses to eliminate waste through better design, and re-use and sharing of resources.

Challenges

- Our growing population will increase the quantity of household waste, putting pressure on our existing services and waste infrastructure. Reducing the amount of waste our community generates will require significant and sustained behaviour change by governments, businesses and households working together.
- Even with a well-functioning circular economy, where resource recovery is at its highest level, we will continue to generate waste. This will include products that cannot, or should not, be recycled or reused for public health or other reasons (for example, clinical waste and asbestos).

Next steps

- We will evaluate the food waste trial in late 2022 to inform the gradual introduction of the service to other parts of Greater Geelong from 2023.
- Continue to work with key partners to improve regional infrastructure to divert material from landfill.

OBJECTIVE 1.4: PROTECT OUR BIODIVERSITY AND ECOSYSTEMS THROUGH EFFECTIVE NATURAL RESOURCE MANAGEMENT

As a significant land manager in the region, and the responsible authority for administering the Greater Geelong Planning Scheme, we are directly responsible for protecting natural species and habitats, controlling pest plants and animals, and supporting biodiversity in public reserves, waterways, and streetscapes. We also have a role to play in educating, supporting, and partnering with our community and other land managers to protect and enhance our region's biodiversity.

In 2019–20, we were the second biggest user of water (recycled and potable) supplied by Barwon Water.[11] Although above average rainfall for the past 12 months has boosted local storage levels and secured water supply systems in the short-term, long-term trends still point to a hotter, drier climate with less rainfall predicted for catchments and reservoirs. As a first step in addressing this whole-of-community challenge, we have committed our organisation to a target of sourcing 20 per cent of all water from alternative water sources by 2030.

KEY DATA SNAPSHOT

- 133 kilometres of coastline, indigenous vegetation and flora and fauna of state, federal and international significance[4]
- 100+ – the number of nature reserves that we manage[4]
- 602,043kl – the City's potable water use for 2019–20[6]
- 7,627kl – the City's recycled water use (Class A) for 2019–20[6]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.4.1	Review and update the City's Biodiversity Strategy to protect and enhance our network of conservation reserves and indigenous plants.	We appointed a consultant to assist in the development of a new biodiversity strategy, including the preparation of a State of Nature report. Engagement with key stakeholders commenced late 2021.	■
1.4.2	Protect internationally important wetlands through the continued implementation of the Sparrovale Wetlands Master Plan.	Council adopted the *Sparrovale Ngubitj yoorree Wetlands Master Plan* at the July Council meeting. This plan outlines improvements in drainage infrastructure, natural environmental and recreational facilities over the next 20 years.	✓
1.4.3	Implement the *Stormwater Services Strategy 2020–30* to guide investment in stormwater management based on community values and objectives.	Council endorsed our *Stormwater Services Strategy 2020–30* in June 2020 and actions are advancing. As part of this strategy, we worked in partnership with Barwon Water to help progress Regional Integrated Water Management projects. We are also reviewing the *Flood Management Plan 2013* and the *Stormwater Quality Plan 2015*. Flood management studies for Ocean Grove, Hovells Creek and Cowies Creek catchments commenced to inform growth area planning and future improvement projects in these areas.	■
1.4.4	Deliver a regional Integrated Water Management Strategy with key stakeholders including Barwon Water and Corangamite Catchment Management Authority.	We are working with key stakeholders including Barwon Water and Department Environment, Land, Water and Planning (DELWP) to deliver a regional Integrated Water Management Plan by June 2022. A recent funding agreement between the City and DELWP will provide $275,000 to deliver an Integrated Water Planning resource, an Interagency Protocol for Stormwater Harvesting in the region and a Stormwater Treatment Offsets Program. The resource will also oversee the delivery of a Municipal Integrated Water Management Plan. Recruitment for the resource will commence shortly.	■

■ On track ✓ Complete


Eastern Beach Gardens Stormwater Pond

Other achievements

- We formed a three-year strategic partnership with Deakin University's Faculty of Science Engineering and Built Environment to deliver monitoring of water quality and flow volumes in the Sparrovale Ngubitj yoorree Wetlands and model the performance of the system.
- We have assessed significant environmental values for the Northern and Western Growth Areas, including matters of national environmental significance such as flora and fauna populations.
- Council adopted our *Rabbit Control Plan 2021–26* in July 2021.
- We partnered to support two private land incentive programs – the Swan Bay Catchment Grant Program and the Peaks to Plains incentive program – aimed at protecting and enhancing our rare biodiversity.
- We worked in conjunction with developers in Stewarts Road, Armstrong Creek, to create more than two hectares of reinstated native grassland reserve, the largest native grassland reinstatement project we have completed.
- We partnered with Geelong Field Naturalists Club, Friends of the Barwon and the state government to deliver The Geelong Nature Forum, showcasing Greater Geelong's natural environment using a series of nature-based activities, presentations and displays.

Challenges

- Our native vegetation, habitat and biodiversity are under extreme pressure from threats associated with climate change, pest plants and animals, population growth and changes to land use in both rural and urban areas.
- Aside from some large areas secured in conservation reserves, such as the Ramsar Wetlands and coastal reserves, most biodiversity sites that provide habitat for wildlife are small, fragmented and isolated – for example, patches of woodland, bush, native grassland, saltmarsh, coastal dunes and water bodies.
- We do not currently have an established methodology that can help us track alternative water sources as a percentage of the total water we use.

Next steps

- We are working with key stakeholders including Barwon Water to deliver a regional Integrated Water Management Strategy by June 2022. *Our Stormwater Services Strategy 2020–30* and supporting plans will help shape broader regional aspirations.
- We will develop a draft biodiversity strategy for wider community engagement in 2022.

OBJECTIVE 1.5: CREATE CLEANER, GREENER COMMUNITY SPACES

Without a determined effort, our increasingly urbanised spaces have the potential to become hot, dry, and barren landscapes at greater risk of the urban heat island effect.

To combat this, we need to establish more green urban community spaces and nature-based green-blue infrastructure solutions. This sort of infrastructure refers to natural and built assets within urban landscapes which are living (green) – such as trees, gardens, nature strips, parks and open spaces – or which manage water (blue) – such as stormwater, drains, wetlands, ponds and waterways.

KEY DATA SNAPSHOT

- 154,483 - number of street and park trees maintained in 2020–21[5]
- 14 per cent – the current suburban tree canopy cover[8]
- 2,146.79 ha, 495 sites – size and number of open space sites managed (2021)[8]
- Top ten vulnerable suburbs impacted by heatwaves in 2020 include Wandana Heights, St Albans Park, Marshall, Point Lonsdale, Newcomb, Barwon Heads, Highton, Clifton Springs, Portarlington and Whittington[12]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.5.1	Plant more trees through the Urban Forest Strategy and create opportunities for community planting.	We completed the following planting initiatives in 2020–21: • planted 3,152 trees in streets and parks • created an avenue of trees in Rossack Drive, Grovedale • partnered with Friends of Rippleside Park and Environs Inc. to plant canopy trees in St Helens Reserve, Rippleside. Council also endorsed a revised Tree Management Policy in September 2020 to guide decisions about planting, pruning and removing trees, as well as protect and enhancing the tree population.	
1.5.2	Establish more nature-based infrastructure that increases urban amenity, reduces urban heat and connects people to nature.	We delivered a new nature-based playground at Goldsworthy Reserve in Corio. The 4,700 square metre playground features natural elements designed to inspire young children to play and connect with the outdoors. The natural play elements include gardens, trees, constructed hills, water, a sand pit and tree houses. Council also adopted the *Sparrovale Ngubitj yoorree Wetlands Master Plan*, a 20-year plan to open up a large new wetlands park for nature-based activities.	

Other achievements

- We engaged Deakin University to identify a range of heat vulnerability indicators and map the areas in our municipality likely to be vulnerable to heat waves in 2050, 2070 and 2100.
- We partnered with GeelongPort to undertake a large-scale revegetation and restoration project in Moorpanyal Park, North Shore, with over 3,000 indigenous plants to go into the area.
- The state and federal government are continuing to deliver The Green Spine, a key project in the revitalisation of Central Geelong, providing nearly a hectare of new green space with a rich mix of native, indigenous and exotic plantings.
- We took ownership of 28 hectares of unencumbered open spaces across 36 sites in new growth areas and subdivisions in 2021.[5]



Malop Street Green Spine

On track



Community planting in new growth areas

Challenges

- As our municipality becomes more urbanised, the environment will become dominated by hard surfaces – roads, footpaths, gutters, buildings and roofs. These surfaces absorb heat, contributing to the urban heat island effect, and repelling water, which has implications for our stormwater systems.
- Although we've increased our street and park planting programs, we are not anticipating an increase in urban tree canopy for the next 10 years. This is partially due to the time it takes for plants to mature, but also because of rapid urban growth. As urban tree canopy includes public and private land, bigger houses on smaller blocks limit space to retain and plant canopy trees on private land. We're working with the community and developers to address this. Additionally, we need to investigate the need for increased protection of significant privately owned trees in the landscape

Next steps

- We will increase the use of landscape planning permit conditions to achieve community space greening outcomes.
- We will develop an urban ecology plan to increase the amenity of our community spaces and reduce urban heat risk. This will include updating urban heat and vulnerability assessments to inform priority community space greening projects.
- We will commence the planning and delivery of our One Million Trees Project.
- We will update our existing *Open Space Strategy* to establish goals that will enhance our community reserves.
- We will further investigate the concept of Geelong as a biophilic city through development of an economic business case. Outcomes will then guide stakeholder workshops to identify key directions for next steps.

OBJECTIVE 1.6: ENSURE OUR LAND USE PLANNING AND BUILT ENVIRONMENT REFLECTS SUSTAINABLE PRACTICE

As Victoria's second largest city, Geelong's proximity to Melbourne, its strong employment growth, affordable housing, and balanced lifestyle, has seen the population grow from 232,926 to 264,866 people over the last five years.[13] Managing population growth, while maintaining what people love about living in this region, will be an ongoing challenge for our organisation.

Environmentally Sustainable Design plans is one way we will continue to address this challenge, alongside setting best-practice standards for new buildings, renovations and retrofitting, and maintenance and minor works. The other key to managing population growth will be maintaining a settlement boundary that preserves key environmental features, such as green breaks and landscapes between towns.

KEY DATA SNAPSHOT

- 393,216 – forecast population of Greater Geelong in 2041[13]
- 176,622- the forecast number of dwellings in City of Greater Geelong in 2041, up from 119,659 in 2021[13]
- 1,820 – number of planning permit applications received 2020–21[8]
- 25.8 per cent – new housing construction conducted within existing urban areas of Geelong[8]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
1.6.1	Develop best practice Environmentally Sustainable Design Action Plans for all precincts within the Northern and Western Growth Areas.	We have commissioned the development of Environmentally Sustainable Design action plans and a digital twin model which uses spatial data, artificial intelligence and sensor data to visualise and model places virtually.	
1.6.2	Set best practice standards in the City's *Sustainable Building Policy* for new buildings, renovations and retrofitting and maintenance and minor works.	Our review of the *Sustainable Building Policy* is underway.	
1.6.3	Continue to implement the 20-year Settlement Strategy so housing supply meets the needs of the growing population within settlement boundaries.	The *Settlement Strategy* was included in the Greater Geelong Planning Scheme in May 2021. The long term boundary review is currently underway to set a long settlement boundary for urban Geelong.	
1.6.4	Monitor the implementation of the Environmentally Sustainable Design policy for new developments and strengthen the breadth of the application of the policy over time.	We completed 315 referrals in the 2020–21 financial year. We are planning to strengthen the provisions of our Environmentally Sustainable Design Policy in 2022.[8]	
1.6.5	Ensure areas identified for more intensive housing development deliver best practice Environmentally Sustainable Design (ESD) principles and vibrant neighbourhoods.	We joined the Council Alliance for Sustainable Built Environment and other Victorian councils on a joint research project that aims to elevate ESD targets for new development in areas such as energy, water and urban greening. The project is reviewing existing ESD standards for councils and developing an evidence base for a new joint local government ESD planning scheme amendment.	

On track



Managing population growth, while maintaining what people love about living in this region, will be an ongoing challenge for our organisation.

Other achievements

- We assessed 547 environmental planning referrals and 200 waste service referrals in 2020–21. In many instances, these assessments required environmental improvements, such as waterway restoration and development of new conservation reserves.[8]
- We also assessed 140 Sustainable Management Plans, which improve sustainable design of new developments in 2021.[8]
- In August 2021, Council endorsed a submission supporting the Victorian Government's draft *Statement of Planning Policy* for the Bellarine that will establish permanent settlement boundaries for all townships and preserve key environmental features, such as green breaks and landscapes between towns.
- We started working on improving the minimum sustainability standards required for new developments, including the Northern and Western Growth Areas which are expected to accommodate 110,000 new residents.
- We partnered with Deakin University to develop an innovative tool (a 3D City Model 'Digital Twin') that will test new subdivision developments against minimum environmental sustainability standards for emissions, water, waste, sustainable transport and tree canopy coverage.

Challenges

- It will be critical that the new developments being built to accommodate the growing population are designed as efficiently as possible to reduce climate change impacts, including emissions reduction and water efficiency.
- State wide standards for buildings and subdivision design limit the opportunity for us to create regulations for performance of a higher standard.

Next steps

- We will improve and expand on existing Environmentally Sustainable Design planning controls.
- We will continue to work with the state government to translate findings from the Deakin University research from the Digital Twin and Environmentally Sustainable Design action plans into the first precinct structure plans.
- We are finalising a long-term settlement boundary for urban Geelong.

SPOTLIGHT ON SUSTAINABLE DESIGN IN PLANNING

It is well-known that incorporating Environmentally Sustainable Design principles into the design phase of new developments not only reduces the negative impacts of construction and building use on the natural environment, but also improves the health and comfort of buildings and reduces ongoing operational financial costs for occupants.

In 2019 we introduced a new Environmentally Sustainable Design local planning policy to increase sustainability standards for all medium-to-large scale developments. This policy requires all developments above a certain size to be assessed using an approved environmentally sustainable design tool, such as Green Star and the Built Environment Sustainability Scorecard (BESS) before it can be granted a planning permit (see Figure 3). The BESS tool requires minimum sustainability design standards to be met in areas including Water, Energy, Waste, Transport and Urban Ecology. As a result, a total of 1,550 dwellings (dual occupancy, townhouse, apartments) have been assessed since 2019–20 and have incorporated sustainable design outcomes.[8]

As Figure 4 shows, in the year prior to the local planning policy being implemented (October 2019), 16 projects were designed using BESS. In the 2020–21 financial year, this increased to 315 projects that achieved a best practice design score.

The introduction of this step into the planning review process has had the following impact (from Figures 5 and 6):

- a total of 269 new PV systems have been installed (since 2018–19)
- increased total solar PV system capacity installed in new developments from 0.07 MW per year to 2.08 MW per year
- increased the total rainwater tank capacity installed in new developments from 0.2 ML per year to 3.8ML per year with a total of 634 new rainwater tanks installed.[14]

In 2021, we partnered with Municipal Association of Victoria and the Council Alliance for a Sustainable Built Environment, as well as 31 other local governments, to improve the existing Environmentally Sustainable Design planning controls for new developments across areas including energy, water and urban greening. While the project is still in its early stages, a potential outcome may be a joint local government planning scheme amendment to build on the existing Environmentally Sustainable Design controls in the planning scheme.

TYPE OF DEVELOPMENT	APPLICATION REQUIREMENTS	EXAMPLE TOOLS
Non-residential		
• Development of a non-residential building with a gross floor area between 300 m^2 and 1500 m^2; or • Alterations and additions of 300 m^2 to 1500 m^2	Sustainable Design Assessment	BESS MUSIC STORM
• Development of a non-residential building with a gross floor area of 1500 m^2 or more; or • Alterations and additions of 1500 m^2 or more.	Sustainability Management Plan	BESS Green Star MUSIC STORM
Note: Development has the same meaning as in Section 3 of the Planning and Environment Act 1987, but does not include subdivision. To remove any doubt, development also includes alterations and additions. In the case of alterations and additions, the requirements of the Policy apply only to the alterations and additions		

Figure 3: Development application requirements and Environmentally Sustainable Design tools for medium to large scale developments

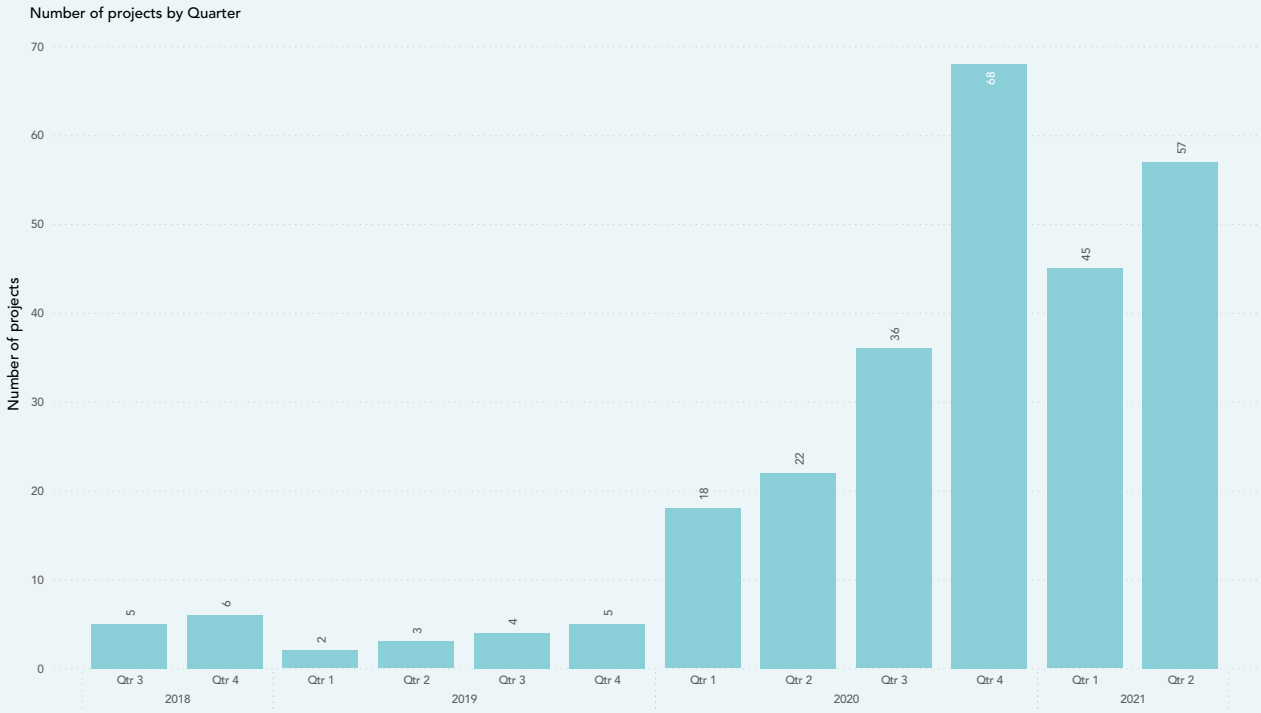


Figure 4: Project assessments using BESS by quarter (2018–2021)

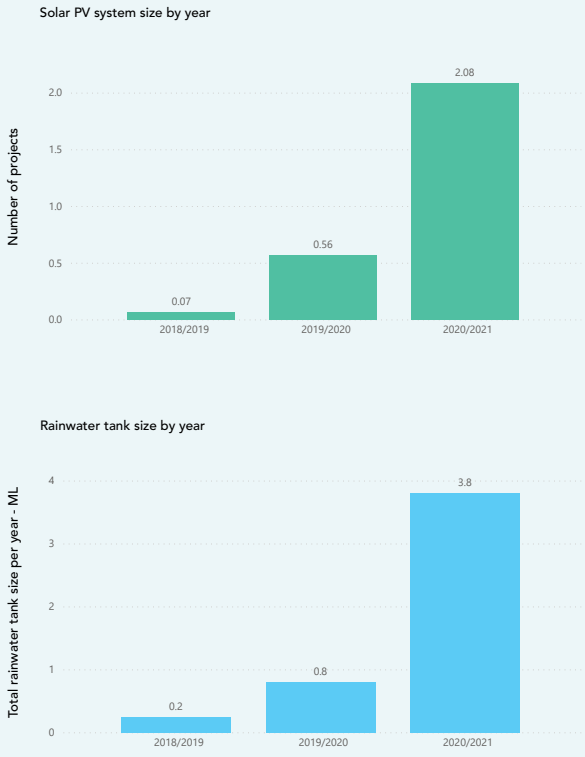


Figure 5: Size of rainwater tanks and solar PV systems (2018–2021)

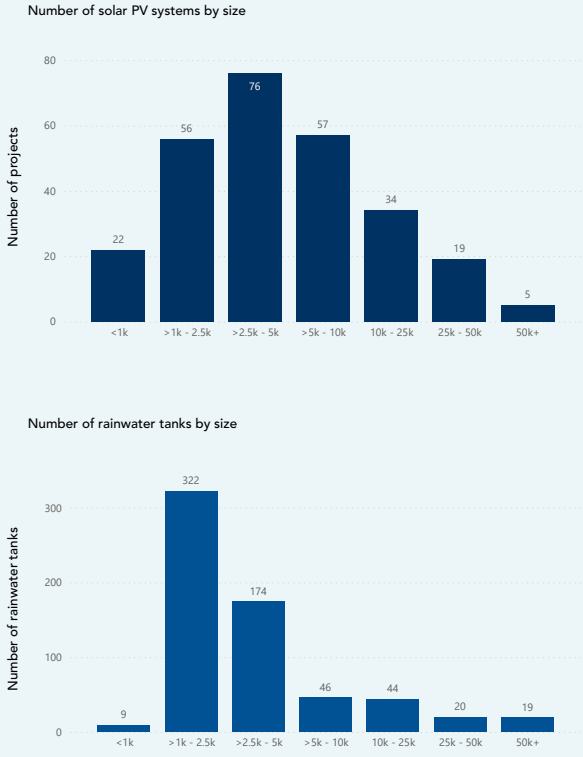


Figure 6: Total number of rainwater tanks and solar PV systems installed since 2018–19

COMMUNITY WELLBEING AND SOCIAL EQUITY

A healthy community is one where everyone has the opportunity to experience their best possible health and wellbeing.

There are many factors that influence community wellbeing including employment, access to services, facilities and transport, access to nutritious food, educational opportunities, housing, and freedom from violence and discrimination. Given the significant challenges our community has experienced throughout the COVID-19 pandemic, it is more important than ever that we focus on creating an environment where everyone feels supported, welcome and valued for their unique contribution.

Social sustainability is about expanding opportunities to create a more inclusive community, empowering community members and fostering a more resilient and prosperous society. It cannot be achieved without addressing equity, a concept based on human rights and fairness that involves recognising the different needs, life experiences, levels of power and access to decision making of all people and seeking new ways to rectify imbalances, creating equitable outcomes for all.

OBJECTIVES

2.1 Lead and support education for business and community to encourage sustainable practice

2.2 Encourage and support local, sustainable food production

2.3 Ensure equitable access and inclusion to City services and facilities

2.4 Work with others to achieve sustainable outcomes for our community

2.5 Harness community knowledge to drive sustainable change



A volunteer at the emergency food hub opened at the Geelong Food Relief Centre.

Backed by $1m capital funding from the Greater Geelong Council, the expanded not-for-profit centre is now able to reach and support more people who are suffering food insecurity.


REMANO
500 g
PASTA SAUCE
Traditional Tomato
Geelong
FOOD
RELIEF
CENTRE

29.

MEASURES OF SUCCESS

TARGETS	DATA	COMMENT	STATUS
Over 50 per cent of residents reporting their health as very good or excellent[7]	54% (2021) 59% (2017)	Less of our adult community is self-rating their health as very good or excellent than in 2017. However, this result is still higher than the last reported Victorian average (39 per cent).[16]	
95 per cent of residents agree that they feel safe in the area where they live[15]	61% (2021) 54% (2017)	The proportion of residents who always feel safe in the area they live increased 7 points.[7]	
Australian Digital Inclusion Index (ADII) score greater than 70[15]	69 (2021) 63 (2020) 67.2 (2019) 60.3 (2018) 58.7 (2017)	The Australian Digital Inclusion Index uses survey data to measure digital inclusion across three dimensions of Access, Affordability and Digital Ability. In comparison. the Victorian state average ADII score in 2021 was 72 and the national average 71.1. Note: 2021 and 2020 ADII results are not directly comparable to previously reported Index results due to updated data collection methodology. As the sample size < 150, it is recommended to exercise caution in interpretation.	
Increase the supply of social housing from the current 3 per cent to 7 per cent by 2031; and 10 per cent by 2041[3]	3.6% (2016)	While the supply of social housing in Greater Geelong in 2016 was 3.6%, implementation of the *Social Housing Plan 2020–41* commenced in 2021. An update is pending the Australian Bureau of Statistics Census of Population and Housing 2021 results which will be released in stages from June 2022 to mid–2023.	
Greater Geelong's workforce participation rate is higher than the Victorian average[3]	2.6% cent below the state average (2016)	An update is pending the Australian Bureau of Statistics Census of Population and Housing 2021 results which will be released in stages from June 2022 to mid–2023.	
No Greater Geelong suburbs in the bottom 20 per cent of the Socio-Economic Indexes for Areas (SEIFA)[3]	13 Greater Geelong state suburbs are in the bottom 20 per cent of the Index of Relative Socio-economic Disadvantage (2016)	An update is pending the Australian Bureau of Statistics Census of Population and Housing 2021 results which will be released in stages from June 2022 to mid–2023.	

On track Off track Only baseline data available

OBJECTIVE 2.1: LEAD AND SUPPORT EDUCATION FOR BUSINESS AND COMMUNITY TO ENCOURAGE SUSTAINABLE PRACTICE

When considering how to address some of the more significant sustainability challenges of our time, there is only so much any individual, group and organisation acting alone can achieve. To make a lasting and significant impact, we need collective action, as well as individual responses, at all scales.

KEY DATA SNAPSHOT

70 – index score for perceived importance of business and community development[18]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
2.1.1	Use the City's exhibitions, art, collections and programs to educate and inspire the community to live more sustainably.	We funded the Nature Stewards program, run by Outdoors Victoria in Geelong, to educate people with an interest in the environment and encourage them to become volunteers. The Greater Geelong program now has 59 alumni. We also promoted our switch to renewable energy power supply to residents, supported community groups to promote the use of electric vehicles and install rooftop solar, and continued our community waste and recycling education activities.	
2.1.2	Lead the transition to a green economy with tailored support for local businesses and community with a focus on supporting innovation.	We implemented the following actions: • funded four Cleantech demonstration projects • implemented procurement for employee innovation training • supported a procurement process to introduce circular economy products for use on road surfaces • provided grants for product development projects • funded eight start-up Cleantech businesses to participate in a business accelerator program.	

Other achievements

- We provided funding for artists and community members at Norlane, Cloverdale and Rosewall Community Centres to create the North Geelong Community Lantern Trail, an exhibit of illuminated sculptural lanterns using locally donated recycled plastics.
- We partnered with Geelong Sustainability to deliver Sustainable House Day 2020 online. Activities were designed to raise resident awareness of energy, waste and resource efficient practices, as well as initiatives that will aid Geelong's transition to a low carbon future.
- We facilitated the first online Geelong Small Business Festival in 2020 with over 1,300 people attending.[5]
- The Bella Wiyn Biralee Family Centre in Drysdale implemented a centre-wide program to improve sustainability, with employees, children and their families working together to reduce waste, save energy, and conserve water at the centre.
- We started developing an e-learning training course, so practitioners in other organisations can learn how to apply the Procurement for Innovation method. The training course will be available in early 2022.
- We hosted Geelong Design Week 2021, which attracted 6,131 participants.[5]
- We provided a $6,000 grant to support Geelong Sustainability to launch a Green Cafes project, encouraging cafes in Ocean Grove to cut waste, reduce energy consumption and engage their customers in sustainability efforts.
- We conducted an investigation into establishing Geelong as a centre of excellence for clean technologies and circular economy solutions with businesses and organisations across the region

Challenges

- The lack of collaboration between individual businesses minimises the collective impact of change. Government organisations and business alliances are well placed to help address this.
- Many small businesses are still recovering from the impacts of COVID and, as such, sustainability is less of a priority.

Next steps

- We will continue leading the transition to a green economy with tailored support for local businesses and community, and a focus on supporting innovation.

On track

OBJECTIVE 2.2: ENCOURAGE AND SUPPORT LOCAL, SUSTAINABLE FOOD PRODUCTION

The most visible and obvious way that local governments support local food production is by supporting community gardens and home-grown food, including nature strips. We value these important community spaces that allow people to come together and produce food and learn practical skills that support sustainability, while also learning about healthy living. The regions food transport emissions can also be reduced by sourcing locally grown food.

The role of growing local food to reduce emissions and the potential for community gardening to support better social outcomes was identified through community engagement on the development of the *Sustainability Framework Action Plan 2020–22*.

However, we also have an important leadership role to play in strengthening the resilience of the region's food system, while supporting the right of all community members to access sufficient, safe, and nutritious food that meets their cultural and dietary needs.

KEY DATA SNAPSHOT

- 2.16 million – estimated meals provided by the region's current food assistance system every year[19]
- 13 – number of community gardens in Greater Geelong[20]
- 46 per cent – percentage of respondents eating the recommended daily serves of fruit – two serves[7]
- 15 per cent – proportion of respondents eating the recommended daily serves of vegetables – at least five serves[7]
- 12 per cent - proportion of respondents that had to rely on a restricted range of low-cost unhealthy food during the COVID-19 pandemic because they ran out of money[7]
- Food security identified as one of 14 priority areas that must be addressed to alleviate location disadvantage in Greater Geelong[21]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
2.2.1	Adopt and implement a Food Policy to improve health and wellbeing of the community through local food production and sustainable systems.	We commenced work on a refresh of our existing Food Policy. However, with the development of the sustainability framework and action plan, this initial work has been suspended and we will need to scope this action in the next financial year (subject to funding).	⬢

Other achievements

- We provided $1 million of capital funding to help the Geelong Food Relief Centre open a large-scale emergency food hub in North Geelong, as well as $700,000 over five years to help with the centre's operating costs.[22]
- We developed Community Gardens Assessment Guidelines to assist groups who want to establish a community garden on City-owned or managed land, to find an appropriate space and develop partnerships.
- We allocated $20,000 from COVID-19 community support funding to plan and establish new community gardens across the municipality.[5]
- We developed the Live Well, Eat Well nutritional toolkit to provide the community with trustworthy information and practical ideas to support healthy eating habits and choices. Eat Well Live Well nutrition toolkit is now adapted into a number of languages other than English.
- We provided $350 funding to support Apollo Place Childcare and Kindergarten in Whittington and the Hub 3219 (run by Encompass) start a community edible garden, which aims to promote sustainable practices for children, as well as having a connection to Country with indigenous plants.[23]

Challenges

- Geelong's food system faces some challenges. The way many of us eat is undermining our health, some people in the region don't have enough nutritious food, and food production in the region faces increasing pressures from climate change and the loss of fertile agricultural land. We need to make it easier to source and afford healthier food options and educate people about nutrition.
- Farmland has been lost in the region, as there is pressure on farmland from continued population growth.
- Foodbank estimates there is a need for 2.48 million meals per year, meaning there is a shortfall of around 350,000 meals. Given the significant growth in Greater Geelong's population, forecasts suggest the shortfall could climb as high as 1 million meals a year by 2031 if the current system remains unchanged.[19]

Next steps

- We will review our nature strip guidelines in 2022.
- We need to review and update our existing Food Policy.

⬢ Off track

OBJECTIVE 2.3: ENSURE EQUITABLE ACCESS AND INCLUSION TO CITY SERVICES AND FACILITIES

Fair and equitable access to our services and facilities is a key principle of our work, regardless of gender, age, background, location, and abilities.

As Greater Geelong's population grows, we need to invest in community infrastructure and services in ways that are clear, fair, equitable, and based on evidence of need and insights from our community. This will help us maintain access to places, spaces, and services where and when people need them the most.

KEY DATA SNAPSHOT

- 865+ – the number of indoor and outdoor community places and spaces, we provide and maintain for the community[24]
- Community support services for the elderly, disadvantaged and family support were services rated the highest for importance by respondents[18]
- Accessibility (which includes access for all people, affordability, equity, integration, safety and amenity) is a universal concern of our community[24]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
2.3.1	Take an integrated approach to address social and economic inequity using policy, planning and programs, including the Vital Communities program.	We supported the Vital Communities Program to encourage job readiness and support employment opportunities. We also supported Deakin University research into social disadvantage and the local impacts of the pandemic. The final report was noted by Council in June 2021. Further stakeholder and community engagement is needed to refine the recommendations and develop an action plan.	On track
2.3.2	Conduct regular reviews of the City's services to ensure they meet existing and emerging community needs.	We completed the second year of our service planning program. The data was used to inform *Our Community Plan 2021–25* and the Future Ways of Working program. We finalised our annual business planning process and service planning is now integrated into this annual process.	✓ Complete
2.3.3	Improve the delivery of services to the community by increasing the focus on social equity in the City's Service Planning Program.	We are developing a draft Social Equity Framework, which is scheduled to be considered by Council in early 2022. Social equity principles are also to be incorporated into all our business planning processes.	On track
2.3.4	Improve the short-and-long-term safety, health and wellbeing of women through delivery of the Ba-gurrk Gender Equity Framework and Action Plan.	While we were unable to complete all planned actions due to COVID-19 restrictions, we: • completed the state government's gender equity pilot program • finalised research into gender impacts of COVID-19 • staged the Women in Community Life Awards as an online event for International Women's Day.	Off track COVID-19
2.3.5	Work towards reconciliation within the City and community through the implementation of the City's first Reconciliation Action Plan (REFLECT).	Our first ever Reflect Reconciliation Action Plan was endorsed by Reconciliation Australia in September 2020. Over half of the actions were underway by the end of June 2021 including: • naming of the new Civic Precinct in Wadawurrung language • preparing a First Nations Heritage Grant program to fund the identification, conservation and promotion of Aboriginal heritage places and • the inaugural meeting of the Reconciliation Action Plan Implementation Group in November 2020. A number of actions could not be delivered due to COVID-19.	Off track COVID-19

On track Off track COVID-19 ✓ Complete

	ACTION	PROGRESS COMMENT	STATUS
2.3.6	Improve access to buildings, roads, footpaths, employment opportunities and community events for people living with a disability through the Access and Inclusion Plan.	In 2021, the MY STORY Project provided an opportunity for people who have a lived experience of disability or mental health challenges to develop their story telling skills through a 12-week mentorship program. Writers, artists and story tellers volunteered 1–2 hours each fortnight to share their skills and expertise with others in our community, helping everyone involved to 'tell their story in their own way'. The Geelong Awards for People with Disability were held during Disability and Inclusion Week in 2021, attracting 30 nominations.	■
2.3.7	Shape a healthy future for residents over 55 with the development and implementation of the Positive Ageing Strategy.	After COVID setbacks earlier in the year, Council adopted the *Respected, Connected and Thriving – Positive Ageing Strategy 2021–2047* on 28 September 2021. We will work with stakeholders and our community to co-design an action plan to implement this strategy.	⚙
2.3.8	Implement the Social Housing Plan in partnership with the Department of Health and Human Services to increase social and affordable housing options.	We recruited two positions dedicated to social housing and established an Affordable Social Housing Advisory Committee, which met for the first time in February 2021. Council established a Geelong Social and Affordable Housing Trust in April 2021. We also worked with the state government to implement the Big Housing Build social housing program.	■
2.3.9	Implement the *Multicultural Action Plan 2018–2022* in partnership with the multicultural action plan Advisory Committee and other key stakeholders.	We supported a number of initiatives in the *Multicultural Action Plan 2018–2022* including: • a resource promoting equal opportunities for culturally and linguistically diverse community members • a swimming program for international students • resources and workshops to help culturally and linguistically diverse communities apply for grants • a campaign highlighting stories of Geelong-based refugees • a Safety at Work forum for key stakeholders around the rights of migrant workers in the workplace.	■
2.3.10	Design and implement the Mental Health Action Plan based on a series of pilot projects across a range of business areas that promote positive mental health outcomes.	Our Mental Health Action Plan transitioned into the Supporting Community Mental Health and Wellbeing Project. The findings from this project were used to draft the supporting resources. This project was not extended due to COVID-19.	✓
2.3.11	Prepare for the Gender Equality bill which will provide positive and significant opportunities for the City to address gender inequalities.	After participating in the Victorian Government's Gender Equity Implementation pilot in 2020, we have established an ongoing program of work for the City in this area.	◆
2.3.12	Design and implement the Arts and Cultural Strategy which celebrates our community's diverse experiences, connection to place, our stories and our clever and creative future.	Following a community engagement process, that received input from more than 890 individual community and industry representatives, our *Arts and Cultural Strategy 2021–2031* was endorsed by Council on 26 October 2021 and implementation has commenced.	✓

■ On track ◆ Needs improvement ⚙ Off track COVID-19 ✓ Complete



George Harvey Reserve, playground renewal

Other achievements

- Council endorsed the *Social Infrastructure Planning and Investment Policy* and *Our Community Places, Spaces and Services, A Social Infrastructure Plan for the City of Greater Geelong – Generation One: 2020–2023.*
- We received over $8 million in government funding to deliver a range of social infrastructure projects across the municipality including the Drysdale Library and Learning Centre, the Armstrong Creek West Early Years Centre and Armstrong Creek Library & Community Hub, skate parks in Waurn Ponds and St Leonards, Chilwell Library redevelopment and sports lighting for seven sporting clubs.
- We secured federal and state government funding that will help us deliver the Northern Aquatic and Community Hub.
- We secured $10 million in funding from the federal government and have awarded the tender to construct Stage One of the North Bellarine Aquatic and Leisure Centre in Drysdale.

Challenges

- Engagement with our community shows that people are well aware of the challenges our organisation is facing in terms of maintaining, upgrading and replacing existing facilities, while balancing the need to build new facilities to respond to growth and changing policy directions.
- Across Greater Geelong, there is significant disparity between more advantaged and less advantaged suburbs, with three suburbs considered being amongst the 'most disadvantaged' in Victoria.[3]

Next steps

- We will commence updating our *Social Infrastructure Plan – Generation One: 2020–23* to ensure we're providing access to places, spaces and services where and when people need them the most.
- We will update several of our key documents including our Multicultural Action Plan, Access and Inclusion Plan and Reconciliation Action Plan.
- We will progress our draft Social Equity Framework.
- We will continue supporting the Vital Communities Program.
- We will continue to regularly review our services to check they're meeting existing and emerging community needs.
- We will continue to implement the *Social Housing Plan 2020–41.*

OBJECTIVE 2.4: WORK WITH OTHERS TO ACHIEVE SUSTAINABLE OUTCOMES FOR OUR COMMUNITY

As part of our municipal public health and wellbeing response, we selected five key priority areas of focus for the duration of *Our Community Plan 2021–25*: tackling climate change and its impact on health; increasing healthy eating; increasing active living; demonstrating and promoting gender equity practices and improving mental wellbeing and social connection.

The complex nature of these issues means that partnerships will be key to creating any sort of significant or long-lasting impact.

KEY DATA SNAPSHOT

- 20 per cent – proportion adults reporting high / very high psychological distress[7]
- 17,000– projected households needed for social housing by 2041[17]
- 67% - proportion of respondents undertook adequate physical activity to meet national guideline[7]
- 70% - proportion of respondents very highly satisfied (23%) or highly satisfied (47%) with feeling part of their community[7]
- 2.7 per cent – the 12-month average unemployment rate to September 2021 for Geelong SA4 geographic level[25]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
2.4.1	Work in partnership with community groups, businesses, and other organisations to promote and educate about sustainable practices.	We partnered to deliver several projects: • participated in Barwon Regional Partnerships network, as part of COVID-19 recovery • co-funded the '100 dwellings feasibility study' with Homes Victoria to identify whether surplus City-owned land is suitable for social housing • conducted Crime Prevention Through Environmental Design (CPTED) audits of a range of parks and open spaces, as part of the Working for Victoria program • provided funding support to Active Geelong, a collaborative project that brings together leading businesses, doctors, researchers and individuals to address physical activity in the Geelong region.	■
2.4.2	Address local industry skills shortages and create employment opportunities through the delivery of the Regional Industry Sector Employment (RISE) program.	The scheduled sixth program was delayed in 2021 due to ongoing COVID-19 restrictions. It will commence in February 2022. Since the program started in 2018, 150 people have commenced the program and 113 have completed it. Of those who completed the program, 58 have gone into apprenticeships, 17 have entered other jobs and 14 have entered further education. Of those who have completed the program, 78% of participants came from targeted postcodes.	■
2.4.3	Engage with other councils through the G21 and Barwon Greenhouse Alliances to achieve regional sustainability outcomes.	In August 2021, Council endorsed a motion for the City to become a founding member of the newly established Barwon South West Climate Alliance, a formal partnership between councils and other agencies to work together on joint projects, share knowledge and gain benefits from becoming a part of the larger cohort of regional climate alliances in Victoria.	✓
2.4.4	Use the City's new corporate affairs team to better advocate to other levels of government for funding and services.	Council has developed its priority project document that focuses on key advocacy projects for the upcoming budget and election cycles. The document has been distributed to local MPs and Victorian and Australian ministers. In the 2020–21 financial year, we were successful in securing over $36 million in funding from various government funding streams.	■
2.4.5	Continue to lead the implementation of the clever and creative vision and identify how the group will partner with others to deliver municipality-wide emissions reduction.	Our vision partner group continues to work towards its measures of success relating to municipality-wide emissions reduction.	■

■ On track ✓ Complete



Regional Industry Sector Employment (RISE) program graduate from Pickering Joinery

Other achievements

- We engaged Deakin University's HOME Research Hub, as part of our Vital Communities program, to explore strategic approaches and policy needs that will support improved social equity and COVID-19 recovery with a particular focus on the communities residing in Corio, Norlane and Whittington.
- We contributed to the *G21 Healthy Eating Active Living Regional Plan*, which aims to support the community living in the G21 region to make healthy lifestyle choices.
- We commissioned the *Gender COVID-19 Impact Analysis Report* to understand the experiences of women and gender diverse people in Greater Geelong during the COVID-19 pandemic.
- We developed the Mental Health Discussion Paper and commenced the Supporting Community Mental Health and Wellbeing project (which was suspended due to COVID-19 restrictions).
- We prepared the *Social Housing Plan 2020–41* and continue to work with the Victorian Government to implement the Big Housing Build social housing program.
- We commenced development of the *Economic Development Plan 2021–31*, with the first phase of community engagement completed in August 2021.

Challenges

- It is difficult to maintain access to affordable and social housing for all, especially for women and older women experiencing housing insecurity.
- The community is experiencing ongoing impacts of the COVID-19 pandemic, especially in relation to social isolation and connection to community.
- As we only have a limited influence on the food systems that influence dietary choices, we need to come up with creative solutions that will make it easier to source and afford heathier food options in partnership with a range of agencies and sectors.

Next steps

- We will refine the recommendations and further progress an action plan from the social research project provided by Deakin University's HOME Research Hub – *Strategies for Alleviating Locational Disadvantage in Geelong*.
- We will continue to advocate to other levels of government for funding and services.
- We will share knowledge and gain benefits from becoming a part of the Barwon South West Climate Alliance.
- We will continue to lead the implementation of the community's 30-year clever and creative vision, in partnership with our Vision partners.
- We will continue to address local industry skills shortages and create employment opportunities through the delivery of the Regional Industry Sector Employment (RISE) program, which will continue to June 2022.

OBJECTIVE 2.5: HARNESS COMMUNITY KNOWLEDGE TO DRIVE SUSTAINABLE CHANGE

We believe it is critical that the decisions which shape the region's liveability and prosperity are informed and influenced by the people who live, work, visit or do business in the region.

One way that we harness community knowledge is by engaging with people likely to be affected by, or interested in, our planning and decision-making in a way that recognises the many barriers likely to impact those we seek to consult.

KEY DATA SNAPSHOT

- 16 – number of successful applications for Environment and Sustainability grants in 2020–21[23]
- 3 – number of new advisory committees established in 2020–21[8]

We also rely heavily on our many advisory committees, who provide us with advice based on their own expertise and lived experience to improve our decision-making and focus our work in the areas it is most needed.

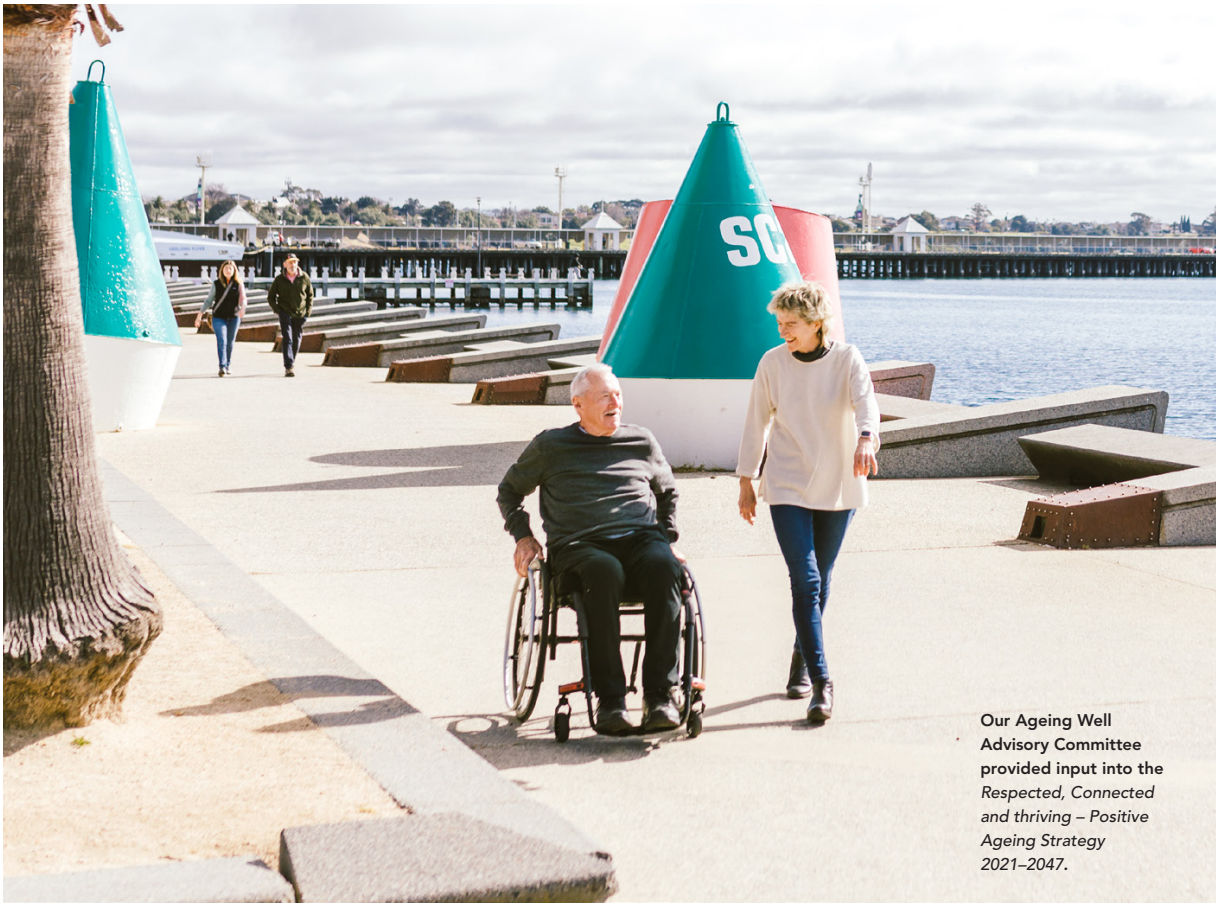
Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
2.5.1	Support community generated ideas and projects for sustainable practice and education through the City's grants program, including the Environmental Sustainability Grants.	We allocated Environmental Sustainability Grants in 2020–21 worth a total of $75,000. Funded projects included tree planting, circular economy and waste reduction initiatives, renewable energy generation and environmental sustainability education.	✓
2.5.2	Identify and work with members of our community with specialist technical and local knowledge through advisory committees to strengthen decision making.	New advisory committees established in 2020–21 include: the Affordable Social Housing Advisory Committee; the Sustainability Advisory Committee; the Rural and Peri-Urban Advisory Committee; and the Ageing Advisory Committee.	■

Other achievements

- We engaged the community and key stakeholders to inform the development of *Our Community Plan 2021–25* receiving 239 survey responses and 12 submissions and conducting four community and eight key stakeholder workshops.[26]
- We started development of a draft Social Equity Framework that is designed to provides a common set of principles that will support every member of our community to participate fully, be included, and live a healthy and fulfilling life in Greater Geelong.
- We facilitated several existing advisory committees – including the Access and Inclusion Advisory Committee, the Kilangitj Aboriginal Advisory Committee, Women in Community Life Advisory Committee, the Ageing Well Advisory Committee and the Multicultural Action Plan Advisory Committee – and hosted three forums with representatives from the health and wellbeing sector.
- We carried out extensive community engagement to inform the development and finalisation of our *Climate Change Response Plan 2021–30*, which included online discussions, workshops, a community forum, interviews and a submissions process (39 submissions received) which generated 431 comments.[5]
- We worked with the Wadawurrung Traditional Owners to offer the first-ever First Nations Cultural Heritage Grants that will fund the identification, conservation and promotion of Aboriginal heritage places.
- We established the first ever Community Green Achiever Awards program to recognise community-led actions that promote environmental sustainability, support biodiversity and protect our environment.
- Our Access and Inclusion Advisory Committee provided input into the design and delivery of over $98 million worth of new subdivision assets, including new roads, kerb and footpath upgrades, shared paths and bus routes across the municipality.[5]
- Our Ageing Well Advisory Committee provided input into the *Respected, Connected and Thriving – Positive Ageing Strategy 2021–2047*.

■ On track ✓ Complete



Our Ageing Well Advisory Committee provided input into the *Respected, Connected and thriving – Positive Ageing Strategy 2021–2047.*

Challenges

- There has been a significant decline in affordability of private rental dwellings over the last 10–15 years. Data indicates that despite the substantial growth in housing supply in Geelong in recent years, the proportion of affordable dwellings has significantly decreased.
- The current municipal response to climate change is fragmented, reflecting the organic growth of interest and activism. There is overwhelming support for a more coordinated approach to better integrate collective efforts and achieve greater scales of action.

Next steps

- We will continue working with members of our community with specialist technical and local knowledge through advisory committees to strengthen our decision making.
- We will continue supporting community-generated ideas and projects for sustainable practice and education through our grants program.

SPOTLIGHT ON THE IMPACTS OF THE COVID-19 PANDEMIC ON WOMEN

As part of our response to the COVID-19 pandemic, we commissioned research in late 2020 to establish the local impacts of COVID-19 on women, cis and trans women and gender non-binary people. The purpose of the research was to inform a 12-month action plan that would help us respond not only to immediate challenges, but also address the pre-existing structural difficulties likely to be exacerbated by the pandemic.

We received 370 responses to an online survey, interviewed 14 people, engaged members of our Women in Community Life Advisory Committee, and conducted two targeted focus groups. While we tried to reach a diverse group of people as part of the engagement process, we were unable to get a statistically significant sample to participate. Therefore, the results are only indicative and can't be generalised to the broader population.

Nine main areas of impact were investigated, and findings identified both positive and negative impacts were experienced by respondents in all areas. Table 2 shows the quantitative data we collected from the online survey.

As Table 2 shows, mental health and emotional wellbeing were identified as areas of 'some negative impact' for over three-quarters of respondents, while just over one fifth said it was an area of 'some positive impact'.

Employment was also an area where many respondents reported an impact – both positive (39.3 per cent) and negative (65.8 per cent). Comments made by survey respondents, which were supported by interview and focus group responses, illustrated that there were benefits and drawbacks to working remotely and from home. While some reported it was easier to manage

AREA OF IMPACT	REPORT OF 'SOME POSITIVE IMPACT'		REPORTS OF 'SOME NEGATIVE IMPACT'		REPORTS OF 'NO IMPACT FOR ME'	
	%	N	%	N	%	N
Employment (N=279)	39.3	91	65.8	150	16.7	38
Education (N=235)	13.3	30	20.4	46	70.7	159
Financial situation (N=243)	32.9	74	43.6	98	31.6	71
Housing situation (N=232)	10.3	23	17.9	40	75.4	169
Physical health (N=253)	31.6	71	68.4	154	12.4	28
Mental and emotional health (N=247)	22.8	51	76.3	171	11.2	25
Home and family life (N=265)	49.3	110	52.9	118	16.6	37
Experience of violence and abuse (N=229)	9.3	21	8.0	18	84.4	190
Community engagement and connection (N=258)	30.4	68	63.8	143	21.0	47

Table 2: Online survey responses from women, cis and trans women and gender non-binary people re impact of the COVID-19 pandemic

multiple roles – as parents and in the workforce – they also found it challenging at times.

Education, housing and experiences of violence and abuse were the three areas where respondents largely reported 'no impact for me' (between 70 per cent and 84 per cent across all three domains). However, qualitative data identified women in family violence situations, living in the family home in unsafe circumstances, and living with homelessness as a result of family violence, among those most vulnerable to the impacts of the COVID-19 pandemic.

Other groups identified as being vulnerable to pandemic impacts included young women and young trans people, culturally and linguistically diverse women and First Nations women.

An almost equal proportion of women reported experiencing some positive (49.3 per cent) and negative (52.9 per cent) impact on their home and family life. In terms of women's financial situation, a similar proportion of women reported positive (32.9 per cent), negative (43.6 per cent) and no impact (31.6 per cent) on their finances. Interestingly, the majority of women reported some positive impact (68.4 per cent) on their physical health.

An action plan will now be developed to respond to the findings from this important research.



RESPONSIBLE AND TRANSPARENT BUSINESS

To be a responsible and transparent business, we will act with integrity, accountability, and transparency and view all decision making through a sustainability lens.

Sustainability is a complex and multi-faceted challenge. We therefore must work to embed it as a foundational principle that guides our organisation, so that all employees have a clear and shared understanding about what it means and how they can apply it.

For us to achieve economic sustainability as an organisation, our current operations and our way of life have to adapt. We need to be more efficient in our use of available resources, find new ways to harness currently underused resources and reduce our consumption in the process. We also need to consider all facets of sustainability in our investment decisions.

A strong local economy with job opportunities for all

The impacts of the pandemic, combined with recent community engagement, have driven us to expand the scope of this key priority area to encompass the local economy as an important sustainability consideration for our work. Although this was not mentioned in the original *Sustainability Framework 2020*, we have included relevant indicators in our performance tracking process.

OBJECTIVES

3.1 Position the organisation to better achieve our sustainability objectives

3.2 Embed sustainability into our decision-making and look for innovative solutions

3.3 Understand and be guided by the needs and expectations of our community

3.4 Pursue ambitious sustainability targets and report our progress publicly





MEASURES OF SUCCESS

TARGETS	DATA	COMMENT	STATUS
Zero City employee work-related fatalities[8]	0 (2016–17) 0 (2017–18) 0 (2018–19) 0 (2019–20) 0 (2020–21)	We are committed to ensuring all employees work safely. This includes providing a safe workplace and maintaining safe systems of work and management procedures.	On track
100 per cent of new and reviewed City plans, strategies and policies consider sustainability impacts and risks by 2022†	Not yet available	A means of measuring this indicator is yet to be developed.	Not yet available
Greater Geelong rated in the top 200 of the Global Innovation Cities Index[27]	334 (2016–17) 326 (2018) 313 (2019) 322 (2021)	Geelong is classified as a NODE city i.e., Globally competitive with competitive performance across many innovation segments. Global rankings of other Australian NODE locations include Adelaide (100), Gold Coast (160), Newcastle (212), Wollongong (233), Hobart (254), Ballarat (393) and Bendigo (398). No report was made available in 2020.	Off track
Expenditure by visitors to the city-region increases by 3.8 per cent per annum[28]	936 million (Apr 17 to Mar 18) $1.1 billion (Apr 18 to Mar 19) $1.1 billion (Apr 19 to Mar 20) $580 million (Apr 20 to Mar 21)	There was a 47 per cent decrease from last year was caused by multiple lockdowns and travel restrictions imposed across Australia to halt the spread of COVID-19.	Off track
Support the hosting of 12 major events in Geelong every year[29]	22 (2016–17) 20 (2017–18) 25 (2018–19) 14 hosted, 6 scheduled events cancelled or postponed due to COVID-19 restrictions (2019–20) 7 hosted,11 cancelled or postponed due to COVID-19 restrictions (January 21 to June 2021)	Seven council-sponsored events that went ahead in 2020–21 generated an estimated $9.2 million in economic activity, a return on investment of 28:1. Eleven other scheduled major events in 2020–21 were cancelled or postponed due to COVID-19 restrictions.	Off track
An increase in the diversity of businesses within Greater Geelong[30]	Industry Diversity Index (modified Herfindahl index): Geelong 53 (2016)	Industry Diversity Index measures industry diversity based on percentage of jobs by industry within LGA relative to that of the Victorian economy. Lower index value signifies higher industry diversity, higher value signifies higher industry specialisation. An update is pending the Australian Bureau of Statistics Census of Population and Housing 2021 results which will be released in stages from Jun 2022 to mid–2023.	Only baseline data available

† New target

On track Off track Not yet available Only baseline data available

OBJECTIVE 3.1: POSITION THE ORGANISATION TO BETTER ACHIEVE OUR SUSTAINABILITY OBJECTIVES

Over the next three years, our Future Ways of Working Program will enhance how we work together and design our organisation for the future. We are doing this to create a place that serves our growing community in the best possible way.

This process includes establishing a target operating model, introducing a leadership and capability framework and better aligning our strategic planning processes.

KEY DATA SNAPSHOT

63 per cent – proportion of our employees who rated their satisfaction as 'very high' or 'high'

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
3.1.1	Adopt and implement the Sustainability Policy, which integrates sustainable thinking as a key principle within the City.	Council adopted the Sustainability Policy at its meeting on 2 February 2021. The policy outlines the key principles we will apply to create a culture of sustainable decision-making while supporting the delivery of the *Sustainability Framework 2020* and *Sustainability Framework Action Plan 2020–22.*	✓
3.1.2	Establish and implement a Public Transparency Policy to increase public confidence in Council decision making and planning.	Our *Public Transparency Policy* was adopted on 1 September 2020.	✓
3.1.3	Build a positive and inspiring workplace culture at the City though the delivery of the Working Better Together program.	We delivered a wide variety of team building and leadership development sessions in 2020–21. We also worked to deliver: • a Leadership Capability Framework • a new performance review program • a culture evaluation framework • an Inclusion and Diversity Roadmap.	■
3.1.4	Keep City employees safe and well with the development and implementation of an organisational Health, Safety and Wellbeing Plan.	We provided ongoing employee communications and campaigns promoting physical and mental health, and safety in the workplace including: • Take 5 (safety in the workplace) • RUOK Day • World Gratitude Day.	■
3.1.5	Review and update management and employment policies to reflect the importance of sustainability to the organisation.	We have continued to review our suite of policies. A total of 13 new policies were published last year, with eight reflecting changes caused by COVID-19. More policies will be reviewed in 2022, particularly in light of the 2021 Enterprise Agreement.	■
3.1.6	Implement a new compliance framework to increase accountability within the City.	Our Accountability Framework is complete and has been implemented in the organisation via our annual business planning cycle.	■

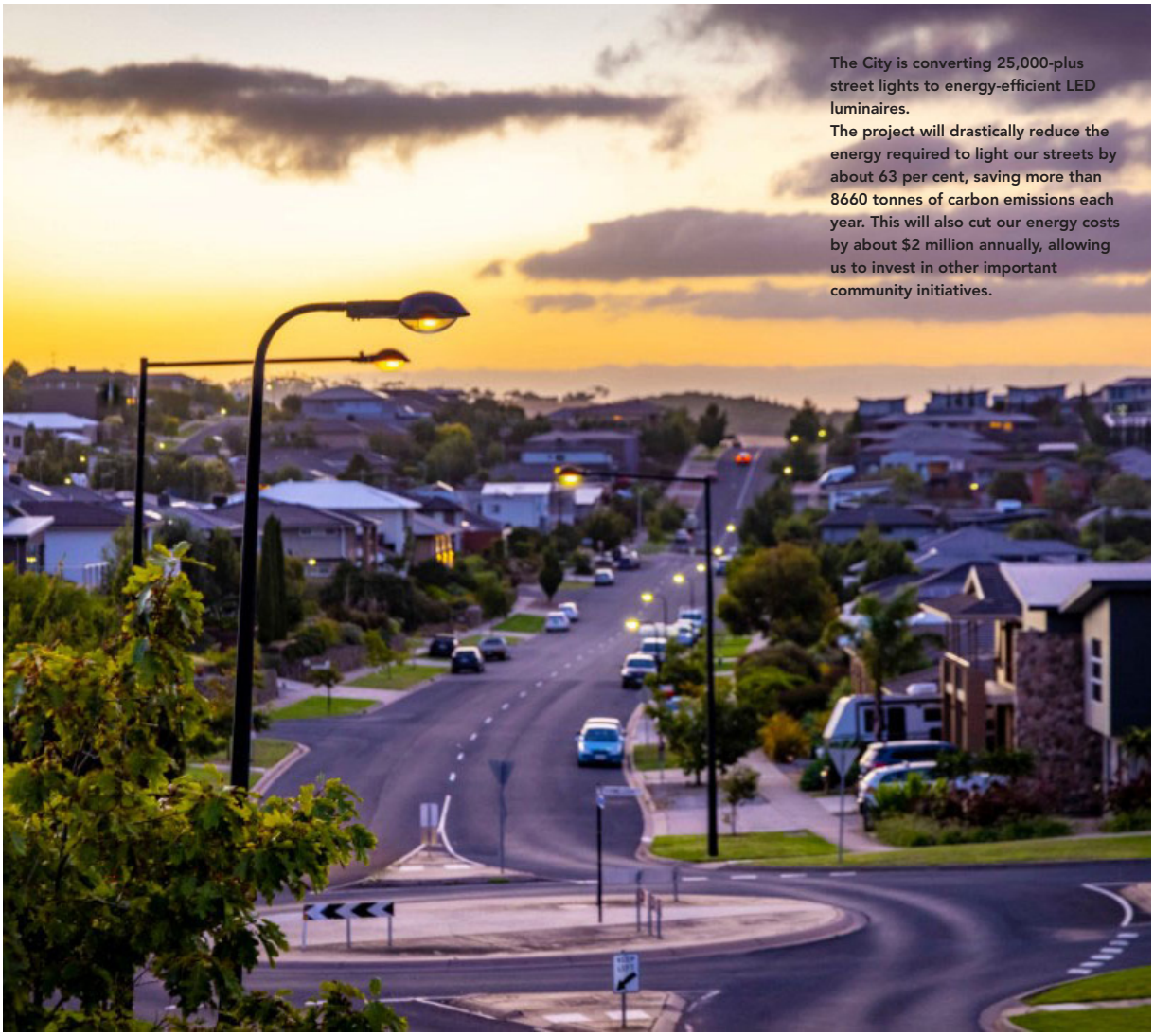
■ On track ✓ Complete

	ACTION	PROGRESS COMMENT	STATUS
3.1.7	Continue to lead Geelong's UNESCO City of Design Designation and implement actions that support the UN Sustainable Development Goals with a focus on sustainable and liveable communities.	We continued to promote and deliver projects in support of the design designation including: • attending the virtual UNESCO Annual General Meeting in July 2021 • hosting the 2021 UNESCO Cities of Design Subnetwork Meeting in October 2021. More than 30 international cities participated with over 1000 people joining in the three-day online event • finalising the guiding principles with extensive input from key stakeholders • leading the Victorian Creative City Network and the submission to the Victorian Government which secured funding to support UNESCO through the Victorian Creative Strategy • assessing applications to the City of Design Network and making recommendations to UNESCO • submitting our four-year monitoring report to UNESCO • receiving 71 applications for Geelong Design Week to be held in March 2022.	
3.1.8	Implement a new risk management and reporting software solution to manage risks and enable integrated reporting.	We launched new Occupational Health and Safety reporting software in May 2021 and will release the risk management module in 2021–22.	
3.1.9	Maintain and implement the 10-year financial plan and continue to ensure other long-term organisational plans are fed into the financial plan.	We developed a Long-term Financial Plan, as required by the *Local Government Act 2020*. The plan was adopted by Council 26 October 2021 and will be refined over time.	
3.1.10	Update and maintain the four-year strategic resource plan and enable delivery of the four-year Council Plan.	We completed our first foundational strategic plan, as per *Local Government Act 2020* requirements. The framework is still under development and is due to be completed in March 2022.	

Other achievements

- We committed to new sustainability targets, including zero waste to landfill from City office buildings by 2030, and 20 per cent of all City-sourced water to come from alternative water sources by 2030.
- We partnered with the state government and Geelong Manufacturing Council to deliver our first Procurement for Innovation project. The project resulted in two innovative bridges being built across Cowies Creek in Seagull Paddock, North Geelong, which are made from a world-first geopolymer designed to be maintenance-free for at least 100 years. The geopolymer was created by Austeng, Rocla and Deakin University.
- We started construction of the new civic precinct, Wurriki Nyal.
- We undertook a range of improvements as part of our digital modernisation program.

On track



The City is converting 25,000-plus street lights to energy-efficient LED luminaires.
The project will drastically reduce the energy required to light our streets by about 63 per cent, saving more than 8660 tonnes of carbon emissions each year. This will also cut our energy costs by about $2 million annually, allowing us to invest in other important community initiatives.

Challenges

- We must adapt to accommodate the cost increases related to our COVID-19 response, advancing technologies, organisational change and ageing assets. This means working and refining our approach so we can keep delivering services, programs and infrastructure to our communities in a way that is sustainable and equitable.

Next steps

- We aim to finish building the new civic precinct, Wurriki Nyal, by mid–2022.
- We will continue finding new ways to improve community satisfaction with our overall direction, as well as lobbying on behalf of the community.
- We will continue looking for new ways to benefit from our UNESCO designation.

OBJECTIVE 3.2: EMBED SUSTAINABILITY INTO OUR DECISION-MAKING AND LOOK FOR INNOVATIVE SOLUTIONS

We are committed to integrating sustainable thinking as a key principle that is considered in every form of business, when making decisions, writing strategies, plans and policies, managing risks and allocating resources. This will help us to find long-term solutions to the many challenges we face.

KEY DATA SNAPSHOT

80 – the index score for perceived importance of decisions made in the interest of the community[18]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
3.2.1	Develop and implement a Strategic Documents Policy and Strategic Planning Framework for improved efficiency and alignment.	We adopted the Strategic Planning Framework and are working on a new organisation-wide process for developing strategic documents. This process aims to improve consistency, integration and accountability across all our planning processes, and will be underpinned by the strategic documents policy in the longer term.	■
3.2.2	Develop and implement a Data Governance and Management Strategy to better understand and manage information and to support evidence-based decision making.	Our *Data Management Strategy* was completed in March 2020. A Data Management program was approved in August 2020 and a position recruited to establish a Data Services Hub. We also established a Data Governance Committee, which will continue to evolve as the organisation matures its data practices.	✓
3.2.3	Review the City's Investment Policy and look for opportunities to align it with the Sustainability Framework and Policy.	We will look for opportunities to better align our *Investment Policy* with our sustainability agenda when the policy is reviewed in early 2022.	■
3.2.4	Establish an Enterprise Project Management Office (EPMO) that will prioritise projects that provide value for money, meet community needs and support a healthy natural environment.	The recruitment process for an EPMO Manager started in late 2021, but the search was unsuccessful. We are considering partnering with a consultant to fast track the design and delivery of a EPMO target operating model. Once designed, a structure for the senior and key supporting roles will then be established in early 2022.	◆
3.2.5	Use the City's updated Procurement Policy to support local business and innovation and consider better social and environmental outcomes.	A new procurement policy adopted by Council in December 2021 is due to commence in January 2022. This policy will include a social procurement framework, which is due to be considered by Council at the June 2022 meeting.	■
3.2.6	Use the Smart Cities Program to adopt better technology options for the City and within the community.	We are on track to deliver Stage 1 of the Northern Suburbs Free WiFi project by mid-2022. We are waiting on permits and the Cultural Heritage Management Plan approval for the Bellarine Fibre Trail.	■

Other achievements

- We embedded overarching principles from Section 9 of the *Local Government Act 2020* into our policy review processes, council report template and associated guidance material.
- We continued to seek guidance and specialist advice from our advisory committees.
- Council adopted a *Financial Hardship Policy* in November 2021 to provide a framework for financial relief to customers who need assistance from the impacts of life events, including loss of employment, changed family circumstances, natural disasters and impacts of the pandemic.
- We developed an e-learning training course so procurement practitioners in our organisation can learn how to apply the Procurement Innovation method. The training course will be rolled out in early 2022.

Challenges

- There is a gap in our sustainability aspirations and the data we are currently able to collect to inform our progress.

Next steps

- We need to refresh the materiality matrix and use the findings to inform the next iteration of our sustainability framework.

■ On track ◆ Needs improvement ✓ Complete

OBJECTIVE 3.3: UNDERSTAND AND BE GUIDED BY THE NEEDS AND EXPECTATIONS OF OUR COMMUNITY

We understand the power of authentic community engagement and the role it plays in building greater trust and confidence in local democracy. When acted on in good faith, it also leads to better outcomes for our organisation and the community.

The environment – in particular climate change – as well as social and economic sustainability are topics of keen community interest. We know this from the engagement process we conducted to inform *Our Community Plan 2021–25*, as well as other key strategies.

KEY DATA SNAPSHOT

74 – index score for perceived importance of community consultation and engagement[18]

Due to the scope of the sustainability challenge, the community looks to us for strong leadership in this area. At the same time, the community wishes to be able to provide feedback and input into council decision making to help guide us all to a sustainable future.

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
3.3.1	Renew the City's Engagement Policy and Framework, which strengthens the connection with the community.	Council adopted a new *Community Engagement Policy* which outlines its commitment to best-practice engagement at its meeting on 23 February 2021.	✓
3.3.2	Create and promote more opportunities for public participation, which support better decision making and the implementation of the Sustainability Framework and Action Plan.	We provided initiatives including: • accessibility upgrades to our online engagement platform, Have Your Say • information for community that is easy to understand, and providing a greater link to *Our Community Plan 2021–25* • topics and engagements that are of interest to, and motivate, our community.	

Other achievements

- We adopted a new *Community Engagement Policy*, which outlines our commitment to giving our community accessible and inclusive opportunities to shape decisions that will impact the region's liveability and prosperity.
- Overall satisfaction with our performance for decisions made in the interest of the community was up 3 index points to 59.[18]
- Overall satisfaction with our performance in community consultation and engagement increased significantly in 2020–21 – up 4 index points to 57.[18]
- Our advisory committees continued to meet and influence outcomes across their individual areas of expertise, despite the challenges caused by COVID-19 restrictions.
- We implemented a new online community engagement platform, which provides greater functionality and supports the community to track projects as they evolve.
- We engaged with the community on 157 projects and had 63,449 unique visits to our Have Your Say engagement webpage.[32]

Challenges

- Our community is seeking greater input into local decision-making, as well as more responsive customer services. While we prepare for our changing future, we must also manage our community's evolving and growing expectations of the services we currently deliver, as well as those we will deliver in the future
- While community satisfaction with our decision-making and community engagement has gone up, perceived importance still exceeds performance scores by more than 10 points. This suggests further investigation is necessary.

Next steps

- We will continue to seek specialist advice provided by our advisory committees on community and Council priorities.
- We will develop a quarterly e-newsletter for sharing engagement projects, seek feedback and sharing results.
- We will conduct a media campaign to promote the Have Your Say platform and how to be involved in City engagements.

Off track ✓ Complete

OBJECTIVE 3.4: PURSUE AMBITIOUS SUSTAINABILITY TARGETS AND REPORT OUR PROGRESS PUBLICLY

This document reports on a series of ambitious sustainability targets that our Council endorsed in June 2021. Our goal is to annually report on these targets, as well as a select range of Global Reporting Initiative (GRI) indicators.

We will refine these targets over the next three years as we respond to new data opportunities and new research. In the future, we also aim to expand our reporting so that it will align with the United Nations Sustainable Development Goals (SDGs).

KEY DATA SNAPSHOT

Our recommended waste reduction targets (diversion from landfill) and community carbon emissions now exceed current state and federal targets[33]

Progress of supporting actions

	ACTION	PROGRESS COMMENT	STATUS
3.4.1	Report our sustainability performance against the Global Reporting Initiative (GRI) Standards and in alignment with the Sustainable Development Goals.	Council endorsed sustainability indicators including selected GRI indicators in June 2021.	■
3.4.2	Evaluate the effectiveness of our sustainability reporting and continuously improve our reporting practice.	We prepared the first Sustainability Performance Report to provide an update on our sustainability target progress (where data is available), as well as a summary of some of the key actions we've implemented as part of the *Sustainability Framework Action Plan 2020–22* (to 31 December 2021). Starting from 2022, this report will align with the annual cycle of financial year reporting.	■

Other achievements

- Our Council endorsed the *Sustainability Framework 2020* indicators and targets in June 2021, addressing a key theme that was raised during the community engagement on the *Sustainability Framework Action Plan 2020–22*.
- We set a new net zero emissions by 2035 target following extensive community engagement as part of the *Climate Change Response Plan 2021–30* process.

Challenges

- As this is our first year of sustainability performance reporting, we don't yet have all the data we need to provide a comprehensive report. However, we aim to improve on this in subsequent years.

Next steps

- We need to evolve our reporting processes and systems to enable us to better track and report our performance.

■ On track

NEW OBJECTIVE: A STRONG LOCAL ECONOMY WITH JOB OPPORTUNITIES FOR ALL

To stay competitive in a globalised economic environment, we must collaborate with stakeholders to market Greater Geelong's competitive strengths, support local business and advocate for the infrastructure and services we need to attract investment and stimulate economic growth.

Achievements

- We continued to support businesses adapting to the impact of COVID-19 restrictions by providing COVID-19 Business Recovery Grants ($502,049), continuing the Geelong Business Support Program, continuing the shop-local campaign, 'It's Our Backyard', and supporting outdoor dining initiatives.
- Overall community satisfaction with our performance in business and community development remained steady (index score 64), despite the impacts of the COVID-19 pandemic.
- We commenced development of the Economic Development Plan 2021–31, with the first phase of community engagement closing at the end of August 2021.
- Council endorsed the *Arts and Cultural Strategy 2021–2031*, which supports the growth of the creative economy and employment opportunities.
- We partnered with the state government and Geelong Manufacturing Council to deliver the Cleantech Innovations Geelong business support program. The program created and maintained 650 jobs (directly and indirectly), helped over 2,000 people develop cleantech and circular economy skills, increased sales of cleantech and circular economy products by over $18 million.

Challenges

- We need to continue supporting local businesses and promote investment opportunities to drive economic growth in Greater Geelong during COVID recovery and beyond.
- Transitioning from a take-make-waste economy to a circular economy is going to take a collaborative approach between all levels of government, industry and across the City.

Next steps

- We will finalise the Economic Development Strategy 2021–31 and begin implementation in 2022.
- We will support local businesses in developing climate mitigation and adaptation programs, technologies and solutions.

KEY DATA SNAPSHOT

- 118,765 – number of jobs located in the City of Greater Geelong in 2020[34]
- 3.9 per cent - the 12-month average unemployment rate to June 2021 for Geelong, 2.3 percentage points lower than the Victorian unemployment rate of 6.2 per cent[35]
- $14,935 million – Greater Geelong's Gross Regional Product in 2020[34]
- 19,577 – number of registered businesses[36]
- 22 – Tourism Sentiment Index as of 30 September 2021[28]
- $637 million – visitor expenditure 2020–21[28]
- 28:1 – return on investment of Geelong major events[28]



Campaign artwork supporting It's Our Backyard' outdoor dining initiatives.

- We must continue to lead the way on matters that affect the local economy, advocate for projects that support strategic business and industry development, and coordinate industry experts to investigate opportunities for Greater Geelong.



SPOTLIGHT ON WURRIKI NYAL

As a local government and one of the largest employers in the region, we believe we have a long-term role to play in supporting the ongoing revitalisation of Central Geelong.

A significant way we are demonstrating this is by consolidating our corporate operations into a single, energy-efficient building in the Wurriki Nyal Civic Precinct. The precinct will include a centralised and flexible office space for our workers, services for the community, and outdoor public spaces that will bring people into the heart of the city.

When construction commenced in August 2020, we were expecting the project would create 900 local jobs. A year later, Greater Geelong companies continue to dominate our service and fit-out procurement. The project has already employed 255 local workers, with major tenders worth $29 million awarded to Geelong region businesses as of October 2021. The builder, BESIX Watpac, has also awarded 63 per cent of packages to local businesses so far, including local company A+ Steel Fabrication, which was awarded the structural steel package. The iconic home-grown carpeting company, Godfrey Hirst, also joined the project as a supplier.

This project is a source of great pride for our organisation as it is being built without any increased cost to the ratepayer. In fact, the move to a centralised space will generate a positive cashflow of $1.2 million per year – factoring in environmental and workplace efficiencies, increased rental returns, additional commercial rates and a reduced interest rate – while also catering to our workplace needs for the next two decades. Additionally, the project is expected to keep deliver ongoing savings of over $2 million per year in energy and rental costs, acting as a tangible contribution to the sustainability goals outlined in the community's 30-year clever and creative vision.

Wurriki Nyal reached its highest point in November, with construction still on track for a mid–2022 completion despite delays from COVID-19.





Gregory Turner from local business A+ Steel Fabrication working on the structural steel for Wurriki Nyal.

END NOTES

1. City of Greater Geelong emissions detail data https://www.azility.co
2. *City of Greater Geelong Climate Change Response Plan 2021–30*
3. Australian Bureau of Statistics Census of Population and Housing 2016
4. *City of Greater Geelong Environment Strategy 2020–30*
5. *City of Greater Geelong Annual Report 2020–21*
6. Barwon Water
7. *2021 Geelong Preventative Health Survey*
8. City of Greater Geelong
9. Beyond Zero Emissions and Ironbark Sustainability, Snapshot – community climate tool 2019
10. Victorian Integrated Survey of Travel & Activity – VISTA 2018
11. *Barwon Water Annual Report 2020–2021*
12. *The City of Greater Geelong Municipal Public Health and Wellbeing Plan 2021–25 Strategic Context*
13. Population and household forecasts, 2016 to 2041, prepared by .id – informed decisions – May 2019
14. BESS Data All projects – 1 July 2015 to 30 June 2021 for Greater Geelong City Council (August 2021)
15. *Australian Digital Inclusion Index Report*
16. 2018 Victorian Population Health Survey
17. *City of Greater Geelong Social Housing Plan 2020–41*
18. 2021 Local Government Community Satisfaction Survey
19. City of Greater Geelong media release, *Council commits to landmark food relief agreement* (May 2020)
20. City of Greater Geelong Community Directory December 2020
21. Our Vital Communities Project
22. City of Greater Geelong media release, *New hub to expand food relief efforts* (3 June 2021)
23. 2021 City of Greater Geelong Community Grants program
24. *City of Greater Geelong Social Infrastructure Plan Generation One 2020–2023*
25. Australian Bureau of Statistics Catalogue No 6291.0.55.001 (SA4 area includes the City of Greater Geelong, Borough of Queenscliffe, Surf Coast Shire and the majority of the Golden Plains Shire)
26. *Our Community Plan 2021–25*
27. Innovation Cities TM Index, 2thinknow
28. Tourism Greater Geelong and The Bellarine
29. Geelong Major Events
30. Regional Development Victoria – Information Portal, Regional Snapshot
31. City of Greater Geelong Employee Opinion Survey 2020
32. City of Greater Geelong Have Your Say Geelong site, January 2021 to October 2021
33. *Recycling Victoria A new economy February 2020, Victoria's Climate Change Strategy (May 2021), Australia's Long-term Emissions Reduction Plan: A whole-of-economy Plan to achieve net zero emissions by 2050*
34. National Institute of Economic and Industry Research
35. Australian Bureau of Statistics for the Geelong SA4 geographic level
36. Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits, 2016 to 2020

GLOSSARY

Adaptation – the process of adjusting to actual or expected climate change and its effects.

Barwon South West Climate Alliance – a collaboration of councils, water authorities and land management agencies across the Barwon South West region in Victoria.

Built Environment Sustainability Scorecard (BESS) – an assessment tool created by local governments in Victoria. It assists builders and developers to show how a proposed development demonstrates sustainable design at the planning permit stage.

Biodiversity – the variety of living organisms, the genetic differences between them and the communities and ecosystems in which they occur.

Biodiversity site – somewhere that retains native vegetation – such as a patch of woodland, bush, native grassland, saltmarsh, coastal dune or a waterbody – that provides habitat for wildlife.

Carbon emissions – refers to all greenhouse gases (see definition below).

Carbon footprint – refers to the total carbon emissions caused by an organisation or other entity.

Carbon neutral – means an organisation, product or service has been proven to have reduced its emissions where possible and compensated for the remainder by investing in carbon offsets to be 'net zero' carbon emissions.

Carbon offset – is the form recognition of process that removes greenhouse gas emissions from the atmosphere and can be traded.

Circular economy – refers to an economic model that continues to reuse, re-purpose and recycle resources.

Cleantech – any process, product, or service that reduces negative environmental impacts through significant energy efficiency improvements, the sustainable use of resources, or environmental protection activities.

Climate change – the phenomenon of changing weather patterns caused by the overall warming of the planet due to greenhouse gas emissions.

CO2-e – carbon dioxide equivalent.

EV – electric vehicle.

Environmentally Sustainable Design – aims to reduce the impact of construction and building use on the natural environment.

Fossil fuels – any of a class of fuels from living things, such as oil, gas, coal and wood, that contain hydrocarbons and can be used as a source of energy when combusted.

G21 – the formal alliance of government, business and community organisations working together to improve the lives of people within the Geelong region across five municipalities including: Colac Otway, Golden Plains, Greater Geelong, Queenscliff and Surf Coast.

Global Reporting Initiative (GRI) framework – the GRI reporting framework consists of universal standards and topic standards that organisations can use to prepare and report information that showcases significant sustainability impacts.

Green-blue infrastructure – refers to the natural and built assets within urban landscapes which are living (green) and which manage water (blue).

Greenhouse gases – atmospheric gases responsible for causing global warming and climate change. The six Kyoto Protocol classes of greenhouse gases are carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydro-fluorocarbons (HFCs), per-fluorocarbons (PFCs) and sulphur hexafluoride (SF6).

Green economy – is a clean, environmentally friendly economy that promotes health, wealth, and well-being.

Green power – electricity that is generated using low-impact, fully renewable energy sources that result in the lowest burden to the environment.

Green Star – a framework of best practice benchmarks for sustainability in developing a green building.

GWh – gigawatt hours.

Integrated water management – water cycle systems including natural, built and services aspects, such as waterways, wetlands and floodplains, drainage and stormwater, drinking water and sewerage, as well as water's interfaces with the land in public open spaces.

Mitigation – also referred to as emissions reduction, mitigation is any human intervention or activity that reduces the sources or enhances the sinks of greenhouse gases.

Net zero emissions – achieving a balance between emissions produced (sources) and emissions taken out of the atmosphere (sinks).

Northern and Western Growth Areas (NWGGA) – is the largest urban growth project in regional Victoria, comprising 5,367 hectares with the potential to accommodate 110,000 new Geelong residents.

Renewable energy – energy that comes from a source or processes that are constantly replenished, such as solar, wind and hydro (water).

Resilience – the capacity of something (ecosystems, people, groups and organisations) to adapt, survive and continue to function and thrive despite stresses and shocks.

Sustainability Advisory Committee – established in 2021, the committee is made up of 13 members with expertise in environmental management, social and community planning and financial analysis.

Sustainable Development Goals (SDGs) – 17 goals that all United Nations Member States have agreed to work towards to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

UNESCO – United Nations Educational, Scientific and Cultural Organization, a specialised agency of the United Nations (UN) aimed at promoting world peace and security through international cooperation in education, arts, sciences, and culture.

Urban Heat Island Effect – the way built-up areas have a greater capacity to absorb, hold and emit the sun's heat, compared to rural areas.



APPENDIX 1 – OUR DATA

OUR PEOPLE

We currently employ a total of 2,766 people – equivalent to 1,712.1 full-time employees.*

Our turnover† in 2020–21 was 10.4 per cent – up from 8.4 per cent the previous year.

EMPLOYEE TYPE - GENDER	CEO	CITY PLANNING AND ECONOMY	CITY SERVICES	COMMUNITY LIFE	CUSTOMER AND CORPORATE SERVICES	STRATEGY, PEOPLE AND PERFORMANCE
Full-time – W	28.6	94.2	65.5	248.9	67.9	47.3
Full-time – M	7.0	106.3	384.7	64.9	72.0	17.1
Full-time – X	0	0	0	0	0	0
Part-time – W	4.6	50.0	14.5	284.9	24.8	5.2
Part-time – M	0.5	16.1	2	25.9	4.1	0
Part-time – X	0	0	0	0	0	0
Casual – W	0	5.1	0.4	45.5	2.5	5.0
Casual – M	0.1	2.7	1.9	11	0.7	0
Casual – X‡	0	0	0	0	0	0
Total	40.8	274.4	469.0	681.2	172.0	74.6

Legend: W = Women, M = Men, X = persons of self-described gender

* As at 30 June 2021

† Excludes casual employees

‡ Total includes 0.1 FTE (Casual) of self-described gender

Table I: Total full-time equivalent employees by directorate, employment condition and gender in 2020–21

AS AT 30 JUNE 2021	CITY SERVICES DIRECTORATE	COMMUNITY LIFE DIRECTORATE	CUSTOMER & CORPORATE SERVICES DIRECTORATE	STRATEGY, PEOPLE & PERFORMANCE DIRECTORATE	TOTAL
Aboriginal	1	8	1	–	10
Torres Strait Islander	–	–	–	1	1
Both	–	–	1	–	1
Total	1	8	2	1	12

Table II: Diversity of employees by the number of Aboriginal and Torres Strait Islander people employed at the City

EMPLOYEE DEMOGRAPHIC	% OF INDIVIDUALS WITHIN THE ORGANISATION'S GOVERNANCE BODIES	% OF INDIVIDUALS WITHIN SENIOR LEADERSHIP	% OF INDIVIDUALS WITHIN MIDDLE LEADERSHIP	% OF INDIVIDUALS WITHIN FRONTLINE
Gender				
Female	33.00	50.00	47.20	67.80
Male	67.00	50.00	52.80	32.10
Age Group				
Under 30	8.00	0.00	11.73	20.34
30–50	25.00	52.50	54.00	38.20
50 and Over	67.00	47.50	34.30	40.50
Aboriginal and Torres Strait Islander	0.00	0.00	00.03	0.43

Table III: Diversity of governance bodies by gender, age, and relevant minority or vulnerable groups, including the number of Aboriginal and Torres Strait Islander people employed at the City

	EMPLOYEES	TEAM MEMBER NEW HIRES	RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD	TEAM MEMBER TURNOVERS	RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD
Gender	Total	423	-	371	-
	Female	265	0.096591945	238	0.086750501†
	Male	158	0.057590669	133	0.048478221
Age Group	Under 30	148	0.053945690	90	0.032804811
	30–50	210	0.082012028	141	0.051394204
	50 and Over	65	0.023692364	140	0.051029707

* Headcount, as opposed to FTE is used for all indicators across Disclosure 401-1.

† Turnover rate overall for all genders across the organisation was slightly higher than the previous financial year, however remained with expected range. The split of turnover between females and males here cannot be commented on in great detail as this is the first year of completing this measure and previous year's data doesn't exist for comparison.

Table IV: Number and rate of employee hires and turnover, by age group, gender and region

For all indicators across Disclosure 401-1, all Employment Types including Casual have been included as there is no directive to do otherwise. Agency staff are not included. For indicators that ask for the rate, the denominator used across Disclosure 401-1 is 2743.5 which is the average of:

a. City's headcount at 1 July 2020 and,

b. City's headcount at 30 June 2021.

PARENTAL LEAVE	ENTITLED TO PARENTAL LEAVE	TOOK PARENTAL LEAVE	EMPLOYEES THAT RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED	EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED THAT WERE STILL EMPLOYED 12 MONTHS AFTER THEIR RETURN TO WORK	RETURN TO WORK AND RETENTION RATES OF EMPLOYEES THAT TOOK PARENTAL LEAVE
Female	1281	61†	61‡	36§	0.878#
Male	731**	22††	22‡‡	14§§	0.875##

Table V: Parental leave by gender

* The number of female permanent and fixed term staff who have reached 12 months continuous service.

† Includes both paid and unpaid maternity leave that commenced in 2020–21.

‡ Includes both paid and unpaid maternity leave that ended in 2020–21. It is noted that this number (and the one for males) is the same as that at the corresponding measure in b. This is a coincidence.

§ Count of females with maternity leave that ended in 2019–20 and were still employed in 2020–21

Of the 41 female employees who returned to work following maternity leave in 2019–20, 36 remained employed as at 30 June 2021. This is a retention rate of 87.8 per cent.

** The number of male permanent and fixed term staff who have 12 months or more service.

†† Count of staff with paternity leave that commenced in 2020–21.

‡‡ Count of staff with paternity leave that ended in 2020–21.

§§ Count of males with paternity leave that ended in 2019–20 and were still employed in 2020–22.

Of the 16 male employees who returned to work following paternity leave in 2019–20, 14 remained employed as at 30 June 2021. This is a retention rate of 87.5 per cent

OCCUPATIONAL HEALTH AND SAFETY

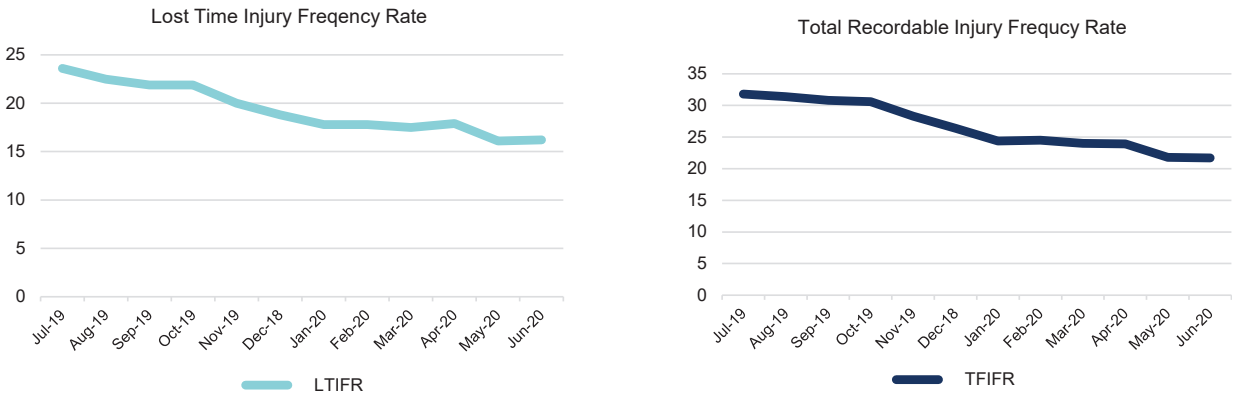


Figure I: Work–related injuries (Lost Time Injury and Total Recordable Injury Frequency Rates) July 2020–June 2021

APPENDIX 2 – GLOBAL REPORTING INITIATIVE INDEX

The Global Reporting Initiative (GRI) is a network-based organisation that has developed the world's most widely used sustainability reporting framework.

This framework sets out the principles and indicators that organisations can use to measure and report their economic, environmental and social performance. It increases accountability and enhances transparency as it relates to sustainable development.

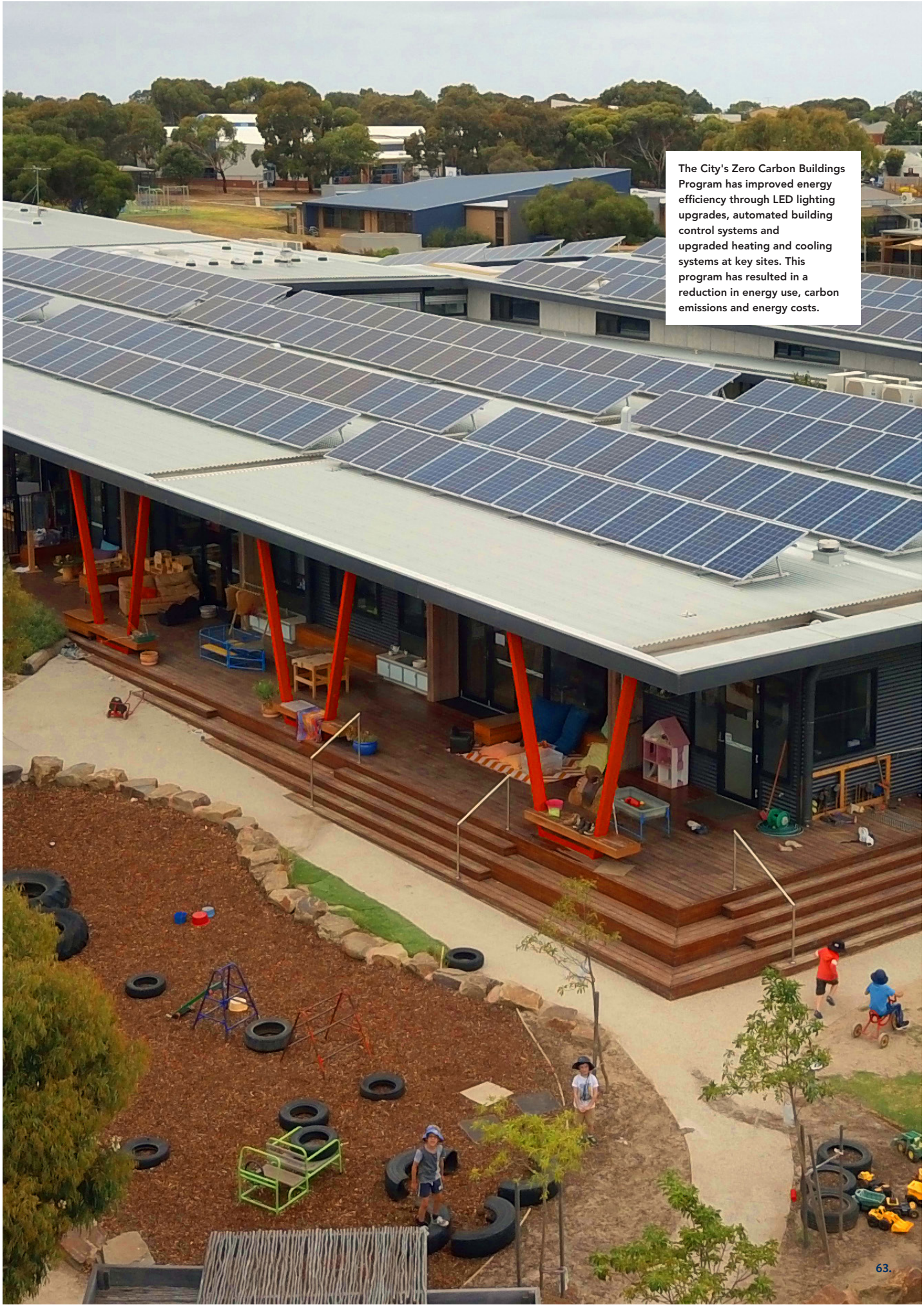
This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

GLOBAL REPORTING INITIATIVE CONTENT INDEX	
GRI DISCLOSURE	**REFERENCE OR RESPONSE**
GRI Disclosure 102-2: Name of the organisation	City of Greater Geelong
GRI Disclosure 102-2: Activities, brands, products and services	Refer to https://geelongaustralia.com.au/council/default.aspx
GRI Disclosure 102-3: Location of headquarters	Refer to back cover of this report
GRI Disclosure 102-4: Location of operations	*Our Community Plan 2021–25*, 'Our Region' section
GRI Disclosure 102-6: Markets served	Refer to back cover of this report
GRI Disclosure 102-8: Information on employees and other workers	'Our Data' section of this report
GRI Disclosure 102-14: Statement from senior decision-maker	'Mayor and CEO Message' section of this report
GRI Disclosure 102-46: Defining report content and topic Boundaries	*Sustainability Framework 2020*
GRI Disclosure 102-50: Reporting period	'About this report' section of this report
GRI Disclosure 102-52: Reporting cycle	'About this report' section of this report
GRI Disclosure 102-53: Contact point for questions regarding the report	Refer to back cover of this report
GRI Disclosure 102-54: Claims of reporting in accordance with the GRI Standards	This page
GRI Disclosure 102-55: GRI content index	This table
GRI Disclosure 201-1: Direct economic value generated and distributed on an accrual's basis	Not available
GRI Disclosure 201-2: Financial implications and other risks and opportunities due to climate change	Not available

GLOBAL REPORTING INITIATIVE CONTENT INDEX	
GRI DISCLOSURE	**REFERENCE OR RESPONSE**
GRI Disclosure 203-1: Infrastructure investments and services supported	Not available
GRI Disclosure 203-2: Significant positive and negative indirect economic impacts on stakeholders and the economy	Not available
GRI Disclosure 204-1: Proportion of spending on local suppliers	'Responsible and Transparent Business' section of this report
GRI Disclosure 205-1: Total number and percentage of operations assessed for risks related to corruption, and the significant risks identified	We conducted an organisation wide fraud and corruption risk assessment in September 2020. With a risk-based approach, we looked at activities where the risks of fraud and corruption were either more likely or would have the greater impact. Out of four risks of fraud and corruption assessed, we found that one was of a medium level (our assets including equipment, supplies and retail items are stolen, misused or misappropriated) and three were of a high level (our funds are stolen or diverted, an officer or Councillor accepts or offers a bribe, or abuses their position for personal gain, falsification or misuse of data, documents or statements).
GRI Disclosure 304-3: Size and location of all habitat areas protected / restored	'Protecting Our Environment' section of this report
GRI Disclosure 304-4: Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation	Not available - will need to assess as part of the development of the biodiversity strategy
GRI Disclosure 305-1: Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	'Protecting Our Environment' section of this report
GRI Disclosure 306-2: Actions taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain	We employed two additional kerbside bin inspection teams to audit bin contamination and provide community education. The City adopted the Single Use Plastic Policy. Upgrade of our resource recovery centres to assist community to drop-off recyclable materials.
GRI Disclosure 308-1: Percentage of new suppliers that were screened using environmental criteria	New suppliers are not screened using environmental criteria unless they are part of a tender process. This is specifically a criterion in the tender process.
GRI Disclosure 401-1: Number and rate of employee hires and turnover, by age group, gender and region	'Our Data' section of this report – Table 5
GRI Disclosure 401-3: Parental leave by gender	'Our Data' section of this report – Table 6
GRI Disclosure 403-9: Work-related injuries (Lost Time Injury and Total Recordable Injury frequency rates)	'Our Data' section of this report – Figure 7
GRI Disclosure 403-10: Work-related ill health	Not available
GRI Disclosure 404-1: Average hours of training per year per employee	Refer to People and Culture Transformational Strategy

GLOBAL REPORTING INITIATIVE CONTENT INDEX

GRI DISCLOSURE	REFERENCE OR RESPONSE
GRI Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs	In 2020–21 we developed and implemented a new Leadership Capability Framework aligned with the Future Ways of Working (FWoW) project horizons that will steer all new and centralised training efforts for all workforce. Informed by a training needs assessment early 2021, a new plan was developed and approved for our future training investments. A public tender commenced towards the end of the 2020–21, due to conclude in January 2022, in order to select a panel of external providers to deliver training and development. The new training will deliver offerings that will address critical gaps across our workforce. Additionally, a number of employees were provided with funding support to undertake external training and studies, and supported by leave of absence, up to a total of $1,728 in 2020–21. All People Leaders were also invited to a new program offering, 'Leading for Wellbeing', that offered more than 300 people leaders six workshops addressing timely development needs to supporting self and others through the current operating landscape focusing on supporting wellbeing. Transition to retirement is mentioned in our Enterprise Agreement at cl.5.8.1 and is a clause that is going to be redeveloped as part of the current negotiations. We also negotiate exits including ETP on an ad-hoc basis when the situation indicates there is a risk related to the termination / employee exit, these can, and do, include access to Outplacement Services where appropriate. Where an employee is made redundant their redundancy pay is made up of an amount calculated based on their years of service, and all notice payments take age into account with an additional week of pay where the employee is over 45 years old, they also receive access to Outplacement Services where they elect to participate in them, and an additional lump sum payment.
GRI Disclosure 405-1: Diversity of governance bodies and employees by gender, age, and relevant minority or vulnerable groups, including the number of Aboriginal and Torres Strait Islander people employed at the City	'Our Data' section of this report – Table 4
GRI Disclosure 406-1: Incidents of discrimination and corrective actions taken	Not available
GRI Disclosure 411-1: Incidents of violations involving rights of indigenous peoples and corrective actions taken	Not available
GRI Disclosure 413-1: Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	Not available
GRI Disclosure 414-1: Percentage of new suppliers that were screened using social criteria	A total of 531 new suppliers were added in the 2020–21 financial year. Of these, 61 suppliers were new contracts. Part of the selection criteria for new contracts is social criteria which forms part of the tender process.
GRI Disclosure 416-1: Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Not available
GRI Disclosure 418-1: Total number of substantiated complaints received concerning breaches of customer privacy	Not available



The City's Zero Carbon Buildings Program has improved energy efficiency through LED lighting upgrades, automated building control systems and upgraded heating and cooling systems at key sites. This program has resulted in a reduction in energy use, carbon emissions and energy costs.

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3. RECORD OF INFORMAL MEETINGS OF COUNCILLORS

Source: **Office of the Chief Executive**
Chief Executive Officer: **Martin Cutter**

Summary

1. The Governance Rules of the City of Greater Geelong require the tabling of records of informal meetings of Councillors at the next convenient Council meeting and that their record be included in the minutes of that Council meeting.
2. A summary of the informal meetings of Councillors is attached.

RESOLUTION - Item 3.1

Cr Murrihy moved, Cr Harwood seconded -

That Council receive the summary of the informal meetings of Councillors for the period to 22 March 2022.

Carried

INFORMAL MEETINGS OF COUNCILLORS
(Council Meeting 22 March 2022)

Informal Meeting Details	Councillors	Officer Attendees	Agenda Items	Conflict of Interest Disclosures
Strategic Briefing **1 March 2022**	Crs Sullivan, Mason, Murrihy, Nelson. Aitken. Harwood, Moloney, Kontelj	M Cutter (CEO) G Smith (DIR) R Stevens (DIR) G Wilson-Browne (DIR) K Phyland (DIR) S McKew (MGR) J Hurse (MGR) B Hartley (MGR) A Bain (CO ORD) A Higgs (CO ORD) M Tesoro (CO ORD) K Shearer (CO ORD) A Schmidt (PROJ MGR) J Holmes (OFF) J Yeoh (OFF)	• Northern and Western Geelong Growth Areas/Precinct Structure Plan • Councillor Gift Policy • Gambling Harm Minimisation Policy	Cr Harwood declared a Conflict of Interest in the Gambling Harm Minimisation Policy item and left the meeting prior to discussion. Cr Murrihy declared a Conflict of Interest in the Gambling Harm Minimisation Policy item and left the meeting prior to discussion
Presentation **7 March 2022**	Crs Sullivan, Mason, Mansfield, Moloney, Aitken	M Cutter (CEO) G Smith (DIR) K Phyland (DIR) R Thomas (MGR) K Ivens (Snr Advisor - Mayor & CEO) C Murnane (Partnerships Lead)	Presentation : Australian Conservation Foundation	• Nil

Informal Meeting Details	Councillors	Officer Attendees	Agenda Items	Conflict of Interest Disclosures
Councillor Briefing **8 March 2022**	Crs Sullivan, Aitken, Grzybek, Harwood, Kontelj, Mansfield, Mason, Moloney, Murrihy, Nelson	M Cutter (CEO) G Smith (DIR) R Stevens (DIR) M Dugina (DIR) G Wilson-Browne (DIR) K Phyland (DIR) S McKew (MGR) R Thomas (MGR) A Miller (MGR) J Thomas (CO ORD) K Pizzi (MGR) K Ivens (Snr Advisor Mayor & CEO)	*Presentations:* • Nil *Discussion:* • Viva Energy – Environmental Effects Statement *Council Reports:* • Youth Council First Report 2022 • COVID-19 Support Package – Hospitality Support • Dog Control Orders – Breamlea • Review of the Marketing and Placemaking Activities for Central Geelong • Sports Lighting • Tender T2200043 Building Better Bike Connections – Southern Link Stage 2 • Tender T2200024 Provision of Environmental Land and Wetland Management Services • Planning Committee Annual Review • Proposed Road Discontinuance – New Station Estate • Chief Executive Officer Employment and Remuneration Policy • Our Community Plan Quarterly Report – December 2021 • Sustainability Performance Report 2021 • Warralily Grange Stages 11, 12, 13 & 15 Revocation of Flood Prone Area Designation of New Lots • Warralily Stage 103 Revocation of Flood Prone Area Designation of New Lots • Regional Renewable Organics Network – Waste Supply Agreement *(Confidential)*	• Cr Grzybek declared a Conflict of Interest in Tender T2200043 Building Better Bike Connections – Southern Link Stage 2 and left the meeting prior to discussion. • Cr Harwood declared he would monitor an item with respect to a potential Conflict of Interest.

Informal Meeting Details	Councillors	Officer Attendees	Agenda Items	Conflict of Interest Disclosures
Councillor Annual Planning & Budgeting Briefing No 5 **9 March 2022**	Crs Sullivan, Aitken, Harwood, Kontelj, Mansfield, Mason, Moloney, Murrihy, Nelson	M Cutter (CEO) G Smith (DIR) R Stevens (DIR) M Dugina (DIR) G Wilson-Browne (DIR) K Phyland (DIR) S McKew (MGR) B Hartley (MGR) K Olesnicky (Chief Financial Officer) N O'Shea (Head Financial Planning & Analysis) M Hirst (OFF) L Jacobsen (OFF)	• 2022-23 Annual Planning and Budget Process	• Nil
Councillor Briefing **15 March 2022**	Crs Sullivan, Aitken, Grzybek. Harwood, Kontelj, Mansfield, Mason, Moloney, Murrihy, Nelson	M Cutter (CEO) G Wilson-Browne (DIR) M Dugina (DIR) G Smith (DIR) K Phyland (DIR) S McKew (MGR) K Pizzi (MGR) J Spec (Gender Equality Consultant) T Donovan (MGR)	• Governance Refresher • G21 Update • Gender Equality Action Plan • Future Ways of Working Update	• Nil

4. PLANNING DELEGATIONS

Source: **City Planning & Economy**
Director: **Gareth Smith**

Purpose

1. To provide the schedule of planning permit applications determined under delegation since the last report.

Background

2. Section 11 of the *Local Government Act 2020* and section 188 of the *Planning and Environment Act 1987* empower Council to delegate its powers, duties and functions under relevant legislation to members of Council staff.

3. Section 63 of the Local Government Act 2020 and section 188 of the Planning and Environment Act 1987 allow Council to establish a delegated committee with the power to determine planning permit applications.

4. Council to Staff Instrument of Delegation allows staff to determine planning permit applications where there are less than 6 objections lodged.

5. The Planning Committee's terms of reference provide for determination of planning permit applications where there are 6 or more objections lodged.

6. The City is required by Council to provide information on planning permit applications determined under delegation.

Key Matters

7. The Schedule attached to this report provides information on the planning permit applications determined under delegation since the last report.

RESOLUTION - Item 4.1

Cr Grzybek moved, Cr Harwood seconded -

That Council receive the information in the Schedule titled Planning Decisions Report February 2022.

Carried

Attachments

1. PD March 2022 [**4.1.1** - 2 pages]

Planning Decisions Report February 2022

App Number	Location	Application Type	Decision Date	Description	Authority Description
PP-1049-2021	500 Princes Highway, WAURN PONDS VIC 3216	Construction of a Dwelling	11/2/2022	DMC Refusal	Decision Making Committee
PP-132-2018	261 Roslyn Road, HIGHTON VIC 3216	Construction of five two storey dwellings in the Residential Growth Zone Schedule 2 Subdivision of the land into five lots and common property	17/2/2022	Extended Planning Permit	Delegated Authority
PP-1392-2012/B	90 Autumn Street, GEELONG WEST VIC 3218	Construction of a Double Storey Office Building comprising of Four Tenancies, Use of the land for Office purposes, Reduction in the Standard Car Parking requirements and Waiver of the Standard Loading Bay Requirements	22/2/2022	Grant an Amended Planning Permit-(No Appeal Lodged)	Delegated Authority
PP-1529-2020	28 Pembroke Street, CORIO VIC 3214	Development of the land for Four Dwellings	18/2/2022	NOD - Planning Permit	Decision Making Committee
PP-471-2021	23 Gordon Avenue, GEELONG WEST VIC 3218	Use and Development of a Place of Assembly (Live Music Entertainment Venue), Liquor Licence, Electronic Signage and Waiver of Bicycle & Car Parking	11/2/2022	NOD - Planning Permit	Decision Making Committee
PP-592-2021	85 Pakington Street, GEELONG WEST VIC 3218	Use of the Land as Dwellings, Construction of a Four Storey Building containing Sixteen Dwellings and Three Shops, Associated Subdivision, Construct and Display Business Identification Signage and a Reduction of the Visitor and Shop Parking Requirements	4/2/2022	NOD - Planning Permit	Decision Making Committee
PP-975-2021	39 Bay Street, RIPPLESIDE VIC 3215	Construction of Fifty-Three (53) Dwellings and Demolition and Alterations and Extension to a Building within a Heritage Overlay	28/2/2022	NOD - Planning Permit	Decision Making Committee
PP-1006-2021	8 Washington Street, CORIO VIC 3214	Construction of a Second Dwelling	14-Feb-2022	NOD - Delegate	1
PP-1133-2021	1/2-4 Drumcondra Avenue, DRUMCONDRA VIC 3215	Alterations and Additions to an Existing Dwelling on a lot less than 300m2	8-Feb-2022	NOD - Delegate	1

PP-1317-2021	6 Villamanta Street, GEELONG WEST VIC 3218	Partial Demolition and Alterations and Additions to a Dwelling	11-Feb-2022	NOD - Delegate	1
PP-1333-2021	2/62-64 Dare Street, OCEAN GROVE VIC 3226	Extension to Dwelling on a Lot Less than 300sqm	8-Feb-2022	NOD - Delegate	1
PP-1397-2021	370 Ryrie Street, GEELONG VIC 3220	Construction of a Habitable Outbuilding	10-Feb-2022	NOD - Delegate	1
PP-192-2021	61 Lake View Crescent, ST LEONARDS VIC 3223	Buildings and Works associated with the Construction of Three (3) Dwellings	9-Feb-2022	NOD - Delegate	5
PP-620-2021	31 Bickford Road, GROVEDALE VIC 3216	Alterations to the Existing Dwelling, Construction of a Second Dwelling and a Two Lot Subdivision	3-Feb-2022	NOD - Delegate	1
PP-815-2021	3 Carr Street, BELMONT VIC 3216	Construction of Three (3) Dwellings and Three (3) Lot Subdivision	25-Feb-2022	NOD - Delegate	3

5. CONFIDENTIAL

Council will close the meeting to the public in accordance with the provision of section 66(2) of the *Local Government Act 2020* to consider the following item:

5.1. Regional Renewable Organics Network – Waste Supply Agreement

Source: City Services
Director: Guy Wilson-Browne

CONFIDENTIAL

RESOLUTION - Item 5.1

Cr Aitken moved, Cr Moloney seconded -

That Council consider this report at the conclusion of the meeting as it is designated confidential by the Chief Executive Officer pursuant to sections 3(1) and 66(5) of the Local Government Act 2020. The information contained in this report is confidential because it contains Council business information being information that would prejudice the Council's position in commercial negotiations. This section is applicable because of the sensitive nature of the information and if prematurely released, would prejudice the Council's position in commercial negotiations.

Carried

CLOSE OF MEETING

Cr Mason moved, Cr Grzybek seconded -

That the meeting be closed to the public.

Carried

The meeting was closed to the public at 9.01pm

Cr Mason moved, Cr Murrihy seconded -

That the meeting be re-opened to the public.

Carried

The meeting was opened to the public at 9.06pm

As there was no further business the meeting closed at 9.06pm on Tuesday 22 March 2022.

Signed: _____

Cr Trent Sullivan (Deputy Mayor)

Date: _____