

MINUTES

COUNCIL MEETING

Tuesday 26 March 2024
6:30 pm

City Hall
57 Little Malop Street, Geelong 3220

LIVE STREAMED ON THE CITY'S WEBSITE:

www.geelongaustralia.com.au/meetings

COUNCIL:

Cr T Sullivan (Bellarine Ward) - Mayor
Cr A Aitken (Windermere Ward) - Deputy Mayor
Cr J Mason (Bellarine Ward)
Cr E Wilkinson (Bellarine Ward)
Cr M Cadwell (Brownbill Ward)
Cr E Kontelj (Brownbill Ward)
Cr P Murrihy (Brownbill Ward)
Cr B Harwood (Kardinia Ward)
Cr B Moloney (Kardinia Ward)
Cr R Nelson (Kardinia Ward)
Cr S Hathway (Windermere Ward)

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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, present and emerging. We acknowledge all Aboriginal and Torres Strait Islander people who are part of our Greater Geelong community today.

1.2. Apologies

Nil

1.3. Leaves of Absence

Nil

1.4. Declarations of Conflicts of Interest

Cr Kontelj declared a Conflict of Interest in Agenda Item 2.8 Tender T2800112 Hardwaste Collection Services in that the successful tenderer is a customer of the business of which Cr Kontelj is a Director.

Cr Aitken declared a Conflict of Interest in Agenda Item 5.2 Regional Assessment Services Tender (Confidential), in that a member of Cr Aitken's family is employed in Council's Aged and Disability Care Unit which this tender relates to.

1.5. Confirmation of Minutes

Cr Hathway moved, Cr Cadwell seconded -

That the Minutes of the Council Meeting held on 27 February 2024 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. Christopher Bates – Busking Permits
2. Barry White – Serendip Sanctuary
3. Angela Carr – CoGG Social Housing Plan
4. Vicki Perrett – Prospect Hill Waste Incinerator and Green Spine
5. Jenny Knox – St Leonards
6. James Taylor – Road Sealing – Park Street, Portarlington
7. Gary Oraniuk – Geelong Homelessness
8. Dante Di Donato – Road Sealing – Park Street, Portarlington
9. Jeanne Nel – Trees on Private Land
10. Louis De Koker – Governance
11. Marilyn McLaren – North Bellarine Aquatic Centre
12. Louis Skeen - North Bellarine Aquatic Centre
13. Chris Skeen - North Bellarine Aquatic Centre
14. Monique Macleod - North Bellarine Aquatic Centre
15. Geraldine Harrington - North Bellarine Aquatic Centre
16. Nicole Hopkins – State Government Grant Opportunities
17. Jeff Jarvis - State Government Grant Opportunities
18. Neil Sandwith - State Government Grant Opportunities
19. Luke Keane - State Government Grant Opportunities
20. Kathleen Riches – International Conflict
21. Noor Al – International Conflict
22. Maureen Riches – International Conflict

Submitter 1. Christopher Bates**Question 1:**

Thank you for supporting music in Geelong - with the instruments installed at the back of Market Square, the regular performances in the mall, and the criteria for suitable busking on the Council website, recognising it as a valid activity - one I've seen people enjoy here. Since many social activities stopped during the pandemic, and while some have resumed, some have never become what they were before or what they could be; my question here aims to restore and/or increase opportunities in Geelong for busking, as part of our clever and creative city. Here's one option, I quote the Busking team at City of Melbourne: "At its meeting on Tuesday 29 March 2022, Council unanimously voted to waive busking permit fees until 31 October 2022." Other requirements remained in place, for safety and to be considerate of other residents and businesses.

The City of Melbourne now charges \$30.60 per year for a general area busking permit. The City of Greater Geelong website currently says busking permits cost \$20.00 per month in Geelong; this adds up to \$240 per year, an amount that could fund many trips to Melbourne. To make it easier for Geelong talent to perform down here and bring fun & creativity to local residents, can our Council please vote on a motion? "that we waive busking permit fees within City of Greater Geelong for one year beginning 20 April 2024".

Thank you for your question, Christopher.

The City recognises that busking is a vital part of the Geelong Community, and it has been agreed to review the busking permit process in the first half of the next financial year. This review will include the pricing structure.

Additionally, The City of Melbourne is currently reviewing the pricing of their busking permits and will be proposing an increase to these fees, as the discounted fees were a part of the Covid Support Package.

Submitter 2. Barry White**Question 1:**

At the previous meeting on February 27 I requested Council support on two matters relating to developments at Serendip Sanctuary. Q1. I asked Council to arrange a meeting between the Minister for Environment and Tourism Steve Dimopoulos, council, and community representatives to discuss the regional importance of Serendip in conservation, education and particularly, tourism. The mayor advised that he was meeting with the Minister in Geelong and would add this to the discussion agenda. Was this done, and what was the outcome?

If it wasn't raised, why wasn't it, and will he now request such a meeting? I also asked for council to approach the Executive Director of Tourism Greater Geelong as Council representative on the You Yangs Precinct Master Plan reference group to take a more proactive role in promoting tourism at Serendip, given its importance and opportunities for the wider Geelong region. Was this done?

Question 2:

We have been briefed on a multimillion-dollar proposal for a major caravan park and short-term tourist accommodation in Forest Road Lara. This is ideally situated between the You Yangs and Serendip Sanctuary and would fill a long-time gap in tourism development in the northern region. Importantly it would complement the You Yangs Precinct Master Plan and attract tourists from the Spirit of Tasmania service. We have been told that many RV and caravan tourists coming from the Ferry have no overnight or short stay camping options locally available with many using paddocks around Inverleigh, before leaving our region. This undermines opportunities for increased visitor time in our northern region and will defeat a key objective of the You Yangs and Serendip Master Plan to bring more tourists to visit these attractions and other features such as the regional wineries, RAMSAR areas, and support for regional businesses. We understand that the planning department has rejected the proposal primarily because it is in the farm zone and despite efforts by the private investors to meet planning requirements, the response from council planners has been negative.

This opportunity has been a long time coming and we should do everything necessary to facilitate its establishment. Will the planning department review its current opposition to this proposal, and play a constructive role in supporting this much needed development before the investors seek options elsewhere?

Thank you for your questions, Barry.

Question 1:

The Mayor has reached out to the Minister for Tourism, Steve Dimopoulos to discuss Serendip Sanctuary and we are awaiting a response.

The Executive Director Tourism, is a member of the stakeholder forum for the You Yangs Precinct Master Plan as a representative of Tourism Greater Geelong and The Bellarine Inc. Tourism Greater Geelong and the Bellarine actively promote Serendip Sanctuary and the surrounding assets in their marketing activity. There is a dedicated digital presence for the precinct at visityouyangs.com.au in addition to stories about Serendip Sanctuary in printed guides and dedicated resources through the Tourism Geelong Visitors Centre.

Question 2:

Council has not received an application for this development and as such Officers have not formed a view on the proposal.

Submitter 3. Angela Carr

Question:

In line with Council's existing social housing plan, what concrete steps are being taken to progress the plan now that three sites have been identified by Council and community feedback has been received in response to social housing being proposed for those locations?

Thank you for your questions, Angela.

The City's Social Housing Plan outlines recommended strategies in Leadership, Planning, Investment and Partnerships. The City has made progress in all these key strategy areas. Council has endorsed the establishment of the Affordable Housing Trust and is currently considering feedback and challenges with alternative delivery model to fast track the potential use of three council owned sites for social housing.

The City is following the development of the National Housing and Homelessness Plan and provided a comprehensive submission to the National Housing and Homelessness Plan consultation. Our submission has outlined the overall housing affordability issues with a regional focus, specific to Geelong, including the lack of social and affordable housing. The City has made recommendations for, integration of planning and housing outcomes in the NHHP with a national urban policy agenda and funding or investments infrastructure in the region to support urban developments that enable the delivery of more social and affordable housing.

Submitter 4. Vicki Perrett

Question 1:

Proposed Prospect Hill Waste Incinerator in Lara Last month, the Committee for Geelong held a member forum to examine both sides of this planned waste incineration project. Subsequently they have published a statement confirming that in their opinion this project "does not align to our vision and aspirations for our city". Their particular concerns related to:

- Geelong becoming a destination for waste from across Victoria (and beyond) - the site's proximity to residential housing and its negative impact on both established and growth suburbs at a time where there are pressures on housing supply - the facility's size and location would create a dominant, visually disagreeable landmark in contrast to our UNESCO City of Design status - potential health impacts for the community in terms of air quality and residual particles landing on produce grown in the region, and - the overall environmental benefits of the proposal.

Mr Mayor, last September you wrote to the Planning Minister, Hon Sonya Kilkenny passing on the community's concerns regarding this big toxic waste incinerator. Tonight, we ask will you to write again to the Minister, this time on behalf of the City, calling for the Victorian Government to prevent this proposal proceeding?

Question 2:

Bike lanes along Green Spine The Green Spine vision promised a linear botanic park with gathering spaces along Malop Street from Johnstone Park to Eastern Park. The design had a two-way bike lane along the southern side of street that was physically separated from cars. When I rode along Malop Street recently, I was so disappointed to realise that Stage 3 was no better than Stage 2. There are only painted bike lanes and cars cross the bike lane to park against the curb. I understand a local resident, Ashley Goldstraw has emailed all Councillors a short 2-minute video that provides a cyclist's perspective of this newest section. The G21 Integrated Transport Strategy predicts that business as usual will increase travel times fourfold by 2041. Reducing our car dependence, improving public transport and providing safe routes for cyclists are vital components of a liveable, vibrant modern city. We all share an ardent desire to see central Geelong revitalised.

Councillors, have you watched @bikeroutebuddy's video of Stage 3 of the Green Spine? Do you now have a better understanding about the importance of grade separation between cyclists and drivers?

Thank you for your questions, Vicki.

Question 1:

As you stated during the formal engagement processes that was opened by the State Government, I, on behalf of the Councillor group came to a consensus that we would write a lining series of objections that the community had come to us with, and that was conveyed and lodged as an objection throughout the process.

We do not know if we are going to be formally re-engaged with the process for further consultation so even as recently as tonight, I've discussed with the Councillor group and we are definitely open to writing a further letter. We will be drafting what we may be sending off in a further letter to both the Minister and the State Government.

Question 2

The safety of all road users, including cyclists, pedestrians and drivers is of utmost importance to us at the City. Green Spine Block 3 is a Revitalising Central Geelong project led by the Department of Transport and Planning. The project's design intent is to install bicycle lane separators along the entire length of both sides of the road. However, due to staged delivery, the centre median remains in place, and interim buffer zones marked with chevron lines are currently in use. Revitalising Central Geelong is actively seeking funding to complete the north side of the street, thereby realising the vision of fully separated bike lanes.

Submitter 5.**Jenny Knox****Question 1:**

As you are aware many residents in the St Leonards community are awaiting the closure of Ibbotson St between Bluff and Murradoc roads, so that restoration of this important biolink can begin. The internal security fencing that runs along Ibbotson adjacent to stage 2 of the Lifestyle Village expansion between Bluff and the Ibbotson St, 'truck entrance' has been pulled down or removed. This has, and is resulting in damage to the existing verge vegetation and trees, that is part of the future greenway. Can Council explain if permission was granted to the developer, Dennis Homes or other commercial business to remove the security fencing and damage vegetation that should be protected?

Question 2:

If permission was not granted, what action and penalties will council apply, to ensure the protection of this important EVC. If permission was granted, why was it granted, and what conditions were applied if any? What monitoring will Council undertake to ensure either conditions are met or that further damage does not occur?

Thank you for your questions, Jenny.

It is acknowledged that a permit is required for any native vegetation removed in a road reserve.

Under the current approved planning permit for the site (PP-1092-2018/A) an endorsed Construction Environmental Management Plan ("CEMP") provides for the majority of the vegetation along Bluff Road to be retained with the exception for the removal of trees within the new proposed intersection into the subdivision (at the extension to Thornton Avenue).

Council's Planning Enforcement Unit will follow up to ensure that the works are in accordance with the permit requirements. If the vegetation damaged is not in accordance with the permit, then Council may undertake further enforcement action.

Submitter 6. James Taylor**Question 1:**

Re Road Sealing - Park Street, Portarlington How does Council reconcile its proposal to impose a special rate of almost \$80,000 (an amount equivalent to more than 20 times the annual general rate) on the home of one residential property owner (namely me) to fund the sealing of part of Park Street with the general cost of living reduction measures being adopted by Governments and Councils throughout Australia, and would the implementation of such a special rate demonstrate that Council is out of touch with or contemptuous of its constituents?

Question 2:

Re Road Sealing - Park Street, Portarlington. Can Council explain how it justifies its proposal to levy a special rate for the construction of Park Street of almost \$80,000 (almost one quarter of the total property holder contributions to the scheme) on my property whereas the property on the other side of the road, which enjoys a similar frontage to Park Street as mine is to be levied with only \$12,946.49? The project manager claims that it is in part because the property over the road also has a frontage to Langdon Street, but my property also has a frontage to Willis Street and a partial frontage to Langdon Street, so that second street frontage cannot be the real explanation. Does Council believe such a gross inequity in the amounts levied from those required to contribute to the scheme is fair or in the community interest?

Thank you, James, for raising your questions regarding the proposed Special Charge Scheme for sealing Park Street, Portarlington which Council will consider the Intention to Declare report later in this meeting.

I understand that Council officers have responded to your enquiries on this matter recently, advising that the sealing of Park Street is being proposed at the request of your neighbouring property owners in Park Street. This recent correspondence advised that the contribution of the special rates and charge scheme considered a number of apportionment methods, including using the boundary length of properties abutting Park Street.

After careful consideration, the fairest and most equitable cost apportionment in this instance was using land value of benefitting properties.

If Councillors support the "Intention to Declare" later tonight, as part of this statutory process any person required to pay the Special Charge imposed by a proposed declaration has a right to object and may make a written objection to The City under section 163B of the Act.

Submitter 7. Gary Oraniuk

Question 1:

In regard to Council statements about dealing with regional homelessness, the facts are that homeless numbers are now over 4000. This number is, up, massively from a verified 167, less than ten years ago. The latter figure came from a lady attending a GPAC forum at the time. This lady worked in the field. It seems then that Council claims ring a bit hollow on that issue.

Cultura, formerly Diversitat, still state, on their website, that they settle some 300 people per year in the region. How can anyone at Council, let alone Mayor Sullivan, publicly state that Council is dealing with homelessness in the region, when the numbers keep climbing?

Thank you for your question, Gary.

The City acknowledges the importance of addressing homelessness in the region as a priority, however, the current focus is on recruiting the Social Equity and Safety team, which has temporarily paused these initiatives due to vacant positions.

Submitter 8. Dante Di Donato

Question 1:

Why 26 Park Street was not given the same cost allocation considerations as 28 Park Street?

No. 26, like No. 28 face both Park Street and Langdon Street which is already a sealed Street No. 26 like No. 28 has access to its garage and property via a properly constructed kerb crossover similar to adjoining properties on Langdon Street yet No. 26's cost allocation for the proposed works to seal Park Street is more than double that of No. 28. Both properties are of similar size and No. 26 dwelling is smaller than No. 28's.

As an owner of a property on this street, I have previously advised Council that I do not require access to my garage via Park Street and am planning to replace the old tilt door which is not required with more a more aesthetic cladding on the Park Street side and secure the property with a new fence similar to its adjoining properties on Park Street. I believe I have been treated unfairly and ask that this matter be reviewed. I am happy to discuss further with Council.

Thank you Dante for raising your questions regarding the proposed Special Charge Scheme for sealing Park Street, Portarlington which Council will consider the Intention to Declare report later in this meeting.

We considered a number of apportionment methods, including using the boundary length of properties abutting Park Street. After careful consideration, the fairest and most equitable cost apportionment in this instance was using land value of benefitting properties.

28 Park Street was not considered to obtain an access benefit from Park Street based on existing buildings and a formally constructed vehicle crossover having been built to Langdon Street. Its proposed charge represents half the value of the land due to us considering the benefit to be solely amenity.

Your property currently has no formal vehicle crossover to either Park Street or Langdon Street but uses access to both. We appreciate your advice that you do not need access to the existing garage and plan to remove this access, however, as this access remains at the time of preparing the scheme, we cannot consider proposals that are not underway or completed. The proposed charge for your property represents the current benefit received from the proposed scheme if it progresses.

If Councillors support the “Intention to Declare” later tonight, as part of this statutory process any person required to pay the Special Charge imposed by a proposed declaration has a right to object and may make a written objection to The City under section 163B of the Act.

Submitter 9. Jeanne Nel

Question 1:

In the February 2024 Council meeting, I pointed out that the Report on Trees on Private Land states that community support for more planning protection for urban trees hasn't been explored. The report makes unsupported claims and talks about red tape in protecting trees on private land. It overlooks individuals and community groups who have consistently and publicly supported responsive private tree protection. Specifically, it ignores the tree canopy petition with 1541 signatures submitted at the 14 December 2021 Council meeting. The first request of the petition is that the CoGG “Adopt appropriate tree protection laws that reflect the Council’s current concerns about urban heat island risks and urban forest development but also balance the need for housing density and diversity with the health and amenity requirements of current and future residents.” I asked: Can the Council explain the omission? Council’s response (“Thank you for highlighting the petition and the ongoing advocacy from CoolGeelong. We understand that this is an important issue for the community and look forward to Councillors discussions on the inclusions of the report later in the meeting.”) did not answer my question. Question: I ask again: Can the Council explain the reasons for the omission; why was it deemed appropriate to make recommendations without public consultation and without reflecting the public views officially presented to Council?

Question 2:

I note that the CoGG media statement (28/02/2024) leads with this title: "Further community engagement and advocacy". However, reading the related report (Report on Trees on Private Land) tabled at the February meeting, the initial community engagement which the media statement purports to build on is not apparent. For example, the report preparation process outlined on p 6 does not mention any community engagement or consultation. Furthermore, the officer's report in the agenda and minutes notes that "the extent of community support for further planning protection for existing trees in urban environments has not been explored as part of this work". The officer recommendation included in the meeting agenda did not mention community engagement. Consequently, the community corresponded with Councillors and City staff, requesting compliance with legal requirements on community engagement. The recommendation was amended late Tuesday afternoon to include community engagement. Question: Could the Council please clarify and provide information about the community consultation and engagement undertaken for this report as reflected in the media statement?

Thank you for your questions, Jeanne.

Question 1:

The 'notice of motion' preceding the preparation of the report tabled at last months Council meeting stated 'Community engagement would also form an integral part of the development of any new approach to managing trees on private land.' The report was to present options for the Management of Trees on Private Land to Council for consideration. No new approach to management has been adopted by Council.

Question 2:

The media release states the issue of tree protection on private land will 'become open' for discussion and that the city will 'open up' consultation. The report notes that community consultation was not explored when researching the options. The City are currently working on an engagement plan to be communicated to the Public in due course, and we would welcome your contributions when Community consultation begins.

Submitter 10. Louis de Koker**Question 1:**

Reading the proposed minutes of the February meeting, I noted that the minutes do not reflect announcements about and the actual last-minute amendments to the agenda.

However, I could not find the agenda on the Council Meeting page website to verify the contents. I am concerned by the omissions. Moreover, the lack of an agenda archive on the Council's website hinders public verification and raises questions about governance transparency. The FOI Act 1982 and the Local Government Act 2020 mandate the publication of information, ensuring public access unless confidentiality is warranted. The City of Greater Geelong's Public Transparency Policy, in line with the LGA, underscores this commitment to openness across all Council functions. The ongoing availability of and ready access to Council meeting agendas constitutes good governance and is essential to facilitate transparency and accountability.

Question: Could the Council clarify where on the City's website the public can find the Council Meeting agenda archive and, if the agendas are not available on the website, please explain how this aligns with legal requirements and good governance?

Thank you for your question, Louis.

The Council minutes are prepared to include the entirety of the Council Meeting agenda and are merged into one document which is published on the City's website. However, original Council Meeting agenda's can be provided upon request.

Submitter 12. Louise Skeen

Question 1:

This is a question in reference to NBAC-Cr Trent Sullivan you were asked a question on your facebook page on 10 September 2020 by Julia Reid -"Will the outdoor pool be heated and open all year?" You replied "The pool will be heated for year round use, energy efficient measures such as a night cover to retain heat & solar panel powering will provide an efficient and cost effective model". This implies that the pool was planned to be open all year round. Also during the construction-it was said "the pool will also be heated all year round so residents can keep swimming during the cooler months, while we work to secure funding to construct an indoor pool "This is clear evidence that suggests the pool was specifically designed and promised to be open all year round. Why has Council not met this promise and& if the cost effective measures are in place then why not keep the pool open year round?

Question 2:

If council are saying that its too expensive to keep NBAC open over Winter, then how are they going to fund running costs of Stage 2 of the project which involves an indoor pool as well ? When is stage 2 due to start?

Thank you for your questions, Louise.

I would like to address the concerns raised, regarding the safety and wellbeing of our community to access to aquatic facilities in the Greater Geelong region.

Initially, the intention for the North Bellarine Aquatic Centre was to operate year-round, however, in a bid to improve the Council's financial sustainability and based off the current usage patterns, it was planned to close the pool over the winter months in order to reduce expenditure in utilities, water and staffing.

The City is committed to providing safe and accessible swimming facilities and is actively exploring options to extend the opening hours of the North Bellarine Aquatic Centre, all while considering these financial efficiencies.

Tonight, the Council will be addressing this as a matter of urgent business.

Stage two of the project is due to commence in mid-2024 with a detailed design process.

I want to extend my gratitude for your understanding and patience as we navigate these complexities. The safety and wellbeing of our community is important.

Submitter 13. Chris Skeen

Question 1:

Summer (1 December 2023 to 29 February 2024) there were 26 reported fatal drowning incidents from 1 December 2023 to 29 February 2024 this is six more than the 5-year average (1 December 2018 to 28 February 2023 Life Saving Victoria website).

The City of Greater Geelong has a responsibility to develop programs for people that have been identified as high risk of drowning. Why would CoGG consider closing any of your pools with this dreadful current statistic?

Question 2:

The health and wellbeing of our community-including physical and mental health and social connection are an important part of keeping the local community healthy. A local pool matters. How can CoGG even consider closing North Bellarine Aquatic Centre if these things are key values of the organisation?

Thank you for your questions, Chris.

I would like to address the concerns raised, regarding the safety and wellbeing of our community to access to aquatic facilities in the Greater Geelong region.

Initially, the intention for the North Bellarine Aquatic Centre was to operate year-round, however, in a bid to improve the Council's financial sustainability and based off the current usage patterns, it was planned to close the pool over the winter months in order to reduce expenditure in utilities, water and staffing.

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Submitter 14. Monique Macleod

Question 1:

Background: UV exposure risks are highest over the summer period, with consistent BOM and SunSmart alerts in place for UV index ratings of moderate and above from 10am-5pm. Question: In comparison to Kardinia Pool, why are NBAC opening hours curtailed at weekends and on weekday evenings, preventing patrons from swimming during times of lower UV intensity if they wish/need to do so?

Question 2:

Background: "NBAC has temporarily be assigned a seasonal closure as a cost saving measure.... " (Trent Sullivan). Question: Has the unexpected inability to utilise the pool cover, due to the high wind environment, substantially increased the budgeted heating costs and if so what is the planned solution?

Thank you for your questions, Monique.

I would like to address the concerns raised, regarding the safety and wellbeing of our community to access to aquatic facilities in the Greater Geelong region.

Initially, the intention for the North Bellarine Aquatic Centre was to operate year-round, however, in a bid to improve the Council's financial sustainability and based off the current usage patterns, it was planned to close the pool over the winter months in order to reduce expenditure in utilities, water and staffing.

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Submitter 15. Geraldine Harrington

Question 1:

How can you justify spending over \$15m on the NBAC then closing it to the public for 7 months of the year? What is the difference in operational costs of maintaining the closed the NBAC for 7 months and opening it for restricted hours during this time?

Thank you for your question, Geraldine.

I would like to address the concerns raised, regarding the safety and wellbeing of our community to access to aquatic facilities in the Greater Geelong region.

Initially, the intention for the North Bellarine Aquatic Centre was to operate year-round, however, in a bid to improve the Council's financial sustainability and based off the current usage patterns, it was planned to close the pool over the winter months in order to reduce expenditure in utilities, water and staffing.

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Submitter 16. Nicole Hopkins

Question 1:

My first question is to all councillors in regard to the grant submission amendment from Hamlyn Park to Elderslie Reserve. In what other business can you overturn independent, informed advice, and then have an uneducated vote. Not only overturning the recommendation, but also increasing the amount of the grant, without debate or due diligence. Surely the processes that allow this needs to be addressed and addressed now.

Question 2:

My next question is to the five councillors who voted for Cr Murrhy's amendment. I would like to know about the decision-making process involved in overturning the grant from Hamlyn Park to Elderslie Reserve. In this case what did councillors see that council officers, who have worked with the clubs over many years, did not? They must have seen something to overturn the council officers' recommendation. What was it?

Thank you for your questions, Nicole.

The City would like to emphasise that every decision made by our Council is evaluated and comes with recommendations from City Staff.

Recommendations serve to guide Councillors in their decision making and it is not uncommon for Councillors to exercise their discretion and propose alternative motions based on careful consideration of all available information.

The City understands the disappointment within the community regarding the recent decision to prioritise the Elderslie Reserve upgrade project; however, it is essential to provide context. Both projects were shortlisted by staff during their comprehensive review, and both were deemed to have strong merit. The decision to prioritise one over the other was a difficult one, but it was made in accordance with our governance rules.

Cr Cadwell provided the meeting with a statement in relation to Hamlyn Park.

Submitter 17 Jeff Jarvis. President Bell Park Sport & Rec

Question 1:

My question is to the six councillors who voted for the amendment that saw council officers' recommendation that Hamlyn Park be the preferred grant recipient overturned in favour of Elderslie Reserve. Were councillors aware that Elderslie Reserve has fully functioning modern facilities on the space between their netball courts and football boundary line fence? Was this not taken into consideration when assessing the need to overturn the council officer's recommendation? AFLW play on Sunday and Netball play on Saturday therefore both are able to use the same purposely built female facility.

Question 2:

My next question is addressed to all Councillors. I would like to know what steps can be taken to make sure the furore resulting from the unbelievable decision by ill-advised Councillors to overturn Council officers' recommendation for a grant from Hamlyn Park to Elderslie Reserve is not repeated. In what other forum can (in this case a councillor) a person exaggerates the facts to suit, have them seconded and a vote passed without fair discussion and debate? As can be seen by the public outcry, this does not pass the 'Pub Test'. Surely this process needs to be overhauled as a matter of transparency, at least. This is after all, Local Government. People need to have trust in the process.

Thank you for your questions, Jeff.

The City would like to emphasise that every decision made by our Council is evaluated and comes with recommendations from City Staff. Recommendations serve to guide Councillors in their decision making and it is not uncommon for Councillors to exercise their discretion and propose alternative motions based on careful consideration of all available information.

I understand there may be disappointment within the community regarding the recent decision to prioritise the Elderslie Reserve upgrade project; however, it is essential to provide context. Both projects were shortlisted by our staff during their comprehensive review, and both were deemed to have strong merit. The decision to prioritise one over the other was a difficult one, but it was made in accordance with our governance rules.

Submitter 18. Neil Sandwith

Question 1:

My question is to the six councillors who voted for the amendment overturning Council officers recommendation in regard to Hamlyn Park and Elderslie Reserve. I would like to know what due process was applied in arriving at their decision? I believe there was a matrix that showed Hamlyn Park was needier than Elderslie Reserve. it was line ball, very close, according to the matrix. this being the case, on what basis was the Council officers recommendation overturned if it was that close.

Question 2:

My question is to the six Councillors who voted for the amendment for a grant recommendation concerning Elderslie Reserve and Hamlyn Park. I am led to believe this is the first time a grant recommendation has been overturned at an ordinary council meeting in the last twenty years. there would have to be a huge discrepancy in what Council officers recommended and What the Councillors who voted for the amendment saw. Could the councillors who voted for the amendment please let the public know what the difference was, and whether or not they attended both Elderslie Reserve and Hamlyn Park before their decision was made?

Thank you for your questions, Neil.

The City would like to emphasise that every decision made by our Council is evaluated and comes with recommendations from City Staff. Recommendations serve to guide Councillors in their decision making and it is not uncommon for Councillors to exercise their discretion and propose alternative motions based on careful consideration of all available information.

I understand there may be disappointment within the community regarding the recent decision to prioritise the Elderslie Reserve upgrade project; however, it is essential to provide context. Both projects were shortlisted by our staff during their comprehensive review, and both were deemed to have strong merit. The decision to prioritise one over the other was a difficult one, but it was in accordance with our governance rules.

Cr Murrhly provided a statement in relation to Hamlyn Park.

Submitter 20. Kathleen Riches

Question 1:

Given the slaughter of over 30,000 Palestinians by the Israeli Defence Force under the direction of the Israeli government I believe Australia (at all levels of government) must immediately stop providing assistance to Israel. Can you please detail what businesses, in our Council area, operate with Israeli involvement. Can you detail what funds the COGG provides that goes to assist those operations. Please include study trips, investment incentives, manufacturing incentives. Please provide information including dealings with the Geelong Chamber of Commerce and other formal organisations which support the same.

I want the City of Greater Geelong to immediately cease dealing with all entities who support and send equipment or research that assist Israel in their war crimes whilst invading the Palestinian lands and killing the Palestinians at a rate not seen before.

Thank you for your question, Kathleen.

The sentiments of my earlier message in relation to Palestine most certainly apply here. The City does not provide assistance to Israel, we are unable to provide a list of businesses within the Council area who may have involvement with the current situation unfolding in Gaza as it is not our role to hold this information.

Cr Harwood left the meeting room at 8.16pm

Cr Harwood re-entered the meeting room at 8.19pm.

Submitter 21. Noor Al

Question 1:

During the council meeting in November last year, it was clarified by a council member that you have been instructed to not discuss the topic of Palestine due to fear of inciting violence. why was this judgement made about Palestine but not Ukraine when the council chose to support them? does this mean that the council views and assumes arabs, specifically those in Geelong, are aggressive and violent by nature? if not, then please explain why this assumption of violence being incited was made by either yourself or CEO Ali Wastie.

Thank you for your question, Noor.

The City does not assume any group within the region are violent by nature. Our responsibility is to do everything within our power to improve the lives of people living in our region and leave critical issues of foreign affairs to the Australian Government.

Submitter 22. Maureen Riches

Question 1:

What role does the City of Greater Geelong play in the Advanced Fibre Cluster? Please detail support of any type provided to the cluster, be it financial or through non-financial means - Today the City of Greater Geelong hosted a conference for the Advanced Fibre Cluster at council offices that was aimed at providing information to companies interested in doing business with weapons manufacturer BAE Systems. Why is the City of Greater Geelong hosting meetings for a weapons manufacturer that supplies the Israeli military?

Thank you for your question, Maureen.

The City of Greater Geelong is focused on driving economic and job growth across the region by enabling business and industry prosperity through partnerships and collaboration.

The City along with many other businesses, industry groups and education organisations are members of the Advanced Fibre Cluster, a not-for-profit group that supports the growth of advanced fibre and composite materials' manufacturing in the Geelong region. Their work supports local businesses across a range of industry sectors, including sports, automotive, defence, boating, and textiles. The Advanced Fibre Cluster also work across government, business and industry to support upskilling and developing supply chain opportunities for local business and aligned advocacy.

Geelong is globally recognised in advanced fibre and composites technologies development and manufacturing, which are used across many different industries. The City supports the Advanced Fibre Cluster's goal of supporting innovative local businesses, developing a highly skilled manufacturing workforce and creating new local jobs and industry opportunities that can support our region's economy.

1.7. Petitions

Cr Wilkinson (on behalf of Louise Skeen) presented a petition containing approximately 2,000 signatures in relation to the North Bellarine Aquatic Centre Closure for seven months of the year.

Procedural Motion

Cr Mason moved, Cr Wilkinson seconded –

That Agenda Item 5 – Urgent Business - North Bellarine Aquatic Centre be discussed prior to Section 2 of the Agenda – Reports.

Carried

2. URGENT BUSINESS

2.1. North Bellarine Aquatic Centre

Note: Introduction of Urgent Business requires two-thirds majority of Councillors present.

Cr Sullivan proposed the following item as Urgent Business.

Cr Mason moved, Cr Wilkinson seconded:

That Council considers as Urgent Business a motion concerning the high interest surrounding the North Bellarine Aquatic Centre closure.

Carried.

Background

The North Bellarine Aquatic Centre (NBAC) is a year-round operationally designed facility located in Drysdale which has been open since November 2023 and has welcomed over 25,000 visits to date.

This facility has been a long standing, high priority of Council which would facilitate year-round access for Bellarine residents to warm water aquatics.

The NBAC achieves Councils Community health priorities including “Provide access to places, spaces and services where people need them the most” and “Provide facilities that foster and facilitate positive health and wellbeing outcomes”.

During the 23/24 budget, NBAC was temporarily assigned a seasonal closure as a cost saving measure during a fiscally challenging environment. Council has since implemented prudent financial management measures which have positively affected financial forecasts.

The proposed hours of operation are modelled on the Kardinia Park winter hours schedule to ensure parity of access to aquatic facilities across the Greater Geelong Municipality.

The Council has received significant community feedback opposing this closure, reasons to continue opening hours include the physical health benefits, mental health benefits, alignment with Councils own policies and equity of access to aquatic facilities. These reasons highlight the importance and urgency of keeping this facility open.

This request comes as an application for Urgent Business as the NBAC is scheduled to close on 1 April 2024, which is before the next scheduled meeting of Council, until the 1 November 2024.

Cr Mason moved, Cr Wilkinson seconded -

That Council:

- 1. Request the Chief Executive Officer take appropriate steps to keep the North Bellarine Aquatic Centre (NBAC) open to the public from 1 April through to 31 May 2024 during the following hours:
 - 1.1 Monday to Friday 6:00am – 10:00am and 3:00pm-6:00pm;**
 - 1.2 Saturday 8:00am-12:00pm; and**
 - 1.3 Sunday Closed.****
- 2. Reallocate an amount of \$96,000 in the 2023/2024 operating budget to enable NBAC to remain open for the hours set out above for the months of April and May 2024.**
- 3. Request an officer report back to Council by May 2024 identifying opportunities that enable the NBAC to remain open ongoing.**

Carried

3. REPORTS

3.1. Youth Council First Report 2024

Source: City Life
Executive Director: Anthony Basford

Junior Mayor, Hteemoo Yohellaymusaw, provided the meeting with an overview of the Youth Council's activities, discussions and preliminary work since their induction in January 2024.

Purpose

1. To note the first report to Council from the Youth Council Advisory Committee 2024.

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, serve as the region's official 'youth voice'.
3. Aged between 12 and 17 years, 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 provides 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 line with the Youth Development Unit's Youth Voice Activation Framework.

Key Matters

5. Junior Mayor Hteemoo Yohellaymusaw has written the first of her reports for 2024 about Youth Council's activities, discussions and preliminary work since their induction in January of this year (**Attachment 1**).
6. The report notes the Youth Council's priorities for 2024, which are: protect the environment and increase sustainability across our community, improve access to safe and accessible places for young people, celebrate diversity, foster equity and reduce stigma, accelerate economic empowerment for young people and progress health and wellbeing.
7. An introduction to the 2024 Youth Council members individual passions and motivations, a summary of the Youth Council's 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.
8. Based on previous advice provided to Council through the 2023 Youth Council members, the COVID-19 Youth Impact Report is included for review (**Attachment 2**).

RESOLUTION - Item 3.1

Cr Hathway moved, Cr Moloney seconded -

That Council note the first report from the Youth Council Advisory Committee 2024.

Carried

Financial Sustainability

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

Community Engagement

10. Youth Council members engage with young people in their wards to gain essential feedback and input. Youth Council members will endeavour to continue this engagement, connect with ward based youth advisory groups and seek to use various digital and online methods as a supplement.

Social Equity and Sustainability

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

Relevant Law/Policy/Legal Implications

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

Alignment to Community Plan and Vision

13. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring and inclusive community.
High-performing council and organisation.
14. 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

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

Risk Assessment

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

Environmental Sustainability

17. There are no environmental implications.

Attachments

1. 2024 Youth Council First Report 28 March 2024 (1) [3.1.1 - 8 pages]
2. Attachment 2 COVID 19 Youth Impact Report [3.1.2 - 12 pages]

THE CITY OF
GREATER GEELONG

YOUTH COUNCIL PRESENTATION TO COUNCIL

26 March 2024

JUNIOR MAYOR – HTEEMOO
YOHELLAYMUSAW

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Junior Mayor's Message

ACKNOWLEDGMENT OF COUNTRY

The Youth Council Advisory Committee would like to acknowledge the Wadawurrung People, the Traditional Owners of the Land, Waterways, and Skies and pay our respects to their Elders past, present and emerging.

PURPOSE

The purpose of the first report is to introduce Council and the community to the participants of the 2024 Youth Council Advisory Committee. The report will also highlight the outcomes of the Youth Council induction sessions and the first Youth Council meeting including the agreed upon priority areas and group charter that will guide the work of the 2024 Youth Council Advisory Committee.

INDUCTION

The 2024 Youth Council participants were immersed in a three-day induction delivered by youth development staff across the January school holidays. This was the first opportunity for participants to meet staff, understand key elements of the program and connect with each of the members on Youth Council. On the first day members were led through a series of team building activities so they could get to know each other. As the day progressed, the participants started to find out more about why they were each there and what they had in common. For example, participants discussed their hopes and fears for the program including what everyone wanted to learn and develop during their term on Youth Council. These activities helped the group foster a stronger connection with each other and enabled them to feel more comfortable speaking up about issues within our community. The day also included hearing from guest presenters from the governance unit, the mayor and councillors support unit, and the corporate marketing and communications unit to help participants understand their roles and responsibilities and about the work of local government.

The second day of the induction focused on members sharing more about themselves, including what they were passionate about and why they wanted to participate in the program. This was an enjoyable part of the session where each member was able to talk about the issues, they were most passionate about, whilst also having the opportunity to hear about what others in the room were most passionate about. This activity informed further activities and discussions supporting participants to develop their Youth Council charter and determine priority areas.

By the third day, all participants had built connections across their wards, with their passion for advocacy connecting them as a team. Participants learnt more about the program, including the councillor connect mentoring sessions and about the roles and responsibilities of the junior mayor and junior deputy mayor positions. The day also included a tour of the central youth hub pilot site, where participants provided their insights and feedback to staff. Overall, participants thoroughly enjoyed the three induction sessions, and gained the knowledge and skills to prepare them for the year ahead as well as establishing new friendships along the way.

The formal induction facilitated on January 24 marked the Youth Council's official welcome to the City of Greater Geelong. This session took place at City Hall with family, friends, and guests in attendance. Chaired by Acting Director, City Life, Amanda Locke, the event hosted guest speakers CEO Ali Wastie, and Mayor Trent Sullivan, both speaking about the relationship and connection between Youth Council, the City and its councillors.

After the presentations, it was time for the junior mayor election. Nine Youth Council members each delivered a three-minute speech detailing why they were the most suitable candidate for the role. After each candidate discussed their unique strengths, experiences, and what they hoped to achieve in the

position, the election commenced. Each Youth Council member had one vote to cast for their preferred candidate. Hteemoo Yohellaymusaw was successfully elected to the position of junior mayor, whilst Mercy Antanasio was successfully voted into the junior deputy mayor position. Both Youth Council members excitedly accepted their positions, thanking their family and friends for their support. The announcement of the junior mayor and junior deputy mayor marked the end of the event, where Amanda Locke, congratulated both Hteemoo and Mercy and thanked the guests for attending. Youth Council would like to thank all councillors and guests including family for attending this special event and marking their first formal event as the 2024 Youth Council Advisory Committee.

FEBRUARY MEETING

The February meeting was the first official Youth Council meeting for 2024. During the meeting participants endorsed their 2024 Youth Council priority areas and their Youth Council charter, two key pieces of work that will guide what participants work on and how they work together. Youth Council's first guest speaker delivered a workshop on the Acknowledgement of Country. The presenter discussed the importance of Acknowledging the Traditional Custodians of the Land in which a meeting or event takes place, discussed the topic of language, allyship, and provided Youth Council members with an opportunity to discuss their heritage, and their own connection to Country. Youth council members then got into their ward groups to start brainstorming what to include in their own version of an Acknowledgment of Country. By the next Youth Council meeting, the presenter will have a draft Acknowledgment of Country developed from the brainstorming activity for participants to endorse. The workshop provided a great opportunity for participants to reflect on their own connection to Country, on their personal responsibility to educate themselves, and create a deeper connection with both the importance and practice of Acknowledging the Traditional Custodians.

INTRODUCING THE 2024 YOUTH COUNCIL MEMBERS

Bellarine Ward

Shanay Jacobs

Shanay is 16 years old and believes the three biggest issues for young people are a lack of educational opportunities, physical health including body issues, and youth crime including feeling unsafe on the streets of Geelong. Shanay brings extensive leadership experience to the role, with the ability to problem solve and be flexible and resilient in her thinking. Shanay shows dedication in her willingness to both participate in and make change.

Megan Watson

Megan is 15 years old and believes the top three issues for young people are mental illness and the inability to access mental health services when needed, young people not having a voice in school or community issues, and young people not having access to the learning equipment they require. Megan is a very confident and experienced public speaker, and is an active participant in her student leadership team.

Emily Wolfe

Emily is 15 years old and thinks that mental health including a lack of resources to help, the high rates of disconnection among youth due to mobile usage, and a lack of youth spaces across Geelong are the top three issues facing young people. Emily has previous leadership experience within her school, she is a great public speaker and is a very passionate individual.

*Brownbill Ward***Mercy Antanasio***Deputy Junior Mayor*

Mercy is 16 years old and believes that substance abuse is a big issue in Geelong. Mercy says that drug use is a normalised activity that leads to addictions and health problems later in life. As a woman of colour, Mercy has high cultural competency, and has the ability to understand different cultures and perspectives to promote inclusivity and cultural awareness within council's activities. Mercy believes this will be her greatest contribution to Youth council.

Bee Chugh

Bee is 15 years old and says the top issues for young people include discrimination, substance abuse and mental health. Bee will bring her enthusiasm, her ability to think creatively, and her ability to talk to and engage with anyone.

Sebastian Roberts

Sebastian, also known as Seb, is 14 years old and believes that isolation, mental health, and community safety are the top issues for young people. Seb has eight years of experience in scouts, which has enhanced his leadership and communication skills. Seb has also participated in his school Student Representative Council (SRC) which has enabled him to also develop skills in talking and listening to his peers about their concerns and advocating on their behalf.

*Kardinia Ward***Georgia Johnston**

Georgia is 14 years old and thinks the top three issues for young people are LGBTQIA+ rights, environmental issues, and mental health. Georgia is a determined young person who is both creative and hardworking.

Elsie Lloyd

Elsie is 13 years old and believes discrimination, young people's mental health, and the use of e-cigarettes including the common misunderstandings of the health impacts of e-cigarettes, are the top issues facing young people today. In primary school Elsie led her peers in her position as school captain and has attended multiple workshops in leadership since commencing in her secondary school. Elsie is a confident public speaker and has the ability to communicate effectively with all people she engages with.

Friday Nuenza

Friday is 15 years old and thinks the top three issues for young people are mental health, the environment, and discrimination. Friday is a strong public speaker, she has the ability to work collaboratively with others, and has well developed leadership skills.

Windermere Ward

Hteemoo Yohellaymusaw

Junior Mayor

Hteemoo is 16 and believes that youth crime rates are rising in her community. Hteemoo says that substance abuse is a factor that influences these rates and that this can lead to both a detrimental effect on both the community and the individual's personal mental health. As a student leader, and a member of her schools extended leadership team, as well as her involvement in the Model- UN program, Hteemoo has had the opportunity to build a strong set of leadership skills and knowledge. Hteemoo describes herself as a versatile leader, who has strong communication, and organisational skills.

Amelia Leach

Amelia is 16 and believes that a focus on social mobility and the opportunity for education for young people from lower socio-economic groups is important. Amelia also thinks that environmental sustainability, specifically the preservation of Serendip Sanctuary are top issues to focus on. Amelia was previously a social justice leader at her school and continues to be both a passionate and motivated young person.

Dean Smilevski

Dean is 16 years old and believes the top three issues for young people in Geelong are low self-esteem, low confidence, and increasing stress associated with social media usage. Dean has lots of leadership experience, including being involved in his school council over the last year. Dean has a great work ethic and says he will bring his ability to work well in a team.

YOUTH COUNCIL GROUP CHARTER

The Youth Council group charter was endorsed by members at the February Youth Council meeting. Members developed a group charter to guide how they will act and work together as a team to reach their collective objectives and goals. To develop the group agreement, members were asked to each select a previous year's attribute or value and then move around the room to find any duplications. Once members reviewed and selected values from previous years, members then came up with a few extra principles to add to their new charter. Below are the eleven agreed upon principles and values that will guide youth council's respectful, collaborative, and professional relationships moving forward.

Youth Council members will:

- Be inclusive- everyone should be able to contribute.
- Make sure every debate is always professional and is us against the problem, not each other.
- Keep things on topic, make things achievable, and create actionable goals.
- Show immense commitment to our roles as youth council representatives.
- Be considerate, and acknowledge the wealth of diversity, differences, identities, and experiences of one another.
- Look at issues from a positive perspective and be solutions focused.
- Remember we are all equals, and we are committed to providing our expertise as young people.
- Contribute to conversations, debates and ideas with the necessary and appropriate amount of effort and input.
- Respect staff, councillors, and each youth council member providing their unique opinions and ideas.
- Focus on being organised and punctual leading up to meetings and events in respect of staff and other youth council members.
- Be open minded to other people's ideas and be open to compromise.

YOUTH COUNCIL PRIORITY AREAS

Youth Council members have chosen five priority areas for 2024. During the second induction session members participated in an activity where they each chose their top three issues for young people, and each member had the chance to discuss why they chose them, and what topics or issues they believed were important to focus on during their term. As well as reviewing previous year's priority areas, Councils' Our Community Plan, the Clever and Creative Strategy, and the Mission Australia youth survey results, Youth Council reflected on being a young person in 2024. Participants discussed and agreed that the focus on health, diversity, safety, and environment were all still very important, but financial and economic matters are now more than ever, equally important issues for young people. Therefore, it was decided that five priority areas would better reflect the growing needs of young people. The below priority areas were endorsed at the February Youth Council meeting and will guide our work for 2024.

1. Protect the environment and increase sustainability across our community.
2. Improve access to safe and accessible places for young people.
3. Celebrate diversity, foster equity, and reduce stigma.
4. Accelerate economic empowerment for young people.
5. Progress health and wellbeing.

The five priority areas will shape the 2024 Youth Council's strategic focus. Youth Council will seek out information across these areas and advocate on behalf of all young people across the City on matters of importance to young people connected to these topics.

COVID-19 IMPACT REPORT

Based on previous advice provided to Council through the 2023 Youth Council members, attached is a copy of the COVID-19 Youth Impact Report for review (**Attachment 2**).

CONCLUSION

Youth Council members cannot wait to work together with their peers in the program and start advocating for the needs of young people across Geelong. Youth council members are also looking forward to working with Councillors to voice their ideas and receive feedback to inform their first pieces of advice in the second Youth Council report.



**THE CITY OF
GREATER GEELONG**

COVID-19 YOUTH IMPACT REPORT SUMMARY

DECEMBER 2023

CONTENTS

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Survey Design and Implementation	4
Results/Findings	5
What would be helpful for young people in the Greater Geelong region in recovery?	9
Recommendations	10

Council acknowledges Wadawurrung Traditional Owners of this Land and all Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community today.



EXECUTIVE SUMMARY

The COVID-19 Youth Impact study, conducted by our Youth Development Unit, aims to understand how the COVID-19 pandemic has affected young people in the Greater Geelong region. The study was designed in collaboration with the 2022 Geelong Youth Council.

The survey focused on nine broad areas of life and drew on relevant existing state and federal surveys to allow for comparison. Results showed that 70% of young respondents in the Greater Geelong region felt negatively impacted by the pandemic, especially in the areas of mental wellbeing, education, employment, physical health, and friendships. Mental wellbeing and education were identified as the most substantially affected areas.

The survey found the majority of young people surveyed believe the pandemic's negative effects will be long-lasting. However, the survey also asked young people what would be most helpful for post-pandemic recovery which found young people identified the following four areas to be most helpful:

- 1** Increase availability of youth friendly mental health service in the Geelong region. 
- 2** Opportunities for young people to connect/engage with their community. 
- 3** More awareness in the community about issues impacting young people in Geelong. 
- 4** Increase health and wellbeing programs in schools. 

The goal of the Covid-19 Youth Impact report is to guide a response that supports local young people in recovering from the pandemic and increases their engagement, happiness, and sense of purpose within the community.



SURVEY DESIGN AND IMPLEMENTATION

The survey examined nine areas of life, based on the “domains” explored in the Clusters of COVID-19 Impact Report from Orygen and Mission Australia, and asked participants to rate if and how each area had been impacted by the pandemic. This allowed for comparisons of findings between young people in Greater Geelong and those in Victoria and Australia. The areas of life examined in the survey were participation in activities; education; mental wellbeing; physical health; family; friendships; employment; financial security; and housing-accommodation.

The COVID-19 Youth Impact survey was hosted on our Have Your Say online platform from 12 January 2023 for 44 days.

The survey was promoted through various avenues, with

62% of respondents learning about it through a social media campaign. Another 22% heard about it via word of mouth. Posters were distributed to our youth drop-in spaces in Corio, Armstrong Creek, and Whittington as well as secondary schools in the Greater Geelong region.

LIMITATIONS

The survey is not a population survey. It's also important to note that 70% of the respondents fall within the 18–25 age group, which could skew the findings towards older young people.



RESULTS/FINDINGS

 **379**

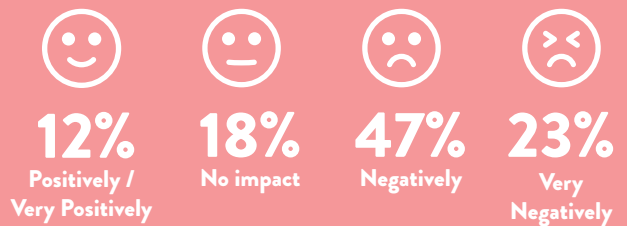
Young people responded

70% 18 - 25 years
30% 12 - 17 years



58 out of 60
suburbs in
Greater Geelong
were
represented.

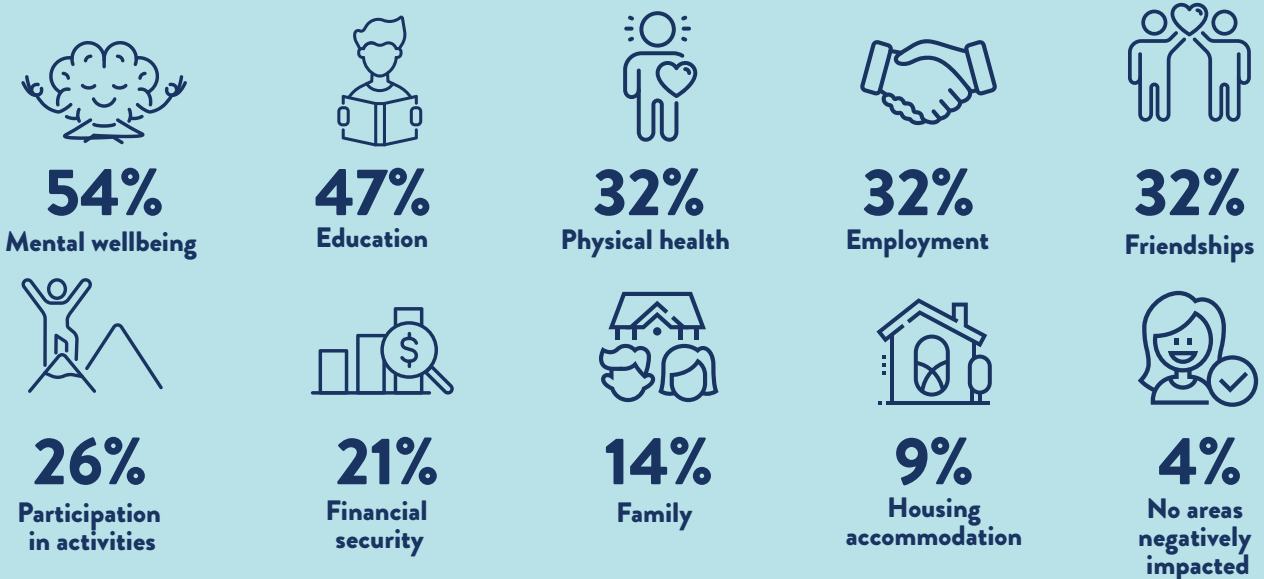
HOW HAS THE COVID-19 PANDEMIC IMPACTED YOU?



HOW HAS THE COVID-19 PANDEMIC IMPACTED YOUR FUTURE GOALS?



AREAS OF LIFE IMPACTED BY THE COVID-19 PANDEMIC



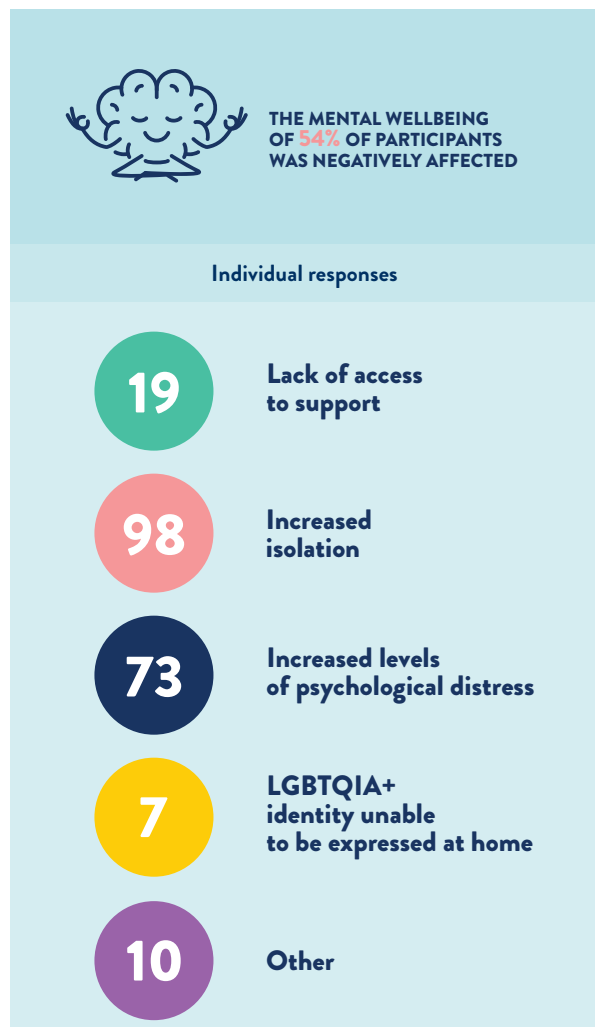
MENTAL WELLBEING

The COVID-19 pandemic has significantly impacted the mental health of young people in the Greater Geelong region, with 54% reporting negative effects on their mental wellbeing. This finding is consistent with the 2022 Mission Australia Youth Survey, where 53.7% of young Australians stated that the pandemic had negatively impacted their mental health. Notably, young people in Victoria expressed the most significant negative impacts on their mental health from the pandemic.

The key reasons young people who responded to this survey felt their mental health had been negatively impacted by the pandemic were increased isolation, increased levels of psychological distress and lack of access to support.

Despite the easing of lockdowns, there has been a surge in demand for mental health services and support for young people across Australia. Concerningly, there has been a notable increase in youth suicides in Victoria in the first quarter of 2023, raising long-term concerns about the potential impacts on the health, wellbeing, and life trajectory of young people.

“Through the loss of many friends due to suicide as a result of the lack of mental health support throughout the pandemic and the pure isolation felt by many if not all is still affecting people today, and it is clear as friends and family speak to one another that this is still an ongoing crisis that needs to be more seriously addressed and spoken about”



EDUCATION

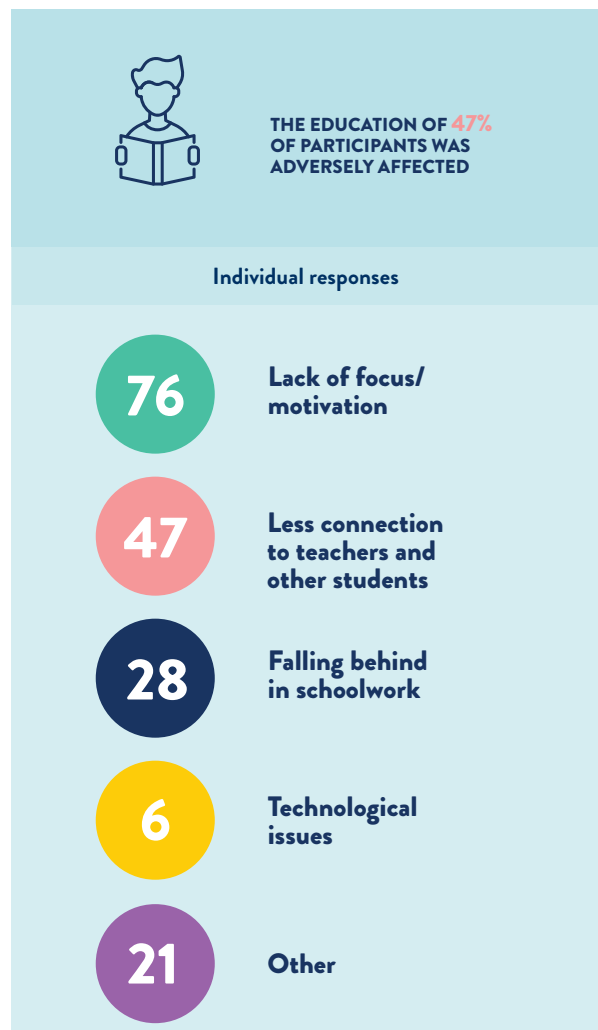
The COVID-19 pandemic posed unprecedented challenges to the education system, significantly impacting young people. In the Greater Geelong region, 47% of young respondents reported negative effects on their education, ranking it as the second most negatively impacted area of life. Nationally, education was the top area negatively affected for young Australians. Key reasons young people in the region felt their education had been negatively impacted were lack of focus/motivation and less connection to teachers and other students.

The educational disadvantage resulting from the pandemic has been particularly challenging for at-risk groups, such as young people from low-income families and those with family dysfunction.

Given how crucial education institutions are for social connectedness, mental health referrals and support, and pathways to employment for young people, it is important that young people are supported in their educational recovery and educational engagement.

“I cannot study online anymore. I’m so emotionally worn out. I’ve been living in Geelong for almost a year and haven’t made any friends as I’ve been having to do online learning. I’ve had no chance to meet people from uni.”

“I was locked in my house for weeks on end, couldn’t go to school and it effected my parents’ mental health significantly. I had no social life and had too much time in my own head. I also had no motivation for my online schoolwork and my grades suffered”



THE FOLLOWING THREE AREAS OF LIFE, EMPLOYMENT, PHYSICAL HEALTH AND FRIENDSHIPS WERE SELECTED EQUALLY, BY 32% OF PARTICIPANTS, AS BEING NEGATIVELY IMPACTED BY THE COVID-19 PANDEMIC.

EMPLOYMENT

'Employment' was selected by 32% (124) of young respondents as an area of life that had been negatively impacted by the COVID-19 pandemic. In the follow up question enquiring how employment had been impacted 39% participants selected 'Work hours reduced', 25% selected 'Job loss', 18% selected 'Unable to find a job'

PHYSICAL HEALTH

Physical health was selected by 32% of young respondents (123) as an area of their life that was negatively impacted by the COVID-19 pandemic. The key reasons selected by young people as to how their physical health was impacted by the pandemic was due 'Decreased activity', Lack of motivation' and 'Sporting activities cancelled'.

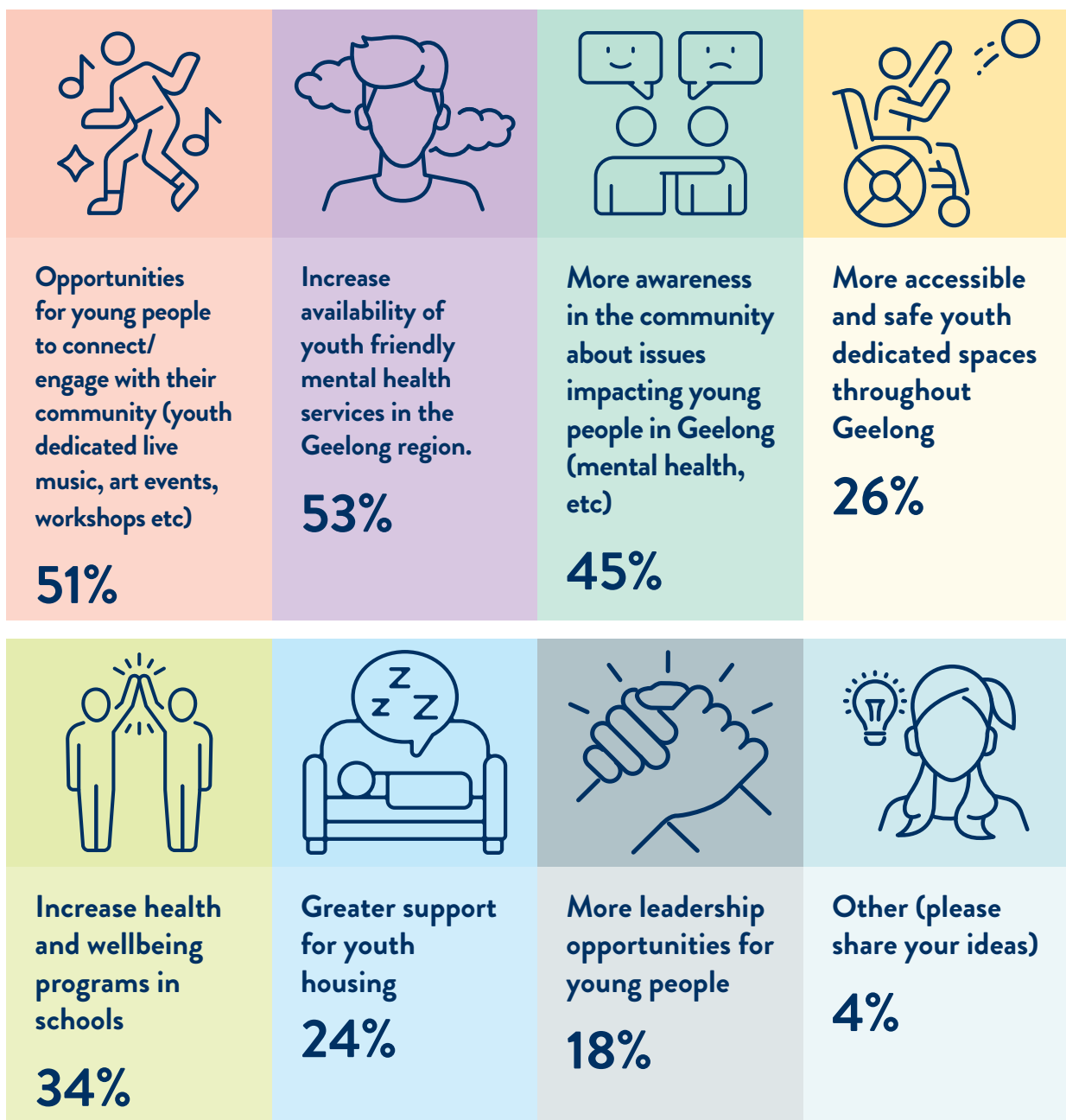
FRIENDSHIPS

For young respondents in the Greater Geelong region 'Friendships' is the equal third most negatively impacted area of life as a result of the COVID-19 pandemic. The key factors contributing to this were 'Decreased social skills', 'Difficulty maintaining friendships over digital technology' and 'Loss of friends'



WHAT WOULD BE HELPFUL FOR YOUNG PEOPLE IN THE GREATER GEELONG REGION IN RECOVERY?

The recommendation young respondents thought would be most helpful in rebounding from the impacts of the pandemic was 'Increase availability of Youth friendly mental health services in the Geelong region' with 53% of all respondents selecting this option. This was followed closely by 'Opportunities for young people to connect/ engage with their community (youth dedicated live music, art events, workshops etc)' and 'More awareness in the community about issues impacting young people in Greater Geelong (mental health, etc)'. The next most selected option was 'Increase health and wellbeing programs in schools', followed by 'More accessible and safe youth dedicated spaces throughout Geelong'.



RECOMMENDATIONS

THEME ONE: INCREASE AVAILABILITY AND AWARENESS OF YOUTH MENTAL HEALTH SERVICES TO YOUNG PEOPLE IN THE GEELONG REGION

1. Partner with local youth mental health services to deliver services, on a visiting or permanent basis, in council run youth hubs.

2. Promote safe and reputable online mental health services in Council run youth spaces and digital platforms.

THEME TWO: PROVIDE MORE OPPORTUNITIES FOR YOUNG PEOPLE TO CONNECT AND ENGAGE WITH THEIR COMMUNITY

3. Continue to provide and promote opportunities for young people to connect and engage with their peers and community.

4. Continue to engage and involve young people in the planning of relevant Council events to ensure those events meet the needs of Geelong's youth and encourage youth participation and attendance.

THEME THREE: DELIVER PREVENTION AND EARLY INTERVENTION PROGRAMS TO YOUNG PEOPLE AND THEIR ALLIES ACROSS THE MUNICIPALITY

5. Conduct an environmental scan of secondary schools in the region to guide a more structured and evidence informed understanding of where the greatest needs are in the community.

6. Develop and/or implement health and wellbeing programs where gaps are identified in partnership with likeminded organisations where possible.

THEME FOUR: SUPPORT YOUTH EMPLOYMENT AND EMPLOYMENT READINESS OPPORTUNITIES FOR YOUNG PEOPLE ACROSS THE MUNICIPALITY

7. Support existing external youth employment and employment readiness opportunities in the Geelong region.

THEME FIVE: CONTINUE TO COLLECT INFORMATION FROM YOUNG PEOPLE, AND THEIR ALLIES, ON ISSUES IMPACTING THEM AND AMPLIFY THEIR VOICE TO THE COMMUNITY

8. Gain insight into broad youth perspectives and experiences to strengthen the representative voice of Youth Voice programs, to increase understanding of issues impacting young people locally.

9. Gather insight of professionals working with youth to explore the challenges facing young people in the Geelong region. Provide a mechanism to feed back to professional's insight into the experiences of young people in the region.

THEME SIX: CREATE OPPORTUNITIES FOR YOUNG PEOPLE TO BE INVOLVED IN CO-DESIGNING YOUTH PROGRAMS AND INITIATIVES

10. Implement a standardised co-design framework to ensure best practice measures are adopted by the Youth Development Unit.

11. Develop Youth Voice Activation Framework to guide all departments at The City of Greater Geelong to effectively capture the voices of young people.



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3.2. Draft Fair Access Policy

Source: City Life
Executive Director: Anthony Basford

Purpose

1. To endorse the release of the Draft Greater Geelong Fair Access Policy including an evaluation framework for public consultation for a period of four weeks, commencing March 2024.

Background

2. The State Government's Fair Access Policy Roadmap aims to develop a statewide foundation to improve the access to, and use of community sports infrastructure for women and girls.
3. From 1 July 2024, all Victorian councils must have a gender equitable access and use policies in place to be considered eligible to receive state government infrastructure funding.
4. The Gender Equality Act 2020, requires all councils to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those due for renewal, which directly and significantly impact the public.
5. The City has prepared a draft Fair Access Policy with key stakeholders which is now ready for community engagement. The policy aims to address known barriers experienced by women and girls in accessing and using community sports infrastructure.
6. The community engagement will be conducted on the City's online "Have Your Say" engagement platform and will include in person sessions.

Key Matters

7. Research has shown:
 - 7.1. 28 per cent of women have considered leaving their club due to inequitable treatment (Change Our Game State of Play Survey, 2022-23).
 - 7.2. Women are 2.5 times more likely to report feeling unwelcome at their sporting club compared to men (Change Our Game State of Play Survey, 2022-23).
 - 7.3. Many Victorian women and girls don't have access to the best courts or grounds, have facilities of lesser standard, or are relegated to less convenient competition and training times (Change Our Game, 2023).
 - 7.4. Sports participation rates for girls (22 per cent) and women (16 per cent) across the City of Greater Geelong are considerably lower than for boys (37 per cent) and men (24 per cent) (CoGG Sport & Recreation Census, 2023).
 - 7.5. Only 30 per cent of the City of Greater Geelong's community sports change rooms are gender-neutral (CoGG Sport & Recreation Census, 2023).

8. The policy aims to progressively build the capacity and capabilities of the City and associated stakeholders in identifying and eliminating systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sports and recreation infrastructure.
9. The City's Fair Play Strategy 2017 identified a need to improve participation for all genders and abilities.
10. Feedback collected during the community engagement will inform the final policy to be presented to Council for endorsement in May 2024.

RESOLUTION - Item 3.2

Cr Kontelj moved, Cr Wilkinson seconded -

That Council endorses the release of the Draft Greater Geelong Fair Access Policy for the purpose of broader community engagement for a period of four weeks commencing March 2024.

Carried

Financial Sustainability

11. The development of the Greater Geelong Draft Fair Access Policy has been funded as part of the Community & Recreation operational budget.

Community Engagement

12. The policy development project is governed by a Project Working Group (PWG) and a Project Reference Group (PRG).
13. The PRG consists of a broad range of key reference and advisory groups across local sports associations and leagues, and the City's Health & Wellbeing Network, Women in Community Life and LGBTIQ+ Advisory Committees.
14. The policy has considered stakeholder feedback from the PRG other local governments and advice from the Office for Women in Sport.
15. The PRG members support the draft policy and welcome the opportunity for continued consultation to finalise the plan.
16. The four week community engagement will seek feedback from the broader community.

Social Equity and Sustainability

17. The draft policy supports the City of Greater Geelong to take positive action towards achieving equality in the access and use of community sports and recreation infrastructure.
18. The draft policy will build capacity and capabilities in the identification and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sport and recreation infrastructure.
19. The draft policy will ensure an effective place-based response for the gender-equitable use and access of community sports and recreation infrastructure.
20. The draft policy will promote and implement gender equality in policies, programs, communications, and services as they relate to community sport and recreation infrastructure.

Relevant Law/Policy/Legal Implications

21. The draft policy enables effective and efficient integration of the requirements of the Gender Equality Act 2020, the Local Government Act 2020 and Public Health and Wellbeing Act 2008 and other legislative frameworks as part of the Victorian Government's reform agenda developed to change the systems that have perpetuated gender inequality.
22. As a defined outcome of the Gender Equality Act 2020, all councils are required from 31 March 2021 to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public (Gender Equality Act 2020).
23. The draft Fair Access Policy is an example of such a Policy.

Alignment to Community Plan and Vision

24. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring and inclusive community.
25. 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

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

Risk Assessment

27. There are no high or extreme risks associated with implement the recommendations contained in this report.

Environmental Sustainability

28. There are no environmental sustainability implications arising from the subject of this report.

Attachments

1. VI C 20-24 Fair Access Policy 260224 V 3 - Co GG LR [3.2.1 - 9 pages]
2. VI C 20-24 Background Report 260224 V 5 - Co GG LR [3.2.2 - 42 pages]

THE CITY OF
GREATER GEELONG

DRAFT FAIR ACCESS POLICY



VERSION: 3

Approval Date: June 2024

Approved by: Council

Review Date: June 2028

Responsible Officer: CEO

Authorising Officer: Executive Director, City Life

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Introduction

PURPOSE

The Greater Geelong Fair Access Policy (Policy) addresses known barriers experienced by women and girls in accessing and using community sports infrastructure.

The Policy aims to progressively build the capacity and capabilities of the City of Greater Geelong and associated stakeholders in identifying and eliminating systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sports and recreation infrastructure.

SCOPE

The scope of the Policy is to support the City of Greater Geelong to take positive action towards achieving gender equality in the access and usage of community sports and recreation infrastructure. The City of Greater Geelong will take the necessary and proportionate steps towards implementing the Policy.

The Policy enables effective and efficient integration of the requirements of the *Gender Equality Act 2020*, the *Local Government Act 2020* and *Public Health and Wellbeing Act 2008* and other legislative frameworks.

The Policy complies with the *Gender Equality Act 2020* and aligns with Municipal Public Health and Wellbeing Plans and Council Strategies:

Reform Agenda	Objectives
To support the City of Greater Geelong to take positive action towards achieving gender equality in the access and use of community sports and recreation infrastructure	<p>To build capacity and capabilities in the identification and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sport and recreation.</p> <p>To ensure an effective place-based response for the gender-equitable use and access of community sports and recreation infrastructure.</p> <p>To promote and implement gender equality in policies, programs, communications, and services as they relate to community sport and recreation infrastructure.</p>

This Policy applies to:

- Any policies, programs, communications, and services relating to community sports infrastructure.
- All community sports infrastructure managed by Council.

The Evaluation Framework defines the roles and responsibilities of key stakeholders, including:

- City of Greater Geelong
- State Sporting Associations
- Local Sports Associations and Leagues
- Local Sport and Active Recreation Clubs.

BACKGROUND

This Policy has been developed in response to the Victorian Government Fair Access Policy Roadmap.

As a defined outcome of the *Gender Equality Act 2020*, all councils will be required from 31 March 2021 to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public (*Gender Equality Act 2020*). The access and use of community sports infrastructure is an example of a policy that has a direct and significant impact on the public.

To stay eligible for State Government funding opportunities, all Councils also require an endorsed Fair Access Policy effective from 1 July 2024.

Greater Geelong City Council has previously identified a need to improve participation for all genders and abilities, through their Fair Play Strategy.

A Fair Access Policy is now required focusing on infrastructure, programs and governance.

Sport is a highly visible and valued feature of Greater Geelong's culture and identity.

Whilst participation trends show an increase in women and girls', trans and gender diverse people participating across sport and recreation activities, including improved development pathways and competition structures, research shows a substantial gap in both the participation of women and girls, transgender and gender diverse people in sport and recreation and an identified gender imbalance in leadership positions across all levels of the Victorian sporting and recreation industry:

- Sports participation rates across all ages are higher for men and boys (17%) than women and girls (9%). (Ausplay, 2021)
- Only 21% of girls aged 0-14 years participate in organised sport and active recreation outside of school hours three times a week. (Ausplay, 2021)
- There has been a decline of 22,000 women and girls' participation after the global coronavirus pandemic where men and boys' participation rose by over 20,500 participants in 2021 compared to 2019. (VicHealth Sports Participation in Victoria 2015-2021)
- 29% of executive positions and 33% of board positions are held by women in State Sporting Associations (Inquiry into Women and Girls in Sport and Active Recreation, 2015)
- 28% of women have considered leaving their club due to inequitable treatment. (Change Our Game State of Play Survey, 2022-23)
- Women are 2.5 times more likely to report feeling unwelcome at their sporting club compared to men. (Change Our Game State of Play Survey, 2022-23)
- Of people who played community sport, women were less likely than men to agree that club facilities were shared equally. (Change Our Game State of Play Survey, 2022-23)
- Women working or volunteering in sport were 13% less likely than men to feel comfortable voicing their opinion, and 8% less likely to feel that their opinions were valued. (Change Our Game State of Play Survey, 2022-23)
- Many Victorian women and girls don't have access to the best courts or grounds, have facilities of lesser standard, or are relegated to less convenient competition and training times. (Change Our Game, 2023)

Whilst key findings from the Greater Geelong Sport and Recreation Census (2023) show encouraging trends across:

- 95% of all sports facilities are used for training, events or games for all genders.
- 91% of clubs have women coaches, managers and administrators.
- 84% of clubs report women and girls' results and achievements.

Other indicators from the Census support the research more support is needed to reverse the lower levels of participation and barriers experienced by women and girls, trans and gender diverse people:

- Sports participation rates among girls (22%) are lower than boys (37%).
- Sports participation rates among women (16%) are lower than men (24%).
- 30% of change rooms are gender neutral.

The Fair Access policy, together with the Fair Access Action Plan aim to facilitate greater equitable access and allocation of community sport and recreation infrastructure in Greater Geelong.

Definitions

POLICY DEFINITIONS

This section defines the key terms used in this policy.

City

The City of Greater Geelong organisation, led by the CEO.

Council

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

Women and Girls

For the context of this policy, women and girls refer to females and describe the various stages of life and development within the context of age.

Transgender or Trans

Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.

Gender Diverse

An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.

Intersectionality

Intersectionality is a term that helps us understand the multiple interacting influences of a person's identity, including but not limited to ethnicity, gender, disability, education, geographic location, sexual orientation, culture, religion, mental health, social class and age. These different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. It is important to acknowledge that everyone has their own unique experiences of discrimination and privilege.

Committees

For the purposes of this document, refers to committees of local sports clubs, local sports associations and leagues or reserve committees.

Reserve committees include Committees of Management appointed by the Department of Land, Water, Environment and Planning under the *Crown Land (Reserves) Act 1978* to manage recreation reserves.

Reserve committees include Community Asset Committees appointed by Local Council under the *Local Government Act 2020* to manage recreation reserves.

Community Sports Infrastructure

Publicly owned local, rural, regional, or state-level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities, and pavilions.

Gender

How you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.

Gender Equality

The equal rights, responsibilities and opportunities of women and girls, men and boys, trans and gender-diverse people. Equality does not mean that women and girls, men and boys, trans and gender-diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.

Gender Equity

The provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and powers related to their gender, and these differences should be identified and addressed in a manner that rectifies gender-related imbalances.

Gender Impact Assessment, or GIA

A requirement under the *Gender Equality Act 2020* to be carried out on policies, programs and services which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.

Policy

The City of Greater Geelong acknowledge:

- The disadvantaged position some individuals have had in the sport and recreation sector because of their gender and gender identity.
- Achieving gender equality will require diverse approaches for women and girls to achieve similar outcomes for people of all genders.

STATEMENT OF INTENT

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future Council planning, policy, service delivery and practice related to community sports infrastructure.

- The City of Greater Geelong recognise that gender equality is attaining equal rights, responsibilities, and opportunities for women and girls, men and boys, transgender and gender-diverse people. Equality does not mean that women and girls, men and boys, transgender and gender-diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- The City of Greater Geelong recognise that gender equality is the provision of fairness and justice in distributing benefits and responsibilities based on gender. The concept recognises that people may have different needs and powers related to their gender, and these differences should be identified and addressed to rectify gender-related imbalances.

POLICY PRINCIPLES

The Greater Geelong Fair Access Policy Framework aligns with the State Government's six guiding principles and commitments under the Fair Access Policy Roadmap. These are:

Principle 1 – Infrastructure

Commitment – Community sports and active recreation infrastructure are genuinely welcoming, safe and inclusive.

Principle 2 – Roles in Sport

Commitment – Women and girls will be encouraged to participate in all aspects of community sport and active recreation including as a player, coach, administrator, official, volunteer and spectator.

Principle 3 – Allocation and Scheduling

Commitment – Women and girls will have fair access to and use of community sport and recreation infrastructure which is of the highest quality, at the most convenient location and times and includes new opportunities and sports.

Principle 4 – Leadership

Commitment – Women and girls should be equitably represented in leadership and governance roles.

Principle 5 – Culture and Environment

Commitment – Encourage and support all user groups who access community sport and active recreation infrastructure to understand, adopt and implement gender equitable access and use practices that are genuinely welcoming, safe and inclusive.

Principle 6 – Reward, Celebrate and Prioritise.

Commitment – Prioritise access, use and support to all user groups who demonstrate ongoing commitment to gender equitable access and use of allocated infrastructure.

Each principle includes a set of actions to deliver on the commitment. These are listed in the action plan within the Fair Access Policy – Evaluation Framework.

Implementation of this Policy

MONITORING AND REPORTING

The City of Greater Geelong commits to continue to undertake Gender Impact Assessments of new and reviewed policies, programs and services that directly and significantly impact the community, in line with the Gender Equality Act 2020.

The City of Greater Geelong commits to consider identified opportunities to develop or strengthen gender-equitable access and use of community sports facilities in alignment with the Policy principles.

The City of Greater Geelong acknowledges the requirement to have an endorsed Fair Access Policy and Action Plan (or equivalent), and the ability to demonstrate progress against them, in place by 01 July 2024 to remain eligible for Victorian Government funding opportunities.

The Fair Access Policy will be reviewed every four years.

Each principle and action will be reviewed annually.

ADVICE AND ASSISTANCE

The Responsible Officer for this policy manages the provision of advice to the organisation regarding this policy.

A person who is uncertain how to comply with this policy should seek advice from this person or from their Manager.

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
Fair Access Policy	Executive Director City Life	4 years	ReX TBC
Fair Access Policy Background Report	Executive Director City Life	4 years	ReX TBC
Fair Access Evaluation Framework	Executive Director City Life	4 years	ReX TBC
Gender Impact Assessment	Executive Director City Life	4 years	ReX TBC

REVIEW

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

References

For further information and support resources related to this Policy, see:

- Local Government Act 2020 (Vic)
- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Gender Equality Act 2020 (Vic)
- Sex Discrimination Act 1984 (Commonwealth)
- Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport, 2019
- Guidelines for Trans and Gender Diverse Inclusion in Sport – Complying with the Equal Opportunity Act 2010, 2017
- Sport Australia Girls and Women Strategies and Policies
- State Sporting Association Girls and Women Strategies and Policies
- Sport and Recreation Victoria Female Friendly Design Guidelines
- Make Space for Girls Design Resources
- Safe Spaces by Monash Uni
- XYX Lab
- Women's Health East 'Creating Safe and Inclusive Spaces for Women'
- Gender Equality Self-Assessment Tool
- Greater Geelong GIA+ Tool
- Greater Geelong Safety Audit Tool.

THE CITY OF
GREATER GEELONG

FAIR ACCESS POLICY – DRAFT BACKGROUND REPORT

VERSION: 5

Approval Date: June 2024

Approved by: Council

Review Date: June 2028

Responsible Officer: CEO

Authorising Officer: Executive Director, City Life

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Acknowledgement of Country

*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.*

Otium Planning Group would like to acknowledge the staff and community from Greater Geelong City Council that have provided their expertise and input to the **Greater Geelong Fair Access Policy**.

Their valuable insights and feedback have been instrumental in shaping the principles and approaches.

Introduction

The Fair Access Policy will include principles and approaches to address known barriers experienced by women and girls in accessing and using community sports and active recreation facilities, services and programs.

The Greater Geelong Fair Access Policy will include:

- Fair Access Background Report
- Fair Access Policy
- Fair Access Policy Evaluation Framework.

An intersectional approach will underpin the delivery of the Fair Access Policy. The Policy and Evaluation Framework will include principles, approaches and an evaluation tool to facilitate equitable access and allocation of sport infrastructure.

PROCESS

The following planning process will inform the Fair Access Policy.



This **Background Report** reviews the current state of play in terms of providing equitable access and allocation in Greater Geelong.

The Policy has been informed by engagement with the following Project Advisory Groups:

- Sport and Recreation
- Health and Wellbeing
- Women Community in Life
- LGBTQIA+
- Access and Inclusion.

WHY DO WE NEED A FAIR ACCESS POLICY?

There is a substantial gap in the participation of women and girls in sport and recreation and an identified gender imbalance in leadership positions across all levels of the Victorian sporting and recreation industry.

As a defined outcome of the *Gender Equality Act 2020*, all councils will be required from 31 March 2021 to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public (*Gender Equality Act 2020*). The access and use of community sports infrastructure is an example of a policy that has a direct and significant impact on the public.

The following graphic details some of the inequity's women and girls are facing in accessing and using community sports and active recreation facilities, services and programs.

17%

Men and Boys

Sports participation rates across all ages are higher for men and boys than women and girls.



9%

Women and Girls

Only **21%** of girls aged 0-14 years participate in organised sport and active recreation outside of school hours 3 times a week.
AusPlay 2021

81.7% of trans and gender diverse young people would like to exercise more, but don't feel like they can because of financial barriers, discomfort while exercising (e.g. due to wearing binders) and fear or unwillingness to exercise in public.

89% of trans and gender diverse young people experience peer rejection which impacts their ability to engage in activities such as sports.
Trans Pathways 2017

There has been a decline of 22,000 women and girls' participation after COVID-19 where men and boys' participation rose by over 20,500 participants in 2021 compared to 2019.

VicHealth Sports Participation in Victoria 2015 -2021

In 2020, women's physical activity levels were more impacted than men's during and after the global coronavirus pandemic.
Latrobe University 2021, At Home Exercise Campaign Explorer Report



29% Executive Officers

33% Board positions

Twenty-nine percent of executive positions and 33% of board positions are held by women in State Sporting Organisations.
Inquiry into Women and Girls in Sport and Active Recreation - 2015

28% of women have considered leaving their club due to inequitable treatment.

Women are **2.5 x** more likely to report feeling unwelcome at their sporting club compared to men.

Of people who played community sport, women were **less likely** than men to agree that club facilities were shared equally.

Women working or volunteering in sport were **13%** less likely than men to feel comfortable voicing their opinion, and **8%** less likely to feel that their opinions were valued.
State of Play Survey 2022-23, Change Our Game

Many Victorian women and girls don't have access to the best courts or grounds, have facilities of lesser standard, or are relegated to less convenient competition and training times.

Change Our Game – Victorian Government

The Fair Access Policy is a mechanism for change.

Key reasons for the Policy:

- Greater Geelong City Council through their Fair Play Strategy identified a need to improve participation for all genders and abilities. A Fair Access Policy is now required focusing on infrastructure, programs and governance.
- Engagement and partnership with sporting bodies, leagues and associations to define their role in improving equality.
- Overall participation trends show an increase in women and girls participating across sport and recreation activities, including improved development pathways and competition structures. However, some sport specific trends still indicate low levels of women and girls participation, and support is needed to reverse this trend.
- Women and girls people continue to face barriers to accessing or participating in sport and active recreation.
- State Government policy mandate for all Local Government Authorities requiring a Fair Access Policy to access State Government funding opportunities effective from 1 July 2024.
- A partnership approach with State Sporting Associations, local sports associations and leagues and local sport and active recreation clubs is important to improve gender equality in sport and active recreation. The policy defines the roles and responsibilities of each stakeholder.
- Recognition of the impact of initiatives within Greater Geelong and associated campaigns like “This Girl Can” has increased the visibility of participation opportunities and encouraged women and girls to be active in various sports and active recreation activities.

Strategic Review

What are the strategic and legislative drivers that influence gender equity and access policies?

This section summarises the legal framework and strategic context and relationships for the Greater Geelong Fair Access Policy.

CORPORATE FRAMEWORK

The following graphic shows the relationships between the Greater Geelong Fair Access Policy with the Federal Government and State Government gender equality legislation and policy and Local Government strategies.

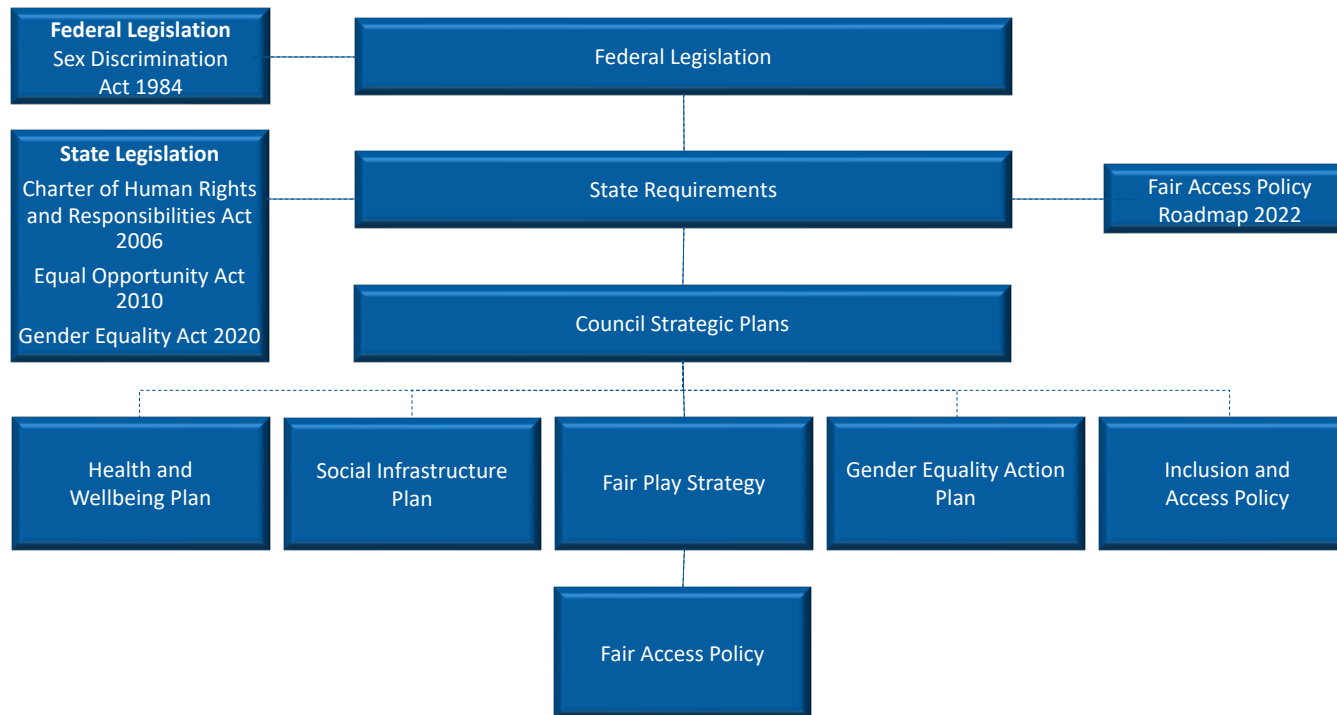


Figure 1: Relationships between legislation, policies and strategies

INTERNATIONAL TREATY TO GENDER EQUALITY IN SPORT

The Brighton plus Helsinki 2014 Declaration on Women in Sport was adopted during the sixth IWG World Conference on Women and Sport. The declaration is an international treaty that has become a road map to support the ongoing development of a more fair and equitable system of sport and physical activity, fully inclusive of women and girls.

The declaration has 10 principles outlined below. The IWG is committed to proactively adding value to the work of the signatories to the declaration.

Principles:

- Principle 1: Equity and Equality in Society and Sport
- Principle 2: Facilities
- Principle 3: School and Youth Sport
- Principle 4: Developing Participation
- Principle 5: High Performance Sport
- Principle 6: Leadership in Sport
- Principle 7: Education, Training and Development
- Principle 8: Sport Information and Research
- Principle 9: Resources
- Principle 10: Domestic and International Cooperation

Today, nearly 600 organisations are signatories to this treaty. They include the following Australian organisations:

- Australia Sport and Recreation Ministers Council
- State and Territory Governments in Australia
- Sport Australia
- Australian Olympic Committee
- Standing Committee on Recreation and Sport - Australia
- Australian University Sport
- Australian Baseball and Softball Federation
- Netball Australia
- Australian Table Tennis Federation
- Australian Women Sport and Recreation Association
- Women's Sports Foundation of Western Australia.

LEGAL FRAMEWORK

The following State and Federal Government legislation provides the legal framework for the Fair Access Policy.

Local Government have an obligation to gender equality, not only under State Government legislation but also under Commonwealth legislation. The State and Commonwealth Government legislation includes:

- Charter of Human Rights and Responsibilities Act 2006 (Vic).
- Equal Opportunity Act 2010 (Vic).
- Gender Equity Act 2020 (Vic).
- Sex Discrimination Act 1984 (Cwth).

Charter of Human Rights and Responsibilities Act 2006 (Victorian Charter)

The Charter is Victorian legislation that sets out the basic rights, freedoms, and responsibilities of all people in Victoria. The Charter requires public authorities, including local government, to act consistently with the human rights in the Charter.

Specifically, Section 8 of the Charter protects the right to enjoy other human rights free from discrimination. It states that laws, policies and programs should not be discriminatory.

The Equal Opportunity Act 2010 (Victoria)

The *Equal Opportunity Act 2010* provides protection from discrimination in public life in Victoria.

Specifically, under the Act, sports clubs and organisations have a positive duty to eliminate discrimination and victimisation as far as possible. When participating in sports, it is against the law for someone to treat you unfairly or bully you because of a personal characteristic (disability, race, religion, sex, sexual orientation) that is protected by law.

Gender Equality Act 2020 (Victoria)

Following the 2016 Royal Commission into Family Violence and extensive public and stakeholder consultation, *The Gender Equity Act 2020 (The Act)* was passed in parliament. *The Act* is a landmark piece of legislation that will drive gender equity in the public sector workforce and the broader Victorian community.

The Commissioner has a range of enforcement options available under the Act, including:

- Working directly with an organisation to achieve an informal resolution (section 22(3)).
- Issuing a compliance notice (section 22(1)).
- Recommending that the Minister takes action against the organisation (section 26(b)).
- Naming the organisation and their failure to comply on the Commission's website (section 26(c)).
- As a last resort, making an application to the Victorian Civil and Administrative Tribunal (VCAT) for an order directing the organisation to comply (section 26(d)).

The Act applies to certain organisations that have 50 or more employees, including the public sector, universities and local councils ('defined entities'). Defined entities will have obligations under the Act to promote gender equity in their policies, programs and services, and complete Gender Impact Assessments.

Sex Discrimination Act 1984 (Commonwealth)

Section 42 of the Sex Discrimination Act outlines the obligations of **sport**:

Nothing in Division 1 or 2 renders it unlawful to discriminate on the ground of sex, gender identity or intersex status by excluding persons from participation in any competitive sporting activity in which the strength, stamina or physique of competitors is relevant.

Subsection (1) does not apply in relation to the exclusion of persons from participation in:

- The coaching of persons engaged in any sporting activity.
- The umpiring or refereeing of any sporting activity.
- The administration of any sporting activity.
- Any prescribed sporting activity.
- Sporting activities by children who have not yet attained the age of 12 years.

Commission for Gender Equality in the Public Sector

The Commission for Gender Equality in the Public Sector was established after the *Gender Equity Bill 2019 (Vic)* passed in February 2020. The Commission supports the Public Sector Gender Equality Commissioner to oversee the implementation of the *Gender Equality Act 2020* and promote gender equity in the public sector workforce and the broader Victorian community.

Local Government Authorities are required to complete Gender Impact Assessments and submit these to the Commission for Gender Equality. The Commission reports on progress made towards delivering on the *Gender Equality Act 2020*.

The Act requires defined entities to:

- Develop, publish and implement a Gender Equality Action Plan (GEAP) every 4 years based on the results of a workplace gender audit.
- Make reasonable and material progress in relation to the Act’s workplace gender equality indicators, and publicly report on this progress every 2 years.
- Undertake gender impact assessments on all new policies, programs and services that impact the public and publicly report this activity every 2 years.
- Take into account that gender inequality may be compounded by other forms of disadvantage or discrimination and have regard to this when developing strategies for improvement.

The Act is the first formal integration of the concept of compounded discrimination (**intersectionality**) into Australian equality law. This means that defined entities must consider the disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion and/or sexual orientation in addition to gender inequality across the majority of their obligations. This includes as part of their duty to conduct workplace gender audits, promote gender equality, develop their GEAPs, and undertake gender impact assessments.

STATE GOVERNMENT STRATEGIES AND POLICIES

The following figure details the strategic relationship of State Government’s strategies and policies on gender equity in sport and recreation with relevant legislation described below. This framework underpins the Fair Access Policy.

Gender inequity continues to be a major barrier to the realisation of rights and access to sporting facilities and opportunities for girls and women in the state. In the past two decades there has been significant government policy and legislative reform that seeks to address systemic and long-term issues of violence against women and gender diverse people.

The figure is an overview of the laws, legislation and policy that have evolved and applies to local government and the broader sporting community.



Figure 2: Strategic Relationships

Victorian Government Inquiry into Women and Girls in Sport (2015)

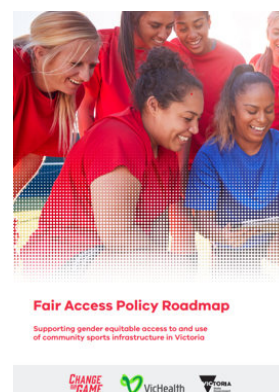
The Victorian Government initiated an Inquiry into Woman and Girls in Sport and Active Recreation which resulted in key monumental changes in the sector. The changes included the establishment of a Victorian Office of Women in Sport, followed by the Female Friendly Sport Infrastructure Guidelines (2017) and funding program and then the Change Our Game Initiative. These resources were developed to support LGAs to better engage and provide for women and girls in sport. In response to the Inquiry, The Office for Women in Sport and Recreation was created by the Victorian Government – the first Office of its kind in Australia.



Fair Access Policy Roadmap (2022)

Following the Inquiry and Change Our Game funding program the Victorian Government in 2022 released the Fair Access Policy Roadmap. The Fair Access Policy ‘RoadMap’ includes the following six principles.

1. Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.
2. Women and girls can fully participate in all aspects of community sport and active recreation, including, as a player, coach, administrator, official, volunteer and spectator.
3. Women and girls will have equitable access to and use of community sport infrastructure.
4. Women and girls should be equitably represented in leadership and governance roles.
5. Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender-equitable access and use practices.
6. Prioritise access, use and support all user groups who demonstrate and ongoing commitment to gender equitable access and use of allocated community sport infrastructure.



The following graphic details the implementation roadmap.

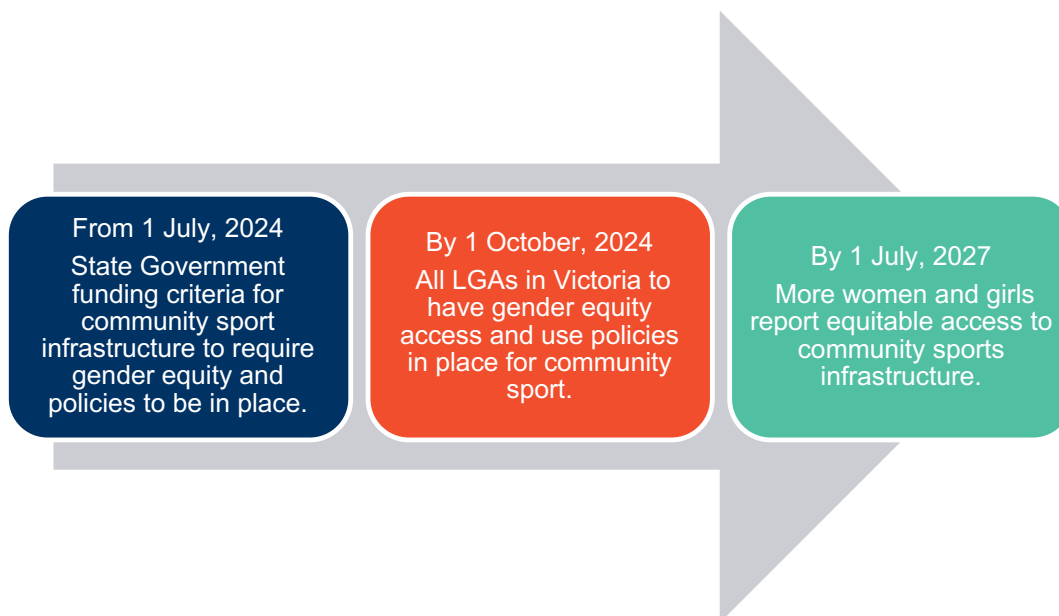


Figure 3: Fair Access Policy Implementation Roadmap

“From 1 July 2024, all LGAs must have endorsed a Fair Access Policy to be eligible for State Government funding of sport and recreation facilities.”

REGIONAL HEALTH STRATEGIES AND POLICIES

VicHealth Strategy 2023- 2032

VicHealth has developed a 10-year strategy, with the vision to transform Victoria's health outcomes and reshape systems for a healthier, fairer Victoria. VicHealth was Established as an independent statutory authority by the Victorian Parliament in 1987 and as an agency they partner and invest with many organisations, including LGAs.

The Strategy focuses on three key areas including:

- Health - Deliver healthier, longer lives for all Victorians.
- Economy - Deliver value to the Victorian healthcare system and economy.
- Equity – Drive fairer health outcomes with and for Victorian communities.

Directly relating to LGAs, within the VicHealth Strategic plan it states:

“VicHealth looks forward to continuing its deep, place-based partnerships as it invests long-term for those communities facing the greatest barriers to good health. This will involve building on existing partnerships and creating new ones. VicHealth can complement the work of local government through its power to convene, provide technical capability, contribute to funding, and evaluate impact.”

The VicHealth Strategic Plan strongly supports the need for a Fair Access Policy. Its third strategic priority is directly focused on fairer and more equitable health outcomes and is identified as an opportunity to possibly explore future partnerships and potential funding programs from VicHealth should they arise.



LOCAL GOVERNMENT STRATEGIES AND POLICIES

The table below identifies Greater Geelong City Council strategies and policies relevance to the Fair Access Policy.

Table 4: Greater Geelong City Council Strategies and Policies Review

Policy Name	Expiry Date	Relevant Sports	Relevance to the Fair Access Policy
Ba-gurrk Gender Equity Action Plan and Respect 2040 Regional Plan	2024 and 2040	All	Specifically addresses topics of access for women and considers prevention of family violence.
Gender Equality Action Plan and Gender Impact Assessments	Ongoing	All	GIAs are required for new policies or reviews, programs and services. This is a function of the Diversity and Inclusion team. Mandated under the Gender Equality Act 2020
Fair Play Strategy (2017)	Ongoing	All	The existing Fair Play Strategy (2017) has now been in place for six years and needs to be refreshed to better reflect contemporary standards and expectations. The Fair Play Strategy was recommended and adopted as a means of trying to equalise the levels of support being provided to sporting clubs across the municipality and to have a more strategic approach to ensure clubs were treated with equity and fairness.
Social Infrastructure Plan - Generation One (2020-2023)	2023	All	The Social Infrastructure Plan outlines the needs of our community, investment priorities relating to social infrastructure, and the way forward to ensure that people know what is planned in the place that they live. The Plan consists of 13 different networks including Outdoor Sport and Recreation.
Social Equity Framework	2025	All	Provides the principles for achieving social equity across all Council decisions relating to our services, facilities, budget and planning approvals. The framework provides a set of six

Policy Name	Expiry Date	Relevant Sports	Relevance to the Fair Access Policy
			common enablers to inform the way we develop process, policies and action plans and make decisions supporting an equitable community.
Municipal Public Health and Wellbeing Plan	2025	All	The MPH&WB Plan is a legislative requirement. The plan is integrated with the Our Community Plan. Demonstrating and promoting gender equity practices is one of the 5 health and wellbeing priorities.
Community Safety Framework	2026	All	Feeling confident and safe is a key determinant of participation. The framework identifies the range of opportunities and strategies available to the City to influence and support safe community participation and access to places, services and opportunities.
Gambling Harm Minimisation Policy	Dec-24	Venues with electronic gaming machines and promoting gambling	Harm from gambling impacts not only the problem gambler but family and broader community. The policy has two statements relevant to fair access: Encouraging policies and strategies that consider funding, support services, infrastructure and program initiatives that provide alternative social and recreation choices to gambling; Support local community-based organisations that generate some of their income from gambling activities, to reduce their reliance on gambling income streams.
Multicultural Action Plan	Jul-05	All	Recognising the differencing cultural and intersectional needs / requirements for women from CALD and CARM (culturally and racially marginalised) backgrounds
Vital Communities and the Geelong Financial Inclusion Action Plan		All	Specifically consider impacts of complex social challenges including income, employment, social connection and resilience.
GIA+ Tool		All	The Council has developed a GIA+ tool, these templates have been developed based on the Commission for Gender Equality in the public sector to meet legislated requirements, to achieve gender equality across our community.

Case Study: City of Greater Geelong GIA+ Tool – Assessing the Gendered Nature of the Mountain Bike Track at Armstrong Park Playground

The City of Greater Geelong Social Planning and Infrastructure Department, Sport and Recreation Planning Unit applied a gender lens to the mountain bike track, amphitheatre, natural play area and half basketball court. The focus was initially on the bike track as the initial assumption was girls would be less interested in using it, so the facility would benefit boys more than girls.

The approach was to engage internal staff in a process that would start thought and conversation leading to information that would advise the development of the mountain bike track.

A workshop was held and included:

- Introduction to the gender equity pilot
- Gender analysis video (GBA+)
- Overview of open space referrals business and playground submission
- GIA+ Tool assumption questions
- Group work – suggestions for playground improvements/considerations for improved gender equity.

The questions outlined in the GIA+ Tool were followed and used to guide the discussions with participants.

What was learnt and changed?

- The Council should have collected data on who uses open spaces, such as parks and mountain bike tracks, and rely on consulting participation data captured by Ausplay.
- There was an awareness for all staff participating to be alert for their own unconscious bias.
- Increased awareness of how to ensure future planning work has a gender lens.
- Using the GIA+ Tool and collecting and storing gender-disaggregated use data across services and facilities will enhance organisational capacity.

Ongoing discussions regarding embedding gender and intersectional factors and considerations into designing future open spaces.

PEAK SPORTING BODIES STRATEGIES AND POLICIES

Some peak sporting bodies have been developing girls and women strategies to improve representation and participation of girls and women in their respective sports. The following sport strategies from Cricket Victoria, Football Victoria, AFL and Tennis Australia give an idea to what sport initiatives local governments will need to support in partnership with peak sporting bodies.

Cricket Victoria – Women and Girls Strategy 2023 -2028

The strategy vision is to be the favourite sport of all Victorians and it sets strong targets for the game by 2028 including a 100% increase in girls' participation across Club and Woolworths Cricket Blast Cricket to 30,000 participants.

The strategy also sets out a roadmap to 1,000 active female coaches in Victoria and earmarks the Premier Cricket competition to become a net exporter of contracted state players.

The strategy is built on three key pillars:

- Strengthening the existing footprint in community cricket.
- Creating a truly integrated competition in Premier Cricket.
- Building the leading female High-Performance system in Australian cricket.

AFL – Women's Football Victoria and Women and Girls Game Development Action Plan

The *Women's Football Vision* for participation is striving for equal participation and representation by 2030. This translates into:

- Equal opportunity for women and girls to play, coach, umpire, officiate and govern.
- A participation pathway that best supports the continued development of participants and enables lifelong participation in the game.

The *Women and Girls Game Development Action Plan* supports the delivery of the 2030 Women's Football Vision participation objectives and is currently in Phase One. Phase One action goals include:

- Dedicated women and girls' participation options in every region at every level, from Auskick to Senior Community Football.
- Consistent implementation of a Participation Framework that supports the needs of girls.
- Access to curriculum-linked football programs and school competitions for all school-aged girls.
- Gender-balanced leadership in all community football leagues and clubs.
- Women role models in community coaching positions, with women making up at least 40% of all accredited coaches.
- Inclusive and safe pathways for women in umpiring, with women making up at least 40% of accredited umpires.
- Sufficient capacity of gender-neutral community football facilities to support the growth of women's football.
- Equity in investment and allocation of resources.

- Education, tools and resources available for community clubs to build inclusive environments for women of all backgrounds.

Tennis Australia – Women and Girls Strategy 2022-2027

The *Women and Girls Strategy* vision is for “no limited for women and girls on and off the court”. To achieve this vision, Tennis Australia have developed four focus areas:

Lead – Drive accountability through:

- Ensuring equitable investment across tennis.
- Applying a gender lens to funding strategies, policies and agreements in tennis and with partners.
- Publicly reporting progress in Australian tennis annually.
- Engaging and inspiring the tennis community to embrace change.
- Providing leadership to achieve equality in sport globally.

Influence – Create an equal voice through:

- Strengthening career and volunteer pathways and opportunities on and off the court.
- Creating sustainable networks to influence and advance women.
- Inspiring and developing women to be a public voice for tennis from grass roots to the world stage.
- Ensuring equal and appropriate representation of women in the media.
- Advancing governance structures to ensure equal representation of women at all levels and roles.

Play – Enrich playing experiences through:

- Ensuring safe, inclusive and welcoming environments that value and empower women and girls.
- Applying a gender lens to enrich the playing experience across life stages.
- Empowering women and girls to excel and thrive in tennis.

Underpinning everything we do are the principles that:

- Women and girls are central to shaping and influencing Australian tennis.
- Courageous and relentless improvement and innovation drive sustainable change for women and girls.
- Safe environments enable women and girls to feel empowered and valued on and off the court.
- Systems, policies, practices and resources are available to progress equality for women and girls.
- Unconscious bias and current practices that constrain women and girls must be exposed and changed.
- Equality is embedded into the performance expectations of leaders and team members across Australian tennis.

Football Australia – Legacy ‘23

Legacy ‘23 is Football Australia’ strategic plan to grow women’s football and deliver enduring benefits for football beyond 2023, including becoming the first community sport to reach gender parity in participation.

There are five key pillars with supporting programs and initiatives that will deliver on this vision:

- **Participation:** Growing football through expanded community programs to ultimately achieve gender parity, with 400,000+ new female participants.
- **Facilities:** Building football through improved grassroots infrastructure to ensure equitable female facilities to meet surging demand.
- **Leadership and development:** Leading football through capacity in women’s leadership to shape the future of Australian sport and foster a culture that welcomes more women and girls to the game.
- **Tourism and international engagement:** Expanding football to boost tourism, trade and international relations when co-hosting 30 nations and their leaders at the FIFA Women’s World Cup 2023.

- High performance: Elevating football with world-class preparation to support the Matildas, whilst also developing the next generation of talent.

Football Victoria – Football Her Way

The *Football Her Way's* vision is a whole of Football Family objective that must impact culture, values, policies, practice, planning and programs with each and every one committed to achieving true gender equity in Football.

This plan goes beyond participation. Football Victoria has set the ambitious target to reach 50/50 gender balance by 2027. FV is striving to drive change among the football industry and ultimately develop women leaders at all levels in our game – players, coaches, referees and administrators.

The Plan follows a strategic framework with five key priority areas, these include:

- Clubs – Change the dynamic of our clubs to be more inclusive within the spirit of diversity.
- Facilities and Infrastructure – Our Football Homes will cater for families, women and girls, elevating our standing in the community that football is the sport of choice for women and girls.
- Enjoy our game – ensure women and girls can participate in football whenever and wherever they choose.
- Promoting our game – Create a movement that encourages women and girls to engage with football.
- Our People - Invest in advancing gender equity.

PLANNING FRAMEWORKS AND GUIDELINES

UN Human Rights Council Resolution 40/5 – International Human Rights Framework on the Elimination of Discrimination against Women and Girls in Sport

The UN Human Rights Council passed resolution 40/5 on the elimination of discrimination against women and girls in sport. Australia is a signatory to the resolution.

The resolution includes the following statements relevant to the Fair Access Policy that supports reducing inequality in sport based on race and gender:

- Recognise the potential value of sport as a universal language that contributes to educating people on the values of respect, dignity, diversity, equality, tolerance and fairness and as a means to combat all forms of discrimination and to promote social inclusion for all.
- Recognise further the imperative need to engage women and girls in the practice of sport and to enhance their participation.
- Noting with concern that many women and girls face multiple and intersecting forms of stigma and discrimination in sport.
- Recognise that sports regulations and practices that discriminate against women and girls from competing on the basis of race, gender or any other ground of discrimination can lead to the exclusion of women and girls from competing.

A report was prepared by the UN High Commissioner for Human Rights titled “Intersection of race and gender discrimination in sport”. In her report, the High Commissioner discusses relevant international human rights norms and standards and the obligations of States and the responsibilities of sporting bodies towards women and girl athletes, identifies possible gaps in the protection of the human rights of women and girls in sports and provides recommendations aimed at enhancing protections.

<https://www.ohchr.org/en/documents/thematic-reports/ahrc4426-intersection-race-and-gender-discrimination-sport-report-united>

The resolution and supporting report call for States to ensure sporting bodies implement policies and practices in accordance with human rights norms and practices.

Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport, 2019

The Australian Human Rights Commission, together with Sports Australia and the Coalition of Major Professional and Participation Sports (the coalition includes AFL, Cricket Australia, Football Australia, National Rugby League, Netball Australia, Rugby Australia and Tennis Australia), released the Guidelines for the Inclusion of Transgender and Gender

Diverse People in Sport to provide guidance to sporting organisations on promoting the inclusion and participation of transgender and gender diverse people in sport.

The guidelines provide information about the operations of the Commonwealth Sex Discrimination Act 1984, and practical guidance for promoting inclusion in line with fundamental human-rights-based principles of:

- Equality
- Participation in sport
- Freedom from discrimination and harassment
- Privacy.
- Guidance is provided across the following focus areas:
- Leadership
- Inclusion policies
- Codes of conduct
- Uniforms
- Facilities
- Information collection processes.

These Guidelines should be used to help inform local governments and sporting organisations of their obligations under the Commonwealth Sex Discrimination Act 1984.

Of specific relevance to the Fair Access Policy, the Guidelines recommend developing an inclusion policy for the following reasons:

- Help a transgender or gender diverse person identify a sporting organisation that will welcome them.
- Encourage a transgender or gender-diverse player to remain engaged in sport throughout their transition or affirmation.
- Provide guidance to staff and volunteers at a sporting organisation on how to include transgender and gender-diverse participants and respond appropriately to any issues that may arise.

Guidelines for Trans and Gender Diverse Inclusion in Sport – Complying with the Equal Opportunity Act 2010, 2017

The Victorian Human Rights Commission issued the Guidelines for Trans and Gender Diverse Inclusion in Sport – Complying with the Equal Opportunity Act 2010, an update to the Commission's 2015 Guidelines for Transgender People in Sport. It provides guidance for sporting organisations about promoting an inclusive environment, being active in preventing discrimination and responding appropriately if it occurs.

The guidelines provide information about the operations of the State *Equal Opportunity Act 2010* (now 2020 following a review) and practical guidance for sporting organisations on how to comply with the Act.

The following minimum steps to comply with a sporting organisation's positive duty include:

- Develop a policy that deals with equal opportunity in sport, employment, club membership and service delivery.
- Ensure the policy is communicated to all players and staff at induction and through refresher training, and that players and staff understand their obligations and what they mean in practice.
- Review the policy at regular intervals to ensure it is up to date.
- Ensure players and staff know their rights and responsibilities, as well as your policies on inclusion and member protection.
- Develop a fair, effective and confidential complaints procedure for players and staff, and make sure people know about it.
- Regularly monitor your club or organisation's activities, employee knowledge of legal obligations and any complaints received, in order to promptly deal with any issues that arise and improve compliance.

Sport Australia Women and Girls Strategic Advice

Sport Australia support the UN Human Rights Council Resolution 40/5, "From grassroots to the elite level, it's imperative that the sport sector increases the representation of women and girls in sport to better reflect Australian society and create a fairer and more inclusive environment".

Sport Australia identifies the following strategies:

- Advocate for equal representation at all levels including coaching and on club committees.
- Create a safe and welcoming place.
- Promote initiatives for females to the public i.e., profile female role models, and ensure equal representation in imagery and social content.
- Provide accessible activities and facilities such as equal access to courts/pitches, female-only activities, appropriate changing rooms and toilets.
- Allow participation in flexible uniforms such as hijabs for Muslim females.
- Instigate a zero-tolerance policy towards any type of prejudice or behaviour that puts the wellbeing of women and girls at risk.
- Provide a pathway and opportunities for progression and career development.
- Emphasises and supports the social aspects of sport.
- Offer alternative/modified formats.
- Ask women and girls for input and feedback.
- Deliver group activities.
- Providing activities at the right time of the day/week.
- Reduce financial barriers.
- Promote women into decision-making roles in your club.
- Create a pipeline for women contenders for committee roles and promote gender balance in selection processes.
- Provide training opportunities to increase women's capabilities for advancement.
- Develop policies that are gender inclusive, and that club culture promotes gender equality.
- Ensure the requirements for committee membership are free from discrimination and bias.
- Create opportunities to educate boys and men about the benefits of gender equality through sport.

Making Space for Girls

In the past, design for sport and active recreation facilities and services has been more suited to male participation. The following design guidelines and resources respond to extensive research and engagement with girls and women that focus on barriers faced when participating.

The 'Make Space for Girls' is a resource that includes research, design principles and case studies for making space for girls and women in a public space.

Specifically, the website refers to research and guidelines developed by the University Leads titled Safer Parks – Improving Access for Women and Girls". The guidelines included extensive research and reports the concern about safety as the "biggest single barrier to women and girls' enjoyment of parks and green spaces". The guidelines include the following design principles:

Eyes on the park:

- Busyness and activation – Provide alternative seating options, locate spaces popular with women and girls in busier areas of the park, encourage businesses to use the park increases activity, a broad range of activities to activate the park and encourage new users and circular running or walking routes.
- Staffing and authority figures – Arrange working patterns to maximise staff presence.

Awareness:

- Visibility and openness – Provide canopies above head height to enable a clear view, maintain bushes and shrubs alongside paths to ensure visibility, locate facilities close to main routes and busy areas of the park, mounds and high points give good prospects.
- Escape – Provide wide and clearly visible park entrances and park edges as open and accessible as possible with regular breaks and regular exits with clear signposts.
- Lighting – Provide human-scaled lighting rather than floodlights - low and even light can be safer than bright lights that create strong contrast and glare. Using lighting helps activate key routes and spaces, and lighting should enable good colour rendering.
- Wayfinding and layout – Provide a clear hierarchy of paths that connect with routes beyond the park, a circular path around the perimeter with regular exit points, paths should connect key facilities with each destination and clear signage with directions to key destinations.

Inclusion:

- Belonging and familiarity – The naming of facilities to signal multiple uses broadens their appeal, statues and artworks can indicate belonging, and specific facilities aimed at women and girls signal that they are welcome.
- Image – A tidy park signals care, remove graffiti and repair any vandalism, well-maintained vegetation around paths and well-maintained signage and information boards.
- Access and location – Access should be via safe and well-used routes. Prioritise entrances close to public transport connections and signpost nearby places as safe zones.
- Co-production and engagement – Engagement with existing women's and youth groups can be a good starting point for co-production, co-designing parks might change what is included and how spaces feel, engagement must be intersectional and involve existing and potential park users, and safety walks help to articulate perceptions of safety in the park.

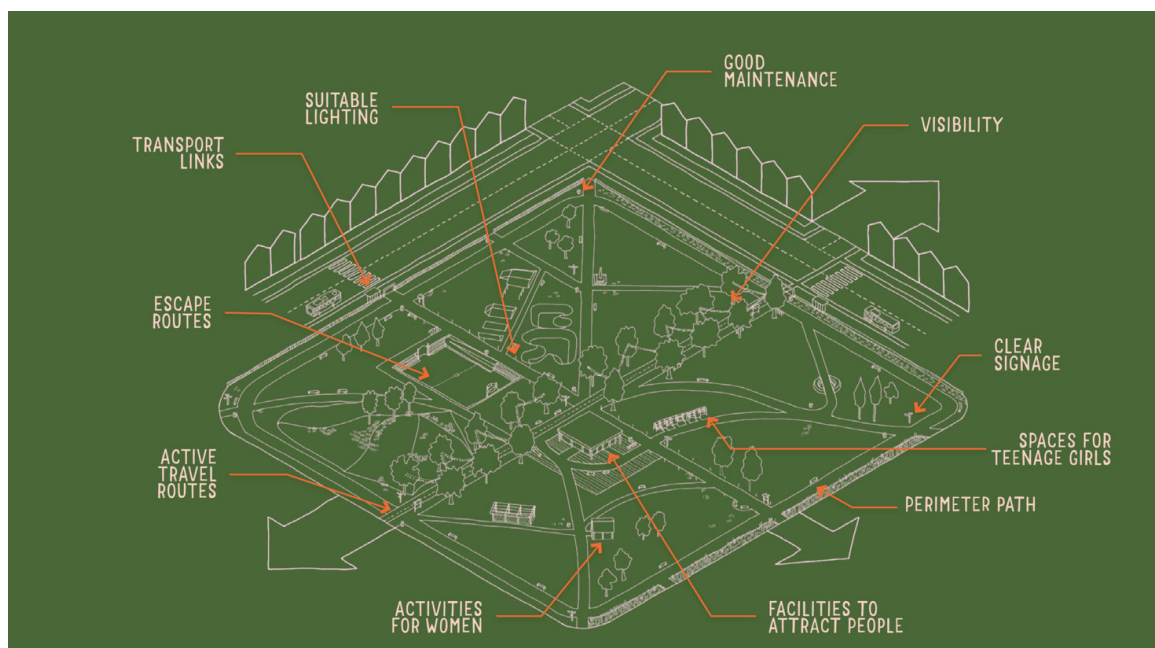


Figure 5: Design Advice for Improving Access to Parks for Women and Girls (Source: Safer Parks, 2023)

Female-Friendly Sport Infrastructure Design Guidelines

Female sports participation at the elite and peak of athlete pathways is increasing rapidly in line with an increase in grassroots participation in sport and physical activity. This represents an exciting time for Australia but also presents challenges for sports administrators and facilities.

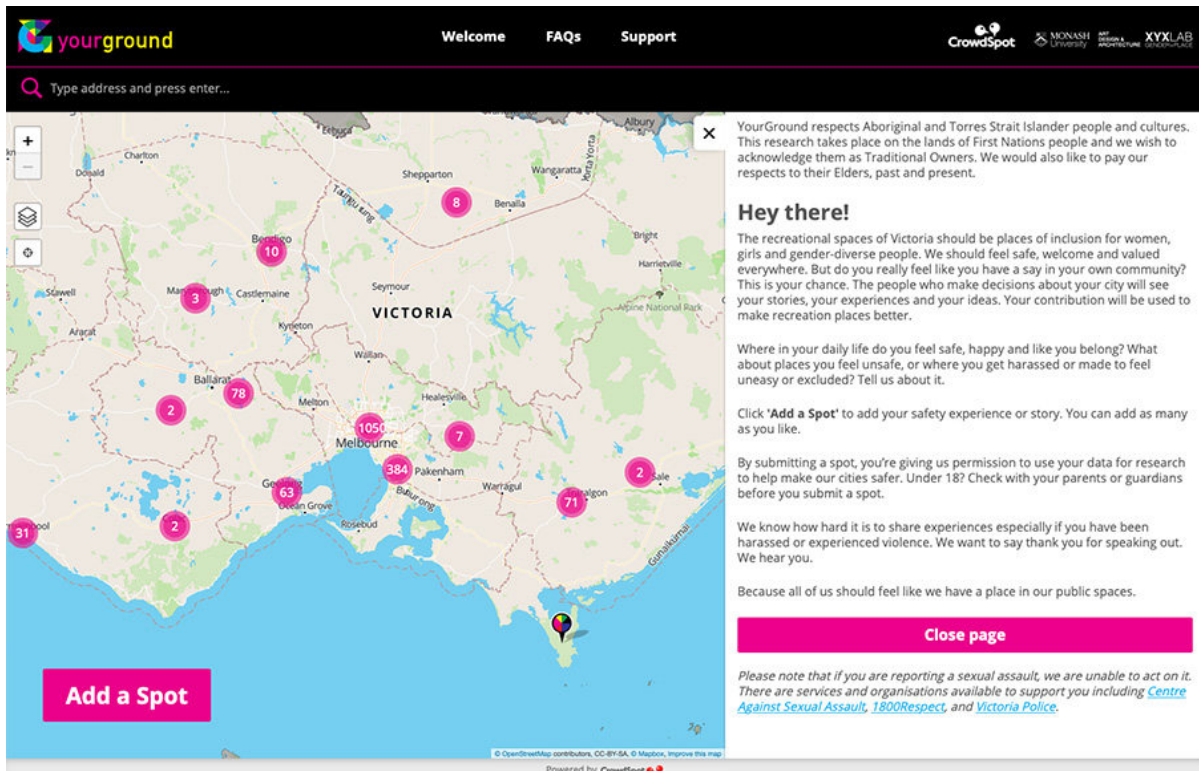
Sport and Recreation Victoria has developed the Female Friendly Guidelines that include the following design principles to create female-friendly facilities:

- **Fit for purpose:** While promoting a flexible and multi-use approach, ensure female-friendly design elements and specific requirements meet the level and type of activities being delivered, as well as occupant, club or tenant needs.
- **Multi and shared use:** Infrastructure should be efficiently designed to promote equitable and flexible use by a mixture of users capable of sharing facilities and usage times. The facility space planning and design of public spaces should adopt a multi-purpose approach.
- **Compatibility:** Identification of compatible sports, teams, activities, clubs or organisations with similar objectives and requirements for facility design, use and management should be promoted.
- **Universal Design:** The principles of Universal Design should be applied to community sport and recreation facilities so that they accommodate users of all ages, genders, abilities and cultural backgrounds.
- **Public Safety:** Crime Prevention through Environmental Design (CPTED) takes into consideration the relationship between users and the physical environment in the design of public spaces in crime prevention and assists with public safety.
- **Health and safety:** The security and safety of users should be paramount. Sport and active recreation facilities and their surroundings should be designed, built and maintained in accordance with relevant occupational health and safety standards. They should also incorporate child-safe and safer design principles into facility design.
- **Functionality:** Facility design and layout should promote safe and optimal functionality to accommodate formal, competitive, social and recreational forms of usage and participation.

Monash XYX Lab

The Monash University XYX Lab is a team of design researchers exploring gender-sensitive design practices and theory. Their work looks at gender, identity, urban space and advocacy. They bring together planners, policy makers, local government and stakeholders in their research and have developed urban space and planning resources.

The XYX Lab has developed an interactive online tool called YourGround that has mapped safety in public spaces for women, girls and gender-diverse people. The tool enabled women and gender-diverse people to anonymously add a spot directly into a custom survey on the map. The survey asks participants questions about their safety relating to recreational experience in public space (type of activity and stress level). Users can also vote and comment on any spots already added to the map by other participants. Local Government can use this spatial dataset to inform location-based insights for improving safe participation in recreation experiences within our public space.



The City of Greater Geelong is participating in the YourGround project. The research shows in general people participating in the research report feeling:

- Some parks, civic spaces and boulevards, particularly in the Geelong CBD and Corio/North Shore were rated unsafe. The reasons provided include due to antisocial behaviour, traffic conditions, poor lighting and large gatherings of men.
- Large parks that have been embellished and include park lighting were rated safe.
- Natural areas like along the Barwon River and Ocean Grove beaches were rated safe.

The image below shows the YourGround data for the City of Greater Geelong.

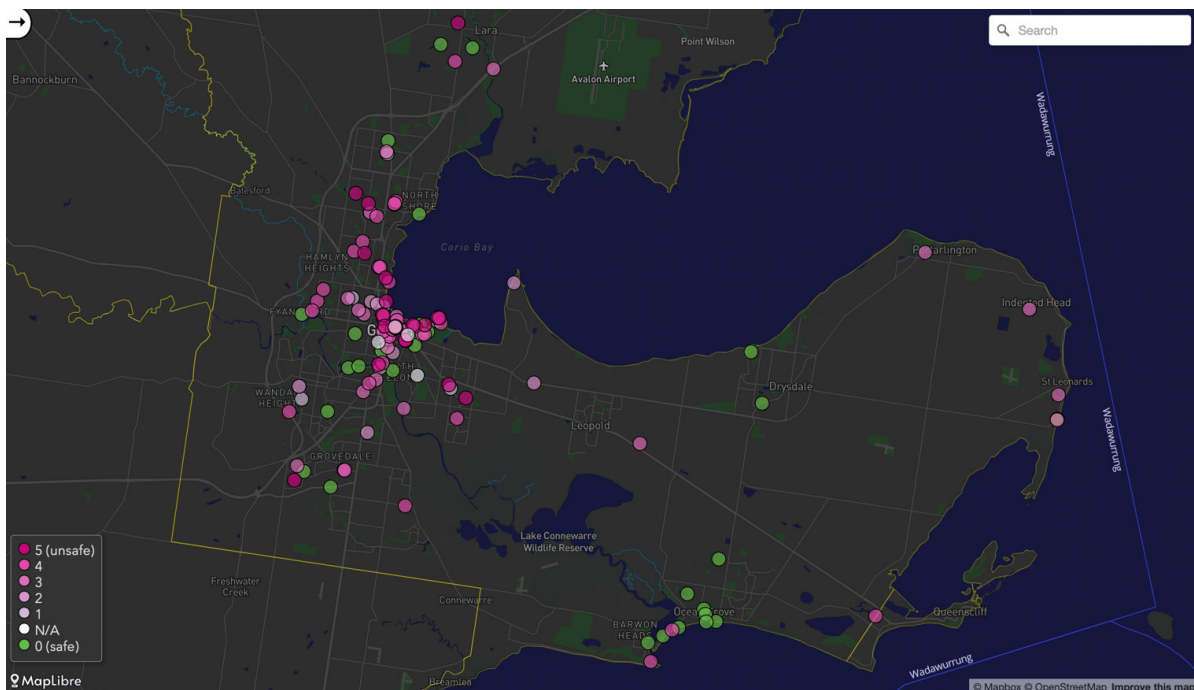


Figure 6: YourGround Map – City of Greater Geelong

KEY FINDINGS OF STRATEGIC REVIEW

Local Government strategic and policy alignment with State Government legislation and policy on gender equity in sport and recreation is critical to a regional response to the issue

The following graphic shows the indicative relationship between the Greater Geelong Fair Access Policy with State Government’s gender equity legislation and policy and Local Government strategies.

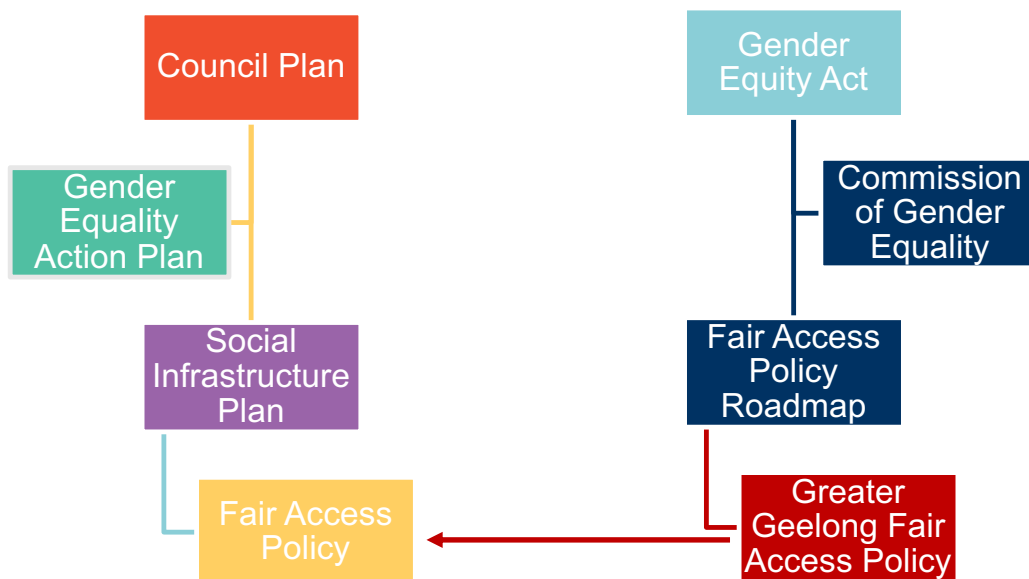


Figure 7: Relationships between legislation, policies and strategies

The review of council's current policies and strategies that influence gender equality in sport and recreation outcomes found the following key findings:

- Greater Geelong City Council strategies and policy statements support improved gender equality in sport and active recreation, particularly its Fair Play Strategy 2017. These strategies are now supported by a Council Gender Equality Action Plan (usually a four-year cyclic plan). The State Government mandates these plans through the relevant legislation.
- Greater Geelong City Council’s Social Infrastructure Strategy identifies the long-term strategic priorities, objectives and actions the council would take to support female participation in sport and active recreation.
- Greater Geelong City Council use financial incentives or discounts to encourage girls and women participation in sport and active recreation, identified in the council’s fees and charges policy.
- Greater Geelong City Council provides sporting clubs, associations and leagues with tool kits, campaigns and resources to support women and girls’ participation in sport.
- Greater Geelong City Council use a GIA+ Tool to review and assess the gender equality impact of the Council services.

The strategic objectives relating to the Fair Access Policy were:

- Equitable use and access to sports facilities for women and girls.
- Partnering and collaborating with local sporting clubs and associations and peak sporting bodies
- The council has a responsibility to provide safe and inclusive infrastructure.

New sports facilities should adopt industry planning frameworks and design principles that deliver inclusive, safe and welcoming sport and recreation facilities and programs.

The planning frameworks provide the following principles that will guide the design of future sport and recreation facilities, programs and services:

- **Accessible and Inclusive:** Sport and active recreation facilities and programming will be universally designed and inclusive, fostering participation in sport and active recreation by all our community, across all life stages, genders and cultures.
- **Diverse and Equitable:** Sport and active recreation facilities will offer a diverse mix of facilities, programs and experiences. The council will provide an equitable distribution of sport and active recreation precincts across the municipality and to girls' and women's sport and recreation.
- **Safe and Welcoming:** Sport and active recreation facilities and programs are designed to be visible, open and welcoming to the community, creating a safe place for girls and women to participate.
- **Multi-Use:** Sport and active recreation facilities will be multi-use, offering several activities, programs and experiences for users and enabling access to girls and women's sport and recreation.
- **Connected:** Sport and active recreation participation opportunities are connected to our communities, including our unique natural environments.
- **Sustainable:** Sport and active recreation facilities will be designed and operate efficiently, whilst being well managed and maintained.

The following reference documents and links are provided for guiding design principles:

- [Creating Places for People](#)
- [Making Places for Girls](#)
- [Healthy Active by Design](#)
- [Crime Prevention through Environmental Design](#)
- [Universal Design Principles](#)
- [Female Friendly Sports Infrastructure Design Guidelines](#)
- [Monash XYX Lab](#)

Councils and State Sports Associations should partner with local clubs, associations and leagues in delivering Sport Australia strategies for increasing women and girls' representation and participation.

The Fair Access Policy should include a partnership approach with State Sporting Associations where policies, practices and resources that support, encourage, and incentivise the delivery of Sport Australia strategies for increasing women and girls' representation and participation are developed collaboratively (See Section 2.8).

These strategies, together with the Victorian Government's Fair Access Policy Road Map, are examples of how governments and peak sporting bodies are responding to Australia's obligations to the international human rights framework, specifically as a signatory to the UN Human Rights Council passed resolution 40/5 on the elimination of discrimination against women and girls in sport and the Brighton Declaration 2014.

**Case Study: Creating a Place for Women in Sport
(Yarra Ranges, Knox and Maroondah Councils, EACH and Inspiro Health)**

- Creating a Place for Women in Sport – Self Assessment Tool.
- For community recreation and sporting clubs to promote equality.
- Enabling councils to work in collaboration with clubs to develop a gender equity action plan.
- The initiative has been well received and successfully run since 2018 with three to four clubs from each Council participating each year.



Current State of Play

What is the current state of play for improving gender equality and access?

This section summarises the current state of play for sport participation in Greater Geelong and a review of industry trends.

DEMOGRAPHIC FACTORS

In Greater Geelong, there are some groups of women and girls that encounter higher levels of disadvantage and discrimination, as well as additional obstacles to achieving good health and well-being. These groups include Aboriginal women, immigrant and refugee women, trans and gender diverse people, women and girls facing socio-economic challenges, and women and girls with disability.

We acknowledge that intersectionality can impact participation in sport and active recreation. Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. For example, an immigrant woman who also identifies as a person with a disability may be more likely to experience discrimination.

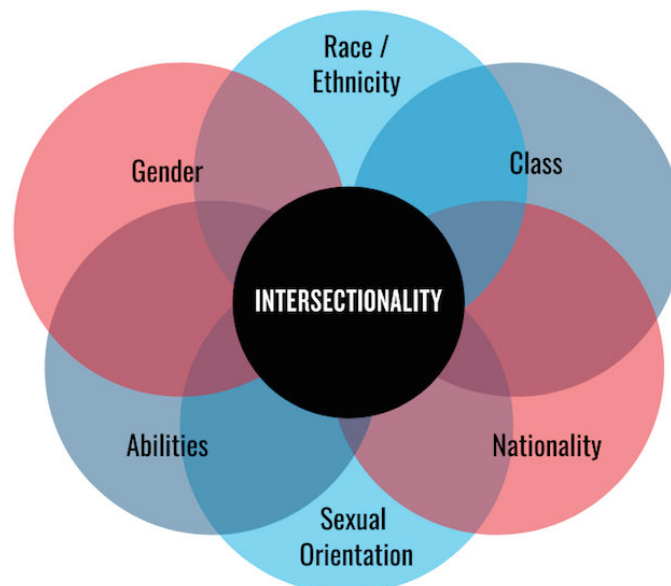


Figure 10: Intersectionality described as, the ways in which different aspects of a persons identity can expose them to overlapping marginalisation or discrimination.

The table below shows the latest Australian Bureau of Statistics (ABS) Census 2021 data, sourced from id.community:

- Greater Geelong has pockets of disadvantage, specifically in Norlane – North Shore (SEIFA 764.3), Whittington (SEIFA 817.0) and Corio (SEIFA 822.7) communities.
- A growing population is fuelling female participation in sport and recreation. The current female population will grow from 139,203 in 2021 to 203,743 in 2041.
- There are an estimated 79,192 females within the most active years age groups (5 and 49 years) that will demand access to sport and recreation facilities, programs and services.
- There are an estimated 1,809 Aboriginal females in Greater Geelong. Providing culturally sensitive programs and services that connect Aboriginal girls and women to Country, community and culture will be important to encouraging sport and recreation participation.

- There are an estimated 25,053 females from a CALD background (born overseas). Encouraging inclusive sport and recreation clubs and programs that recognise the needs of these diverse cultural communities are important to encouraging sport and recreation participation.

The following tables details the Greater Geelong current and future (2041) estimated female population.

Table 8: Greater Geelong Female Population Breakdown

Total 2021 Pop.	Total 2041 Pop.	Total Pop. Change %	Female Pop.2021	Female Pop. 2021 %	Female Pop. 2041^	Female Pop. Diff.	Female Aboriginal Pop. 2021 >	Female CALD Pop. 2021 (Born OS) >	Female Active Years (5-49) Pop. >
270,786	396,388	46.38%	139,203	51.4%	203,743	64,540	1,809	25,053	79,192

^ If current proportion of females is maintained.

> If current proportion of target group; and current proportion of females is maintained.

Target Groups

Aboriginal women

There is small percentage of the Greater Geelong population identifying as Aboriginal. Aboriginal women face systemic disadvantages. Compared to non-Aboriginal women, Aboriginal women are 32 times more likely to be hospitalised as a result of family violence and are almost 10 times more likely to die from assault. Aboriginal women are also at far greater risk of homelessness and incarceration.

Women with disability

The latest Ausplay Survey 2021 found 70.2% of women (over 18 years) with a disability participate at least once per week (compared to 84.1% of other Australian women) and 53.7% three times per week (compared to 67.9%). There were 21.3% that do not participate in any sport or physical activity (compared to 9.1%).

People with a disability receive the same physical, mental, and social benefits from participating in sport and physical activity as those not having a disability. However, they are not participating at the same levels as all Australian women. Addressing barriers to participation for people with disabilities is essential to reversing this trend.

CALD women

There is a small percentage the Greater Geelong population identifying as being born overseas. Women from CALD backgrounds face additional barriers to education and employment and may need additional information about their rights. CALD women are over-represented in low-paid and insecure work and coupled with family commitments, find it a challenge to participate in sport and recreation.

For example, migrant women are 7% less likely to be employed than those born in Australia. Thirty seven and a half percent of women accessing domestic violence support services are of non-English speaking backgrounds but represent only 17.3% of the total population in Victoria.

Age

The impacts of gender vary over a lifetime. For example, during adolescence, expectations of girls are increasingly shaped by gender norms that impact girls' social, educational and leisure choices. Women retire with half the superannuation savings of men, and older women are at greater risk of homelessness than older men.

People in their active years tend to be the biggest participants in sports.

Women from low SES backgrounds

There are pockets of disadvantage in Greater Geelong. Women from low SES backgrounds face barriers in accessing services and supports which can compound other gendered disadvantages. For example, socio-economic inequity heightens the risk of violence against women. Women from low SES are less likely to participation in sport and recreation.

LGBTIQA+

LGBTIQA+ communities face significant barriers to accessing essential inclusive services and support in the community including the sport and recreation environment. The LGBTIQ community experience discrimination when attempts are made to access services, or when attempting to support friends, partners or other individuals who identify as LGBTIQA+ within the service system. This experience often leads to a fear that this will also occur in other life settings such as a sports club or fitness program. This community experiences family violence, and significant discrimination, which have negative implications for individual and collective mental health, general health and wellbeing.

PARTICIPATION

Local Sports Club Participation Use of Greater Geelong Sports Facilities

The infographic on the next page summarises the participation profile of sports using Greater Geelong City Council's sports facilities.

Key findings from the Greater Geelong Sports and Recreation Census 2023:

- Junior girl participants – 6,252 (21.85%).
- Senior women participants – 4,714 (16.48%).
- 95% of all sports facilities are used for training, events or games for all genders.
- 91% of clubs have women coaches, managers and administrators.
- 84% of clubs report women and girls' results and achievements.
- 30% of change rooms are gender neutral.
- 38% of clubs report members identifying as a person within the LGBTIQA+ community. There are 27% of clubs that report 1-10 members, 8% of clubs that report 11-20 members and 3% of clubs that report 20+ members.
- 53% of clubs comply with the Discrimination Act by providing accessibility facilities. There are 16% that report their venues did not comply and 31% report they were unsure.
- 58% of clubs report members living with a disability. There are 43% of clubs that report 1-10 members, 5% of clubs report 11-20 members and 9% of clubs report 20+ members.
- Only 2% of clubs identifying equity and inclusion as the biggest challenges facing clubs and community groups compared to 51% of clubs identifying infrastructure and 31% volunteers.

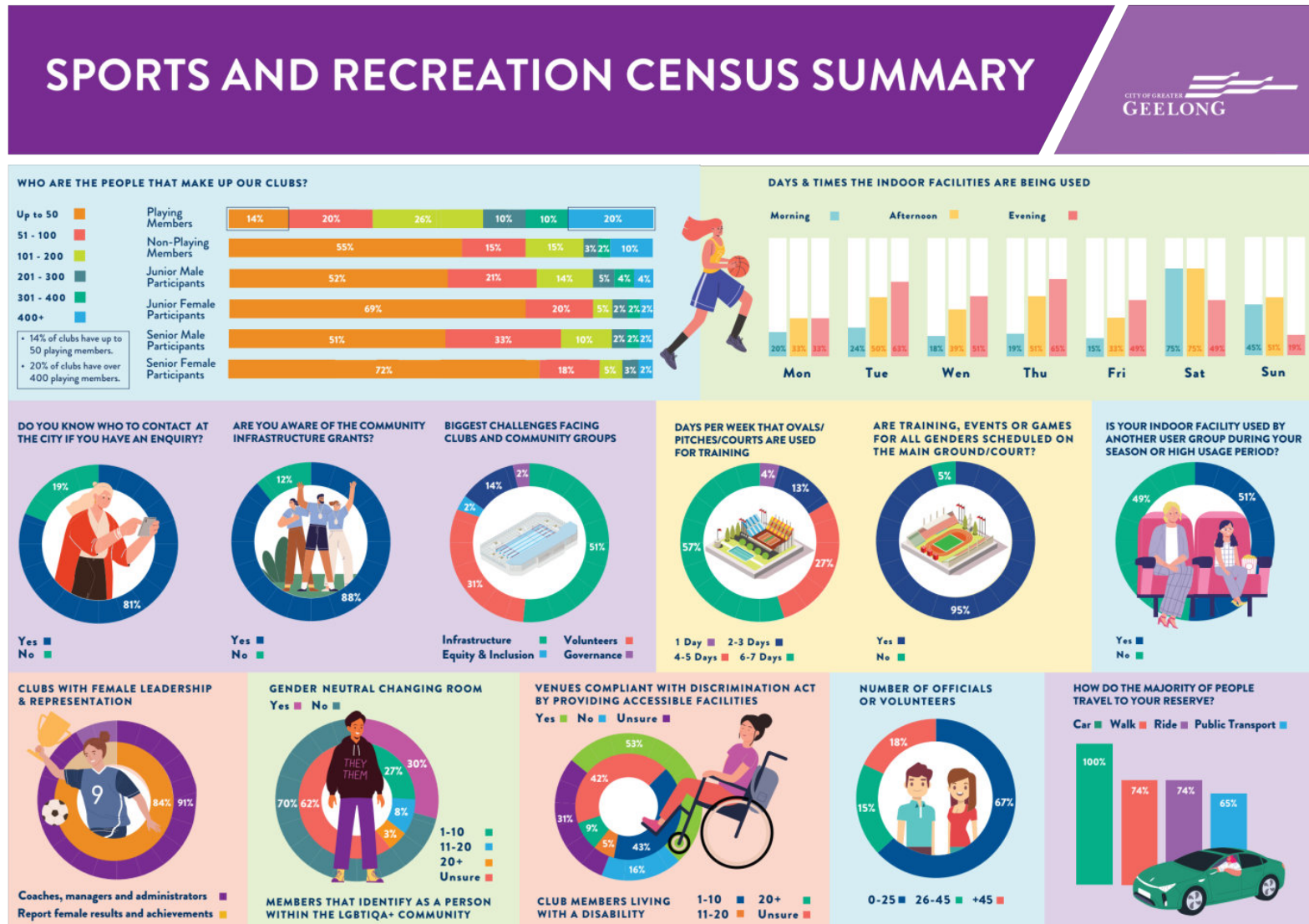


Figure 10: City of Greater Geelong Sports and Recreation Census 2023

AusPlay Participation Rates in Sport

To gain an insight into the local women and girls' participation level of major participation sports in the Greater Geelong City Council area, the AusPlay participation rates were applied to the current (2021) and 2041 population forecasts. State participation rates were used for sports where data was reported. National participation rates were used for sports where State participation rates were not available.

The table below summarises the outcomes of applying the adult and children AusPlay participation rates to the current (2021) and 2041 population forecasts for major participation sports.

Table 9: Women and Girls Population Projections 2021-2041

City of Greater Geelong Population	Adult (15yr+)	Children (0-14yrs)	Total
2021	114,767 (82%)	24,555 (18%)	139,322
2041	167,835	35,909	203,743

The table below shows significant growth in women and girls between 2021 and 2041 if the current participation rates are maintained for major participation sports modelled. The estimated 2021 women and girls' participation of 38,702 across these sports will grow to 56,597, an additional 17,895 participants in 20 years.

Additional participants will be encouraged to play through new playing formats and competitions being introduced and maturing. Providing new and improving existing sport and active recreation facilities will be important to meeting future demand for women and girls, trans and gender-diverse people participation.

Table 10: Participation Projections 2021-2041

Sports	2021 Total Participation – Model Participation Rate	2041 Total Participation – Model Participation Rate
Outdoor Field Sports	19,303	28,229
Australian Football	7341	10735
Cricket	4163	6087
Hockey	1270	1857
Football	6530	9549
Outdoor Court and Green Sports	19,399	28,368
Netball	5318	7777
Tennis	6834	9994
Bowls	1381	2019
Golf	5866	8578
Indoor Sports	14,835	21,695
Basketball	8184	11969
Badminton	2369	3464
Table Tennis	393	575
Gymnastics	3889	5687
Total	38,702	56,597

Barriers to Girls and Women's Participation in Sport and Recreation

In 2015 the then Moreland City Council (now Merri-bek City Council) developed the *Moreland Active Women and Girls Strategy (2015)*. The Strategy reported on survey findings exploring the participation barriers faced by women and girls in sport and recreation and in leading an active lifestyle.

Whilst barriers vary for different people, some common barriers reported are:

- Fragmented time constraints – family commitments and household responsibilities.
- Availability of options at convenient times.
- Cultural norms.
- Inadequate infrastructure i.e., lack of suitable change rooms or women-only spaces.
- Family commitments and responsibilities.
- Existing injury or disability (for older women).
- Racism and discrimination towards women from a CALD background i.e., different cultural values and dress.
- Limited social network.
- Negative body image.
- Perceived lack of skills to undertake the activity i.e., swimming etc.
- Perceived safety issues i.e., accessing recreation facilities after dark, dogs, uneven pavements, etc.
- Lack of fitness and associated concerns about keeping up or doing the right thing.
- Tiredness due to family/childcare responsibilities.
- Cultural and religious barriers – inappropriate dress codes and lack of safe, comfortable, and accessible facilities.
- Lack of childcare and lack of awareness of childcare options.

The World Health Organisation recently conducted a study into the *Barriers and Facilitators of Physical Activity Participation in Adolescent Girls*. The report was released in March 2022 and found:

Teenage girls quit sports because school and academic activities are too demanding. They tend to get involved in other activities that are less demanding than a competitive sport that requires training and competing two to three times each week.

Participation of girls between 10 and 19 is in decline, and there is urgent action needed to reverse this trend to safeguard their long-term health. "Globally, around 85% of girls do not meet the WHO recommendations of at least 60 minutes per day of moderate to vigorous physical activity. Also, the participation of girls in exercise and sports declines throughout adolescence.

WHO identifies providing for physical exercise (PE) in the school curriculum but also before, during and after school day. A whole-of-school approach that links the school curriculum with the broader school environment and local community programs can increase the participation of adolescent girls.

LOCAL GOVERNMENTS RESPONSE TO GENDER EQUITY IN SPORT AND RECREATION

This section summarises Greater Geelong City Council's response to gender equality in sport and recreation. The evidence cited in this section was sourced by surveying and seeking evidence from the Community and Recreation Services.

Infrastructure Allocation

Greater Geelong City Council capture and monitor participation data for most of its sporting facilities through the Sport and Recreation Census as well as obtaining State Sporting Association registered participation data and Ausplay Participation Survey data.

Greater Geelong clubs report 95% of sports facilities are used by all genders. However, there is an inequity in the use of sports facilities between boys and men's teams and girls and women's teams with boys and men allocated greater use of fields.

As girls and women's participation grows and more teams and programs are introduced, councils in partnership with state and local clubs, associations and leagues will need to consider how to provide equitable allocations to sporting clubs to meet this demand/need. This may require re-prioritising or thinking differently about how sports facilities and competitions are distributed across a network, as opposed to allocating to a specific club for a summer or winter season. Improving usage data collection is a key consideration for the Fair Access Policy.

Greater Geelong City Council meet with 12 different local sports associations as part of a Sport and Recreation Network to review match schedules annually.

Sporting Bodies Governance

To gain future funding, State Sports Associations (SSAs) are now required to have 40% women on their boards, and this is a priority for many SSAs. Whilst this mandate is not currently directed for local sporting clubs, associations and leagues, it is shows that the leadership gender split in the sports industry is increasingly a priority.

Greater Geelong City Council collects information on the gender distribution of local sports clubs, associations and leagues committees. Ninety one percent of clubs in 2023 had women coaches, managers and administrators. However, the gender split of committees is unknown. Improving governance data collection is a key consideration for the Fair Access Policy.

Research shows that increased gender diversity on boards leads to improved organisational performance.

Infrastructure

The Council has conducted several female-friendly capital works projects. Female-friendly specific developments include gender-neutral change rooms, car parks and pathway security lighting.

The Council has supported infrastructure audits organised by State Sporting Associations and used these audits and strategies to inform upgrades.

Resource Allocation

Greater Geelong City Council prioritises funding under its Community Infrastructure Grants to specific outcomes and objectives to access and universal design principles that help support women and girls' participation.

The Council tracks total budget spend for:

- New builds (i.e., new pavilion)
- Redevelopments and renewals (i.e., renewal of sports courts)
- Maintenance and operations (i.e., turf maintenance, cleaning, utilities)
- Total annual council grant funding for sporting clubs.

Case Study: Gender Budget Analysis (Monash City Council)

In recent years, Monash City Council has reviewed the capital spend, per sport and gender. The budget reporting table is shown below. Monash City Council report that collecting data and reporting on funding to projects and programs based on gender has helped inform decision-making that is more equitable.

Table 11: Monash City Council budget breakdown by sport and gender 2023

(Source: Monash City Council, 2023)

Sport	Overall Spend Per Sport			Gender Analysis Of 2022/23 Capital Spend		
	2022/23 Capital Works Spend on Sporting Facilities	Capital Spend Per Participant	Male Participants	Female Participants	Male Spend	Female Spend
Cricket	\$3,627,000	\$1,278	2629 (93%)	209 (7%)	\$3,373,110	\$253,890
AFL	\$1,238,000	\$626	1606 (81%)	374 (19%)	\$1,002,780	\$235,220
Soccer	\$600,000	\$310	1722 (89%)	210 (11%)	\$534,000	\$66,000
Rugby	\$357,000	\$506	575 (82%)	130 (18%)	\$292,740	\$64,260
Tennis	\$10,645,250	\$2,650	2209 (55%)	1808 (45%)	\$5,854,887	\$4,790,362
Golf	\$3,910,750	-	65%	35%	\$2,541,987	\$1,368,762
Total	\$20,378,000				\$13,599,504	\$6,778,494

These steps have led to sports facilities being designed to welcome and accommodate girls and women participants. Improving Council expenditure data collection is a key consideration for the Fair Access Policy.

EXAMPLES OF LOCAL INITIATIVES

What are we currently doing to make the change?

AFL Inclusive Clubs and Gender Equity Education Program

Leisure Networks are partnering with the AFL and local clubs to build greater awareness around gender equity and inclusion.

The program helps clubs to:

- Create safe, equal, and respectful environments for all, especially women and girls, to increase involvement on and off the field.
- Review and update club policies, governance, website and social media.
- Create community-based initiatives.

Women in Community Life Awards

The annual awards acknowledge the contribution women have made to the Greater Geelong community, particularly the impact they have made to promote and advocate for advancing gender equality.

The awards are presented during the City's International Women's Day celebrations.

Her Story

Her Story shares the untold stories of Geelong women. This storytelling helps to increase gender balance awareness and further guide and influence policy design.

The project team undertook a process to identify women with inspiring stories. The stories told have been collated and uploaded to a Her Story digital application, which utilises the existing City of Greater Geelong walking trails technology.

The stories highlight key themes of adversity and although society has come a long way in terms of gender equality. Women featured include

Corrina Eccles, Nancy Donkers, Tracey Gaudry and Nina Morrison. The following provides a link to some of these stories.

<https://www.committeeforgeelong.com.au/wp-content/uploads/2019/09/HerStory-web.pdf>

The Girl Can Free 'Come and Try' Exercise Sessions

As part of the This Girl Can Week Councils four indoor aquatic and leisure centres offer a range of free sessions, including beginners strength, pilates, circuit and yoga classes as part of the This Girl Can Week.

Women in Sport Breakfast

Councils annual Women in Sport Breakfast attracts 200 people in Greater Geelong to hear from women in the sport industry. The breakfast is a great way to share knowledge, insights and network.

Greater Geelong Sports Pavilion Development Program

Greater Geelong City Council has focused on providing a sufficient number of gender-neutral change rooms for participants to ensure women and girls, trans and gender diverse people have access to appropriate facilities to participate. Recent examples include:

- Anakie Recreation Reserve Pavilion
- Estuary Reserve Pavilion, Leopold
- Hume Recreation Reserve, Bell Park
- Lara Recreation Reserve Pavilion
- Shell Reserve Pavilion, Corio.

Go Soccer Mums – Drysdale Soccer Club

Go Soccer Mums is an introductory soccer program for women. Each week up to 50 women participate in the Drysdale Soccer Club Go Soccer Mums program. The program is run in conjunction with Leisure Networks, the Geelong-based disability service. facilitated improved access to soccer within the Muslim community.

KEY FINDINGS OF CURRENT STATE OF PLAY

Women and girl's participation in sport and recreation is being fuelled by population growth and improved access to new competitions and programs.

The proportion of women and girls in Greater Geelong is 51.4% or 139,203 people in 2021. If the current proportion of women and girls is maintained, there will be an estimated increase of 64,540 women and girls by 2041, reaching 203,743 women and girls. Population growth will translate into more women and girl's participants in sport and recreation that will demand access to sport and recreation facilities, programs, and services.

The most active years age groups in our community are between 5 and 49 years of age. There are an estimated 79,192 women and girls within this age group that will demand access to sport and recreation facilities, programs and services.

Women and girls' participation for major participation sports modelled will increase from 38,702 participants in 2021 to 56,597 participants in 2041 (an additional 17,895 participants). This will mean access to more facilities, competitions, and programs, which will be needed to service this future demand.

Delivering culturally sensitive, accessible, and inclusive sports facilities, programs and services is important for parts of the Greater Geelong

There are an estimated 1,809 women and girls that identify as Aboriginal or Torres Strait Islander. Providing culturally sensitive programs and services for Aboriginal girls and women that welcome and connect people to Country, community and culture will be important to encouraging sport and recreation participation.

There are an estimated 25,053 women and girls that are from a CALD background (born overseas). Encouraging inclusive sport and recreation clubs and programs that recognise diverse cultural backgrounds and particularly customs that impact female participation will be important to encouraging sport and recreation participation.

Females with a disability participate less than all female Australians. Limited opportunities to participate in a supported and modified way are restricted participation by people with a disability. Providing adaptive programs and services and accessible sport and recreation facilities are key ingredients to improving participation by females with a disability.

Delivering affordable sports facilities, programs and services is important for parts of the Greater Geelong.

There are pockets of disadvantage in Greater Geelong, specifically in Norlane – North Shore (SEIFA 764.3), Whittington (SEIFA 817.0) and Corio (SEIFA 822.7) communities. Providing affordable programs and services and accessible sport and recreation facilities are key ingredients to improving participation by women and girls from low socio-economic communities.

Greater Geelong City Council have improved access to facilities for women and girls; however, the lack of data on the use and representation of girls and women in sport and recreation is limiting progress.

There is a lack of detailed data available. It will continue to be challenging to make meaningful change across the Greater Geelong without an evidence base to inform decision-making. Key survey data has identified how many girls and women have access and use sport and recreation facilities, programs and services, the proportion of representation of women on boards and committees, and the council's funding of initiatives designed to improve access to sport and recreation facilities, programs and services.

The survey found:

- Ninety five percent of sports facilities are used by all genders. However, there is an inequity in the use of sports facilities between boys and men's teams and girls and women's teams with boys and men allocated greater use of fields.
- As girl's and women's participation grows and more teams and programs are introduced, council will need to consider how to provide equitable allocations to meet this demand/need. This may require re-prioritising or thinking differently about how sports facilities are distributed across a network, as opposed to allocating to a specific team for a summer or winter season.
- Council has a proactive approach to managing allocations through partnering with local sports associations. The Council meets with 12 different local sports associations as part of a Sport and Recreation Network to review match schedules annually.

- Female governance leadership of sporting bodies has been identified as a key priority for the Government through the adopted Gender Equity Strategies and State Sporting Associations. The Greater Geelong Sport and Recreation Census shows 91% of clubs in 2023 had women coaches, managers and administrators. However, the gender split of committees is unknown.
- Council allocates funding towards capital works and asset renewal of sporting facilities and the delivery of sport and active recreation programs and services. There has been a prioritisation of female friendly design improvements to sports facilities over the last 10 years where the Council has partnered with State Government in funding targeted improvements to provide improved access to women and girls, trans and gender diverse people.
- Council has not conducted a Gender Impact Assessment on their budget allocations, per sport and gender. Other councils have adopted this approach and found it beneficial when discussing funding priorities, and when adopting their fair access policies.
- Council has a GIA+ Tool that assesses the gender equality impact of the Council services/ However, Council does not currently use a Gender Equality Self-Assessment Tool to collaborate with clubs on creating welcoming and inclusive environments for women and girls. Other councils have developed these tools and found it beneficial in improving the culture and environment in local sport and active recreation clubs, so they are inclusive to all.

Stakeholder Engagement

How do our project partners feel about gender equality and access to sport and active recreation in Greater Geelong?

This section summarises the feedback received from Project Advisory Groups to the City of Greater Geelong.

PROJECT ADVISORY GROUP FEEDBACK

Sport and Recreation Advisory Group Workshop

The following provides a summary of the key issues identified through discussion with the Sport and Recreation Advisory Group.

Table 12: Sport and Recreation Network Feedback

Organisation	Key Issues and Opportunities
Geelong Cricket Association	<p>Largest of 3 cricket associations in Geelong with 50 affiliated clubs</p> <p>Association has experienced a large growth in women and girls' participation – lagging other regions</p> <p>Conversations commenced about diversity and inclusion and a brand framework has been established, however there is a long way to go.</p> <p>Some clubs have embraced diversity and inclusion better than others.</p> <p>Barwon Women's Cricket Association has experience significant growth from 12 teams in 2018/2019 to 52 teams in 2023/2024. Junior girl's teams are not growing at the same rate</p> <p>There would be approximately 10% female representation at the executive level. Female representation improves as the competition level</p>
Softball Victoria	<p>Softball in Geelong played as a summer sport between October and March.</p> <p>Membership consists of 60% female and 40% male.</p> <p>High representation of women on Executive Committee</p> <p>Junior participation/development program – Home Run Hero is supported by all female volunteers.</p> <p>Currently no junior competition structure. School programs being run to encourage junior participation</p>
Football Victoria	<p>The success of the Matildas has had a significant impact on participation.</p> <p>Club Changer Program commenced approximately 18 months ago. The program included "our Game" Women and girls, module which are required to achieve a 1-star status with FA. The programs included women and girls Strategy and Equity Strategy of the back of Change makers.</p> <p>The Change Makers Project, an innovative collaboration between FV, Victoria University and Clubs. The project assists Clubs to make tangible improvements and opportunities for women & girls, with the aim of achieving 50/50 representation.</p> <p>Of the 22 clubs in the region approximately 70% are 1 star accredited</p> <p>FV have also undertaken a large number of facility audits with a State of the Nations report due to be released in March 2024.</p> <p>There are a number of 12-month soccer programs of different formats that support women and girls such as Go Soccer Mums. MiniTillies is Football Australia's national introductory football program for girls aged between 4 to 11 years.</p>

Organisation	Key Issues and Opportunities
	<p>There are 3 local women who have recently been appointed as coaches. There are a number of teenage females taking on coaching roles.</p> <p>Within the region there is a 33% female participation. Growth in women and girls has been between 10-15% over the last few years.</p> <p>Clubs are becoming more aware and are supporting mentoring programs and leadership positions.</p> <p>A number of clubs have closed off registration due to the high participation numbers.</p> <p>The women's game participation was slower to rebound after Covid.</p>
AFL Barwon	<p>There are approximately 22,300 football/netball participants (539 teams). There has been an 8.9% increase each year.</p> <p>Lack of infrastructure (courts and grounds) is the biggest issue.</p> <p>There is a need for a purpose-built netball facility.</p> <p>There is ongoing discussion to schedule female football on a Friday evening.</p> <p>The AFL have developed a range of resources and seminars to support female participation.</p> <p>The St Joseph Football Club provides a locally based club that support women and girls. The club has a female president.</p>
Aus Cycling	<p>Recent merger with BMX, cycling and mountain biking.</p> <p>Horizon One is the building block to bring the three sports into one organisation.</p> <p>Current barriers is the lack of volunteers, coaching to support increased female participation and the ability to implement programs (focus for 2024/2025)</p> <p>She Rides Program aim at encouraging women and girls to participate. The clubs with female presidents are more likely to take up the program.</p> <p>Lack of statistics to understand split between male and female participants. However womenand girls competitive participants represent approximately 20% and there are 40% of coaches that are women.</p>

Health and Wellbeing Advisory Group Workshop

The Health and Wellbeing Advisory Group agreed with key findings of the background research.

The group also identified the following local issues and programs:

- The increase in cost of living is impacting participation for girls and women, transgender and gender diverse people, particularly from First Nation and CALD communities and people from low incomes or have a disability. An intersectional approach is needed.
- Some CALD women and girls are not confident to play in competitions. The social norm is a barrier to participation. These are built up over time and are not just focused on sport and active recreation. The stigma impacts participation and may be unsolvable. But it means we need to find other ways to present participation for CALD women and girls, transgender and gender diverse people.
- There is a need to breakdown the idea that this sport is a boys sport and this sport is a girls sport. We need to encourage all genders to participate in sport and active recreation.
- The declining volunteer base and lack of time is a key barrier to participation. This is a particular issue for women that are generally the primary family care giver, that also are working. Time pressures are impacting women taking on leadership position and participating in sport and active recreation.
- Leisure Networks partner with other providers in Greater Geelong as well as peak sporting bodies and local councils in the region on a range of initiatives to address gender equality in sport and active recreation. These includes:

- Informing the design of sport facilities and programs. There has been a focus on improving gender access and inclusive design in sports facilities across Colac Otway Shire Council, City of Greater Geelong, Surf Coast Shire Council and Golden Plains Shire Council. The particular concern was a lack of appropriate gender neutral facilities to support girls and women, transgender and gender diverse people participating in sport. There is an optimism from local government to address gender equality in partnership with sports and clubs.
- Changing cultural change with young girls in schools program. Interestingly, we are facing the same barriers we have battled for last 25 years. The program works with girls that are not participating in sport and active recreation with view of pathway into exercise and sports (Active Our Way – This is a co-design project).
- Leisure Networks have been hosting gender equality sessions with local councils, clubs and community. Encouraging policy development and putting in place actions to create inclusive places and cultures in sport and active recreation.
- AFL / Leisure Network pilot project - Women and Girls Charter and quick wins on why, where and how. Cluster of clubs come together to develop gender equality action plans.
- Resourcing is an issue to delivering policy ideas.
- Respect 2040 focussed on addressing domestic violence issue. Engaging with clubs means we can get into homes of violence and create safe places in clubs may translate to homes and visibility of violence.
- Safety is an important factor when participating. Some places are unwelcoming and don't invite. There are 210 sports clubs in the City of Greater Geelong. This is a large community base where we can influence behaviours.
- Key partners to delivery are Regional Sports Organisations - Leisure Networks and South West Sport
- We need to see cultural change, a shift in attitude and behaviours.

The group identified the following ideas:

- We need long-term, sustainable actions to change.
- Listening sessions with interest groups like the CALD community will help inform participation opportunities. Conversations are important and are considered low hanging fruit. Prioritise what is important to their community, as opposed to the sports interest. Club to connect with community and understand diversity - conversations.
- We have a Safety Audit that could be a good tool to use to assess places, cultures and environments.
- Develop training tools that help clubs answer "What do we do when things go wrong?"
- Reward creating visibility for women and girls, transgender and gender diverse people in sport and active recreation. Celebrate their participation and success.
- Host Bystander training. This will build capacity in sports clubs and associations.
- Mandate or incentives for clubs to undertake cultural change. We want to see a commitment from sports clubs and association to a process for change (i.e. participate in a safety audit, gender equity self-assessment and action plan, bystander training, etc).
- Define partners roles and responsibilities. Use the local expertise and tools available in Greater Geelong.
- Diversify our sport and active recreation participation opportunities so they support different women and girls, transgender and gender diverse people from different cultural backgrounds.

Women in Community Life Advisory Group Workshop

The Women in Community Life Advisory Group agreed with key findings of the background research.

The group also identified the following local issues and programs:

- Women are busy and find it hard to find the time to exercise or participate in sport and recreation, let alone take on volunteering positions like being on a committee or being a coach or official. There are competing work and life pressures.
- Cost of living is also a pressure now impacting participation.
- There is an over-dependence on volunteers.

- The culture and environment of some sport and recreation places is considered unsafe. It can be scary joining a club; if it is unwelcoming, women and girls will not join.
- Particular focus should be on the one in three women and girls that are disadvantaged. They face the greatest barriers to participate in Greater Geelong.
- There are powerful links between clubs.

The group identified the following ideas:

- Develop facilities so they welcome families.
- Solutions need to be local and place-based.
- There is a need to prioritise women and girls participation. This means allocating priority times in sport and recreation.
- Improve data collection so we can measure performance. The data should be used to set targets, measure performance and report on progress. This process should be transparent.
- Support gender impact assessments and safety auditing sport and recreation facilities and Council funding improvements.
- Listen and involve women and girls in developing initiatives.
- Consider outreach programs to target groups like women and girls who live in disadvantaged communities in Greater Geelong.

LGBTQIA+ Advisory Group and Access and Inclusion Advisory Group Advice

The Fair Access Policy needs to be inclusive of all genders. We want sport and recreation to be available and welcoming to everyone in our community, with equitable access and use of facilities for gender-diverse, nonbinary and trans people.

The Advisory Groups query how peak body guidance around inclusion of transgender athletes will be considered in the development of the policy and what plans there are to ensure those State Sports Association policies are being supported in local competitions.

The Advisory Groups are willing to offer feedback on a wide range of key focus areas, including infrastructure, team selection, uniforms, reward and recognition, the gendered nature of coaching, etc.

The LGBTQIA+ Advisory Committee strongly supports the inclusion of people of all genders across all sports.

KEY FINDINGS OF STAKEHOLDER ENGAGEMENT

Project partners and key stakeholders agree that progress is being made but there is still a way to go. Creating space for women and girls, transgender and gender diverse people to lead and participate in a safe, inclusive and empowering environment is a key focus area.

Discussions with the Sport and Recreation Advisory Group indicate varying levels of programs and support to encourage women and girls' participation. The organisations and state bodies to differing levels have a range of resources including strategic documents, training programs, targeted activities and facility audits focused providing the necessary tools to support women and girls.

The City of Greater Geelong and project partners like Leisure Networks have partnered with peak sporting bodies. They are delivering initiatives aimed at creating inclusive places and cultures in sport and active recreation. These initiatives include the Active Our Way School Program, safety audits and the AFL / Leisure Network pilot project – Developing a Women and Girls Charter and club-based Gender Equality Action Plans.

Project partners identifying particular interest groups like women and girls, transgender and gender diverse people from First Nations, CALD, disability and disadvantaged communities that find it more difficult to participate. Engaging with these groups will help inform the design of initiatives that support their involvement in sport and active recreation.

It was recognised that engaging in sport and active recreation will improve the community's health and wellbeing and a person's engagement with the community and reduce violence in our communities.

Ideas for improving gender equality in sport and active recreation include:

- Listening sessions with interest groups (intersectional approach).
- Develop a set of tools to improve places and cultures in sport and active recreation. These include gender equity self-assessment tools and actions plans, safety audits, bystander training, etc. This will build capacity in sports clubs and associations.
- Reward creating visibility for women and girls, transgender and gender diverse people in sport and active recreation. Celebrate their participation and success. This can be through annual awards or incentives for clubs that demonstrate cultural change, a shift in attitude and behaviours that is inclusive of women and girls, transgender and gender diverse people.
- Consider mandating or offering incentives for sports clubs to participate in gender equity training and demonstrate cultural change. We want to see a commitment from sports clubs and associations to a process for change (i.e. participate in a safety audit, gender equity self-assessment and action plan, bystander training, etc).

Next Steps

The next steps for the project are:

- Greater Geelong City Council Project Working Group to consider the findings of the Background Report, discuss what this means and what are important themes for the Fair Access Policy.
- Prepare the Fair Access Policy that contains why we need a policy, what we found, what is the policy for, what we want to achieve, and what steps we will take to achieve this?
- An Evaluation Framework will follow this step. The Evaluation Framework will include an action plan with measurable targets. The evaluation framework will determine a baseline to track gender equity data.
- Following Council endorsement, the Fair Access Policy will be provided for public community consultation. The Council will consider feedback and finalise the Fair Access Policy for adoption.

3.3. Our Community Plan Quarterly Report - December 2023

Source: Corporate Services
Executive Director: Troy Edwards

Purpose

1. To present Our Community Plan Quarterly Report – December 2023 for consideration and endorsement by Council.

Background

2. Our Community Plan 2021–25 is Council’s key strategic document which identifies the outcomes and priorities Council will focus its efforts on over the 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 2023–24, highlights the projects, initiatives and programs that will take place within the 2023–24 financial year.
4. This quarterly report provides progress against the one-year actions for the period 1 October 2023 – 31 December 2023. This is the second quarterly report for the Our Community Plan 2021–25 – Annual Action Plan 2023–24.

Key Matters

5. There are 75 actions reported upon in Our Community Plan 2021–25 – Annual Action Plan 2023–24.
6. At the end of December 2023, two actions were ‘complete’, 57 actions are ‘on track’, three actions have ‘commenced’, five actions are ‘delayed’, and eight actions are ‘ongoing’.
7. Five actions ‘delayed’:
 - 7.1 Commence construction of all abilities play space at Rippleside Park*;
 - 7.2 Implement Stage 2 of the Drysdale Sporting Precinct Master Plan*;
 - 7.3 Prepare the Innovate Reconciliation Action Plan for endorsement by Reconciliation Australia;
 - 7.4 Prepare a Heritage Strategy to expand cultural inclusivity that better acknowledges and integrates the management of First Nations heritage, European heritage, and the heritage of all those other cultural groups who are now integral to our community; and
 - 7.5 Promote access to sport and physical activity for women and girls through the development of the Ocean Grove Sporting Infrastructure Plan.

RESOLUTION - Item 3.3

Cr Nelson moved, Cr Harwood seconded -

That Council note Our Community Plan Quarterly Report – December 2023.

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, 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 2020 and implementation monitored via the quarterly and annual reports.

Alignment to Community Plan and Vision

12. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring, and inclusive community;
High-performing council and organisation;
Strong local economy; and
Sustainable growth and environment.
13. 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 fast, reliable, and connected transport network;
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 officer involved in the preparation of this report declared a general or material conflict of 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 2023 [3.3.1 - 28 pages]



THE CITY OF
GREATER GEELONG

OUR COMMUNITY PLAN 2021–25

—
QUARTERLY REPORT
DECEMBER 2023





INTRODUCTION

Our Community Plan 2021–25 outlines how we are working towards the 30-year community vision to make Greater Geelong a clever and creative city-region.

The plan informs the community of what Councillors are aiming to achieve during their four-year term, guides how we allocate resources so we can deliver infrastructure, services and programs to the community to ensure the social, economic and environmental sustainability of our region.

The four strategic directions we've chosen to guide us are:

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

As well as the strategic directions, the plan also outlines:

- Desired outcomes – the future state we're aiming for in four years and
- Four-year priorities – the priorities we'll focus on to help achieve our desired outcomes.

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. We work with our health and wellbeing partners to identify local health needs and to develop collaborative responses to meet these needs.

The Plan identifies five health and wellbeing priorities which are:

1. Tackling climate change and its impact on health
2. Increasing healthy eating
3. Increasing active living
4. Demonstrating and promoting gender equity practices
5. Improving mental wellbeing and social connection.

Our Community Plan 2021–25 is supported by an annual action plan and budget which highlight the projects, initiatives and programs that will take place within the financial year to address our four-year priorities.

This quarterly report was developed to provide a transparent update of our performance in delivering the annual action plan.

Actions that support the health and wellbeing priorities have been identified with the relevant health and wellbeing icon:



Tackling climate change and its impact on health



Increasing healthy eating



Increasing active living



Demonstrating and promoting gender equity practices



Improving mental wellbeing and social connection

STATUS UPDATE

We committed to 75 actions in our Annual Action Plan this year.

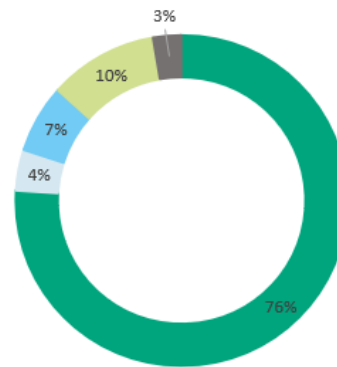
At the end of December 2023:

- **57 actions were 'on track'**
- **two actions are 'complete'**
- **three actions have 'commenced'**
 - Develop a policy to make the region's food system more accessible and resilient
 - Advocate and lobby government for future funding for the region to support the delivery of pre-employment programs
 - Develop a property strategy that ensures efficient and sustainable use of the City's assets
- **five actions were 'delayed'**
 - Commence construction of all abilities play space at Rippleside Park*
 - Implement Stage 2 of the Drysdale Sporting Precinct Master Plan*
 - Prepare the Innovate Reconciliation Action Plan for endorsement by Reconciliation Australia
 - Prepare a Heritage Strategy to expand cultural inclusivity that better acknowledges and integrates the management of First Nations heritage, European heritage, and the heritage of all those other cultural groups who are now integral to our community
 - Promote access to sport and physical activity for women and girls through the development of the Ocean Grove Sporting Infrastructure Plan
- **eight actions are 'ongoing'**
 - Continue implementation of the Social Housing Plan 2020–41 including the use of council land for social housing and advocacy to the state government on the delivery of a significant increase in the supply of social housing
 - Advocate for the best community outcomes in regard to Commonwealth Games legacy funding
 - Deliver the Precinct Structure Planning program for the Northern and Western Geelong Growth Areas*
 - Prepare the Strategic Assessment under the Environment Protection and Biodiversity Conservation Act and biodiversity conservation strategy for the Northern and Western Growth Areas*
 - Finalise the transport infrastructure and services strategy for growth areas
 - Finalise the masterplan for the Market Square Quarter to guide the regeneration and

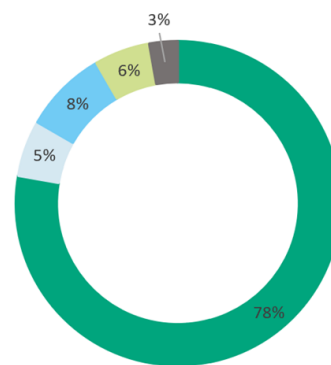
redevelopment of the city block bounded by Malop St, Moorabool St, Ryrie St and Yarra St

- Update the Waste and Resource Recovery Strategy 2020–2030 to include new focus areas such as food & garden organics recycling and roll out of the municipal container deposit scheme
- Monitor the current and long-term financial risks of the City to support future growth and financial sustainability

Annual Action Plan overall progress



Health & Wellbeing priorities progress



■ On track ■ Commenced ■ Delayed ■ Ongoing ■ Complete

* Major initiative

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

PROGRESS REPORT

Indicators







Municipal Indicators	Data available at 31 December 2023	Progress comments
Proportion of adults experiencing high / very high psychological distress <i>Source: City of Greater Geelong Preventative Health Survey</i>	20% (2021) 10.3% (2017)	There was an increase in the proportion of our adult community experiencing high / very high psychological distress since 2017. Next survey due in 2024–25.
Proportion of adults meeting the physical activity guidelines <i>Source: City of Greater Geelong Preventative Health Survey</i>	67% (2021) 41% (2017)	More of our adult community is reporting that they are sufficiently physically active than in 2017. Next survey due in 2024–25.
Proportion of adults consuming the recommended number of serves of fruit and vegetables <i>Source: City of Greater Geelong Preventative Health Survey</i>	Fruit – 46% (2021) Fruit – 53% (2017) Vegetable – 15% (2021) Vegetable – 10% (2017)	Since 2017, there was an increase in the proportion of our adult community consuming the recommended serves of vegetables and a decrease in the proportion consuming the recommended serves of fruit. Next survey due in 2024–25.
Family violence incident rate per 100,000 population for Greater Geelong <i>Source: Crime Statistics Agency website www.crimestatistics.vic.gov.au</i>	1,697.5 (year ending September 2023) 1,721.4 (year ending June 2023) 1,585.1 (year ending June 2022)	For the year ending September 2023, the family incident rate for Greater Geelong was higher compared to the Victorian rate (1,371.0), compared to the same time last year.
Community perception of safety in the area where they live <i>Source: City of Greater Geelong Preventative Health Survey</i>	61% (2021) 54% (2017)	More of our adult community is feeling safe where they live than in 2017. Next survey due in 2024–25.

4

*Major initiative







Municipal Indicators	Data available at 31 December 2023	Progress comments
Level of agreement that multiculturalism makes life better (definitely or sometimes) <i>Source: City of Greater Geelong Preventative Health Survey</i>	66% (2021)	This result comprised 48% definitely and 18% sometimes. Next survey due in 2024–25.
Proportion of community concerned about effects of climate change on health (very or quite concerned) <i>Source: City of Greater Geelong Preventative Health Survey</i>	51% (2021)	This result comprised 28% very concerned and 23% quite concerned. Next survey due in 2024–25.
Proportion of adults that are a member of an organised group (sports, religious, school, professional, community or action group) <i>Source: City of Greater Geelong Preventative Health Survey</i>	56% (2021)	This result included 28% members of a sports group. Next survey due in 2024–25.

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Community satisfaction with support services <i>Source: Local Government Community Satisfaction Survey</i>	Family 62 (2023) 64 (2022) 66 (2021) Elderly 60 (2023) 63 (2022) 65 (2021) Disadvantaged 58 (2023) 61 (2022) 62 (2021)	Family Support and Disadvantaged Support services were comparable to both the statewide (63, 59) and Regional Centres (64, 58) averages. Elderly Support was comparable to Regional Centres (61) but lower compared to the statewide average (63).
Community satisfaction with recreational facilities <i>Source: Local Government Community Satisfaction Survey</i>	69 (2023) 72 (2022) 75 (2021)	While satisfaction decreased in 2023, our performance continued to be well regarded by the community and was among our highest rated services. Our result was also comparable to both the statewide (68) and Regional Centres averages (69).
Level of agreement that Council infrastructure is equitable (fair access to facilities that are needed across the municipality including healthy, safe and inclusive places and spaces) <i>Source: Local Government Community Satisfaction Survey</i>	44% (2023) 55% (2022)	There was a decrease in the proportion of people who agreed or strongly agreed with the statement that Council infrastructure is equitable. Comparison to statewide and Regional Centres average is unavailable.
Level of agreement that Council infrastructure is accessible (for all abilities, affordable and easy for people to get to) <i>Source: Local Government Community Satisfaction Survey</i>	56% (2023) 63% (2022)	There was a decrease in the proportion of people who agreed or strongly agreed with the statement that Council infrastructure is accessible. Comparison to statewide and Regional Centres average is unavailable.
Number of key community infrastructure projects completed <i>Source: City of Greater Geelong</i>	91.9% (2023) 86.5% (2022) 84% (2021)	We have delivered 34 of the 37 key community infrastructure projects identified for delivery by 2022.
Community satisfaction with community and cultural activities <i>Source: Local Government Community Satisfaction Survey</i>	66 (2023) 64 (2022) 65 (2021)	Our result was comparable to both statewide and Regional Centres average (66 respectively).





Four-year priority	2023–24 actions	Progress comment	Status
1.1.1	<i>Implement the Promoting Change project to encourage healthier food and drink options in Council owned facilities and settings</i> 	We completed site audits and collected baseline data from three of the participating sites. Development of a healthy facility policy is in progress.	On track
1.1.2	<i>Convene and resource a network of key health and wellbeing stakeholders to identify local health needs and create partnership approaches for action</i> 	The City convened meetings with a network of key health and wellbeing stakeholders in August and November 2023 to identify local health needs and opportunities for collaboration and alignment. We also completed mapping activities against the City's five Health and Wellbeing priorities.	On track
1.1.3	<i>Prepare a development plan for the facilities at Rees Reserve, Little River</i> 	We awarded the Little River & District Pony Club a Community Infrastructure grant to develop a Facility Development Plan for Rees Reserve. Project inception meeting took place onsite in November 2023 and the facility development plan expected to be completed in April 2024. City is now leading the project.	On track
1.2.1	<i>Develop a policy to make the region's food system more accessible and resilient</i> 	Building upon last year's research undertaken by Deakin University's Institute for Physical Activity and Nutrition, we held internal workshops to identify gaps and opportunities and are currently planning a community engagement process to enable community input into the development of the policy. A consultant will be recruited in 2024 to support the community engagement process to inform the development of the policy.	Commenced
1.2.2	<i>Develop an early years infrastructure network plan to support the provision of kindergarten and maternal and child health services and ensure we respond to population growth and new provision reforms</i> 	We have completed the Early Years Network Plan to confirm demand forecasts including the investment pipeline to guide investment in early years infrastructure. Council will consider a report in early 2024.	On track
1.2.3	<i>Implement Year 2 activities of the Positive Ageing Strategy 2022–2025 Action Plan</i> 	We delivered activities including: <ul style="list-style-type: none"> • A services directory for people as they age • Ageing Well Advisory Committee meetings held in August and November 2023. • The City's Positive Ageing Grants program and Seniors Festival were successful with 28 events held during October 2023, with over 1,600 attendees. More than 400 people enjoyed seeing Normie Rowe in concert as part of the Seniors Festival. Further events will be held from January to March 2024. • See the full Year 1 report published on the City's website 	On track

*Major initiative

Four-year priority	2023–24 actions	Progress comment	Status
1.3.1	<i>Work with partner agencies to deliver programs and initiatives that seek to address social and economic disadvantaged in priority areas such as Corio, Norlane & Wittington</i>	Meetings have been held with Give Where You Live, Northern Futures and Future Geelong to identify partnership and collaboration opportunities.	On track
1.4.1	<i>Work with partner agencies on initiatives to prevent family violence and violence against women</i> =	As part of the Respect 2040 partnership with The City of Greater Geelong and Barwon South West organisations, the annual progress report was submitted on 23 October 2023. The Respect Cup was delivered to 120 year 9 students from eight different secondary schools, who participated in a full day respectful relationship and consent program led by The City of Greater Geelong and Netball Victoria. A recent key highlight has been The City of Greater Geelong's involvement with 16 Days of Activism against Gender-based Violence (25 November - 10 December 2023). Activities included: <ul style="list-style-type: none"> partnering with Zonta Club Geelong, Respect 2040 and Respect Victoria lighting city landmarks orange, with the colour orange symbolising a brighter future free of violence Councillors Melissa Cadwell, Sarah Hathaway and Elise Wilkinson attended the Johnstone Park launch of 16 Days of Activism by Zonta Geelong on the International Day for the Elimination of Violence Against Women Zonta Club did yarn tree bombing across Central Geelong social media posts, including a video from the Mayor, and an overview of the launch and lightening promotion of events from other organisations in Geelong information in the Wurriki Nyal foyer information for employees via People Connect Newsletter. 	On track
1.4.2	<i>Actively pursue grant opportunities to support the development of female change facilities</i> =	We successfully secured state government funding for female change facilities at Winter Reserve. The project will now move into delivery phase in 2024.	On track
1.4.3	<i>Complete the review of the Fair Play policy to embed Fair Access policy principles which aim to improve access and use of community sports infrastructure for women and girls</i> =	We are currently reviewing the City's Fair Play Strategy which includes embedding the state government's Fair Access Policy Principles. A brief has been developed and a Project Control Group formed. The <i>Fair Access Policy</i> will be delivered as a priority due to state government's requirement to have this policy in place by 30 June 2024.	On track

Four-year priority	2023–24 actions	Progress comment	Status
1.5.1	<i>Commence construction of all abilities play space at Rippleside Park*</i> 	The City awarded the contract for detailed design works which is now underway. Due to a shortfall in funding, the target completion date of the detailed design stage is April 2024. The playspace will be inclusive for kids of all ages and abilities, incorporating multi-sensory and nature play elements, with opportunities for physical, creative, social and passive play.	Delayed
1.5.2	<i>Deliver priority infrastructure projects to improve all abilities access as part of our Access and Inclusion Plan 2018–2022</i> 	Construction for the Drysdale Community Hub disability access is scheduled to commence in January 2024 while the tender for the Grovedale Hall disability access is expected to be awarded in March 2024.	On track
1.6.1	<i>Partner with the Geelong Zero Alliance to co-design a strategic approach to end homelessness</i> 	The design of a governance structure for the Geelong Zero Alliance partnership is currently underway. Give Where You Live are leading work with the governance group to establish the framework around the collective impact governance.	On track
1.6.2	<i>Continue implementation of the Social Housing Plan 2020–41 including the use of council land for social housing and advocacy to the state government on the delivery of a significant increase in the supply of social housing</i>	The procurement process for the appointment of a trustee for the Geelong Affordable Housing Trust has concluded and will be reported back to Council in early 2024.	Ongoing
1.7.1	<i>Complete the construction phase for the Biyal-a Armstrong Creek Library*</i> 	We progressed construction on the new Biyal-a Armstrong Creek Library with work scheduled for completion in first half of 2024. Upon completion, the three-level facility will feature a library service, accessible contemporary amenities, a children's story time area, multipurpose spaces, outdoor terraces and creative places for programming.	On track
1.7.2	<i>Implement Stage 2 of the Drysdale Sporting Precinct Master Plan*</i> 	We commenced Cultural Heritage Management Plan work which will assess the potential impact of Stage 2 of the Drysdale Sporting Precinct Master Plan on Aboriginal and historical archaeological artefacts within the construction corridor. A significant number of cultural artifacts have been discovered onsite, delaying the completion of the complex cultural heritage assessment fieldwork.	Delayed
1.7.3	<i>Implement Stage 2 of the Lara Recreation Reserve Master Plan*</i> 	We progressed construction on the new accessible, multi-sport and gender-neutral sports pavilion and the baseball field. The current completion is anticipated to be in Q2 2024. These enhancements aim to create a comprehensive recreational hub meeting the diverse needs of the Lara community.	On track

*Major initiative

Four-year priority	2023–24 actions	Progress comment	Status
1.7.4	<i>Review our approach to the provision, development and subsidy of Council owned and/or managed community outdoor recreation reserves</i> 	We are reviewing the City's <i>Fair Play Strategy</i> which guides the provision, development and subsidy of Council owned and/or managed community level outdoor recreation reserves. The review includes transitioning the strategy to a policy and embedding the state government's <i>Fair Access Policy Principles</i> . Work on development of a Fair Access Policy has commenced and will be delivered by 30 June 2024. The Fair Play Policy will precede this work.	On track
1.7.5	<i>Plan for the delivery of the pilot youth hub in central Geelong</i> 	We confirmed a pilot site for the Geelong Youth Hub within the Busport building in central Geelong. Engagement with service providers has commenced, while engagement and co-design with young people will begin in January 2024.	On track
1.8.1	<i>Prepare the Innovate Reconciliation Action Plan for endorsement by Reconciliation Australia</i> 	The Reconciliation Action Plan (RAP) has been paused until further notice. Due to the outcome of The Voice Referendum, First Nations communities have requested a pause on engagement with Government and Council bodies. The City is preparing for community engagement and discussions to recommence development of the RAP in 2024.	Delayed
1.9.1	<i>Renew artwork murals in Little Malop St, Geelong</i> 	We undertook a review and scoping for the Little Malop Street precinct, identifying renewals that require further scoping. Progress to date includes: <ul style="list-style-type: none"> • Corner of Little Malop Street, quote has been received for Virtual Reality paste up by Baby Guerrilla • Union Street mural will need to be deaccessioned due to building works on private property. The work was installed prior to 2015 and therefore outside the time requirement to retain • Stuart Devlin Mural Trail has been audited for damage and a single work requires repair, a quote has been received • John Street murals require further assessment, this will need to take place when construction is completed. 	On track
1.9.2	<i>Prepare a Heritage Strategy to expand cultural inclusivity that better acknowledges and integrates the management of First Nations heritage, European heritage, and the heritage of all those other cultural groups who are now integral to our community</i>	We held an initial stakeholder workshop with the Heritage Advisory Committee. The project plan has been revised with targeted consultation to commence in Q1 2024 and a draft strategy complete in Q2 2024.	Delayed
1.9.3	<i>Provide opportunities for the community to engage in the First Nations events including knowledge sharing forums in the lead up to The Voice referendum</i>	Significant engagement was held with the community in the lead up to the Voice Referendum and yarning circles were held with community post the referendum. The City will be undertaking a full review of its First Nations response to better understand how we can support and work with First Nations communities to achieve reconciliation.	On track

*Major initiative

Four-year priority	2023–24 actions	Progress comment	Status
1.9.4	<i>Collaborate with Wadawurrung Traditional Owners and key stakeholders to conserve, digitise, interpret and provide access to objects of cultural significance and regional importance from across Council's art & heritage collections</i>	<p>We added Wadawurrung artist Deanne Gilson cloaks to online collections. Wadawurrung artist Jasmin Skye was maker-in-residence at National Wool Museum (NWM) during Design Week, The NWM has been named an honouree in the 2022–23 Victorian Collections Cataloguing 'Best in Show' list with over 6,100 objects online. The financial valuation of the Art & Heritage Collection is on track for November completion. Major conservation works are underway for public art including Hitcock Gates and Grassy Mole sculpture.</p> <p>We also:</p> <ul style="list-style-type: none"> supported 20 collections access requests, 2 object loans to partner museums and 33 general collections enquiries completed significance Assessments of NWM, Naval & Maritime, Old Geelong Gaol and Outdoor Public Art Collections acquired into our collection the expressions Wool Quilt Prize winner 'DIY Deluge Design No.1' continued to support Elder/Scar Tree conservation project embedded policy to feature First Nations objects from collection in all digital and printed catalogues such as quarterly What's On completed restoration of Geelong West Firefighters Memorial, West Park as part of 25th anniversary placed four paintings from our council art collection on display at the entry way of the new Visitor Information Centre at City Hall added 17 new objects to collections 	On track
1.9.5	<i>Advocate for funding for the implementation of Bellarine Arts Centre-Potato Shed business case</i>	We will complete the final business case for the Potato Shed in February 2024, after all expenditure related to the project has been considered.	On track
1.9.6	<i>Seek further external funding to commence business case development for the National Wool Museum vision implementation</i>	We presented the strategic vision for the National Wool Museum to the City's Executive Leadership Team (ELT) in November 2023. Further work is required to develop the framework for the 5-year strategic operational plan and seek quotes for business case development. This will be presented back to ELT in early 2024.	On track
1.10.1	<i>Activate the Northern Aquatic and Community Hub with a focus on health and wellbeing, cultural engagement and community connection for people in the local community</i>	The Northern Aquatic and Community Hub facility is on track to open to the public in February 2024. We have prepared a pre-opening membership campaign to ensure the facility is well utilised from the first day of opening. The hub will help people of all ages improve their physical and mental health, create social connection and experience better overall wellbeing.	On track

Four-year priority	2023–24 actions	Progress comment	Status
1.10.2	<i>Complete the Whittington Community Infrastructure and Services Place Based Needs Study and advocate for funding and work in partnership with local services to implement priority recommendations</i>	We completed the Whittington Link - Social Infrastructure report. It has now been provided to the community reference group for final feedback.	On track
1.10.3	<i>Advocate for the best community outcomes in regard to Commonwealth Games legacy funding</i>	Following its decision not to proceed with hosting the Commonwealth Games in 2026, the state government committed to delivering the legacy sporting infrastructure in Geelong. As part of the announcement, there is a \$2 billion package with focus on housing, tourism, events and sporting infrastructure. We are committed to working with the State to realise these opportunities. In November 2023, the City requested a meeting with the state government to continue working through legacy infrastructure works.	Ongoing
1.11.1	<i>Consider a phased response to the aged care reforms, to ascertain future participation of Council in Community Care services</i>	A service review has been undertaken and a briefing to Council has been prepared.	On track



LINKS TO THE CLEVER CREATIVE VISION



AN INCLUSIVE, DIVERSE, HEALTHY AND SOCIALLY CONNECTED COMMUNITY



PEOPLE FEEL SAFE WHEREVER THEY ARE



CREATIVITY DRIVES CULTURE

*Major initiative

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

PROGRESS REPORT

Indicators

Municipal Indicators	Data available at 31 December 2023	Progress comments
Residential land supply <i>Source: City of Greater Geelong</i>	21 years (April 2023) 22 years (April 2022) 24 years (March 2021)	There is a range of development fronts and housing choices for new and existing residents to meet their diverse housing needs. Priority in the short term is increasing zoned supply.
Employment land supply <i>Source: City of Greater Geelong</i>	25 years (June 2023) 26 years (June 2022) 27 years (June 2020)	There continues to be sufficient long-term industrial land supply. Priority in the short term is increasing zoned supply.
Diversity of housing supply <i>Source: Australian Bureau of Statistics Census of Population and Housing 2021</i>	13.90% (2021) 15.10% (2020)	There was a significant decline in the share of housing growth in established areas in 2021. This type of development is typically smaller-medium density housing. No new data available.
Journeys to work made by public transport, walking or cycling <i>Source: Australian Bureau of Statistics Census of Population and Housing 2021</i>	4.6% journeys (2021) 8.75% journeys (2016)	In 2021, this result comprised 2.0% public transport and 2.6% rode a bike or walked. Method of travel to work relates specifically to the journey to work on the morning of Census Day. The 2021 Census occurred during COVID-19 lockdowns when many occupations were required to work from home, if possible, and some industries were closed, so people did not go to work. For this reason, these categories may have increased, with corresponding declines in other methods of travel.




Municipal Indicators	Data available at 31 December 2023	Progress comments
Percentage of residences within 400 metres of public open space in urban areas <i>Source: The Australian Urban Observatory Liveability Report for Geelong</i>	40.6% (2021) 44% (2020) 30.8% (2018)	There have been substantial improvements in the methodology used to calculate public open space (POS) since 2018. This has resulted in changes to POS calculations together with some likely changes that have occurred over the 3-year period. Work is underway on a 2018–2021 change over time result.
Community greenhouse gas emissions <i>Source: Beyond Zero Emissions and Ironbark Sustainability, Snapshot – community climate tool (accessed 9 January 2024)</i>	3,791,000 tonnes CO ₂ –emissions total (2021–22) 3,783,000 tonnes CO ₂ –emissions total (2020–21) 3,856,000 tonnes CO ₂ –emissions total (2019–20) 3,958,000 tonnes CO ₂ –emissions total (2018–19)	Electricity contributed to 39% of the 2021–22 result. With Gas and Transport contributing 11% and 16% respectively.
Diversion of waste from landfill <i>Source: City of Greater Geelong</i>	53.21% (2022–23) 52.96% (2021–22) 53.87% (2020–21)	There was a slight increase in diversion rate as favourable weather conditions have increased green waste tonnages.

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Community satisfaction with planning for population growth <i>Source: Local Government Community Satisfaction Survey</i>	49 (2023) 52 (2022) 54 (2021)	Our result was comparable to the statewide average (48) but lower compared to other Regional Centres (56).
Percentage housing construction within existing urban areas <i>Source: City of Greater Geelong and Barwon Water</i>	24% (2023) 21% (2021) 32% (2020)	Greenfield construction continues to be the main contributor to growth in Geelong's housing supply.
Kilometres of bicycle, walking paths and shared paths <i>Source: City of Greater Geelong</i>	Bike paths 115 km (2023) 84 km (2022) 78 km (2021) Footpaths 1,988 km (2023) 1,927 km (2022) 1,900 km (2021) Shared paths 208 km (2023) 181 km (2022) 169 km (2021)	Since 2022, bike paths increased 31 km, shared paths increased 27 km and footpaths increased 61 km, a total increase of 119 km in the path network.
Community satisfaction with local streets and footpaths <i>Source: Local Government Community Satisfaction Survey</i>	52 (2023) 59 (2022) 60 (2021)	While our result decreased in 2023, results were comparable to both statewide and Regional Centres averages (52 and 53 respectively).
Community satisfaction with sealed local roads <i>Source: Local Government Community Satisfaction Survey</i>	53 (2023) 57 (2022) 62 (2021)	While satisfaction decreased in 2023, we rated significantly higher compared to the statewide average and other Regional Centres (48 and 49 respectively).
Quantity of open space (civic, community parks, sports reserves and heritage open space)	1026.497 hectares – 485 sites (June 2023)	The decrease in hectares in 2023 is a result of conservation/nature reserves sites being





City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
<i>Source: City of Greater Geelong</i>	2,459.00 hectares – 495 sites (January 2022) 2,146.79 hectares – 495 sites (January 2021)	reclassified and no longer reported as open space.
Community satisfaction with appearance of public areas (includes local parks, gardens, reserves and nature strips) <i>Source: Local Government Community Satisfaction Survey</i>	66 (2023) 70 (2022) 71 (2021)	Our result which decreased significantly, was comparable to statewide (67) but lower than Regional Centres (71).
Greenhouse gas emissions generated by City-managed operations <i>Source: Azility</i>	23,895 tonnes CO ₂ -emissions (2022–23)* 23,057 tonnes CO ₂ -emissions (2021–22) 32,630 tonnes CO ₂ -emissions (2020–21) 34,429 tonnes CO ₂ -emissions (2019–20) *Provisional figure as bill estimations will continue to come in over coming months	Regional population growth is contributing to higher volumes of waste going to landfill and an increase in waste emissions. Corporate natural gas emission figures have remained stable over the past 12 months. Our fleet emissions are reducing as we integrate lower and zero emission vehicles into our fleet.
Hectares of protected natural habitat <i>Source: City of Greater Geelong</i>	1,405 ha (June 2023) 1,335.79 ha (June 2022) 1,380.80 ha (June 2021)	There was an increase of 69.21 hectares of natural habitat managed by the City in 2022–23.
Number of trees planted <i>Source: City of Greater Geelong</i>	3,016 street and park trees 4,000 tubestock	In 2022–23 we planted a total of 3,016 trees (2,590 street and 426 park trees) and removed 1,343 trees resulting in a net gain of 1,771 trees. We also planted 4,000 tubestock.
Community satisfaction with waste management <i>Source: Local Government Community Satisfaction Survey</i>	70 (2023) 70 (2022) 69 (2021)	Our performance continued to be well regarded by our community with waste management among our highest rated services. Our result was significantly higher than both the statewide and Regional Centres averages (66 and 67 respectively).




Four-year priority	2023–24 actions	Progress comment	Status
2.1.1	<i>Deliver the Precinct Structure Planning program for the Northern and Western Geelong Growth Areas*</i>	We concluded engagement with interested parties. Submissions received proposing changes to the program are being assessed while proposed changes to the agreement are being reviewed by the City's legal team.	Ongoing

*Major initiative

Four-year priority	2023–24 actions	Progress comment	Status
2.1.2	<i>Prepare the Strategic Assessment under the Environment Protection and Biodiversity Conservation Act and biodiversity conservation strategy for the Northern and Western Growth Areas*</i>	Our Environment Protection and Biodiversity Conservation (EPBC) Plan sets out a range of measures and commitments to protect biodiversity in the Northern and Western Geelong Growth Areas. We have been working with the Department of Climate Change, Environment, Energy and Water and the Department of Environment and Climate Change Action on the strategic response to the rediscovery of the Victorian Grassland Earless Dragon and the targeted survey approach for 2024.	Ongoing
2.1.3	<i>Facilitate a diversity of housing types to meet the long term needs of our future community</i>	We completed design and costings for Carr Street as part of the South Geelong Urban Design Framework (UDF). This study is to inform the planning scheme amendment for the South Geelong UDF. Authorisation for the South Geelong UDF amendment has been submitted to the Department of Transport and Planning. We are assessing the scope of work for the West Fyans Structure Plan review.	On track
2.2.1	<i>Finalise the transport infrastructure and services strategy for growth areas</i> 	We are currently developing a draft transport infrastructure and services strategy to provide an overarching framework for investment in road and rail infrastructure in Geelong's major growth areas.	Ongoing
2.3.1	<i>Promote access to sport and physical activity for women and girls through the development of the Ocean Grove Sporting Infrastructure Plan</i> 	We are reviewing the Ocean Grove Sporting Infrastructure Plan in response to the exponential increase in female sports participation and population growth, new design trends (female friendly, universal and Environmentally Sustainable Design) and development of new facility standards, strategies and policies. Further progress is pending a decision by the local sporting club to provide their in-principle support for their relocation. The club's decision to provide in-principle support for a future move will be postponed until February 2024.	Delayed
2.3.2	<i>Partner with senior groups to create a street art mural for the Portarlington Senior Citizens Club</i> 	We provided support and guidance and regularly liaised with the artist senior citizens and the Portarlington Community Association to ensure all were informed as the project progressed. The mural titled 'The Fish Thieves' by local Portarlington artist Heather Duff was completed in December 2023.	Complete
2.3.3	<i>Finalise the masterplan for the Market Square Quarter to guide the regeneration and redevelopment of the city block bounded by Malop St, Moorabool St, Ryrie St and Yarra St</i>	We held further meetings with key landowners. Community consultation on the draft Market Square Quarter Masterplan via an online survey and in-person sessions is underway and will conclude in February 2024. The masterplan seeks to guide development and progressively reinvigorate the city block bound by Malop, Yarra, Ryrie and Moorabool streets.	Ongoing

*Major initiative

Four-year priority	2023–24 actions	Progress comment	Status
2.3.4	<p><i>Support and assist Emergency Services and the Greater Geelong community in preparing for, responding to, and recovering from emergencies</i></p> 	<p>To date we have:</p> <ul style="list-style-type: none"> • reviewed and updated duty statements • developed a recruitment plan for a Municipal Emergency Management Officer (MEMO) & Municipal Recovery Manager (MRM) • developed a project plan for Geelong Recovery Outreach for Resilience and recruited a project officer • completed training for the City's new Building Resource and Capacity for Emergencies (BRACE) Emergency Management Team recruits (Working in an Emergency Relief Centre and Psychological First Aid) • training and induction program for newly recruited MEMO and MRM's has been completed • Geelong Recovery Outreach for Resilience (GRO4 Resilience) project has commenced planning for community engagement initiatives • BRACE Training and recruitment schedule for 2024 being finalised 	On track
2.4.1	<p><i>Incorporate Environmentally Sustainable Design principles into new urban growth areas including zero carbon, water efficiency, sustainable transport, urban greening and climate resilience</i></p> 	<p>To date we have:</p> <ul style="list-style-type: none"> • completed a recycled products technical study for the Northern and Western Geelong Growth Area • included Environmentally Sustainable Design (ESD) provisions in the Jetty Rd Stage 2 planning controls and the Marshall Precinct Structure Plan • commenced ESD provisions for the Creamery Rd Precinct Structure Plan and Elcho Rd East Precinct Structure Plan • commenced assessment of Jetty Road stage 2 public exhibition submissions relating to proposed ESD provisions • completed a project brief for the development of ESD guidelines, templates and application checklists which will provide developers and City officers with a clear and efficient process for assessment. Work scheduled to commence early Feb 2024. 	On track
2.5.1	<p><i>Review the City's Sustainable Building Policy for new and existing City owned or managed buildings to include all electric infrastructure and strengthened zero emission requirements</i></p> 	<p>The City's Sustainable Building Policy was updated following an internal engagement process and will now proceed to final review by the City's Policy Review Committee.</p>	On track
2.6.1	<p><i>Review annual action plans for the Environment Strategy 2020–2030 and Climate Change Response Plan 2021–30</i></p> 	<p>Scope of review commenced including assessing five goals and 92 actions using qualitative and quantitative methods and stakeholder engagement. Assessing whether actions achieve the intended outcomes and targets, identifying strengths, weaknesses, opportunities and challenges to inform future actions. The review will inform the updated/new action plan.</p>	On track

Four-year priority	2023–24 actions	Progress comment	Status
2.6.2	<i>Identify new opportunities for policy or project development from the discussion paper on understanding and mitigating the health impacts of climate change</i> 	We sought feedback from internal stakeholders and subject matter experts to finalise the discussion paper. An internal workshop with key stakeholders was held in December 2023. Opportunities to mitigate the health impacts have been identified and a working group has been established to progress this work.	On track
2.6.3	<i>Facilitate partnerships to support our community to reduce emissions</i> 	Five funded partnerships have been established via the City's Climate Change Partnership Grant program including projects with Deakin University, Geelong Sustainability and 100% Clean Bellarine. The City has also co-funded a Business Renewable Buyers Group (BRBG) to facilitate Geelong businesses to access an affordable and supported renewable energy Power Purchase Agreement. The project will seek businesses wishing to shift to 100% renewable energy with a min. electricity load of 500mWH to join the buyers group.	On track
2.7.1	<i>Update the Waste and Resource Recovery Strategy 2020–2030 to include new focus areas such as food & garden organics recycling and roll out of the municipal container deposit scheme</i> 	We completed planning to update the <i>Waste and Resource Recovery Strategy 2020–2030</i> . We are working through initiative prioritisation as part of the budget process to inform the update to the strategy in late 2024.	Ongoing
2.8.1	<i>Build community knowledge, engagement and partnerships to protect and restore our region's biodiversity</i>	We partnered with the Geelong Field Naturalists Club and others to deliver the Geelong Nature Festival in October 2023. The festival, was a collaboration of 55 agencies and groups led by the City, that delivered 70 events attended by over 1,900 people. It included a schools art project titled 'Nature, Our Backyard' at the 21st Century Gardens which was contributed to by 22 Geelong schools and 1,400 students and supported by genU, the Mt Duneed Men's Shed, the School of Lost Arts and the City.	On track
2.8.2	<i>Establish public parkland as per phase 2 (2022–2030) of the Sparrovale-Ngubiti yoorree Wetlands Master Plan*</i>	We officially opened section one of Sparrovale Wetland Reserve Ngubiti yoorree on 23 September 2023 as part of the Geelong Nature Festival. Western boundary fencing is now complete.	On track
2.8.3	<i>Complete ecological surveys of fish, frogs and birdlife as required for the development of the Sparrovale-Ngubiti yoorree Wetlands</i>	We completed ecological surveys of fish and frogs in October/November 2023. A draft report is due in January 2024.	On track

*Major initiative

LINKS TO THE CLEVER CREATIVE VISION



SUSTAINABLE DEVELOPMENT
THAT SUPPORTS POPULATION
GROWTH AND PROTECTS THE
NATURAL ENVIRONMENT



DEVELOPMENT AND
IMPLEMENTATION OF
SUSTAINABLE SOLUTIONS



A FAST, RELIABLE AND
CONNECTED TRANSPORT
NETWORK



CREATIVITY DRIVES CULTURE



PEOPLE FEEL SAFE
WHEREVER THEY ARE

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

PROGRESS REPORT

Indicators




Municipal Indicators	Data available at 31 December 2023	Progress comments
Number of jobs located in the City of Greater Geelong <i>Source: .id and National Institute of Economic and Industry Research (NIEIR)</i>	135,562 (2021–22) 123,462 (2020–21) 118,765 (2019–20)	In 2021–22 there were an estimated 12,100 jobs created in our region. The 2022–23 data will be available in early 2024.
Small area unemployment rates across Greater Geelong <i>Source: Jobs and Skills Australia – Small Area Labour Markets</i>	3.2% (June quarter 2023) 2.8% (June quarter 2022) 4.2% (June quarter 2021)	Unemployment rate has increased 0.4 points from June 2022 to June 2023.
Gross Regional Product (GRP) <i>Source: National Institute of Economic and Industry Research (NIEIR) 2021. Compiled and presented in economy.id by .id (informed decisions)</i>	\$17.6 billion (2021–22) \$15.9 billion (2020–21) \$15 billion (2019–20)	GRP increased by \$1.7 billion in 2021–22.
Value of non-residential building approvals in City of Greater Geelong <i>Source: City of Greater Geelong Building Services</i>	\$977.1 million (2022–23) \$1.2 billion (2021–22) \$603.2 million (2020–21)	The value of non-residential building approvals decreased by 19% in 2022–23 yet was 62% higher than 2020–21. Some of the larger approvals included the new South Geelong train station; industrial and manufacturing facilities at Avalon; Armstrong Creek Library and Community Hub; final stages of the Geelong Quarter accommodation and apartments; Geelong Arts Centre redevelopment; and GMHBA Stadium expansion.
Number of businesses <i>Source: Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits, 2016 to 2021</i>	21,785 (2021–22) 19,613 (2020–21) 18,532 (2019–20)	In 2021–22 there were an additional 2,172 businesses.

Municipal Indicators	Data available at 31 December 2023	Progress comments
Tourism Sentiment Index (TSI) <i>Source: Destination Think</i>	26.6 (September 2023) 24.1 (March 2023) 24 (June 2022) 22 (June 2021)	Greater Geelong and the Bellarine had a Tourism Sentiment Score® of 26.6. This places Greater Geelong and the Bellarine amongst the top destinations in the world with a global rank of #100. The top contributors to Greater Geelong and the Bellarine's overall performance were: Restaurants, Vineyards and Dining and wineries.
Investment in Geelong <i>Source: Cordell by CoreLogic</i>	157 projects valued at \$16.9 billion (June 2023) 137 projects valued at \$13.9 billion (June 2022) 139 projects valued at \$11.5 billion (June 2021)	The number and value of major investment projects increased by \$3.0 billion in the year to June 2023.
Visitor expenditure <i>Source: Tourism Research Australia's National Visitor Survey</i>	\$1.75 billion (September 2023) \$1.6 billion (June 2023) \$876 million (June 2022) \$637 million (June 2021)	Annual tourism spend in the region is up 39% to 1.75 billion compared to Y/E Sep 2022. Domestic • Visitation up 21.4% to 6.3 million • Nights up 9.5% to 4.6 million

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Community satisfaction with business and community development <i>Source: Local Government Community Satisfaction Survey</i>	59 (2023) 59 (2022) 64 (2021)	Satisfaction with performance remained unchanged from 2022 and was comparable to both statewide and Regional Centre averages (57 respectively).
Return on investment of Geelong major events <i>Source: Geelong Major Events Committee Annual Report</i>	50:1 (2022–23) 24:1 (2021–22) 28:1 (2020–21)	The 18 major events supported via Geelong Major Events had an economic impact estimated at \$81.3 million.

Four-year priority	2023–24 actions	Progress comment	Status
3.1.1	<i>Facilitate a diversity of employment land supply to meet the long terms needs of our city</i>	Council adopted the South-West Employment Study in December 2023. The study looks at employment land needs and opportunities in south-west Geelong. The Victorian Planning Authority has completed the co-design report for the Greater Avalon Employment Precinct.	On track
3.1.2	<i>Deliver a new Economic Plan for the City of Greater Geelong identifying key growth sectors and workforce sector gaps</i>	We completed an updated background report with the most recent economic data and completed internal and external consultation workshops. The new economic plan will identify key growth industries and opportunities for investment.	On track

Four-year priority	2023–24 actions	Progress comment	Status
3.1.3	<i>Delivery of the Tourism Greater Geelong & The Bellarine Sustainable Destination Master Plan including advocacy and attraction for new investments, programs and initiatives to increase visitor numbers and spend</i>	The Tourism Greater Geelong & The Bellarine Sustainable Destination Master Plan was updated in September 2023 to reflect the Commonwealth Games cancellation. Briefings with stakeholders, partners and media have taken place to build awareness of the plan. It's now being used to underpin conversations with investors and potential opportunities, as well as inform the work of Tourism Greater Geelong and The Bellarine.	Complete
3.2.1	<i>Continue to support Geelong's designation as a UNESCO City of Design to position the City of Greater Geelong both Nationally and on the World Stage as a Clever & Creative City</i>	We held Geelong Design Week from 19-29 October 2023 to celebrate the City of Greater Geelong's UNESCO City of Design designation. The event spanned 52 free and ticketed events across eleven days including topics from sustainability, First Nations, through to technological innovations and architecture. The event delivered a record attendance of 17,288, an increase of 172 percent from the previous year. High-level estimates suggest that the impact of visitors attending Geelong Design Week events from outside Greater Geelong alone injected \$1.6 million revenue into the local economy.	On track
3.2.2	<i>Finalise the procurement activities related to redevelopment of the Osborne House site and complete the draft proposal of future activities for council endorsement*</i>	We continued to progress the Expressions of Interest (EOI) for procurement activities and now await a response from the Minister as to the ability to structure the deal around a longer lease term.	On track
3.2.3	<i>Continue to support investment attraction, innovation and local digital capabilities through implementation of Smart Cities initiatives including Digital Twin, Data Exchange Centre and smart parking solutions in Central Geelong</i>	Our focus remains on developing high-fidelity building models for the Geelong Digital Twin, a virtual 3D model of our city representing terrain surfaces, buildings, vegetation, infrastructure and other objects and assets. Preparatory work is underway for seamless integration into Digital Twin Victoria. Simultaneously, the Smart Parking Project is leveraging data from multiple sources to create a holistic view of parking demand and usage in Central Geelong, enhancing data-driven planning decisions.	On track
3.2.4	<i>Work with state government and partner organisations to maximise funding outcomes for Tourism and Major Events in the Greater Geelong Region</i>	We have commenced the development of the Major Events Strategic Review. Consultation workshops with internal and external stakeholders have been completed and a draft plan is in development.	On track

Four-year priority	2023–24 actions	Progress comment	Status
3.3.1	<i>Development of tools and resources to promote and profile investment opportunities for Geelong in regards to industry, creative industries and major events</i>	We completed a final draft which is now being reviewed internally. This will be available for distribution in early 2024.	On track
3.3.2	<i>Partner with AARNet to provide community facilities and public spaces with access to ultra-high-speed internet as part of the Fibre in the North project</i> 	The Cultural Heritage Management Plan was submitted for approval in late October 2023 and underwent a 30-day assessment period. Construction commenced in December with completion into Drysdale scheduled for March/April 2024.	On track
3.3.3	<i>Deliver free public Wi Fi and enhanced broadband across the north to address gaps in digital access and affordability (Geelong Smarter Suburbs)*</i> 	We continued to deliver free public Wi Fi and enhanced broadband across the northern suburbs. Significant progress has been made with only four smart nodes remaining to be installed to complete the Smarter Suburbs Program. The fifteen smart nodes installed are currently going through the commissioning phase.	On track
3.4.1	<i>Partner with industry stakeholders to deliver cleantech programs and initiatives including Cleantech Grants and NEXUS Cleantech Innovation Festival</i>	The City partnered with representatives from the Victorian Cleantech Cluster, Regional Innovation for a Circular Economy (RICE) and Climate-KIC Australia to host the NEXUS Cleantech Innovation Festival at Wurriki Nyal Civic Precinct on 11 August 2023. The event brought together attendees from local business, industry, academia and government to discuss the latest developments in the clean technology sector and the role the Geelong region can play in achieving a circular economy. Planning for the 2024 event has commenced.	On track
3.6.1	<i>Partner with community organisations to deliver programs that enable skills development and improved employment outcomes</i> 	The City partnered with the Geelong Chamber of Commerce to deliver the Geelong Small Business Festival from 1 to 31 August 2023. The month-long festival saw 72 low-cost and free workshops, presentations and networking opportunities held by local businesses for community members looking to start, grow or improve their small business, covering every stage in the small business life. There were 2,127 community members who attended events either in-person or online. Review of Geelong Small Business Festival Partnership is now complete, and planning has commenced for 2024 Small Business Festival.	On track
3.7.1	<i>Advocate and lobby government for future funding for the region to support the delivery of pre-employment programs</i>	Council supported Northern Futures in the transition of information, contacts and systems to support the delivery of the first round of the new program which was completed late 2023.	Commenced
3.8.1	<i>Upgrade the LED Street Lighting & Smart Control Technology*</i>	Main roads lighting installation progressed with 4,500 lights now converted (out of approximately 5,200). Main roads lighting is expected to be complete by mid-2024. Stage 3, which involves the remaining decorative lighting, will be completed in Q3 of 2024.	On track

LINKS TO THE CLEVER CREATIVE VISION



A PROSPEROUS ECONOMY
THAT SUPPORTS JOBS AND
EDUCATION OPPORTUNITIES



A LEADER IN DEVELOPING AND
ADOPTING TECHNOLOGY



CREATIVITY DRIVES CULTURE



A DESTINATION THAT
ATTRACTS LOCAL AND
INTERNATIONAL VISITORS

*Major initiative

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 Foster excellence and equity in planning for our growing region
- 4.4 Continue to strengthen our workforce capabilities and culture
- 4.5 Create a more efficient and effective organisation
- 4.6 Develop a digital core of brilliant basic technology that supports better ways of working
- 4.7 Ensure that our employees are safe at work
- 4.8 Focus on economic, social and environmental sustainability



PROGRESS REPORT

Indicators

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Customer complaints resolution completed within 30 days <i>Source: City of Greater Geelong</i>	87% (2022–23) 85% (April–June 2022)	We have improved the online information and online form. The result has been a decline in complaints, as our customers were reporting issues in the incorrect portal, for example missed bin collection. We created dashboards to help manage and resolve complaints in a more efficient manner while having a view of the incoming and outstanding complaints.
Community satisfaction with customer service <i>Source: Local Government Community Satisfaction Survey</i>	73 (2023) 72 (2022) 77 (2021)	Our performance continued to be well regarded by our community with customer service among our highest rated services. Our performance was significantly higher than both the statewide (67) and Regional Centres average (68).
Community satisfaction with informing the community <i>Source: Local Government Community Satisfaction Survey</i>	56 (2023) 58 (2022) 60 (2021)	Our result was comparable with both statewide and Regional Centres averages (57 and 55 respectively).
Community satisfaction with consultation and engagement <i>Source: Local Government Community Satisfaction Survey</i>	52 (2023) 54 (2022) 57 (2021)	Satisfaction was consistent with historical results and comparable with both statewide and Regional Centres averages (52 and 50 respectively).
Community satisfaction with overall council direction <i>Source: Local Government Community Satisfaction Survey</i>	49 (2023) 52 (2022) 56 (2021)	Satisfaction was comparable to the Regional Centres average (47) but was significantly higher than statewide (46).
Community satisfaction with overall performance <i>Source: Local Government Community Satisfaction Survey</i>	58 (2023) 63 (2022) 63 (2021)	Our result decreased significantly but was comparable with both statewide and Regional Centres averages (56 respectively).

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Community satisfaction with advocacy on behalf of the community <i>Source: Local Government Community Satisfaction Survey</i>	50 (2023) 55 (2022) 57 (2021)	Our result decreased significantly but was comparable with both statewide and Regional Centres averages (51 and 52 respectively).
Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR) <i>Source: City of Greater Geelong</i>	25.2 LTIFR (November 2023) 22.3 LTIFR (June 2023) 26.5 LTIFR (June 2022) 21.4 LTIFR (June 2021) 32.3 TRIFR (November 2023) 29.3 TRIFR (June 2023) 34.9 TRIFR (June 2022) 24.9 TRIFR (June 2021)	Over the financial year, our LTIFR and TRIFR both increased, with the LTIFR up 13% (up 2.9) and the TRIFR up 10% (up 3) from the June 2023 result.
Gender breakdown of City employees <i>Source: City of Greater Geelong</i>	Female 65.69% (June 2023) 64.32% (June 2022) 64.12% (June 2021) Male 34.13% (June 2023) 35.64% (June 2022) 35.85% (June 2021) Self-described gender 0.17% (June 2023) 0.04% (June 2022) 0.04% (June 2021)	Gender breakdown of our employees remains consistent from 2022.
Number of Aboriginal and Torres Strait Islander people employed at the City <i>Source: City of Greater Geelong</i>	20 (June 2023) 19 (June 2022) 14 (June 2021)	We recruit, develop and retain First Nations people as an integral part of our commitment to inclusiveness, engagement and to be an employer of choice for Aboriginal and Torres Strait Islander people.
Employee satisfaction and engagement <i>Source: City of Greater Geelong Better Together Survey</i>	Satisfaction 59% (2022) 63% (2020) Engagement 53% (2022) 52% (2020)	Our employee opinion survey on employee satisfaction and engagement was not conducted in 2023. The next survey will be conducted in 2024.
Recurrent surplus / deficit <i>Source: City of Greater Geelong</i>	\$4.7 million (2022–23) \$10.63 million (2021–22)	We achieved a recurrent surplus of \$4.7 million against a budget surplus of \$0.107 million. Favourable result largely due receiving 100% of the federal assistance grant in 2022–23 instead of the budgeted 75% and saving measures implemented during the second half of the financial year generating \$6.2 million to net operating results.
Funds from sale of assets <i>Source: City of Greater Geelong</i>	\$31.1 million (2022–23) \$12.8 million (2021–22)	Two of the City's assets held for sale, Civic Centre Carpark and Belmont bowling lanes were sold favourable to budget, with further asset sales deferred to 2023–24.

City of Greater Geelong Indicators	Data available at 31 December 2023	Progress comments
Cost recovery of services and revenue growth from new sources (fees and charges) <i>Source: City of Greater Geelong</i>	\$9.9 million (2022–23) \$9.4 million (2021–22)	An increase in the rates revenue stream was due to increase of 2,800 rateable properties and supplementary rates during 2022–23.
Efficiency target <i>Source: City of Greater Geelong</i>	\$3.98 million (2022–23) \$2.965 million (2021–22)	Efficiency embedded into the budget in materials and services were not realised due to current economic conditions.
Asset renewal gap and upgrade ratio <i>Source: City of Greater Geelong</i>	61.8% (2022–23) 68.9% (2021–22) 51.9% (2020–21)	A strong focus from council to investing in asset renewal has seen the ratio maintained in 2022–23 and will continue to increase in the forthcoming years.

Four-year priority	2023–24 actions	Progress comment	Status
4.1.1	<i>Identify, capture and share data sources across departments to better understand the community and customers' experience and develop strategies for addressing gaps</i>	We identified and captured relevant data sources which help us to better understand community needs and our community and customers' experiences. Following further analysis, findings and data mapping will be shared with relevant internal stakeholders in 2024.	On track
4.1.2	<i>Plan for the delivery of the 2024 Council elections</i>	We developed a draft election plan and are currently working with the Victorian Electoral Commission and internal stakeholders to prepare the voters roll and other statutory obligations.	On track
4.2.1	<i>Continue to provide the opportunity for in-person neighbourhood discussions with residents as part of our Neighbourhood Conversations program</i> 	We held four Neighbourhood Conversations (one in each ward) in 2023. The most recent being held at Leisurelink, Waurn Ponds on 7 December 2023. These sessions offer an opportunity for residents to talk to City staff, and share their feedback, on what's important to them about where they live. Dates are now being planned for four similar events in 2024.	On track
4.4.1	<i>Improve workplace gender equality through delivery of our Gender Equality Action Plan and Gender Impact Assessments (GIA+)</i> 	We completed a draft progress report which is scheduled to be considered by Council at its February 2024 meeting.	On track

Four-year priority	2023–24 actions	Progress comment	Status
4.4.2	<i>Deliver learning & development programs to Councillor Group to further enhance leadership and governance capabilities</i>	<p>In the last twelve months, a range of learning and development opportunities were presented to the Councillor group.</p> <p>These have included:</p> <ul style="list-style-type: none"> • training as prescribed under the Local Government Act 2020 • training made available through the Municipal Association of Victoria • a series of Governance refreshers delivered by Maddocks Lawyers • relationship building through Elite Training Dynamics. <p>In addition to this, we developed a new Councillor e-learning module focused on streamlining compliance based training and creating a more accessible environment. In the lead up to the 2024 Council election, we will strive to incorporate induction material in the module. We are also currently developing good governance guidelines which will support Councillors in the application of the Governance Rules.</p>	On track
4.5.1	<i>Implement efficiency opportunities within the City's operations to reduce the operational budget, without impacting core service delivery</i>	We have determined a more effective approach to ensure operational opportunities are being managed by business owners. Meetings with prioritised areas have commenced. With the onboarding of the Executive Leadership Team, prioritisation will recommence from Directorate level down.	On track
4.5.2	<i>Simplify customer service delivery to improve our community's experience with the City</i>	We have continued to implement the tiered service delivery model and have been working through the discovery phase of our approach with three areas of the business with design and implementation to occur shortly.	On track
4.5.3	<i>Develop an advocacy and partnership frameworks to support the organisation to attract grant funding and seek investment opportunities</i>	Development of a draft advocacy framework is in progress. Mapping of financial benefits has been completed for work to continue on the partnerships framework.	On track
4.5.4	<i>Develop a property strategy that ensures efficient and sustainable use of the City's assets</i>	A briefing for an approach to market to have a property strategy developed is being prepared	Commenced
4.5.5	<i>Respond to the Independent Broad-based Anti-corruption Commission recommendations and legislative outcomes from the Operation Sandon Special Report</i>	Council was briefed on the outcomes from the Operation Sandon Special Report, an investigation into allegations of corrupt conduct involving councillors and property developers in Melbourne's south-east. Key employees attended relevant external meetings and briefings in regard to the final recommendations. Key policies and procedures are under review.	On track

Four-year priority	2023–24 actions	Progress comment	Status
4.6.1	<i>Protect the City's digital landscape from cyber security threats through implementation of the Cyber Security Strategy*</i>	We established an Information Security Oversight body to help strengthen governance practices. This body will manage and monitor response to information security governance, risk, and compliance obligations to ensure alignment of security practices with the City's goals and industry standards. We are working toward meeting audit obligations and are refreshing the current cyber strategy. The next steps will be to prioritise and identify key strategic initiatives, operational requirements, and governance activities which will be used to build out an operating model for information security services delivered across the City.	On track
4.6.2	<i>Commence the detailed design of a digital innovation program across the organisation*</i>	Following a Request for Proposal process, a preferred supplier for the development of the City's IT Strategy was chosen. An initial discovery meeting was held with the supplier in late December 2023, with the IT strategy engagement to formally start in January 2024.	On track
4.7.1	<i>Development and implementation of measures that support a healthy and inclusive work environment, with a focus on employee engagement and safety</i>	Activities to date include: <ul style="list-style-type: none"> • implementing of a Fitness for Work Policy • hosting an internal Health & Safety Representative (HSR) forum in October 2023 to provide updates on health, safety and wellbeing information • continuing to provide ongoing Employee Assistance support throughout the period of organisational change. • continuing to support our City employees regarding health, safety and wellbeing issues and concerns by assisting with the completion of risk assessments, standard operating procedures, incident investigations, as well as provide early intervention and care to any employee who may sustain a work-related injury. 	On track
4.8.1	<i>Monitor the current and long-term financial risks of the City to support future growth and financial sustainability</i>	We continued to monitor the current and long-term financial risks of the City.	Ongoing

*Major initiative

3.4. Proposed Sale of 59 Bacchus Marsh Road, Corio

Source: Corporate Services
Executive Director: Troy Edwards

Purpose

1. To seek Council approval to initiate the statutory process for the proposed sale of
2. 59 Bacchus Marsh Road, Corio.

Background

3. The property at 59 Bacchus Marsh Road, Corio was previously used for the Meals on Wheels program, however the use has discontinued.
4. The property is zoned GRZ4 with Special Building Overlay, measures 655m² and has a single building measuring 10m x 10m.

Key Matters

5. The property has been assessed and is not suitable to be used for alternative services due to the building condition and size. The location and land size restrict its suitability to be redeveloped for City or community purposes, however the land would suit a single private dwelling.
6. The City is providing community organisations an opportunity to lease and upgrade the former Trudy Moritz Childrens Learning and Care Centre in Sparks Road Norlane.
7. It is considered that the 59 Bacchus Marsh Road, Corio is surplus to the City's needs and should be sold.

Original Recommendation

That Council:

1. **The Council undertake community engagement in compliance with section 114 the *Local Government Act 2020* of its intention to sell the land, which is 59 Bacchus Marsh Road, Corio, being certificate of title volume 8497 folio 351, Lot 144 on LP58822;**
2. **Appoint a Submissions Review Panel to hear any submission if any person wishes to appear in person or be represented by a person specified in support of a submission; and**
3. **Note that a further report will be presented to Council to consider the outcomes of the Submissions Review Panel and/or the proposed sale of the land.**

ALTERNATE

RESOLUTION – Item 3.4

Cr Aitken moved. Cr Hathway seconded -

That Council:

- 1. Withdraws the proposed sale of 59 Bacchus Marsh Road, Corio;**
- 2. Requests the Chief Executive Officer to assess alternative options for the land use and/or building including but not restricted to:**
 - 2.1 Suitability as a social housing site as per the adopted Social Housing Plan 2020-2041 - City of Greater Geelong;**
 - 2.2 Expression of Interest as an Emergency Accommodation site for Geelong providers;**
 - 2.3 Opportunities identified in the Corio-Norlane Structure Plan; and**
 - 2.4 Other community needs that maybe identified during the review.**
- 3. Requests the Chief Executive Officer to provide a progress or final report to Council on the review and recommendations within 3 months.**

Carried

Financial Sustainability

8. There are no financial implications of completing the submissions process for the sale of the property.
9. The sale of the property supports financial sustainability by disposing of a surplus property, with a building at the end of its useful life and providing capital income.
10. If the Council resolves to sell the property, the costs associated with marketing and the sale will be offset by the sales income.

Community Engagement

11. Community engagement in line with the Community Engagement Policy is required to consider the proposed sale of the property. This provides an opportunity for the community to provide its feedback to Council on the proposal to assist in further consideration.
12. Any person will have an opportunity to make a written submission on the proposed sale. A submitter is entitled to request in the submission that the person wishes to appear or be represented by a person specified in the submission, at a meeting to be heard in support of their submission.
13. An internal referral process was undertaken to ensure there was no alternative need for City service provision. The property is not suitable for Social Housing due to small developable building envelop.

Social Equity and Sustainability

14. There are no adverse social equity issues created by the recommendation to give public notice and invite submissions for the proposed sale of the property.

Relevant Law/Policy/Legal Implications

15. Council must comply with section 115 of the *Local Government Act 2020* for the sale of land.

Alignment to Community Plan and Vision

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

Conflict of Interest

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

Risk Assessment

18. There are no other notable risks associated with the implementation of the recommendation to give public notice to sell the land.
19. The building contains asbestos. If the property is sold with the building in situ, the sales documents will disclose the asbestos report to ensure the purchaser is aware of this material if they undertake building works.

Environmental Sustainability

20. There are no environmental implications to this proposal.

1. 59 Bacchus Marsh Rd Corio - Aerial Image [3.4.1 - 1 page]



59 Bacchus Marsh Road, Corio

Aerial Image

Although all due care has been taken to ensure that this document is correct, no warranty is expressed or implied by the City of Greater Geelong, Barwon Water or the State of Victoria in its use.



3.5. Asbury Street West, Ocean Grove - Declaration of Charge - Special Rate and Charge Scheme SRC 364

Source: City Infrastructure
Executive Director: James Stirton

Purpose

1. This report seeks a resolution by Council to declare a Special Charge Scheme (SRC) to fund the road construction and sealing of Asbury Street West, Ocean Grove.

Background

2. The proposed road construction and sealing works have been developed in response to complaints and a petition received from residents requesting to seal the small, unsealed section of road between properties 14 and 21. Sealing the road will improve amenity, road safety and limit the impacts from dust to the adjacent properties.
3. Council resolved its intention to declare a Special Charge Scheme at its meeting of 24 October 2023. A public notice and letters to all benefitting property owners was sent containing all pertinent scheme information.

Key Matters

4. The total Scheme cost is estimated at \$119,114.00. Property owners will be required to contribute \$89,335.50 (75%) based on the apportionment of cost and special benefit to adjacent properties.
5. The contribution sum of \$29,778.50 from the City has been committed within our Special Rates and Charges Capital budget and therefore no further capital investment will be required.
6. The estimated cost and apportionment are shown in **Attachment 3** – Schedule C.
7. There are seven residential properties abutting the proposed Scheme that will receive a special benefit. Residents returned six surveys. All six expressed their support for the road construction and sealing to proceed. There are no City owned properties in the scheme.
8. Based on the majority support, the scheme has been prepared in accordance with the Special Rate and Charge provisions of the *Local Government Act 1989*, along with Council's Special Rates and Charges Policy and community engagement guidelines.
9. No formal submissions were received in relation to the proposed charge. Should Council declare the Scheme, there is an opportunity for submissions to be sent to the Victorian Civil and Administrative Tribunal (VCAT) for further consideration and determination.

RESOLUTION - Item 3.5

Cr Wilkinson moved, Cr Mason seconded -

That Council:

- 1. Resolves to declare the Special Charge Scheme as follows:**
 - 1.1 The special charge is declared for a period of five years commencing on the date on which it is levied.**
 - 1.2 The special charge be declared for the purpose of defraying expenses incurred by the City in relation to road construction and sealing at Asbury Street West, Ocean Grove between properties 14 - 21.**
 - 1.2.1 Council considers the works will be a special benefit to those persons required to pay the special charge (and who are described in succeeding parts of this Resolution); and**
 - 1.2.2 The scheme arises out of Council's function of planning for and providing infrastructure for property owners.**
 - 1.3 The total cost of the scheme be recorded as \$119,114.00, refer Attachment 1 – Schedule A.**
 - 1.4 It be recorded that, for the purposes of Section 163 (2A) of the Act, (refer to Attachment 2, Schedule B) the special charge proceeds will not exceed the amount calculated in accordance with the prescribed formula ($R \times C = S$), where:**
 - 1.4.1 'Benefit Ratio' (R) is calculated at 1 represents the special benefits to all persons liable to pay the special charge;**
 - 1.4.2 'Total Cost' (C) of performing the function described in part 1.2 of this resolution based on estimated cost be recorded as \$119,114.00; and**
 - 1.4.3 'Maximum levy' (S) be recorded as \$89,335.50.**
 - 1.5 The following be specified as the area for which the special charge is so declared:**
 - 1.5.1 The area within municipal district of Council highlighted in the plan at Attachment 4.**
 - 1.6 The following be specified as the land in relation to which the special charge so declared:**
 - 1.6.1 Land within the area shown on the plan at Attachment 4.**
 - 1.7 The following be specified as the criteria which form the basis of the special charge so declared:**
 - 1.7.1 Ownership of any land described in Section 1.6 of this Resolution.**
 - 1.8 The following be specified as the way the special charge so declared will be assessed and levied:**
 - 1.8.1 The property receives an access and/or amenity benefit;**
 - 1.8.2 The maximum levy includes an access and/or amenity benefit;**

- 1.8.3 The special charge will be levied by sending a notice to the person who is liable to pay, pursuant to section 163(4) of the Act.**
- 1.9 Having regard to the preceding parts of this Resolution but subject to Section 166 (1) of the Act, it will be recorded that;**
 - 1.9.1 The owner of the land described in column 1 and column 2 is liable for the estimated amount set out in column 6 of Attachment 3 – Schedule C; and**
 - 1.9.2 The owner may, subject to any further resolution of Council pay the special charge in the following manner;**
 - 1.9.2.1 The charge will become due and payable within one month of the issue of the notice requesting payment pursuant to Section 167 (3) of the Act;**
 - 1.9.2.2 Interest will not be charged for six months after the issue of the notice provided the person liable makes timely payment in accordance with any repayment arrangements that may be agreed on by the City; and**
 - 1.9.2.3 In accordance with Section 172 of the Act, the interest rate payable on the special charge which has not been paid by the specific date is set at the City’s overdraft rate, reviewed every three months (provided that it shall not exceed the rate fixed by the Governor in Council by Order for the purposes of Section 172 (2A) in which case the rate of interest shall be the maximum rate fixed by the Governor in Council by Order for the purposes of this section).**
- 1.10 Authorise Council’s Chief Executive Officer or delegated authority to levy the special charge in accordance with Section 163(4) of the Act.**

Carried

Financial Sustainability

10. The total scheme cost is estimated at \$119,114.00.
11. The City will fund \$29,778.50 (25%) and property owners will fund \$89,335.50 (75%). A budget allocation is already committed within the 2023-2027 Capital Works budget.
12. Special charges are the key source of revenue for Council's road and footpath construction programs to ensure ongoing delivery of a range of important transport services to the local community.
13. It is recognised that significant hardship can be experienced by members of our community. The City will consider an application for financial hardship relief confidentially and objectively based on the information provided by the person in the application and will advise of its decision in writing after receiving the application and all supporting information.

Community Engagement

14. To develop the scheme to an intention to declare stage, two engagements were conducted with property owners seeking to confirm support for the Special Charge Scheme. The first engagement in June 2022, confirmed the petition supporting the road construction. The second engagement in August 2023, provided property owners with a further opportunity to understand and provide feedback on, the Special Rate and Charge process, designs and costs apportioned to properties to construct and seal the road.
15. There are seven residential properties abutting the proposed road construction and sealing that will receive a special benefit. Responses were received from six property owners supporting the upgrade under a Special Charge Scheme.
16. The Special Charge Scheme process is described in **Attachment 5**.
17. Further correspondence will be sent to all benefiting property owners should Council resolve to declare the Special Charge Scheme.
18. Subsequent to Council's intention to declare a Special Charge Scheme resolution at its meeting of 24 October 2023:
 - 18.1. A Public Notice was placed in The Times newspaper on 15 December 2023 with a copy sent to all benefiting property owners on 18 December 2023.
19. No submissions were received during the 28-day submission period following the advertisement of the Public Notice which closed 15 January 2024.
20. Further correspondence will be sent to all benefiting property owners following Council's decision on the declaration.
 - 20.1. Should Council resolve to declare the charges, all property owners have a right of appeal to VCAT. This information is included in the Levy Notice which is sent to all property owners. Should VCAT confirm the Scheme, Council is cleared to proceed to construction.
21. The Special Charge Scheme process is described in **Attachment 5**.

Social Equity and Sustainability

22. The provision of properly sealed and drained roadways is aligned to the Council Plan and provides improved amenity, connectivity and safety for motorists and pedestrians.
23. Council is not required to levy a Special Rate or Charge on any or every property that will receive a special benefit. A property with a special benefit may be excluded from the scheme for any of the following reasons:
 - 23.1. Council is unable to levy a special charge on the property;
 - 23.2. The owner of the property has already contributed to the costs of the works through a development levy;
 - 23.3. Council considers that there are advantages for the municipality in excluding the property from the Scheme;
 - 23.4. Council considers that the special benefits for the property are marginal and would not warrant including the property in the scheme; or
 - 23.5. Any other reason that Council considers appropriate.

Relevant Law/Policy/Legal Implications

24. The scheme has been prepared in accordance with the Special Rate and Charge provisions of the *Local Government Act 1989*, consultation requirements of the *Local Government Act 2020* and Council's Special Rates and Charges Policy and procedures.

Alignment to Community Plan and Vision

25. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring and inclusive community.
High-performing council and organisation.
26. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:
A fast, reliable and connected transport network.
An inclusive, diverse, healthy and socially connected community.

Conflict of Interest

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

Risk Assessment

28. Sealing the unsealed section of Asbury Street West will provide improved driving conditions for motorists with a defined and standard profile.

Environmental Sustainability

29. The road infrastructure proposal provides sealed access, improved drainage and amenity as dust and mud concerns are mitigated.
30. It is anticipated that no significant vegetation removal will be required to complete this project.
31. The City will encourage the use of recycled materials for the project construction.

Attachments

1. Attachment 1 Cost Estimate Asbury Street West SRC364 Declaration D24 12765
[3.5.1 - 1 page]
2. Attachment 2 Benefit Cost Ratio Asbury Street West SRC364 Declaration D24 12768
[3.5.2 - 1 page]
3. Attachment 3 Proposed special charge Asbury Street West SRC364 Declaration D24 12769 **[3.5.3 - 1 page]**
4. Attachment 4 Plan Asbury Street West SRC364 Declaration D24 9584 **[3.5.4 - 1 page]**
5. Attachment 5 Scheme Process Asbury Street West SRC364 Declaration D24 9558
[3.5.5 - 1 page]

Attachment 1

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'A'

ASBURY STREET WEST, OCEAN GROVE – COST ESTIMATES

1.00	GENERAL					
1.01	Initial site establishment and set up, decamping and site cleanup and other fixed costs up to time of completion of works.		Item	\$0.00	\$9,000.00	
1.02	Traffic management costs.		Item		\$20,000.00	
1.03	Setting out of works.		Item	\$0.00	\$500.00	
1.04	Service / Cable locations		Item	\$0.00	\$1,000.00	
1.05	Internal supervision fee (COGG construction)		Item	\$0.00	\$0.00	
2.00	EARTHWORKS & DEMOLITION					
2.01	Excavation and disposal of all materials to limits of work as indicated on plan, including trimming for new road pavement, excavation of soft spots and removal of	152	m ³	\$60.00	\$9,120.00	
2.02	Placement and consolidation of engineered fill with approved materials in preparation for new works.	24	m ³	\$60.00	\$1,440.00	
2.03	Trimming / Removal and disposal of trees.		Item	\$0.00		
2.04	Saw-cutting of Asphalt paving.	25	m	\$10.00	\$250.00	
2.05	Saw-cut of concrete kerb and channel	4	Item	\$10.00	\$40.00	
	PAVEMENT WORKS					
3.00	150mm compacted depth Class 2 20mm crushed rock, supplied, spread and compacted.	45	m ³	\$100.00	\$4,500.00	
3.01	150mm compacted depth Class 3 40mm crushed rock, supplied, spread and compacted.	45	m ³	\$100.00	\$4,500.00	
3.02	SUPPLY, DELIVERY AND PLACEMENT OF ASPHALT PRODUCTS USING PAVER <i>Including temporary traffic control and warning devices, such as signs, lights and barriers, at or on the approaches to work or immediately adjacent to roadways.</i> Size 10 Type N & H Asphalt (25 -50 Tonne p/day)	28.23	Tonne	\$458.00	\$12,929.34	
4.00	PIPES					
4.01	100mm dia Sub-Soil drains including excavation, supply, placement and provision of approved backfill.	159	m	\$48.00	\$7,632.00	
5.00	CONCRETE WORKS:					
	KERB CONSTRUCTION Price to supply all materials and complete all works associated with the excavation and preparation of bedding, supply and placement of concrete Kerb & Channel, including reinstatement of work zone.					
5.01	SM2 Semi-mountable kerb and channel 600mm wide, incl. fine crushed rock bedding. (over 25m)	159	m	\$150.00	\$23,850.00	
	KERB CROSSING CONSTRUCTION					
5.02	Vehicle crossing layback 4m wide, including bedding & formwork.	5	No.	\$300.00	\$1,500.00	
6.00	LANDSCAPING					
6.01	Top soiling and seeding nature strips, medians and outer separators.	200	m ²	\$15.00	\$3,000.00	
SUB-TOTAL : A						\$99,261
7.00	PROVISIONAL ITEMS					
7.01	Alteration to private Water supply.		No		\$0.00	
7.02	Alteration to private Gas supply.		No		\$0.00	
SUB-TOTAL : B						\$0
SUB-TOTAL : C (=A+B)						\$99,261
20% CONTINGENCY : D						\$19,852
CONSTRUCTION COST ESTIMATE : E (=C+D)						\$119,114

Attachment 2

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'B'

ASBURY STREET WEST, OCEAN GROVE – BENEFIT COST RATIO

A	Purpose						
	To seal a small unsealed section of Asbury Street West, Ocean Grove (#14 - #21) with kerb and channel						
B	Coherence						
	The works will provide a physical connection of sealed road, kerb and road/property drainage between #14 to #21 Asbury Street West, Ocean Grove and will provide a special benefit to all properties abutting this road.						
C	Total Cost C						
	Total Estimated cost of works						\$119,114.00
	Direct funding by Council						\$0.00
				TOTAL COST			\$119,114.00
D	Identify Special Beneficiaries						
	4 properties are considered to receive both access and amenity benefits and have therefore been charged a full cost = 1. 3 properties at number 7-9 Newcombe Street (access is on Newcombe St), 20 Asbury Street West (access section already sealed) and 14 Asbury Street West (sealed access on Newcomb St) will only receive an amenity benefit and have been charged half of the cost = 0.5. Total = 4 + 1.5 = 5.5.						
E	Properties to include						
	7 properties are considered to receive a special benefit. Therefore, Total Special Benefits (in) is apportioned to 7 properties.						
F	Estimate of Total Special Benefits out of the scheme -TSB (out)						
	There are no parcels of land deemed to receive benefit which are out of the scheme.						
	Properties Excluded			TSB (out) =			0
G	Estimate of Total Special Benefits in the scheme - TSB (in)						
	We will consider the total benefits to each property in terms of Benefit Units (BU). The construction of road with kerb and channel in Asbury Street West is considered to provide a special benefit to each property abutting the road as being equal to 1 (1BU). There are 7 allotments receiving benefit from the scheme at a total cost of 5.5 BU. Under the SRC Procedure, Category 2 roads are contributed to at a value of 75% by the property owners and 25% by council. Based on 5.5 BU being allocated between the 7 properties						
	Properties Included			TSB (in) =			5.5
H	Estimate of Total Community Benefit -TCB						
	It is considered that people in the community will receive some benefit from the works. Under the SRC Procedure, Category 2 roads are contributed to at a value of 25% by council.						
	TCB = (Total Access Benefits (5.5) / 0.75) x 0.25						
				TCB =			1.8 BU
I	Calculate "Benefit Ratio" - R						
	Benefits Ratio =			$\frac{\text{TSB (in)}}{\text{TSB (in) + TSB (out) + TCB}}$	=		$\frac{5.5}{5.5 + 0 + 1.83}$
							0.75
J	Maximum Total Levy (S)						
	Maximum Total Levy S = R X C						\$89,335.50
	Council Contribution to Special Charge Scheme						\$29,778.50

Attachment 3

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'C'

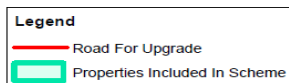
ASBURY STREET WEST, OCEAN GROVE – PROPOSED SPECIAL CHARGE

Prop Key	Address	Access	Amenity	Total	Charge
256579	7-9 Newcomb Street, OCEAN GROVE	0	0.5	0.5	\$14,881.11
337026	18 Asbury Street West, OCEAN GROVE	0.5	0.5	1	\$11,194.15
243791	14 Asbury Street West, OCEAN GROVE	0	0.5	0.5	\$8,866.47
264047	16 Asbury Street West, OCEAN GROVE	0.5	0.5	1	\$17,875.10
314285	19 Asbury Street West, OCEAN GROVE	0.5	0.5	1	\$7,960.28
299911	21 Asbury Street West, OCEAN GROVE	0.5	0.5	1	\$20,344.92
337027	20 Asbury Street West, OCEAN GROVE	0	0.5	0.5	\$8,213.48
	TOTAL	2.0	3.5	5.5	\$89,335.50

Attachment 4

SPECIAL RATE AND CHARGE SCHEME (SRC)

ASBURY STREET WEST, OCEAN GROVE – PLAN



Attachment 5

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC)**ASBURY STREET WEST, OCEAN GROVE – PROCESS CHART**

Stage	Status	Description	Date
<i>Approval to prepare Scheme</i>	✓	Decision to prepare a scheme following consideration of surveys of property owners and feedback from the community. Scheme preparation involved survey, design and calculating apportionment of cost.	August 2023
<i>Intention to Declare Scheme</i>		Report to Council provided information on the scheme including advice of planned advertising of the scheme and declaration of charge. Council resolved to advertise its intention to declare the Scheme.	24 October 2023
<i>Advertisement</i>		The Scheme was advertised in The Times newspaper on 15 December 2023. All benefitting property owners were notified by mail on 18 December 2023. This advertisement indicated Council's intention and notification to 'declare' a Scheme.	15 December 2023
<i>Submissions</i>		From the time of advertising property owners had 31 days (28 days as set down by the <i>Local Government Act 1989</i> , plus 3 days due to public holidays) to lodge submissions, either in support or opposition to the Scheme.	15 January 2024
<i>Submissions Review Panel Hearing</i>		All submitters had the opportunity to be heard by a Submissions Review Panel. If received, all submissions would have been provided as part of the Declaration report.	No submissions received
<i>Declaration Report</i>		Following the submission review period, Council will consider a report on the scheme and will decide to proceed to "declare" the charges in accordance with its advertised intent or abandon the scheme. If declared, a levy notice will be issued, and a formal charge placed on the property. This is the final step in the process for Council to make a decision on the scheme.	
<i>Appeal</i>		Property owners will have the opportunity to lodge an application with the Victorian Civil and Administrative Tribunal (VCAT) within one month of issue of the levy notice. Invoices will be sent within 12 months of the scheme being declared.	
<i>Construction</i>		The City will construct the works.	
<i>Final Cost Report</i>		At the completion of the works the Scheme is "finalised" considering actual costs incurred. Payments are adjusted accordingly.	

3.6. Park Street, Portarlington - Intention to Declare Report - Special Rate and Charge Scheme SRC 362

Source: City Infrastructure
Executive Director: James Stirton

Purpose

1. This report seeks a resolution by Council of its Intention to Declare a Special Charge Scheme (SRC) to partially fund the road construction and sealing of Park Street, Portarlington.

Background

2. The proposed road construction and sealing works have been developed in response to complaints from residents requesting to seal the road. Sealing the road will improve amenity, road safety and limit the impacts from dust, mud and stone scatter to the adjacent properties.

The City facilitated a large early engagement program throughout Portarlington where we surveyed all properties abutting an unsealed road to determine the community's appetite for sealing these roads through our SRC program.

For various reasons, interest in sealing the majority of unsealed roads under an SRC scheme was not realised. Park Street was the only street which gained majority support through both our early engagement and the more recent, SRC consultation phase.

As part of the SRC community engagement phase which took place in November 2023, accurate cost apportionment was provided to the Park Street property owners. The majority support garnered through this exercise was done so with each property owner understanding their contribution costs.

Key Matters

3. The total scheme cost is estimated at \$437,554.00 with property owners contributing \$328,165.50 (75%) and a contribution from the City of \$109,388.50 (25%) in recognition of the community benefit. The estimated cost and apportionment are shown in **Attachment 3 – Schedule C**.
4. There are 11 properties abutting the proposed scheme which will receive a special benefit. Six properties support the upgrade under an SRC Scheme (contribution value of \$148,040.36) and 5 are not in support (contribution value of \$180,125.14). There are no properties owned by the City within the scheme.
5. Based on the majority support, the scheme has been prepared in accordance with the special rate and charge provisions of the *Local Government Act 1989*, along with Council's Special Rates and Charges Policy and procedures.

RESOLUTION - Item 3.6

Cr Mason moved, Cr Wilkinson seconded -

That Council:

- 1. Gives notice of its Intention to Declare a Special Charge Scheme in accordance with Section 163 (A) of the *Local Government Act 1989* (the Act), as follows:**
 - 1.1. The special charge is declared for a period of five years commencing on the date on which it is levied.**
 - 1.2. The special charge be declared for the purpose of defraying expenses incurred by the City in relation to road construction and sealing at Park Street, Portarlington.**
 - 1.2.1. Council considers the works will be a special benefit to those persons required to pay the special charge (and who are described in succeeding parts of this Resolution); and**
 - 1.2.2. The scheme arises out of Council's function of planning for and providing infrastructure for property owners.**
 - 1.3. The total cost of the scheme be recorded as \$437,554.00, refer Attachment 1 – Schedule A.**
 - 1.4. It be recorded that, for the purpose of Section 163 (2A) of the Act, (refer to Attachment 2, Schedule B) the special charge proceeds will not exceed the amount calculated in accordance with the prescribed formula ($R \times C = S$), where:**
 - 1.4.1. 'Benefit ratio' R is calculated at 1 represents the special benefits to all persons liable to pay the special charge**
 - 1.4.2. 'Total cost' C of performing the function described in part 1.2 of this resolution based on estimated cost be recorded as \$437,554.00**
 - 1.4.3. 'Maximum levy' (S) be recorded as \$328,165.50**
 - 1.5. The following be specified as the area for which the special charge is so declared:**
 - 1.5.1. The area within municipal district of Council highlighted in the plan at Attachment 4.**
 - 1.6. The following be specified as the criteria which forms the basis of the special charge so declared:**
 - 1.6.1. Land within the area shown on the plan at Attachment 4.**
 - 1.7. The following be specified as the criteria which form the basis of the special charge so declared:**
 - 1.7.1. Ownership of any land described in Section 1.6 of this Resolution.**
 - 1.8. The following be specified as the way the special charge so declared will be assessed and levied:**
 - 1.8.1. The property receives an access and/or amenity benefit;**
 - 1.8.2. The maximum levy includes an access and/or amenity benefit;**

Financial Sustainability

6. Proposed cost for the road construction and sealing scheme is \$437,554.00.
7. The City will fund \$109,388.50 (25%) and property owners will fund \$328,165.50 (75%) if this project is declared. The City has afforded a budget allocation within the 2023-2027 Capital works budget to cover the required contribution value if the scheme progresses.
8. Special charges are a key source of revenue for Council's civil infrastructure construction programs which enable the timely delivery of community requested infrastructure that provides a higher level of service than currently available and deliverable with existing capital budgets.
9. It is recognised that significant hardship can be experienced by members of our community. The City will consider an application for financial hardship relief confidentially and objectively based on the information provided by the person in the application and will advise of its decision in writing after receiving the application and all supporting information.
10. The cost apportionment method used for this scheme is 'site value', taking into consideration each properties access and/or amenity value. The Valuer-General Victoria is responsible for all valuations which are undertaken annually. The cost apportionment methods considered have been provided in **Attachment 6**.

Community Engagement

11. To develop the scheme to an intention to declare stage, three community consultation phases were conducted with property owners seeking to confirm support for the Special Charge Scheme.
12. The initial consultation stage in August 2022 was the City connecting with those in the Portarlington community whose properties abutted an unsealed road. This early engagement was to determine the appetite of homeowners to financially contribute to upgrading their unsealed road to a sealed surface.
13. A second engagement phase in July 2023, was directed toward property owners in those streets which supported an SRC scheme during our initial consultation. This second phase provide property owners with additional information in relation to, the Special Rate and Charge process, designs and cost apportionment.
14. The outcome from the second engagement phase identified Park Street as the sole street within Portarlington which continued to receive support for an SRC scheme. In November 2023, the City implemented a 3rd consultation phase, engaging with the property owners of Park Street only, presenting a refined design and cost apportionment for each property.
15. There are 11 residential properties abutting the proposed road construction and sealing work that will receive a special benefit. Responses have been received from all 11 property owners. Six properties support the road upgrade under a Special Charge Scheme and five do not.
16. The Special Charge Scheme process is described in **Attachment 5**. This submission relates to the stage "Intention to Declare Scheme".

17. Further correspondence will be sent to all affected property owners should Council resolve to make its intention to declare the Special Charge Scheme.

Social Equity and Sustainability

18. The provision of properly sealed and drained roadways is aligned to the Council Plan and provides improved amenity, connectivity and safety for motorists and pedestrians.
19. Costs have been apportioned based on the access and/or amenity benefit from Park Street to each property included in the proposed Scheme at the current time.
20. Council is not required to levy a special rate and charge on any or every property that will receive a special benefit. A property with a special benefit may be excluded from the scheme for any of the following reasons:
 - 20.1. Council is unable to levy a special charge on the property;
 - 20.2. The owner of the property has already contributed to the costs of the works through a development levy;
 - 20.3. Council considers that there are advantages for the municipality in excluding the property from the scheme;
 - 20.4. Council considers that the special benefits for the property are marginal and would not warrant including the property in the scheme; or
 - 20.5. Any other reason that Council considers appropriate.

Relevant Law/Policy/Legal Implications

21. The scheme has been prepared in accordance with the Special Rate and Charge provisions of the *Local Government Act 1989*, consultation requirements of the *Local Government Act 2020* and Council's Special Rates and Charges Policy and procedures.

Alignment to Community Plan and Vision

22. This report aligns with Our Community Plan 2021-2025 strategic priority:
Healthy, caring and inclusive community.
High-performing council and organisation.
23. This report aligns with the Community led 30-year Vision, "Greater Geelong: A Clever and Creative Future" community aspiration:
A fast, reliable and connected transport network.
An inclusive, diverse, healthy and socially connected community.

Conflict of Interest

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

Risk Assessment

25. Sealing Park Street, Portarlington will provide improved driving conditions for motorists with a defined and standard profile.
26. Sealing Park Street, Portarlington will provide an enhanced level of service to residents compared to the level of service provided by a gravel road.
27. In making its intention to declare the scheme, Council is subject to the submissions process made under Section 223 of the *Local Government Act 1989* and potential for the scheme to subsequently be referred to VCAT in making a final determination.

Environmental Sustainability

28. The road infrastructure proposal provides sealed access, improved drainage and amenity as dust, mud and stone scatter concerns are mitigated.
29. It is anticipated that no significant vegetation removal will be required to complete this project.
30. The City will encourage the use of recycled materials for the project construction.

Attachments

1. Attachment 1 Cost Estimate Park Street Portarlington SRC362 Intention to Declare D23 5648 [3.6.1 - 1 page]
2. Attachment 2 Benefit Cost Ratio Park Street Portarlington SRC362 Intention to Declare D23 [3.6.2 - 1 page]
3. Attachment 3 Proposed special charge Park Street Portarlington SRC362 Intention to Declar [3.6.3 - 1 page]
4. Attachment 4 Plan Park Street SRC362 Intention to Declare D23 564887 [3.6.4 - 1 page]
5. Attachment 5 Scheme Process Park Street Portarlington SRC362 Intention to Declare D23 564 [3.6.5 - 1 page]
6. Attachment 6 Cost Apportionment Methods Park Street Portarlington SRC362 Intention to (2) [3.6.6 - 1 page]

Attachment 1

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'A'**PARK STREET, PORTARLINGTON – COST ESTIMATES**

ITEM	DESCRIPTION	QUANTITY	UNIT	RATE \$	AMOUNT \$
1.00	GENERAL				
1.01	Initial site establishment and set up, decamping and site cleanup and other fixed costs up to time of completion of works.		Item	\$0.00	\$30,000.00
1.02	Traffic management costs.		Item		\$20,000.00
1.03	Setting out of works.		Item	\$0.00	\$1,000.00
1.04	Service / Cable locations		Item	\$0.00	\$1,000.00
2.00	EARTHWORKS & DEMOLITION				
2.01	Excavation and disposal of all materials to limits of work as indicated on plan, including trimming for new road pavement, excavation of soft spots and removal of concrete.	700	m ³	\$80.00	\$56,000.00
2.02	Placement and consolidation of engineered fill with approved materials in preparation for new works.	100	m ³	\$80.00	\$8,000.00
3.00	PAVEMENT WORKS				
3.01	150mm compacted depth Class 2 20mm crushed rock, supplied, spread and compacted.	200	m ³	\$120.00	\$24,000.00
3.02	150mm compacted depth Class 3 40mm crushed rock, supplied, spread and compacted.	200	m ³	\$110.00	\$22,000.00
	SUPPLY, DELIVERY AND PLACEMENT OF ASPHALT PRODUCTS USING PAVER				
	<i>Including temporary traffic control and warning devices, such as signs, lights and barriers, at or on the approaches to work or immediately adjacent to roadways.</i>				
3.03	Size 10 Type N & H Asphalt (101-200 Tonne p/day)	110	Tonne	\$238.00	\$26,180.00
4.00	DRAINAGE				
	PIPES				
4.01	100mm dia Sub-Soil drains including excavation, supply, placement and provision of approved backfill.	400	m	\$48.00	\$19,200.00
4.02	300mm dia RC pipe, supplied, laid and jointed including excavation, placement of approved fine crushed rock bedding and back-filling with approved FCR.	130	m	\$350.00	\$45,500.00
	PITS : SEP				
4.03	900mm x 600mm S.E.Pit, less than 1.5m deep with Class B FRP type cover, supplied and placed including excavation, placement of approved fine crushed rock bedding and back-filling with approved material.	7	No.	\$2,000.00	\$14,000.00
5.00	CONCRETE WORKS:				
	KERB CONSTRUCTION				
	Price to supply all materials and complete all works associated with the excavation and preparation of bedding, supply and placement of concrete Kerb & Channel, including reinstatement of work zone.				
5.02	B2 Semi-mountable kerb and channel 600mm wide, incl. fine crushed rock bedding. (over 25m)	400	m	\$150.00	\$60,000.00
	KERB CROSSING CONSTRUCTION				
5.03	Vehicle crossing layback 4m wide, including bedding & formwork.	9	No.	\$500.00	\$4,500.00
5.04	Pram crossing 1.5m wide, including fine crushed rock bedding.	2	No.	\$350.00	\$700.00
6.00	LANDSCAPING				
6.01	Top soiling and seeding nature strips, medians and outer separators.	300	m ²	\$15.00	\$4,500.00
SUB-TOTAL : A					\$336,580
7.00	PROVISIONAL ITEMS				
7.01	Alteration to private Water supply.		No		\$0.00
7.02	Alteration to private Gas supply.		No		\$0.00
SUB-TOTAL : B					\$0
SUB-TOTAL : C (=A+B)					\$336,580
30% CONTINGENCY : D					\$100,974
CONSTRUCTION COST ESTIMATE : E (=C+D)					\$437,554

Attachment 2

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'B'

PARK STREET, PORTARLINGTON – BENEFIT COST RATIO

A	Purpose To seal Park Street, Portarlinton with kerb and channel						
B	Coherence The works will provide a special benefit to all properties abutting Park Street, Portarlinton. A property sealed road with adequate drainage will provide improved amenity as dust and mud concerns are mitigated. Property at 32 High Street has not been included in the scheme as the full property is on an already sealed road.						
C	Total Cost C Total Estimated cost of works Direct funding by Council (due to error in original formula BCR) = no difference to originally estimated costs					\$437,554.00 \$230.29	
					TOTAL COST	\$437,323.71	
D	Identify Special Beneficiaries 10 properties are considered to receive a special benefit. 9 properties receive an access benefit. 1 property (28 Park Street) receives an amenity benefit only. Access to their property is on Langdon Street which is already sealed. Properties included in the scheme = 9.5.						
E	Properties to include 9.5 properties are considered to receive a special benefit. Therefore, Total Special Benefits (in) is apportioned to 9.5 properties.						
F	Estimate of Total Special Benefits out of the scheme -TSB (out) There are 0 (zero) land parcels which are fully non-rateable that are considered to receive special benefit but are out of the scheme.						
					Properties Excluded	TSB (out) = 0	
G	Estimate of Total Special Benefits in the scheme - TSB (in) Park Street is a category 2 road. This road, under the SRC Policy and procedures will receive a special benefit of 75% and a community benefit of 25%.						
					Properties Included	TSB (in) = 9.5	
H	Estimate of Total Community Benefit -TCB It is considered that people in the Portarlinton community will not receive a large benefit from the upgrade of Park Street as the road is not used to access other areas, apart from the properties adjacent to it and other local roads. TCB = (Total Access Benefits (9.5) / 0.75) x 0.25						
						TCB = 3.16	
I	Calculate "Benefit Ratio" - R Benefits Ratio =					$\frac{\text{TSB (in)}}{\text{TSB (in) + TSB (out) + TCB}} = \frac{9.5}{9.5 + 0 + 3.16}$	0.75
J	Maximum Total Levy (S) Maximum Total Levy S = R X C Council Contribution to Special Charge Scheme						\$328,165.50 \$109,388.50

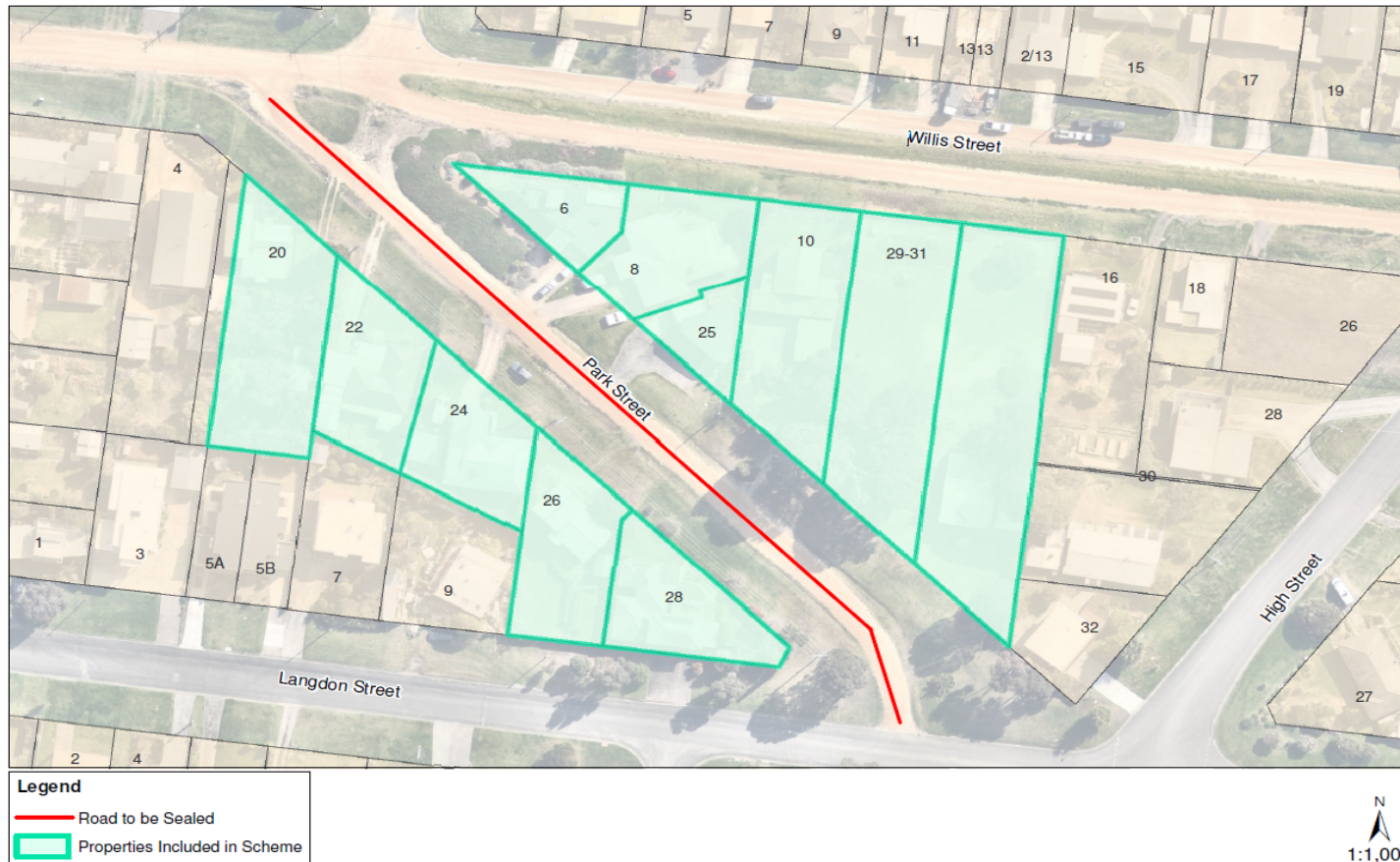
Attachment 3

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC) - SCHEDULE 'C'**PARK STREET, PORTARLINGTON – PROPOSED SPECIAL CHARGE**

Prop Key	Address	Access	Amenity	Total	Charge
257691	22 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$30,396.12
257694	28 Park Street, PORTARLINGTON VIC 3223	0	0.5	0.5	\$12,946.49
257690	20 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$41,653.94
368619	6 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$20,264.08
368620	8 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$28,144.55
368621	25 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$15,760.95
263100	10 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$39,402.38
257692	24 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$29,270.34
257693	26 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$31,521.90
263101	29-31 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$78,804.75
	TOTAL	4.5	5	9.5	\$328,165.50

SPECIAL RATE AND CHARGE SCHEME (SRC)

PARK STREET, PORTARLINGTON – PLAN



Attachment 5

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC)**PARK STREET, PORTARLINGTON – PROCESS CHART**

Stage	Status	Description	Date
<i>Approval to prepare Scheme</i>	✓	Decision to prepare a scheme following consideration of surveys of property owners and feedback from the community. Scheme preparation involved survey, design and calculating apportionment of cost.	December 2023
<i>Intention to Declare Scheme</i>		Report to Council providing information on the scheme including advice of planned advertising of the scheme and declaration of charge. Seek Council approval by resolution to proceed with formal process.	
<i>Advertisement</i>		The Scheme will be advertised in the local newspaper and all benefitting property owners will be notified by mail. This advertisement will indicate Council's intention and notification to 'declare' a Scheme.	
<i>Submissions</i>		From the time of advertising property owners have 28 days (as set down by the <i>Local Government Act 1989</i>) to lodge submissions, either in support or opposition to the Scheme.	
<i>Submissions Review Panel Hearing</i>		All submitters will have the opportunity to be heard by a Submissions Review Panel. All submissions will also be provided as part of the Declaration report.	
<i>Declaration Report</i>		Following the submission review period, Council will consider a report on the scheme and will decide to proceed to "declare" the charges in accordance with its advertised intent or abandon the scheme. If declared, a levy notice will be issued, and a formal charge placed on the property. This is the final step in the process for Council to make a decision on the scheme.	
<i>Appeal</i>		Property owners will have the opportunity to lodge an application with the Victorian Civil and Administrative Tribunal (VCAT) within one month of issue of the levy notice. Invoices will be sent within 12 months of the scheme being declared.	
<i>Construction</i>		The City will construct the works.	
<i>Final Cost Report</i>		At the completion of the works the Scheme is "finalised" considering actual costs incurred. Payments are adjusted accordingly.	

PROPOSED SPECIAL RATE AND CHARGE SCHEME (SRC)
PARK STREET, PORTARLINGTON – COST APPORTIONMENT METHODS CONSIDERED

				Special benefit	\$328,165.50						
					Lowest cost to property						
Prop Key Address	Access	Amenity	Total	Site value	Site value to be charged	Equal Share Charge	Property abutting (metres)	Property abutting to be charged			
257691 22 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$675,000.00	\$30,396.12	\$31,253.86	27.10	\$32,747.07			
257694 28 Park Street, PORTARLINGTON VIC 3223	0	0.5	0.5	\$287,500.00	\$12,946.49	\$15,626.93	10.73	\$12,959.86			
257690 20 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$925,000.00	\$41,653.94	\$31,253.86	30.00	\$36,251.37			
368619 6 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$450,000.00	\$20,264.08	\$31,253.86	34.09	\$41,193.64			
368620 8 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$625,000.00	\$28,144.55	\$31,253.86	15.00	\$18,125.68			
368621 25 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$350,000.00	\$15,760.95	\$31,253.86	26.56	\$32,094.54			
263100 10 Willis Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$875,000.00	\$39,402.38	\$31,253.86	25.00	\$30,209.47			
257692 24 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$650,000.00	\$29,270.34	\$31,253.86	27.40	\$33,109.58			
257693 26 Park Street, PORTARLINGTON VIC 3223	0.5	0.5	1	\$700,000.00	\$31,521.90	\$31,253.86	25.70	\$31,055.34			
263101 29-31 Park Street, PORTARLINGTON VIC 3223 (x2 propert	1	1	2	\$1,750,000.00	\$78,804.75	\$62,507.71	50.00	\$60,418.95			
			10.5	\$7,287,500.00	\$328,165.50	\$328,165.50	271.58	\$328,165.50			
						5	1				4

Benefits for all properties land = properly sealed road with adequate drainage providing improved amenity as dust and mud/slippery surface concerns are mitigated. Highest amount charged is \$78,804.75 for a double plot of land under the site value method. The portion of property abutting the works is a fair approach we considered but there are more properties benefitting from the 'site value' method. Site value continues to be the fairest and most reasonable approach as its based on the estimated cost of the land alone, no property. The highest charge is \$78,804.75 due to the property being a double lot. This is the only property being asked to contribute over \$50,000. Site value was the cost apportionment method used when calculating the cost apportionments for the group of unsealed roads. A uniformed approach to the cost apportionment for these roads was also considered to be the best method.

3.7. Tender T2400019 Proactive Tree Maintenance

Source: Corporate Services
Executive Director: Troy Edwards

Purpose

1. To Award Contract C2400019: Proactive Tree Services to:
 - 1.1. Steven's Specialist Tree Services Pty Ltd (ABN 82 099 910 853);
 - 1.2. Acorn Tree Services Pty Ltd (ABN 35 604 561 248); and
 - 1.3. Carter Group National Pty Ltd (ABN 72 657 777 270);for specified sections as outlined in the Specification and noted below.

Background

2. The Proactive Tree Maintenance services is for maintenance works for established roadside and public open space trees throughout the municipality.
3. This contract does not cover emergency works or the supply or planting and establishment of new trees.
4. The works program for each section is to be created and updated annually by the Contractor in conjunction with appropriate City teams to ensure all trees throughout the municipality are managed in the most cost effective and efficient way possible while ensuring the health and safety of the trees and the public that use the space around the trees to the best possible standards.

Key Matters

5. The Procurement Team administered an open tender process on behalf of the Parks and Natural Assets team to find suitable Contractors capable of completing these services to a high standard.
6. The team went to market with the thought of awarding multiple contracts for services to be provided by each contractor for a specific section.
7. This is a large body of works and although some Contractors are capable and have the capacity to complete all sections it was decided that offering sections could open opportunities for smaller local contractors while at the same time providing the City with some security in service continuity if works were managed by multiple contractors.
8. There was no set intention to award all sections, one section or limiting any number of sections to any Contractors, but to be open to allowing the City to select the best possible outcome from submitted tenders.
9. Based on the recommended tenderers responses, previous experience, capacity and references the Tender Evaluation Panel determined that awarding the contract to these three Contractors will provide the City with the best value for money and provide adequate protection to the continuity of services throughout the region.

RESOLUTION - Item 3.7

Cr Moloney moved, Cr Murrhiy seconded -

That Council:

- 1. Award Contract C2400019 Proactive Tree Services to:**
 - 1.1 Acorn Tree Services (ABN 35 604 561 248) for section 'Street and Park Trees – Central Zone, inclusive of the Palm Tree Maintenance Program' for the submitted cost of \$1,848,322.00 exclusive of GST for the five (5) year program; and**
 - 1.2 Steven's Specialist Tree Service Pty Ltd (ABN 82 099 910 853) for sections 'Street and Park Trees – North Zone' and 'Powerline Clearance Program – Annual' and 'Rural Roads Program' for the submitted cost of \$6,255,298.50 exclusive of GST for the five (5) year program; and**
 - 1.3 Carter Group National Pty Ltd (ABN 72 657 777 270) for sections 'Street and Park Trees – South Zone' and 'Street and Park Trees – East Zone' for the submitted cost of \$2,019,470.25 exclusive of GST for the five (5) year program; and**
- 2. Authorise the Chief Executive Officer to execute Contracts C2400019-A, C2400019-B and C2400019-C and any other documents required by or to give effect to the terms of the Contract on behalf of Council.**

Carried

Financial Sustainability

10. The cost of the first three (3) years of these services has come within budget.
11. The additional 2, 12-month options to extend have not been budgeted for at this time but it is expected that the budget will be allocated for this ongoing service.
12. If funding is not available for the contracts beyond the first three (3) years, the options to extend will not be taken up.

Community Engagement

13. There was no specific community engagement for these services however community consultation has shown a strong desire for treed streets and parks within the municipality.
14. No tender collaboration opportunities were identified at this time however opportunities may present themselves in the future to be considered for new Contracts.

Social Equity and Sustainability

15. Maintaining treed streets and open space areas throughout the municipality offer many benefits to local communities including providing needed shade, enhancing local biodiversity, and bringing a more natural look and feel to our urban areas.

Relevant Law/Policy/Legal Implications

16. This tender was advertised and managed in accordance with the requirements of sections 108 and 109 of the Local Government Act 2020 and in accordance with the City's Procurement Policy.

Alignment to Community Plan and Vision

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

Conflict of Interest

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

Risk Assessment

19. The tender evaluation process involved the assessment of work, health and safety policies, procedures, and risk assessment documents. Any other risks associated with the acceptance of this tender will be managed through the contract conditions.

Environmental Sustainability

20. 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.

Tender Details

Contract Details

21. C2400019 Proactive Tree Services

Invitation to Tender

22. The City issued an invitation to tender on 20 November 2023 seeking to appoint suitably qualified and experienced contractors to provide arborist services for proactive tree maintenance throughout the municipality.

Table 1 Invitations to Tender

Medium	Date Advertised
eProcure	20 November 2023
Print Media	1 December 2023

Tender Evaluation Panel

23. The Tender Evaluation Panel consisted of the following staff:

Table 2 Tender Evaluation Panel

Position Title	Panel role
Procurement Services Officer title	Chair
Co-Ordinator Tree Management	Voting Member
Senior Parks Planning Arborist	Voting Member
Senior Maintenance Arborist	Voting Member
Manager Parks & Natural Assets	Non-Voting Member

Tender Submissions

24. Tenders had to meet mandatory OH&S processes and procedures.
 25. At tender close the City received six (6) submissions.

Table 3 Tender Submissions Received

Tender	Conforming tender
A Acorn Tree Services	Yes
B Carter Group National	Yes
C Steven's Specialist Tree Services	Yes
D Tenderer D	Yes
E Tenderer E	Yes
F Tenderer F	No

Tender Evaluation

26. The Tender Evaluation Panel used the following qualitative criteria to assess the submissions.
27. The tender was evaluated by the tender panel in a two-stage process:
- 27.1. Qualitative assessment of a weighted score totalling 100%; and
- 27.2. Evaluation of price.

Table 4 Comparative Criteria Weighting

Comparative Criteria	Weighting %
Capability and Experience	25%
Proposed Resourcing	25%
Quality Management and Auditing	25%
Local Content	10%
Methodology	10%
Organisational Philosophy	5%

Tender Evaluation Scores

28. At the conclusion of the qualitative evaluations all tenderers were considered to be of high quality and shown they had the capability and capacity to provide the required services. The price was evaluated and the best value for money was determined by the panel, with the approved budget in mind.
29. Two tenderers were removed from consideration due to budget constraints and the remaining three were allocated zones determined by cost, capacity and demonstrated experience.

Table 5 Tender Evaluation Scores

Tender		Rank
A	Steven's Specialist Tree Services	Recommended
B	Acorn Tree Services	Recommended
C	Carter Group National	Recommended
D	Tenderer D	Not recommended
E	Tenderer E	Not recommended
F	Tenderer F	Not recommended

Post Tender Contact

30. At the conclusion of the tender evaluation the panel were comfortable that all items requested had been adequately addressed and no clarifications were required.

Probity

31. No probity issues were identified.

3.8. Tender T2300112 Hardwaste Collection Services

Source: Corporate Services
Executive Director: Troy Edwards

TIME LIMIT:

As per the Governance Rules (3.37.2) a meeting may not continue after 10pm unless a majority of members present vote in favor of its continuance.

Cr Wilkinson moved, Cr Mason seconded –

That the meeting continue to proceed as per the Governance Rules (3.37.2).

Carried.

Cr Kontelj declared a Conflict of Interest in Agenda Item 2.8 Tender T2800112 Hardwaste Collection Services in that the successful tenderer is a customer of the business of which Cr Kontelj is a Director and left the meeting prior to discussion at 9.57pm.

Purpose

1. To Award Contract C2300112 Hard Waste Collection Services to Cleanaway Pty Ltd (ABN 79 000 164 938) for the tendered schedule of rates.

Background

2. The Hard Waste Collection service is for the collection of large items and items that cannot be placed in kerbside collection bins from residential dwellings throughout the municipality.
3. This contract covers mattress collection but does not include collection from any commercial or non-residential properties or services.

Key Matters

4. The Procurement Team administered an open tender process on behalf of the Waste Services team to find suitable a Contractor capable of completing these services to a high standard.
5. This service allows for two collections per year per residential dwelling free of charge to the Geelong residents.
6. Providing this service to the residents of the Greater Geelong municipality allows for all residents to dispose of unwanted goods and materials regardless of their own capacity or capability.
7. It has shown to reduce instances of illegal dumping and the cost of collecting and maintaining safe roadside and public places, free of illegally placed waste materials.
8. It allows a greater capacity to recover recyclable materials and reduce strain on landfill sites in the region.

RESOLUTION - Item 3.8

Cr Harwood moved, Cr Cadwell seconded -

That Council:

- 1. Award Contract C2300112 Hard Waste Collection Services to Cleanaway Pty Ltd (ABN 79 000 164 938) for an initial term of 36 months with two 12-month options to extend at the City's discretion; and**
- 2. Authorise the Chief Executive Officer to execute Contract C2300112 and any other documents required by or to give effect to the terms of the Contract on behalf of Council.**

Carried

Cr Kontelj re-joined the meeting at 10.08pm

Financial Sustainability

9. The cost of this service is expected to fall within the allocated budget amount.

Community Engagement

10. There was no specific community engagement for these services however previous community consultation has shown a desire for these services to continue to be provided to our residents.
11. No tender collaboration opportunities were identified at this time however opportunities may present themselves in the future to be considered for new Contracts.

Social Equity and Sustainability

12. Providing this service allows all residents the capacity to safely remove of unwanted goods and materials regardless of financial or physical constraints.

Relevant Law/Policy/Legal Implications

13. This tender was advertised and managed in accordance with the requirements of sections 108 and 109 of the *Local Government Act 2020* and in accordance with the Council's Procurement Policy.

Alignment to Community Plan and Vision

14. This report aligns with Our Community Plan 2021-2025 strategic priority:
Sustainable Growth and 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. The tender evaluation process involved the assessment of work, health and safety policies, procedures, and risk assessment documents. Any other risks associated with the acceptance of this tender will be managed through the contract 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. C2300112 Hard Waste Collection Services

Invitation to Tender

19. The City issued an invitation to tender on 30 November 2023 seeking to appoint a suitably qualified and experienced Contractor to provide hard waste collection services for residential tenants throughout the municipality.

Table 1 Invitations to Tender

Medium	Date Advertised
eProcure	30 November 2023
Print Media	1 December 2023

Tender Evaluation Panel

20. The Tender Evaluation Panel consisted of the following staff:

Table 2 Tender Evaluation Panel

Position Title	Panel role
Procurement Services Officer title	Chair
Coordinator Sustainable Waste Services	Voting Member
Manager Waste Services	Voting Member
Waste Contract Support Officer	Voting Member
Contracts Support Officer	Voting Member
Team Leader Waste Contract Management	Voting Member
Coordinator Waste Management	Non-Voting Member
Contract Support Officer	Non-Voting Member
Waste Contract and Project Delivery Officer	Non-Voting Member

Tender Submissions

21. Tenders had to meet mandatory OH&S processes and procedures.
22. At tender close the City received two (2) submissions.

Table 3 Tender Submissions Received

Tender		Conforming tender
<i>Delete or add rows as required – delete this row:</i>		
A	Cleanaway Pty Ltd	Yes
B	Tenderer B	Yes

Tender Evaluation

23. The Tender Evaluation Panel used the following qualitative criteria to assess the submissions.
24. The tender was evaluated by the tender panel in a two stage process:
 - 24.1. Qualitative assessment of a weighted score totalling 100%; and
 - 24.2. Evaluation of price.

Table 4 Comparative Criteria Weighting

Comparative Criteria	Weighting %
Capability and Experience	30%
Proposed Resourcing	20%
Methodology and Plan	20%
Proposed Plant and Equipment Levels	20%
Local Content	10%

Tender Evaluation Scores

25. At the conclusion of the qualitative evaluations both tenderers scored well and progressed to the pricing evaluation.
26. Cost analysis was carried out based on the numbers of collection type for the past 12 months of collections to provide an estimated lump sum cost for each tender.
27. At the conclusion of the pricing evaluation it was clear that with an estimated difference in cost of less than 3% taken into account with the higher qualitative score the best value for money and lowest risk to the City would be to award a contract to Cleanaway Pty Ltd for these services.

Table 5 Tender Evaluation Scores

Tender		Rank
A	Cleanaway Pty Ltd	Recommended
B	Tenderer B	Not Recommended

Post Tender Contact

28. At the conclusion of the tender evaluation the panel were comfortable that all items requested had been adequately addressed and only a minor clarification of some items were requested. The response provided was similar to the expectation of the panel and no further clarifications or additional information was required.

Probity

29. No probity issues were identified.

4. PLANNING DELEGATIONS

Source: Placemaking
Executive Director: Tennille Bradley

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 Harwood moved, Cr Wilkinson seconded -

That Council receive the information in the Schedule entitled Planning Decisions Report for February 2024.

Carried

App No	Location	Application Type	Decision Date	Description	Authority Description/ No of Objectors
PP-1022-2019	21 Minerva Road, HERNE HILL VIC 3218	Buildings and Works Associated with the Construction of Two (2) Shops, Use and Development of Four (4) Apartments and Reduction of Car Parking Requirements	6/02/2024	Permit Issued	Delegated Authority
PP-1318-2022	1 Chelsea Avenue, OCEAN GROVE VIC 3226	Construction of Two (2) Dwellings and Two (2) Lot Subdivision	12/02/2024	NOD - Planning Permit	Decision Making Committee
PP-151-2019	9 Perth Street, BELMONT VIC 3216	Construction of Four (4) Dwellings and Four (4) Lot Subdivision	21/02/2024	Extended Planning Permit	Delegated Authority
PP-263-2023	10-12 Franzel Avenue, PORTARLINGTON VIC 3223	Construction of Two (2) Dwellings and Creation of a Carriageway Easement	2/02/2024	Refusal	Decision Making Committee
PP-428-2023	57 Howitt Avenue, CORIO VIC 3214	Construction of Three (3) Dwellings	28/02/2024	Grant a Planning Permit	Delegated Authority
PP-588-2023	258 Pakington Street, GEELONG WEST VIC 3218	Construct and Display Business Identification Signage and an Internally Illuminated Sign and Gate	20/02/2024	Grant a Planning Permit	Delegated Authority
PP-704-2023	52-80 Scotchmans Road, DRYSDALE VIC 3222	Use and Development of a Dwelling and Two (2) Lot Subdivision	2/02/2024	Refusal	Decision Making Committee
PP-758-2023	94 Willis Street, PORTARLINGTON VIC 3223	Construction of Four (4) Dwellings	28/02/2024	Grant a Planning Permit	Delegated Authority

PP-812-2023	35 Church Street, GEELONG WEST VIC 3218	Change of Use to Medical Centre (Psychology), Buildings and Works for Additions and Alterations to Existing Building; Construct and Display Business Identification Signage and Reduction to the Car Parking Requirement	7/02/2024	NOD - Planning Permit	Decision Making Committee
PP-899-2023	11 Lagoon Street, ARMSTRONG CREEK VIC 3217	Development of the Land for a Shopping Centre, Comprising Supermarket, Retail Premises and Offices, and Reduction and Waiver of Bicycle Facilities Requirements	9/02/2024	Refusal	Decision Making Committee
PP-1015-2023	148-154 Marshalltown Road, GROVEDALE VIC 3216	Use and Development of an Office and Eight (8) Warehouses Including Signage Structure, Multi-Lot Subdivision and Reduction in Car Parking Requirements	20/02/2024	NOD - Delegate	1
PP-1048-2023	52-54 Skene Street, NEWTOWN VIC 3220	Partial Demolition of Rear of Dwelling, Demolition of Carport & Shed Alterations and Additions to a Dwelling and Construction of a Garage, Swimming Pool and Spa	20/02/2024	NOD - Delegate	1
PP-1078-2023	36 Heyers Road, GROVEDALE VIC 3216	Construction of Four (4) Dwellings	8/02/2024	NOD - Delegate	1
PP-1103-2023	50 Geelong Road, PORTARLINGTON VIC 3223	Buildings and Works for the Construction of Two (2) Dwellings (One Dwelling greater than 7.5 metres above natural ground level), Alteration of access to a Transport Road Zone Category 1.	27/02/2024	NOD - Delegate	1
PP-1144-2023	292-296 Princes Highway, CORIO VIC 3214	Installation of an Electronic Promotion Sign	15/02/2024	NOD - Delegate	2
PP-1188-2023	12 Raptor Place, SOUTH GEELONG VIC 3220	Use of Land as Indoor Recreation Facility	16/02/2024	NOD - Delegate	1

PP-1240-2023	149 Vines Road, HAMLYN HEIGHTS VIC 3215	Construction of Three (3) Dwellings and Three (3) Lot Subdivision	27/02/2024	NOD - Delegate	4
PP-370-2023	10-12 Clifton Springs Road, DRYSDALE VIC 3222	Partial Demolition of Buildings, Construction of an Office Building, Reduction of Carparking and Alter Access to a Transport Road Zone 2	28/02/2024	NOD - Delegate	3
PP-409-2023	20 Catherine Street, GEELONG WEST VIC 3218	Demolition of an Existing Dwelling and Construction of a Dwelling, Fence, and Vehicle Crossover	21/02/2024	NOD - Delegate	2
PP-616-2023	34 Michigan Avenue, CORIO VIC 3214	Construction of Four (4) Dwellings	14/02/2024	NOD - Delegate	1
PP-834-2023	23 Manning Street, NEWTOWN VIC 3220	Partial Demolition, Alterations and Additions to a Dwelling, Demolition of Outbuildings and Fencing and construction of an outbuilding, pergola and fencing in a Heritage Overlay	14/02/2024	NOD - Delegate	1
PP-861-2023	400-404 Pakington Street, NEWTOWN VIC 3220	Use of the Land for a Restaurant, Supply of Liquor (Restaurant and cafe licence), and Reduction to the Car Parking Requirement	19/02/2024	NOD - Delegate	2
PP-955-2023	43 The Avenue, BELMONT VIC 3216	Construction of Two (2) Dwellings and Two (2) Lot Subdivision	1/02/2024	NOD - Delegate	1

5. RECORD OF INFORMAL MEETINGS OF COUNCILLORS

Source: Corporate Services
Executive Director: Troy Edwards

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 5.1

Cr Mason moved, Cr Wilkinson seconded -

That Council receive the summary of the informal meetings of Councillors for the period to 26 March 2024.

Carried

**INFORMAL MEETINGS OF COUNCILLORS
(Council Meeting 26 March 2024)**

Informal Meeting Details	Councillor Attendance/Apology	Officer Attendance	Agenda Items	Conflict of Interest Disclosures
<p>Councillor Strategic Session 5 March 2024</p>	<p>Crs Sullivan, Aitken, Cadwell, Harwood, Hathway, Mason, Moloney, Murrhiy, Nelson, Wilkinson</p> <p><i>Leave of Absence: Cr Kontelj</i></p>	<p>A Wastie (CEO) T Bradley (EXEC DIR) T Edwards (EXEC DIR) A Basford (A/EXEC DIR) J Stirton (EXEC DIR) K Ivens (MGR) J Douglas (A/MGR) C Lunn (OFF) E Baensch (OFF)</p>	<ul style="list-style-type: none"> • Social Housing • Kardinia Park Master Plan • Advocacy Framework 	<ul style="list-style-type: none"> • Cr Murrhiy declared a Conflict of Interest in the Kardinia Park Masterplan and left the meeting prior to discussion.
<p>Councillor Briefing 12 March 2024</p>	<p>Crs Sullivan, Aitken, Cadwell, Harwood, Hathway, Kontelj, Mason, Moloney, Murrhiy, Nelson, Wilkinson</p>	<p>A Wastie (CEO) T Bradley (EXEC DIR) T Edwards (EXEC DIR) A Basford (EXEC DIR) J Stirton (EXEC DIR) S Jeanes (MGR) D Schultz (Chief Financial Officer) D Bushell (Advisor to Director) S Beck (MGR) V Allan (Chief Legal Counsel) K Ivens (MGR) K Pizzi (MGR) S Nuttall (MGR) L Higgins (CO ORD) J Tester (CO ORD) J Douglas (A/MGR) E Baensch (OFF)</p>	<p>Presentations:</p> <ul style="list-style-type: none"> • Project Dashboard • Raised Crossings High Street, Belmont • Boat House Lease <p>Reports:</p> <ul style="list-style-type: none"> • Youth Council First Report 2024 • Draft Fair Access Policy • Our Community Plan Quarterly Report - December 2023 • Proposed Sale of 59 Bacchus Marsh Road, Corio • Park Street, Portarlington - Intention to Declare Report - Special Rate and Charge Scheme SRC 362 • Asbury Street West, Ocean Grove - Declaration of Charge - Special Rate and Charge Scheme SRC 364 • Tender T2300112 Hard Waste Collection Services • Tender T2400019 Proactive Tree Maintenance • Advocacy Framework (Confidential) 	<ul style="list-style-type: none"> • Cr Kontelj declared a Conflict of Interest in Tender T2300112 Hard Waste Collection Services and left the meeting prior to discussion.

6. 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.

6.1. Advocacy Framework (Confidential)

Source: Placemaking
Executive Director: Tennille Bradley

CONFIDENTIAL

RESOLUTION - Item 6.1

Cr Sullivan moved, Cr Aitken 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 the agenda item concerns recommendations that would, if prematurely released, be prejudicial to the Council's decision on the recommendations.

Carried

6.2. Regional Assessment Services Tender (Confidential)

Source: City Life
Executive Director: Anthony Basford

CONFIDENTIAL

RESOLUTION - Item 6.2

Cr Hathway 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 for the purposes of sections 3(1) and 66(5) of the *Local Government Act 2020*, the information contained in this report is confidential because it contains security 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 Kontelj moved, Cr Harwood seconded -

That the meeting be closed to the public.

Carried

The meeting was closed to the public at 10.10pm

Cr Nelson moved, Cr Mason seconded -

That the meeting be re-opened to the public.

Carried

The meeting was re-opened to the public at 10.28pm

As there was no further business the meeting closed at 10.28pm on Tuesday 26 March 2024.

Signed: _____

Cr Trent Sullivan (Mayor)

Date: _____