

Ordinary Meeting of Council

Nellie Ibbott Chambers, Ivanhoe Library and Cultural Hub, 275 Upper Heidelberg Road, 3079

20 November 2023 7pm

ATTACHMENTS

3.2 78-80 Hawdon St, Heidelberg - Notice of Intent to Sell - Hearing of Submissions

Attachment 1. Hawdon Hall - Final Submissions to Notice of Intent to Sell 3

3.4 Quarterly Financial Management Report - September 2023

Attachment 1. Quarterly Financial Management Report - September 202317

Attachment 2. Capital Works Project Delivery Update - September 202335

3.5 Audit & Risk Committee Minutes 22 September 2023

Attachment 1. Unconfirmed Minutes - Audit Risk Committee Meeting held 22 September 2023.....47

3.6 CEO Employment & Remuneration Policy & CEO Employment Matters Terms of Reference Review

Attachment 1. CEO Employment & Remuneration Policy - Revised November 2023 69

Attachment 2. Summary of Key Changes81

Attachment 3. Current Policy Inc. comments on changes85

Attachment 4. Current Terms of Reference Inc. comments on changes91

4.1 Advisory and Population Committees Report - July - October 2023

Attachment 1. Minutes- Inclusive Banyule Advisory Committee 2 August 202399

Attachment 2. Minutes - RAP Advisory Committee 13 September107

Attachment 3. Minutes - Banyule Arts and Cultural Advisory Committee 3 August 2023113

Attachment 4. Minutes - Banyule Environment and Climate Action Advisory Committee 14 September 2023119

Attachment 5. Minutes - Multicultural Committee 16 August 2023125

Attachment 6. Minutes - Multicultural Committee 18 October 2023133

Attachment 7. Minutes- Disability Inclusion Committee 23 August 2023141

Attachment 8. Minutes - Disability & Inclusion Committee 25 October 2023149

Attachment 9. Minutes- LGBTIQA+ Committee 10 August 2023.....157

Attachment 10. Minutes- LGBTIQA+ Committee 5 October 2023165

Attachment 11. Minutes - LGBTIQA+ Committee 13 April 2023.....175

Attachment 12. Minutes - Age Friendly Committee Meeting 17 August 2023.....183

Attachment 13. Minutes - Age Friendly Committee Meeting 28 September 2023.....193

4.2 Creative Banyule: Proposed Arts and Culture Strategy 2023 - 2031

Attachment 1. Creative Banyule: Arts and Culture Strategy 2021 - 2031207

Attachment 2. Creative Banyule - Year 1 Action Plan227

6.1 North East Link - Ring Road Completion Urban Design and Landscape Plan - Council submission

Attachment 1.	NEL - Document - BCC - North East Link - Advocacy Project List (20 November 2023)	233
Attachment 2.	Ring Road Completion UDLP - BCC Project Wide comments.....	239
Attachment 3.	Ring Road Completion UDLP - BBC Location Specific Comments ...	245
6.2 230-232 Banksia Street and 96 Oriel Road BELLFIELD - Bellfield Redevelopment Precinct Amendment (P1616/2021 pt2)		
Attachment 2.	Original Permit (P1616/2021).....	253
6.3 Ivanhoe Grammar School Development Plan		
Attachment 1.	Proposed Ivanhoe Grammar School Development Plan	265
Attachment 2.	Proposed Sport and Pool Hours of Operation and Vehicle Access Hours	301
Attachment 3.	Submissions and Officer Response	303

Submission 1

Good afternoon,

I am in one of the groups that meets at the Senior citizen building in Hawdon street and was very dismayed to hear that the council plans to sell this hall. It appears that the hall is used by a number of different groups so I don't understand why the council would sell it out from under the groups that use it.

I understand that the sale of the site would bring in funds, but that is such a short term way of looking at it. Isn't it more important to provide facilities for Banyule citizens? I can't imagine that you would sell off one of the sporting fields in Banyule so why sell off a hall that is so well used. It appears that more is put into sporting facilities than other types of facilities required by residents.

I ask that this building not be sold so it can continue to be used by all the groups that already use it.

Dismayed Banyule resident

Submission 2

Attention Chief Executive Office

In regard to Notice of Intent to Sell Hawdon Hall

I feel this is a dreadful shame as Joseph Hawdon was one of the first settlers in Heidelberg. He purchased 1 of 4 lots of land from Richard Browne 1839-40 who actually named Heidelberg after Heidelberg in Germany.

Joseph Hawdon then built his Gothic Banyule Mansion in 1846 in Buckingham Drive, this building still stands

It is great that Hawdon Street was named after him also Hawdon Hall.

It would be wonderful if something could be done to keep his memory in regard to the Hall.

Heidelberg does not need more apartment buildings as that is probably the intent for this site.

Submission 3

I'm writing in response to your informative letter of 2 October, concerning Council's intent to sell Hawdon Hall. After having lived here for about eight years, I was only peripherally aware of the Hall, so if it's sold, shan't miss it. But I do miss an up-to-date community centre magnet and believe that Heidelberg needs one as an important addition to our quality of life. There is no community meeting place here unless one includes Warringal, and there's not a meeting room there.

A community centre and Library, like the beauty at Watsonia would be a marvellous addition and I'm writing to enquire whether Council has something like that in mind for us?

In the short time I've lived here, Heidelberg, although it as yet hasn't reminded me of Manhattan or Downtown Box Hill, has changed dramatically, with even more high-rise apartments on the way. The Austin seems to expand as I watch, and I've heard that there is a large high rise parking facility with more apartments at an advanced planning state for us. Heidelberg is booming!

It's difficult to believe, under these circumstances that our only "community centre", however inadequate and superannuated, would be sold and perhaps replaced by yet another residential apartment block.

Best wishes and thanks for the opportunity to enquire and comment on the Council developments that affect me.

Submission 4

Banyule City Council
CEO. MS ANISON Beckwith

I object strongly to the sale of the Hawdon Hall at 78-80 Hawdon Street Heidelberg.

There are many user groups that have been displaced from this central major activity centre community hall. At least 11, not just "several", as stated by Council. It is against Council policies, including the community infrastructure plan, which states that this is the only community infrastructure in the Heidelberg Activity Centre.

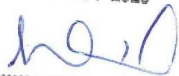
Member of Warringa Orchard Society

Please find attached, greater detail from when I last talked to this previously as an agenda item. 6.2 25th Sept 2023. as my submission that I want considered.

BANYULE CITY COUNCIL
Customer Service
IVANHOE

30 OCT 2023

3.15pm



To whom it may concern
 Re: Sale of Hawdon Hall
 78-80 Hawdon Street Heidelberg

I'm deeply concerned with the wording used by author Daniel Fantin - Acting Manager Strategic Properties and Projects, City Development, regarding the ordinary meeting of Council 25th September 2023. Agenda item Pg 59 6.2 78-80 Hawdon Street Heidelberg. Commencement of Notice of Intention to sell hand. Fantin states that, "Hawdon Hall has been used as a community centre" "accommodating several different user groups." "It's aging and doesn't offer contemporary facilities to support a wide range of uses." "Although there are several different activities in the hall, it's essentially a single purpose venue. you hire, so people only visit for one reason."

I totally disagree with the various premise the author has used, in different ways, to determine a conclusion, that has resulted in Councilors voting to commence a notice of intention to sell. The wording is inaccurate and misleading. The Macquarie Dictionary defines the word "several", as being more than two or three, but not many. Council's response to an earlier question of mine regarding the number of community groups and members are as follows: Wanhoe Photographic Club 30 members, Warringal Orchid Society 100 members, Warringal Senior Citizens 15 members, Marinda's Ballroom 15-30 members, Heidelberg over 50's Dance Group 15-25 members, E15naddai ministry 20-40 members, life Activity Group 20 members, Studio V School of Dance 170 students per week across 35 classes approximately inc. jazz and ballet. I found another 2 groups, Bingo and Carpet bowls. A total of 9, but there could be more. Certainly not only several, as the report twice quotes. A local resident recently attempted to hire the hall for a U3A. session, but was told bookings had

ceased for the hall.

The different "user groups" and "activities" that the author refers to, that so far number 9, certainly do not equate to several, also proves that the hall is not for "single purpose" only, as the author also states. The hall has additional, smaller rooms where the Warrington Orchid Society conducts talks for novice members, such as repotting demonstrations. Any clean up that may be necessary is easy, because the rooms have wooden floors, unlike Bellfield's downstairs carpet, which appears to already be becoming marked. There is also a long side room adjoining the main large hall & stage, where members display their often large, competition orchids. The well functioning kitchen, safely opens onto the hall, unlike Bellfield that does not have a downstairs kitchen, where the Wanho Garden Club meets. There is plenty of space in the large hall for 2 sales tables, 1 entrance raffle table and the supper table, where as at Bellfield it is extremely crowded. It also has a much larger and more easily accessed car park, together with plenty of lockable storage cupboards for all the sales material etc, that Bellfield cannot provide. The author makes no mention of any of these attributes, especially the extra rooms, instead describing it as an "aging" building that doesn't "support" a wide range of uses. I argue that it does support a wide range of uses and is better able to meet the large number of current user groups, unlike the so called new "contemporary" Bellfield Hub, that cannot supply the type of spaces that plant societies need, or even an inadequately sized lift, that makes access to the floor above extremely difficult, especially as regards transporting the trolley and hot water urn which I feel could be a

health and safety issue. It is also very slow.
 I disagree strongly with the responses to my question to Council from the Director of Community Well being. The Ivanhoe Garden Club is certainly not fully "enjoying their new facilities at the new Bellfield Community Hub", due to the non achievement of many considerations that the director lists as being "specific" to the needs of community groups. These include parking, storage capabilities, access, amenity of facility and functionality of space available to accommodate group activities, all of which are not well provided for at Bellfield. The director's answer makes no mention of the need for a functioning kitchen on the ground floor, or a suitably sized, more functional list, both of which are a huge problem regarding the Hubs amenity, especially for any plant clubs. On 2 occasions the car park has been in complete darkness + another night the lights had been flashing on + off. A dangerous situation!

I also strongly disagree with the statement that, "for most groups a similar geographic location is not the most critical factor as members come from other suburbs, as well as outside of Banyule." The most critical factor is that there are no similar community halls in Eaglemont, East Ivanhoe + Ivanhoe + now Heidelberg, if this sale eventuates. Bellfield + Warringal Shire Office are both approximately 2 1/2 Kilometres away from a major activity centre + are not serviced by public transport. The Shire Offices narrow, winding access road is unpleasant to drive along, especially on wet winter nights. Stating that some members are prepared to travel some distance, doesn't give Council good enough reason to suggest sub standard replacement halls such as Bellfield + the Old Shire Office. Some older members

are now not attending, if they have to drive
any distance at night.

Thank you reading my submission

Member of:
Warringal Orchid Society,
Warringal Garden Club,
Warringal Conservation Society,
Hudellberg Historical Society,
Eaglemont Neighbourhood Conservation
Association E.N.C.A. Inc.
National Trust Victoria
Australian Garden History Society

Submission 5

I object to the sale of the Hawdon Hall at 78-80 Hawdon St Heidelberg.

As per <https://www.banyule.vic.gov.au/News-items/Notice-of-intent-to-sell-78-80-Hawdon-St-Heidelberg>

this submission should be to the attention of the Chief Executive Officer

Please include my submission verbatim and including attachments at the council meeting that decides whether to sell this property.

Please refer to mine and other speeches when this came to council at meeting of 25th September, 2023. Also for consideration are the speeches and written submissions made by users and supporters of the Hall and in particular meetings of 25th May, 2023.

- 1. I object that there was no proper public advertising of this potential sale as the news item link is not distributed. There was no advertising on any social media platform, no flyers, no letterbox drop to the affected community.*
- 2. The Hawdon St Hall is the only community infrastructure within Heidelberg the Major Activity Centre and fastest growing AC.*
- 3. The hall has been well utilised by many groups and is not underutilised. (see below)*
- 4. Council would be choosing to sell off existing infrastructure, even though community support is behind renewing these sites rather than acquiring new property.*
- 5. Council is compounding the use of infrastructure in incompatible areas which are not supportive to all user groups.(See list of users below public question)*
- 6. Council notes and promotes population growth in many policies however, expects communities to accept less infrastructure rather than providing more.*
- 7. Council evicted the groups from Hawdon st months prior to advertising for sale which has reduced opposition to the sale - and also indicates that the decision was made at that point in time (May23).*
- 8. See Community Infrastructure excerpts which contradict the sale of this property.*
- 9. I also confirmed with the CIP council officer that had Hawdon St Hall not been included in the plan that this is likely to have been the highest priority to provide infrastructure in the Heidelberg Activity Centre.*
- 10. Displacing groups into other infrastructure does not accommodate all groups and their needs eg the timber floor for dancing and storage for many groups*
- 11. The redirection to Bellfield Hub (and other areas) is unacceptable. given that it is 2.5kms away from Heidelberg Activity Centre.*
- 12. The CIP contains no plan for replacement in the 10 years because Hawdon St was not identified for sale in this plan.*
- 13. The growing population of Heidelberg deserve better treatment.*
- 14. If there is a contradiction in the CIP by the Strategic Property Team plans then this needs to be public knowledge and made transparent.*
- 15. What is the \$89m in funds held for the Strategic Property fund being used for?*
- 16. Hawdon St Hall should remain operational, the groups reinstated and the plans changed to upgrade this site.*

17. Heidelberg should not be without community infrastructure
18. Any alternatives should be in place prior to change at this location
19. The Old Shire offices are 1km out of the Heidelberg AC and should not be considered a viable alternative even if the space is renovated.
20. There is negative economic impact to small businesses that is against council policies particularly in this post covid time and a time of high economic stress.

Please include in my objection the following excerpts as evidence of my points above.

Community Infrastructure Plan (CIP)

<https://shaping.banyule.vic.gov.au/CIP>

Excerpts below

(From the Draft not included) Pg27

The Heidelberg major activity centre is centred around the Burgundy Street shopping precinct which is a significant commercial area and the major employment centre in Banyule. This area is a large health hub with three hospitals and a range of allied health services. **Hawdon Street Community Hall is the only Council owned building in this 20-minute neighbourhood.**

Banyule's Community Infrastructure Plan
Infographic Attachment

We are improving Banyule's liveability through the creation of 20-minute neighbourhoods. As part of this, we're aiming for community buildings and services to be twenty minutes from shopping precincts.

Our draft 10-year Community Infrastructure Plan proposes to:

- Maximise the use of existing buildings that are underutilised
- Create multi-purpose spaces in existing buildings

Pg33 - Mid Precinct

The Mid Precinct will have the largest population growth in Banyule with a significant increase in 0-4 years and people over the age of 60 years. Most of the population growth

will be in Heidelberg which is a suitable location for a new Community Neighbourhood House and Arts and Culture facility.

Heidelberg

The suburb will have the highest projected increase in population in Banyule. The Heidelberg major activity centre is centred around the Burgundy Street shopping precinct which is a significant commercial area and the major employment centre in Banyule. **Hawdon Street Community Hall is the only Council owned building near the station and provides a large hall that can accommodate up to 80 people that is available during the week and weekends.** A smaller room is also available that can be used as a meeting space.

Page 32 - Mid Precinct

THERE ARE NO ACTIONS to provide Heidelberg with a Community Centre over the next 10 years of the plan. The closest action is to do a feasibility study

6. Mid Precinct: Heidelberg, Rosanna, Macleod

Mid Precinct Actions	
Short-term 1-3 years	
6.1	Leverage opportunities from the new Rosanna Library and precinct redevelopment to support and facilitate provision of multi-purpose meeting spaces for community activities.
6.2	Identify opportunities to expand the capacity of the Old Shire Offices to support additional community use.
6.3	Undertake a feasibility and site analysis for a multi-purpose meeting space in the Mid Precinct within close proximity to public transport.
6.4	Undertake a feasibility and site analysis for a Community Neighbourhood House and Arts Facility in the Mid Precinct within close proximity to public transport.
6.5	Utilise Building Condition and Access Audit reports to prioritise renewal and access improvements for Rosanna Fire Station Community House and Macleod Community Hall.
6.6	Explore use partnership and joint advocacy opportunities of the State government owned Banyule Theatre in Heidelberg with the Department of Education and Viewbank College.
Medium-term 4-6 years	
6.7	Implement access improvements and priorities for: <ul style="list-style-type: none"> • Rosanna Fire Station Community House (Year 1 toilet access and upgrade) • Macleod Community Hall
Long-term 7+ years	
6.8	Review population, benchmarking and qualitative data on community needs annually to identify opportunities and community infrastructure gaps.

Other Information

25 May 2023 Meeting Minutes

3.10 PROPOSED SALE OF 78-80 HAWDON STREET, HEIDELBERG

Vassie Catalano from Studio V School of Dance (Heidelberg) addressed Council in person and was AGAINST the officer recommendation.

A written statement was read out on behalf of Heeb El-Bay from the Alleyway Café & Aisle 17 and was AGAINST the officer recommendation.

A written statement was read out on behalf of Kirsty Eccles from the Studio V School of Dance and was AGAINST the officer recommendation.

SUMMARY

1. Council has delivered a new multi-purpose Community Hub at Bellfield. The Hub opened in Oct 2022 and is used for a variety of purposes, including long day kinder, maternal and child health consultations, planned activity groups and by a variety of other community groups.
2. Users of other Council owned buildings have since been relocated to the Hub (eg Audrey Brooks pre-school) and are enjoying the accessible, modern, and functional layout of the building.
3. At the time that the Bellfield Hub was planned, Council contemplated relocation of other users into this new facility, with the subsequent sale of ageing buildings, many of which required considerable maintenance and not able to meet the requirements of current groups using the buildings. One of the buildings from which users were to be moved into the Bellfield Hub was the Hawdon Street Community Hall (Hawdon Hall).
4. The Community Wellbeing team has completed considerable work in identifying alternate location for users of the Hawdon Hall. Further details on this are provided in this report.

Public Questions

MINUTES ORDINARY MEETING OF COUNCIL

28 AUGUST 2023

2	<p>Name & Suburb Pippa Griffith Ivanhoe East</p> <p>Question: With the Bellfield Community Hub under high demand from its' own community plus those redirected from locations such as East Ivanhoe PreSchool, a 4 km drive away, and the Hawdon St Community Hall in Heidelberg (2.5kms, Warringal Orchid Society etc), what population area and number was the Bellfield Community Hub built to service?</p> <p>Response: The Bellfield Community Hub services both the local population and broader municipal population and is inclusive and welcoming to all.</p> <p>Spaces within the Hub are used for a number of services and programs. These include:</p> <ul style="list-style-type: none"> • Social support catering for the needs of older adults over three rooms, • Program space for children and families, including Maternal and Child Health Service and kindergarten program spaces (66 licenced places), • A community garden, • A social enterprise Café that supports employment pathways for youth and unemployed job seekers; and • Spaces available for community and organisational hire, including three community meeting rooms, a 30-person program room, and two consulting suites. <p>Rooms for hire are available for many community groups across Banyule.</p> <p><i>Kath Brackett – Director Community Wellbeing</i></p>
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4	<p>Name & Suburb Jane Crone Eaglemont</p> <p>Question: Including Warringal Orchid Society, Senior Citizens, various dance groups etc. could council provide the list of community groups and the number of people within those groups that are currently being dislodged 2.5 Km out of a major activity centre from 78-80 Hawdon Street Heidelberg to the Bellfield Community Hub prior to Council's consideration of selling the Hawdon Street Community Hall?</p> <p>Response: As per the Council resolution 29 May 2023 relating to the proposed sale of 78 – 80 Hawdon Street, Heidelberg (known as the Hawdon Street Hall) officers have been working productively with all current user groups to identify suitable alternate locations that meet their needs should the sale proceed.</p> <p>Council has a range of community halls across the Banyule community including the Bellfield Community Hub that could potentially service existing group's needs. For most groups a similar geographic location is not the most critical factor as members come from other suburbs as well as outside of Banyule.</p> <p>Key considerations include parking, storage capabilities, access, amenity of facility, availability of ancillary services and the functionality of space available to accommodate groups activities.</p> <p>Our focus is working with groups individually to understand and facilitate their specific needs and fortunately we are able to offer most groups more than one alternate option to consider.</p> <p>These negotiations are currently in progress with one group confirmed to relocate to Bellfield. We will continue to work in partnership with the groups and are confident that alternate suitable options can be provided for all groups should the sale proceed.</p> <p>The community groups we are currently liaising with, and their associated membership numbers are as follows:</p> <ul style="list-style-type: none"> • Ivanhoe Photographic Group – 30 members • Warringal Orchid Society Inc – 40 members • Warringal Senior Citizens – 15 members • Marinda' s Ballroom – 15 to 30 members • Heidelberg Over 50's Dance Group – 15 to 25 members • Elsnaddai ministry – 20 to 40 members • Life activity Group – 20 members • Studio V School of Dance – 170 students per week across 35 classes approximately. <p>Council will receive a further report to consider the commencement of the statutory process for sale of the land at 78-80 Hawdon Street, Heidelberg in accordance with section 114 of the <i>Local Government Act 2020</i>. This process will entail giving public</p>
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Submission 6

I am objecting to the sale of this facility for the following reasons:

- 1. This is the only Council building in the Heidelberg area, and its sale will deprive Heidelberg residents and others of an important, well used community facility. At the very least, if it must be sold, an alternative meeting facility should be provided prior to the sale, and there are no proposals to provide a Community centre or other meeting place, only a feasibility study*
- 2. This sale, without the provision of alternative facilities, is contrary to the Community Infrastructure Plan 'We are improving Banyule's liveability through the creation of 20-minute neighbourhoods.' As 20-minute neighbourhoods relates to walkability, and other council policies also encourage more walking and active transport, so removing this facility is not consistent with existing BCC strategies and policies.*
- 3. This is in the heart of an area in which the population is expected to increase significantly in the next few years. Council infrastructure would be an important part of contributing to the well-being and amenity of local residents who move into the area, but the option will not be there, they will need to drive to other facilities.*
- 4. The Bellfield Hub is not a viable alternative, requiring car transport to access as it is so far away, and is inadequate for the needs of some community groups.*
- 5. This has not been publicly advertised, so the wider community has not had an opportunity to comment.*

Quarterly Financial Management Report – September 2023

CM9 : D23/285820

Contents

1	Executive Overview	3
1.1	Introduction and overview	3
1.2	Key financial highlights and overview	3
1.3	Financial Sustainability – the VAGO ratios	4
2	Financial Performance	5
2.1	Income Statement	5
2.1.1	Notes to the income statement	6
2.2	Council Resolutions: impact on financial performance	9
3	Capital Works Expenditure	10
4	Investment Activity	12
5	Other Financial Information	14
5.1	Rates Outstanding	14
5.2	Accounts Receivable	15
5.3	Other Financial Statements	16

1 Executive Overview

1.1 Introduction and overview

- The Quarterly Financial Report for September 2023 has been prepared in accordance with Australian Accounting Standards.
- This report is designed to identify and report on major variances against the adopted Annual Budget 2023/24 at an organisational level.
- The 30 September 2023 Financial Management report comprises a review of the current performance against year to date budget, full year budget and full year forecast, and other key financial information.

1.2 Key financial highlights and overview

	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	Forecast \$000	Annual Budget \$000	Annual Variance \$000
Total income	130,473	129,638	835	191,716	190,997	719
Total expense	41,059	41,246	187	175,409	174,038	(1,371)
Operating Surplus for the year	89,414	88,392	1,022	16,307	16,959	(652)
Adj. Underlying Surplus/(Deficit)	88,255	86,073	2,182	(7,764)	(5,716)	(2,048)
Total capital works expenditure	7,354	7,022	(332)	67,685	68,002	317

- The September 2023 operating surplus is forecast to be \$16.307m compared to a budgeted operating surplus of \$16.959m (\$0.652m unfavourable movement).
- The 30 September 2023 underlying operating deficit is forecast to be \$7.764m compared to a budgeted underlying deficit result of \$5.716m (\$2.048m unfavourable).
- Full Year Forecast:
 - Total Income (\$191.716m) is projected to be \$0.719m favourable to budget mainly due to Capital Grant and Contributions income adjustments offset by transfer station closure revenue losses and revised supplementary rate revenue expectations.
 - Total expenses (\$175.409m) are forecast to be \$1.371m unfavourable to budget. This is mainly due to the carry forward program costs into 2023/24 and an increase in the work cover premium payable, partly offset by the reduced expenditure to accommodate for the transfer station closure.
 - Emphasis going forward with Forecasting is to manage the underlying deficit inline within the budget expectations. This will include identifying direct employee costs savings against use of agency labour, identifying efficiencies with discretionary costs to cover lost of income and reduce tasks in operating business services. The deferment of the initiative programs to later timeframe will also be assessed.
- As of 30 September 2023 a total of \$7.354m has been spent on capital works. The Capital works expenditure is forecast to be \$67.685m compared to the adopted capital budget of \$68.002m. The decrease in Forecast is largely attributable to carry forwards from 2022/2023 of \$7.217m offset by

projects amounting to \$7.220m postponed to future years. (Refer to Note 3 for details of postponed projects.)

1.3 Financial Sustainability – the VAGO ratios

2023/24 Forecast	Net Result	Adjusted Underlying Result	Liquidity	Internal Financing	Indebtedness	Capital Replacement	Renewal Gap
September 2023	8.51%	-4.63%	2.57	123.50%	13.28%	2.70	2.56
August 2023	8.30%	-4.89%	2.48	110.04%	13.31%	2.86	2.71
July 2023	8.30%	-3.96%	2.65	141.86%	13.22%	2.69	2.55
Adopted Budget	8.88%	-3.40%	2.66	142.28%	13.22%	2.71	2.58

- Council is tracking favourably in 6 of the 7 VAGO ratios which provide an indicator of Council's financial sustainability. These include Net Result; Liquidity; Internal Financing; Indebtedness; Capital Replacement and Renewal Gap. Adjusted Underlying Result for September 2023 is unfavourable and further outlined below:
 - In a normal year Council aims for 5% or greater against the adjusted underlying result ratio. An underlying deficit is forecast of 4.63 % for September 2023.
 - The 'red' Adjusted Underlying Result is a high financial risk as it indicates that there are insufficient surpluses generated to fund operations. This risk will be managed through continuing to maintain the operational returns through maximising revenue from commercial activities and minimising discretionary costs.

-

2 Financial Performance

2.1 Income Statement

As of 30 September 2023 the full year forecast is projected to be a \$16.307m surplus compared to the adopted budget surplus of \$16.959m (\$0.652m unfavourable movement). The underlying deficit is forecast to be \$7.764m after adjusting for capital grants / contributions. The variance compared to the Budget underlying deficit of \$5.716m at end of the first quarter is \$2.048m unfavourable.

Material variances are explained – variances greater than \$0.500m is considered material for the financial year 2023/2024.

Table 1 – Income Statement

	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	Forecast \$000	Annual Budget \$000	Annual Variance \$000	Notes
Income							
Rates and charges	115,75	115,55	207	116,39	116,401	(11)	
Grants - Operating	2,931	1,586	1,345	11,884	11,845	39	1
Grants - Capital	0	921	(921)	19,716	18,786	930	2
Statutory fees and fines	1,651	1,537	114	9,612	9,517	95	
User fees and charges	6,749	6,755	(6)	20,043	21,257	(1,214)	3
Contributions income	1,181	1,519	(338)	6,323	5,853	470	
Interest income	884	775	109	3,101	3,101	0	
Rental income	798	792	6	3,131	3,098	33	
Net gain/(loss) on disposal assets	21	83	(62)	181	181	0	
Other income	499	118	381	1,335	958	377	
Total income	130,47	129,63	835	191,71	190,997	719	
Expenses							
Employee costs	20,540	20,450	(90)	81,678	79,901	(1,777)	4
Materials and services	10,321	10,447	126	51,344	51,793	449	5
Utility charges	861	719	(142)	4,292	4,288	(4)	
Depreciation	6,248	6,248	0	24,992	24,992	0	
Amortisation - intangible asset	56	56	0	222	222	0	
Amortisation - right of use assets	119	73	(46)	402	402	0	
Bad and doubtful debts	152	158	6	615	616	1	
Borrowing costs	407	399	(8)	1,590	1,590	0	
Finance cost - leases	55	4	(51)	31	20	(11)	
Donations expenditure	168	245	77	963	962	(1)	
Contribution expense	1,841	2,000	159	7,749	7,719	(30)	
Other expenses	291	447	156	1,531	1,533	2	
Total expenses	41,059	41,246	187	175,40	174,038	(1,371)	
Surplus for the year	89,414	88,392	1,022	16,307	16,959	(652)	
Grants - Non-recurrent Capital	0	921	(921)	17,992	17,063	929	6
Capital Contributions - Other	1,159	1,398	(239)	6,079	5,612	467	
Adjusted Underlying Deficit	88,255	86,073	2,182	(7,764)	(5,716)	(2,048)	

2.1.1 Notes to the income statement

The significant contributions to the variance are:

- 1. Grant Operating:** YTD favourable variance \$1.345m is attributed in the main to the Ages Services \$0.790m Grants received for 6 months upfront for Commonwealth Home Support Programme, Early Childhood Services \$0.322 increases in Government Grants rebate for families subsidy & CALD outreach Grant for support officer received, and a higher than expected increased rate in Grants received for Maternal Child Health \$0.122m. These are largely timing related and would not result in higher grant income by year end.
- 2. Grant Capital:** Forecast favourable variance of \$0.930m for Capital Grants is mainly related to various carry forward Capital Works Grant \$2.113m from Financial Year 2022/2023. The offset of Capital Works \$1.183m has been forecast along with reduction in expenditure for projects such as Montmorency North Pavillion not processing due to budget and St Hellier Street Childcare centre saving.
- 3. User fees and Charges:** The unfavourable forecast of User fees and charges \$1.214m is due to the Transfer Station expected to be closed to Commercial customers till late-October 2023. A forecast income reduction adjustment of \$1.360m has been identified in Transfer Station (along with a corresponding reduction in Materials & Services costs of \$0.921). The overall income variance is partly offset by a forecast increase in fee income mainly in Asset Protection and Fire Protection across Local laws by \$0.096m.

Further investigation will be undertaken by business units to align the unfavourable forecast with the year to date results, which is currently on track with the year to date budget. The review will need to identify the areas where the uplift in revenue is currently reported and if a permanent adjustment to the forecast is feasible.

Currently the transfer station closure is unfavourable by \$0.507m year to date and this loss in revenue is offset by increases in:

- the public tipping services of \$0.197m.
- Income has been received earlier than planned in Aged services, social support and delivered meals of \$0.090m.
- Income in the area of Early Childcare services attendance \$0.032m, Immunisation \$0.060m, along with fees collected from Municipal law and Asset protection and other minor forecast favourable movements of \$0.105m are being reported.

If permanent adjustments are identified upon further investigation a forecast adjustment will be made in the next financial management report to reflect the projected additional income.

- 4. Employee costs:** the unfavourable \$1.777m forecast variance is attributed to a higher than budgeted workcover cost allocation based on the current premiums payable (\$0.265m), \$0.272m is workcover payments offset by the reimbursement in Other Income. Costs associated with Initiatives has been reallocated as Agency Costs \$1.438m. An increase in labour resources against the 'transport technical assessment' initiative project is expected to receive a funding reimbursement of \$0.160m – a 100% offset.

All variations to the forecast labour will require a detailed assessment to ensure agency costs are offset against other discretionary spend to minimise further cost increases in our labour resources. This will need to be a focus for all areas going forward to the end of financial year.

Table 2 - Employee Costs

Banyule City Council	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	Forecast \$000	Annual Budget \$000	Annual Variance \$000
Employees	19,457	20,189	732	78,778	79,158	380
Agency	1,083	261	(822)	2,900	743	(2,157)
Total Employee Cost ^	20,540	20,450	(90)	81,678	79,901	(1,777)

^ From the 2023/24 financial year, there has been a change in the classification of agency costs. Previously, the agency costs were categorised under material and contract costs. From 2023/24 agency costs have been reclassified into Employee Costs.

- Combining both agency costs and employee costs is considered a transparent representation after considering the nature of the work performed by agency personnel. The agency costs primarily involve backfilled temporary positions.
- The reclassification allows for both budget and actual to accurately reflect the expenses associated with temporary staffing and provide a more accurate representation of the financial requirements for managing vacant positions through agency personnel.
- The current employee cost variance reflects minimal savings as it appears that all vacancy savings are more than offset by utilising agency to backfill and workcover payments (offset by reimbursements in Other Income). The review against agency costs to identify and capture any permanent savings in the employee costs is critical and will need to be undertaken each month at a divisional / departmental level.
- EFT variance: Council has budgeted for 700.90 equivalent full-time staff (EFT). As of September (the latest pay period) Council is tracking at 31.51 EFT below budget, minimal saving has been identified with the usage of Agency to backfill vacancy/absence. The areas with the greater favourable EFT variances are:
 - Operations
 - Bushland and Parks
 - Municipal Laws
 - Inclusive Employment program (begins in February 2024)
 - Information Technology – Digital Transformation (utilised by Agency)

5. Materials and Services:

- The YTD actual expenditure is \$0.449m favourable compared to the YTD budget. The organisation is currently in the process of finalising detailed business unit plans. Once completed areas will have a clearer indication of the timing of deliverables to align purchase orders and payments.

Table 3 – Materials & Services Variance Table

Banyule City Council	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	Forecast \$000	Annual Budget \$000	Annual Variance \$000
Consultancy (Operations)	104	169	65	811	815	4
Contractor (Operations)	3,610	3,372	(238)	16,869	16,909	40
Initiatives Expenditure	536	831	295	5,172	5,552	380
Other Materials and services	6,071	6,075	4	28,492	28,517	25
Total	10,321	10,447	126	51,344	51,793	449

- Contractor Operations costs YTD unfavourable variance \$0.238 consists of the Reactive Tree works and Building maintenance which are reactive business areas with no current expectation that forecast will be impacted. These areas will be monitored monthly to identify any further cost efficiency.

VicRoads has discontinued the Learner Driver Mentor Program, leading to a forecast adjustment of \$0.108m in both Materials and Services (favourable), and Operating Grants (unfavourable).

- An favourable variance in the Initiative Expenditure \$380m consists of Initiative Carry Forwards and addition approvals in Materials & Services of \$1.030m. There has been identification of reallocation of \$1.438m to Agency Costs (Employee Costs) and saving recognised of \$0.380m. Jobs Victoria Advocate program has concluded and the remaining grant income and expenditure unused \$0.098m is being acquitted and has been reflected in the forecast.
- The favourable position in Other Materials & Services of \$0.025m is a potential area of focus for possible savings in the next three quarters leading to the end of the year.

6. Grants - Non-recurrent Capital: Grants for Capital Works projects that span over multiple years has increased the forecast income by \$0.929m when carrying forward the income from Financial Year 2022/2023 as the project has not yet been completed. These projects \$2.665m include the Waterdale Road Pocket Parks \$0.325m, Petree Park & EJ Andrews Reserve \$0.650m, Watsonia Cillage Town Square Development \$0.365m and Greensborough War Memorial - Multi Sport Nets \$0.400m offset by the Montmorency North Pavillion \$0.925m.

2.2 Council Resolutions: impact on financial performance

As of 30 September 2023, the table below lists the 2023/2024 Council Resolutions which impact on 2023/24's financial statements.

Table 4 – Council Resolutions Table

Resolution	Description	EFT	Impact on Forecast	\$'000
CO2023/6	Remuneration review for Audit & Risk Committee members, external.		Material & Service cost	1
CO2023/142	Banyule population committees to receive honorarium and approve \$8k budget allocation to cover fees.		Material & Service cost	8
CO2023/143	Site 7 Wellington Street Montmorency to become Community Hub, with associated modifications and maintenance costs.		Initiative expenditure	40
Expenditure			Total Operating	49

3 Capital Works Expenditure

As at 30 September 2023, a total of \$7,354m has been spent on capital works. The Full Year Forecast for Capital works expenditure \$67.685m (Budget 2023/24 \$68.002m). The favourable forecast variance of \$317m is made up of projects being carried forward to 2024/2025.

Graph 1 – Capital Works Expenditure

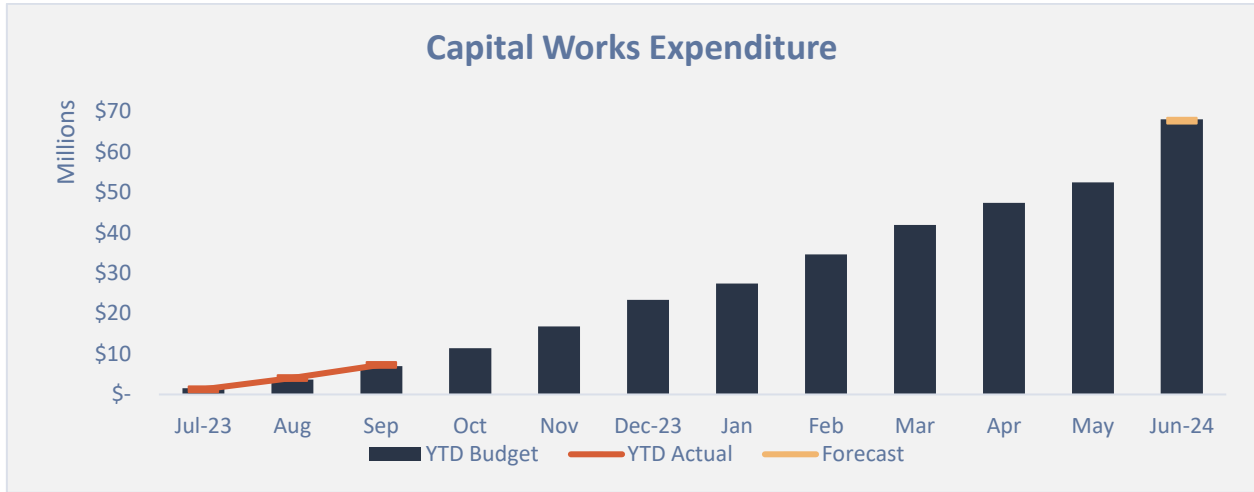


Table 5 – Statement of Capital Works

	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	Forecast \$000	Annual Budget \$000	Annual Variance \$000
Infrastructure						
Roads, streets and bridges	2,955	2,254	(701)	17,274	16,231	(1,041)
Drainage	304	300	(4)	2,438	2,622	185
Parks and gardens	461	459	(3)	12,501	11,119	(1,383)
Playgrounds	112	265	153	1,476	1,245	(231)
Total infrastructure	3,832	3,278	(555)	33,689	31,217	(2,470)
Property						
Freehold buildings	2,498	2,284	(214)	25,537	29,053	3,515
Total property	2,498	2,284	(214)	25,537	29,053	3,515
Plant and equipment						
Motor vehicles	303	560	257	4,902	4,902	0
Plant and equipment	711	850	139	3,088	2,440	(648)
Furniture and fittings	10	50	40	369	340	(29)
Total plant and equipment	1,024	1,460	436	8,359	7,682	(677)
Other assets						
Art collection	0	0	0	100	50	(50)
Total other assets	0	0	0	100	50	(50)
Total capital works expenditure	7,354	7,022	(332)	67,685	68,002	317

Capital Works Projects identified to have impact on Forecast include:

- Carry forwards for Capital works have been approved and forecasted into August 2023. The Capital Works expenditure increase includes the approved carry forward of \$7.295m.
- The following are some of the significant carry forwards of projects have been postponed to a later timeframe or have significant savings this year. These amounts to more than \$7.3m to date.
 - Montmorency North Pavilion Upgrade \$0.925 is a multi-year project, received revised quote is well over budget.
 - Public Toilet Amenities at Watsonia \$0.390m has been postponed to 2024/2025 following the completion of the roads and carpark surroundings.
 - East Ivanhoe Village Precinct Streetscape Renewal \$0.788m is a multi-year project, construction has been schedule to begin in early 2024. Costs to be carried forward to next Financial year.
 - Ivanhoe Aquatic & Leisure Centre Stage 2 project has been deferred with detail design work postponed until secured funding for construction. No further proceeding in this Financial year and saving of \$0.500m this year.
 - St Hellier Street Childcare Yard upgrade – incorrect initial carried forward of \$0.199m identified from 2022/2023. The project revised forecast is \$0.269m to complete.
 - Climate Action Program Solar Program \$0.194m is a carried forward amount, this program has consolidated under the Climate Action Program Energy Efficiency project. Saving of \$0.194m.
 - IT Infrastructure Renewal \$0.460m has been postponed till 2024/2025.
 - Revised estimate of Macleod Park Change Rooms works as a multi year project with \$2.0m spend in for 2023/24 and a carry forwards expenditure of \$1.840m in 2024/2025.
 - Projected expenditure on East Ivanhoe Preschool upgrade works at \$2,396m has been revised down to \$1,500 in 2023/24 resulting in a carry forward component of \$0.896m to 2024/2024.
 - Revised projection for Stormwater Drainage Mitigation Works this year has been revised down from \$1.000m to 0.250m this year resulting \$0.750m saving this year.
 - Projected expenditure on Warringal Parklands Oval Surface -Full Renavation works has been revised down to \$2.2m resulting in a saving of \$0.185m to 2024/2025.
 - Projected expenditure on The Centre Ivanhoe Portico works this year has been revised to \$0.045m for the detail design. Carry forward of \$0.145m to 2024/2025.

4 Investment Activity

The current term deposit weighted average return is 4.83%. The RBA cash rate is currently 4.10% with the last increase of 25 basic point at 7 June 2023. Cash rates may have peaked as three of the four big banks are forecasting rate cuts in 2024.

The tenure of the term deposits ranges between 6 to 12 months. Banyule City Council aims to spread maturities throughout the year to match cash outflows, considering income from rates that will supplement other inflows from which to pay staff salaries and supplier invoices during the year.

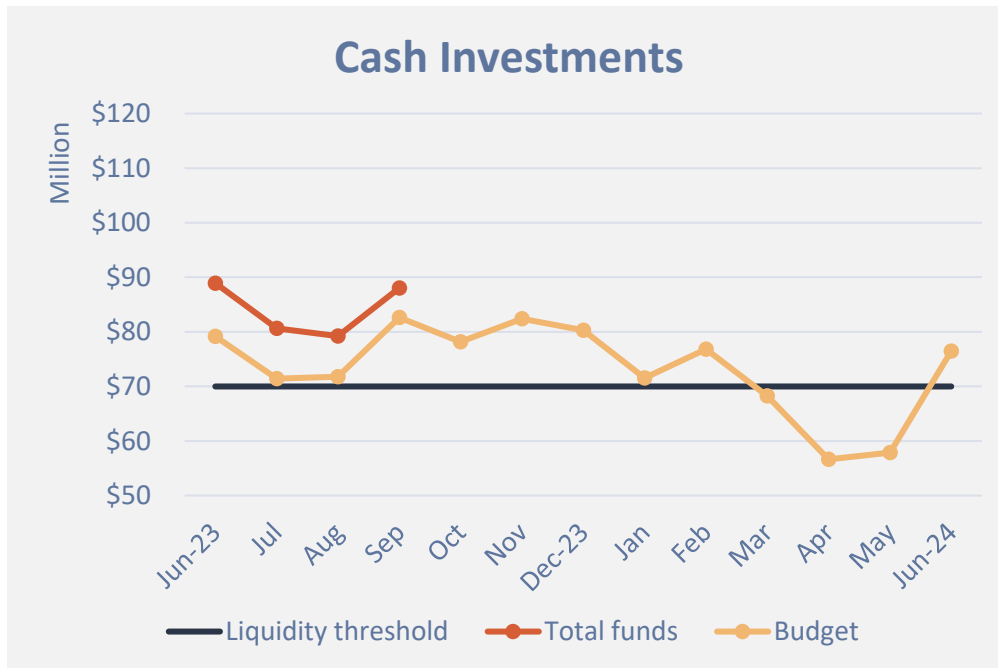
Table 6 - Cash Investment Maturity

Month Maturity	Investments	Avg Interest %
October '23	\$ 5,000,000	4.09
January '24	\$ 5,000,000	4.50
March '24	\$ 10,100,000	4.85
May '24	\$ 5,000,000	5.02
June '24	\$ 20,000,000	5.41
July '24	\$ 5,000,000	5.75
August '24	\$ 5,000,000	5.18

The budget against actual cash, as depicted in the graph below, results from a higher cash opening balance than budget projections as of 30 June 2023. This is mainly due to deferred Capital Works Projects planned in the prior year for completion and forecast for completion in this financial year. The carried forward Capital Works Expenditure will reduce the cash balances throughout the year to align with budget.

It is worth noting that rate instalment payments are due in September, November, February, and May, and this graph also illustrates the typical trend of higher cash receipts during these months, as depicted in the 'Cash Investments' graph.

Graph 2 - Cash Investments



Note: Liquidity threshold represents the liquidity position 1.5:1 to cover budgeted short-term liabilities (\$46.539m as at 30 June 2023).

The drop in cash investments in March and April is due to budget phasing to accommodate higher capital expenditures planned in those months. Majority of expenses are expected to be completed and payments for

other business as usual expenditures are phased in the last quarter. The reduction in March is also due to 3 payroll cycles falling in that month. Revised forecast of year-end cash position will be included next month noting new property purchases and any property sales not proceeding.

External restrictions exist that limit the cash amount available for discretionary use (restricted funds). The remaining cash is discretionary and while not restricted, Council has made decisions regarding the future use of the majority of discretionary funds and they should be used for those earmarked purposes (intended allocations). These cover activities such as Long Service Leave, Unspent Grants, Statutory Reserves, Cash held to fund carried forward capital works, and Discretionary reserves.

All cash investments are directly invested by Council in Australian financial institutions to align with our investment policy, using the Standard & Poor's (S&P) short term credit rating. \$5m has been invested in Victorian Funds Management Cash (VFMC) Enhanced Fund.

The portfolio diversification of investments is outlined in the chart below and Table 7:

Graph 3 – Portfolio diversification

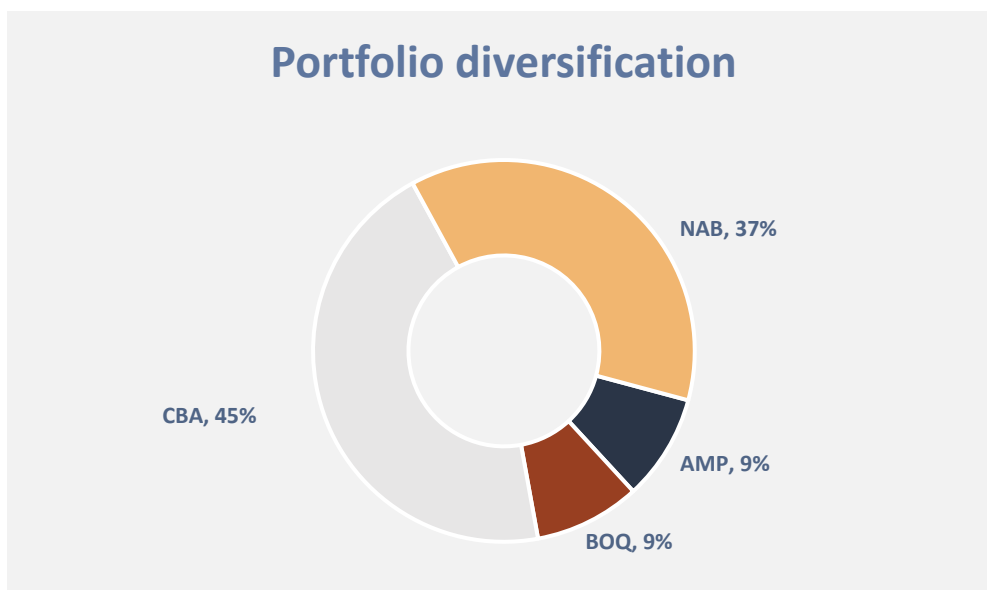


Table 7 – Investment Portfolio and Financial Institutions

S&P rating	Banks	Investment portfolio	Maximum % holding in a single Financial Institution	Maximum % holding in a single credit rating level
A 1 +	CBA	45%	50%	
A 1 +	NAB	37%	50%	
Total A1+		82%		100%
A 2	BOQ	9%	30%	
	AMP	9%	30%	
Total A 2		18%		50%
Total		100%		

- Table 7 – 'Investment Portfolio and Financial Institutions' complies with Council's investment policy.
- The Investment Policy allows for investment in the Victorian Funds Management Corporation (VFMC), as an authorised manner of investment for all Victorian councils. \$5m was invested in Victorian Funds Management Cash (VMFC) Enhanced Fund on 13 December 2022.

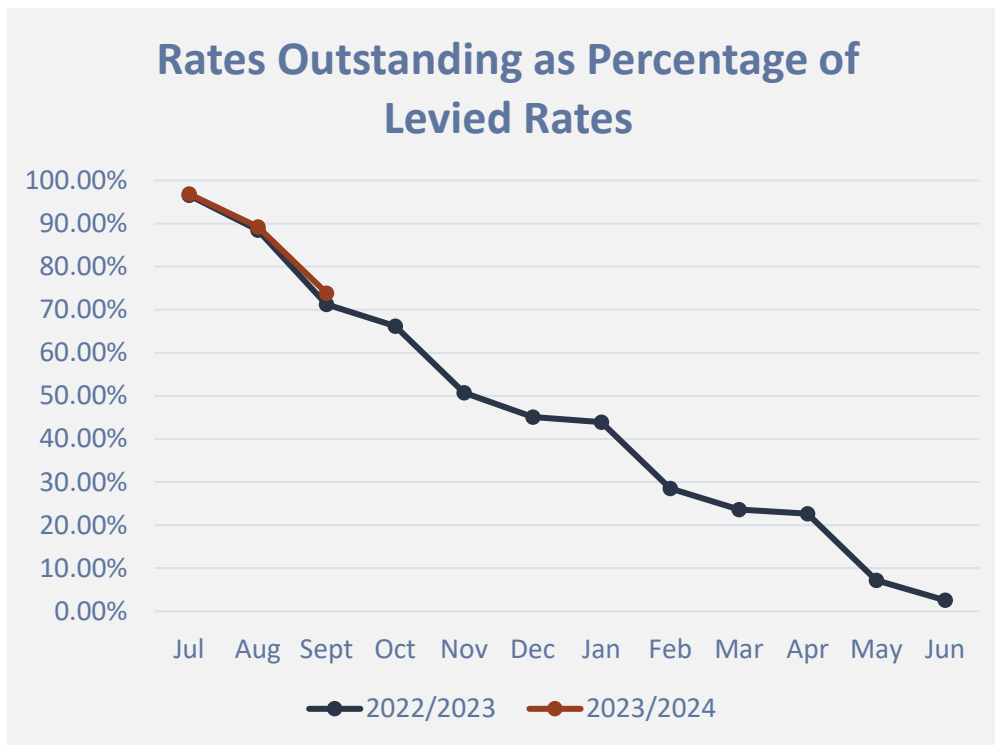
- As of the end of September, 103,396 units have been distributed, which includes 57,013 units distributed in the 2022/23 financial year. Based on units received to date the investment returns is equivalent to an annualised Rate of Return of 4.13% which is equivalent to the cash rate. This however does not include the current quarter as units for the quarter has not been received yet. The Investment has been in the fund for only for three quarters of the year and a proper assessment of the performance of the fund can only be determined at the end of one year. Any unrealised gains and losses on this investment will be reported in the Profit and Loss as part of the operating results.

5 Other Financial Information

5.1 Rates Outstanding

For the 2023/24 financial year Banyule City Council has levied in total \$118.725m in rates revenue (includes waste charges from the schedule of fees and charges and excludes the fire services property levy). The total outstanding balance as of 30 September 2023 is \$87.734m, 73.90% of the current year levied rate income.

Graph 4 - Rates Outstanding as Percentage of Levied Rates



Rate and interest waivers may be granted under the current Rates Financial Hardship Policy. Waivers are designed to be granted as short-term assistance. Rate payers who meet the points scoring matrix will be eligible to either penalty interest being held for 6 months or waived/held for 12 months and/or eligibility for a rate waiver of 33% to a maximum \$500 (refer Rates Financial Hardship Assistance Policy 2023/24). Only owner-occupiers of residential properties are eligible for the partial rate waiver.

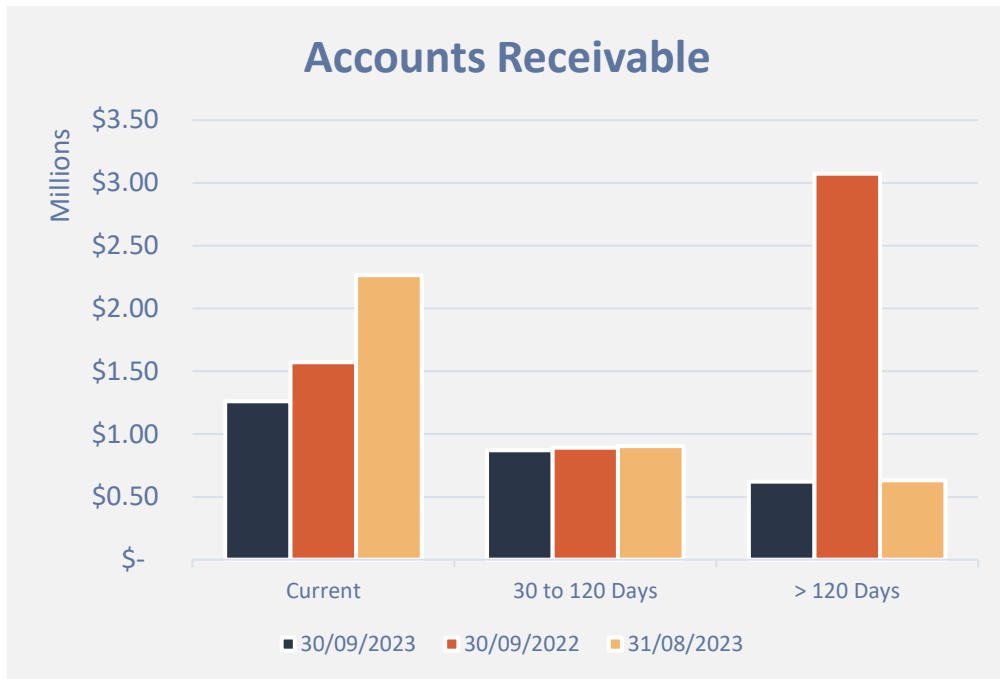
As of the end of September 2023, 145 online Applications were received. Hardship waivers approved to date total \$20,674.

5.2 Accounts Receivable

The accounts receivable function of Council raises revenue and collects payments for Children’s centres, Aged & Disability services, Health Department, Leisure bookings, Banyule BPI and sundry accounts. (This function does

not include revenue for the Planning Department, Animal Registrations and Parking Infringements as these are currently decentralised).

Graph 5 – Accounts Receivable



- As of 30 September 2023, the total outstanding debtors' balance was \$2.754 (Sept 2022: \$5.537m). This balance excludes Public Open Space Contributions.
- The outstanding debtor balance represents Development contributions, Pensioner Concessions from Department of Families, Leave Entitlement transfers from other Councils, Operations Depot, Rental agreements including Belgravia and Visy Recycling, and other sundry clients.

5.3 Other Financial Statements

Table 8 – Balance Sheet

	2023/24 30-Sep-23 \$'000	2023/24 31-Jul-23 \$'000
Assets		
Current assets		
Cash and cash equivalents *	24,759	10,962
Trade and other receivables	105,208	128,132
Other financial assets*	63,266	68,266
Inventories	49	49
Assets held for sale	11,676	11,676
Other assets	2,640	2,640
Total current assets	207,598	221,725
Non-current assets		
Trade and other receivables	199	199
Investments in associates and joint ventures	3,517	3,517
Property, infrastructure, plant and equipment	1,805,486	1,804,338
Right-of-use assets	356	356
Intangible assets	229	247
Investment Property	28,756	28,756
Total non-current assets	1,838,543	1,837,413
Total assets	2,046,141	2,059,138
Liabilities		
Current liabilities		
Trade and other payables	6,005	5,877
Provisions	15,511	15,493
Interest-bearing loans and borrowings	770	851
Trust funds and deposits	6,693	6,693
Lease Liabilities	304	304
Unearned Income	11,291	11,291
Total current liabilities	40,574	40,509
Non-current liabilities		
Provisions	1,038	1,038
Interest-bearing loans and borrowings	18,857	18,857
Trust funds and deposits	1,171	1,171
Lease Liabilities	51	51
Total non-current liabilities	21,117	21,117
Total liabilities	61,691	61,626
Net assets	1,984,450	1,997,512
Equity		
Accumulated surplus	654,832	667,894
Reserves	1,329,618	1,329,618
Total equity	1,984,450	1,997,512

* The balance of 'cash and cash equivalents' and 'other financial assets' is \$88,025m (September 2022 \$89.815m).

Table 9 – Statement of Cash Flows

	2023/24 30-Sep-23 \$'000	2023/24 31-Jul-23 \$'000
	Inflows (Outflows)	Inflows (Outflows)
Cash flows from operating activities		
Receipts:		
Rates and charges	33,491	11,461
Grants - operating	2,930	2,390
Grants - capital	0	0
Statutory fees and fines	1,413	973
User fees and charges	6,377	4,141
Contributions - monetary	1,181	817
Interest received	447	235
Rental income	733	482
Other receipts	499	307
Payments:		
Employee costs	(20,313)	(11,565)
Materials and services	(16,369)	(11,844)
Utility charges	(861)	(368)
Other payments	(2,330)	(2,119)
Net cash provided by operating activities	7,198	(5,090)
Cash flows from investing activities		
Payments for property, infrastructure, plant and equipment	(7,355)	(4,119)
Proceeds from sale of property, plant and equipment	21	4
Net (purchases)/redemption of financial assets	1,954	(3,046)
Net cash (used in) investing activities	(5,380)	(7,161)
Cash flows from financing activities		
Borrowing costs - interest	(416)	(280)
Repayment of borrowings	(244)	(163)
Interest paid - lease liabilities	(55)	(40)
Repayment of lease liabilities	(121)	(81)
Net cash (used in) financing activities	(836)	(564)
Net increase/(decrease) in cash and cash equivalents	982	(12,815)
Cash and cash equivalents at the beginning of the financial year	23,778	23,778
Cash and cash equivalents at the end of the month	24,759	10,962



Capital Works Project Delivery Update – September 2023

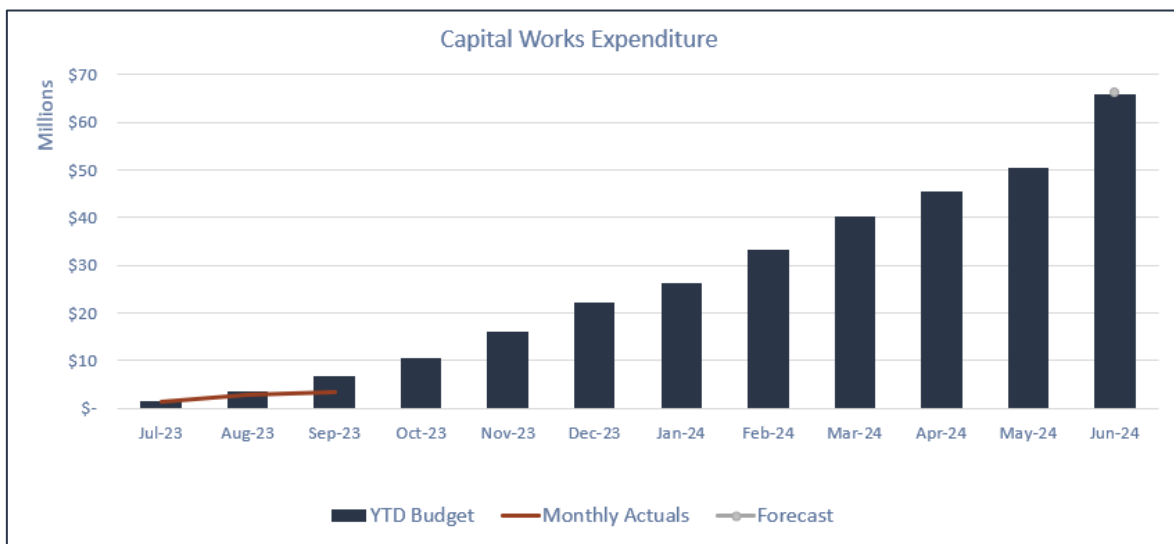
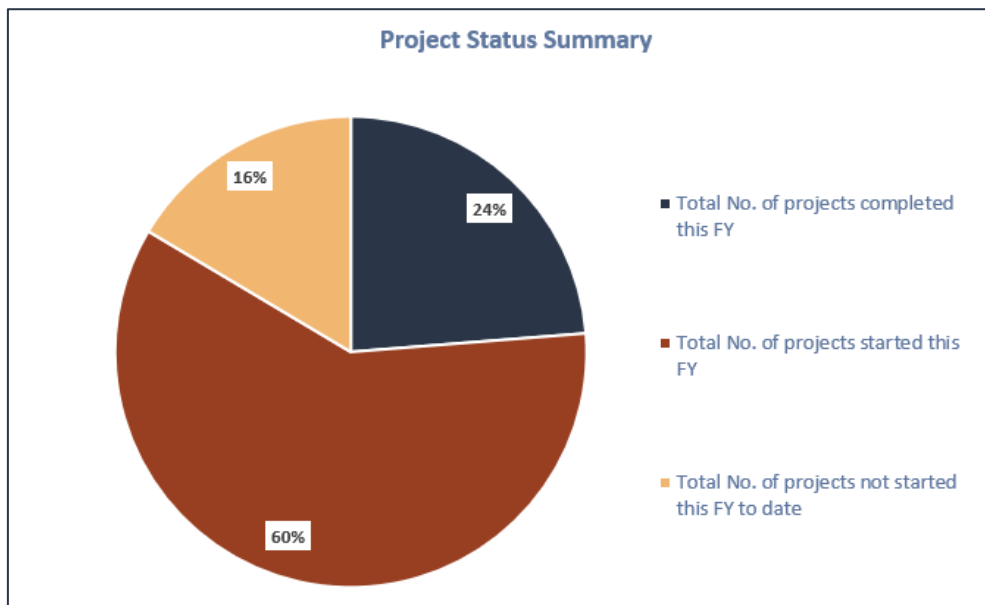
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1 Contents

2	Summary	3
3	Grimshaw Ward – Highlighted Projects	4
4	Beale Ward – Highlighted Projects	5
5	Sherbourne Ward – Highlighted Projects	6
6	Bakewell Ward – Highlighted Projects	7
7	Ibbott Ward – Highlighted Projects	8
8	Olympia Ward – Highlighted Projects	9
9	Griffin Ward – Highlighted Projects	10
10	Hawdon Ward – Highlighted Projects	11
11	Chelsworth Ward – Highlighted Projects	12

2 Summary

Project Status Summary	
Total No. of projects completed this FY to date	52
Total No. of projects commenced but not completed this FY to date	131
Total No. of projects not started this FY to date	36
Total Number of projects programmed to be delivered this FY	219
Total No. of multi-year projects	22
Total No. of projects not proceeding this FY to date	2
Total No. of projects deferred this FY to be completed in 2023/2024	2
Total Number of projects	245



3 Grimshaw Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
Construction of indented Parking along Ambrose Treacy Drive, Bundoora	0	1,120	100,000	0	100,000	100,000	Design being developed
Loyola Reserve Drainage Construction	0	0	240,000	0	240,000	240,000	RFT re-advertised and closed late September.
<i>Resurfacing Program</i> Morwell Avenue - High St to High Street Watsonia	15,240	0	15,240	0	15,240	15,240	Works complete.
NJ Telfer Reserve Power Upgrade	0	97,358	184,800	0	184,800	184,800	Works awarded and waiting on cabinet to be constructed. On site works scheduled for upcoming Jan-24 school holidays pending construction of cabinet.
<i>Playground Program</i> Yulong Reserve Playground Upgrade	0	0	90,000	0	90,000	102,631	Community consultation complete, and tender being drafted.
Redmond Court Wetland	0	0	1,615,846	0	1,615,846	1,615,846	Contractor engaged for deck/outlet works. Construction RFQ for weir and earthworks tendered.

4 Beale Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
Apollo Parkways Preschool - upgrade of play area	6,210	161,555	180,755	(7,600)	173,155	173,155	Contractor engaged, construction to commence in Nov-23.
Construction of a pedestrian operated signals on St Helena Rd north of Allumba Dr - Construction	6,000	9,000	250,000	0	250,000	250,000	Designer is waiting for final MOA approval from DTP. Detailed design to be received thereafter.
Karingal Dve footpath project between Sherbourne Rd/Karingal Dve and Elmo Rd	2,600	7,150	390,000	2,425	392,425	392,425	Design consultant engaged. Concept plan to be produced.
<i>Playground Program</i> Malcolm Blair Reserve Playground Upgrade	0	0	220,000	0	220,000	225,000	Community consultation complete. Tender being drafted.
<i>Sportsfield Lighting Program</i> Malcolm Blair Reserve Sportsfield Lighting Construction	8,636	259,729	300,000	0	300,000	300,000	Contractor engaged. Boring works underway. Main ground works to occur over Sept/Oct.

5 Sherbourne Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
<i>Resurfacing Program</i> Airlie Road - Para Rd to Kett Street Montmorency	82,760	0	82,760	0	82,760	82,760	Works complete.
<i>Playground Program</i> Bolton St Reserve	0	0	150,000	0	150,000	150,000	Community consultation complete. Tender being drafted.
<i>Resurfacing Program</i> Main Road Car Park - Resurfacing	15,595	43,069	67,000	0	67,000	67,000	Works in progress. Completion Oct.
Montmorency Bowling Club Improvements	607,528	183,255	700,000	67,402	767,402	767,402	Internal works 95% complete. Awaiting removal of overhead power cable before canopy works can commence.
<i>New Footpath Program</i> Ratray Road, MON – Footpath from Reichelt Ave to Sherbourne Rd.	0	50,843	150,000	0	150,000	150,000	Contractor engaged. Works to be completed by Dec-23.

6 Bakewell Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
Disability accessibility improvement at Watsonia Tennis Club changerooms	2,800	11,900	250,000	0	250,000	250,000	Concept design signed off and detailed design underway. RFQ scheduled for Nov-23 with construction to commence Feb-24.
<i>Resurfacing Program</i> Louis Street - Ethel St to Phillip Ct Greensborough	38,130	0	38,130	0	38,130	38,130	Works complete.
<i>Resurfacing Program</i> Louis Street - Henry St to Phillip Ct Greensborough	24,190	0	24,190	0	24,190	24,190	Works complete.
<i>Resurfacing Program</i> Parkview Ave - Adeline St to McDowell St Greensborough	40,830	0	40,830	0	40,830	40,830	Works complete.
Watermarc - Zero Depth Floor Resurfacing	391,891	0	360,000	68,682	428,682	428,682	Works complete.

7 Ibbott Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
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Disability Toilet and access at Rosanna Fire Station House	0	8,000	60,000	0	60,000	60,000	Contractor engaged for design works.
<i>Road safety Program</i> Dunvegan Cres, Macleod – Modify intersection at Wungan Street - Design and construction.	0	0	30,000	0	30,000	30,000	Contractor engaged, dates for works being confirmed.
Macleod Park Change Rooms (Multiyear project)	2,635	16,662	3,845,895	(6,159)	3,839,736	2,000,000	RFT closed and preferred contractor has been selected. Currently working with MTM for works approval adjacent to railway corridor. Works will continue into FY2024/25 with \$1.8m remaining budget.
<i>Resurfacing Program</i> Northern Road - Mologa Rd to Waterdale Rd Heidelberg West	23,810	0	23,810	0	23,810	23,810	Works complete.
<i>Public Toilet Refurb Program</i> Macleod Public Toilet Replacement	6,419	42,305	216,250	0	216,250	216,250	Open Spaces team reviewed/ updated design. Structural drawings to be updated following architectural review.

8 Olympia Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry	Annual Budget +	Forecast	Comments
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				Forward & Budget Additions	Budget Additions		
Ford Park Oval Reconstruction - Stage 2 (NELP Funded)	961	1,651,278	2,060,000	(32,689)	2,027,311	2,027,311	Construction commenced, to be completed Mar-24.
Irrigation renewal Program - James Reserve	0	14,978	150,000	0	150,000	150,000	Detail design estimated to be completed Oct-23.
Morobe St Childcare Centre - Upgrade of Play area	150	1,200	198,065	(1,795)	196,270	196,270	Works due to start Dec-23.
St Hellier Childcare Centre - Upgrade of Play area	12,000	232,431	467,802	811	468,613	269,712	Project commenced 28/08, due to be completed by Nov-23.
<i>Resurfacing Program</i> Wimpole Crescent - Liberty Pde to Webb Ct Bellfield	32,480	0	32,480	0	32,480	32,480	Works complete.

9 Griffin Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
<i>Resurfacing Program</i> Banksia Street - Warringal PI to Upper Heidelberg Road Eaglemont	51,560	0	51,560	0	51,560	51,560	Works complete.
<i>Resurfacing Program</i> Manton Street - Manton La To Fanning Street Heidelberg	50,400	0	50,400	0	50,400	50,400	Works complete.
Ivanhoe Tennis Club courts – Remove/ Replace Retaining Wall and Fence	0	400	50,000	0	50,000	50,000	Scope of works currently being developed.
Warringal Parklands Pedestrian Bridge Upgrade	0	0	35,000	0	35,000	35,000	Scoping work.
Warringal Parklands Oval Surface - Full Renovation	4,450	1,943,576	2,385,000	(296)	2,384,704	2,200,000	Council awarded contract. Works to start onsite Oct-23.

10 Hawdon Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & EMT Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
<i>Resurfacing Program</i> Mercedes Court - McCrae Rd to Around Loop Rosanna	37,070	0	37,070	0	37,070	37,070	Works complete.
Viewbank Scout Hall Renovation	40,276	394,913	684,186	(1,949)	682,237	682,237	RFT completed and contractor awarded. Building permit received and works started onsite 17/08. Scheduled to be completed Jan-24.
Winston Hill Preschool - upgrade of storage rooms, office, and kitchen	11,300	87,870	335,000	(4,865)	330,135	330,135	Switchboard upgrade /asbestos removal scheduled to be completed by Oct-23.
<i>Resurfacing Program</i> Yallambie Road - Bimbadeen Cr to Jindalee Avenue Yallambie	29,320	0	29,320	0	29,320	29,320	Works complete.
<i>Resurfacing Program</i> Yallambie Road - Elonera Av to Jindalee Avenue Yallambie	78,920	0	78,920	0	78,920	78,920	Works complete.

11 Chelsworth Ward – Highlighted Projects

Project Name	YTD Actuals	Current PO Committals	Annual Budget	FY 2022/23 Carry Forward & EMT Budget Additions	Annual Budget + Budget Additions	Forecast	Comments
<i>Road Safety Program</i> Bonds Street and Athelstane Grove intersection, Ivanhoe - Roundabout	0	75,700	100,000	0	100,000	100,000	Contractor engaged. Confirming dates for works.
<i>Resurfacing Program</i> Curzon Street - Liberty Pde to Banksia Street Ivanhoe	30,500	0	30,500	0	30,500	30,500	Works complete.
<i>Pedestrian infrastructure Program</i> Norman Street, Ivanhoe - Existing POS front of the Station	7,150	0	40,000	0	40,000	40,000	Design request for tender closed late September.
Seddon Reserve Pavilion Change Rooms – Design	0	1,800	50,000	36,100	86,100	86,100	Club has reviewed updated concept plan and made comments, plan to be revised and then cost plan is to be updated.
Traffic calming kerb outstands project on Upper Heidelberg Road, between Salisbury Road and Kenilworth Parade, on west side of UHR.	0	40,000	40,000	0	40,000	40,000	RFQ currently being prepared and scheduled to be issued in Sep-23.

Banyule Audit & Risk Committee



**Unconfirmed
Minutes**

22 September 2023

commencing at 10:30am

1 FLINTOFF STREET, GREENSBOROUGH

Banyule Audit & Risk Committee**Minutes****Present****Committee**

Dr Irene Irvine – Chairperson

Prof Stuart Kells – Independent Representative

Mr Gregory Rimmer-Hollyman – Independent Representative

Cr Elizabeth Nealy – Committee Delegate

Cr Rick Garotti – Committee Delegate*

*In the absence of Committee Delegate Cr Dimarelos, the Chair advised substitute member Cr Garotti would be elevated to Committee Delegate throughout the meeting.

Guest Councillors

Cr Peter Castaldo – Mayor

Officers

Allison Beckwith – Chief Executive Officer

Marc Giglio - Director Corporate Services

Toni Toaldo – Manager People & Culture

Tania O'Reilly – Manager Finance & Procurement

Lara McNally – Senior Business Partner

Paul Wilson – Risk & Assurance Advisor (Minute Taker)

Guest Officers

Karen Leeder – (Acting) Director City Development

Greg Gale – (Acting) Director Assets & City Services

Jo Wilson – (Acting) Director Community Wellbeing

Marjorie Crompton – Senior Accountant

Internal Auditors

Graham Noriskin – Pitcher Partners

Richard Wilson – Pitcher Partners

External Auditors

Nick Walker – HLB Mann Judd (Remote)

Hui Ping Teoh – HLB Mann Judd (Remote)

Apologies

Natasha Swan – Director City Development

Darren Bennett – Director Assets & City Services

Kath Brackett – Director Community Wellbeing

Cr Alida McKern – Deputy Mayor

Cr Peter Dimarelos – Committee Delegate

Confirmation of Minutes

That the minutes arising from Banyule Audit & Risk Committee held 23 June 2023 be confirmed

Moved: Dr Irene Irvine

Seconded: Prof Stuart Kells

CARRIED

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Diversity Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages, and genders. We are committed to access, equity, participation, and rights for everyone: principles which empower, foster harmony, and increase the wellbeing of an inclusive community.”

- The Meeting opened at 10:35am. The Chairperson read an acknowledgement of the traditional custodians, the Wurundjeri Woi-wurrung people and Council’s statement on its commitment to diversity and its principles.

Disclosure of Interests

- Prof Kells advised of his new role at Breakthrough Victoria
- Prof Kells reminded the Committee of his standing disclosure for various state government and university matters
- The Committee recommended a register of disclosures should be included in the agenda.

Items from the In-Camera session

Attendees were informed the Committee met with the internal and external auditors in-camera prior to this meeting and were pleased to report there are no matters of concerns from either.

General Discussion

- The Committee noted the apologies and welcomed new attendees.
- The Chair advised Cr Garotti would be the Committee Delegate for this meeting in the absence of Cr Dimarelos.
- The Committee noted the higher number of apologies and recommended future meetings be conducted outside of school and term holidays.
- The Committee congratulated Council on the quality and level of reporting in the agenda and acknowledged the amount of work that has been undertaken by Council officers.
- The Committee accepted to discuss reports 1.01 to 1.07 and moved to have items 2.1, 2.2, 2.4 and 2.6 brought up for discussion

The Committee moved to accept all remaining items in block.

Moved: Cr Elizabeth Nealy
Seconded: Prof Stuart Kells
CARRIED

Reports

1. COMMITTEE REPORTS FOR DISCUSSION

1.1 ANNUAL REPORT - YEAR ENDING 30 JUNE 2023 INCLUDING CLOSING AUDIT REPORT FINANCIAL MANAGEMENT LETTER

SUMMARY

1. The Annual Report for the Year Ending 30 June 2023 is an important part of Banyule's ongoing reporting to its community. The report outlines Council's operations, highlights achievements and performance during the financial year.
2. Following the Audit and Risk Committee's review and recommendation, Council is required to approve 'in principle' the Financial Statements and Performance Statement for the year ended 30 June 2023. The Financial Statements and Performance statement form part of Council's Annual Report. The statements will then be provided to the Auditor-General for their final audit report.
3. The Victorian Auditor General's Office Closing Audit Report and Final Management Letter for the Year Ended 30 June 2023 has been provided (both attached to this report).
 - a. Closing Report: The audit concluded that the financial report and performance statement are presented fairly in all aspects.
 - b. VAGO Management Letter: This year's Management Letter has not reported any new findings.

COMMENTARY

- Mann Judd spoke to the closing report and advised the only outstanding part is the bank confirmation. VAGO have reviewed the draft financial statements and the performance statements and have passed comments onto management.
- There were no issues or concerns on the performance statements and no material disclosures have been identified. It is expected that the final draft report tabled at this meeting will be similar to the final report.
- Mann Judd informed the Committee of issues across the sector regarding valuations ('fair valuing assessments') – Council has provided sufficient documentation on the carrying amount so there are no issues at Banyule.
- The Manager of Finance and Procurement added that by providing the valuations report to the Committee at the June meeting assisted to complete the full valuation in a timely and seamless matter.
- The Committee congratulated management on the report and feedback received by the external auditors. Mann Judd seconded the Committee commendations and added that the finance team was very forthcoming with information and this allowed for a seamless review.
- The Committee said it was comforting to see there were no issues raised by VAGO and to have a clean closing report with no audit adjustments going up to Council is assuring.
- The Committee asked the Manager of Finance and Procurement to provide a reason for the reduction in the provisions for employee costs (noted in 5.5)

- The Committee asked the Manager of Finance and Procurement the following questions on notice to report back to the Committee:
 - a. Council to provide a reason for the reduction on the accrued expenses noted in the P&L balance sheet
 - b. A reason the current committals to 30 June 2024 are only \$1.4 million whereas the previous year this was significantly higher (around \$10 million)
- The Committee suggested the trust be consolidated into future reporting now that it is part of operations.
- The Committee congratulated Council on the closing audit report and financial management letter and complimented the finance team on having an accessible version of the financial report which made it very easy to read.

Resolution

That the Committee:

1. Note the following reports provided by the auditors:
 - a) Closing Audit Report for the Year Ended 30 June 2023.
 - b) Final Management Letter for the Year Ended 30 June 2023
2. Subject to formal audit clearance by the Victorian Auditor General's Office, the Audit and Risk Committee recommends to Council that it approves the Financial Statements and Performance Statement 'in principle' subject to any changes requested by or agreed to by the auditors.
3. Note the draft Report of Operations, in particular the:
 - a) Statement of progress on implementation of the Council Plan (Including strategic indicators)
 - b) Statement of progress in relation to major initiatives identified in the budget
 - c) Service performance indicator results and general information on the activities of the Council.
4. Note the draft Performance Statement, containing the prescribed indicators and measures of service performance outcome, financial performance and sustainable capacity and the results for each indicator.
5. Note the draft Financial Statements prepared in accordance with the regulations and including all information required by the regulations.
6. Note that all Key Management Personnel have signed the required declaration for the financial year ended 30 June 2023.
7. Note that Management Attestations have been signed by all Directors and Senior Managers for the financial Year ended 30 June 2023.
8. Note the attached document outlining the financial estimates and judgements applied to support the financial statement preparation for the financial year ended 30 June 2023.

Moved: Cr Elizabeth Nealy

Seconded: Mr Greg Rimmer-Hollyman

CARRIED

1.2 VARIANCE ANALYSIS - COMPREHENSIVE INCOME STATEMENT - YEAR ENDED 30 JUNE 2023

SUMMARY

1. The Variance Analysis – Comprehensive Income Statement – Year ended 30 June 2023 is provided to the Audit & Risk Committee to better understand the key variances between 2021-22 and 2022-23 financial years.
2. The Variance Analysis compares 2021-22 and 2022-23 actual year end results and should be read in conjunction with the Financial Report.

COMMENTARY

- The Manager of Finance and Procurement advised the Committee that the variance analysis report was consistent with previous years and Council had improved with its surplus.
- The report shows the impact of COVID is still evident. There is a consistent theme on how Council manages expenditure either from an operational point or initiatives in reducing spending through various projects.
- The Committee agreed there have been two shocks that the community has been dealing with – the inflation shock and still feeling the effects of the COVID shock which has reduced spends and Councils expectations. The Committee asked what Council is considering doing in passing on these higher costs to the community.
- The CEO advised the Committee that Council is trying to wear these costs rather than passing on unnecessary costs. Some fees will have a slight increase but not to significant.

Resolution

That the Committee note the variance analysis outlining the reasons for key variations on the Comprehensive Income Statement.

Moved: Cr Elizabeth Nealy
Seconded: Prof Stuart Kells

CARRIED

1.3 PITCHER PARTNERS - INTERNAL AUDIT STATUS REPORT - SEPTEMBER 2023

SUMMARY

1. This report provides the Audit and Risk Committee (ARC) with the status of internal audit activity as of September 2023.
2. The following reports are tabled at this meeting:
 - a) Asset Management - Roads
 - b) Cyber Security (draft) audit plan
 - c) Leisure Centre Operations (draft) audit plan
3. Following a recommendation at the 23 June 2023 Committee Meeting, an updated 12-Month Internal Audit Plan is provided as an attachment to this report.
4. Every quarter, Pitcher Partners reviews recent reports and publications by government agencies and other sources that may impact public sector agencies and local government.
5. A summary report titled 'Recent Issues Brief' is provided as a separate attachment.

Commentary

- Pitcher Partners spoke to the Internal Audit Status Report and advised the Committee that the current audit plan set to conclude 30 September 2023 has been finalised and completed.
- The scopes for the next audit plan commencing 1 October 2023 have been developed with management and tabled at this meeting for review.
- Internal Audit reviews listed in the plan are relevant with current issues across the sector and timely.

Resolution

That the Committee note and receive the Internal Audit Status Report as of 1 September 2023.

Moved: Cr Rick Garotti

Seconded: Mr Greg Rimmer-Hollyman

CARRIED

1.4 PITCHER PARTNERS - ASSET MANAGEMENT - INTERNAL AUDIT REPORT SUMMARY

1. In February 2023 Pitcher Partners met with the Executive Management Team (EMT) to discuss the Strategic Internal Audit Plan (SIAP) for the period from 1 March 2023 to 30 September 2023.
2. This plan was tabled and endorsed by the Audit & Risk Committee during the Committee meeting held on Friday 24 March 2023.
3. In accordance with the SIAP, an internal audit review was undertaken of Asset Management. Due to the diverse range of asset classes and relevant processes, this internal audit focussed on assessing controls and processes for the Roads asset class
5. The review assessed key controls and activities with reference to better practice, relevant aspects of standards and our experience with these at other clients including:
 - a) Asset Management Framework
 - b) Asset Management Planning
 - c) Maintenance and Condition Assessment
 - d) Asset Information Capture; and
 - e) Community Engagement
6. From a maturity perspective, Pitcher Partners have rated the process as 'developing' with several opportunities for improvement.
7. Based on Councils risk framework, the residual risk associated with the process has been assessed as 'High'.
8. Key opportunities for improvement have been included in the report.

Commentary

- Pitcher Partners spoke to the Asset Management report and stated the review tested whether Policies, Plans and Frameworks were in place due to the multiple challenges with systems and processes with the impact being on the completeness of multiple roles and responsibilities being defined more clearly.

- It is very evident that Council requires new technology and systems to enable to progress of some of these areas of vulnerability to record and monitor assets which will enable improved maturity.
- The (Acting) Director Assets & City Services advised the Committee the review was a good process and Council was aware of a lot of recommendations made by the auditors which Council are already working towards improving as identified in the Road Management Plan (RMP) and added the report had also highlighted areas of governance matters which Council had not considered.
- Council had made a commitment to prioritise a new centralised Asset Management System (AMS) and have ensured funding has been allocated to implement this system and have a dedicated role to oversee its development.
- The Committee recommended that Council should develop an overarching strategy on all roadmaps across Council on how it will address manual processes and manual systems such as spreadsheets to ensure we can get the right systems in place.
52mins SK – Roadmap needs to include other benchmarks on what other LG councils are doing

Resolution

That the Committee note:

1. Management comments for each recommendation in the Asset Management report.
2. Required actions and timelines for each recommendation in the Asset Management report.

Moved: Dr Irene Irvine
Seconded: Prof Stuart Kells

CARRIED

1.5 PITCHER PARTNERS - INTERNAL AUDIT SCOPE - CYBER SECURITY AND LEISURE CENTRE OPERATIONS

SUMMARY

1. In February 2023, Pitcher Partners met with the Executive Management Team (EMT) to discuss the Strategic Internal Audit Plan (SIAP) for the period from 1 March 2023 to 30 September 2023.
2. This plan was tabled and endorsed by the Audit & Risk Committee (ARC) during the Committee meeting held on Friday 24 March 2023.
3. In accordance with the SIAP, two internal audit reviews will be undertaken during the next quarter to assess the design and effectiveness of the key controls established to manage the following:
 - a) Cyber Security.
 - b) Leisure Centre Operations.
4. Where possible, both reviews will identify opportunities to improve the structure and operation of current procedures and controls.
5. The Audit & Risk Committee are asked to review both scopes and provide feedback.
6. The final Cyber Security report will be tabled at the December 2023 Committee meeting.
7. The final Leisure Centre Operations report will be tabled at the March 2024 Committee meeting

Commentary

- Pitcher Partners informed the Committee that in line with the internal audit plan there are two audit reviews scheduled to be undertaken during the next quarter - the first will be a review on cyber security. The internal auditor advised it had looked at previous reviews over the past 3 years to determine the scope of this review.
- The committee advised it was comfortable with the scope and suggested the review also look at how Council manages third party contracts as this area is constantly being highlighted as a concern in the private sector. Pitcher confirmed this area is always an area of focus during these reviews and will be included.
- The Committee and Pitcher discussed the types of frameworks which will be used during the reviews and both agreed that a focus of the review should be on which 'hosts' have access to our data to ensure they have the appropriate controls.
- The committee confirmed it was comfortable with the leisure centre operations scope and requested that the review also include assessing any conflict of interest of officers involved in managing the contracts of outsourced providers.

Resolution

That the Committee review and provide feedback on the following:

1. The Cyber Security (draft) internal audit scope.
2. The Leisure Centre Operations (draft) internal audit scope.

Moved: Dr Irene Irvine

Seconded: Cr Rick Garotti

CARRIED

1.6 STATUS REPORT - INTERNAL AUDIT AND SELF ASSESSMENT RECOMMENDATIONS AS OF 1 SEPTEMBER 2023

SUMMARY

1. The purpose of this report is to provide the status and summary of outstanding issues arising from the following reviews which have been previously reported to the Audit & Risk Committee (ARC) through the following mechanisms:
 - 2022 – 2023 Internal Audit Recommendations
 - 2023 – 2024 Internal Audit Recommendations
 - Integrity Agency Self-Assessments (IBAC, VAGO)
 - Inspectorate Reports (LGI, Ombudsman).
2. This Status Report lists the management actions that are currently in progress, outstanding and completed from each review and provides a control mechanism to ensure that issues raised are addressed.
3. As of 1 September 2023, there are 47 open recommendations listed in both Status Reports, 21 recommendations are due to be completed prior to the September Committee meeting.

Commentary

- The Manager of People & Culture spoke to the report and informed the Committee that management have been active in closing out 18 actions over the past quarter. There were 4 actions due which required more time to close out.
- The (acting) Director Community Wellbeing advised the Committee that whilst Council had completed internal reporting requirements of the review, it has recommended the Volunteer Policy should go out for community consultation prior to the December meeting.
- The Manager of Finance & Procurement informed the Committee that Council has a dedicated recourse assisting in ensuring changes to the Fraud & Corruption Policy and Framework will be completed by the December meeting.
- The Committee noted the variance to the target dates and passed on its congratulations to all officers involved in closing out the 18 recommendations.

Resolution

That the Committee:

1. Note the following completed actions:

Human Resources	Internal Audit
OHS Management & Greencap Review	Internal Audit
Child Safe Standards	Internal Audit
Checking Compliance: A review of council policies	LGI - Self-Assessment

2. Note Councils recommendation to revise current target dates of 4 internal audit actions relating to the Climate Change (Adaptation) internal audit.

Moved: Cr Elizabeth Nealy

Seconded: Mr Greg Rimmer-Hollyman

CARRIED

1.7 SAFETY & WELLBEING REPORT - 1 MAY 2023 TO 30 AUGUST 2023

SUMMARY

1. The purpose this report is to provide overview of the reported activity and actions undertaken by the Safety & Wellbeing Team from the 1 May to 31 August 2023.
2. WorkSafe Inspectorate resolved an audit finding from October 2021, related to Council's request for advice from Fire Rescue Victoria concerning dangerous goods for their emergency management plan review.
3. Ongoing efforts are in place to enhance the accuracy of incident data reporting, acknowledging potential Covid-19 data influence. A comparison of Lost Time Injury incidents for different years is presented.
4. Over a 4-month period, there were 258 reported incidents, with the majority in Community Wellbeing and Asset & City Services. A total of 44 injuries were recorded.

Commentary

- The Manager of People & Culture spoke to the report and informed the Committee that because of the reporting changes Council has seen an increase in reported incidents which is a result of behaviour changes and culture.
- It is predominantly hazards and near misses being reported which allows Council to put in place proactive measures. OH&S committees are sharing information and training is continuing across Council
- The Committee responded by saying that an increase in reporting and near misses is good, however an increase in Lost Time Injury (LTI) is not good and is also leading to a substantial increase in Workcover premiums. Council needs to stop and re-assess what it is doing (in certain areas) to ensure LTI's are reduced.
- The Manager of People & Culture informed the Committee that key KPI's, reporting up through the SMT (Senior Management Team) to the CEO. Performance management will be initiated which results in warnings, disciplinary actions and employee relations matters overseen by our business partners.
- The Committee noted that there are 4 key areas noted: Ops, Leisure, Childcare and Parks and stated it needs assurance from Council. The Committee requested a 'deep-dive' of each area to be undertaken and reported back to the next 4 Committee meetings – commencing with Operations.

- The Committee acknowledged the risk appetite at Council is evident in the reporting.

Resolution

That the Committee:

1. Note the ongoing commitment to improving data accuracy in incident reporting and the presented comparison of Lost Time Injury incidents for different years, which reflects efforts to enhance safety and emergency response procedures.

Moved: Dr Irene Irvine

Seconded: Prof Stuart Kells

CARRIED

2.1 FOLLOW UP ACTIONS ARISING FROM THE COMMITTEE MEETING HELD FRIDAY 23 JUNE 2023

SUMMARY

1. This report provides a summary of actions from the Audit & Risk Committee meeting held on 23 June 2023. The actions arise from Committee resolutions and on occasion, commentary, or observation.
2. This report covers any action or commentary that does not require separate reporting and provides a mechanism to ensure the actions are addressed.
3. Recommendations are made to the Audit & Risk Committee to note the updates in the report and resolve to accept management responses arising from the follow up actions requested at these meetings.

Commentary

- The Committee acknowledged the review on the Big-Four and thanked the Committee for recommending Council undertake this during the June meeting.

Resolution

That the Audit & Risk Committee note the updates and accept the reports arising from the follow up actions requested at the meeting held on Friday 23 June 2023.

Moved: Cr Rick Garotti

Seconded: Dr Irene Irvine

CARRIED

2.2 COMPLIANCE REPORTING

SUMMARY

1. At the 23 June 2023 Audit & Risk Committee meeting, the Committee requested Council provide a summary of compliance rates across Council.
2. We have conducted a comprehensive review of our workforce, with 420 out of 423 employees currently compliant with Working with Children Checks (WWCC). Three employees are non-compliant, with valid reasons for their status.

3. Following the audit, the People and Culture department has undertaken strategic measures, including data migration to Aspire, renewal management, and protocol implementation, to enhance WWCC compliance.
4. We have successfully completed actions outlined in the audit, such as reconciling the WWCC register, implementing continual compliance monitoring, and developing comprehensive procedures for WWCC management.
5. Our organisation maintains an 87.77% compliance rate with mandatory training. Notably, Child Staff Standard training achieves a commendable 92.78% compliance rate.
6. To ensure compliance with mandatory training, People and Culture has communicated effectively, offered face-to-face training options, introduced enhanced reporting, conducted ongoing training assessments, and collaborated to consolidate missing accreditations and certifications, fostering a culture of continuous learning and compliance.

Commentary

- The Committee recommended Council undertake a review on whether all Councillors should complete a Working with Children Check and report findings back to the December meeting.

Resolution

That the Committee note the summary of compliance across Council and the ongoing requirements for WWCC assurance.

Moved: Dr Irene Irvine
Seconded: Prof Stuart Kells

CARRIED

2.4 PERFORMANCE REVIEW OF THE INTERNAL AUDIT SERVICE PROVIDER - 1 FEBRUARY 2023 TO 31 AUGUST 2023.

SUMMARY

1. Internal Audit is an independent service function that contributes to the achievement of ethical corporate objectives and good governance by assisting the Council and management in the effective discharge of their responsibilities by furnishing them with analyses, appraisals, recommendations and professional advice concerning the activities reviewed.
2. Council requires an organisation with suitable qualifications and extensive experience in performing internal audit services in the public sector to develop and implement a strategic internal audit program.
3. Council resolved to award Contract No 1202-2022 for the Provision of Internal Audit Services to Pitcher Partners Consulting Pty Ltd for a maximum period of five (5) years in line with the Internal Audit Charter.
4. The provision of Internal Audit Services will include audit reviews in areas that are designed to improve and optimise the Council's performance, such as:
 - Internal processes and controls
 - Legislative compliance

- Management of information systems
 - Tendering and contracts probity reviews
 - Operational or value for money reviews
 - Effectiveness of corporate risk management controls and processes
 - Enterprise Resource Planning (ERP) Control Environment
 - Other local government specific issues.
5. Council meets with the Internal Audit quarterly to addresses matters of operational effectiveness and ensure the service provided is in line with the Internal Audit Charter.
6. The Internal Audit Charter provides the framework for the conduct of the Internal Audit function at Council. It sets out the purpose, roles and responsibilities, scope, independence, authority, confidentiality, and standards of Internal Audit.

Commentary

- The Committee recommended that, in response to the recent PwC issues in managing conflicts, and care and duty in the use of information, Council should:
 - a) Ensure the Internal Audit Charter includes the expectations of the audit provider in relation these issues.
 - b) Revisit the contracts to ensure this is adequately covered with a focus on accountabilities.

Resolution

That the Committee note:

1. The following reports were tabled during the 24 March 2023 and 23 June 2023 Committee meetings:

Internal Audit (Final) Report – BFRAM
Internal Audit Status Report as of 1 March 2023
Internal Audit Plan – 1 March 2023 to 30 September 2023
Internal Audit Plan – 1 October 2023 to 30 September 2024
Internal Audit Report as of 1 June 2023
Internal Audit (Final) Report – Child Safety Standards

2. The following reports were distributed to the Committee for feedback during the 1 February 2023 to 31 August 2023 reporting period:

Draft MAP – Asset Management
Draft MAP – Payroll

Moved: Dr Irene Irvine

Seconded: Mr Greg Rimmer-Hollyman

CARRIED

2.6 INSURANCE RENEWAL ANALYSIS 2023-24

SUMMARY

1. The purpose of this report is to provide an overview of Council insurance renewal program and outline the associated costs and any significant changes to the package (all prices within report are GST excluded).
2. Councils' insurance package for 2023/24 totalled \$4,534,979 up 48.99% from the previous financial year.
3. Council's Industrial Special Risk (ISR) Insurance (buildings and assets) has been split into two components: 1 & 7 Flintoff is now insured by Chubb (lead) and two additional insurers Liberty and HDI Global. The remainder of Councils assets are covered by Councils incumbent insurer Berkshire.
4. Substantial increases in cost for total ISR Insurance (+9.38%), WorkCover Insurance (+83.17%).
5. The WorkCover Insurance premium increase can be attributed to the increase to the premium percentage of Council's remuneration as well as the number and costs of Councils claims.

Commentary

- The Committee requested the Insurance Renewal Analysis 2023-24 report to go up to an Ordinary Council meeting as it outlines the associated costs and shows a significant increase.

Resolution

That the Committee:

1. Note changes in WorkCover premiums, with notable adjustments to premium calculations, including an increase in the premium percentage of Council's remuneration.
2. Note the increase in ISR insurance costs, which considers Council's claims history, a general hardening of the insurance market, and natural catastrophic weather events.

Moved: Cr Rick Garotti
Seconded: Dr Irene Irvine

CARRIED

CORPORATE SERVICES DIRECTORATE PRESENTATION – MARC GIGLIO

This quarter the Director Corporate Services presentation to the Committee covered the following areas in detail:

Banyule’s Strategic and Enterprise Risks

- SR 3 - Technology advances more rapidly than Council can adapt services/infrastructure
- PR 1 - Unauthorised release of/amendment to/use of and/or loss of corporate/confidential information

Priority areas of focus

Digital Transformation

- Technology failures and obsolete technologies.
- Online access and digital services that meet customer expectations and needs.
- Our digital environment’s capability to withstand either a security or data breach.

Cyber Security

- Ensuring the confidentiality and integrity of technology systems from unauthorized access.
- Attacks or events which render parts, or all of the business unable to work with online corporate systems.
- Vendor and third-party operating environment resiliency.
- Inappropriate handling of personal and sensitive data.
- Supply Chain Integrity of CCTV Cameras

Proposed 12-month audit plan 2023/24

Customer Experience Platform (CXP)

- Governance and Program delivery
- Program oversight and status reporting
- Change management
- Risk and Issues management
- Financial management
- Benefits identification and alignment.

Cyber Security

- Cyber Security Control Framework
- Vulnerability Management
- Risk Assessments
- Staff Training and Awareness
- Information asset management and Data Integrity Protection
- Incident Management and Recovery.

Commentary

- The Committee asked the Director Corporate Services if asset management was a priority and what challenges are facing Council in this area.
- The Director of Corporate Services informed the Committee that Council has completed preliminary work around mapping however, the process still requires a business case and a project manager.
- The Internal Auditor agreed that a lot of Councils are currently in various stages of replacing their ERP. Larger Councils are going for top shelf requirements, with all the features and we are seeing middle tier Councils such as Banyule going more ‘bespoke’ to achieve their specific requirements.
- Councillor Garotti left the meeting at 12:30pm

2. COMMITTEE REPORT FOR INFORMATION

THE COMMITTEE RESOLVED TO MOVE THE FOLLOWING REPORTS IN BLOCK

Resolution

That the Committee resolve to move remaining reports from 2.3 to 2.9 in block.

Moved: Cr Elizabeth Nealy

Seconded: Prof Stuart Kells

CARRIED

2.3 ANNUAL WORK PLAN - SEPTEMBER 2023

SUMMARY

1. The Annual Work Plan sets out the Audit and Risk work program for the year, it outlines the audits, work and the review of items including timing and frequency of reporting to the Audit and Risk Committee.
2. The *Local Government Act 2020* requires all Victorian Councils to adopt an annual work program.
3. The plan is mapped against the Functions and Responsibilities of the Audit and Risk Committee Charter.
4. At Banyule the Annual Work Plan is grouped in the following sections:
 - Annual Financial Statements
 - Budget
 - Financials & Data Analytics
 - Governance
 - IBAC
 - Internal Audit
 - Risk Management
 - VAGO
 - Other.
5. A summary of reports due to the 22 September 2023 meeting are listed in this report.

COMMITTEE RECOMMENDATION

That the Audit & Risk Committee note:

1. The September reporting requirements as indicated in the Annual Work Plan
2. Variations to the reporting cycle of the following:
 - a) Review the performance of the Internal Audit service provider.
 - b) Review and discuss Risk Management Reporting.
 - c) Business Continuity Planning.
 - d) Endorse 12-month Strategic Internal Audit Plan.

2.5 RISK MANAGEMENT POLICY & FRAMEWORK REVIEW

SUMMARY

1. The International Standard for Risk Management (“**ISO31000**”) and Council’s Risk Management Policy requires Council to ensure that Risk Management is an integral part of its organisational processes.
2. The Risk Management Principles (outlined in the ISO and reflected in Council’s Risk Management Policy) guide Council to continually revisit its risk management practices ensuring that our approach is reflective of the contextual environment in which we are operating.
3. To ensure that Council’s consideration and management of risk is iterative and responsive to contextual change, the commitment was made to annually review Council’s Risk Management Framework (“**Framework**”) and update accordingly. Risk Management Framework (version 3) is provided for consideration in **Attachment 1**.
4. The Committee should note that generally there has been very little alteration from the previous version of Council’s Framework – rather, emphasis has been placed on including information for stakeholders on Council’s approach to managing risk. Key updates to note:
 - a) The addition of the definition of Risk Appetite.
 - b) Inclusion of information on Enterprise Risk Management, and Council’s Enterprise Risks.
 - c) Expansion of Council’s Risk Matrix to include likelihood and consequence ratings.
 - d) Minor grammatical and information placement changes.
 - e) Migration to the new Banyule formatting.
5. Council’s Risk Management Policy (“**Policy**”) has further been migrated to the new Banyule formatting. Minor grammatical changes have been made to the Policy, which has been attached for Committee noting.

COMMITTEE RECOMMENDATION

That the Audit & Risk Committee note:

1. In the development of the updated Framework, the Risk Function has undertaken consultation with the Assurance Committee and key stakeholders throughout Council.
2. The Framework amendments are reflective of the feedback from these stakeholders.

2.7 INTEGRITY AGENCIES - SELF ASSESSMENT STATUS REPORT AS OF 1 SEPTEMBER 2023

SUMMARY

1. Integrity Agencies such as the Victorian Auditor General’s Office (VAGO) and Independent Broad-Based Anti-Corruption Commission (IBAC), Local Government Inspectorate (LGI) and Victorian Ombudsman (VO) issue reports on Local Government and those relevant to the sector.
2. These reports include reviews of Councils’ Integrity Frameworks, Fraud & Corruption Frameworks, Procurement Practices and Governance.
3. Self- Assessments are undertaken by Council against the recommendations of these reports and presented to the Audit & Risk Committee (ARC).

4. The report provides the Audit & Risk Committee with a list of self-assessment audits that Banyule has identified as opportunities to improve systems and controls relevant to Council operations. A summary of recent investigations from Integrity Agencies in the past quarter is contained in this report.
5. The status report as of 1 September 2023 is listed and provides a summary of all self-assessments undertaken over the past 36 months.

COMMITTEE RECOMMENDATION

That the Committee note:

1. The status of the integrity agencies self-assessment reports and progress to date.
2. Council will review recommendations made by VAGO into:
 - a) Regulating Food Safety.
 - b) Cybersecurity: Cloud Computing Products
3. Council has commenced on implementing recommendations highlighted by the IBAC Operation Sandon Report without delay to address some of the systemic vulnerabilities.

2.8 BUDGET 2023 - 2027

SUMMARY

1. Effective planning, budgeting and reporting by councils is essential for ensuring transparency and accountability to the community and other levels of government.
2. Council developed, prepared and adopted its budget 2023-2027 within the legislative framework to meet the requirements of *the Local Government Act 2020* and *Local Government (Planning and Reporting) Regulations 2020*.
3. Council officers confirm that:
 - I. The Budget 2023-2027 was developed within the legislative framework.
 - II. The Budget 2023-2027 also declares the total amounts which the Council intends to raise by general rates, municipal charges, service rates and service charges and whether general rates will be raised by the application of a uniform rate, differential rate or limited differential rate.
 - III. Council has formulated its Budget with a primary focus on long-term financial sustainability, taking into consideration the extended recovery from the impacts of COVID-19 on Council's services. The Budget aims to maintain the sustainability of Council's finances while allocating appropriate resources to address the community's service and capital needs.
 - IV. This Budget, having considered public feedback and other information, works to provide a range of high-quality services, programs and initiatives that meet community needs. Following the community engagement period (Mid-December 2022 to Mid-March 2023), the supported feedback has been incorporated into the Budget.
 - V. Integrated Planning documents were adopted on 26 June 2023 and consisted of the Budget 2023-2027, Revenue and Rating Plan 2023-2027, Rate Hardship

Assistance Policy 2023-24, and Council Plan 2021-2025 – Year 3 Annual Action Plan 2023-24.

COMMITTEE RECOMMENDATION

That the Committee:

1. Note the adoption of the Budget 2023-2027.
2. Note in the budget development process, Council has taken into consideration the extended recovery from the impacts of COVID-19 on Council's services.
3. Acknowledge that in the medium-term Council operations remain financially sound according to the key financial sustainability indicators.
4. Monitor Council's financial performance in line with the Committee's annual work plan.

2.9 COMPUTER ASSISTED AUDIT TECHNIQUES (CAAT'S) - QUARTERLY REPORT EXECUTIVE SUMMARY

1. The purpose of this report is to provide the Audit & Risk Committee with the:
 - Proposed Computer Assisted Audit Techniques (CAATs) works program for the 2023-24 financial year, and
 - General Ledger CAATs test results for the period April 2023 to June 2023.
2. Computer Assisted Audit Techniques (CAATs) tests are undertaken internally by Banyule City Council Officers and the results reported to Audit & Risk Committee according to the annual works program (attached).
3. The proposed CAATs work program for 2023-24 include maintaining the 74 tests for the 7 functions below:
 - Accounts Payable
 - Payroll
 - Procurement
 - Rates
 - General Ledger
 - Depreciation
 - Infringements.
4. The proposed CAATs work program for 2023-24 will introduce 2 new payroll tests:
 - Superannuation paid on parental leave - compliance with EA
 - Employees Paid on Higher Duties.
5. The proposed CAATs work program for 2023-24 will remove 2 tests:
 - Tax File Number (TFN) Validation, and
Correct ABN.
6. The relevant controls, processes, and practices for General Ledger are operating effectively. Detailed findings and actions are provided in this report.

COMMITTEE RECOMMENDATION

That the Committee:

1. Note the CAATs Quarterly Report covers General Ledger controls, processes, and practices.
2. Note that there were no anomalies from this CAATs review of the General Ledger and that controls, processes, and practices are operating effectively.
3. Endorse the CAATs work program 2023-24 (as attached)
4. Note the removal of the Payroll TFN Validation and Accounts Payable ABN Validation Tests.
5. Note the introduction of 2 new payroll tests to review super paid for parental leave and employees paid on higher duties.

3. VERBAL UPDATES

4. Other Business

Resolution

The Committee resolved to appoint Professor Stuart Kells as Chairperson for a 12-Month period commencing 1 October 2023

Moved: Dr Irene Irvine

Seconded: Mr Greg Rimmer-Hollyman

CARRIED

The Committee confirmed the following Committee dates and times for 2024 as follows:

Meeting Times:

10:00am (In-Camera) & 10:30am (Agenda Meeting)

Meeting Dates:

- Friday 22 March 2024
- Friday 21 June 2024
- Friday 6 September 2024
- Friday 6 December 2024

5. Confidential Report

The Committee discussed a Confidential Report titled:

*DAREBIN CREEK MANAGEMENT COMMITTEE (DCMC) EXTERNAL AUDIT REPORT
UPDATE AND RECOMMENDATION*

Next Meeting

The Chair confirmed the next meeting will be held on Friday 8 December 2023

Closure of Meeting

The Meeting was closed following discussion of the confidential report at 12:40pm



CEO Employment and Remuneration Policy

1. Purpose

- 1.1 This Policy is made in accordance with section 45 of the Act.
- 1.2 The purpose of this Policy is to provide for the following matters which Council is responsible for under the Act and/or as a requirement of this Policy:
- 1.2.1 the recruitment and appointment of the Chief Executive Officer, ensuring:
- (a) that the recruitment decision is based on merit;
 - (b) the support of transparency in the recruitment process and, subject to Council's discretion to offer re-appointment in accordance with section 44 of the Act, the public advertising of the position; and
 - (c) that regard is had to gender equity, diversity and inclusiveness;
- 1.2.2 approving the Contract of Employment entered into between Council and the Chief Executive Officer;
- 1.2.3 the appointment of an Acting Chief Executive Officer as per Clause 13 of this Policy;
- 1.2.4 the provision of independent professional advice in relation to the matters dealt with in the Policy;
- 1.2.5 the monitoring of the Chief Executive Officer's performance;
- 1.2.6 an annual review of the Chief Executive Officer's performance; and
- 1.2.7 determining the Chief Executive Officer's remuneration.

Commented [KF1]: The matters contained in sub-clause 1.2 are not required to be in the Policy, but are required for Council's Recruitment Policy (see s 48(2) of the Act, which requires a recruitment policy to be adopted by the CEO in relation to other staff).

This has been recommend for inclusion in the Policy to ensure consistency with the Council's Recruitment Policy.

Commented [KF2]: Section 45(2)(b)(i) of the Act requires the Policy to provide for the process of appointing a CEO, which Officers believe includes an Acting CEO (given that section 3 of the Act defines the 'Chief Executive Officer' to include any person acting in that position).

Therefore the Revised Policy now also provides for the appointment of an Acting CEO.

It should be noted that the CEO can appoint an Acting CEO under delegation, as long as that appointment does not exceed 28 days. So, the Policy will not apply to all appointments of an Acting CEO.

2. Date of Commencement

- 2.1 This Policy commences operation on [insert date].

Commented [KF3]: This will be to come into force immediately after Council resolves to adopt the Policy.

3. Definitions

- 3.1 In this Policy, unless the context suggests otherwise, the following words and phrases mean:

Act means the Local Government Act 2020.

Acting CEO means the person appointed by Council in accordance with clause **Error! Reference source not found.** of this Policy and section 44(4) of the Act to act in the position of Chief Executive Officer.

Annual Review Report has the meaning given in clause 12.1.

Chief Executive Officer or **CEO** means the Chief Executive Officer of Council and includes a person acting in that role.

Committee means the CEO Employment and Remuneration Committee established under this Policy.

Committee Member means each person appointed by Council to the Committee from time to time.



Contract of Employment means the contract of employment between Council and the CEO, including any schedules.

Council means Banyule City Council.

Councillors means the individuals holding the office of a member of Council.

Council meeting has the same meaning as in the Act.

Executive Search Consultant means an independent consultant with specialist expertise in sourcing and evaluating candidates for senior executive roles.

Independent Chairperson means the consultant appointed by Council from time to time to provide independent advice in accordance with section 45(2)(a) of the Act.

KPIs means Key Performance Indicators or performance criteria however described.

Mayor means the Mayor of Council.

Performance Plan means the annual performance plan setting out KPIs for the CEO.

Policy means this CEO Employment and Remuneration Policy adopted in accordance with section 45 of the Act.

Public Sector Wages Determination means any Determination that is currently in effect under section 21 of the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* in relation to remuneration bands for executives employed in public service bodies.

Recruitment Policy means the recruitment policy adopted by the CEO under section 48(2) of the Act.

Regulations means the Regulations, if any, made under Division 7 of Part 2 of the Act.

Remuneration Package means the total gross remuneration package paid to the CEO pursuant to the Contract of Employment.

Resolution means a resolution of Council made at a properly constituted Council meeting.

4. Overview

4.1 This Policy outlines the mechanisms which support Council in fulfilling its obligations regarding the CEO's employment and under the Act.

4.2 The aims of the CEO in relation to this Policy are to:

4.2.1 work collaboratively with the Committee in determining the Performance Plan on an annual basis;

4.2.2 actively participate in the performance appraisal process as required by the Committee;

4.2.3 make use of constructive feedback from Councillors and Committee Members in relation to performance appraisals;

4.2.4 undertake professional development on an as needed basis, and/or as part of the Performance Plan; and

4.2.5 promptly draw the Committee's attention to any situation where any variation of the Performance Plan may be required in light of the current circumstances.

4.3 The aims of Council (including via the Committee) in relation to this Policy are to:

pg. 2



- 4.3.1 establish the Committee;
- 4.3.2 provide processes for the recruitment of a natural person, and their appointment, to the position of CEO;
- 4.3.3 draft and approve the Contract of Employment entered into between Council and the CEO;
- 4.3.4 seek and be guided by independent professional advice in relation to the matters dealt with in this Policy;
- 4.3.5 provide processes for determining and reviewing the Remuneration Package;
- 4.3.6 provide processes for monitoring the CEO's performance, including setting the Performance Plan and conducting an annual review;
- 4.3.7 determine, as required, any variations to the Remuneration Package and terms and conditions of employment of the CEO;
- 4.3.8 provide processes for the appointment of an Acting Chief Executive Officer; and
- 4.3.9 have regard to all legal, contractual and statutory obligations owed to the CEO.

5. CEO Employment and Remuneration Committee

- 5.1 Council will establish a CEO Employment Matters Committee (**Committee**).
- 5.2 The Committee will be an advisory committee to Council. Its Terms of Reference are set out in Annexure A to this Policy.
- 5.3 The purposes of the Committee are to consider, and make recommendations to Council with respect to, the:
 - 5.3.1 selection and appointment of the Independent Chairperson;
 - 5.3.2 independent advice received from time to time from the Independent Chairperson;
 - 5.3.3 performance monitoring of the CEO, including with respect to achievement of the KPIs;
 - 5.3.4 annual review of the CEO's performance, including against the KPIs;
 - 5.3.5 the CEO's remuneration;
 - 5.3.6 recruitment and appointment of a CEO, if required;
 - 5.3.7 provisions to be included in the Contract of Employment from time to time;
 - 5.3.8 appointment of an Acting CEO; and
 - 5.3.9 implementation of this Policy.
- 5.4 The Committee must ~~include~~:
 - 5.4.1 the Independent Chairperson; and
 - 5.4.2 all Councillors.
- 5.5 The Committee is to be chaired by:
 - 5.5.1 the Independent Chairperson; or

Commented [KF4]: It is noted the Current Policy included as members of the Committee Council's Manager Corporate Governance and Communications and Manager People and Culture. Given the role of the Committee in keeping the CEO's performance under review, and the role of the CEO in managing staff, it is inappropriate for other members of Council staff to be *members* of the Committee.

Instead, it is proposed that Council officers ought to have a role in providing administrative support and governance guidance to the Committee. This is reflected in cl 15.



5.5.2 if the Independent Chairperson is absent, a Councillor who is present at the Committee meeting and is appointed by the members of the Committee who are also present.

5.6 For the avoidance of doubt, nothing in this Policy requires Council to accept any or all of the Committee's recommendations.

6. Recruitment of CEO

6.1 The Committee will establish and manage the process to recruit the CEO, designed to ensure that Council can select the best available candidate from a short list of preferred candidates (with or without a recommendation from the Committee).

6.2 The Committee will determine, and make a recommendation to Council, as to:

6.2.1 whether there is a need to engage an Executive Search Consultant to run the recruitment process; and, if so

6.2.2 the Executive Search Consultant to be appointed to run the recruitment process.

6.3 If an Executive Search Consultant is engaged, the Committee, the Independent Chairperson or a member of Council staff nominated by the Committee for the purpose must liaise with the Executive Search Consultant in connection with the recruitment process.

6.4 When considering the recruitment of the CEO, the Committee must:

6.4.1 ensure that the recruitment decision is based on merit;

6.4.2 support transparency in the recruitment process and the public advertising of the position; and

6.4.3 ensure that regard is had to gender equity, diversity and inclusiveness.

6.5 The Executive Search Consultant will be appointed on the terms agreed by Council, including that the Executive Search Consultant will prepare, and provide to Council, a schedule of dates for key decisions to be made by Resolution throughout the recruitment process.

6.6 The Committee must provide a report and recommendation to Council so that each key decision identified in the schedule prepared under clause 6.5 can, if necessary, be made by Resolution. This may include recommendations as to:

6.6.1 the preferred candidate; and

6.6.2 the proposed high level contract terms (including the term of employment and Remuneration Package).

7. Appointment of the CEO

7.1 Council will receive a report from the Committee on the completion of its role in the recruitment process, and Council will proceed to decide on a preferred candidate with the support of the Committee to negotiate and finalise the Contract of Employment.

7.2 The Committee will provide a recommendation to Council on the provisions to be contained in the proposed Contract of Employment.

7.3 The appointment of the CEO must be made by Resolution.

8. Reappointment of the CEO

8.1 No more than 12 months and no less than 6 months prior to the expiry of the current CEO's Contract of Employment, the Committee will provide a recommendation to Council on:

Commented [KF5]: The matters contained in subclauses 6.4.1-6.4.3 are not absolutely required to be in the Policy, but are required for Council's Recruitment Policy which is currently in force.

It is recommended to include them in this Policy to ensure consistency with the Recruitment Policy.

Commented [KF6]: Clause 8.1 allows Council to appoint a CEO and reappoint CEO within an appropriately broad window of time. This has changed from the previous version of the Policy that was 'at six months prior to the expiry of the CEOs contract'. This strict wording of the timeframe could create considerable practical difficulties for reappointing a CEO or appointing a new CEO. This clause provides for more flexibility.



- 8.1.1 whether the CEO should be reappointed under a new Contract of Employment; and
- 8.1.2 if the recommendation is to reappoint the CEO, the proposed terms of the further Contract of Employment; or
- 8.1.3 whether the position of CEO should be publicly advertised.
- 8.2 For the avoidance of doubt, any final decision on the matters in clause 8.1 must be made by Resolution.
- 8.3 Where the Contract of Employment is for a term of 12 months or less, the period of months referred to in clause 8.1 shall be no more than 2 months and no less than 1 month.
- 9. Contract of Employment**
- 9.1 The Contract of Employment is to be read in conjunction with this Policy (but the terms of this Policy are not incorporated into the Contract of Employment).
- 9.2 The Contract of Employment will, at a minimum, outline the following:
- 9.2.1 the employment term, which must not exceed 5 years in accordance with section 44(2) of the Act;
- 9.2.2 the responsibilities and duties of the position, including compliance with the Act and the Code of Conduct for Council Staff;
- 9.2.3 how conflicts of interest will be managed;
- 9.2.4 the CEO's Remuneration Package and other entitlements;
- 9.2.5 legislative and contractual obligations, including those during and continuing after employment;
- 9.2.6 the CEO's leave entitlements;
- 9.2.7 processes for managing unsatisfactory performance;
- 9.2.8 processes for early termination, including notice of termination (or payment in lieu) provisions with notice of termination by Council being restricted to a maximum of 6 months; and
- 9.2.9 any other matters required to be contained in the Contract of Employment by the Regulations.
- 9.3 The Contract of Employment may only be varied by a Resolution with the CEO's acceptance, with such variation to be recorded in a Deed of Variation.
- 10. Remuneration and expenses**
- 10.1 The Remuneration Package provided to the CEO will form part of the Committee's annual review, having regard to (in accordance with section 45(3) of the Act):
- 10.1.1 any statement of policy issued by the Government of Victoria which is in force with respect to its wages policy (or equivalent);¹ and
- 10.1.2 any Public Sector Wages Determination.²

¹ Section 45(3)(a) of the Act requires Council to have regard to any statement of policy issued by the State Government which is in force with respect to its wages policy (or equivalent). The current Victorian Government Wages Policy applies in the public sector from 4 April 2023. See <https://www.vic.gov.au/wages-policy-and-enterprise-bargaining-framework>

² Section 45(3)(b) of the Act requires Council to have regard to the published remuneration bands for executives employed in public service bodies. See <https://www.vic.gov.au/remuneration-bands-executives-employed-public-service-bodies>



10.1.3 Relevant benchmarking data is obtained from across the Local Government sector that is obtained and gender equality.

10.2 Remuneration will be reviewed on an annual basis, in accordance with the CEO's Performance Plan and contractual requirements.

10.3 The remuneration review will include an assessment against benchmarked remuneration data on CEO remuneration levels across other Victorian local councils, and, will have regard to gender equality.

10.4 Council will meet certain expenses incurred by the CEO as outlined the Contract of Employment from time to time.

10.5 Council may provide the CEO with a corporate credit card to use in transactions related to the role of CEO. All corporate credit card expenditure will be reviewed and approved by the Director Corporate Services.

10.6 Council's Audit & Risk Committee will receive quarterly reports on all CEO corporate credit card transactions.

11. Performance monitoring

11.1 Council will adopt an annual Performance Plan for the CEO, which will include KPIs. The Performance Plan must be developed by the Committee in consultation with the CEO and confirmed by a Resolution.

11.2 As part of the process for performance monitoring, performance principles will be developed by the Committee, in consultation with the CEO.

11.3 The CEO is to provide progress reports against the Performance Plan to the Committee on a bi-annual basis.

11.4 The Committee will meet with the CEO following each progress report to discuss the matters contained in the progress report and any feedback from Council.

11.5 Nothing in this Policy prevents the Committee and/or Council from monitoring the CEO's performance on an ongoing basis.

12. Annual Review

12.1 In preparation for Council's annual review of the CEO's performance, the Committee is required to submit an annual review report (**Annual Review Report**) to Council which includes recommendations on the following:

12.1.1 whether, and to what extent, the CEO has met the KPIs under the Performance Plan;

12.1.2 whether, and to what extent or in what respect, any KPIs or other criteria ought to be varied under the Performance Plan;

12.1.3 whether, and to what extent, the Remuneration Package ought to be varied; and

12.1.4 any other necessary matters.

12.2 The Committee will submit the Annual Review Report to Council only after meeting with the CEO to discuss the Committee's proposed recommendations.

12.3 The Committee must consider the performance principles developed (as set out in clause 11.2) as part of the Annual Review. The Committee may also, from time to time, suggest changes to the performance principles to Council.

12.4 The CEO may request the opportunity to address Council about any of the matters set out in clause 12.1 as part of this process.

pg. 6

Commented [KF7]: This Revised Policy did not carry over references to other specific remuneration review matters included in the previous Policy (such as the CEO's achievement of performance objectives). These will be stated in the Performance Plan and/or the Contract of Employment and not required to be in the Policy.

Commented [KF8]: Clause 11.3 retains the timing for progress reports used in the previous Policy. However, this can be amended by Council as it deems it appropriate.

It is not recommend for any greater frequency, as it is likely to lead the CEO to be constantly under review, which may not be conducive to providing a safe or productive work environment.



12.5 Council shall, after receipt of the Annual Review Report, review the recommendations in the Annual Review Report, resolve upon the matters described in clause 12.1 and advise the CEO of the terms or effect of the Resolution.

13. Acting CEO

13.1 Council must appoint an Acting CEO when there is an unplanned vacancy in the office of the CEO or the CEO is unable to perform their duties under the Contract of Employment for a period exceeding 28 days.

13.2 The appointment of the Acting CEO must be made by a Resolution unless the Acting CEO is appointed for a period not exceeding 28 days, in which case the CEO may appoint an Acting CEO under delegation from Council pursuant to section 11(3) of the Act. Nothing in this Policy applies to the CEO's appointment of an Acting CEO under delegation.

13.3 Where applicable, the Committee may advise Council on:

13.3.1 the selection and appointment of an Acting CEO, including whether it is appropriate to:

- (a) recruit an external candidate who is not currently employed by Council; or
- (b) appoint an internal candidate who is a current employee of Council;

13.3.2 the terms of the Acting CEO's contract of employment (to the extent that the terms set out in clause 9.2 of this Policy are inappropriate for an Acting appointment); and

13.3.3 performance monitoring and review processes, if applicable, which are to be determined by reference to the length of the Acting CEO's term of appointment.

14. Independent advice

14.1 The Independent Chairperson is responsible for providing independent professional advice in relation to the matters dealt with under this Policy in accordance with section 45(2)(a) of the Act.

14.2 The Independent Chairperson will be appointed by Council by Resolution on the recommendation of the Committee following a process to seek experienced and suitably qualified persons but must not be the Executive Search Consultant appointed by Council to assist in any recruitment process.

14.3 Council will determine the:

14.3.1 term of appointment of the Independent Chairperson; and

14.3.2 remuneration of the Independent Chairperson,

and ensure that it is a term of the Independent Chairperson's engagement that the Independent Chairperson keep confidential all information which the Independent Chairperson acquires by virtue of the engagement.

14.4 Council, or the Committee can, on an as needed basis, and via a Resolution, obtain additional independent professional advice in relation to the matters dealt with under this Policy.

15. Administrative support

15.1 Council acknowledges that, in implementing this Policy, it, the Committee and/or the Independent Chairperson will from time to time require the assistance of members of Council staff, including assistance in relation to governance and human resources matters and procurement and contract management.

15.2 Council, the Committee and/or the Independent Chairperson may from time to time request a member of Council staff to provide assistance in implementing this Policy, recognising that the position of the member of Council staff is made difficult because they are accountable to the CEO (or a person acting as CEO). Requests for assistance therefore need to be limited to no more than those which are reasonably necessary.

pg. 7

Commented [KF9]: Clause 14 provides a brief overview of the role of the Independent Chairperson. For further structure and detail regarding the role of the Independent Chairperson, see Annexure A to this Policy which is the Terms of Reference for the Committee which steps out the role of the Independent Chairperson in greater detail



- 15.3 For the purposes of this clause 15, and without limiting its generality, Council's Manager Governance and Integrity and Manager People and Culture, or their nominees, will provide support to the Committee by:
- 15.3.1 assisting in the coordination of Committee meetings;
 - 15.3.2 preparing relevant documentation for Committee meetings, including reports to Council and contractual documents;
 - 15.3.3 maintaining appropriate records regarding the CEO's annual review; and
 - 15.3.4 providing advice in connection with the proper governance of the Committee's role and proceedings.
 - 15.3.5 Obtaining independent advice where required to support the Committee to discharge its duties and functions.
- 16. Interaction with Act and Regulations**
- 16.1 This Policy applies subject to any inconsistent obligations in the Act or the Regulations.
- 17. Confidentiality**
- 17.1 Council is not required to disclose any personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.
- 18. Delegations**
- 18.1 As set out in clause 13.2, Council must not delegate the power to appoint the CEO, whether on a permanent or acting basis, but may delegate to the CEO the power to appoint an Acting CEO for a period not exceeding 28 days (sections 11(2)(d) and 11(3) of the Act).
- 18.2 Council must not delegate the power to make any decision in relation to the employment, dismissal or removal of the CEO (section 11(2)(e) of the Act).
- 19. Review of Policy**
- 19.1 This Policy will be reviewed at least every 4 years by the Committee and within 6 months after each Council election, and the Committee will make a recommendation to Council with respect to any suggested changes.
- 20. Administrative Updates**
- 20.1 From time to time, circumstances may change leading to the need for minor administrative changes to this policy and the Terms of Reference at Annexure A.
- 20.2 Where an update does not materially alter this policy, such a change may be made administratively. Examples of minor administrative changes include changes to names of Council departments or positions, or a minor amendment to legislation that does not have material impact.
- 20.3 Where any change or update may materially change the intent of this policy, it must be considered by Council.



ANNEXURE A – CEO EMPLOYMENT MATTERS COMMITTEE TERMS OF REFERENCE

1. Scope

1.1 The purpose of the Committee is to guide and make recommendations to Council about:

- 1.1.1 the selection and appointment of the Independent Chairperson;
- 1.1.2 independent advice received from time to time from the Independent Chairperson;
- 1.1.3 performance monitoring of the CEO, including with respect to achievement of the KPIs;
- 1.1.4 annual review of the CEO's performance, including against the KPIs;
- 1.1.5 the CEO's remuneration;
- 1.1.6 the recruitment and appointment of a CEO, if required;
- 1.1.7 provisions to be included in the Contract of Employment from time to time;
- 1.1.8 the appointment of an Acting CEO; and
- 1.1.9 implementation of the Policy.

2. Authority

2.1 The Committee is an advisory committee and does not have the delegated authority of Council. Its role is to make recommendations to Council regarding the employment of its CEO.

3. Composition

3.1 The Committee will comprise:

- 3.1.1 the Independent Chairperson; and
- 3.1.2 all Councillors.

3.2 The Committee is to be chaired by:

- 3.2.1 the Independent Chairperson; or
- 3.2.2 if the Independent Chairperson is absent, a Councillor who is present at the Committee meeting and is appointed by the members of the Committee who are also present.

4. Role of the Independent Chairperson

4.1 Without limiting the role and duties of the Independent Chairperson, the Independent Chairperson is required to:

- 4.1.1 attend all Committee meetings, which are to be held at least twice annually, at the times, dates and places as the Committee may determine;
- 4.1.2 Chair Committee meetings, and carry out the duties and exercise the discretions conferred on the Independent Chairperson in accordance with any rules or procedures adopted by the Committee;



4.1.3 actively participate in the deliberations and recommendations of the Committee; and

4.1.4 do all things reasonably required to ensure that the Committee discharges its role and complies with the Policy and the Act.

5. Selection of the Independent Chairperson

5.1 The Independent Chairperson will be appointed by Council.

5.2 The Independent Chairperson will be appointed for a two-year term and can be reappointed by a Resolution.

5.3 When there is an impending vacancy in the role of the Independent Chairperson, or the role becomes vacant, the Committee will source nominations for an appropriate candidate for the role of Independent Chairperson.

5.4 The Independent Chairperson must:

5.4.1 not be a Councillor;

5.4.2 not be a member of Council staff; and

5.4.3 be suitably qualified to advise the Committee on matters concerning the CEO's employment.

5.5 The Independent Chairperson will have the following key competencies:

5.5.1 demonstrated human resource management experience and leadership (specifically in the areas of recruitment, benchmarking, performance management and reviews and professional development of executive level staff);

5.5.2 experience in senior roles in business and/or the public sector; and

5.5.3 experience working with boards or other governance bodies.

5.6 All Committee members other than the current Independent Chairperson will consider suitable candidates and make a recommendation to Council on the appointment of a preferred candidate.

Commented [KF10]: It is recommended that there is a change to the requirements for the selection process of the Independent Committee Member. The change now sees the removal of a separate selection committee solely for the Independent Chairperson and it is all the Committees responsibility

6. Remuneration of the Independent Chairperson

6.1 The Independent Chairperson will be paid a consultancy fee. This fee will be paid on an hourly or per meeting basis.

6.2 The Independent Chairperson will be reimbursed for any transport costs incurred in attending and participating in Committee meetings and related activities.

7. Quorum

7.1 Seven Committee Members constitute a quorum.

8. Meeting Procedure

8.1 The Committee will aim to undertake its meetings with regard to the Council's adopted Governance Rules as it relates to:

8.1.1 Procedure for the management and declaration of Staff and Councillor Conflicts of Interest

8.1.2 Council's Election Period Policy

8.1.3 Introduction of a Motion or an Amendment

pg. 10



8.1.4 Voting requirements

8.1.5 Physical and Remote Attendance for means of attendance at meetings (allowing virtual, and hybrid meetings if required).

8.2 It should be noted that the meetings should be conducted with as little formality and technicality as appropriate to fulfill the Committees obligations.

9. Frequency of meetings

9.1 The Committee is to hold meetings as often as is necessary to:

9.1.1 prepare documentation relevant to the CEO's employment and remuneration, including Council reports and contract documents, for the approval of Council;

9.1.2 conduct and maintain appropriate records regarding performance reviews of the CEO; and

9.1.3 review the Remuneration Package and conditions of employment of the CEO,

provided that the Committee meets at least twice in each year, as determined by Council.

9.2 Council will fix a schedule of meetings for the Committee at the outset of each Financial Year.

9.3 In addition to the meetings listed in the schedule, additional Committee meetings may be called by:

9.3.1 Council;

9.3.2 the Committee; or

9.3.3 the Independent Chairperson,

as and when required.

10. Reporting

10.1 The business of the Committee shall be recorded in proper minutes.

10.2 The Committee minutes are to be prepared and disseminated by the Independent Committee Member within 10 business days from the Committee meeting to the Mayor and Deputy Mayor of the day for first review and comment, and then the broader Committee for comment and finalisation thereafter.

10.3 After 5 business days from the date the Independent Committee Member circulated the first draft for comment as per Clause 10.2, the minutes will be determined finalised and will be circulated accordingly.

10.4 The Committee will provide a report to the next practicable Council meeting following each Committee meeting describing its activities and making recommendations about any action to be taken by Council.

10.5 All meetings and records of the Committee will remain confidential unless the Committee and Council agrees otherwise.

11. Review

11.1 These Terms of Reference may be reviewed at any time by the Committee or Council.

11.2 Changes to these Terms of Reference can only be made by Resolution.

pg. 11



pg. 12

Key Change(s)	Rationale	Clause
Policy		
General	Restructure of materials and inclusion of numbered clauses to enhance readability and ease of reference.	NA
Consistency with Council's Recruitment Policy	Insertion of new cl 1 and 6.4 of the Policy so that consistent application & reference to Council's Recruitment Policy. Council is required to have an adopted Recruitment Policy – s48 (2) of the Act. Including this reference ensures that there is consistency with the Policy & the Recruitment Policy at all times.	cl 1 and 6.4
Strengthened purpose of Policy	Further expansion of the key purpose and requirements of the Policy. There is also a revised reference to the appointment of an Acting Chief Executive Officer. It is important to note that a CEO can appoint an Acting CEO under delegation as long as that appointment does not exceed 28 days. The Policy does not apply to <i>all</i> appointments, only required by the Act for appointments greater than 28 days.	cl 1
Strengthened the definitions within the Policy	Greater transparency on key terms referenced throughout Policy	cl 3
Strengthened overview of Policy	Inserted aims of the CEO and Council in regard to the interpreting the applying the Policy	cl 4
Clarified the Committee membership	Removed the reference from the current Policy to reflect that member of Council staff as 'members' on the Committee. The Current Policy included as members of the Committee Council's Manager Corporate Governance and Communications and Manager People and Culture. Given the role of the Committee in keeping the CEO's performance under review, and the role of the CEO in managing staff, it is inappropriate for other members of Council staff to be members of the Committee. Instead, it is proposed that Council officers ought to have a role in providing administrative support and governance guidance to the Committee. This is reflected in cl 15.	Cl 5.4
Recruitment and appointment of the CEO	Strengthened the window for the reappointment process of the CEO. The current Policy has very strict wording of this timeframe which creates considerable practical difficulties for reappointing the CEO. Clause 8.1 allows Council to appoint a CEO and reappoint CEO within an appropriately broad window of time. This has changed from the previous version of the Policy that was 'at six months prior to the expiry of the CEOs contract'. This strict wording of the timeframe could create considerable practical difficulties for reappointing a CEO or appointing a new CEO. This clause provides for more flexibility.	cl 7 and 8

Key Change(s)	Rationale	Clause
	Inclusion of 8.3 Where the Contract of Employment is for a term of 12 months or less, the period of months referred to in clause 8.1 shall be no more than 2 months and no less than 1 month.	
Remuneration and expenses	The current Policy covers certain expenses incurred by the CEO. These are not required for the Policy as they should be included in the CEOs Contact of Employment. Changed the authoriser of the CEO's corporate credit card and expenditure. The Victorian Auditor General's Office (VAG) has advised it is best practice for the Chief Financial Officer (or equivalent) to approve CEO corporate credit card & expenditure. See further information under Key Issues in this Report and now reflects the reviewer to be Director Corporate Services.	cl 10.4
CEO Contract of Employment	The revised This Revised Policy did not carry over references to other specific remuneration review matters included in the previous Policy (such as the CEO's achievement of performance objectives). These will be stated in the Performance Plan and/or the Contract of Employment and not required to be in the Policy. Greater reference to gender equality for Remuneration Package preparation and annual Remuneration Review. This is in accordance with a Gender Impact Assessment undertaken by Officers and requirements under the <i>Gender Equality Act 2020</i> and <i>Local Government Act 2020</i> .	cl 10
Administrative Support	Greater clarity on function and purpose of administrative support to the Committee	cl 15
Delegations	Clarity on ability of Council and the CEO delegation and extent of authority to delegate. Confirms the CEO cannot appoint under delegation an acting CEO for a period of greater than 28 days and confirms the Council cannot delegate the power to make any decisions in relation to the employment, dismissal or removal of the CEO (in accordance with s 11 (2)(e) of the Local Government Act 2020.	cl 18
Administrative updates	Ensures ability for administrative updates that are not material in nature to be made from time to time to the Policy that are necessary, without it needing to go to Council for a Resolution. Clarifies that other material changes require a Council Resolution.	cl 20
Terms of Reference – Annexure 1		
Role of the independent chairperson	Further detail included in the Terms of Reference regarding the role of the independent chairperson. Provides greater clarity and understanding of the position on the Committee. Amendments to the selection process for the chairperson. The whole Committee to select & recommend as opposed to an alternate selection committee.	cl 5.6

Key Change(s)	Rationale	Clause
Committee meeting procedures	Includes guidance to the Committee in meeting procedure. Makes the availability of hybrid or virtual meetings as required.	cl 8
Reporting	Clarity on reporting requirements, minute distribution and review process.	cl 10
Committee member obligations	Removed the obligations from the Terms of Reference as they are inherent obligations to the role of a Councillor in line with the <i>Local Government Act 2020</i> and are not required to be repeated into the revised Policy. The Committee member has separate terms of agreement that should be prepared and issued that set out their individual obligations.	N/A



CEO Employment and Remuneration Policy

Introduction

Banyule City Council (Council) is committed to and will ensure the application of good governance, transparency and fairness in relation to all matters relating to the employment and remuneration of the Chief Executive Officer (CEO).

Commented [KF1]: Did not carry over 'introduction' in the Revised Policy as this is detailed in the Purpose at Clause 1 and Overview at Clause 2.

Purpose

The purpose of the CEO Employment and Remuneration Policy (Policy) is to set out Council's approach to managing all aspects of the CEO's employment and remuneration in accordance with Section 45 of the *Local Government Act 2020*, including managing and monitoring:

Commented [KF2]: Strengthened the 'Purpose' which is now referenced at Clause 1 in the Revised Policy. Intention of the amendments is to provide greater clarity on purpose. Added in recruitment of an Acting CEO as well which is not reflected here.

- Recruitment
- Contract terms
- Performance Monitoring
- Annual Review

Definition

Key Terms	Definition
Council	Means Banyule City Council, being a body corporate constituted as municipal Council under the Local Government Act 1989.
Councillors	Means the individuals holding the office of an elected member of Banyule City Council.
CEO	Means the Chief Executive Officer appointed by Banyule City Council.
Council Officer	Means staff of Council appointed by the Chief Executive Officer and includes the CEO.
Independent Chairperson	Means Independent Chairperson whose role is to advise the Council on all contractual matters relating to the CEO employment and remuneration. This is a remunerated position.
CEO Employment Matters Committee	Means the Committee is responsible for recruitment, contractual arrangements and performance monitoring of the Council's CEO.

Commented [KF3]: Definitions have been carried over into the Revised Policy and include additional definitions as referenced in the Revised Policy for ease of interpretation

Scope

The employment cycle of a CEO is a core responsibility of the elected Council. This policy outlines the mechanisms which will support the Council in fulfilling its obligations regarding CEO employment and remuneration.

Commented [KF4]: Did not carry over the Scope Section as referenced in this version into Revised Policy. It is believed that this is adequately covered in the Purpose & Overview at Clauses 1 and 4.

Independent Professional Advice

Council may obtain independent professional advice in relation to any matters dealt with in the CEO Employment and Remuneration Policy, including but not limited to, CEO performance review and CEO recruitment.

Commented [KF5]: This has been carried over into Revised Policy at Clause 14.



CEO Employment and Remuneration Committee

Establishment

The Council has established a CEO Employment Matters Committee (the Committee) in accordance with section 45(2) of the Act.

The Committee is to be headed by an independent chairperson, whose role is to advise the Council on all contractual matters relating to the CEO employment, performance and remuneration. The independent chairperson will be remunerated for their work.

Membership

The Committee will be made up of the following:

- Independent Chairperson
- All Banyule Councillors
- Manager Corporate Governance and Communications or delegate (as required)
- Manager People and Culture or delegate (as required)

Secretariat Support

The Manager Corporate Governance and Communications/Manager People and Culture (or delegates) will provide secretariat support to the Committee namely:

- coordinating meetings of the Committee
- preparing relevant documentation including reports to Council and contractual documents
- maintaining appropriate records regarding performance reviews

Recruitment

Council will engage an independent and suitably qualified executive recruitment firm to support it in recruitment and appointment of a CEO. The Committee will make recommendations to the Council when appointing a recruitment firm, determining the CEO selection criteria and developing the CEO contract.

The recruitment agency will manage the end to end recruitment process including:

- taking a detailed brief from the Council on the role and the ideal candidate;
- preparing a detailed schedule outlining the end to end process;
- developing an advertising strategy to attract suitable candidates;
- assisting the Council to conduct first and second round interviews to determine a shortlist of candidates;
- conducting relevant psychometric assessments to determine best fit;
- conducting reference and probity checks on the preferred candidate;
- liaison with the Executive Manager, People and Culture regarding the employment contract for the successful candidate;
- liaison with the Committee regarding the public announcement of the appointment of the new CEO.

Commented [KF6]: This has been carried over & strengthened at Clause 5 of Revised Policy.

Commented [KF7]: This is carried over & strengthened into the Revised Policy to now be read at Clause 5.4 of Revised Policy.

Commented [KF8]: Covered off & clarified in Revised Policy in Clause 15.3 Administrative Support

Commented [KF9]: Carried over & strengthened in Clause 6 of the Revised Policy. Revised Policy steps out process options in sub clauses for ease of interpretation. New additions as per Council's Recruitment Policy have also been added into the Revised Policy



Acting or Interim CEO Appointment

In the case of the CEO taking a planned leave of absence of 20 business days or more, the CEO will provide a report to Council recommending the appointment of an Acting CEO for the period of the leave. If for any reason the CEO returns within the designated timeframe, they will automatically resume their role of CEO and the Acting appointment will cease.

In the case of an unplanned leave of absence, or the resignation of the CEO, the Committee will make a recommendation to the Council regarding appropriate arrangements.

Commented [KF10]: This has been carried over & strengthened as referenced in Clause 13 of the Revised Policy & corrects time period in which acting CEO requires a Council resolution as per legislation

Contractual Terms

The CEO contract will at minimum outline

- the responsibilities of the position
- conflict of interest management requirements
- remuneration
- legislative obligations including those continuing after appointment
- dispute resolution
- processes for managing unsatisfactory performance or early termination

Commented [KF11]: Carried over & strengthened at Clause 9 in the Revised Policy and details at a minimum what details need to be outlined in the Contract of Employment for the CEO.

Remuneration and Expenses

Remuneration

The remuneration package provided to the CEO will be subject to the review of the CEO Employment Matters Committee.

Remuneration will be reviewed annually in accordance with the CEO Performance review and contract requirements, and will take into consideration:

- Increases in CPI in the preceding twelve-month period;
- The officer's achievement of the performance objectives;
- Market rates for comparable positions including pay parity for similar roles; and
- The acquisition and satisfactory utilisation of new or enhanced skills by the officer required by the Council.

The total remuneration package will be inclusive of salary, superannuation and other employment benefits. No performance bonus arrangements will apply.

Commented [KF12]: This has been carried over & strengthened at Clause 10 in the Revised Policy. This Policy details specific expenses that Council needs to cover that the CEO may incur. These have not been carried over into the Revised Policy because they can be included in the CEOs contract of employment as per Revised Policy Clause 10.3.

Expenses

The Chief Executive Officer may be provided a Corporate Card to use in transactions related to the role of CEO. Corporate card expenditure will be reviewed and approved by the Mayor. The independent Audit & Risk Committee will receive quarterly reports on all CEO corporate card transactions.

The Council will meet expenses incurred by the CEO including:

- Membership and subscription fees payable to professional associations which are reasonably necessary or desirable in performance of duties
- Reasonable costs incurred where attending conferences, seminars or undertaking study
- Reasonable costs incurred in performance of duties in line with Councils procurement policy and guidelines.

Commented [KF13]: This has been carried over and changed to reflect the approval of the CEO's corporate credit card expenditure. In accordance with VAGO recommendations it is best practice, which is now reflected in the Revised Policy at Clause 10.4 the Director Corporate Services to approve as opposed to the Mayor of the day.



CEO Performance Review

The Council will adopt a set of annual performance objectives for the CEO Performance Review (the Review). The Review is undertaken confidentially and will be developed collaboratively by the Committee and the CEO. The Review will document agreed objectives and outcomes to be delivered over a twelve-month period.

A formal review of the CEO's performance, benchmarked against the CEO Performance Review, will be held annually by the Committee. An informal review will occur at the 6-month mark to ensure that objectives and actions are progressing and to discuss any challenges that may impact outcomes.

The informal review will provide the CEO and Council with the opportunity to adjust any of the objectives set, by agreement, if required. The CEO will provide a progress report to the Committee at both the 6 and 12 month review.

The review will also include the opportunity for the Committee to provide the CEO with performance related feedback and input into the CEO's development plan. The CEO will also have the opportunity to provide feedback to the Committee. This process will be facilitated by the Independent Chair of the Committee.

Commented [KF14]: This has been carried over and strengthened providing greater guidance on the performance monitoring process and procedure for the CEO by the Committee. This is now reflected in the Revised Policy at Clause 11 and 12.

Contract Expiry

The Committee must make recommendation to Council six months prior to the expiry of the CEO contract and regarding current legislation to:

- reappoint the CEO
- advertise for recruitment of the role of CEO.

Commented [KF15]: This has been carried over and the timeframe has changed in the Revised Policy at Clause 8.1 "no more than 12 months and no less than 6 months prior to the expiry of the current CEOs Contract of Employment, the Committee will provide a recommendation to Council, as opposed to what is drafted here which states 'six months prior'. The wording of this Clause is quite strict and could create considerable practical difficulties for reappointing and recruiting a CEO. The revised Clause now provides broader window of time for Council to appoint AND reappoint a CEO.

Review

The CEO Employment and Remuneration Policy is to be reviewed every 4 years – next review September 2025.

Commented [KF16]: Review timeframe remains and has carried over to be "at least every four years" and is reflected in Revised Policy Clause 19.1

Responsibilities

Who	What
Manager Corporate Governance and Communications / Manager People and Culture	Secretariat support to Council which facilitates the reports and documentation required under this policy.
Council	Appoint independent member to Chair CEO Employment and Remuneration Committee
CEO Employment Matters Committee	Conducting CEO performance reviews in line with adopted policy.
Audit & Risk Committee	Oversee adherence to the CEO Employment and Remuneration Policy. Oversee adherence to the Procurement Policy and Guidelines for expenses incurred by the CEO.

Commented [KF17]: Not carried over as definitions and responsibilities are detailed at different clauses in the Revised Policy & the Terms of Reference at Annexure A.



Reference and Source

Commonwealth Legislation

1. *Local Government Act 2020*

Banyule City Council

1. CEO Employment Matters Committee Terms of Reference
2. Procurement Policy and Guidelines

Resources

1. Victorian Public Sector Commission (Assessing a CEO's Performance)
2. Local Government Inspectorate (Managing Employee Cycle – CEO)

Human Rights review and statement

The framework content of this Policy has taken into consideration the requirements derived from the Victorian Charter of Human Rights and Responsibilities Act 2006.



**Chief Executive Officer Employment
Matters Committee
Terms of Reference**

Purpose

The purpose of the Chief Executive Officer (CEO) Employment Matters Committee (the Committee), to be headed by an independent chairperson, is to advise the Council on all contractual matters relating to the CEO's employment.

Function of the Chief Executive Officer

Section 46 of the *Local Government Act 2020* (the Act) outlines the functions of the CEO:

- (1) A Chief Executive Officer is responsible for—
- (a) supporting the Mayor and the Councillors in the performance of their roles; and
 - (b) ensuring the effective and efficient management of the day to day operations of the Council.

The functions of the CEO are outlined in the *Local Government Act 1989* (operational until 30 June 2021) and the *Local Government Act 2020* (operational from 1 July 2021) and these functions are listed in Appendix A.

Membership

Independent Chairperson and all Banyule Councillors (Manager Human Resources / Manager Governance & Communication for support as required).

Terms of Appointment

- Appointments will initially be for a three-year term, with an option to review annually, for a maximum term of five years.
- The membership of the Committee will be reviewed as part of the on-going review
- The operations of the Committee will be evaluated annually to ensure it continues to be effective and relevant.
- The Committee must meet annually, at a minimum, or more frequently as required by agreement of the Council.

Accountability and Extent of Authority

Committee members have an advisory role and do not hold any authority to make decisions or commitments on behalf on Council.

The Chief Executive Officer Employment Matters Committee is a Committee of Council, Council authorises the Committee within its scope of responsibilities to:

- Make recommendations to Council on contractual matters relating to the Chief Executive Officer or the person appointed to act as the Chief Executive Officer including the following:
 - Appoint the Chief Executive Officer;
 - Set the remuneration and conditions of appointment of the Chief Executive Officer;
 - Negotiate any extension of the appointment of the Chief Executive Officer under section 44 of the Act
 - Conduct performance reviews of the Chief Executive Officer; and
 - Perform other functions as required in supporting the performance review and performance development of the Chief Executive Officer.

Commented [KF1]: This has carried over and been expanded upon in the Annexure A - Terms of Reference to the policy and steps out in clauses the purpose and scope of the Committee.

Commented [KF2]: Carried over into Annexure A - however removed Manager Human Resources & Manager Governance & Communication from official membership and to be reflected in the Revised Policy under Clause 15 Administrative Support

Commented [KF3]: This has been carried over and amended at Annexure A under 'Selection of the Independent Chairperson' and at clause 5.2 of the Annexure reflects the term

Commented [KF4]: This has been carried over into the Annexure A - the authority is reflected at Clause 2 - and reflects that the Committee is an advisory committee and not a delegated committee of Council.

Role and Criteria of Independent Chairperson

The Chairperson of the Chief Executive Officer Employment Matters Committee must—

- (a) not be a Councillor; and
- (b) not be a member of Council staff; and
- (c) be suitably qualified.

Commented [KF5]: Carried over and strengthened and is reflected in Annexure A at Clause 4 - Role of the Chairperson and the Independent Committee Member

The following selection criteria applies to the appointment of the Chairperson:

- A clear understanding of the objectives, roles, duties and obligations of the CEO and Council under the Local Government Act and all other associated legislation. Ability to exhibit clear leadership
- Ability to work effectively with Councillors and the Chief Executive Officer
- Demonstrated human resource management skills, senior business experience and qualifications;
- Experience in senior management recruitment;
- Understanding of performance management processes, development of Executives and procedural fairness.
- Senior Level experience within a Government framework and sound knowledge of governance and legal obligations
- Previous experience or facilitation experience working with Executive Governance bodies or Boards on governance and strategic leadership matters.

Commented [KF6]: The selection process for the independent chairperson has been strengthened and changed in the Annexure A of the Policy - Terms of Reference to reflect that the Chairperson is selected and recommended to Council for appointment by the whole Committee rather than an alternate selection committee composed of only some committee members.

Selection process

The Chair of the Chief Executive Officer Employment Matters Committee must be appointed by Council and must be an independent Representative. Any extension of term must be made by Council in accordance with the "Terms of Appointment" clause.

The selection committee for the independent chairperson will include the Mayor, Deputy Mayor, any interested Councillor and the Manager Governance and Communication. The Committee will assess the nominations against the selection criteria and recommend appointments to Council.

Committee Member Regulatory Obligations

In performing the role of Committee Member, a person must:

- act with **integrity**
- **impartially** exercise his or her responsibilities in the interests of the local community; and
- **not improperly** seek to confer an advantage or disadvantage
- **avoid conflicts** between his or her public duties and his or her personal interests and obligations
- commit to regular attendance at meetings.

Commented [KF7]: These obligations as set out in the Act as required by any person holding the role of a Councillor have not been carried over because the Councillors are already subject to these obligations in their capacity as a Councillor. Also, because the Committee is only an advisory committee of Council they do not apply to the Independent Member and therefore it would be incorrect to reflect this. The independent committee members obligations can be imposed and should be imposed by way of their terms and conditions of engagement. Therefore it is not recommended that these are included and are not found in Annexure A - Terms of Reference.

These obligations relate to:

- misuse of position as a member of the Committee (Section 123)
- confidential information (Section 125) and
- conflict of interest (Sections 126 to 131).

Refer to Appendix B for further detail

Fees and Reimbursement of expenses (Chairperson)

Council will pay a set fee, to be determined on an hourly or per meeting basis, to the Independent Chairperson as determined through a competitive procurement process. The amount of the fee has regard to the specific roles and responsibilities the chairperson will undertake.

The Chairperson of the Committee will also be remunerated and reimbursed for any transport costs they have incurred in participating in meetings and related activities.

The Chairperson Fee will be paid to the Chairperson of the CEO Employment Matters Committee immediately following the scheduled committee meetings.

Reporting

An annual report of the Chief Executive Officer's performance review will be reported to the Council. Any other matters requiring review in accordance with the Local Government Act 2020 and Chief Executive Officer Employment and Remuneration Policy once developed will be determined by Council.

Administration Support

Administration support is provided by the Chief Executive Officer's office.

Review Date

The Terms of Reference will be reviewed within 2 years of the date of adoption or earlier as required.

Date Adopted

Date Adopted: 3 August 2015.

Date reviewed and adopted: 18 September 2017

Date reviewed and adopted: 17 August 2020

Commented [KF8]: The Remuneration of the Independent Committee Member has been carried over and simplified under Clause 6 Remuneration of the Independent Chairperson in Annexure A - Terms of Reference

Commented [KF9]: This has been carried over and strengthened to and is reflected at Clause 9 of the Annexure A - Terms of Reference at Clause 9 Reporting.

Commented [KF10]: This is already reflected in the Revised Policy under Administrative Support at Clause 15 and is not required to be repeated in the Annexure A- Terms of Reference

Commented [KF11]: The review date and time period has changed in the Annexure A - Terms of Reference from this version. Instead of 'every 2 years' the review period is now more flexible and is 'at any time by the Committee or Council' and is required by a Resolution of Council. It is important to note that the Policy is required to be reviewed every 4 years as detailed on page 8 of the Policy, Clause 19.1.

Appendix A

New Local Government Act 2020 Provisions (from 1 July 2021)

Section 44 The Chief Executive Officer

- (1) Subject to this section, a Council must appoint a natural person to be its Chief Executive Officer in accordance with its Chief Executive Officer Employment and Remuneration Policy under section 45.
- (2) A Chief Executive Officer must be appointed under a contract of employment with the Council that does not exceed 5 years.
- (3) A Chief Executive Officer is eligible to be re-appointed under a new contract of employment under subsection (2).
- (4) If there is a vacancy in the office of Chief Executive Officer or the Chief Executive Officer is unable to perform the duties of the office of Chief Executive Officer, the Council must appoint a person to be the Acting Chief Executive Officer.
- (5) The Chief Executive Officer or an Acting Chief Executive Officer is a member of Council staff.
- (6) A Council must comply with any requirements prescribed by the regulations in relation to the employment of a Chief Executive Officer.

Section 45 Chief Executive Officer Employment and Remuneration Policy

- (1) A Council must develop, adopt and keep in force a Chief Executive Officer Employment and Remuneration Policy.
- (2) A Chief Executive Officer Employment and Remuneration Policy must—
 - (a) provide for the Council to obtain independent professional advice in relation to the matters dealt with in the Chief Executive Officer Employment and Remuneration Policy; and
 - (b) provide for the following—
 - (i) the recruitment and appointment process;
 - (ii) provisions to be included in the contract of employment;
 - (iii) performance monitoring;
 - (iv) an annual review; and
 - (c) include any other matters prescribed by the regulations.
- (3) A Council must have regard to—
 - (a) any statement of policy issued by the Government of Victoria which is in force with respect to its wages policy (or equivalent); and
 - (b) any Determination that is currently in effect under section 21 of the **Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards**

Section 46 of the Local Government Act 2020 (the Act) outlines the functions of the CEO:

- (1) A Chief Executive Officer is responsible for—
 - (a) supporting the Mayor and the Councillors in the performance of their roles; and
 - (b) ensuring the effective and efficient management of the day to day operations of the Council.
- (2) Without limiting the generality of subsection (1)(a), this responsibility includes the following—
 - (a) ensuring that the decisions of the Council are implemented without undue delay;
 - (b) ensuring that the Council receives timely and reliable advice about its obligations under this Act or any other Act;
 - (c) supporting the Mayor in the performance of the Mayor's role as Mayor;

Commented [KF12]: This whole selection has not been transcribed over into the Annexure A - Terms of Reference as this repeats legislation.

- (d) setting the agenda for Council meetings after consulting the Mayor;
- (e) when requested by the Mayor, reporting to the Council in respect of the implementation of a Council decision;
- (f) carrying out the Council's responsibilities as a deemed employer with respect to Councillors, as deemed workers, which arise under or with respect to the **Workplace Injury Rehabilitation and Compensation Act 2013**.

Note See clause 15 of Schedule 1 to the **Workplace Injury Rehabilitation and Compensation Act 2013**.

- (3) Without limiting the generality of subsection (1)(b), this responsibility includes the following—
 - (a) establishing and maintaining an organisational structure for the Council;
 - (b) being responsible for all staffing matters, including appointing, directing, managing and dismissing members of Council staff;
 - (c) managing interactions between members of Council staff and Councillors and ensuring that policies, practices and protocols that support arrangements for interaction between members of Council staff and Councillors are developed and implemented;
 - (d) performing any other function or duty of the Chief Executive Officer specified in this Act or any other Act.
- (4) For the purposes of subsection (3)(a), a Chief Executive Officer must—
 - (a) develop and maintain a workforce plan that—
 - (i) describes the organisational structure of the Council; and
 - (ii) specifies the projected staffing requirements for a period of at least 4 years; and
 - (iii) sets out measures to seek to ensure gender equality, diversity and inclusiveness; and
 - (b) inform the Council before implementing an organisational restructure that will affect the capacity of the Council to deliver the Council Plan; and
 - (c) consult members of Council staff affected by a proposed organisational restructure, before implementing the organisational restructure.
- (5) A Council and the Chief Executive Officer must, in giving effect to gender equality, diversity and inclusiveness, comply with any processes and requirements prescribed by the regulations for the purposes of this section.
- (6) A Chief Executive Officer must ensure that the Mayor, Deputy Mayor, Councillors and members of Council staff have access to the workforce plan.
- (7) A Chief Executive Officer must develop the first workforce plan under this section within 6 months of the commencement of this section.

Local Government Act 1989 Provisions (current until 30 June 2021)

94. The Chief Executive Officer

- (1) A Council must appoint a natural person to be its Chief Executive Officer.
- (1A) The Council must make a permanent appointment to the position of Chief Executive Officer as soon as is reasonably practicable after a vacancy in the position occurs.
- (2) The Chief Executive Officer is a member of Council staff.
- (3) A Council may only appoint a person to be its Chief Executive Officer after it has invited applications for the position in a notice in a newspaper circulating generally throughout Victoria and has considered all applications received by it that comply with the conditions specified in the notice.
- (4) Sub-section (3) does not apply if—
 - (a) in the 6 months immediately before the person's contract as Chief Executive Officer is due to expire, the Council passes a resolution to reappoint that person as its Chief Executive Officer; and

- (b) at least 14 days before the resolution is passed, public notice was given of the intention to put the resolution; and
- (c) the public notice contained—
 - (i) a statement that the passing of the resolution would result in the reappointment of the Chief Executive Officer without the position being advertised; and
 - (ii) any other details required by the regulations.
- (4A) Sub-section (3) also does not apply if a Council appoints a person to act as its Chief Executive Officer for a period of not more than 12 months.
- (5) A Council must not remunerate in any way a person who has filled the Chief Executive Officer's position on an acting basis for 12 months for anything the person does in respect of that position after that 12 month period (unless the person is appointed after the Council has complied with sub-section (3)).
- (6) If a Council passes a resolution to reappoint a person as its Chief Executive Officer without advertising the position, the Council must make details of the person's proposed total remuneration as Chief Executive Officer under the new contract available for public inspection within 14 days after the passing of the resolution
- (7) A contract of employment as Chief Executive Officer between a Council and a person is void if it is made—
 - (a) in circumstances that are contrary to this section; or
 - (b) while a current contract of employment as Chief Executive Officer with the person exists and that current contract is not due to expire for at least another 6 months (regardless of whether or not the Chief Executive Officer's position has been readvertised); or
 - (c) before a general election for a term that continues after the general election and the contract of employment was entered into following a variation made to the Chief Executive Officer's then current contract of employment that reduced its term.

Appendix B

Committee Member Regulatory Obligations

Guidance to Members

LGA Section	LGA Requirement
Misuse of Position	
123(1)	A Committee member must not intentionally misuse their position to: <ol style="list-style-type: none"> Gain or attempt to gain, directly or indirectly, an advantage for themselves or for any other person; or Cause, or attempt to cause, detriment to the Council or another person
123(3)	Circumstances involving misuse of a position by a member of the Committee include: <ol style="list-style-type: none"> Making improper use of information acquired as a result of being a member of the Committee; or Disclosing information that is confidential information; or Directing or improperly influencing, or seeking to direct or improperly influence, a member of Council staff; or Exercising or performing, or purporting to exercise or perform, a power, duty or function that the person is not authorised to exercise or perform; or Using public funds or resources in a manner that is improper or unauthorised; or Participating in a decision on a matter in which the member has a conflict of interest.
Confidential Information	
125	A member of the Committee must not intentionally or recklessly disclose information that the member knows, or should reasonably know, is confidential information. There are some exemptions to this requirement, the key one being that if the information disclosed by the member has been determined by Council to be publicly available.
Conflicts of Interest	
126	A member of the Committee has a conflict of interest if the member has: <ol style="list-style-type: none"> A general conflict of interest as described in Section 127; or A material conflict of interest as described in Section 128.
127	A member of the Committee has a general conflict of interest in a matter if an impartial, fair-minded person would consider that the members private interests could result in that member acting in a manner that is contrary to their public duty as a member of the Committee.
128	A member of the Committee has a material conflict of interest in a matter if an affected person would gain a benefit or suffer a loss depending on the outcome of the matter.
Please Note	
<i>The above guidance is not verbatim from the Act and does not include all details as explained in Part 6, Division 1 of the Act. For a full understanding of the requirements of the Act in relation to the matters summarised above, members are expected to make themselves fully aware of the requirements of the Act.</i>	



Minutes Inclusive Banyule Advisory Committee

2 August 2023

Inclusive Banyule Advisory Committee | Minutes



Meeting details

Date of meeting	Wednesday, 2 August 2023
Time	9.30 to 11.30am
Venue	Shop 48, Bell Street Mall, Heidelberg West
Chair/Facilitator	Cr Peter Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attending members

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Mayor Banyule City Council
Robyn Ellard- proxy for Jane Cowell	Yara Plenty Regional Libraries
Felix Neighbour	Department of Families Fairness and Housing
Anna Bauze	Department of Health (online)
Glenn Swafford	Age Friendly Committee
Paul Byrne- Moroney	LGBTIQA+ Committee
Brad Byrne	Workforce Australia – Local Jobs NE Melbourne
Tracey Colbert	Department of Education and Training
Karen Dynon- proxy for Meri Ivanovska	BNLLEN

Apologies

Name	Affiliation/Organisation
Position vacant	North East Public Health Unit
Tom Conley	RAP Committee
Jill Gallagher	VACCHO

Sebastian Zeta	Department of Justice
Uncle Owen Butler	RAP Committee
Andrew Markakis	Victoria Police
Helen Riseborough	Women's Health in the North
Cr Tom Melican	Councillor Banyule City Council
Angela Papoutsoglou	Department of Families Fairness and Housing
Michael Graham	VAHS
Danella	Ngarra Jarra Aboriginal Health Unit- Austin Hospital
Mick Geary	Banyule Community Health Service

Guest speakers

Name	Affiliation/Organisation
Emma Butterworth	Banyule City Council
Emily Harriss	

Council staff

Name	Affiliation/Organisation
Kath Brackett	Director Community Wellbeing
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Coordinator Community Impact

Items

1. Introduction

Acknowledgement of traditional custodians
Diversity Statement

Introductions and apologies.

2. Action items from previous meeting

Action items from previous meeting for noting only. Questions invited.

Action item	Action arising
Item 1: Committee requests Council to develop a succinct one-page summary of the Uluru Statement from the Heart, Council's current position and articulate the principles of having a Voice to parliament addressing some of the misinformation.	Complete
Item 2: Council to share contact details between YPRL, KESOs to discuss opportunities to set up a Koori Homework Club, libraries Wi-Fi Hotspot program and increase support options for community.	Complete

Item 3: Council to share contact details between Ngarra Jarra Aboriginal Health Unit and KESOs to discuss mental health referral and support options.	Complete
Item 4: Council to investigate feasibility of local mental health alliance.	For discussion
Item 5: Committee members interested in the Inclusive Employment Program to contact Jane Nixon jane.nixon@banyule.vic.gov.au for further information.	Ongoing
Item 6: Housing Strategy consultation	Update to be provided in this meeting
Item 7: Tom Conley to share information from the Mental Health Practitioners Network on gambling with Council officers	No update received.

3. Purpose of Meeting and Business Arising

The purpose of this meeting:

- Receive information on the Banyule Housing Strategy and provide input
- Discuss preparing for social prescribing in Banyule
- Receive an update on the completion of Council's Inclusive Banyule actions and proposed year 2 actions
- Receive a progress update on the Voice referendum community education program

3.1 Banyule Housing Strategy (9.45-10.10)

Council invites the community to join the discussion about housing issues and opportunities in Banyule and feedback from the Committee will be used to directly inform Council's Housing Strategy and Neighbourhood Character Strategy.

Three 'Pillars' organise the themes which come out of the Discussion Paper:

- Driving Housing for All – focused on location and scale, diversity, affordability and innovation
- Elevating Good Design – ensuring housing quality architecture, enhanced liveability, sustainability and accessible design outcomes
- Valuing Preferred Neighbourhood Character – protecting what is valued and creating pride and sense of identity in our local neighbourhoods

You can download the Housing Discussion Paper on Shaping Banyule here:

<https://shaping.banyule.vic.gov.au/HNC>.

Speaker: Emma Butterworth

Discussion

Council should consider:

- Map where affordable housing exists or planned for across the municipality.
- Take steps to ensure all areas of the municipality are considered.
- Make Council's role explicit - what is within the remit?
- Consider "Not in my backyard" syndrome.
- Integrating design requirements, e.g. landscaping.

Think about the commercial drivers, where developers are trying to maximise profit. E.g. re-development of land makes it large and expensive to be able to sell for profit (e.g. Southern part of municipality - enormous tower blocks, prestige units).

Ensure policy and planning scheme are up to date.

Downsizing at the right time – how do people get advice, what is the cost, what is the alternative? How can people still stay local?

Accessible housing – for people with different capacities. Making this an organic planning requirement rather than a retro-fit.

Consider how the Urban Food Strategy fits with the housing policy.

Comment: A committee member noted the value of Council's role in this space – especially with the risk of state government taking council planning controls. It is important to protect these policies that have been developed using community consultation and engagement.

Emma noted that the walking tours to talk about medium and high density development, getting feedback and discussing good design elements are working well and two more will occur in Ivanhoe and Heidelberg. Noted the upcoming community workshops, with dates and locations found on Shaping Banyule.

Action

Action 1: Committee invited to complete Shaping Banyule Survey by 31 August 2023.

3.2 Mental health supports in schools (10.10-10.20)

Tracy, Senior Well Being & Engagement Officer from the Department of Education, shared an overview of the mental health supports available in schools. Tracy discussed the supports available for children in school, with specific reference to young people who identify as LGBTIQ+. Key information shared included:

- Mental health supports are available in school through a mental health fund – this is an evidence-based menu that schools can utilise to bring in external supports.
- Mental health promotion and support provided by practitioners in schools, who lead mental health practice, with a focus on health promotion and prevention. These practitioners coordinate support through external services.
- Actions taken to support students varies between schools and the needs of students.
- Toolkits are available for schools and for parents.
- Over the next four years, programs will be implemented in primary schools, with a whole of school approach adopted, centred on wellbeing, advocacy, student voice and agency. The difference between primary and secondary is in primary they are teacher trained (rather than allied health) with specialist wellbeing training with support from Uni of Melb with a Community of Practice.
- 'Nip it in the Bud' program developed to support teachers to address early warning signs.

Discussion:

A common theme was identified- young people do not want to continue to explain mental health concerns and needs to school staff- they expect interactions with suitably trained professionals.

Committee asked what is happening to address LGBTIQ+ community not feeling safe to disclose in schools. Tracy commented on the Safe Schools program, aimed at upskilling school communities and staff. Member noted that Safe Schools doesn't include intersex people.

Committee asked about the breadth of the issues and the approach to addressing stigma. Tracy commented on the following activities:

- Focusing on identifying the early warning signs
- Mental health first aid – for staff but also young people
- Awareness and promotion
- Primary school – it is being aware of the early warning signs of anxiety and depression
- Focusing on mild to moderate mental health issues
- Will work with more formalised services to support the acute end of the spectrum

Committee asked about the statistics on the levels of support required by students. Tracy noted that anecdotal evidence suggests increased presentation of acute presentations requiring Tier 3 level access to services.

Committee questioned how parents and carers find out about supports available. Tracy notes that access to information is promoted but each school will do this differently.

Committee notes that some local primary schools who are proactively supporting LGBTIQ+ questioning children have commented on backlash from parents. Questioned how this might be addressed and what schools and parents might need to help. Noting a good conversation for the LGBTIQ+ committee to address.

Action

Action 2: Tracy and Paul to connect to discuss Intersex inclusion in Safe Schools.

Action 3: DE and Council to scope the development of a community forum for parents to discuss early warning signs of mental health impacts and how to access supports.

Action 4: LGBTIQ+ Committee to address how to support gender questioning children and role of local government in facilitating community conversations.

3.3 Mental Health First Aid Training (10.20-10.40)

In preparation for social prescribing trials in the City of Banyule, Council plan to provide community-based organisations with appropriate resources and tools to manage and respond to presentations of mental health conditions of residents in community spaces and places.

To prepare, Council seeks to trial a mental health first aid training course for organisations/ community leaders, develop a mental wellbeing referral resource and consider the establishment of a local mental health alliance.

Discussion

Committee notes that this is an appropriate adjunct to the social prescribing model.

Multicultural communities report stigma and lack of understanding of mental wellbeing, and organisations that may represent a good connection include the Somali organisations (Somali Voice, Himilo and SACOV). Use demographic data and connections to determine other cultural groups that might benefit. First generation migrants might benefit.

Considering the upcoming Voice to Parliament referendum, should consider community leaders who are in front facing roles for training.

LGBTIQ+ and First Nations seem to be highest need – also suggestion to include Multicultural communities.

Committee notes that existing community programs offered through organisations are a good way to disseminate information, including Baby Café, homework clubs and women's only nights at OLC.

Other community leaders to consider include Scouts, sporting clubs, dance teachers, librarians etc.

Due to the limited places, Council should consider training local champions to make it sustainable.

Committee suggest the project is labelled a pilot, test the approach and consider ways to scale.

Committee suggest that post training follow up is required and ensure that participants understand how the training can be practically applied across the community.

Action

Action 5: Council to scope and define an appropriate training model and bring back proposal to the committee.

4. Standing Agenda Items

4.1 Inclusive Banyule Action Plan (10.40-10.55)

The first year's actions of the Inclusive Banyule Plan have now been finalised and the achievements of the first year are tabled for discussion. The committee were asked to review and comment on the Year 2 Inclusive Banyule actions, which will be delivered between September 2023 and June 2024.

Discussion:

Committee noted the expansion of actions and the attempt to represent intersectionality across the actions.

Committee agreed the actions are tangible, focused next steps and noted that population committees were to be engaged in review, prior to the action plan being presented to Council.

Action

Action 6: Council to present Inclusive Banyule actions to population committees for comment before implementing the plan.

4.2 Referendum on Voice (10.55- 11.10)

- Provide an overview on the joint committee yarning circle event and other community education events delivered to date.

- Committee invited to discuss ways to share information with communities that need support to make an informed decision.

Speaker: Uncle Owen and Cr Castaldo

Discussion:

Committee noted the success of the joint committee yarning circle and made the following comments:

- Suggested a large town hall community event that covers both sides of the argument. Cr Castaldo noted that a community forum was held but organisers were unable to find an appropriate “no” perspective speaker. Instead invited a constitutional lawyer to answer questions factually.
- YPRL proposes that libraries represent a place to find credible information for both sides of the Voice to Parliament. Noted that media literacy was an important skill to foster- understand what you are reading, where it is coming from, who is writing it, to determine if it is credible. Relying on facts rather than emotions is an appropriate strategy to consider. YPRL suggest the library is a good place to host future discussions.
- Member noted that it is unclear whether community expect Council to hold information sessions, and Council needs to be cognisant of how the support for the Uluru Statement of the Heart might be perceived as an endorsement of the yes vote, as such Council may not be viewed as independent.
- Committee agreed the role of Council is to provide pathways to information, and it was suggested that the most important information is to differentiate between the Voice (federal) and Treaty (State).

4.3 Advocacy update (11.10-11.15)

Refer to briefing paper for details. As Council have not formally endorsed the advocacy priorities, Committee were asked to accept information in briefing paper as indicative priorities, and can expect to receive a formal update in due course.

5. New Business

5.1 Other updates (11.15-11.30)

Banyule Community Bus

Glenn, representative of the Age-Friendly Committee, spoke about the principles of the Community Bus project, and states that the community bus was launched and acknowledged the Age-friendly committee participation in the project. The bus seeks to address accessibility, and is free to user. Council acknowledged the limitations of the bus and noted that expansion was impacted by NEL link project.

The route has 29 new stops, acknowledge the amount of advocacy and permissions needed to be sought.

Glenn congratulates the Council for its implementation and encourages all organisations to promote its use, gather feedback and promotes the evaluation of data to understand what would happen after the pilot period ends.

Discussion

YPRL suggests that an activity could be held at a branch to attract people to use the bus, and Ivanhoe would be an ideal location.

Action:

Action 7: The link to the Community Bus timetable to be emailed to Felix and a copy attached to the minutes.

Action 6: Council to explore programming options in locations on the route to attract community bus users and to connect residents to the community organisations and programs.

NDIS update

Sherryn noted that the NDIS are implementing a new user portal called PACE and the role of the local area coordinator, the Brotherhood of St Laurence will shift from writing NDIS plans to providing intake support, and community engagement and connections.

Action

Action 8: Sherryn to distribute information about upcoming NDIS changes and information sessions with the minutes.

https://www.ndis.gov.au/news/events?f%5B0%5D=event_category%3A73

6. Meeting Close

Next meeting: 8 November 2023, Ivanhoe Library and Cultural Hub

RAP Advisory Committee | Minutes



Meeting details

Date of meeting	Wednesday, 13 September 2023
Time	5:30pm – 7:00pm
Venue	Barrbunin Beek
Chair/Facilitator	Shelley Ware
Minutes	Kristen Munro

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Inclusive Banyule Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”

Attendee

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Banyule City Council
Cr Elisabeth Nealy	Banyule City Council
Shelley Ware	RAP Advisory Committee Member
Uncle Charles Pakana	RAP Advisory Committee Member
Uncle Owen Butler	RAP Advisory Committee Member
Zali Mifsud	Banyule City Council
Cath Bradley	RAP Advisory Committee Member
Tom Conley	RAP Advisory Committee Member
Kath Brackett	Banyule City Council
Jo Wilson	Banyule City Council
Jo Southwell	Banyule Community Health
Sue Harris	RAP Advisory Committee Member
Wally Johnson	RAP Advisory Committee Member
Kristen Munro	Banyule City Council

Apologies

Name	Affiliation/Organisation
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RAP Advisory Committee

Page 1 of 5

Cr. Peter Dimeralos	Banyule City Council
Maddie Miller	RAP Advisory Committee Member
Georgie Meyer	Banyule City Council

Guests

Hannes Berger	Banyule City Council
Nicol Rooks	Banyule City Council

Items

1. Introduction 5:30pm – 5:35pm

- Acknowledgement of traditional custodians
- Inclusive Banyule Statement
- Welcome to members
- Apologies
- Housekeeping

2. Confirmation of Minutes and Actions from previous meeting 5:35pm – 5:45pm

- Confirmation of minutes
- Action arising

Action	Outcome or Update	Status
Action 1: Sub-working group including Uncle Owen, Tom and Shelley to meet with the Repat hospital and then report back to RAP committee on discussions on how to progress the plaque.	Meeting next week	Ongoing
Action 2: Council Officer to organise for Hannes from Arts & Culture to discuss the exhibition and the acquisition of art	Update: Complete today	Completed
Action 3: Council Officer to arrange a sub-working group consistent of Uncle Charles and Shelley to discuss Uluru Statement from the Heart communications plan	Update: Council is hosting its third and final community consultation on the 8 October at ILCH. Barrier with comms to implement something in the Banyule Banner due to it being political without full context. Zali put forward a Treaty article.	Ongoing
Action 4: Investigate AHV MOU	Update: Uncle Charles and Zali met with AHV. Uncle Charles put forward the recommendation for Council to invest in an MOU with AHV. Shelley was the secondar.	Complete

Action 5: The sub working group of Sue Harris, Shelley Ware, Tom Conley and Uncle Charles Pakana be established to assist in selecting a consultant	Update: This has now been complete	Complete
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Recommendations:

The RAP Advisory Committee recommends that Council invests in an MOU with Aboriginal Housing Victoria (AHV).

3. Arts & Culture – Creative Banyule 2030 5:45pm – 6:00pm

- Hannes to present Creative Banyule 2023 & Acquisition of art

Discussion

Hannes presented PowerPoint on the new Arts and Culture Strategy up to 2031.

Cultural outcomes should be a focus in new strategy.

Walked through the Focus Area: Celebrate First Nations Culture.

First Year Action

-Strengthen a relationship with Barrbunin Beek Community in the first year.

-First Nations artists at all major festivals.

-Something about artists, art grants.

Feedback can be given on Shaping Banyule platform by October 1.

Shelley – Festival and arts team, how do we link it to our local connection to country and story, how does it relate to who is in our community and how do we highlight them?

Hannes- Focus on Connection.

Tom – Asked about how they will change their arts grants program, how are you going to do that?

Hannes- Unsure at the current moment, but more work needs to be done in research.

Charles- Present to the Beek Committee, get BBAGP CoM to provide feedback.

Jo S- Has Malahang Festival considered First Nation Engagement?

Peter- Will there be synergy between the Arts Strategy and the new Self-determination strategy?

Zali- We will work more collaboratively with other teams to make sure strategies align.

Kath- Our first nation reports.

Zali- Actions will be broad actions in the Self-determination strategy, but in more detail in the Arts Strategy.

Action

Council Officer Hannes to link in to the Barrbunin Beek CoM meeting.

4. Heritage Strategy Consultation 6:00pm – 6:20pm

- Nicola Rooks to present Council's Heritage Strategy

Discussion

Discussion about mention of Self-determination Strategy.

-Zali clarified that the VALGS is the recommended approach for the heritage strategy to Traditional Owner Groups.

Charles- concerned about the wording of Traditional Owner Group, as many of us do not belong to a Victorian TO group.

Nicola- Confirmed that terminology is still to be clarified.

Tom- Have you considered other organisations in the area?

Nicola- Will defer to it further in the Self-determination Strategy.
 Kath- question explicit language TOs and local Aboriginal Community.
 Zali- to work around language with Nicola.
 Community consultation closes on 31st October, link on post cards and minutes.
 Nicola wanted to clarify that we use the language "First Nations" in the Strategy.
 Community Impact team has a language guide.
 Shelley- Couple of times in our working groups that have come up about challenging local heritage.
 Opportunity to challenge heritage plan for us when historical information comes to light, eg. Street names.
 Nicole- To make sure it was addressed.
 Charles- Knowing is Truth telling.
 As truth comes out via truth telling- will heritage be flexible and open to change?
 Peter- Shared that after WW2 street names were changed to remove German names, but names were still put as abbreviations.
 Shelley would prefer a sign that says why the name was changed.

Action

Council Officer to send through all Shaping Banyule Survey

5. Banyule Housing Discussion Paper 6:20pm-6:35pm

- Nicole Rooks to provide presentation

Discussion

Interim Social and Affordable housing policy does mention the possible MOU with AHV.
 Demographic data shows that the challenge is not just getting the right amount of housing but the right type of housing and the challenges of affordability.
 -A lot more information in the discussion paper.
 Will need a link in the minutes to access through the Shaping Banyule Survey.
 Barriers to our community in finding housing and other barriers that our community face.
 -Cost of living is out of our control.
 - Charles asked about the feasibility of tiny homes.
 Nicola- Discussed this is being looked into around secondary housing.
 Peter- Is a tiny home a reason to drop our minimum standards for our houses in the municipality?
 Shelley- Concerns about the third level on the new townhouses
 Zali- Discussion with AHV for them to provide feedback on the housing discussion paper.
 Tom-Questions about high rise housing, is this a trend that will continue.

Action

Council Officer to send link for discussion paper Shaping Banyule survey for this Advisory Group.

6. General Business 6:35pm – 6:55pm

- Call for any general business items
 - [What commitment - financial and other resources - does Banyule Council make to Reconciliation Victoria?](#) – Uncle Charles
 - [Name Change – Sue](#)

- Community wellbeing over Referendum – Uncle Owen
- Shane Grigg Resignation – Zali
- First Nations Employment Update – Zali

Discussion

Zali identified that Shane Grigg has resigned from the committee, Zali to forward on the comments and thanks he has left for the members.

Zali shared an update on FN Employment Program has been endorsed by Council, now working through development and implementation of new program. Thank you to all the Advisory committee.

Zali shared that the ILCH Reconciliation Exhibition is opening on Friday night.

Uncle Owen shared for everyone to take care of themselves during the referendum period. Kath confirmed if members of the committee has access to the EAP program, Council can make that available, but will need to have a discussion around a process.

Uncle Charles requested if Banyule have a relationship with Reconciliation Victoria? As Rec Vic needs support from councils to continue the amazing work they do with local councils?

Cr Castaldo identified that Watsonia Neighbourhood house has some Yes signs, if you would like one let him know and he can drop it off.

Uncle Charles requested which Councillors are meant to attend this meeting? Chair has not attended for the past 3 meetings.

It was confirmed that Cr. Dimeralos Chair, Cr. Nealy Co-chair and Cr Castaldo attend.

Sue requested that the RAP Committee name be changed back to BATSAC. Committee discussed the process in order to do this. Kath and Peter confirmed it will need to be taken to Council in order to do this.

Action

Council Officer to investigate a formal relationship with Reconciliation Victoria.

Council Officer to investigate name change.

7. Close and date of next meeting 6:55pm – 7:00pm

- Confirm Actions arising
- Close meeting
- Next meeting: 15 November



Minutes Banyule Arts & Culture Advisory Committee

3 August 2023



Arts & Culture Advisory Committee | Minutes

Meeting details

Date of meeting	Thursday, 3 August 2023
Time	6pm – 7.30pm
Venue	Ivanhoe Library & Cultural Hub (Wilim Ngarrgu Community Meeting Room 2) 275 Upper Heidelberg Road, Ivanhoe3079 / Hybrid Online
Chair/Facilitator	Cr. Elizabeth Nealy
Minutes	Hiroki Kobayashi

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Attendee

Attendee name	Affiliation/Organisation
Joanne O'Hara	Community Member
Genelle Ryan	Community Member
Amy Stephenson	Community Member
Janelle Dunstan	Greenhills Neighbourhood House
Caroline Wall	Community Member
Kevin Ritchie	Community Member
Paul Higgins	Empire Studios
Leah Crossman	Bundoora Homestead Arts Centre
Cr Elizabeth Nealy	Banyule City Council Councillor
Kath Brackett	Director Community Wellbeing
Hannes Berger	Arts & Culture Coordinator, Banyule Council
Georgie Meyer	Manager, Inclusive & Creative Communities
Hiroki Kobayashi	Arts & Cultural Development Officer, Banyule Council

Apologies

Name	Affiliation/Organisation
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Arts & Culture Advisory Committee

Page 1 of 4

Cr Peter Dimarelos	Banyule City Council Councillor
June Gassin	Community Member
Deb Lemcke	Community Member
Craig Eloranta	Community Member
Kate Hansen	YPRL

Agenda Items

1. Welcome & Apologies

6.00pm – 6.05pm

- Acknowledgement of Traditional Custodians
- Diversity Statement
- Apologies
- Actions from previous meeting were all completed:
 - EOI for grants assessment panel.
 - Invitation to Barrbunin Beek Joint Committee event, Banyule Volunteer celebration and Resilient Banyule Working group.
 - Email seeking confirmation and agreement that committee members are happy to extend their term until the end of 2023

2. Advisory Committees Term Extension

6.05pm – 6.10pm

- Potential further extension of current term to end 2024 to better align advisory committee terms with four-year Council terms. Council to consider this at General Council Meeting on 7 August.

Action

Advise committee on outcome of Council's decision with any relevant outcome actions.

3. Creative Banyule

6.10pm – 7.00pm

Discussion

First Nations Focus Area:

- Importance of First Nations as the first objective/focus area of the strategy was noted by the committee.
- Strategy does not specifically mention the Wurundjeri Woi-Wurrung Traditional Owners. Suggestion there be more explicit mention/acknowledgment of Banyule's Traditional Owners, or opportunities to engage with Wurundjeri Woi-Wurrung community, artists, etc?

Sustainable and Thriving Creative Sector Focus Area:

- Suggestion that emerging artists should be explicitly referenced in the strategy – across the ages (not just young people).

Social Connection, Health and Wellbeing Focus Area:

- Does public art/visual arts belong here too? Social connection is also about other art forms – not just festivals as mentioned in this focus area.

Equitable Participation Focus Area:

- Support for a commitment of projects led by deaf/disabled artists. Discussion about how is this represented in action plan? What are the outcomes/deliverables? This is often difficult to deliver.

Creative Potential of Spaces and Places Focus Area:

- Support for the importance of this focus area. Questions about how will Council consider the distribution of budget/ resources for public art? (Upcoming Public Art Policy review will provide a framework for this).

General:

- Education /schools not a feature of the strategy. Can this be included? Could there be actions around schools engagement in Year 2 Action Plan?
- Communication about and engagement with strategy – must ensure language, even layout and design are accessible or else general public won't read or engage. Can Council ensure multiple methods of communicating the strategy to the community?
- Integrated Planning section – some confusion about the info graphic used in the document and where / how Creative Banyule fits in with it. Can this be articulated better?

Action Plan:

- Concerns from the committee there are too many actions for one year. Is it realistic? How will it be managed, and be made accountable? Concerns it will get lost internally with so many actions.
- Officers will review the draft strategy with an aim to addressing as many of the issues raised as possible – particularly: reference to Traditional Owners, Education/Schools, Emerging Artists, Public Art, and clarity around integrated planning.
- Based on this, BACAC voted unanimously to recommend the Creative Banyule draft strategy and Year 1 Action Plan to Council for endorsement.
- Next steps:
 - Officers to prepare a report for Council Meeting on 28 August
 - Pending Council endorsement, draft released for public exhibition via Shaping Banyule in September
 - Feedback considered, and a final draft prepared and brought to BACAC in November.
 - Intended adoption of Creative Banyule strategy by Council at the end of the year.

Action

Officers to prepare a report for Council Meeting on 28 August.

Recommendation

That Council note the unanimous BACAC recommendation to endorse the draft strategy for public exhibition.

4. Banyule Heritage Strategy

7.00pm – 7.20pm

- Officers have drafted a new 10 year Heritage Strategy recommending key actions to identify, protect, support and celebrate Banyule's rich and diverse local heritage.
- Some actions within the strategy will be assigned to the Arts and Culture team.
- Draft will be taken to Council for endorsement on 7 August. Once endorsed, it will be available on Shaping Banyule for community feedback.
- As key stakeholders, BACAC members are encouraged to provide feedback via Shaping Banyule and/or attend a community info session.

Action

Hannes to advise BACAC once Heritage Strategy is released for public feedback.

5. Other Business

7.20pm – 7.25pm

- Request by Cr. Nealy for BACAC meetings to be held at locations other than ILCH. This would make it easier for those traveling to meetings from the north of Banyule. (Committee noted the importance of proximity to train station)
- Committee in agreement to try other spaces starting with 1 Flintoff St office for next meeting.

Action

Hannes to arrange for meeting to be held at Council Offices in Greensborough for 2 November meeting.

6. What's On

7.25pm – 7.30pm

- A&C Program July - Dec
- [ILCH programming](#):
 - [Cat-isms](#) – (Cat exhibition, Loft 275)
 - [Murray Griffin](#) – (showcase exhibition, Art Gallery 275)
 - Works on Paper Finalists Exhibition – 16 Sept – 26 Nov

Close and date of next meeting

7:30pm

- Next meeting – scheduled Thursday 2 November 2023 at 1 Flintoff Street, Greensborough

Banyule Environment and Climate Action Advisory Committee (BECAAC) | Minutes



Date of meeting	Thursday, 14 September 2023
Time	6:00 pm – 8:40 pm
Venue	Room 4.06 – Level 4, 1 Flintoff Street, Greensborough / Hybrid Online
Chair/Facilitator	Cr. Peter Castaldo (Mayor)
Minutes	Rowena Cairns / Damien Harrison
Attendees	Damien Harrison, Jonathan Risby, Michelle Giovas – BECAAC Member Alex Tzikas – BECAAC Member Vicky Rowe – BECAAC Member Paul Gale Baker – BECAAC Member Sarah Bandey – BECAAC Member Trivess Moore – BECAAC Member Lynne Siejka – BECAAC Member Denise Fernando – BECAAC Member Cr. Peter Costaldo (Mayor) Jonathan Risby - Manager Transport & Environment Damien Harrison – Environment Coordinator Rowena Cairns – Community Climate Action Lead / Contact Officer Emily Harriss – Strategic Planner
Apologies	Kellie Watson – BECAAC Member Cr. Alida McKern Cr. Tom Melican

Time	Topic	Presenter
Introduction		
	<ul style="list-style-type: none"> Acknowledgement of Country Diversity Statement Welcome Introduction of new members and guests 	Chair

New Business

Housing Discussion Paper

Housing Discussion Paper survey:

<https://shaping.banyule.vic.gov.au/HNC/survey>

Presented by Emily

Harriss, Strategic

Planner, Banyule

- Concerns raised about young families leaving the area due to being priced out of Banyule. Recognition that this situation got worse recently with increased interest rates.
- Some discussion around 4-6 level apartment buildings – are they really medium density? Many would assume they are high density. A member responded by saying that 4-6 storey are typically regarded as medium density in cities, though for Banyule this may feel higher density due to lack of this housing stock relative to inner city areas.
- Concern raised about the lack of space for canopy trees and gardens in new multi dwelling developments.
- While we might be leaders in the ESD space in local Government recognition that we need to do better in terms of vegetation retention and good design. We need to find ways to afford more space for canopy trees to support our urban forest and climate adaptation goals.
- We have a local policy to elevate ESD as the State framework is lagging.
- Sustainable design for energy use – a comment raised that orientation, materials and other matters not being pursued adequately. Ignorance of consumers must be a large contributing factor, not just the development industry getting away with business as usual. No consumer demand holding developers accountable for elevated design outcomes.
- Need to educate builders/developers about Council's sustainability requirements.
- There are planning controls/mechanisms that Council can use to get better outcomes – Council should be pushing for better outcomes.
- Comment that the Discussion Paper is a 'safe' document and Council doesn't seem to be pushing the envelope for better ESD design outcomes. We could be pushing for higher than 7 stars and taking a strong leadership role. We will not achieve our net zero emissions targets if we don't be bold.
- Community housing partnerships are an opportunity for Council to push for high ESD outcomes and provide leadership.
- Exploring the transport corridors and accessible areas for future growth. Need to be mindful that higher density along rail corridors can conflict with wildlife corridors – how can this be addressed?
- Multi-dwelling complexes – need EV infrastructure to be mandated. This should be considered in conjunction with other sustainability requirements like solar, batteries etc.
- How can we better support the development industry to strive for better outcomes? Good design guidelines on Council's website easily accessible for developers and residents.
- Reference to Cape Paterson Eco Village – averaging 8.4 star green star rating. We should be striving to emulate this.
- Design packages that could fast-track application process? – could we look for incentives for developers to raise the bar on environmental design to have a smoother/streamlined application process?

Housing Discussion Paper survey: <https://shaping.banyule.vic.gov.au/HNC/survey>

- Link for the survey is going to stay open for 1 week – if BECAAC Committee Members could complete the survey it would be much appreciated.

BECAAC:

Rowena Cairns

- Extension to the Term
- Recruitment Process / EOI
- Terms of Reference (ToR) Update

All current members in attendance agree to extend their BECAAC Committee membership until September 2024. This aligns with Council's general election cycle.

Further, as we have vacancies in our BECAAC committee, we will shortly commence an expression of interest process for new members.

On 7 August, Council resolved to offer members who hold community positions on our committees an annual thank you gift.

Council agreed to offer community members one (1) of the following gifts:

- A sitting fee of \$100 per year
- A \$100 Shop Local voucher
- A Multi-pass entry at a Council leisure facility (Ivanhoe Aquatic or Olympic Leisure Centre)
- A donation of \$200 per committee term period (two (2) years) to a local service support organisation or the Banyule Community Fund

It is important to be clear about the details of the offer. A gift will be offered under the following conditions:

- The member holds a community member position on the committee.
- The member attends 60% or more of meetings between September 2023 and September 2024, except in exceptional circumstances.

We acknowledge that some community members volunteer their time to participate in our committees without expecting a gift. There is no obligation to accept a gift.

Progress on State of Environment report indicators

Damien Harrison & Rowena Cairns

A review of the State of the Environment (SOE) indicators was completed at the last BECAAC Meeting (June 2023).

Damien presented a review of which of the SoE indicators previously discussed would be:

- (a) feasible / achievable; and
- (b) would require further exploration on feasibility to be included.

Category	Indicator	Comments
Is feasible / can be achieved	Council's community-facing sustainability events and programs – quantitative indicators around participation.	This is a very easy metric to include.
	Scope 1 & 2 emissions – can we separate these out?	This is easily done.
	Total # trees planted on nature strips and in public open space.	We already provide the overall figure, though this can be broken down into street and open space components, and indigenous itemised.
	Electricity is now removed from the emissions tracker, though it would be good to recognise that this is now zero in the data and graphs (if possible).	Yes this is definitely possible in the data and commentary. We'll also look at how this could be graphically represented.
	What makes up the Scope 1 emissions? Break this down further.	This is now gas, vehicle fuel and fugitive emissions. We can explain this in the commentary.
	Electric no gas in building – can we track this?	We can monitor the number of gas accounts and report change over time.
	Graph of emissions sources (gas/oil/electricity) – can we include other sources as well and discussion around what might be found in other would be good.	Fugitive emissions and emissions embedded in our goods and services (Scope 3) can be included, and some commentary around what they include.
	Graph of number of gas appliances across Council facilities.	This will be feasible in the future, though we will need to first undertake a comprehensive audit of our electrification works. This will be happening over the coming 12 months, so it is recommended this be deferred to 2024 SoE.
Solar on Council facilities - not sure the best way to capture information regarding solar that we export and is not associated with our energy usage but is an important part of our energy story that could be added to the earlier energy graphs or separately.	We currently report on our total renewable energy capacity in MW, though there may be other ways we can report on the positive impact that solar has on Council's environmental footprint. This will be explored further.	
Needs further exploration	Impact of Council's sustainability events on behaviour or awareness.	Measuring behaviour change is notoriously difficult without investing significant time and resources.
	Contamination of organics.	Further discussion with Council's Waste team required to ascertain if any audits are undertaken.
	Number of planning applications that included native vegetation removal where some or all of the removal was approved. Investigate pre and post COVID figures. Potential case studies of typical approved applications.	This one will need further discussion with Council's Development Planning team to see what data we capture and how easy this is to extract and report on. We can also investigate net vegetation gain/loss on private land.
	Sustainable Procurement – setting a baseline for recycled materials.	We will explore how this could be achieved, though it would require clear data from all suppliers of goods and services.
	No requirement for implementing the Green Factor tool. Could we develop an indicator around this? We can by negotiation influence developers to use it. The BESS could be too broad.	This one will need further discussion with Council's Development Planning team. We can explore both the BESS and other datasets to see what might be feasible and meaningful to report against. We are anticipating the seven star standard along with no gas in new builds to come into effect next year so we will need to track this.
	How do we show the impact of our energy efficiency and other work to reduce our energy demand? Should we consider an indicator around this?	Council emissions – we track electricity and gas consumption data to see change, though there are many variables to consider, including changing energy demand in facilities and new builds. In 2022-23 our electricity consumption still rose despite several energy efficiency upgrades.
	Is the SoE reporting on the measures of emissions reduction or the initiatives we are undertaking to deliver emissions reduction? How much resourcing should we allocate to promoting the achievements through programs and initiatives vs reporting on emissions data?	Measuring the impact of Council's programs and support for community emissions reduction is challenging and will require some further thought and analysis. Our overall impact on emissions from the residential and business sectors is very low, so perhaps more qualitative analysis and case studies would be more meaningful.
	A more detailed vehicle emissions graph would be very good to show emissions from individual vehicles, which would highlight the importance of particular vehicle types such as heavy vehicle side loading waste trucks.	We will discuss this further with Fleet, though we believe it is achievable. We have overall category fuel consumption and emissions data, so this could be averaged out across the number of each vehicle type.

The Environment Team will look to this for future SoE reports.

Standing Items

Update on Corporate Emissions Reduction Plan refresh

Damien Harrison

Damien advised:

- Corporate Emissions Reduction Plan (CERP) well underway
- Works being led by Corporate Emissions Reduction Lead, Environment Team.
- Community Consultation likely December through Jan/Feb.
- Next BECAAC meeting in December – will be presented to BECAAC and consultation at next meeting also.

- Council electricity emissions down to zero – but we may need to present the “why” – we are purchasing green electricity Council - wide.

Biodiversity Plan Update

Damien Harrison

Damien advised:

- Consultation for biodiversity strategy is at its completion, with two more public information sessions to go. Damien wished to thank the representatives on the working group.

Adaptation Plan Update

Rowena Cairns

Rowena advised:

- the Adaptation Framework planning is underway and community consultation will likely be Dec-Jan.
- presented draft planning schedule for the work. BECAAC requested community consultation be open also into February. Rowena also advised this consultation will be in line with the timing of community consultation for CERP.
- Next BECAAC meeting in December – will be presented to BECAAC and consultation at next meeting also.

Community Batteries Follow Up

Rowena Cairns

Rowena advised:

- Jemena are progressing
- Bellfield location remains of interest.
- More to update December meeting.

Urban Food Update

Paul Gale-Baker

Paul advised:

- Food strategy – public exhibition is completed, and the draft will be going to Council on 25 September
- Feedback that the strategy needs to be clearer in its intention and easier to digest.
- Need more than just backyard gardening to supply ample food to the community. Need other forms of urban agriculture.

NELP Update

Michelle Giovas TBC

Michelle advised:

- NELP progressing with the sheds and conveyer belt.
- People are encouraged to report any issues they are seeing/experiencing with the works.
- Report to Council in Oct with recommendations on the latest designs.

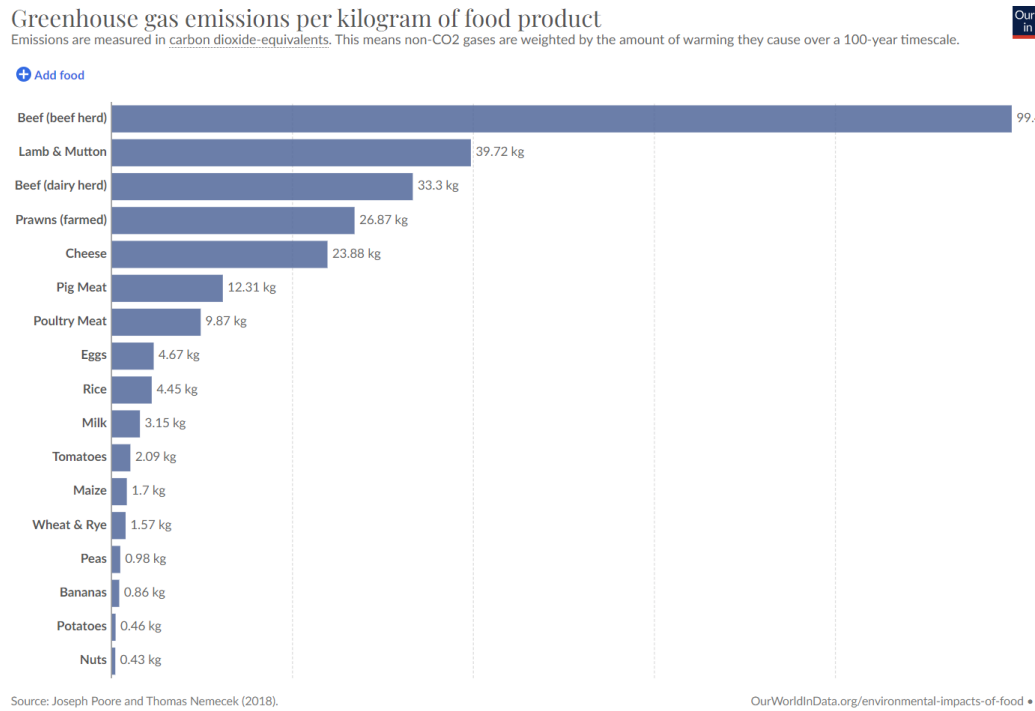
Other Business

Any

Plant Based Treaty (Cr. Costaldo):

- Educate the community around the environmental benefits of shifting to a plant based diet.
- Wide support for the above to be considered as an inclusion in the Urban Food Strategy to enhance the environmental focus of the plan.

Cr. Costaldo presented from ‘Our World in Data’ – Greenhouse gas emissions per kilogram of food product – for open discussion.



Meeting end 8:40pm – Next meeting 14 December 2023



Minutes Multicultural Committee

16 August 2023

Multicultural Committee | Minutes



Meeting details

Date of meeting	Wednesday, 16 August 2023
Time	6:00 – 7:30pm
Venue	Ivanhoe Library and Cultural Hub, 275 Upper Heidelberg Road, Ivanhoe Community Meeting Room – Upper Ground
Chair/Facilitator	Cr Fiona Mitsinikos
Minutes	Lisa King

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Diversity Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”

Attendee

Attendee name	Affiliation/Organisation
Cr Fiona Mitsinikos	Banyule City Council
Jeyarajah (Raj) Ramanathan	Community member
Louisa Ong	Community member
Samira Liban	Community member
Melina Linardatos	Community member
Hosein Gharavi	Community member
Alaa Elzokm	Heidelberg Mosque
Albert Fatileh	Victoria Police
Ansum Sadik	Victoria Police

Apologies

Name	Affiliation/Organisation
Cr Mark Di Pasquale	Banyule City Council
Ginger (Lan) Jiang	Community member

Guest speaker

Name	Affiliation/Organisation
Emily Harris	Banyule City Council

Council staff

Name	Affiliation/Organisation
Nicole Maslin	Banyule City Council
Lisa King	Banyule City Council

Items

1. Introduction – Cr Fiona Mitsinikos

Acknowledgement of traditional custodians
Diversity Statement

The committee acknowledged the resignation of Naaz Fahmida and she was thanked for her contribution.

The committee welcomed a new member, Hosein Gharavi.

2. Minutes from previous meeting – Cr Fiona Mitsinikos

Agenda Item	Action Arising	Progress
Understanding racism research project	Lisa to engage with Vic University	Included as an action in the 23/24 Inclusive Banyule Action Plan

3. Consultation – Emily Harris

Housing Discussion Paper

Banyule's population is changing and so too are our housing needs.

Council is currently undertaking a review of its Housing and Neighbourhood Character Strategies in preparation for future housing growth and changing housing needs.

To assist with this review, Council has prepared a Housing Discussion Paper which considers:

- Community feedback to the Preliminary Discussion Paper in 2022
- Feedback from Banyule's Population and Advisory Committees
- Analysis of Census data from 2021
- Data from the Housing Capacity Report (prepared as part of this review) which projects supply and demand for housing over the next 15 – 20 years
- State Government guidance and policy for housing and neighbourhood character

The Discussion Paper is based around three housing pillars which are:

Multicultural Committee

Page 2 of 6

- **Driving housing for all** – encouraging/supporting diverse and affordable housing in the right locations
- **Elevating good design** – encouraging/supporting high quality architecture that is sustainable and liveable for all
- **Valuing preferred neighbourhood character** – creating a sense of identity in our local neighbourhoods by protecting and enhancing valued attributes

Feedback received during community consultation will be used to inform the updated Housing and Neighbourhood Character Strategies. Further consultation will be undertaken with the community once a draft of both strategies is completed in 2024.

Emily presented background information about the discussion paper and facilitated a discussion with the committee. The following discussion points were noted:

Discussion

The Committee asked to understand how much of what is included in the Housing Strategy is enforceable by law.

- Feedback received during community consultation for the Housing Discussion Paper will be used to inform the updated Housing Strategy. This may result in changes to the Banyule Planning Scheme (e.g. land use zones) which is enforceable under the *Planning and Environment Act 1987*.

How can Council guarantee affordable housing is of quality? Compromise is required to ensure costs are affordable.

- The Housing Discussion Paper identifies good design as a key priority in Banyule. The Discussion Paper explores ways in which Council can encourage the local development industry to improve the quality of housing in Banyule. This includes:

- Promoting good design by facilitating design forums with the community and local development industry
- Encouraging good design through the creation of design guidelines for residential development in Banyule
- Recognising good design through a design excellence program or similar

Committee asked why Council needs to develop a housing strategy?

- It has been 10 years since Council last updated its Housing Strategy. Since then, our population has grown and our households have become more diverse. It is important that we update our Housing Strategy to ensure we remain on track to accommodate projected population growth and changing housing needs.

- With a finite limit on space or available land there will be a limit to the number of new housing that is available.

- Some members of the community will not want to live in high density housing, they will still choose to have space, front and back yard, outdoor space.

- Parking in many areas can be challenging, increasing housing density, adding multiple dwellings will have an impact on parking.

- Families report challenges finding suitable housing for the size of their family.

- There are selective schools in Banyule and this results in more people wanting to live in specific areas.

- There is a need to ensure there is infrastructure to support population growth.

- Community members can choose to purchase in more affordable areas if they cannot afford prices in Banyule.

Community consultation on the Housing Discussion Paper is live until 31 August 2023. During this time, we are encouraging the community to provide feedback and engage in discussions through our online survey which is available on the Shaping Banyule page: <https://shaping.banyule.vic.gov.au/HNC>

Action

Lisa King to distribute the Community Infrastructure Plan with minutes.

Lisa King to distribute the Housing Discussion Paper PowerPoint with minutes.

4. Inclusive Banyule – Lisa King**23/24 Inclusive Banyule Action Plan – Lisa King**

Following the completion of the Year 1 Inclusive Banyule Action Plan, which included 26 inclusion actions, the Year 2 Action Plan was proposed to the committee. The plan includes 12 actions specifically related to multicultural inclusion.

The committee agreed with the proposed Year 2 actions.

1. We will investigate ways to connect newly arrived migrant residents to community supports and groups.
2. We will continue to advocate for further funding for the Salhdig project, focusing on supports for Somali-Australian young people and their families.
3. We will review and update the information on Council's website to ensure it is relevant and useful for multicultural communities.
4. We will continue to monitor refugee and asylum seeker arrivals in Banyule and distribute our Welcome to Banyule for refugees and asylum seekers resources through local community organisations.
5. We will promote the use of translation and interpreter services within Council services.
6. We will promote participation in cultural-based older adults groups in Banyule.
7. We will participate in a research project with Victoria University to understand reporting barriers and support needs of people experiencing racism.
8. We will convene bi-monthly Multicultural Committee meetings.
9. We will continue to elevate visibility and awareness of multicultural communities through events, advocacy and days of celebration.
10. We will review the Inclusive Business Guides to support businesses to uplift inclusive practice for multicultural communities.
11. We will promote community food initiatives that connect the community and builds sustainability and capacity in food security and access.
12. We will progress our Welcoming Cities commitment.

Days of Significance events 2023-24 – Lisa King

Committee were invited to comment on the proposed list of days of significance events and acknowledgements. A discussion was held with two additional dates noted.

The committee agreed that events should focus on Harmony Day/Week and Refugee Day/Week as they include everyone and build community inclusion and harmony.

It was noted that days of religious significance should also focus on opportunities to bring all people together to share and learn and not just the individual faith community.

Action

International Day of Commemoration in Memory of the Victims of the Holocaust – 27 January to be considered as a day of significance.

Lisa King to check the inclusion of Nowruz – 20 March 2024, as previously discussed by Committee.

Racism project – Lisa King

Banyule will participate in a Victoria University anti-racism project called Understanding Reporting Barriers and Support Needs of People Experiencing Racism. This project is in collaboration with the Ethnic Communities' Council of Victoria (ECCV) and the Islamic Council of Victoria (ICV).

Committee members are asked if they can support by promoting the project and helping identify members of the community to be trained as facilitators.

- Identify 3-4 local people to be trained as facilitators and will invite community members to attend focus group sessions.
- The facilitators receive training from Victoria University to run the focus groups and are paid \$300 for their time on the project (approx. 5-6 hours of work).
- Committee support to identify potential facilitators and promote members of the community to complete the survey.

Action

Committee members to contact Lisa King with suggestions for members of the community to be trained as facilitators.

Extension of Committee Term – Cr Fiona Mitsinikos

Members would be aware the current committee term expired on 30th June 2023.

The Committee were thanked for their valued contributions over this time. Council is excited to announce that on 7 August, Council resolved to extend this committee term to September 2024, to create alignment with the Council's general election cycle.

What does this mean?

Lisa King will discuss the option to extend your membership on the committee. If you choose to finish term, Council will write to you to thank you for your contributions. If you choose to continue, your membership will automatically be renewed until September 2024.

Honorariums – Cr Fiona Mitsinikos

Over the past year, Council has investigated ways to better acknowledge and thank committee members for their time and contributions. After consultation with population committee members, Officers formally requested Council consider providing a small annual gift.

On 7 August, Council resolved to offer members who hold community positions on our committees an annual thank you gift.

What will be offered?

Council agreed to offer community members **one (1)** of the following gifts:

- A sitting fee of \$100 per year
- A \$100 Shop Local voucher
- A Multi-pass entry at a Council leisure facility (Ivanhoe Aquatic or Olympic Leisure Centre)
- A donation of \$200 per committee term period (two (2) years) to a local service support organisation or the Banyule Community Fund

It is important to be clear about the details of the offer. A gift will be offered under the following conditions:

- The member holds a community member position on the committee.
- The member attends 60% or more of meetings between September 2023 and September 2024, except in exceptional circumstances.

Multicultural Committee

Page 5 of 6

We acknowledge that some community members volunteer their time to participate in our committees without expecting a gift. There is no obligation to accept a gift.

Action

Lisa King to send Memo notifying Council's Advisory and Population Committees of the changes.

The Committee were thanked for their time and contributions.

5. Council updates – Cr Fiona Mitsinikos

None

6. Any other business – All

Information share for committee members

None.

7. Close and date of next meeting

Wednesday 18 October 2023

Multicultural Committee | Minutes



Meeting details

Date of meeting	Wednesday, 18 October 2023
Time	6:00 – 7:30pm
Venue	Ivanhoe Library and Cultural Hub, 275 Upper Heidelberg Road, Ivanhoe Clara Southern, Level 1
Chair/Facilitator	Cr Fiona Mitsinikos
Minutes	Lisa King

Acknowledgement of the Traditional Custodians

Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.

Diversity Statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.

Attendee

Attendee name	Affiliation/Organisation
Cr Fiona Mitsinikos	Banyule City Council
Jeyarajah (Raj) Ramanathan	Community member
Louisa Ong	Community member
Ginger (Lan) Jiang	Community member
Samira Liban	Community member
Melina Linardatos	Community member
Hosein Gharavi	Community member
Ansum Sadik	Victoria Police

Guest

Attendee name	Affiliation/Organisation
Rekah Colaco	Community member

Apologies

Name	Affiliation/Organisation
Alaa Elzokm	Elsedeaq Heidelberg Mosque
Albert Fatileh	Victoria Police

Multicultural Committee

Page 1 of 7

Guest speaker

Name	Affiliation/Organisation
Steph Neoh	Banyule City Council
Steph Ashby	Banyule City Council

Council staff

Name	Affiliation/Organisation
Jo Wilson	Acting Director Community Wellbeing
Lisa King	Banyule City Council

Items

1. Introduction – Cr Fiona Mitsinikos

Acknowledgement of traditional custodians

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Diversity Statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.

A quorum was not reach for this meeting due to attendance numbers.

2. Minutes from previous meeting – Cr Fiona Mitsinikos

Agenda Item	Action Arising	Progress
Understanding racism research project	Lisa to engage with Vic University Committee members to contact Lisa King with suggestions for members of the community to be trained as facilitators.	Included as an action in the 23/24 Inclusive Banyule Action Plan.
Distribute the Community Infrastructure Plan with minutes.	Plan distributed	Completed
Distribute the Housing Discussion Paper PowerPoint with minutes	Housing discussion paper distributed	Completed
New days added to the calendar	Lisa to investigate further	In progress
Distribute Memo notifying Council's Advisory and Population Committees of the changes.	Memo distributed	Completed

3. Harmony Day discussion – Steph Neoh and Lisa King

Harmony Exhibition 2024

To support our multicultural community, Council is planning an exhibition as part of the Harmony Day 2024 celebrations.

Dates of the exhibition: 21 March – 14 April 2024

Committee members are invited to provide ideas for direction/theme for this exhibition.

Discussion

- Calligraphy – exploring the calligraphy art of different cultures
- Religious art
- Music – explored through different mediums:
 - o Gregorian and Byzantine chants
 - o Beautiful handmade musical instruments can be showcased
 - o Video – of cultural music and dance
 - o Some visual art (painting, drawing etc or photographs) of cultural music/performances, or costumes of performers

Below are photos from previous exhibitions and performances.



Somali Exhibition 2023



Harmony Day 2022



Harmony Day 2021

Action

Feedback from Committee Members by **12 November** – please email Steph.Neoh@banyule.vic.gov.au

Harmony Day event 2024

Proposed event includes:

- Weekend date – Saturday 23 March 2024 – To be confirmed.
- Held at Ivanhoe Library and Cultural Hub utilizing the open amphitheatre space, community meeting rooms and art gallery.
- Ideas include:
 - Cultural market and community information to help link community together, understand opportunities for social connection, local multicultural traders.
 - Music, entertainment and performances held outside in amphitheatre.
 - Meals with Impact food truck – social enterprise who empower women from migrant and refugee backgrounds to find employment success through a shared love of food. Possible to provide 200 free meals <https://mealswithimpact.com.au/our-services/>

The event will focus on creating a fun, vibrant celebration of cultural diversity, information sharing and an opportunity to bring community together. It also provides an opportunity for community members to find out more about what is happening in our community and how they can get involved.

Discussion

Ideas from Committee to be included at the event:

- Gregorian and Byzantine chants – local choir located in Preston
- South Asian dancing
- Cultural dress items on display

4. Consultation – Steph Ashby**Gambling Policy**

The Committee are invited to discuss steps Council will take to reduce gambling harm and make comment on what we have got right, what is missing and what we should consider changing.

Discussion

Key points identified by Committee:

- Gambling very prevalent within the Somali community. Electronic gambling is not seen to be cool among young Somali Australians. Unsure about the issue of online gambling.
- Gambling within the Chinese is common with members reporting hearing experiences of community members experiencing large losses, very quickly. Some of the reasons for gambling include:
 - Limited social connection or opportunities
 - Boredom
 - No other activities to do
 - Gambling is accessible
 - It helps pass the time and is relaxing
 - Feeling that it is “easy money”
 - Social contact when someone has limited English language
 - Addiction occurs quickly

- Some of the impact gambling has on the Chinese community include:

Multicultural Committee

Page 4 of 7

- Borrowing money at high interest rates
 - Loss of tuition fees in international students
 - Impacts on friendships due to borrowing of money
- Advertising of gambling is a real issue in the community. It is now everywhere. The Committee questioned why this was allowed.
 - Exposure happens in children through games which mimic gambling experiences. This means they have exposure in their early life.
 - Online gambling is a significant problem noted in the community. It can be done anywhere and on anything.
 - Gambling impacts new migrants and vulnerable people

To provide more feedback, please visit: <https://shaping.banyule.vic.gov.au/Gambling>

Resilient and Safe Banyule Consultation

Council has drafted a new Framework called Resilient and Safe Banyule. The Framework will be a roadmap for Council to help make our community stronger and safer. It will focus on things like keeping people healthy, bringing folks together, and being ready for challenges.

Discussion

- Preventing violence and gender equality is very important.
- Social and inclusion focus area was discussed in the context of the gambling policy - strong community connection can contribute to a more resilient community.
- Support a growth mindset in the community – look at other countries who are more resilient and find out what we can learn from them.
- Preparedness for stresses and shocks is important and encompasses community preparedness and environment preparedness – including burning off, relevant tree removal etc.
- The important balance of providing adequate tree canopy to promote cooling for hot weather, and retaining vegetation for biodiversity, while also appropriately implementing fuel management.

To provide more feedback, please visit: <https://shaping.banyule.vic.gov.au/ResilientBanyule>

Older Adults Framework

Council, in partnership with the Older Adults Working Group and Age-Friendly Committee, have drafted a new Older Adults Framework. The aim of the Framework is to support older adults to live and age well in Banyule. The Committee to review to Older Adults Framework via Shaping Banyule and invited to provide feedback <https://shaping.banyule.vic.gov.au/OlderAdults>

See the attached **Memo – October** for more information and links.

Volunteer Policy

A brief overview of Council's drafted volunteer policy was presented. Committee are invited to provide comment on the draft policy, by emailing laura.cattapan@banyule.vic.gov.au.

See the attached **Memo – October** for more information and links.

5. Inclusive Banyule – Lisa King

Racism project

Project update

- 3 Peer facilitators have been recruited and have received training from Victoria University. The first of the 3 focus groups are being planned.
- Continuing to identify 1 more additional facilitator from the community through key organisations and local networks. Please contact Lisa King if you know anyone who is interested in this opportunity.

Support from Committee

- The Committee is asked to promote the online survey with their community. Please ask friends and family to complete the survey to ensure we collect the required amount of data. You can find the survey here:

https://vuau.qualtrics.com/jfe/form/SV_9YK4MGjAhvFYji6

Action

For members to promote the survey with community https://vuau.qualtrics.com/jfe/form/SV_9YK4MGjAhvFYji6

ICAN

Item not discussed due to time constraints. This item will be discussed in the November 2023 meeting.

Banyule has been invited by Merri-bek City Council to consider a joint action could potentially yield significant influence over our government's policies concerning nuclear weapons. Merri-bek has been contacting other councils that have endorsed the ICAN Cities Appeal with the intention of combining our efforts.

Merri-bek City Council have asked if Banyule open to sign a joint statement based on this:

<https://www.merri-bek.vic.gov.au/my-council/news-and-publications/news/merri-bek-city-council-is-a-nuclear-free-zone/>

6. Council updates – Cr Fiona Mitsinikos

- Adoption of the Urban Food Strategy
- Adoption of the Urban Forest Strategy

7. Any other business – All

None.

8. Information share for committee members

- Opportunity to share any new information, facts, emerging issues or events.
- Committee members invited to bring suggestions, ideas, emerging issues for discussion.

9. Close and date of next meeting

Wednesday 29 November 2023



Minutes Banyule Disability & Inclusion Committee

23 August 2023

Disability & Inclusion Population Committee |

Minutes



Meeting details

Date of meeting	Wednesday, 23 August 2023
Time	5.30-7.00pm
Venue	<i>Wilim Ngarrgu</i> Community Meeting Room 2, Ivanhoe Library and Cultural Hub - 275 Upper Heidelberg Rd, Ivanhoe.
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr. Castaldo	Chair
Laila Fernandez	Disability & Inclusion Committee Member
Aaron Williams	Brotherhood of St Laurence (Local Area Coordinator)
Merryn Lawson	Disability & Inclusion Committee Member
Ros Melling	Disability & Inclusion Committee Member

Guests and Council staff

Name	Affiliation/Organisation
Emma Butterworth	BCC (Senior Strategic Planner)
Rocio Silva	Community Member guest
Angela Bergman	Community Member guest
Sherryn Prinzi	Banyule City Council (Coordinator, Community Impact)
Hannes Berger	BCC (Coordinator Arts & Culture)
Liz Harvey	BCC (Community and Social Planner)

Apologies

Name	Affiliation/Organisation
Parvin Ahadi	Disability & Inclusion Committee Member

Dani Stramandinoli	Disability & Inclusion Committee Member
Allan Leenearts	Disability & Inclusion Committee Member
Shannon Joyce	Disability & Inclusion Committee Member
Emma Lowe	Disability & Inclusion Committee Member
Sarah Hockey	Disability & Inclusion Committee Member
Alisha Rotella	Disability & Inclusion Committee Member
Donna Pritchard	Disability & Inclusion Committee Member
Elizabeth Parry	Disability & Inclusion Committee Member
Cr. Champion	Co-Chair
Kath Brackett	Banyule City Council (Director, Community Wellbeing)
Jo Wilson	Banyule City Council (Manager, Connected and Resilient Communities)

Items

The quorum for this meeting was not achieved.

1. Introduction

Members were welcomed, acknowledgments read and welcomed Aaron as an ongoing member of the Committee, representing Brotherhood St Laurence.

Angela and Rocio were introduced as guests, attending as observers.

2. Minutes from Previous Meeting

Agenda Item	Progress
Council to investigate statistics on carers and barriers to employment	In progress, results will be shared at next meeting.
Council to consider committee suggestions for recommendations for website updates	In progress. Disability Panel of experts met on 7 August to confirm recommendations for website improvements. Councillors briefed 21 August on next steps. Accessibility measures are being scoped in preparation for next steps to website development.
Distribute Accessible Communications Guide to committee when published.	Accessible Communications Guide ready for early release. Accessibility of PDF being built for final release. Guide to be attached to meeting minutes.
Council to report issues with parking at Olympic Village to Transport Team	Complete
Council to provide feedback to Arts & Culture team and request action on Boulevard lights	Complete - Arts and Culture Team and Transport invited to speak to committee
Visual stories for events- Details of company to be passed Arts and Culture	Details of company not obtained

3. New business

3.1 Housing Strategy Consultation

Banyule is preparing a new Housing Strategy and seeks feedback from the committee to inform its development. The Committee has previously provided information on Social and Affordable housing concerns including:

Disability & Inclusion Population Committee

Page 2 of 6

- Rent to buy programs should be offered
- Liveable housing – planning program that a certain number must be accessible - Accessibility of social housing should be considered in design - Making accommodation suited to individual needs
- Wrap around supports needed to accommodate needs of residents
- Having a say before decisions are made on housing stock
- Smaller developments - people with disability don't necessarily respond well to overcrowded living conditions
- Friendships – keeping people together
- Council having a NDIS expert to support community to help people understand their options

Building on this information, Council seeks to engage in a broader discussion on housing and neighbourhood character in Banyule. Committee were provided details in August Briefing Paper.

- Emma noted the 2022 preliminary discussion paper and the establishment of an interim social and affordable housing policy as a result.
- Anticipating increase of 16,359 people, and 7,030. Households are getting smaller - need to make sure housing is suitable for future populations and design needs for ageing and disability communities.
- Key issues heard - quality of design - new dwellings not being designed to appropriate standards and needs to meet universal design principles.
- Affordability - people on low to moderate income ranges are least likely to experience housing affordability or be able to rent in Banyule. Need to look at new ways to provide housing options including co-housing, secondary developments or tiny houses, and unlocking land for more affordable housing, and greyfield renewal - looking at the whole precinct.

Pillars proposed to be included in the new Housing Strategy:

- Housing for all
- Elevating good design
- Valuing preferred neighbourhood character

Discussion

Q: Abandoned houses - can these be used? Noted owners could be waiting for planning approval. This matter has been discussed at Council. Emma says there is a State Government tax on unoccupied houses.

Barriers to accessing universal or accessibly designed homes:

- age of the homes is an issue.
- More education may be required to build in accessibility features in the future.
- Cost may be a barrier to making adjustment to homes, especially if not receiving support from the NDIS Access funding.

Q: Can Council make it mandatory to create accessible housing? Emma says 10% need to be accessible in any new development but when a developer advertises a property to be accessible, it may not necessarily be accessible for all people. Developers may misunderstand the needs of people.

Other ideas for housing options?

- Communities of tiny houses, not just in backyards. Incentivising private land holders to make space for tiny houses. There are standards for dwellings including apartments - need to explore how they apply to tiny houses. - Rent to buy is a solution we should consider for people on lower incomes (run by private companies). More help for people with disability to get a loan. Very difficult to find the information needed to find support options- legal and financial supports, options available.
- Not all people wanting to live in high rises.

Community consultation on the Housing Discussion Paper is live until 31 August 2023. During this time, we are encouraging the community to provide feedback and engage in discussions through our online survey which is available on the Shaping Banyule page: <https://shaping.banyule.vic.gov.au/HNC>

Action

Action 1: Council to share consultation link with committee members through email.

3.2 Banyule events access and inclusion

Council's Arts and Culture Coordinator, Hannes Berger, engaged in an informal discussion on Council's upcoming events including Carols and Malahang Festival.

Hannes noted his team delivers 5 major festivals, excluding Youth Fest which is co-designed and delivered by youth with the Youth Team. Malahang Community Festival in West Heidelberg is taking place in November, in Banyule's largest multicultural suburb. The festival includes performances, sporting activities, community stalls, food trucks, activities.

The Arts and Culture Team have already considered the following elements to increase accessibility:

- Accessible parking options
- Planned in locations that can be accessed by public transport
- Social stories
- Sensory friendly - Zoning of activities, to group busy and loud activities together and plan for quiet areas including sensory friendly tent.
- When promoting, trying to provide a map to provide information to participants about what to expect.
- Where possible, install temporary pathways to increase accessibility to more areas of the event.
- Accessible toilets.

Discussion

Are food trucks required to be accessible? The team have not considered this factor before. QR codes for ordering may be an option.

Boulevard Lights discussion

- Not a Council event/ festival. Residents decorate homes and people go to see.
- Council's involvement is safety of street and amenity concerns. If Council were to deliver such an event, it would never be deliver in this location because of its complexity.
- Last year consulted with local residents about the tradition of Boulevard Lights, found that there is a strong sense to keep tradition alive, people loved it but won't necessarily decorate. Biggest challenge is traffic congestion and the amount of visitors, and thought Council had a role. 30% disliked the event. Some wanted it to expand. Council has no control over decorations.
- Safety concerns for people with physical disabilities. Ros happy to be the person to provide additional information as a resident on the street. Considered last year as a back step in safety. Proposes half the road should be accessible to pedestrians. Water filled barriers did not work for residents, and it did not extend to the whole street. Street dark and felt quite unsafe. Not a lot of traffic control on the street. Traffic travelling in two directions was challenging. Electric scooters zipping in and out of the crowd.
- Currently having discussions with EMT in two weeks to plan next event, then community engagement in September.

Action

Action 2: Sherryn to provide contact details for committee to share additional feedback to Hannes Team in minutes. Hannes.berger@banyule.vic.gov.au

3.3 NDIS update

Aaron Williams, Local Area Coordinator, Brotherhood of St Laurence, Greensborough. Aaron outlined changes to the NDIS intake system and information sessions available for professionals and community members.

Changes to how the NDIS operates

- New computer system being rolled out offers new portal for participants and providers
- Longer and more flexible plans – 3-5 year plans are being considered
- Meeting with delegates - participants will be able to meet with their NDIS delegate but method of meeting not clearly defined.
- Training is being provided before rollout to end of October 2023.
- Participants will be brought into the new system over time when plans come up for renewal.

Partner role

- Local Area Coordinator (LAC) will no longer be responsible for writing the NDIS plan, but still involved in helping people with advice and gathering evidence and will send information to the NDIA. Freeing up time to work with community.

Access will change

- All access will be via partners and all participants will be offered a Community Connections Plan, regardless of NDIS access status.
- Access Request Form will no longer be used, National Contact Centre (NCC) will direct participants to the local Partner, to build a strong plan, and if not eligible encouraged to develop a community connections plan.

Community Connections Plan

- Help people access supports outside of the NDIS.
- BSL will collate community connection information.

- Role of BSL is to help organisation make their activities and services accessible and support participants to identify the right opportunities to connect with community.

NDIS planning

- BSL no longer involved in planning.
- Help gather information and support to the participant.
- Funding will be more flexible, not rigidly tied into categories, and funding will be delivered in instalment, quarterly.

Discussion

Angela suggests all new information for participants should be in one place - LAC responsible for providing one stop information portal.

Q: To what extent will partners have education/ experience to explain decisions and options available to participants? Aaron suggests that this will occur as business as usual professional development.

Q: How will people know to go to BSL? Aaron suggests the BSL will actively promote.

Q: Can people reapply for NDIS if unsuccessful? Yes, as many times as they wish.

Action:

Action 3: Sherryn to distribute the BSL PowerPoint with minutes.

4. Standing Agenda Items

Due to time constraints this next section of the agenda was not covered in detail.

4.1 Website Updates

Sherryn shared final recommendations from the Disability Website review and next steps via the August Briefing Paper.

Committee members who participated on the Disability Panel of Experts were acknowledged for their contributions and thanked for their time.

4.2 Accessible Communications Guide

Council announced that the Accessible Communications Guide is being prepared to finalisation, with accessibility functions being built into the document.

Action

Action 4: The Accessible Communications Guide to be attached to the minutes.

5. Council and Community Updates

5.1 Year 2 Inclusive Banyule Action Plan

Following the completion of the Year 1 Inclusive Banyule Action Plan, which included 26 inclusion actions, the committee were invited to review the 15 actions specifically related disability inclusion in the 2023-24 Year 2 Inclusive Banyule Action Plan.

Action

Action 5: Committee asked to review the 15 new actions and provide comment via email to Sherryn.

5.2 Days of Significance events 2023-24

Committee was informed Council intend to host two events- International Day of People with Disability in December 2023 and Disability Pride Month in July 2024.

Action

Action 6: Committee will be invited to share views on event planning in coming meetings.

5.3 Extension of Committee Term and Honorariums

Cr Castaldo thanked the Committee for their valued contributions over the past two years and announced the current term will be extended to September 2024, to align with Council's general election cycle.

Action

Action 7: Sherryn to contact Committee members to invite extension of the term to September 2024, and write to members who have not regularly attended the meetings to inform them of the end of their term.

Action 8: Council to undergo Expression of Interest (EOI) process to fill committee vacancies.

5.4 Updates from the Committee

No updates noted.

Close and date of next meeting

Next meeting 5.30-7.00pm 25 October 2023



Minutes Banyule Disability & Inclusion Committee

25 October 2023

Disability & Inclusion Population Committee |

Minutes



Meeting details

Date of meeting	Wednesday, 25 October 2023
Time	5.30-7.00pm
Venue	<i>Wilim Ngarrgu</i> Community Meeting Room 2, Ivanhoe Library and Cultural Hub - 275 Upper Heidelberg Rd, Ivanhoe.
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr. Castaldo	Chair
Angela Bergman	Disability & Inclusion Committee Member
Shannon Joyce	Disability & Inclusion Committee Member
Laila Fernandez	Disability & Inclusion Committee Member
Allan Leenaerts	Disability & Inclusion Committee Member
Aaron Williams	Brotherhood of St Laurence (Local Area Coordinator)
Ros Melling	Disability & Inclusion Committee Member
Emma Lowe	Belgravia Leisure representative
Merryn Lawson	BANSIC representative

Council staff

Sherryn Prinzi	Banyule City Council (Coordinator, Community Impact)
Laura Cattapan	Banyule City Council (Acting Manager, Connected and Resilient Communities)
Steph Ashby	Banyule City Council (Social Policy Lead)

Guests

Name	Affiliation/Organisation
Gina H	Community member observer

Apologies

Name	Affiliation/Organisation
Sarah Hockey	Disability & Inclusion Committee Member
Kath Brackett	Banyule City Council (Director, Community Wellbeing)
Cr. Champion	Co-Chair
Jakob W-H	Community member observer
Rocio Silva	Disability & Inclusion Committee Member

1. Introduction

- Acknowledgement of Traditional Custodians and Banyule Diversity Statement
- Visitor Gina H introduce as community member guest.

2. Minutes from Previous Meeting

Council reports all actions from previous meeting have been complete.

Agenda Item	Progress
Action 1: Council to share consultation link to Housing Strategy with committee members.	Complete
Action 2: Sherryn to provide contact details for committee to share additional feedback to Hannes Team in minutes.	Complete
Action 3: Sherryn to distribute the BSL PowerPoint on NDIS changes with minutes.	Complete
Action 4: The Accessible Communications Guide to be attached to the minutes.	Complete
Action 5: Committee asked to review the 15 new actions and provide comment via email to Sherryn.	Complete
Action 6: Committee will be invited to share views on event planning in coming meetings.	On agenda for discussion.
Action 7: Sherryn to contact Committee members to invite extension of the term to September 2024, and write to members who have not regularly attended the meetings to inform them of the end of their term.	Complete
Council to undergo Expression of Interest (EOI) process to fill committee vacancies.	Complete. Nominations for membership can be made via Council website at any time. https://www.banyule.vic.gov.au/About-us/Community-advisory-committees/Disability-and-Inclusion-Committee Four new members are being sought to fill membership gaps.

3. New business

3.1 Banyule Gambling Policy review consultation

Steph Ashby, Social Policy Lead, presented an overview of Council's Draft Gambling Policy. Noted the ambition to support communities to understand the harm of gambling and prevent people from being impacted. Steph noted the policy is covering all sort of gambling, however gaming machine losses is the only information readily available to demonstrate impact.

The Committee were invited to discuss their views the steps Council propose to take to reduce gambling harm and make comment on what we have got right, what's missing and what we should consider changing.

Discussion

Member asked if there was any data on people with psychosocial disabilities. Anecdotally, member suggests that people with compulsive behaviours are more likely to be impacted by gambling harm. Council have not identified such data.

Member made the observation that people who have a lot of time and are seeking things to do locally go to gambling venues, and states this has been their experience in West Heidelberg. As a financial counsellor, noted that there are very few presentations of people with gambling issues. Provided an example of one of her service users experience with online gambling.

Member wanted to know if we had data on age groups. Council said data is difficult to obtain and there has not been an age group analysis.

Member asked about what other councils are doing and how we align. Council states that the approach is similar.

Question was raised about venues on Council land. To Council's knowledge, the only venue on Council land is the Montmorency-Eltham RSL. Will investigate if West Heidelberg RSL is on Council land.

A member proposed that Council should ban all gambling in Banyule. Committee were advised that the Victorian Government govern gambling. When asked about why we have to listen to the State Government, it was noted that Council is obliged to follow all laws under the Victorian Local Government Act. The Chair noted Council can and is taking steps to advocate to reduce EGMs and gambling outlets in Banyule. Our current advocacy position is informed by the Northern Region Alliance of councils.

The link between liquor licences and gambling was raised. The association between these was noted.

The early conditioning of children to gamble was raised. Examples provided include chance and reward incentives such as at McDonalds.

Committee members discussed options to provide for the needs of community members, by looking at alternatives for people to engage with. Noted that people need low cost connection opportunities, and Council to make use of community buildings and advertise opportunities to connect in a range of recreation and leisure activities. Member asked if it was possible to survey people to see what activities gamblers would be interested in participating that would move them away from gambling. It was proposed to look at what social activities venues were offering and making these available in other community settings.

It was noted that Council needs to educate the community on gambling impacts and opportunities to connect and ensure information is effectively distributed.

The option to ban gambling in Banyule was further discussed. The perspective that gambling organisations have a morally corrupt business model and in 50 years it is predicted that the issue will be viewed similarly to tobacco.

Action

Action 1: Steph to investigate if other gambling venues are situated on Council land.

Action 2: Sherryn to send members the link to the Shaping Banyule Gambling Policy consultation page to share further feedback. <https://shaping.banyule.vic.gov.au/Gambling>

Recommendation

The Disability and Inclusion Committee recommendation for Council to take a strong stance against the presence of gambling venues and outlets in Banyule and consider adopting a stronger advocacy campaign that aims to eliminate EGM's and other gambling activities in Banyule.

3.2 Resilient and Safe Banyule Framework consultation

The Committee were informed of a new Framework called Resilient and Safe Banyule, which will replace the expired Safer Banyule Plan. The Framework will be a roadmap for Council to help make our community stronger and safer. It will focus on things like keeping people healthy, bringing folks together, and being ready for challenges.

The Committee are asked to discuss the five focus areas:

- Health and wellbeing
- Social inclusion and connection
- Strong and dynamic local economy
- Sustainable natural and built environment
- Communication, information and education

Discussion

Member said Council could be doing more for people with disability and this includes providing more groups that encourage social connection.

Member noted that BANSIC have a social connection program on Tuesdays called Social Circle and that type of program could be adapted to the needs of people with disability.

Member noted that Council could partner with other local services, like Banyule Community Health, to develop more opportunities to connect.

Action

Action 3: Merryn to explore the options of promoting the BANSIC Social Circle group and discuss other opportunities to provide social connections for people with disability.

Action 4: Committee to provide further comments by 29 October. <https://shaping.banyule.vic.gov.au/ResilientBanyule>

3.3 Banyule Volunteer Policy consultation

Action 3.2 We will review our website information on volunteering to better support people with disability to connect with local volunteering and job opportunities.

Laura Cattapan provided a brief overview of Council's drafted volunteer policy. Committee invited to provide comment on the draft policy, included in briefing papers, by emailing laura.cattapan@banyule.vic.gov.au.

Action

Action 5: Council to provide committee with Volunteer policy with minutes of meeting.

4. Committee priorities

4.1 Inclusive Business Guides

Inclusive Banyule Action 3.1 We will review the Inclusive Business Guides to support businesses to uplift inclusive practice for people with disability.

Council is reviewing the Inclusive Business Guides. Documents included in briefing papers to committee.

Committee were invited to review the Age & Disability Friendly traders self-assessment checklist and Disability Guide for traders' documents and make suggestions for improvements.

Discussion

Committee noted that grouping older adults and disability together is problematic.

Committee noted that the principles of access are universal and questioned why separate guides are needed based on identity. Committee discussed the Good Access Good Business guide model. The committee then discussed finding a new way to create an integrated guide to reflect the needs of a range of community members.

Committee discussed the value of providing education to business rather than just producing guides. It was noted that there is a role within the Social Enterprise and Local Jobs team that supports businesses to uplift their inclusive practices.

Action

Action 6: Council to find the similarities between all-inclusive Banyule business guides and come back to the committee with options that reflect an intersectional approach.

Action 7: Committee members to advise Sherryn on what they want to keep from the existing guide, noting the value of the self-assessment tool.

4.2 Events and celebrations

Inclusive Banyule Action 3.13 We will continue to elevate visibility and awareness of people with disability through events, advocacy and days of celebration.

Council reports on the project for International Day of People with Disability. An event is being planned on Monday 4th December, in partnership with VALID, to launch the Zine project. A lunch is being organised to launch this project and committee members will receive an invitation to attend.

Committee are asked to comment on other ways Council can meaningfully elevate visibility and awareness of people with disability, particularly during Disability Pride Month in July 2024.

Discussion

Committee discussed how more events to acknowledge this day could be organised. It was discussed that any organisation in Banyule could host an event and this year, Council would not be hosting more than one event.

Belgravia noted that there will be activities at WaterMarc throughout the week and whilst activities are not yet published, they would welcome the ideas of community.

The committee discussed ideas for Disability Pride Month in July 2024. Ideas tabled included free access to leisure centres, free social events that include lunch, sporting events that are all abilities. Council are asked to ensure events are widely promoted.

A further idea called Artability and Writeability was proposed, with the option to run a project and display works during Disability Pride Month.

Laura reminded committee that community groups can apply for Banyule Community Grants to deliver projects.

4.3 Accessible Community Buildings

Inclusive Banyule Action 3.4 We will create access guides for Council's major civic facilities and community halls for hire.

Committee were asked to provide advice on the important information to include in information about Council's community buildings.

Discussion

Committee members suggested the following information should be considered:

- Parking and entry
 - Number of parking spaces
 - Size of parking space
 - Distance from parking to entry, surface type, gradient, ramp access, tactile treatments
 - Electric car charge availability
- Restroom facilities
 - Accessibility of facilities - is there a fully adaptive bathroom including change facilities
 - Hoist availability
 - Symbols guide
 - Gender neutral toilets
- Accessibility features
 - Wheelchair accessibility
 - Tactile features for vision impairment
 - Sensory maps and availability of sensory rooms
 - Hearing loops
 - Braille features
 - Prayer rooms
 - Key signs in community languages
- General
 - Opening times
 - Videos about what to expect
 - Guides to way finding in the building
 - Lighting levels at different times of the day
 - TIS symbols

Action

Action 8: Council to share link to new reporting <https://www.banyule.vic.gov.au/UX-shortcuts/Report-something>. and Sherryn to work with Communications to advocate for a tab for reporting accessibility issues.

5. Other updates (20 minutes)

5.1 Belgravia Leisure inclusion initiatives (10 minutes)

Discussion

Emma provided an update on the free Certificate 1 course for people with intellectual disability under 25 years and school leavers offered at WaterMarc. Ten places are available. The aim is to support people to gain work experience, skills and employment.

Emma provided an update on WaterMarc's new Immersion Therapy program which involves scuba diving in the pool. The reported benefits include increasing movement in water for people with physical disabilities, opportunities to participate in activity that levels the playing field for people with mental health issues and neurodiversity. The program will be officially launched in November and whilst it is expensive, it is an NDIS approved program. The program

featured in an ABC article <https://www.abc.net.au/news/2023-10-23/clinical-trial-into-immersion-therapy-for-brain-spinal-injuries/102972692>

Action

Action 9: Sherryn to share link to Certificate 1 program and the Immersion Therapy program with minutes.

5.2 Brotherhood St Laurence update (5 minutes)

As required, BSL to provide an update on NDIS and supports for people with disability in Banyule.

Discussion

Aaron noted that the new NDIS user portal will be launched any day and that BSL are busy training to prepare for the impending changes. Reminded committee that all new participants will use the new program and existing users will be transitioned upon plan renewal.

5.3 Updates from the Committee (5 Minutes)

Updates from the Committee Members invited.

Discussion

No comments from the committee. Cr Castaldo noted that mayor elections are happening in November and it is likely he will not Chair this committee in the next period. Cr Castaldo thanked the committee for their contributions and noted the value he experienced from participating in the discussions.

Committee members thanked Cr Castaldo for his efforts as Chair.

6. Close and date of next meeting

Next meeting 5.30-7.00pm 6 December 2023, 1 Flintoff St Greensborough



Minutes Banyule LGBTIQ+ Committee

10 August 2023

LGBTIQA+ Committee Meeting | Minutes



Meeting details

Date of meeting	Thursday, 10 August 2023
Time	5.30 - 7.30pm
Venue	Ivanhoe Library and Cultural Hub, Community meeting room 2
Chair/Facilitator	Cr Peter Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Pronouns	Affiliation/Organisation
Cr Peter Castaldo	He/Him	Committee Chair
Richard Peterson	He/Him	Community Member
Lara and Kat Hunter	She/Her She/Her	Community Member
Nathan S		Community Member
Fleassy Malay	They/them/she/her	Mother Tongue Poetry
David Landis-Morse	He/Him	Community Member
Ilias Katis	He/they	Community Member
Morganne Blackburn	He/Him	Community Member
Deb Anthony	Deb/She/They	Clinical psychologist and community member- pansexual

Guests

Attendee name	Pronouns	Affiliation/Organisation
Alison Noble	She/her	Alphabet Soup
Emma Butterworth	She/her	Banyule City Council

Council officers

Attendee name	Pronouns	Affiliation/Organisation
Jo Wilson	She/her	Manager Resilient and Connected Communities
Sherryn Prinzi	She/her	Coordinator Community Impact
Liz Harvey	She/her	Community and Social Planner

Apologies

Name	Affiliation/Organisation
Cr Alison Champion	Committee Co-chair
Paul Bryne-Moroney	Community member
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Tommy Christopoulos	Banyule Community Health Service
Lucie Kervin	Community member
Will Delaney	Community member
Jet Hayes	Community member
Lucie Kervin	Community member

Items

1. Introduction 5.30-5.40pm

- Cr Castaldo read acknowledgements - Acknowledgement of traditional custodians and Diversity Statement.
- Cr Castaldo noted the resignation of Sage Moorhen and welcomed Deb Anthony as a new committee member. All members welcomed and introduced.
- LGBTIQ+ is the agreed acronym of the committee.
- Council to research ACE connection to committee through previous minutes.

Action

The Committee recommends Council uses LGBTIQ+ as the adopted acronym when referring to this community, and the consistent use of this in all Council documentation.

2. Minutes from previous meeting

Agenda Item	Action Arising	Progress
Sherryn to share Emma's contact details with Committee and members are invited to reach out directly to Emma if wanting to be involved in research surveys.	Email included in previous minutes and sent in email 26 June Emma.Joyce@banyule.vic.gov.au	Complete

Sherryn to send Tom Winter's contact details with the Committee.	TWinter@acon.org.au Sent in email 26 June	Complete
Council to consider permanent installation of rainbow on Greensborough Walk	Project considered a temporary community art project and at this point will not be considered for permanent installation.	Complete
Xenia to reach out to Paul prior to next meeting to discuss opportunity for Intersex inclusion in the Queer memorial feasibility project.	New officer taking responsibility for this project.	In progress

Action

Action 1: Sherryn to contact David to discuss options for installation of permanent Rainbow Walk in Banyule.

3. Standing Agenda Items

3.1 Banyule Housing Strategy Consultation

Speaker was Emma Butterworth, Senior Strategic Planner, Banyule City Council

Banyule is preparing a new Housing Strategy and seeks feedback from the committee to inform its development. The Committee have previously provided information on Social and Affordable housing concerns including:

- Young people and queer identifying folk continue to return to unsafe housing because there are no alternative safe places to go.
- Connection to community are the best pillars to maintain stable housing.
- Trans Housing Melbourne - guarantee of safe housing- community creating own solutions to housing.
- Assumptions need to be ironed out about how the issue impacts this community.
- Housing stigmatised.
- Need to advocate for solutions for this community.
- Council needs to form a relationship with Haven Home Safe.
- Vincent Care have a specialised program to support the community.
- LGBTIQ+ communities suffer greater rates of FV, therefore more likely to require housing.

Building on this information, Council seeks to engage in a broader discussion on housing and neighbourhood character in Banyule. Committee received detailed briefing notes to prepare for the meeting.

Council is required to update the housing and neighbourhood character strategy every 10-15 years. Council is expecting 7000 extra households - lone person and couple family households are the primary areas expected to grow over the life of the next strategy.

Affordability was a key issue raised by community. For very low-moderate income ranges, there are no affordable properties in Banyule to buy or rent, and opportunities for the moderate income range is limited. 63% of low-moderate income households are spending more than 30% on mortgage or weekly rent (might be up to \$139k per household). This category is most impacted by affordability. In terms of housing stock in Banyule, single dwelling and high rise is well provisioned. Medium density housing is lacking in Banyule. Council believes if we increase the supply of medium density housing, we can start to address affordability and demand.

The discussion paper has aggregated information into three pillars:

- Driving housing for all
- Elevating good design
- Valuing preferred neighbourhood character

Discussion

Committee want to know the categorisation of what moderate income is.

Committee remind Council to apply an intersectional lens to the strategy and discussion.

Emma announced the adoption of an interim Social and Affordable Housing Strategy to support advocacy for more affordable housing through strategic partnerships.

Emma posed clarifying question: Housing can be unsafe for the community - how do we increase safety in this neighbourhood?

- Having other LGBTIQA+ community members there for support.
- Residents knowing safety is a community priority, within the values of the community, a co-created vision.
- Difficult to navigate the system to be placed in co-housing, the process was becoming a barrier, on the flip side there are empty apartments to fill, but system/ layers of bureaucracy not working (Common Equity Housing/ Vic Housing).
- What can Council do for all communities? Can put design conditions on private housing developments through planning scheme amendments. Other options include advocacy, action can be implemented through Council business units such as through Neighbourhood Character amendments, partnerships, educating planners and developers. In public realm, Council is developing a new strategy. Information is in the discussion paper- aim of discussions with community is pulling out what is important.
- Properties with garden space/ green space is beneficial for mental health - mental health an issue for this community.
- Close access to public transport important for this community - planning around connectivity.
- Finding accessible housing a challenge. Emma spoke about universal and accessible design built into design principles, need to be cognisant that disability presents on a spectrum.
- Supporting people to live in place through accommodating whole of life needs.
- Conditions of existing housing stock - not built for the climate- mould and cost of heating.
- Committee advises of the need to educate developers, agents, landlords and community on legislation, needs and rights to ensure people are welcomed into a community and feel safe. Need to make sure the social understanding is in place, the rest becomes easier.
- Gender neutral and accessible toilets in communities.
- Choice is limited so take what you get, if neighbours or community are homophobic, safety is not present.
- There is no emergency accommodation space in the state for people with disability with hoist for people experiencing housing issues.
- Environmental sustainability should be a key consideration.
- Partners to consider include Nightingale Housing.

Action

Action 2: Sherryn to link Emma to Fleassy to discuss co-housing principles.

Action 3: Sherryn to advocate to DFFH and Office for Disability for the need for emergency accommodation for people with disability experiencing family violence.

Action 4: Emma to provide definition of medium income range for committee.

Action 5: Committee members encourage to complete Housing Strategy survey on Shaping Banyule. Sherryn to provide link in minutes. <https://shaping.banyule.vic.gov.au/HNC>

3.2 Technology based creative arts project (20 minutes)

Committee member Nathan presented a technology-based creative engagement proposal for 12-20 year olds. The project aims to teach children and young people skills to produced digital creative arts pieces that can be presented in virtual format and gallery spaces. Through developing skills and providing an opportunity to anonymously present their pieces publicly, LGBTIQA+ children and young people can build identity and confidence in a safe environment.

Discussion

Committee commended Nathan for the concept and encouraged Nathan to apply for a Banyule Community Grant to fund the project.

Noted that this project is a great way to engage children living in rainbow families.

Action

Action 5: Sherryn to link Nathan to Steph Neoh and Emerson Zandegu.

Action 6: Sherryn to send Nathan link to Banyule Community Grants.

Action 7: Sherryn to share Nathan's contact details with Committee and members are encouraged to make contact to offer support.

3.3 LGBTIQ+ Inclusion in Sport (20 minutes)

Following the recommendation to Council from the previous meeting, Deb Anthony, a local community member and clinical psychologist, shared insights with the committee on how to empower local sporting clubs to understand the inclusion needs of trans children and discussed the positive impacts of uplifting practices.

Deb raised the fact that there are multiple reasons why young people and people don't participate in local sporting opportunities. Noted that we need to look at how clubs build a culture of inclusion. Noted some of the clubs are a hostile environment for adults and kids and that trans children will need additional supports to participate in mainstream sporting opportunities.

Discussion

Council received the recommendation from the last LGBTIQ+ Committee meeting on Monday 7th, and Council will be working with clubs in a planned and considered fashion. The Recreation and Leisure Team are preparing a report to Council on how the recommendation might be actioned.

The Committee agreed that this subject should be a standard agenda item. To create tangible next steps the Committee discussed the need for safer spaces within clubs – parents, coaches, officials need education.

What are the first steps to create change?

- Need to undertake further research on why people do and do not participate in local sports in Banyule.
- Engendered Fitness, Queer Sporting Alliance - partnerships to bring more safe sporting experiences to change.
- Build education programs for sporting clubs.
- Find the allies within sporting clubs to raise visibility, including members being out and proud in clubs, who feel comfortable doing so. Without creating an onus on the LGBTIQ+ community. Invite club officials and medics to participate in training like Active Bystander training.
- Need to focus on safety for children.
- Build Queer space for all sports to come together - normalise within sports.
- Noting that there are Queer sports happening outside the region, consider inviting Queer sports groups to use our spaces. Prioritizing marginalised groups for use of Council's sporting facilities.
- Address toxic masculinity and sexism.
- Speak to 10-20 local people with lived experience and ask what they want and what they need for the inclusion.
- Training for clubs - rights and responsibility.
- Kat commented on waiver needed to be signed by volunteers in her club – aim was to seek commitment to look after everyone under any circumstance.

Action

Action 8: Schedule LGBTIQ+ Inclusion in Sport as a regular agenda item to continue the conversation.

Action 9: Consider ways to attract sports for Queers to the community.

4. Updates from Council

4.1 Year 2 Inclusive Banyule Action Plan (30 minutes)

Council fully implemented 21 of the 26 Year 1 Inclusive Banyule Action Plan, which included 26 inclusion actions, and continues to implement the outstanding 5. The committee reviewed the proposed 11 new actions specifically related to LGBTIQ+ inclusion.

Discussion

General support for implementation of all 11 actions, and the Committee thanks Council for committing to address safe spaces to meet for the LGBTIQ+ communities. Noting that parents of gender diverse children have few opportunities for social interaction, it was agreed that the first tangible step is to create a safe space, then pilot the LGBTIQ+ social group for Older Adults to test the space. Then, over the next 12 months, consider what else is needed and the way to invite use by other groups.

Committee considered the number of meetings per year (6) and was curious whether this was sufficient to drive progress. It was agreed that convening working groups to progress discussions between meetings was the best strategy.

Committee discussed Older Adults Rainbow Tick accreditation and potential expansion of tick to other Council service areas and is willing to provide support.

Action

Action 10: Council to present Year 1 Inclusive Banyule Plan action outcomes to Council on 28 August and notes the support from the LGBTIQ+ committee for Year 2 actions.

Action 11: Council to organise Committee working groups to address Events and Celebrations; Inclusion in Sport and Memorial in the North projects and invite members to opt in to participate outside of scheduled committee meetings.

Action 12: Sherryn and Liz to bring back information from the Older Adults Rainbow Tick program about the process and resources required to maintain accreditation.

4.2 Days of Significance events 2023-24

Committee noted that there is room for improvement in planning and delivering LGBTIQ+ specific events. Because of the attention on people who identify as non-binary and gender diverse, and in light of the Year 2 commitment to elevate awareness and understanding of diversity, the committee propose not minimising the focus on traditional events, rather elevate the focus on other days of significance.

Committee noted the budget and resource constraints of Council and agreed to work proactively with Council to inform the delivery of days of significance events throughout the committee term.

Action

Action 13: Events and celebrations to be listed as a standard agenda item.

Action 14: Sherryn to inform Committee of budget allocated to LGBTIQ+ events.

4.3 Extension of Committee Term and Honorariums

Councillor Castaldo informed the Committee of Council's decision to extend the current committee term to 20 September 2024, in line with Council's general elections. Members will be invited to opt in to extend their term. Vacancies created will be filled through an EOI process.

Cr Castaldo informed the Committee of Council's decision to offer community members on Banyule's committees a gift to acknowledge their time and contributions. Cr Castaldo noted that members can select from options as recommended by members.

Discussion

Committee noted the need to ensure balanced representation across the LGBTIQ+ range if recruitment is to occur, noting the absence of the letter A representation.

Action

Action 14: Sherryn to contact all sitting members to invite extension of membership. Should member agree to extend, Sherryn will invite members to select one of the gift options, which are to be given at end of Committee term and if 60% participation is reached.

5. Other Business

No other updates noted.

6. Close and date of next meeting

5 October 2023, ILCH.

Action

Action 14: Fleassy to share information on the Fringe show on 5 October at 7.30pm.



Minutes Banyule LGBTQIA+ Committee

5 October 2023

LGBTIQ+ Committee Meeting | Minutes



Meeting details

Date of meeting	Thursday, 5 October 2023
Time	5.30- 7.30pm
Venue	Ivanhoe Library and Cultural Hub
Chair/Facilitator	Cr Peter Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Committee Chair
Cr Alison Champion	Committee Co-chair
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Paul Bryne-Moroney	Community Member
Nathan S	Community Member
David Landis-Morse	Community Member
Ilias Katis	Community Member
Morganne Blackburn	Community Member - online
Deb Anthony	Clinical psychologist and community member
Jet Hayes	Community member- online

Council officers

Attendee name	Affiliation/Organisation
Jo Wilson	Manager Resilient and Connected Communities
Sherryn Prinzi	Coordinator Community Impact

Apologies

Name	Affiliation/Organisation
Susannah Walker	Community Member
Lara Hunter	Community Member
Fleassy Malay	Community Member/ Mother Tongue
Tommy Christopoulos	Banyule Community Health Service
Richard Peterson	Community Member

Items

1. Introduction 5.30-5.40pm

- Acknowledgement of traditional custodians and Diversity Statement were read by Councillor Champion.
- Committee notified of the membership review outcomes which included the resignation of Lucie and Will's membership not being renewed. Announced new member Susannah Walker, who will join the next meeting.

2. Minutes from previous meeting 5.40-5.45pm

Agenda Item	Action Arising	Progress
Sherryn to contact David to discuss options for installation of a permanent Rainbow Walk in Banyule	Nil	Not complete
Sherryn to link Emma Butterworth to Fleassy to discuss co-housing principles.	Email sent 11 August to connect Emma and Fleassy	Complete
Sherryn to advocate to DFFH and Office for Disability for the need for emergency accommodation for people with disability experiencing family violence.	Email sent to Felix Neighbour DFFH 11 August. Matter referred to Office for Disability.	Complete
Provide definition of medium income range for committee	Nil	Not complete
Committee members encourage to complete Housing Strategy survey on Shaping Banyule. Sherryn to provide link in minutes.	Link provided in email with minutes	Complete
Sherryn to link Nathan to Steph Neoh and Emerson Zandegu	Nil	Not complete
Sherryn to send Nathan link to Banyule Community Grants	Email sent 10 August	Complete

Sherryn to share Nathan's contact details with Committee and members are encouraged to make contact to offer support.	Contact details provided in email with minutes	Complete
Schedule LGBTIQ+ Inclusion in Sport as regular agenda item	Added as committee project on agenda	Complete
Consider ways to attract sports for Queers to the community	Nil- for consideration by working group	Ongoing
Council to present Year 1 Inclusive Banyule Plan action outcomes to Council on 28 August and notes the support from the LGBTIQ+ committee for Year 2 actions.	Report considered by Council on 28 August	Complete
Council to organise Committee working groups to address Events and Celebrations; Inclusion in Sport and Memorial in the North projects and invite members to opt in to participate outside of scheduled committee meetings.	Members informed of working group opportunities and invited to participate in working groups.	Complete
Sherryn and Liz to bring back information from the Older Adults Rainbow Tick program about the progress and resources required to maintain accreditation.	This matter addressed as part of this meeting	Complete
Events and celebrations to be listed as a standard agenda item		Complete
Sherryn to inform Committee of Council budget allocated to LGBTIQ+ events		Complete
Sherryn to contact all sitting members to invite extension of membership. Should member agree to extend, Sherryn will invite members to select one of the gift options, which are to be given at end of Committee term and if 60% participation is reached.	All members who have regularly attended meetings have been invited to extend membership. One member, who has not attended since October 2022, has been emailed to thank them for their contributions and notified of end of term. Membership currently sits at 14 members. A person identified as ACE could be considered for the 15 th position.	Complete

Action

Action 1: David to contact Sherryn to discuss rainbow walk concept.

3. Standing Agenda Items- Committee priorities 2023-24 5.45pm- 6.45pm

3.1 LGBTIQ+ Inclusion in Sport

Inclusive Banyule action 1.6: We will work with peak bodies and local sporting clubs to build LGBTIQ+ inclusive practice, with a focus on eliminating discrimination and increasing participation as defined in the Equal Opportunity Act 2010 (Vic)

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

Action

Action 2: Nathan and Deb to form part of the working group and Sherryn to identify member of the Recreation and Leisure Team to participate.

3.2 Events and Celebrations

Inclusive Banyule action 1.1: We will continue to elevate visibility and awareness of LGBTIQ+ communities through events, activities and advocacy; 1.8 We will support the delivery of a Midsumma Festival event in Banyule.

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

Upcoming events Council will acknowledge:

- International Lesbian Day 8 October
- International Pronoun Day 18 October
- ACE Week 23-28 October
- Intersex Awareness Day 26 October
- Trans Day of Remembrance 20 November
- World Aids Day 1 December

Working group will also inform the Midsumma Festival event, including Qwere Street.

Action

Action 3:

Paul, Nathan, Ilias and Jet are to form the working group, with Fleassy and Tommy nominated.

Sherryn to invite Fleassy and Tommy to participate in this working group.

Working group to consider Cr Champion's suggestion to plan events across the municipality.

3.3. Memorial in the North

Inclusive Banyule action 1.3: We will deliver a feasibility study to explore the establishment of a memorial in the North, acknowledging those who have been lost to AIDS and discrimination.

Discussion

Working group members are Richard, Paul and Fleassy, supported by Sherryn.

The draft Feasibility Report has been sent to working group members for comment. Anticipate finalising by end of October and bring back to Committee for consideration in November, before presenting to Council for consideration. At this point the opportunity seems to indicate a plaque or public art installation as the most feasible options.

Noted the practicality of including the intersex stats in this memorial. Noted the Pride Centre has contacted Banyule and is very supportive – recommendation to look at Ford Park, Bellfield. Once committee has looked at options then discuss with Pride Centre.

Spoken to colleagues from Yarra Council as they have implemented a memorial – seeking learnings.

Heidelberg Traders Association have had some conversations re art activation – modern art installation – may be able to link into this opportunity.

Action

Action 4: David to contact Sherryn to discuss options available through the Heidelberg Traders Association.

Action 5: Sherryn to resend Paul the draft options paper and convene a working group discussion.

3.4 LGBTIQ+ Safe spaces to meet in Banyule

Inclusive Banyule action 1.7: We will scope the establishment of a dedicated and culturally safe LGBTIQ+ social meeting place in Banyule.

Discussion

Members invited to nominate for working group to progress this project. The working group will be responsible for establishing the project plan, guide the planning and delivery of activities and reporting back to the committee. Working group to meet outside committee at a time and day suitable to members, excluding weekends.

Noted that the Bellfield Community Hubs' Older Adults Social Support space is being considered for weekend use by the LGBTIQ+ community. Alphabet Soup may be looking for a new space to meet, and Banyule Community Health (as Auspice) will follow up to see if there is interest.

Action

Action 6:

Deb, Ilias, David are to form the working group, with Lara nominated.

Sherryn to follow up with Lara to invite her participation.

3.5 Other Inclusive Banyule actions

Inclusive Banyule action 5.3: We will pilot an LGBTIQ+ older adults social connection group.

Discussion

Sherryn noted that a working group has been established, consisting of Michelle, Richard and Susannah. Additional members are welcome to join. Vals Café has supported Council to get the word out to community. Banyule Community Health is keen to support this project.

Working group to establish the pilot model in preparation for launch in February 2024.

Action

Action 7: Sherryn to establish working group dates and support meetings to be convened.

Inclusive Banyule action 5.4: We will maintain Rainbow Tick Accreditation for our Older Adults support programs.

Discussion

Community Impact Team spoke with the Aged Care Services Coordinator about the Rainbow Tick accreditation and the potential to include other Banyule services. Noted the process is intensive but documentation is already in place.

Noted that the Rainbow Tick process does not include the Intersex community. Applying a Yellow Tick, which presents the Intersex community might be a good value add option to consider between accreditation periods.

Action:

Action 8: Sherryn to discuss the option of applying the rainbow tick with other business areas within Council.

Action 9: Sherryn to present the Yellow Tick information to the Aged Care Services Coordinator for considerations.

Action 10: Paul to provide Sherryn with information on accredited Yellow Tick persons.

Inclusive Banyule action 1.2: We will continue to research key issues of family violence, gender equity and mental health and use this information to address barriers to inclusion in Council's services, programs and events.

Refer to update in Committee Briefing paper on sources of data used to inform gender-based impact assessments at Council. Committee invited to share other data sources useful to progress research via email to Sherryn.

Discussion

Sherryn discussed the requirement to develop a new Municipal Public Health and Wellbeing Plan over the coming year, and this plan must align with the newly released Victorian Public Health and Wellbeing Plan priorities.

Council have identified that more nuanced public health information is required to make informed decisions on how to support communities with poorer health equity outcomes. Council are seeking to gather information specific to health outcomes for the LGBTIQ+ community, so that this information can be used to inform the development of our new plan.

Noted Michelle working on a new transgender health report that can be used by Council, but not publicly available.

Noted that the ABS Mental Health of Australians report was released on 5 October and is a source of information.

Noted that Intersex community health is not picked up by Census, despite 1.7-2.2% identifying as Intersex. Noted that Council's Municipal Public Health and Wellbeing Plan should take steps to recognise the needs of Intersex people.

The recently published "Fuelling Hate: Abuse, Harassment, Vilification and Violence Against Trans People in Australia" report produced by the Victorian Pride Lobby was tabled by Deb. Deb noted key statistics contained within the report that causes great concern. These include 9 in 10 of all survey participants witnesses online anti-trans hate; 1 in 2 trans survey participants experienced ant-trans hate; and 1 in 10 trans survey participants experienced ant-trans violence.

It was noted that within Banyule, social media posts contain content that constitutes vilification, with the Qwere Street Facebook posts cited as an example. It was noted this content was not taken down immediately and this is not ok.

Michelle noted that the Victorian Government is consulting on strengthening the Racial and Religious Tolerance Act 2001 (Vic) as a result of the finding that the law does not do enough to prevent or address vilification. Michelle suggested Council could consider a submission, noting the impact on LGBTIQ+ community of comments in social media associated with Council and Council funded events re LGBTIQ+ status.

Action

Action 11: Michelle to share new Transgender report with Sherryn that focuses on trans health.

Action 12: Council to consider making a submission as part of stage 3 – civil anti vilification protections before 16 October.

Recommendation

Recommendation 1: Council reads the Fuelling Hate report, summarises key points and formulates recommendations on how to address local abuse, harassment, vilification and violence issues for Councillors consideration.

Inclusive Banyule action 1.9: We will continue to advocate for accurate data collections processes to address local data gaps.

Sherryn reported on work being undertaken to update data collection methods in Council's surveys and customer management systems.

Discussion

Council seeks to explore how the ABS standard can be applied to Banyule data collection processes as a means of improving our understanding of our LGBTIQ+ communities.

Council have developed a demographic data report to inform Gender Impact Assessments and the shortfalls in data from the ABS have inhibited our understanding of gender and sex characteristics nuances.

Committee discussed how people are invited to identify and the rationale for asking people to identify by title- eg. Mr/ Mrs/ Ms etc. Noted that it is not necessary to ask this question and there is not an option to identify as non.

Action

Action 13: Sherryn to identify sources to determine LGBTIQ+ population in Victoria and send to Michelle.

Inclusive Banyule action 1.5: We will review the Inclusive Business Guides to support businesses to uplift LGBTIQ+ inclusive practice.

Discussion

Sherryn report the project on hold until February 2024.

4. Other Business 6.45pm to 7.15pm

4.1 Action item from Inclusive Banyule Advisory Committee 2 August, 2023 for consideration and discussion:

LGBTIQ+ Committee to address how to support gender questioning children and role of local government in facilitating community conversations.

Context: The Department of Education presented information on mental health supports to school students who identify as LGBTIQ+ following matter being raised by LGBTIQ+ Committee. It was noted that there are community sentiments resisting school-based supports being offered. The Inclusive Banyule Advisory Committee seek further information to understand options for next steps.

Discussion

Committee curious about how Safe Schools program is supporting gender questioning children.

Noted previous committee comments that young people did not feel safe to identify at school to teaching staff at school.

Ideas discussed include Rainbow Space being promoted within schools, providing Wellbeing Coordinators with resources that support linking students to the right support services. Michelle has knowledge of appropriate resources. Once the Banyule Rainbow safe meeting space is established, invite groups including parents of gender questions students to form and to meet there. Students and families could be invited to join the Pride March with Banyule in 2024.

Noted that Council is working on addressing gender stereotypes as part of the 16 Days of Activism project, with a focus on early childhood services. Ilias suggested a gender stereotype lens could be applied to Council too.

Action:

Action 14: Michelle to send Sherryn resources for gender questioning children and their parents.

The following agenda items were tabled for discussion without presentations.

4.2 Resilient and Safe Banyule Framework consultation

Discussion

The Resilient and Safe Framework is designed to be a roadmap for Council to help make our community stronger and safer. It will focus on things like keeping people healthy, bringing folks together, and being ready for challenges.

The Committee were informed of the five focus areas: Health and wellbeing, social inclusion and connection, strong and dynamic local economy, sustainable natural and built environment and communication, information and education.

Committee noted the need to strengthen reference to vilification and discrimination and the impacts of major development, particularly on lower SEIFA communities. Noted some communities are more resilient than others, and that social posts are a good way of assessing level of resilience.

Action

Action 15: Members asked to complete the survey online to provide feedback <https://shaping.banyule.vic.gov.au/ResilientBanyule> and consider attending the workshop on Wednesday 11th October.

4.3 Banyule Gambling Policy review consultation**Discussion**

The new Gambling Policy will be out for public consultation from 16 October. Council asks to use the Shaping Banyule survey platform to access the policy and provide feedback.

Committee noted that the State Government Gambling reforms are a step in the right direction eg. Closing between 4am and 10am. Jo mention Council's advocacy efforts to extend closing hours.

Action

Action 16: Members asked to complete the survey online to provide feedback after 16 October. Sherryn to send survey link.

4.4 Banyule Volunteer Policy consultation**Discussion**

Council has drafted a new volunteer policy. The policy includes population and advisory committees. As a courtesy, the committee is invited to review the new policy and provide comment to laura.cattapan@banyule.vic.gov.au.

5. Members invited to share updates 7.15pm to 7.25pm**Discussion**

Banyule Community Health Service updates:

The Progress Pride flag has been raised permanently @ our West Heidelberg site since a special event on 25th August, **Wear it Purple Day**. This initiative was put forward by our staff & community members of the Rainbow Shapers and Shakers, who feel strongly that Banyule Community Health is putting in the work to embed safety, inclusion and a welcoming service for all members of the LGBTIQ+ community.

Auspice arrangement with Alphabet Soup so that AS can apply for grants etc

Regular meetings with Alphabet Soup (ASH) to discuss a variety of issues and explore possible collaborations eg Reclaim the Night and Malahang Festival. BCHS now acting as the auspice for Alphabet Soup.

Further updates to be included with the minutes.

Action

Action 17: Nathan to contact Lara to enquire about Alphabet Soup.

6. Close and date of next meeting 7.25pm

Thursday 16th November 5.30- 7.30pm, Greensborough – 1 Flintoff Street, Level 4.



Minutes Banyule LGBTIQ+ Advisory Committee

13 April 2023

LGBTQIA+ Population Committee | Minutes



Meeting details

Date of meeting	Thursday, 13 April 2023
Time	5.30-7.30pm
Venue	Clara Southern Room, Ivanhoe Library and Cultural Hub
Chair/Facilitator	Cr. Castaldo
Minutes	Sherryn Prinzi

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

Attendee

Attendee name	Affiliation/Organisation
Cr Peter Castaldo	Committee Chair
Cr Alison Champion	Committee Co-Chair
Michelle McNamara	Transgender Vic; GLBTIQ Multicultural Council
Tommy Christopoulos	Banyule Community Health
Fleassy Malay	Community Member
David Landis-Morse	Community Member
Richard Peterson	Community Member
Paul Byrne-Moroney	Community Member
Ilias Katis	Community Member
Jet Hayes	Community Member
Lara Hunter	Community Member
Cat Hunter	Community Member
Morganne Blackburn	Community Member
Sherryn Prinzi	Banyule City Council (Coordinator, Community Impact)
Xenia Taunt-Rivers	Banyule City Council (Community & Social Planner)
Uncle Charles Pakana	Banyule RAP Committee Member/Chair of Barrbunin Beek Aboriginal Gathering Place

Uncle Owen Butler	Banyule RAP Committee Member/Co-Chair of Barrbunin Beek Aboriginal Gathering Place
Nicole Maslin	Banyule City Council (Acting Director, Community Wellbeing)

Apologies

Name	Affiliation/Organisation
Anna Henderson & Yvette Standfield	X2 Marketing, representing Montmorency Traders Association
Kath Brackett	Banyule City Council (Director, Community Wellbeing)
Jo Wilson	Banyule City Council (Manager, Resilient and Connected Communities)
Sage Moorhen	Community Member - Apology
Lucie Kervin	Community Member - Apology
Nathan S	Community Member
Will Delaney	Community Member

Items

1. Introduction

- Acknowledgement of Traditional Custodians as read in language by Uncle Charles
- Diversity Statement as read by Cr Castaldo
- Welcome and introductions- all members invited to introduce themselves

2. Minutes from Previous Meeting

Agenda Item	Action Arising	Progress
LGBTIQ+ Committee workplan to be reviewed each meeting	See Committee Briefing Paper for update	Ongoing
Memorial to LGBTIQ+ community	Feasibility study underway with interest from Merri-bek, Nillumbik and Hume Councils. See Briefing Paper for further detail.	In progress
Inclusive Banyule Advisory Committee Consultation	Opportunity for LGBTIQ+ education linked to IDAHOBIT event. Investigating what the Yarra Regional Plenty Libraries are doing.	In progress
Inclusive Language Guide	Feedback incorporated as provided by Committee Members. Xenia will distribute the updated version once Council Staff feedback has been incorporated as well.	Complete
Trans Day of Visibility	TDOV event held on 31 March 2023	Complete
Viewbank Tennis Club invited to Committee Meeting	Viewbank Tennis Club invited to June 2023 meeting as part of wider discussion of LGBTIQ+ inclusion in sport.	Scheduled for June meeting.

Action 1:

Richard to be contacted regarding engagement in the feasibility study, as happy to contribute.

LGBTQIA+ Population Committee

Page 2 of 7

Action 2:

Sherryn to invite Recreation and Leisure Team to June meeting to discuss ideas of uplifting LGBTIQ+ inclusion in local sporting organisations, with a focus on Child Safety.

3. Standing Agenda Items

3.1 Presentations

- Understanding the Referendum on an Indigenous Voice to Parliament (20 mins)
 - Presentation and facilitated conversation by Uncle Charles & Uncle Owen from the RAP Committee and Barrbunin Beek.

Uncle Charles premised the conversation by seeking correction and forgiveness in the event of incorrect use of LGBTIQ+ inclusive language. Notes the gathering place adheres to the sentiments of the Inclusive Banyule statement, welcomes all people and shares respect for all people in the room.

Uncle Charles noted Council endorsed the Uluru statement from the Heart. The RAP working subgroup are working with Council on their approach to the upcoming referendum. Uncle Charles and Uncle Owen seeks to hear about the experiences of the LGBTIQ+ community through marriage equality plebiscite and invited committee members to share reflections and offer advice to the local First Nations community.

Discussion:

- In reflection of the Same-Sex Marriage Plebiscite, seeing billboards that tell people they shouldn't exist was a challenge and knowing each side of the campaign was funded was difficult to reconcile.
- Be cautious of the mental health ramifications when discussing your issues on a national level, and be sure to look after individual's and your own mental health.
- Consider youth experiences who may not have a recognised voice in the referendum - monitor and respond.
- Visibility is important, as it can become a positive and driving force for change and amplify awareness- get people out and speaking about it as much as possible. At what level? Influence and energy is best focused on big picture.
- Small actions- eg. "Wear your yes" and inviting allies to participate in the small actions but important to let people know what is ok to do to indicate support.
- Be mindful of general safety- Marriage Equality Campaign messaging made people feel unsafe
- It is important to hear as many views as possible about the referendum, not just the dominant opinion, but not at the detriment of any individuals - opinions need to be shared respectfully and recognised as personal or institutional views, and not forced on others in a hurtful or harmful way.
- Devastating experience for trans community- attacks on individuals horrendous. Being called on the validity of your identity is an affront.
- Take extra care of LGBTIQ+ First Nations members of the community, as they have been through this process before and are at risk of retraumatisation.
- Bring community groups together to ensure they are mobilised to support each other.
- Trauma - questioning equality was traumatic, opened-up old wounds
- Reach out for other allies.
- Education campaign- developing understanding of government systems may be helpful- don't trust the skills of the masses to educate themselves.
- Encourage groups to hold conversations, direction is helpful.
- Signage to indicate support.
- Celebrate together on the day of the decision.

The issue of billboards on Council and private land was discussed. A question was raised as to under what conditions can an offensive billboard be removed.

Action 3:

Council to verify the matter of removing billboards on Council and private land, and investigating signage requirements, eg. Permitting.

Action 4:

Sherryn to share Uncle Charles' contact details and committee members are invited to make contact either via email or coming to Barrbunin Beek for a visit.

3.2 Updates from Council

- Census 2026 questions - Council are reviewing what was submitted to the ABS for the last Census and will provide some text on how to submit a quality submission.

Discussion:

Committee reflected on the Census question and noted that the application of LGBTIQ+ inclusive language is limited and data collected by ABS inaccurate and not representative of community, despite the previous submission requests to expand data that was collected. Specifically, it is difficult to identify other than male or female. In the 2021 Census one could identify as male, female or non-binary. Non-binary conflates transgender and non-binary and this question confuses sex with gender.

An opportunity exists to make a further submission by 28th April 2023 to the ABS through the 2023 consultation. It was noted that additional submissions need to contain updated and relevant policy and data.

Specific notes on the intersex community position:

The intersex community has submitted copious contributions to the current census but historically, i.e. the 2021 consultations, we have been completely ignored - we are more hopeful re the next census.

To date, intersex has not been addressed in the census, adequately or at all and in fact the last response from the government re the 2021 consultations was that they "didn't want to burden the Australian populations with too many questions that they would not understand". Now they are saying they can't include questions that the household respondent may not understand the meaning of, and therefore may not answer accurately, so therefore the questions won't be included.

Whilst I agree with the harm of the historical heteronormative dominant culture - I would like to remind everyone that heteronormative is not an antonym for the LGBTIQ+ or even, the LGBTI community, where the discussion is intended to be inclusive of the intersex community.

Specific notes on the transgender position:

Transgender community is growing, with the trans community more confident to come out but need services and services are not coping with demand.

Need to capture accurate data to ensure the provision of appropriate services and supports. Without accurate data systems are inhibited to adapt with increased demand, leaving people vulnerable and unsupported.

It is important to accurately represent all people. Nobody should be left out.

Other viewpoints:

How many times do we have to repeat the submissions before they will be reflected in the Census?

The ABS are still trying to ask the question about man and woman, but just in different ways. Instead, they should focus on changing their lens.

The ABS are advised to move away from heteronormative approach to inclusion approach and focus on addressing systematic approaches, noting this might take time to shift lenses.

Cr Champion questioned whether this is a social issue as opposed to a political issue. With a firm level of disagreement, committee members made these key points:

Societal acceptance has only occurred recently, and this mindset transcends political parties and levels.

There are ingrained elements in all political parties, and this is represented in the lack of representation of transgender persons in political settings.

Notes for submission:

ABS needs to be willing to respond to arguments for inclusion and to make data available to highlight the exponential growth in demand for services by the trans community, and this can be included as part of a new submission.

Ask for an extra question on gender identity and intersex.

Need to present argument in submission and then lobby.

ABS have published the 2020 ABS Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables'. Council can support the adoption of the guidelines. Michelle to provide data on exponential growth in demand to indicate new argument as part of a new submission.

Action 5:

Michelle to provide data on growth in demand for services to support a submission.

Recommendation 1:

Council makes a submission to the Australian Bureau of Statistics by 28th April, 2023 in support of the adoption of the ABS 2020 Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables and use these guidelines to create appropriate questions on variations in sex characteristics, gender identity and intersex.

- Reflections on Trans Day of Visibility and Alphabet Soup Trans Day of Visibility event.

Discussion:

Several members shared positive comments and reflections on the TDOV events, both on 31st March and 1st April. Lara's excellent contributions to organising the Alphabet Soup event were noted and appreciated. Michelle's contribution of musical talents and of lived experience at both events was noted and appreciated. Cr Castaldo made comment on the success of both events, and his appreciation for being invited to participate.

- Update on Committee Feedback on honorariums

Discussion:

Noted that the perspectives of people with lived experience differed on this matter, with some citing a honorarium would support their participation, and others holding the view that, in acknowledgment of their privilege, they are happy to contribute as part of their civic duties.

Committee agreed that offering people with lived experience an opportunity to opt-in to receiving a honorarium would be appropriate, and providing an option to donate their honorarium to a Banyule community organisation would be a reasonable inclusion.

Cr Castaldo asked if a member from the Committee would speak to Council on this issue in June.

Action 6:

Sherryn and Xenia to follow up with Committee Members who may be interesting in speaking at the June Council Meeting.

- Planning for next Joint-Committee Event

Discussion:

Noted that the event will be hosted by the RAP committee at Barrbunin Beek in June 2023, with details to be confirmed closer to the event. All committee members will be welcome to participate.

- Invitation to join the 2023 Banyule Volunteer Celebration

Discussion:

To be hosted on Wednesday 17th May 2023, 5.40pm arrival for a 6.00pm start at The Centre Ivanhoe. The evening will be hosted by radio broadcaster and writer Jacinta Parsons. Please let Sherryn or Xenia know as soon as possible if you would like to attend. Note this is the same day and time as the IDAHOBIT community event.

- Qwere Street event

Discussion:

Committee were provided an update on promotional activities, and offered flyers for distribution, with an electronic version to be distributed with the minutes.

Yvette seeks interest from committee members to act as volunteers at the event, and members are to contact Yvette directly.

Committee members volunteered to act as MC at the event, Tommy confirmed interest, Paul withdrew due to competing opportunity and Fleassy indicated interest. Tommy and Fleassy to contact Yvette directly.

Action 7:

Committee members interested in volunteering or MCing to make direct contact with Yvette from Montmorency Traders Association as soon as practicable. Yvette@x2marketing.com.au or 0408 056 581

Committee to refer to Briefing Paper for reports against Committee Actions

- Easy English guide - language used to describe the LGBTIQA+ acronym – held over due to time constraints
- Update from Inclusive Banyule Advisory Committee- held over due to time constraints

3.3 Other business

3.3.1 IDAHOBIT

- Council and Tommy to provide an update on the progress for the IDAHOBIT internal and external events. Note: Progress flag procured to be flown for IDAHOBIT.

Discussion:

Council have planned two IDAHOBIT events, both to be held on 17th May 2023; an internal discussion on LGBTIQA+ inclusion in the workplace; and a performance- based community event at ILCH from 6pm, featuring Fleassy and Amy Francis.

Committee members will be given priority access to tickets one week prior to being release to the public. The event will welcome 80 people only due to the size of the space.

Michelle offered to recite a poem at the event.

Council noted that the progress pride flag, that is inclusive of the intersex symbol, has been purchased and will be flown on IDAHOBIT day.

A committee member noted that the State Government made the decision to fly progress pride flag permanently and suggest that Council should also do this. As an alternative, a member suggested the flag could be flown from IDAHOBIT to the end of Pride month in June at a minimum.

Recommendation 2:

Council flies the Progress Pride flag, that is inclusive of the Intersex symbol, at Council offices located at 1 Flintoff Street Greensborough and the Ivanhoe Town Hall located at 275 Upper Heidelberg Road Ivanhoe every day of the year.

3.3.2 Other updates

- David - Open and affirming cultural safety project at the Anglican Church. It is a two-step process of affirming same sex weddings, coupled with a statement of cultural safety which will be revised every two years. Working on a process to check on cultural safety around Australia, to guarantee cultural safety, and is working with the Rainbow Tick organisation through the process.
- Banyule Community Health Service is working towards rainbow tick accreditation and uplifting cultural safety- strong advocacy with client programs, reaccommodating advocacy to peak bodies to provide more inclusive option. Inclusion and Workplace Well-Being Lead, Jo Southwell, and Tommy are in the process of revisiting each team over the next few months for a reflective, interactive discussion about LGBTIQA+ inclusion at Banyule Community Health, and the practice changes made across teams to provide a welcoming, safe and inclusive service for the LGBTIQA+ community.

- LGBTIQ+ Inclusion Foundational Training has been completed by 95% of staff and the Board are underway now. This is key to ensure BCH has strong organisational capability to meet the needs of LGBTIQ+ people, clients, and workforce members.
- Rainbow Shapers and Shakers working group at BCH- to work together to consult and embed change processes, to ensure they are representing the needs of the local community.
- Key – 1st March started “rainbow talks” to provide support conversations about LGBTIQ+ matters and issues in the workplace.
- On Tuesday the 16th May, at 6:15pm, BCH is hosting “of an Age” film screening at Thornbury Picture House, and funds will go towards supporting Alphabet Soup, whom BCH is finalising an auspicing arrangement. Tommy to invite committee to attend and provide further information about tickets.
- Tommy – Whittlesea Pride Festival on Sunday 7th May, run by Whittlesea Community Connections- Tommy to email flyer, to ensure this is circulated out to committee members interested in attending this.
- Fleassy- noted the successful delivery of the International Women’s Day event, and thanked members for attending. The event welcomed a sold-out audience of 250 beautifully diverse people and was a great example of increasing visibility and challenging societal norms.
- Cr Champion is concerned about community members who do not understand what it means to identify with diverse communities. Cr Champion invites committee members, acting as an individual to speak as a guest, at her personal podcast next Friday (21 April) between 1-2 online to acknowledge IDAHOBIT day, noting that it is not a Council podcast. Michelle and Fleassy volunteered to be contacted. Paul makes note of language used by Cr Champion and states that LGBTIQ+ people might also be straight. Paul would consider participating to expand on this matter as an Intersex person at another time.
- Cr Champion received correspondence from residents in her community noting that persons that do not identify as LGBTIQ+ are feeling they are now a minority. Cr Champion asks how we bring community along and educate.
 - Lara suggests raising visibility and awareness through stories and engagement, particularly with sports clubs important- educating and raising visibility need to be shared together.
 - David suggests that people of privilege have the resources to find out for themselves, there is plenty of information out in the community to explain why social change has happened. David notes he is getting tired of being asked- all community members have the responsibility to value all humans; the amount of people who have to lie about who they are is not right. We need to focus on seeking truth and goodness, and allowing people to be who they are, need to focus on inclusivity. David notes everyone has a moral duty.
 - Lara confirms the LGBTIQ+ community has fatigue about having to justify who they are, whole society is set up to tell the straight story and disagrees LGBTIQ+ matters are being forced on others.
 - David concludes that we should not give such views credence.
- Michelle encourages members to attend a new show called Gender Euphoria: Mighty Real at the State Theatre on 19th- 20th May. <https://www.artscentremelbourne.com.au/whats-on/2023/theatre/gender-euphoria-mighty-real>

4. Close and date of next meeting

Next meeting: 15 June 2023, 5.30-7.30pm at Ivanhoe Library and Cultural Hub.



Minutes Age Friendly Advisory Committee

17 August 2023



Age Friendly Committee | Minutes

Meeting details

Date of meeting	Thursday, 17 August 2023
Time	10.00am to 12.00pm
Venue	Room 403, 1 Flintoff St Greensborough
Chair	Cr. Elizabeth Nealy
Minutes	Jenna Gandolfo Community Connections Team Laura Cattapan Community Connections Coordinator

Committee Member Attendance

Attendee name	Affiliation/Organisation
Cr Elizabeth Nealy	Councillor Delegate - Banyule City Council
Mary Stringer	Community Member
Jim Brewer	Community Member
Veronica Lee	Community Member
Glenn Swafford	Community Member
Dianne Williamson	Community Member – U3A Representative
Karlene Lang	Community Member

Council Officer Attendance

Attendee name	Position
Jo Wilson	Manager Resilient and Connected Communities
Laura Cattapan	Community Connections Coordinator
Jenna Gandolfo	Community Connections Team Leader

Guest Speaker Attendance

Attendee name	Affiliation/Organisation
Emma Butterworth	Banyule City Council - Senior Strategic Planner
Emily Harris	Banyule City Council - Senior Strategic Planner

Apologies

Name	Affiliation/Organisation
Cr Tom Melican	Banyule City Council, Councillor Representative
Jenny Dale	Age Friendly Committee Member
Marcello D'Amico	Age Friendly Committee Member
Kath Bracket	Banyule City Council, Director Community Wellbeing

Items

1. Introductions

Acknowledgement of the Traditional Custodians

"Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history."

Diversity Statement

"Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation, and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community."

2. Actions from Previous Meeting - 25 May 2023

Agenda Item	Action Arising and Outcome	Progress
Seniors Exercise Park	<p>Action: Community Connections Coordinator will see if members of the Open Space Planning and Design Team would be able to provide their proposal and potentially present the plan to the Committee for feedback.</p> <p>Outcome: There has been change over in personnel in the Open Space Planning and Design Team. The team have provided the following plan to address shading issues at the park.</p> <p>Key design recommendations in lieu of a shade structure and in the absence of a hard-edged fence:</p> <ol style="list-style-type: none"> 1. Plant x 2 established large canopy trees on the Lower Heidelberg Rd side (as it presents to be empty and exposed) 2. Plants understorey planting and bushes to that area 3. Include x 2 new additional bench seating to increase seating in a shaded area (over time) with background understorey vegetation. 4. Maintain rock edging. 	<p>Ongoing</p> <p>Community Connections Coordinator to keep Committee updated on progress of this.</p>

	<p>5. Soft landscaping i.e., hedging around the entire perimeter (in the absence of a hard-edged fence)</p> <p>6. Relocate the signage to the main entry point – to best define its use and user group</p>	
<p>Draft Banyule Public Toilet Plan Consultation</p>	<p>Action: Cr Melican said that he would like to get an update of the planning issues around public toilets and follow up on what the regulations are for Cafes and public toilets.</p> <p>Outcome: The provision of toilets within buildings isn't specified through the planning system but is covered under the building regulations. This is The Building Code of Australia. Cafés are required to provide public toilets if they service over 20 patrons, otherwise no requirement under the regulations.</p>	<p>In progress</p> <p>Further Action</p> <p>Coordinator and Manager to investigate timelines and phases of the Public Toilet Plan and invite Asset Management Team to a Committee meeting if possible.</p>
<p>Age Friendly Champion Relaunch – Age Friendly Champions Working Group and Community Connections Team Leader</p>	<p>Action: Community Connections Team will put a call out to previous Champions post the relaunch outlining what activities they can get involved in. This will act as a final call to participate.</p> <p>Outcome: Community Connections Team Leader sent an email to the Champions on the 16 June encouraging them to sign onto working groups and update their police checks. They have also been contacted as part of the community engagement for the older adult framework.</p>	<p>Completed</p>

3. Standing Agenda Items

3.1 Update from Council-

3.1.1 Councillor Update – Cr Nealy

Cr Nealy reported on the following:

7 August Council meeting -

- Banyule Youth Summit was held, 3 young people got up and talked to Council to express their views on what is important to them. Banyule doesn't have a Youth advisory committee but do have the Youth Summit as an avenue to report back to Council.
- Mayflower Development. Proposal for an Age Care residential development in Macleod. strong, passionate response from community and residents who are against the proposal. Residents don't like the size and scale of the development and believe it is not in the neighbourhood character. Council approved the development with amendments i.e., having more trees.
- Cr Nealy asked the Committee for feedback on this issue, this included:
 - A Committee member noted the difficulty for Council in deciding on developments and the need to consider trade-offs.
 - A Committee member is surprised by the opposition to the project and thought it would be preferable to an 8-story residential development.
 - A Committee member noted it's important there are residential facilities in local areas to allow older adults to age in place.
 - A Committee member mentioned the importance for residential aged care service to be located close to health services and hospitals.
 - Cr Nealy noted that Ibbott and Beale Wards represent the largest population of older residents.

- Cr Nealy reported that Councillors expressed their appreciation for the work of Banyule's Population Committees and acknowledged the diverse perspectives they bring to the table.
- Cr Nealy provided an update on the Montmorency Hub - 7 Wellington Street Montmorency.
 - There will be an expression of interest to operate a community hub in Montmorency.
 - Council is trying to balance the needs of various areas across Banyule.
 - The existing Monty Hub Group is going to move to Petrie Park Hall. The outcome may be more community groups and hubs in Montmorency.

3.1.2 Community Connections Program Update

Community Connections Coordinator provided an update on the Banyule Community Bus trial:

- The Community Bus was launched on 12 July and commenced on 17 July.
- Committee members were encouraged to promote the bus to their networks.
- A Committee member said the Austin is promoting the bus, particularly the Occupational Therapists.
- The Bus Drivers are keeping track of the number of passengers for reporting and review purposes.
- A Committee member suggested Council provide supporting documents regarding places of interest at the major stops.
- A Committee Member commended Council for "having a go", acknowledging the complexities of the project, and the importance of the review process in improving the bus.
- A Committee member would like Council to advocate for circular routes that service the shopping centres.

Community Connections Team Leader provided an update on the following programs:

Coffee Connect program

- The Coffee Connect program has been restarted and advertised in the June/ July Age in Focus Edition.
- Age Friendly Champions have been engaged to assist Council staff in the delivery and promotion of the program.
- 6 were scheduled in June, 40 people attended.
- 5 were scheduled in July, 6 people attended.

Social Lunches

- June Social Lunch, 9 people attended.
- July Social Lunch, 14 people attended.

The Older Adults Community Connections Working Group discussed why the lunches are more popular than the coffee catchups and reasoned that coffee may not be enough of a draw card to leave the house, with people preferring longer activities. The Community Connections team are trialling pairing the coffee catch ups with an activity, i.e., coffee at Ivanhoe Library followed by a tour of the exhibits, or coffee at Bellfield and a walk around the community garden.

Seniors Exercise Park

- Seniors Exercise park – Considering options for the Community Bus program to align with the Exercise Park program.

3.1.3 Inclusive Banyule Advisory Committee Update – Glenn Swafford

Community Connections Coordinator thanked the Committee Member Representative, Glenn Swafford for providing a written update of the Inclusive Banyule Committee, which was circulated to the Committee prior to the meeting.

Glenn highlighted the discussion at Inclusive Banyule about the social and emotional wellbeing of First Nations peoples in lead up to the referendum.

Glenn would like for there to be a formal process where representatives from the Population Committees on the Inclusive Banyule Committee are able to update the Committee on current relevant issues that Population Committees are addressing.

Glenn would like the committee meetings to line up with policy consultation periods as currently this is out of sync. He would also like for the Inclusive Banyule Committee and our Committee meeting times to be more aligned.

Action

Manager Resilient and Connected Communities said that she will work with Council contact officers to better align meetings and provide a process for population Committees to provide feedback.

3.1.4 Older Adults Major Event Working Group

The Community Connection Team Leader said that the Banyule Seniors Festival has been planned in collaboration with the Major Events Working Group. She reported that planning is underway for Council's flagship Morning Tea Concert to be held on Tuesday the 17 October and that the Working Group and Community Connections team have been working on the Seniors Festival Program that is scheduled to be published in September.

3.1.5 Community Updates, Committee Members

A Committee member thanked Council for the opportunity to attend the Joint Committee Yarning Circle featuring Uncle Charles. Other members of the Committee who attended also said they found the session very informative.

4. Other Business

4.1 Presentations/ Consultations/ Information

4.1.1 Consultation on the Housing and Neighbourhood Charter Strategies Review

Cr Nearly introduced Emma Butterworth Senior Strategic Planner and Emily Harris Strategic Planner to the meeting.

The Senior Strategic Planner advised that Council is currently undertaking a review of the Housing and Neighbourhood Character Strategies.

The [Housing Discussion Paper](#) and a Briefing was emailed to the Committee prior to the meeting.



**Briefing for Age
Friendly City Committi**

The Paper is setting up some of the foundations for Council to draft the new strategies.

The review is a multi-year project, last year there was a preliminary discussion paper to understand at a higher level what people value about where they live. Council is currently in stage 2 of the project, which will lead to development of the Housing Strategy and Neighbourhood Character Strategy.

The Senior Strategic Planner presented a Powerpoint presentation to the Committee.



**Age Friendly AC
Powerpoint.pptx**

This included discussion on the following:

- Reductions of large dwellings due to increase in older and younger population.

- Affordability is a key issue in Banyule with no opportunity for low to moderate income families to buy a 2-bedroom apartment/house in Banyule.
- No rental opportunities for single adults, very low opportunities for moderate to low-income families.
- Of low to moderate income people/families in Banyule, 63% are in mortgage stress and 45% are in rental stress.
- Tiny Housing regulations have been considered.
- Banyule needs to elevate universal design.

Committee member feedback and discussion of the question “what are the barriers community face in accessing housing with universal design?” included:

- There is a Lack of Occupational Therapists to be able to modify homes.
- Developers are getting sign off remotely and allowing “minor” issues to pass through, however these are not minor for accessibility i.e.. a little step. Regulations are not tough enough and Council needs to advocate for stronger regulations.
- Need to raise the bar higher and set a higher target than 10% as accessible dwellings.
- In addition to planning controls for a wider range of housing types, explore ways to better support the community to live in place in suitable dwellings.
- Downsizing or moving into a retirement village should be made simple. People are confused about what this involves. Suggestion for Council to deliver information sessions or workshops, 2 to 3 times a year on this topic.
- Suggestion to consider guidelines for developers. Committee agreed this was a good idea but would need authority to be successful.
- Standards Australia already has these standards, Council needs to develop procedures around how these standards are being met.
- Need to advocate for the State Government to have satisfactory building inspections in place and not allow online inspections.
- Banyule planning policy is quite restrictive, and the Committee feel that tiny housing dwellings should be considered for secondary dwellings.
- A Committee Member mentioned that the Inclusive Banyule Committee was given an update on advocacy priorities from Council and that Council should utilise the Age Friendly Committee to support these priorities.

Action

Include Shaping Banyule page and Senior Strategic Planner details in minutes.

<https://shaping.banyule.vic.gov.au/HNC>

Action

The Committee would like to know the percentage of people renting, people who live in own their homes outright and people with a mortgage.

Action

The Senior Strategic Planner and Community Connection Team will explore the potential to deliver an information session for older adults on downsizing.

Action

Council's Communications, Advocacy and Engagement Coordinator to be invited to a Committee meeting to provide an update on Council's advocacy priorities and how the Committee can support the priorities that are relevant to older people.

4.1.2 Population and Advisory Committee Notification of Changes

Community Connections Coordinator mentioned the memo that was emailed to the Committee with the Agenda outlining the Extension of the Committee Term and the Introduction of a thank you gift from members.



**Memo to Council's
Advisory and Populati**

The Manager Resilient and Connected Communities advised that on the 7 August Council meeting Council endorsed the following:

Extension of Committee term

The Population and Advisory Committee term has been extended until the 20 September 2024.

Introduction of thank you gift.

The thank you gift has been endorsed by Council. A small gift will be offered to acknowledge the work of the Committee members.

Action

Community Connections Coordinator will email Committee members asking them to confirm whether they would like to continue as a member of the Committee.

4.1.3 Older Adults Framework Development Update from Working Group

Community Connections Coordinator provided an update on the Older Adults Framework:

The Older Adult Framework Codesign Working Group have been working collaboratively with Council in the development of the Framework. The Age Friendly Committee is well represented on the Working Group with 5 members participating and 3 Age Friendly Champions. The draft Framework is expected to be completed and be endorsed by Council to go out for community consultation in November.

The Committee will be provided the draft Framework to review prior to the next Committee.

Council, with the support of the working group, have engaged in a community engagement process to gain insights into how Council can be more age friendly. This feedback will help shape the Older Adults Framework. This includes a Shaping Banyule survey available online and in hard copy, face to face consultations with harder to reach groups, and a community focus group which will be taking place tomorrow 18 August.

The Committee discussed being invited to a Working Group meeting to discuss the draft policy and came to the conclusion that presenting the Committee members with the draft Framework would be a sufficient level of consultation.

Action

Community Connection Coordinator to email Committee members the draft Older Adults Framework to be discussed at the next meeting on the 28 September.

5. Committee Recommendation to Council

5.1 Previous meeting recommendation outcomes

Age Friendly Committee recommendation outlined in 25 May 2023 minutes:

The Age Friendly Committee would like to recommend that Council extend the Inclusive Employment Program to include older people as a target group.

Community Connections Coordinator has been provided a response from the Inclusive Enterprise and Local Jobs Coordinator in relation to this recommendation. Due to time constraint, she will include the response with the minutes. Please see response below:

Banyule's Inclusive Employment Program supports residents who face barriers to employment to gain a 6-month job opportunity within Council.

You can apply for this program if you:

- *are a Banyule resident*
- *face barriers to suitable and meaningful employment*
- *identity as a member of one or more of the following community groups:*
 - *Aboriginal and Torres Strait Islander peoples*
 - *culturally and linguistically diverse people*
 - *people living with disability*
 - *young people (age 16-25).*

We recognise that within these community groups, people may have overlapping identities or experiences. LGBTQIA+ people, older adults and people affected by the justice system who meet the above criteria are encouraged to apply. As such, older adults are encouraged to apply for the IEP if they also identify in one or more of the four target population groups.

Every two years, Council reviews the four target population groups of the program, to ensure the program is still supporting those experiencing the more significant barriers to work. In July 2023, this review was conducted, which identified that the four target population groups are still those facing the most significant barriers to work.

Council's Inclusive Local Jobs Strategy is coming to an end in June 2025. At this time, Council will be conducting community consultation and research to determine the best approach for Council to continue supporting people experiencing barriers to employment into work. This will include consultation with all Population and Advisory Committees and may include a review of the eligibility criteria of the IEP, including consideration of opening the program to all people experiencing barriers to work.

5.2 Meeting Recommendation/s

Recommendation

The Committee would like to note the importance of residential age care facilities existing in local communities to allow people to age in place.

The Committee would like to thank Council for the honorarium gift.

6. Close and date of next meeting

The next Age Friendly Committee meeting will be held on Thursday 28 September, 1 Flintoff St Greensborough



Minutes Age Friendly Committee

28 September 2023



Age Friendly Committee | Minutes

Meeting details

Date of meeting	Thursday, 28 September 2023
Time	10.00am to 12.00pm
Venue	Room 4.06 Griffin Community Meeting Room, 1 Flintoff St, Greensborough
Chair/Facilitator	Cr Elizabeth Nealy
Minutes	Laura Cattapan A/Manager Resilient & Connected Communities Kim Phu A/Community Connections Team Leader

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Diversity Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”

Committee Member Attendance

Attendee name	Affiliation/Organisation
Cr Elizabeth Nealy	Banyule City Council – Councillor Delegate
Mary Stringer	Age Friendly Committee Member
Jim Brewer	Age Friendly Committee Member
Glenn Swafford	Age Friendly Committee Member
Dianne Williamson	Age Friendly Committee Member
Karlene Lang	Age Friendly Committee Member

Guest Speaker Attendance

Attendee name	Affiliation/Organisation
Mohammad Rashid	Banyule City Council - City Assets Coordinator
Sherryn Prinzi	Banyule City Council – Community Impact Coordinator
Steph Ashby	Banyule City Council – Social Policy Lead

Council Officer Attendance

Attendee name	Position
Laura Cattapan	Banyule City Council – Acting Manager Resilient and Connected Communities
Kim Phu	Banyule City Council – Acting Community Connections Team Leader

Apologies

Name	Affiliation/Organisation
Cr Tom Melican	Banyule City Council – Councillor Representative
Jenny Dale	Age Friendly Committee Member
Veronica Lee	Age Friendly Committee Member
Kath Bracket	Banyule City Council – Director Community Wellbeing
Jo Wilson	Banyule City Council – Acting Director Community Wellbeing
Michael Finney	Banyule City Council – Acting Community Connections Acting Coordinator

Items

1. Introduction

- Acknowledgement of traditional custodians
- Diversity Statement

2. Actions from Previous Meeting

Agenda Item	Action Arising and Outcome	Progress
2. Draft Banyule Public Toilet Plan Consultation	<p>Action:</p> <p>Coordinator and Manager to investigate timelines and phases of the Public Toilet Plan and invite Assessment Management Team to a Committee meeting,</p> <p>Outcome:</p> <p>Two important points were identified in the stakeholder consultation and were included in the Plan.</p> <ul style="list-style-type: none"> • Displaying a sign in closed toilets to indicate the direction for the nearest open toilet. • Investigate the possibility of getting partnerships with local businesses to provide toilet facilities in place of constructing new toilets. <p>City Assets Coordinator will be providing an update on the Public Toilet Plan Agenda Item 4.1.1</p>	In progress
3.1.3 Inclusive Banyule Advisory Committee Update	<p>Action:</p> <p>Manager Resilient and Connected Communities said that she will work with Council committee executive officers to better align meetings and provide a process for population Committees to provide feedback.</p>	In progress

	<p>Outcome:</p> <p>This will be addressed at the next Committee executive officer meeting where there will be joint planning to align the Population Committee meetings in 2024.</p> <p>Further Action</p> <p>The Community Connections Coordinator will provide an update on this and the date for 2024 meetings at the next Age Friendly Committee meeting.</p>	
<p>4.1.1 Consultation on the Housing and Neighbourhood Charter Strategies Review</p>	<p>Action:</p> <p>The Committee would like to know the percentage of people renting, people who live in and own their homes outright and people with a mortgage.</p> <p>Outcome:</p> <p>Seniors Strategic Planner provided the following stats from the 2021 Census:</p> <p>Owner occupier (total: 70%)</p> <ul style="list-style-type: none"> a. Owned outright: 36% b. Owned with a mortgage: 34% <p>Rented: 25%</p> <p>Other (e.g., social housing): 2%</p> <p>Not stated: 3%</p>	<p>Completed</p>
<p>4.1.1 Consultation on the Housing and Neighbourhood Charter Strategies Review</p>	<p>Action:</p> <p>The Senior Strategic Planner and Community Connection Team will explore the potential to deliver an information session for older adults on downsizing.</p> <p>Outcome:</p> <p>The Community Connections Team will meet with the Seniors Strategic Planner later in the year to discuss options and this will be presented to the Committee.</p> <p>Further Discussion</p> <p>Community Connections Coordinator mentioned the recent State Government announcement that people will no longer have to seek a permit to build a 'Granny Flat' on their property, to be included as part of the information session.</p>	<p>Ongoing</p>
<p>4.1.1 Consultation on the Housing and Neighbourhood Charter Strategies Review</p>	<p>Action:</p> <p>Council's Communications, Advocacy and Engagement Coordinator to be invited to a Committee meeting to provide an update on Council's advocacy priorities and how the Committee can support the priorities that are relevant to older people.</p> <p>Outcome:</p> <p>Council's Communications, Advocacy and Engagement Coordinator is currently in an acting role and doesn't have capacity this year to present to the Committee however would like to be invited to present at the first Committee meeting in 2024</p>	<p>Ongoing</p>

4.1.2 Population and Advisory Committee Notification of Changes

Action: Completed

Community Connections Coordinator will email Committee members asking them to confirm whether they would like to continue as a member of the Committee.

Outcome:

Community Connections Coordinator emailed Committee Members in relation to this with the Agenda.
 All Committee Members indicated they would like to stay on. There has been one application received from a member of the community and they will be joining the next meeting. There are still more vacancies on the committee, the recruitment will be left open until these positions are filled.

4.1.3 Older Adults Framework Development Update from Working Group

Action: Completed

Community Connection Coordinator to email Committee members the draft Older Adults Framework to be discussed at the next meeting on the 28 September.

Outcome:

Community Connections Coordinator emailed Committee Members in relation to this with the Agenda. This is being addressed in Agenda Item 4.1.4.

3. Standing Agenda Items

3.1. Update from Council

3.1.1 Councillor Update – Cr Nealy

Cr Nealy highlighted some of the outcomes from the Council meeting held on Monday 25 September that may be relevant to the Committee, they included:

Urban Food Strategy:

Banyule Council adopted its first Urban Food Strategy which is about improving access to food across Banyule and connecting agencies who grow and distribute food. There are a lot of agencies who are working independently, and not necessarily connecting with each other. So, it's about supporting those connections as well as food production.

The demand for food relief has increased exponentially over the past three years since COVID. Therefore, it is important for resources to increase to support agencies, for example Greenhills Neighbourhood House has played a key role in distributing food to people in the community and the Strategy aims to support and strengthen their role in providing food relief.

A Committee member said that the Italian Seniors applied for a grant to distribute food to support members of the older Italian community during COVID and this has continued and there is still a demand for pensioners.

Draft Volunteer Policy:

The Draft Volunteer Policy aims to improve the relationship between Council and our dedicated Council volunteers. The draft volunteer policy also outlines Council's role in supporting our external volunteer involving organisations. The Draft Policy also includes members of our Population and Advisory Committee members and will be available for Committee members to review and provided feedback - [survey link](#)



Inclusive Employment Program:

The Inclusive Employment Program has supported 726 people who face barriers to employment. This includes residents from new and emerging migrant backgrounds who may have qualifications from overseas that are not recognised here. This program provides employment at Council with training and support for 6 months and has led to future employment for some participants either within Council or with other organisations. Banyule aims to support 1000 inclusive jobs by 2025.

3.1.2 Community updates, Committee Members

A Committee Member also wanted to mention that it is worth noting that on 7 September 2023 Council officially launched the Banyule Community Fund.

A Committee Member mentioned that she represents Austin Health. They are still busy but not as busy during COVID. She wanted to remind everyone about the memory clinic, continence clinic, and falls and balance clinics that operate out of the Repat. The Committee member said she was happy to liaise with different groups if they would like to know more about them.

Action:

Committee Member will provide information on the continent, falls memory clinics to be included in the minutes.

Please see below attached flyers.



3.1.2 Community updates, Committee Members

A Committee Member said that Service information and navigation is an issue for older people. This came through the data from the Older Adults Framework consultation and is an ongoing challenge.

A Committee Member also said that the access and equity to medical services is an issue, most GP are no longer bulkbilling and everything is online. This is a big problem for older people particularly for people who are from culturally and linguistically diverse background.

A Committee Member also mentioned that Council has a great Carer Support program but how do you promote the program to relevant community members? It is promoted in the Banner and the Age in Focus newsletters, but it still may not reach the people who may need the service.

Community Connection Coordinator mentioned that Council recently appointed Mayuri Mehta as our Service Navigation and Assessment Lead. Mayuri is currently mapping relevant aged services and will set up a local provider network. Residents can contact Council for support with navigating the service system particularly aged care.

The Committee Members numbers of people attending local clubs are decreasing. Some clubs are now closing, and members are joining other clubs which is problematic due to venue capacity and limited funding.

A Committee Member mentioned that there are many older people who are not online. There still needs to be opportunities for older people to phone up and that word of mouth is one of the best ways to promote services.

A Committee Member expressed concern regarding what is happening with the Italian Seniors Clubs as some of them are closing due to lack of being able to recruit members to go on the Committee. He would like to meet with Council Officers to discuss how the clubs can be supported.

Action:

Community Connections Coordinator mentioned that it would be good to meet with Committee Member to discuss the issues that local Italian Clubs are experiencing.

3.1.2 Community updates, Committee Members (5min)

The Committee Member representing Banyule U3A reported the following:

- As reported in their recent AGM, they now have over 900 members.
- Due to the substantial increase in venue hire they have had to increase their membership fee for next year to cover the costs.
- During Seniors festival they are running:
 - A come along and join the community choir for a singalong,
 - Learn how to knit sessions and
 - Several lectures
- These activities have been advertised in the Banyule Seniors Festival Activity Program booklet.
- Banyule U3A participates in fundraising activities a few times a year and are willing to consider channelling at least one of these fundraises to the Banyule Community Fund.

A Committee Member provided a pamphlet called "Add friends to your years" produced by Boroondara Council, which includes a range of activities for older people. He thought it would be good to show Council the publication as a good example of what other Council's are doing to promote community connections activities for older residents. The Committee Member also commented on the Age in Focus newsletter saying that he noted that there was a lot of information on activities in the last edition and that it seemed to be spread across the Municipality and wanted to express that it was well done.

3.1.3 Inclusive Banyule Advisory Committee Update, Glenn Swafford

Glenn Swafford, Age Friendly Committee member representative on the Inclusive Banyule Advisory Committee said that the Inclusive Banyule Advisory Committee had not met since the previous Age Friendly Committee meeting and therefore didn't have anything to report.

3.1.4 Community Connections Program Update - A/Community Connections Team Leader

A/Community Connections Team Leader reported that due to the Seniors Festival Program in October all the Older Adults Community Connection Programs such as Social Lunches, Coffee Connect Programs and Day Trips have been postponed until November. This is to give residents the opportunity to participate in the Seniors Festival activities.

3.1.5 Older Adults Major Events Working Group - A/Community Connections Team Leader

A/Community Connections Team Leader reported on the Older Adults Major Events Working Group:

- The Age in Focus Newsletter and Seniors Festival Activity Booklet was released on Thursday 21 September, containing exciting community activities and events that are mostly free or low cost which have been organised by Banyule seniors' clubs, community groups and organisations.
- Council will be hosting a Seniors Morning Tea and Concert on Tuesday 17 October. Bookings for the Morning Tea will be open on 2 October.

- There will also be a Northern Indoor Carpet Bowls Tournament between the City of Whittlesea and Banyule City Council and a Come and Try session for Beginners on Thursday 26 October.
- Watsonia 50+ Seniors Club are a great example of a group who have actively advertised and promoted their come and try sessions through the Age in Focus newsletter and Seniors Festival Activity Booklet which has resulted in an increased number of members following COVID.

4. Other business

4.1 Presentations/Consultations/Information

4.1.1 Banyule Draft Public Toilet Plan Update – Mohammad Rashid City Assets Coordinator

Cr Nealy introduced Mohamad Rashid City Assets Coordinator

The City Assets Coordinator thanked the Committee for opportunity to come back to the Committee to present on the Draft Public Toilet Plan. Since the team presented at the Committee Meeting in April, they have now gathered all feedback from Shaping Banyule and community consultations. This feedback has assisted in developing the Draft Public Toilet Plan which is now ready for review and feedback.

The Draft Public Toilet Plan is a 10-year plan to guide the provision of Council owned and managed toilets located across the municipality in places like public parks and near playgrounds, sports ovals and activity centres.

The City Assets Coordinator presented a PowerPoint presentation.



**Public Toilet Plan
2023**

Summary of the presentation included:

- There are 58 public toilets managed by Banyule Council.
- The Condition Data Assessment indicated that there are: 32 toilets rated as average condition, 21 toilets rated as good condition, and 5 toilets rated as very good condition.
- Summary of STAR Rating Assigned to Toilets:
 - Star Rating of 4 - 29 public toilets
 - Star Rating of 3 - 25 public toilets
 - Star Rating of 2 - 2 public toilets
 - Star Rating of 1 - 2 public toilets
- There were 545 who responded to the surveys – 63% from Shaping Banyule, 29% Intercept Survey, and 8% social media.
- 64% were women and 32% were men.
- 64% of people consider the availability of a public toilet when planning their trip.
- 41% are prepared to walk/travel 200 meters for a public toilet.
- 28% are prepared to walk 50 metres.
- Majority of people indicated that they would avoid using the public toilet facilities at Macleod Shopping Centre.
- 59% of people have indicated that Council should aim for a star rating of 4.
- Important design criteria include cleanliness, safety, better location for new toilets, layout/design upgrades and Lighting upgrades.
- Upon completing the gender impact assessment, the following recommendation was put forward:
 - To undertake consultation and GIA for a new public toilet, determine a standard practice and configurations, and investigate an alternative approach for request to Council (QR code).
- The renewal and upgrade of the following toilets has been proposed for 2023/2024: Macleod Shopping Centre, Watsonia Shopping Centre, Loyola Reserve Public Toilet and Yallambie Park Public Toilet.

The City Assets Coordinator asked the Committee if they would like to provide additional feedback. This included:

- A Committee Member expressed his surprise that the data doesn't show any public toilets that are considered in poor condition as there are several known public toilets across Banyule which:
 - Are not accessible.
 - Are poorly maintained.
 - Have no rail.
 - Have inadequate lighting.
 - Have no back up toilet paper.
 - Have no air fresheners.
- He said that the public Toilet at Chelsworth Park in Ivanhoe is one of the worst public toilets in Banyule. What makes it poor is the following:
 - Step only access.
 - Old-fashioned kind of blocks that are very hard to walk on.
 - No rail on one side.
 - Inadequate lighting.
 - Poor washing facilities.
 - There's no backup provision for toilet paper.
 - Extremely smelly
- The Committee Member in Hays Paddock in Boroondara is a great example of a 5 Star Rating toilet.
- Cr Nealy said that she was surprised about how expensive public toilets are to build.
- The Committee Member did say that the excellent public toilets in Banyule usually come with new developments like the ones at Ford Park and Bellfield.
- A Committee Member asked if it was mostly people over 50yrs who answered that they planned where public toilets were prior to going out.
- Committee Members also acknowledge that some people don't treat public toilets well including vandalism.
- A Committee Member also mentioned that a lot of Seniors don't go to the Seniors Exercise Park because the toilet facility is too far away. Location of toilets that are not close to BBQ/picnic areas impact whether people use these facilities.
- A Committee Member mentioned it is a public health issue when there are no toilets for people to use as some people will then just use the public spaces.
- The City Assets Coordinator said that they are introducing a QR code for people to provide feedback/requests about the toilet.

The City Assets Coordinator encouraged the Committee to provide additional feedback as part of the community consultation which is now open from 27 September – 25 October through Shaping Banyule: <https://shaping.banyule.vic.gov.au/publictoilets>.

Action

If Committee Members would prefer to provide additional feedback to Community Connections Coordinator, she will collate it, share it with the Committee and provide it to City Assets Coordinator.

4.1.2 Banyule Resilient and Safe Strategy Consultation - Sherryn Prinzi Community Impact Coordinator

Cr Nealy introduced Sherryn Prinzi Community Impact Coordinator.

Community Impact Coordinator introduced the Resilient and Safe Banyule Strategy, which will outline how Council will work with our communities and what Council's role is in terms of supporting our communities to function better through stress and crisis.

Community Impact Coordinator provided a PowerPoint presentation.



Resilient and Safe Banyule Presentation

The Presentation outlined the following:

- Resilient and Safe Banyule will be used to guide Council's strategic planning and decision-making processes in ways that increase community resilience in Banyule over the next decade.
- It will position Council to mobilise existing and future resources to better support community resilience in Banyule, with the intention of creating long term and sustainable community outcomes that extend beyond 'emergency' situations.
- The presentation reflected on the data and research, and what the community had to say, which helped inform the Strategy.
- What is the Strategy trying to do:
 - Recognise, understand, and address the factors that contribute to vulnerability.
 - Support inclusion and connection.
 - Create opportunities for social and economic opportunities.
 - Value and protect our ecosystems and environment.
 - Make best use of local strengths and resources so everyone can benefit.
- What is the Strategies desired outcome:
 - Take steps to prevent acute shock and stress.
 - People can access the resources they need in the event of an acute shock or stress.
 - Our community works together to respond.
 - We build back better together.
- The five focus areas help make the community more resilient:
 - Health and Wellbeing
 - Social Inclusion and Connection
 - Strong and dynamic local economy
 - Sustainable natural and built environment
 - Communication, information, and education
- Community Impact Coordinator provided a definition of what is a resilient community:
 - "Communities with the ability to cope with and sustain through major changes caused by acute shocks and chronic stresses".
- She provided a list of shocks that have been identified in the Strategy and asked Committee if there were any additional shocks that they thought should be included. The Committees responses included:
 - Scams and phishing via phone, emailing, door knocking.
- She provided a list of stresses that have been identified in the Strategy and asked Committee if there were any additional stresses that they thought should be included. The Committees responses included:
 - Home invasions
 - The Northern East Link and anxiety some older people are experiencing with the infrastructure issues i.e., road closures, the impact the freeway will have on the local environment, on the traders, and older people being able to walk to their local shops etc.

Action

Community Impact Coordinator with the Community Connections Coordinator will provide crime stats on home invasions in Banyule.

Discussion

Community Impact Coordinator provided stats on Banyule which showed that overall Banyule is a safe place to live.

The Community Impact Coordinator highlighted the 5 focus areas that have been identified in the strategy:
Age Friendly Committee

- Health & Wellbeing
- Social connection and inclusion.
- Strong and dynamic local economy.
- Sustainable natural and built environment.
- Communication, information, and education.

The Community Impact Coordinator asked the Committee for any further comments. The Committees responses included:

- A Committee Member said that there is a role for the Age Friendly Committee once the framework is being released to run a series of workshops/focus groups on 'What If' scenarios that would be educational for the community. This could help to take the fear out of the situations and provide information on what supports are available.
- A Committee Member said that it would be good to bring in the arts i.e., local drama or play or comedian that would be a good way to provide awareness/education.

Community Impact Coordinator thanked the Committee for their time and said that if they would like to provide further feedback, they can go on the Shaping Banyule <https://shaping.banyule.vic.gov.au/ResilientBanyule>

Action:

Sherryn will provide the stats to the Committee regarding Banyule home invasions.

4.1.3 Update on Banyule Gambling Policy – Steph Ashby Social Policy Lead

The Social Policy Lead introduced herself and thanked the Committee for the opportunity to consult with them on the Draft Gambling Policy.

The Social Policy Lead provided PowerPoint presentation on the Draft Gambling Policy:



A Summary of the presentation included:

- Why do we need a new Gambling Policy?
- Outline of Gambling in Banyule. There was \$57.2 million lost to electronic gaming machines in Banyule (2022/23)

A Committee Member asked if there was a specific number of the actual people who made up the \$57.2 million.

Social Policy Lead said unfortunately that data is not captured.

- Gambling and older adults:
 - Older adults are vulnerable to experience gambling harm.
 - Men are more likely to gamble than women.
 - Lotteries/scratchies are the most common type of gambling to be used by people aged 55+.
 - Community gambling venue may serve as safe social spaces for older adults but may contribute to high risk gambling due to industry incentives like cheap meals and transportation.
- The draft policy covers:
 - Banyule's commitment to a preventative public health approach that addresses gambling related harm in Banyule.
 - The focus is not on individual behaviour change but on the broader ecosystem in which gambling harm develops.
- The five-guiding principles:

- A public interest approach
- Evidence based policy and initiatives
- Uplifting protective factors in our community
- Social justice
- A collaborative approach
- Four priority areas:
 - Operational responsibility
 - Advocacy
 - Planning
 - Health promotion & community support
- A Committee Member would like an understanding of the operational responsibility i.e., no advertising of gambling on community building or on Council land, banning gambling on Council wifi etc. He suggested changing the language on Operational Responsibility as it is not clear.
- A Committee Member suggested changing it to Council responsibility or Council controlled.

The Social Policy Lead asked the Committee to respond to the follow question. 'What are your thoughts on gambling in Banyule, particularly as it may impact older adults?'

The Committee's response was as follows:

- A Committee Member said she was taken by the comment about older people going to venues for social interaction. How can we fill the void for people who are feeling isolated. We need to take a preventative approach. She also mentioned is Bingo considered gambling.
- A Committee Member said that Gambling is very broad and used example of workplaces doing sweeps during Melbourne Cup as a form of gambling. He suggested that the Policy needs to define 'gambling harm' i.e., where the gambling activity tips over to be harmful to the individual, their family the broader community etc. The other issue is capacity does Council have capacity to impact this.
- Social Policy Lead reflected what she heard from the Committee:
 - Need to define what gambling is?
 - What gambling harm entails and provide a spectrum
- A Committee Member said it is important for the Policy not to alienate people and suggested not calling it a Gambling Policy as its not Council's business re Gambling, however Gambling Harm and its impact on the community is Council's business. We don't want to alienate people who are gambling where it isn't harming them.
- A Committee Member suggested changing the name of the Policy to Reducing Gambling and Adverse Impacts, so it doesn't sound so Big Brother and has a more proactive feel to it.
- A Committee Member said that Council should also focus on advocacy with State Government.
- Community Impact Coordinator said that Council has been developing an advocacy position on having a municipal cap.

Steph encouraged Committee Members to participate in the public consultation from 16 October – 24 November via the Shaping Banyule page <https://shaping.banyule.vic.gov.au/>

4.1.4 Draft Older Adults Framework Development Feedback (11:40am)- Laura Cattapan A/Manager Resilient and Connected Communities

Community Connections Coordinator discussed the Draft Older Adults Framework and the work of the Older Adults Framework Codesign Working Group who have worked in consultation with Council officers to develop the draft, which is made up of 5 members of this Committee.

The Community Connections Coordinator asked members of the Committee who are not on the Working Group if they had any feedback on the Draft Framework as it will be going to a Council Briefing.

A Committee Member provided the following feedback:

- Add "optimise health" under What are we trying to achieve?

- Citation and explanation of what the diagram means p7.
- Suggested to add EveryAGE Count pledge under Council's commitments and goals.
- Suggested to add "accessible" under Commitment 3, first point.

The Community Connections Coordinator said that the Committee will be consulted on the draft Framework at the November meeting.

Action

Community Connections Coordinator will include those changes in the Draft Older Adults Framework 2030.

5. Committee Meeting Recommendation to Council

5.1 Meeting Recommendation/s

The Committee would like to recommend that Council delivers a series of workshops of 'What If' scenarios to support the implementation and promotion of the Banyule Resilient and Safe Strategy,

6. Close and date of next meeting

6.1 Next meeting date is Thursday 9 November, 1 Flintoff St, Greensborough 10am to 12pm.

CREATIVE BANYULE

Arts and Culture Strategy 2023 - 2031



Contents

Mayor's Message	5
Banyule Community Vision 2041	6
Strategy at a Glance	8
Introduction	11
Purpose of this Strategy	11
What we mean by arts and culture	12
Background	14
Our assets and resources	16
Council's Role	18
Integrated Planning	19
Vision	20
Focus Area: Foster a sustainable and thriving creative sector	22
Focus Area: Enhance social connection, health and wellbeing	24
Focus Area: Celebrate First Nations Culture	26
Focus Area: Create equitable participation in arts and cultural experiences	28
Focus Area: Realise the creative potential of Banyule's spaces and places	30
Outcomes - Measuring Impact	32
APPENDIX 1: Strategy Development - Process for design	34

Acknowledgement of Country

Banyule City Council is proud to acknowledge the Wurundjeri Woi-Wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.

Uluru Statement from the Heart

Banyule City Council is also proud to acknowledge its commitment to endorse the Uluru Statement from the Heart in full. Council is committed to taking practical action to advance its core components: Voice, Treaty and Truth Telling.

Banyule Diversity Statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. Council is committed to access, equity, participation and rights for everyone; principles which empower, foster harmony and increase the wellbeing of an inclusive community.



Image: Murrundaya Yepengna Dance Troupe, Malahang Lantern Festival 2023 (Fresh Photography)
 Cover Image: Malahang Lantern Festival 2023 (Fresh Photography)



Image: Malahang Lantern Festival 2023
(Fresh Photography)

4 CREATIVE BANYULE

Mayor's Message

Why do we invest in arts and culture?

Because arts, cultural and creative activities are a tangible expression of our beliefs, values, resilience, and shared identity. They add texture and richness to the social fabric of Banyule.

Banyule residents agree. Over the past decade, community and cultural activities have been rated as important for most residents with more than 90% participating in at least one leisure, arts or cultural activity on a regular basis.

This is also reflected in the Banyule Community Vision 2041. During the consultation process, arts and cultural activities were often cited as a way to promote positive health and wellbeing, the vibrant economy and a strong sense of community. Findings from these consultations also highlighted our community's desire to "see an increase in spending on arts and culture."

Creative Banyule will provide a framework for artists, audiences and our community to create and shape Banyule into the future.

Sustainable, focused and ongoing investment in local arts and culture will not only improve the liveability of our communities, it also will help the community achieve its long-term vision and priorities over the next 20 years.

I am delighted to present Creative Banyule: Arts and Culture Strategy 2023-2031, which provides the direction we need to develop our cultural and creative strengths. Its five focus areas will play a vital role in ensuring we are a thriving, inclusive, engaged community, with a strong sense of belonging.

Thank you to the advisory committees, community members, artists, businesses and organisations who contributed to the development of this strategy. I look forward to working with our community to achieve the arts and cultural outcomes of this exciting strategy.

Join us in cultivating and celebrating a Creative Banyule.

TBC Banyule Mayor

Please supply signature

Banyule Community Vision 2041

This vision is supported by six community priority themes:



“We in Banyule are a thriving, sustainable, inclusive and connected community. We are engaged, we belong, and we value and protect our environment.”

The Banyule Community Vision 2041 contains the following aspirations:

- Together we celebrate the amazing cultures that make up who we are and contribute to our shared identity.
- Inclusiveness and diversity are reflected in all our services, programs, festivals and events.
- Our rich arts and cultural history are protected, promoted and cultivated and more opportunities are available for people to come together and enjoy.
- Our City is a network of 20-minute neighbourhoods, connected through a range of transport options and we have easy access to places to live, work and play.
- Banyule is home to a diverse range of businesses. We nurture new start-ups and continue to support businesses to grow and be successful.



Image: Twilight Sounds 2019 (Glitch Media Photography)

Strategy at a Glance

Vision	Creative Banyule – where people, ideas and spaces are thriving and connected through arts, culture and creativity.				
Focus Areas	Foster a sustainable and thriving creative sector	Enhance social connection, health and wellbeing	Celebrate First Nations culture	Create equitable participation in arts and cultural experiences	Realise the creative potential of Banyule's spaces and places
Key Objectives	<ul style="list-style-type: none"> • Build capabilities of artists and creative businesses, both emerging and established, to contribute to the local creative economy. • Increase access to suitable facilities for artists and creatives to make and present work. • Enable a culture of networking, collaboration, skills sharing, and artist led programming in Banyule. • Demonstrate and advocate for best practice principles for working with artists and creatives. 	<ul style="list-style-type: none"> • Ensure the design and delivery of festivals and events reflects the diversity of the community. • Strengthen partnerships with Neighbourhood Houses, Libraries, schools and community organisations to support healthy, connected communities through arts and cultural activity. • Increase opportunities for intergenerational, intercultural and educational connections through arts and cultural activity. 	<ul style="list-style-type: none"> • Recognise Traditional Owner and First Nations stories, knowledge and culture as an integral part of Banyule's identity, heritage and future. • Assert arts and culture's role in supporting Council's commitment to the Uluru Statement from the Heart. 	<ul style="list-style-type: none"> • Centre the lived experience of our diverse communities in key elements of Council's arts and cultural programs. • Unlock opportunities for people experiencing barriers to inclusion in arts and cultural activities. • Improve methods of connecting with arts and culture opportunities in Banyule. 	<ul style="list-style-type: none"> • Effective inclusion of more public art elements in civic and open space improvements. • Cultivate the status of the Ivanhoe Library and Cultural Hub and the Banyule Art Collection as culturally vital community assets. • Prioritise long term investment in arts and cultural infrastructure across the municipality. • Encourage creative initiatives that increase a connection with the natural environment. • Inclusion of creative industries and programs in strategies to develop Banyule's major activity centres.
Key Outcomes	<ul style="list-style-type: none"> • There is a dynamic culture of creative practice and enterprise in Banyule. • Creative industries contribution to local economic development is valued and boosted. 	<ul style="list-style-type: none"> • People's sense of belonging, value, and well-being is increased. • Partnerships between Council and community organisations that deliver cultural outcomes are increased. 	<ul style="list-style-type: none"> • First Nations led cultural engagement and participation is increased. • History and culture of Wurundjeri Woi-Wurrung Traditional Owners and First Nations communities is better understood and celebrated. 	<ul style="list-style-type: none"> • More people feel connected and included in the creative life of Banyule. • Opportunities to participate in arts and culture are easier to discover. 	<ul style="list-style-type: none"> • More flexible spaces available, that cater for all aspects of the creative eco-system. • Creativity, culture and heritage is more evident across Banyule's public spaces and activity centres. • Increased public art outcomes in Banyule.

Culture is who we are, and what shapes our identity. Placing culture at the heart of development policies is the only way to ensure a human-centred, inclusive and equitable development.

(Jyoti Hosagrahar, Deputy Director for the UNESCO World Heritage Centre)



Introduction

Creative Banyule is Banyule City Council's Arts and Culture Strategy 2023-2031.

The purpose of *Creative Banyule* is to establish a long-term vision and strategic framework that will position Council to foster and amplify the multiple benefits of creative and cultural activities within the City of Banyule. The strategy outlines our focus, commitments and performance measures and demonstrates how the pursuit of these activities will support Council to make significant steps towards achieving the strategic objectives of the Banyule Community Vision 2041. The life of this strategy will coincide with the mid-point of the Community Vision 2041.

Creative Banyule was shaped by contributions from more than 140 residents. In addition to reflecting the aspirations of our community, its Focus Areas were informed by contemporary creative and cultural sector policy and research. Importantly, *Creative Banyule* seeks to leverage the social and economic benefits of arts and cultural participation for professionals practicing within the sector and for our diverse Banyule communities.

In addition to arts and cultural experiences and opportunities being valued by Council and residents of Banyule, the arts and culture sector contribute to a broad range of societal benefits including:

- Contribution to community, society and place
- Contribution to neighbourhood identity and sense of place
- Direct links to health and wellbeing outcomes
- Contribution to the local economy
- Education
- Contributions to collective cultural capital, which support societal change.

Purpose of this Strategy

We have designed *Creative Banyule* to:

- Recognise, foster and grow the Banyule community's creative and cultural strengths.
- Progress arts and culture's essential role in increasing the resilience, wellbeing and vitality of the Banyule community.
- Make explicit the relationship between delivering cultural outcomes and the strategic objectives of the Council Plan and Banyule Community Vision 2041.
- Position arts and cultural outcomes across Council's integrated planning.

Image: Beyond the Page Exhibition 2022, Loft 275. Artworks by Helen Platania (Fresh Photography)

What we mean by arts and culture

We know that ‘98% of Australians participate in arts and culture as part of their daily lives.’ (National Arts Participation Survey, 2021).

This includes everything from music in the car on the way to work, participating in an animation workshop, attending a local festival, as an audience member at the theatre, writing a poem, engaging in arts and craft activities at your kitchen table, designing a public art element for a new building, developing a new dance work for presentation at a festival or working with a community to design a creative solution to a complex social problem.

A New Approach (ANA), Australia’s sole arts and culture think tank has an inclusive and broad definition of arts and culture:

‘Expressions of beliefs and values, everyday creativity and ways of living. It can also mean institutions, industries and individual actions like texts, performances, exhibitions, experiences and events.’

At ANA, arts, culture and creativity includes activities such as:

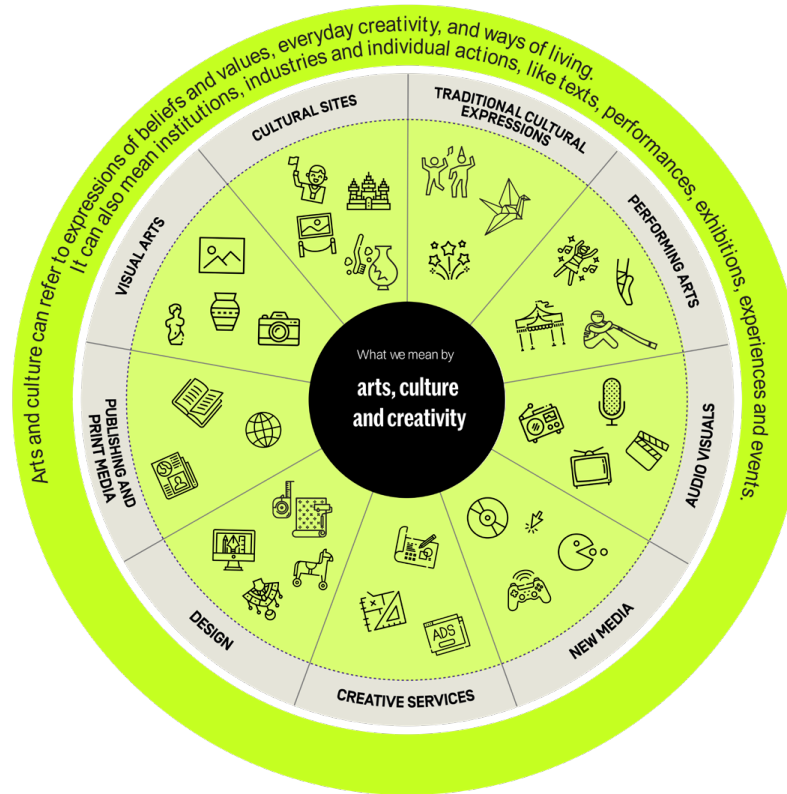
- attending cultural events
- visiting cultural venues
- creating or performing something
- engaging with arts, culture and creative content in your home.

Not all arts, cultural and creative activities appeal to all people but most people feel that there is something that they can enjoy and that is both relevant and significant to them.

Arts and cultural activities also sit within the industrial category of the cultural and creative economy which includes industries and occupations that use creativity for production, and where cultural symbolism is evident in the finished product.

This includes the activities in the dot points above, but also includes industries and occupations that may be less obvious, like advertising, design and architecture.

(Source: A New Approach, newapproach.org.au/about)



The Australia Council identified that the arts in Australia is beneficial to individual wellbeing, community connection, and sustains more cohesive and inclusive communities.

Source: Parliament of Australia, The Value of the Arts

Reference: A New Approach, newapproach.org.au/about

Background

The Banyule Arts and Culture Strategic Plan 2017-2021 emphasised the essential role of cultural vitality in planning for Banyule's future by embedding a set of 'cultural outcomes' as a means of achieving cross-council objectives for strong, healthy and inclusive communities.

Programs and initiatives focused on stimulating creativity, sharing knowledge and insights, fostering an appreciation for diversity and generating a shared sense of belonging. There was an increase in arts & cultural activity in Banyule over the life of the plan. Additionally, there was significant investment in public art, and the Ivanhoe Library and Cultural Hub (ILCH) was established, enabling a greater diversity and number of cultural opportunities for community and local artists.

Building on the achievements of the previous strategy, Creative Banyule sets a creative and cultural vision for Banyule that will guide us into the next decade, and the half-way point of the Banyule Community Vision 2041.

With Council's continued focus on community connections and social value, as well as a place-based approach to planning, Creative Banyule will integrate arts and culture outcomes more strategically into whole-of-council planning.

Importantly, Creative Banyule complements a range of Council's social policies which focus on embedding the social justice principles of access, equity, participation and rights for everyone. Fundamental to this approach is taking pride in our First Nations heritage and our broader cultural and environmental legacy. Through arts and culture, we hope to take meaningful steps to support all people to benefit from arts and cultural practice and experiences and make our arts and cultural places and spaces reflect the needs and aspirations of our diverse communities.

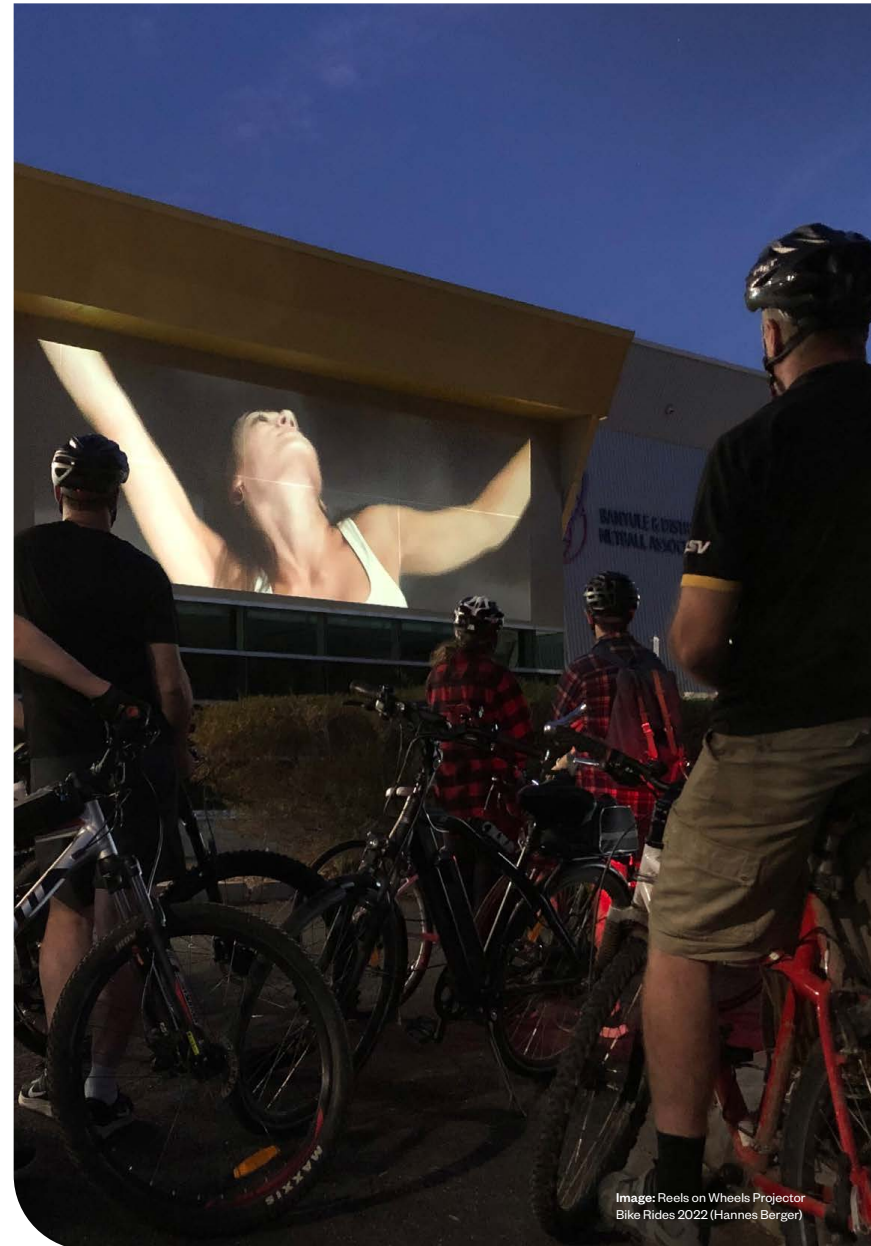


Image: Reels on Wheels Projector
Bike Rides 2022 (Hannes Berger)

Our assets and resources

Creative Banyule acknowledges the existing assets, programs and resources that support arts and cultural outcomes in the Banyule community. The strategy provides a focus for continued delivery of outcomes utilising these resources, as well as offering a structure for growth and development.

Our arts and cultural assets and resources include:

ASSETS

- Ivanhoe Library and Cultural Hub
- Jets Studios
- Barrbunin Beek Aboriginal Gathering Place
- Banyule Art Collection

RESOURCES

- Festivals and Events program
- Public Art Program
- Arts and Culture Grants
- Banyule Arts and Culture Advisory Committee



Image: Courtyard, Yarra-me-Djilla Theatre, Ivanhoe Library and Cultural Hub



Image: Carols by Candlelight 2022



Image: Shangri-La (2018), by Anne Starling, Banyule Art Collection, acquired 2019

Council's Role

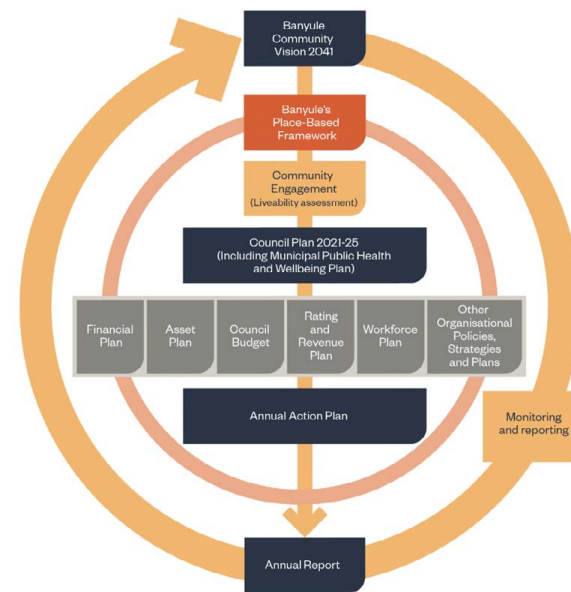
Local government prides itself on being a lead partner in the development of arts and culture in Victoria, providing infrastructure, venues and creative spaces, programs and initiatives, as well as advocacy and investment.

Key roles for Banyule Council include:

Enabler	Creating an environment for arts, culture and heritage to flourish - through capacity building, partnerships, and actively supporting community-led initiatives and networks.
Service Provider	Managing cultural facilities, spaces, and resources to support local artists and creative businesses, and to improve community participation.
Funder	Supporting communities to realise their own creative initiatives, encouraging diversity and vibrancy through strategic funding programs.
Partner	Collaborating with the community and other agencies to support arts and cultural activity that are in interests of the cultural life of the area.
Advocate	Championing local arts, culture and heritage; leveraging Council's position to generate new opportunities.
Customer	Engaging local artists and creative businesses to work on council projects.

Integrated Planning

Banyule has an integrated strategic approach to planning and delivering service outcomes for the community and to meet requirements of the Local Government Act 2020.



Creative Banyule, like all organisational policies, strategies and plans (grey icons in this infographic) are guided by the Banyule Community Vision 2041, informed by Banyule's Place-based Framework, and work to achieve the objectives of the Council Plan.

By facilitating positive social, cultural, economic, placemaking and health and wellbeing outcomes, Creative Banyule will embed a strong arts and cultural framework into whole-of-council planning.

This will be reflected through an annual action plan addressing the strategic objectives (priority themes) of the current and successive Council Plans.

Other corporate documents that integrate with Creative Banyule include:

Public Art Policy, Art Collection Policy, Heritage Strategy, Inclusive Banyule 2022 – 2026, Reconciliation Action Plan, Economic Development Plan, Public Open Space Plan, Child and Youth Framework 2021-2031, Social Infrastructure Framework, Community Infrastructure Plan, Graffiti Strategy, and Social Enterprise Strategy, Municipal Public Health and Wellbeing Plan, Public Realm Strategy.

Vision

Creative Banyule – where people, ideas and spaces are thriving and connected through arts, culture and creativity.



Image: Twilight Sounds 2017
(Ceballos Photography)

Focus Area:

Foster a sustainable and thriving creative sector

Banyule has a rich history of creative practice, which has long contributed to community wellbeing and vitality. Increasingly we are recognising the invaluable contribution arts, culture and the creative industries make to local employment, tourism and economic development.

Creative industries sectors were among the first and hardest hit by the COVID pandemic and among the last to fully return. We recognise the importance of the creative sector to Banyule's prosperity and liveability, and Council's role in enabling and supporting this.

Key Objectives	Key Commitments								
Build capabilities of artists and creative businesses, both emerging and established, to contribute to the local creative economy.	<ul style="list-style-type: none"> • Raise the profile and promote the activities of local artists and creatives through multiple channels. • Support artists and creatives to develop sustainable and thriving business through business development training and opportunities. • Support the sector by facilitating access to operational support and grant opportunities. 								
Increase access to suitable facilities for artists and creatives to make and present work.	<ul style="list-style-type: none"> • Maximise opportunities for local artists and creatives in the activation of Ivanhoe Library and Cultural Hub. • Unlock access to under-utilised spaces throughout the municipality. 								
Enable a culture of networking, collaboration, skills sharing, and artist led programming in Banyule.	<ul style="list-style-type: none"> • Lead on informal and formal networking opportunities for artists and creatives. • Commission new works and programs led by local artists. • Co-design professional development activities and deliver a year-round program for artists, creatives and enterprises. 								
Demonstrate and advocate best practice principles for working with artists and creatives.	<ul style="list-style-type: none"> • Establish and implement set of Council-wide guidelines to guide employment opportunities for artists and creatives. 								
<p>These objectives aim to ensure:</p> <ul style="list-style-type: none"> • There is a dynamic culture of creative practice and enterprise in Banyule. • Creative industries contribution to local economic development is recognised and boosted. 	<p>Community Outcomes</p> <table border="1"> <tbody> <tr> <td style="background-color: #f1c40f;">Cultural</td> <td> <ul style="list-style-type: none"> • Creativity Stimulated • Aesthetic enrichment experienced • Sense of belonging deepened </td> </tr> <tr> <td style="background-color: #f1c40f;">Social</td> <td> <ul style="list-style-type: none"> • Physical and/or mental wellbeing improved </td> </tr> <tr> <td style="background-color: #f1c40f;">Economic</td> <td> <ul style="list-style-type: none"> • Professional capability enhanced • Individual economic wellbeing increased • Local economy supported </td> </tr> <tr> <td style="background-color: #f1c40f;">Governance</td> <td> <ul style="list-style-type: none"> • Access to beneficial networks and other resources increased </td> </tr> </tbody> </table>	Cultural	<ul style="list-style-type: none"> • Creativity Stimulated • Aesthetic enrichment experienced • Sense of belonging deepened 	Social	<ul style="list-style-type: none"> • Physical and/or mental wellbeing improved 	Economic	<ul style="list-style-type: none"> • Professional capability enhanced • Individual economic wellbeing increased • Local economy supported 	Governance	<ul style="list-style-type: none"> • Access to beneficial networks and other resources increased
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Governance	<ul style="list-style-type: none"> • Access to beneficial networks and other resources increased 								

Council policy alignments

Council Plan Priority Themes: Inclusive and Connected Community, Thriving Local Economy, Valued Community Assets and Facilities.

Related Strategies: Economic Development Strategy, Community Infrastructure Plan and Social Enterprise Strategy.



Image: Checkerboard Lounge Band, Twilight Sounds 2022 (Fresh Photography)

Focus Area:

Enhance social connection, health and wellbeing

Arts and cultural participation can uplift a community's health and wellbeing outcomes. Council's Municipal Public Health and Wellbeing Plan prioritises the importance of social connection as a means of improving mental health and overall wellbeing. Arts and cultural participation can contribute to strengthening knowledge and appreciation of our community diversity and can be a vehicle to address key social issues including loneliness and isolation, mental wellness and belonging by offering new

experiences, skills, and opportunities to connect with others. We know our community values this.

As we continue to recover from the impacts of COVID-19 it is as important as ever. Through festivals and events that bring us together and celebrate our culture, and creative programs that stimulate and fulfil us as individuals, arts and culture will continue to strengthen our community.

Key Objectives

Ensure the design and delivery of festivals and events reflects the diversity of the community.

Strengthen partnerships with Neighbourhood Houses, Libraries, schools and community organisations to support healthy, connected communities through arts and cultural activity.

Increase opportunities for intergenerational, intercultural and educational connections through arts and cultural activity.

These objectives aim to ensure:

- People's sense of value, belonging and well-being is increased.
- Partnerships increased between Council and community organisations.

Key Commitments

- Create and embed a whole-of-community framework to guide the design and delivery of Council's festivals and events.
- Deliver capacity building activities that support community-led events and festivals.
- Investment initiatives to prioritise arts and cultural activities in partnership with community organisations and artists with a focus on participation, health and wellbeing.
- Critical conversations and forums between community and creative organisations and Council about how arts and culture can play a role in the health and wellbeing of Banyule communities.
- Develop program initiatives that encourage intercultural and intergenerational participation.
- Develop program initiatives that encourage learning outcomes.

Community Outcomes

Cultural	<ul style="list-style-type: none"> • Creativity stimulated • Aesthetic enrichment experienced • Knowledge, ideas and insight gained • Diversity of cultural expression appreciated • Sense of belonging deepened
Social	<ul style="list-style-type: none"> • Well-being Improved • Social connectedness enhanced • Feeling valued experienced • Social differences bridged • Sense of safety and security supported

Council policy alignments

Council Plan Priority Themes: Inclusive and Connected Community.

Related Strategies: Municipal Public Health and Wellbeing Plan, Inclusive Banyule, Child and Youth Framework and Social Infrastructure Framework.



Image: Malahang Community Festival 2022 (Fresh Photography)

Focus Area:

Celebrate First Nations Culture

In 2022, Banyule Council adopted the Uluru Statement from the Heart, committing to authentic action and education in a show of support to Aboriginal and Torres Strait Islander people.

In the Uluru Statement from the Heart, Aboriginal and Torres Strait Islander people call for a future where their children 'will walk in two worlds, and their culture will be a gift to their country' (First Nations National Constitutional Convention 2017).

For Aboriginal and Torres Strait Islander people, culture encompasses knowledges held, shared and continually adapted through a deep and continuous connection to Country. Arts and cultural expression are integral to sustaining First Nations knowledge. As recognition of Australia's 'deep history' continues to be understood, greater awareness of First Nations cultures and knowledges will support self-determination for First Nations peoples and deepen a sense of belonging for all in our community.

Key Objectives

Recognise Traditional Owner and First Nations stories, knowledge and culture as an integral part of Banyule's identity, heritage and future.

Assert arts and culture's role in supporting Council's commitment to the Uluru Statement from the Heart.

These objectives aim to ensure:

- First Nations led cultural engagement and participation is increased.
- History and culture of Wurundjeri Woi-Wurrung Traditional Owners and our First Nations communities is better understood and celebrated.

Key Commitments

- Increase opportunities for Wurundjeri Woi-Wurrung and other First Nations-led storytelling and history to be experienced in public spaces - natural and built.
- Celebrate First Nations arts and culture across the municipality through programming, festivals and critical conversations.
- Increase employment opportunities for First Nations artists and creatives.

Community Outcomes

Cultural	<ul style="list-style-type: none"> • Knowledge, ideas and insight gained • Diversity of cultural expression appreciated • Sense of belonging deepened
Environmental	<ul style="list-style-type: none"> • Positive sense of place enhanced • Increased environmental stewardship
Governance	<ul style="list-style-type: none"> • Agency and voice enabled

Council policy alignments

Council Plan Priority Themes: Inclusive and Connected Community, Sustainable Environment, Trusted and Responsive Leadership

Related strategies: Reconciliation Action Plan, Inclusive Jobs Strategy, Heritage Strategy, Public Realm Strategy, Social Infrastructure Framework Public Art Policy and Art Collection Policy.



Image: From the Belly of the Snake Exhibition (2018), by Judy Nicholson (James Henry Photography)

Focus Area:

Create equitable participation in arts and cultural experiences

Participating in and shaping cultural life is an essential human right. Council is committed to ensuring that the services we provide, the culture of our organisation and the culture we support locally, is one of fairness, equity and inclusion.

Reflecting the social justice principles of access, equity, participation and rights, Creative Banyule seeks to open doors for our diverse communities to participate in and experience engaging and valued range of creative

opportunities, and by doing so, contribute further richness and depth to Banyule's artistic and creative culture.

Culture is who we are, and what shapes our identity. Placing culture at the heart of development policies is the only way to ensure a human-centred, inclusive and equitable development. (Jyoti Hosagrahar, Deputy Director for the UNESCO World Heritage Centre)

Key Objectives	Key Commitments						
Centre the lived experience of our diverse communities in key elements of Council's arts and cultural programs	<ul style="list-style-type: none"> Establish a ways-of-working framework to ensure we co-design our arts and cultural programs with diverse communities and value their contributions appropriately. Ensure the lived experience and the cultural diversity of residents is reflected through our arts and cultural programs. Focus on initiatives that increase engagement with and appreciation for Banyule's rich and diverse heritage. 						
Unlock opportunities for people experiencing barriers to inclusion in arts and cultural activities.	<ul style="list-style-type: none"> Design and develop opportunities led specifically by First Nations, culturally diverse, LBGTIQA+ and artists with disabilities. Routinely audit participation in our activities and remain curious about who is not participating and why. Address infrastructure and information barriers to inclusion in arts and cultural activities. Deliver arts and cultural activities in places where communities feel a sense of connection and belonging - arts and non-arts spaces. 						
Improve methods of connecting with arts and culture opportunities in Banyule	<ul style="list-style-type: none"> Explore the use of digital initiatives to make arts and culture accessible for everyone. Use varied communication channels to promote arts and culture activities. Support artists, creatives and community groups to deliver digital, accessible arts and cultural opportunities. 						
<p>These objectives aim to ensure:</p> <ul style="list-style-type: none"> More people feel connected and included in the creative life of Banyule. Opportunities to participate in arts and culture are easier to discover. 	<p>Community Outcomes</p> <table border="1"> <thead> <tr> <th>Cultural</th> <th>Social</th> <th>Governance</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> Creativity stimulated Aesthetic enrichment experienced Knowledge, ideas and insight gained Diversity of cultural expression appreciated Sense of belonging deepened </td> <td> <ul style="list-style-type: none"> Social differences bridged Social connectedness enhanced Feeling valued experienced </td> <td> <ul style="list-style-type: none"> Agency and voice enabled Civic pride enhanced </td> </tr> </tbody> </table>	Cultural	Social	Governance	<ul style="list-style-type: none"> Creativity stimulated Aesthetic enrichment experienced Knowledge, ideas and insight gained Diversity of cultural expression appreciated Sense of belonging deepened 	<ul style="list-style-type: none"> Social differences bridged Social connectedness enhanced Feeling valued experienced 	<ul style="list-style-type: none"> Agency and voice enabled Civic pride enhanced
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Image: Imam Alaa Elzokm OAM, Elsedeq Heidelberg Mosque at Malahang Community Festival 2019 (Glitch Media Photography)

Council policy alignments

Council Plan Priority Themes: Inclusive and Connected Community, Valued Community Assets and Facilities, Trusted and Responsive Leadership.

Related strategies: Heritage Strategy, Municipal Public Health and Wellbeing Plan, Inclusive Banyule, Social Infrastructure Framework and Communications Strategy.

Focus Area:

Realise the creative potential of Banyule’s spaces and places

Our public spaces are our shared places for recreation, social engagement, commercial activities and cultural expression. When our public spaces include art, artists, creative and cultural activity, they are infused with energy, social and business networks emerge, and a sense of vibrancy and distinctiveness is generated.

By integrating our efforts across urban and open space policy and planning, we will work to position arts and culture as a resource for placemaking in Banyule. By celebrating and leveraging our existing cultural assets we will grow their capacity to stimulate creativity and community pride.

Key Objectives	Key Commitments										
Effective inclusion of more public art elements in civic and open space improvements.	<ul style="list-style-type: none"> • Create and embed a whole-of-council framework to guide planning and resource allocation for public art outcomes. • Continued investment in public art commissions through existing and new funding sources • Commission opportunities for local artists and creatives. • Year-round utilisation of arts spaces at Ivanhoe Library and Cultural Hub with high quality arts and cultural experiences. • Explore creative sector partnership and funding opportunities to amplify programming outcomes at Ivanhoe Library and Cultural Hub. • Continue to invest in, promote and celebrate the Banyule Art Collection. • Explore opportunities for public-private development partnerships. • Advocacy for the Banyule Theatre complex. • Implement Community Infrastructure Plan 2030 • Deliver climate, natural heritage, and environment-related events, activities and critical conversations. • Incorporate climate responsible practice guidelines into all Council funding and event delivery. • Build partnerships within Council to ensure investment in arts and culture across civic planning, economic development and community infrastructure. 										
Cultivate the status of the Ivanhoe Library and Cultural Hub and Banyule Art Collection as culturally vital community assets.											
Prioritise long term investment in arts and cultural infrastructure across the municipality.											
Encourage creative initiatives that increase a sense of responsibility toward the natural environment.											
Inclusion of creative industries and programs in strategies to develop Banyule’s major activity centres.											
<p>These objectives aim to ensure:</p> <ul style="list-style-type: none"> • More flexible spaces available, that cater for all aspects of the creative eco-system. • Creativity, culture and heritage is more evident across Banyule’s public spaces. • Increased public art outcomes in Banyule. 	<p>Community Outcomes</p> <table border="1"> <tbody> <tr> <td style="background-color: #f1c40f;">Cultural</td> <td style="background-color: #f1c40f;"> <ul style="list-style-type: none"> • Creativity stimulated • Aesthetic enrichment experienced • Sense of belonging deepened </td> </tr> <tr> <td style="background-color: #f1c40f;">Social</td> <td style="background-color: #f1c40f;"> <ul style="list-style-type: none"> • Social connectedness enhanced </td> </tr> <tr> <td style="background-color: #f1c40f;">Economic</td> <td style="background-color: #f1c40f;"> <ul style="list-style-type: none"> • Local economy supported </td> </tr> <tr> <td style="background-color: #f1c40f;">Environmental</td> <td style="background-color: #f1c40f;"> <ul style="list-style-type: none"> • Positive sense of place enhanced • Increased environmental stewardship </td> </tr> <tr> <td style="background-color: #f1c40f;">Governance</td> <td style="background-color: #f1c40f;"> <ul style="list-style-type: none"> • Access to beneficial networks and other resources increased • Civic pride enhanced </td> </tr> </tbody> </table>	Cultural	<ul style="list-style-type: none"> • Creativity stimulated • Aesthetic enrichment experienced • Sense of belonging deepened 	Social	<ul style="list-style-type: none"> • Social connectedness enhanced 	Economic	<ul style="list-style-type: none"> • Local economy supported 	Environmental	<ul style="list-style-type: none"> • Positive sense of place enhanced • Increased environmental stewardship 	Governance	<ul style="list-style-type: none"> • Access to beneficial networks and other resources increased • Civic pride enhanced
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Image: The Letter, Homefront Sculptures. Greensborough War Memorial Park (Amanda Gibson)

Council policy alignments

Council Plan Priority Themes: Inclusive and Connected Community, Sustainable Environment, Well-built City, Valued Community Assets and Facilities, Thriving Local Economy, Trusted and Responsive Leadership.

Related strategies: Public Realm Strategy, Public Art Policy, Art Collection Policy, Heritage Strategy, Economic Development Plan, Public Open Space Plan, Community Infrastructure Plan, Graffiti Strategy and Social Enterprise Strategy.

Outcomes - Measuring Impact

Research tells us that the benefits of arts and culture are both tangible and intangible. This means that we can measure the impact of some things by the number of activities or how many people attended, however there are other areas that are more difficult to measure such as an individual increased sense of belonging or collective pride in the community.

Impacts

Creative Banyule's vision- *where people, ideas and spaces are thriving and connected through arts, culture and creativity* - aims for impacts that build and benefit the Banyule community.

Effective and sustainable community development takes into account all policy domains of public planning. The Cultural Development Network's Planning Framework provides us with a structure to measure impacts that are civic, cultural, economic, environmental and social.

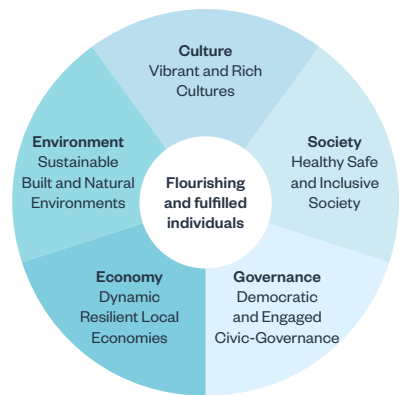


Figure 1: Policy domains depicted as an integrated whole (CIV, 2006-2016).

Domain	Potential Outcomes*
Cultural	<ul style="list-style-type: none"> Stimulates creativity Provides enrichment Insights & knowledge gained Promotes appreciation of diversity Generates sense of belonging
Social	<ul style="list-style-type: none"> Enhance social connectedness Improve wellbeing Bridge social differences Feeling value experienced
Economic	<ul style="list-style-type: none"> Local economy supported Build capacity of professional practice Individual economic wellbeing increased
Environmental	<ul style="list-style-type: none"> Increased environmental stewardship Positive sense of place enhanced Natural world valued
Governance	<ul style="list-style-type: none"> Agency and voice enabled Civic pride enhanced Access to beneficial networks and resources

*Measurable Outcomes as articulated in the Cultural Development Network's Planning Framework

We will continually measure the impact of our programs and initiatives in terms of how they address these articulated outcomes.

Outcomes

We will know we have achieved the strategic focus areas and goals of the strategy when we can identify the following:

Outcomes	How We Will Know
More people living in Banyule are experiencing art and culture	Surveys, audience attendances and participation
Increased investment in Banyule programs, spaces and activities	New funding sources - council and other government and non-government sources
Our community feels more connected to First Nations culture	Annual survey, audience attendances and participation

To understand how we are tracking with the vision and outcomes, every year, we will undertake a community survey, talk to our partners and collaborators, evaluate our programs, review our actions and adapt them as needed.

We expect to see:

- Increases in the number and diversity of people accessing our programs and activities
- Growth in the amount of paid opportunities for artists and creatives
- Improved communication from, and increased engagement with Council
- An increase in self-determined events and activities that we deliver in collaboration with communities and artists
- Increased numbers of First Nations artists employed and commissioned by Council
- Increases in engagement and opportunities for artists in our public spaces
- New public art across the municipality
- Increased investment in the creative and cultural industries, businesses and collectives
- Increased diversity and representation across all our program areas.

Outputs

Each year we will develop an annual action plan for this strategy, and within this, identify the areas that we will evaluate and measure.

Over the course of the strategy, we will undertake a longer evaluation to understand the impacts of the strategy on the social health and wellbeing of the Banyule community.

APPENDIX 1: Strategy Development - Process for design

Banyule Council undertook three stages of strategy development over 9 months, including:

1. Research and analysis – collated and reviewed corporate documents, state and federal policies, current research and relevant contemporary reports for the creative and cultural sector, including the impacts of COVID-19.

Key documents reviewed included:

National and State:

- National Cultural Policy 2023-2027 (Australian Government)
- Impacts of COVID-19 on the Cultural and Creative Industries (Australia Council for the Arts)
- Creative State 2025 (Victorian Government)
- Treaty Process (Victorian Government)
- Position Statement for the Arts, Culture & Creative Industries (Municipal Association of Victoria)

Local:

- Banyule Community Vision and Council Plan 2021-2025
- Inclusive Banyule 2022 – 2026
- Social Infrastructure Framework
- Reconciliation Action Plan
- Economic Development Plan
- Public Open Space Plan
- Child and Youth Framework
- Inclusive Jobs Strategy 2020 - 2025

2. Identification of emerging themes – conducted a series of workshops with internal departments and the Banyule Arts and Culture Advisory Committee to establish proposed strategic focus areas, influenced by the research, to support the objectives of the Banyule Community Vision 2041.

Key themes that emerged through in the research and analysis were:

- Resilience and Sustainability: artists' livelihoods and industry capacity, climate, health and wellbeing
- Social Innovation and Change: cultural rights, lived experience, place-making and social procurement
- Access and Engagement: digital options, diverse participation, accessible and appropriate language and flexible investment.

From here, we developed a draft vision, focus areas and proposed outcomes for consultation.

3. Community engagement – Developed a community survey and facilitated a series of workshops with local creatives, Banyule Advisory Committee members, key stakeholders and the broader community.

What we heard through the consultation:

- Arts and culture is deeply valued in Banyule – people spoke of a connection to community, ways of expressing their identities, that culture cannot be separated from life, and of listening deeply to each other.
- People want to see more arts, culture and creativity throughout the municipality – outdoors, in public spaces and in existing (and new) cultural infrastructure.
- Finding out about events is difficult – communications and marketing at Banyule needs improvement.

4. Refinement and exhibition – Based on feedback and findings, the strategy was refined and shared on Shaping Banyule for public exhibition.



Image: Hikaru Kodama at work on Homefront Sculptures 2018





Creative Banyule

Arts and Culture Strategic Plan 2023 – 2031

Year 1 Action Plan

Focus Area	Key Objectives	Key Commitments	Actions Yr 1
Foster a sustainable and thriving creative sector	Build capabilities of artists and creative businesses, both emerging and established, to contribute to the local creative economy.	Raise the profile and promote the activities of local artists and creatives through multiple channels	1. Undertake an audit of Banyule's creative sector to better understand Banyule's 'cultural ecology' - i.e. the amount, range, and needs of Banyule's artists and creative businesses.
		Support artists and creatives to develop sustainable and thriving business through business development training and opportunities.	2. Develop a strategic approach to aligning Creative businesses to Banyule's Economic Development and Social Enterprise Strategies.
		Support the sector by facilitating access to operational support and grant opportunities.	3. Deliver the annual Arts & Culture Projects Grants round, and review the guidelines to ensure maximum eligibility.
			4. Deliver the Chillin' in Banyule music program, with a focus on sustained opportunities for artists beyond the programmed season of gigs.
	Increase access to suitable facilities for artists and creatives to make and present work.	Maximise opportunities for local artists and creatives in our annual arts and culture program	5. Review and adapt the annual artist EOI process to ensure new and diverse artist uptake.
		Unlock access to under-utilised spaces throughout the municipality.	6. Research and benchmarking to better understand business models for short, medium and long term use of public and privately owned spaces by artists or creative enterprises.
	Enable a culture of networking, collaboration, skills sharing, and artist led programming in Banyule.	Lead on informal and formal networking opportunities for artists and creatives.	7. Deliver two networking events for Banyule creatives that reflect the findings of the sector 'cultural ecology' review.
		Commission new works and programs led by local artists.	8. Deliver annual programs exclusive to Banyule creatives: Chillin' in Banyule, Urban Lightbox Galleries, Reel on Wheels, Art in Public Spaces.
		Co-design professional development activities and deliver a year-round program for artists, creatives and enterprises.	9. Deliver two professional development programs co-designed with Banyule's creative sector, aligned to the Banyule Economic Development Strategy.
	Demonstrate and advocate best practice principles for working with artists and creatives.	Establish and implement set of Council-wide guidelines to guide employment opportunities for artists and creatives.	10. Create and launch a set of resources to support all staff involved in public art commissions and initiatives.

Focus Area	Key Objectives	Key Commitments	Actions Yr 1
Enhance social connection, health and well-being.	Ensure the design and delivery of festivals and events reflects the diversity of the community.	Create and embed a whole-of-community framework to guide the design and delivery of Council's festivals and events.	11. Create a 'location matrix' of public spaces in Banyule suitable to host Festivals and events of scale, in order to inform internal programming and external event permit opportunities.
			12. Design a programming model that embeds the Banyule Community Profile data into the design of Council's Festivals and Events program.
		Deliver capacity building activities that support community-led events and festivals.	13. Conduct an internal review of the new Event Permit Processes and implement opportunities for improvement.
	Strengthen partnerships with Neighbourhood Houses, Libraries, schools and community organisations to support healthy, connected communities through arts and cultural activity.	Investment initiatives to prioritise arts and cultural activities in partnership with community organisations and artists with a focus on participation, health and wellbeing.	14. Work with Creative Victoria (and other relevant government departments) to identify investment opportunities and strategic alignment.
		Critical conversations and forums between community and creative organisations and Council about how arts and culture can play a role in the health and wellbeing of Banyule communities.	15. Continue to progress collaborative programming opportunities with Yarra Plenty Regional Libraries. 16. Include Arts & Culture team in strategic conversations between Council and Banyule's neighbourhood houses.
	Increase opportunities for intergenerational, intercultural and educational connections through arts and cultural activity.	Develop program initiatives that encourage intercultural and intergenerational participation.	17. Continue to work with Somali Voice Victoria to support program opportunities.
Develop program initiatives that encourage learning outcomes.		18. Research and benchmarking to better understand how Council can support arts and culture outcomes for Banyule schools.	
Focus Area	Key Objectives	Key Commitments	Actions Yr 1
Celebrate First Nations Culture	Recognise Traditional Owner and First Nations stories, knowledge and culture as an integral part of Banyule's identity, <u>heritage and future</u>	Increase opportunities for Wurundjeri Woi-wurrung and other First Nations-led storytelling and history to be experienced in public spaces - natural and built.	19. Strengthen relationship with the Barrabun Beek community to explore opportunities and understand challenges.
	Assert arts and culture's role in supporting Council's commitment to the Uluru Statement from the Heart.	Celebrate First Nations arts and culture across the municipality through programming, festivals and critical conversations.	20. First Nations artists, communities and/or cultural content at all major festivals presented by Banyule. 21. First Nations artists in the Exhibitions and public programs at Ivanhoe Library and Cultural Hub.
		Increase employment opportunities for First Nations artists and creatives.	22. Review arts and culture grants and commissioning guidelines with an aim to establishing weighting criteria for First Nations artists.

Focus Area	Key Objectives	Key Commitments	Actions Yr 1
Create equitable participation in arts and cultural experiences	Centre the lived experience of our diverse communities in key elements of Council's arts and cultural programs.	Establish a ways-of-working framework to ensure we co-design our arts and cultural programs with diverse communities and value <u>their contributions appropriately</u> .	23. Review relevant internal policies (e.g. Inclusive Banyule) to inform more inclusive Arts and Culture program design.
		Ensure the lived experience and the cultural diversity of residents is reflected through our arts and cultural programs.	24. Build on the findings of the 'cultural ecology review' (action 1.), and Community Profile data, to identify priority communities and engagement opportunities, for stronger inclusion in Banyule's Arts & Culture program.
		Focus on initiatives that increase engagement with and appreciation of Banyule's rich and diverse heritage.	25. Commence implementation of relevant actions in the new Banyule Heritage Strategy.
			26. Further explore opportunities to build on the legacy of the Heidelberg Artist Trail.
	Unlock opportunities for people experiencing barriers to inclusion in arts and cultural activities.	Design and develop opportunities led specifically by First Nations, culturally diverse, LGBTQIA+ and artists with disabilities.	27. Identify engagement and relationship building opportunities with relevant community groups, organisations and individual artists, with an aim to establishing ongoing dialogue to inform program development.
		Routinely audit participation in our activities and remain curious about who is not participating and why.	28. Develop suitable data collection processes for Arts & Culture programs
		Address infrastructure and information barriers to inclusion in arts and cultural activities.	29. Research relevant creative sector policies and reports on inclusion.
		Deliver arts and cultural activities in places where communities feel a sense of connection and belonging - arts and non-arts spaces.	30. Review Art in Public Spaces program to identify growth opportunities for temporary art experiences in the public realm at Banyule.
	Improve methods of connecting with arts and culture opportunities in Banyule.	Explore the use of digital initiatives to make arts and culture accessible for everyone.	31. Research and benchmarking to better understand the use of digital platforms in the cultural sector more broadly.
		Support artists, creatives and community groups to deliver digital, accessible arts and cultural opportunities.	32. Review functionality and purpose of Pinpoint Artists website and develop recommendations for its future.
Use varied communication channels to promote arts and culture activities.		33. Establish a dedicated Arts & Culture Instagram account.	

Focus Area	Key Objectives	Key Commitments	Actions Yr 1	
Realise the creative potential of Banyule's spaces and places.	Effective inclusion of more public art elements in civic and open space improvements.	Create and embed a whole-of-council framework to guide planning and resource allocation for public art outcomes.	34. Review the public art policy and design a framework that will guide decision-making and allocation of resources for public art in Banyule into the future.	
		Continued investment in public art commissions through existing and new funding sources.	35. Scope, select and commission a new major public artwork, utilising the new public art framework, and delivered through Council's capital works program. 36. Research and benchmarking to better understand funding models for private investment in public art.	
		Commission opportunities for local artists and creatives.	37. Incorporate a significant art work by a First Nations artist into the design and construction of the new Rosanna Library.	
	Cultivate the status of the Ivanhoe Library and Cultural Hub and Banyule Art Collection as culturally vital community assets.	Year-round utilisation of arts spaces at Ivanhoe Library & Cultural Hub with high quality arts and cultural experiences.		38. Run an extensive EOI process to invite Banyule artists and organisations to create and present work at ILCH. 39. Deliver a season of high quality curated exhibitions and live performances.
			Explore creative sector partnership and funding opportunities to amplify programming outcomes at Ivanhoe Library and Cultural Hub.	40. Progress plans to loan and exhibit artworks by Heidelberg School artists through the National Gallery of Australia's 'Sharring the National Collection' program. 41. Progress opportunities for ILCH spaces to be available to external festivals and cultural events (e.g. Comedy Festival, Fringe Festival, Heritage Festival, etc).
		Continue to invest in, promote and celebrate the Banyule Art Collection.		42. Accession new works into the collection from the 2023 Banyule Award for Works on Paper Finalists Exhibition. 43. Scope suitable options and requirements for the digitisation of the Art Collection.
	Prioritise long term investment in arts and cultural infrastructure across the municipality.	Explore opportunities for public-private development partnerships.	44. Explore opportunities for a new arts space in Heidelberg as part of the Cartmell Street private development.	
		Advocacy for the Banyule Theatre complex.	45. Continued advocacy to State Government for the future of the Banyule Theatre, including exploration of partnership models.	
		Implement Community Infrastructure Plan 2030	46. Develop a strategic approach to long-term investment in cultural infrastructure as outlined in the Banyule Community Infrastructure Plan.	
	Encourage creative initiatives that increase a sense of responsibility toward the natural environment.	Deliver climate, natural heritage, and environment-related events, activities and critical conversations.	47. Continue to develop the thematic and operational elements of Eco Fest to align to relevant sustainability policies and plans.	
		Incorporate climate responsible practice guidelines into all Council funding and event delivery.	48. Work with Council's Environment and Procurement teams to improve Arts & Culture's alignment to sustainable policies and practices.	
Inclusion of creative industries and programs in strategies to develop Banyule's major activity centres.	Build partnerships within Council to ensure investment in arts and culture across civic planning, economic development and community infrastructure.	49. Develop internal processes to include consideration of arts & cultural outcomes into Council's significant infrastructure planning and placemaking initiatives.		

Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
WATSONIA IMPACTS	Extend the NEL tunnel to the north of Watsonia Station.	Yes	●	●	●	The tunnel was previously extended past Yallambie. Land bridge coverage at Watsonia Road has been increased slightly from reference design.
	Enhanced east-west connectivity across the North East Link: Power line easement shared use path (SUP).	Yes	●	●	●	SUP to be provided on northern edge of Frensham Reserve and connected via at grade crossings via Elder Street land bridge SUP to Watsonia Station.
	Enhanced east-west connectivity across the North East Link: A direct road connection to Watsonia Station.	Yes	●	●	●	Elder Street connects to Watsonia Station carpark.
	Enhanced east-west connectivity across the North East Link: Simplify the Watsonia Road / Greensborough Road intersection to minimise traffic and provide future land use opportunities	Yes	●	●	●	Watsonia Road/ Greensborough Road intersection to be an improved design from reference case.
	Upgrade Watsonia Railway Station		●	●	●	Department of Transport and Planning – Station accessibility improvements planned
	Replace HV pylons with HV monopoles to enable improved urban design outcomes and community amenity.		●	●	●	No longer under consideration
	Urban Design Framework Plan for the Watsonia Activity Centre	Yes	●	●	✓	Urban Design Strategy updated in 2020
	Watsonia public space and traffic and infrastructure improvements	Yes	●	●	●	Watsonia Town Square upgrade underway
	Watsonia Shopping Centre business support	Yes	●	●	●	Ongoing
CYCLING CONN	Upgrade Main Yarra Trail: Safe underpass at Banksia Street		●	●	●	NELP funding of Banyule investigation study underway.

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
	Upgrade Main Yarra Trail: Shared use path between Banksia Street and Burke Road		●	●	●	NELP funding of Banyule investigation study underway.
	Upgrade Main Yarra Trail: Realignment at Banyule Flats		●	●	●	No longer being pursued due to cultural heritage discovery by Banyule City Council.
	Upgrade Main Yarra Trail: Upgrade from Chandler Highway to Hoddle Street	Yes	●	●	●	NELP Core works
	Bridge over the Yarra River to link Banyule to Manningham	Yes	●	●	●	Being delivered by Manningham City Council
	On road bicycle route on Yarra Street, Heidelberg		●	●	●	No progress
	Shared use path between Heidelberg and Watsonia		●	●	●	Not in Ring Road Completion UDLP scope
	Shared use path along the rail corridor from Greensborough Station to Eltham Station		●	●	●	Underway as part of other State Government projects – LXPR and DTP
	Improve existing sections of trail in Banyule, including the Plenty River Trail and Main Yarra Trail		●	●	●	Not in Ring Road Completion UDLP scope
	Shared use path connections to the Plenty River Trail and the Diamond Creek Trail		●	●	●	Underway as part of other State Government projects – LXPR and DTP

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
ROAD NETWORK	Freeway interchanges (full or limited directionally) at: a) M80 - including local toll free access for all movements b) Grimshaw Street - including public transport priority and local access c) Lower Plenty Road - important access to Latrobe Cluster d) Manningham Road / Banksia Street - important access to Latrobe Cluster e) Eastern Freeway - with primary focus to the east. <i>Note: Included in the reference design.</i>		●	●	●	Included in Ring Road Completion UDLP
	Greensborough Highway service road between M80 and Watsonia to cater for local use. <i>Note: Included in the reference design.</i>		●	●	●	Included in Ring Road Completion UDLP
	Greensborough Highway / Grimshaw Street intersection improvements. <i>Note: Included in the reference design.</i>		●	●	●	Included in Ring Road Completion UDLP
	Enhance the Greensborough Road network to improve traffic movement and public transport operations, including: a) Grimshaw Street between Greensborough Highway and Flintoff Street b) The Circuit and Para Road including intersection improvements at The Circuit and Main Street. c) Bus priority measures along Grimshaw Street.		●	●	●	Part c) Bus priority - jump lanes have been included on east and west approaches of Grimshaw Street interchange.
	Addressing safety issues with adverse cross fall at the Lower Plenty Road / Greensborough Highway intersection <i>Note: Included in the reference design.</i>		●	●	●	NELP central package works
	Greensborough Bypass / Diamond Creek Road improvements and grade separation of Civic Drive roundabout	Yes	●	●	●	Not included in Ring Road Completion UDLP
	Rosanna Road improvements	Yes	●	●	●	Not included in NEL program

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
	Burgundy Street improvements		●	●	●	DTP improvements
	Bell-Banksia Link capacity improvements		●	●	●	Not included in NEL program
	Improve amenity in residential streets adjacent to NEL	Yes	●	●	●	Included in Ring Road Completion UDLP
COMMUNITY	Provide improved facilities for displaced sporting clubs (consistent with club EES submissions)		●	●	✓	Provided at Binnak Park, Greensborough Secondary College, and Ford Park.
	Improved sports fields across Banyule		●	●	●	As above – further potential action includes AK Lines and Winsor Reserve
	Temporarily removed community open space facilities should be replaced with improved facilities	Yes	●	●	●	
	Arts and cultural development programs		●	●	●	Not included
	Public art opportunities		●	●	●	May be developed in the design process
	Macleod precinct improvements A) Macleod Recreation and Fitness Centre B) Additional netball courts at Nets Stadium		●	●	●	Not included
	Community development opportunities		●	●	●	NELP Community Fund Grant Program
ENVIRONMENT	Early tree planting	Yes	●	●	●	Further opportunities are under investigation
	International threatened bird protection at Banyule Flats		●	●	●	

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
	Restoration of Banyule Billabong		●	●	●	
	Water Sensitive Urban design treatments at local council reserves		●	●	●	To be requested at AK lines reserve when returned.
	Kalparrin Gardens Masterplan delivery		●	●	●	
PUBLIC TRANSPORT	Hurstbridge rail duplication stage 2		●	●	●	
	Analyse and improve bus services connectivity and frequency for the North East		●	●	●	DTP Bus Plan 2021 and northern bus trials to review services occurred in 2022.
	Provide high frequency buses on North East Link e.g. Watsonia and Greensborough to Ringwood and Dandenong	No	●	●	●	
	Skybus services from Watsonia Station to Melbourne Airport		✓	✓	✓	
	Provide high frequency buses on Eastern Freeway to Doncaster and new Park & Ride at Bulleen Road.	Yes	●	●	●	
	More frequent and later night and weekend feeder bus services to train stations and bus 'park & ride' locations		●	●	●	No change
	Future Doncaster Rail planned for and facilitated.	Yes	●	●	●	No change

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Banyule City Council: North East Link Project Advocacy List – Updated November 2023

ADVOCACY LIST		IAC Support 2019	3/02/21 Status	06/12/21 Status	20/11/23 Status	20/11/23 Comment
PUBLIC OPEN SPACE	Provide improvements at AK Lines Reserve	Yes	●	●	●	To be requested at AK lines reserve when returned.
	Provide improvements to Ford Park, Bellfield consistent with the Ford Park Master Plan to offset the impacts on other recreational and sporting facilities.	Yes	●	●	✓	Complete
	Upgrade the public open space at Trist Street Reserve and transfer ownership to Council		●	●	●	
	High quality landscaping and offset planting	Yes	●	●	●	
	Increase size and number of land bridges		●	●	●	
	Provide alternative regional tennis centre prior to closing Boroondara Tennis Centre	Yes	●	●	●	
LAND USE	Relocation of the Watsonia Transmission Station located in Frensham Road		●	●	●	
	Review the Heidelberg Structure Plan and associated Planning Framework		●	●	✓	Completed by Banyule City Council
	Placemaking / Gateway marking entry into Greensborough and Heidelberg		●	●	●	Macorna Street SUP overpass of M80 architectural bridge design.
	Project built assets – Impact on existing assets, design input for new assets, maintenance considerations		●	●	●	To be resolved in design review process
	Consideration for future utility sites for Council after completion of the North East Link		●	●	●	

●	Not included	●	Partially included	●	Fully included	✓	Completed
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Attachment 2 – Ring Road Completion – Project Wide comments

Theme	Banyule City Council – Project Wide Comments
Amenity	Minimise overlooking and overshadowing and where required provide innovative design solutions to ensure amenity is maintained.
	Provide innovative design solutions to material selection and use ensuring sustainability, longevity, and ease of maintenance for asset owner.
	What are the maintenance requirements of the corten steel? Is there anti-graffiti coating on them?
	Integrate built form structures and architectural elements to reflect the natural features and context of the ridgeline precinct.
	Maintain and enhance view lines throughout the road corridor.
Biodiversity	Provide opportunities to enhance user experience.
	Implement dark sky lighting principals to protect and improve environmental outcomes.
	Maximise opportunities for biodiversity, including indigenous tree and understorey planting reflective of ecological vegetation communities.
Construction	Maximise opportunities to educate, promote and create healthy and diverse habitats in support of fauna and Council’s No Local Species Extinction Plan. (E.g., Powerful Owl, Swift Parrot, Krefft’s Glider, Platypus, Growling Grass Frog).
	Minimise disruption to local traffic and the amenity of neighbouring residential areas during construction.
Fauna Support	Fauna crossings over main roads should be considered to facilitate safe movement from landscaped habitat areas to existing habitat areas.
	Particular species for consideration are Krefft’s Gliders and Ring-tail Possums which avoid venturing to the ground. Evidence to suggest fauna tunnels (at ground level) in urban areas can be predator hotspots also.
	Fauna crossings can be incorporated into existing structures at low costs, and even standalone designs are not expensive.
	Evidence from other organisations that these outcomes can reduce roadkill.
	Any opportunities to incorporate nest boxes into design packages would be welcome.
	Considerations around the impact of fauna is critical and should be factored in with public safety and sustainability in mind.
	Sensor lighting would be ideal with the minimum amount of time on to reduce artificial light around ‘habitat/landscaped’ areas.
	Lighting should be directed away from areas of habitat/landscaping and focused on the area intended to be lit.
	Lighting intensity to be lowest possible to achieve the outcome needed to reduce the impact to local fauna.
	Maximise opportunities to educate, promote and create healthy and diverse habitats in support of fauna and Council’s No Local Species Extinction Plan. (E.g. Powerful Owl, Swift Parrot, Krefft’s Glider, Platypus, Growling Grass Frog).
	BCC would like to see more fauna crossing information in the UDLP, such as rope bridges as this UDLP should show the surface works.
	Support and promote native flora and fauna and connections across river corridors, wetlands, and habitat. (Above and below ground)

Attachment 2 – Ring Road Completion – Project Wide comments

Theme	Banyule City Council – Project Wide Comments
GIA + CPTED	Apply a Gender Impact Assessment to all public infrastructure designs either as part of the endorsed UDLP or as the designs progress through the design review process as required by the <i>Gender Equality Act 2020</i> . It is not acceptable to not do this because the UDLP design was based on a reference design that was done before the Act was in place.
	Provide a best practice approach to Crime Prevention Through Environmental Design (CPTED)
	Provide measures to prevent anti-social behaviour at more secluded locations where passive surveillance is less apparent. E.g. At weekends in carparking and gathering locations, Watsonia Primary School.
Landscaping	Local indigenous species should be prioritised to support overall biodiversity outcomes. These don't have to be local provenance seed stock, but species suited to grow in the areas Ecological Vegetation Community (EVC).
	Increase in the diversity of species overall and avoid monocultures as much as possible.
	Avoid single tree and open grass plantings as much as possible as this supports ideal habitat for pest bird species (Common Mynas).
	Better choice of species with native hybrids being less of a priority than local indigenous species that are readily available.
	Considerations around the weedy impact of species that are non-native.
	Include adequate landscaping buffers between the SUP and the residential interface along the Frensham SEC transmission reserve.
	Maximise opportunities for felled trees to be used for habitat creation / nature play.
	Maximise opportunities for tree planting according to the Arboriculture Environmental Performance Requirements, with tree planting according to hierarchy.
	Maximise plant diversity and avoid using high percentages of one particular species.
	Maximise planting opportunities along the road corridor, ramps, and traffic islands in lieu of hard surfaces.
	Optimise the expansion of tree canopy coverage and identify innovative solutions for additional tree planting where potential conflicts between assets exist. (E.g. Melbourne Water, other)
	Utilise best practice material selection and construction methodology, such as bridged footings, porous lane or similar when constructing SUP's or other structures / hard surfaces near existing TPZ's / SRZ's.
	A lot of the install sizes range from tube to 45L – can we have some clarity on what will actually be installed?
	A lot of the trees in the masterplan are short lived and may require removal after 5-10 years. Is there a maintenance plan for road reserves adjacent to NEL?
	Brachychiton acerifolius does not perform well in drought and poor soil conditions in VIC. Consider populneus (as is listed) or a populneus cross.
Brachychiton rupestris is not a considerable canopy tree but is a good selection.	
Extensive canopy to be removed without a detailed canopy replacement plan. Can we have a more detailed canopy replacement plan?	

Attachment 2 – Ring Road Completion – Project Wide comments

Theme	Banyule City Council – Project Wide Comments
	Maximise opportunities for biodiversity, including indigenous tree and understorey planting reflective of ecological vegetation communities.
	Maximise tree and understorey planting along the entire road corridor, creating further opportunities for connecting communities through quality landscaping and open space.
	No indication of tree numbers. Can we please have them, now we have the UDLP landscape plans?
	Quercus palustris is not a great performer in drought conditions. Consider oaks instead.
	Retain and protect significant trees and vegetation and provide opportunities to celebrate and enhance their presence as major features.
	Some good exotic trees but many more would create a better diversity – Liquidamber are tough, liriodendron can perform well, Zelkova are handsome. Would be happy to provide a list of the trees we see perform well in Banyule if you would like?
	Surprised that Corymbia spp. Are not on the list for some of the larger areas.
	The NEL central package included greening plans for a Greensborough Road Boulevard, this has not been considered in the UDLP for the northern section of Greensborough Road.
	This is a big area and feel we need some more diversity.
	Trees planted in the vicinity of Greensborough Road, Hwy and Bypass must be of appropriate species to allow maintenance and safety.
	Ulmus procoera requires insecticide treatment periodically because of ELB. Consider the “frontier” cross
	Will be great to get more shrub and ground layer in some of the areas roadside but am concerned about the maintenance. Can we confirm that the multi-layer approach will be taken at all garden beds?
	Would be good to get some more native trees on the list such as Buckinghamia, Backhousea, Waterhousenotea, Flindersia, to name a few.
Lighting and Safety	Implement dark sky lighting principals to protect and improve environmental outcomes. Utilize best practice guidelines such as the National Light Pollution Guidelines for Wildlife and motion sensor activated lights to reduce light where feasible.
	Implement design solutions to encourage and direct pedestrian movement through shared road lighting.
Noise walls	Utilise noise walls with deeply textured finishes on both sides to provide visual amenity and discourage graffiti. (The use of weathered steel may contribute to maintenance issues – Asset Owner?)
	Further softening of the noise walls through planting.
	Maximise tree canopy and understorey planting between noise walls and the residential interface.
	Ensure noise walls are constructed to span tree TPZ's and SRZ's.
	Implement best practice noise reduction decibel compliance to all areas of the proposed road corridor and at the M80 interchange (With consideration towards noise attenuating walls located north of interchange between the metropolitan ring road path and the road interface).

Attachment 2 – Ring Road Completion – Project Wide comments

Theme	Banyule City Council – Project Wide Comments
	<p>Maximise opportunities for climbing plants and landscaping to both sides of noise walls.</p> <p>Maximise transparency and minimise overshadowing whilst providing creative form and architectural expressions.</p> <p>The use of weathered steel may contribute to maintenance issues – Confirm Asset Owner and frequency of maintenance scheduling for damage and graffiti removal / methods.</p> <p>Utilise noise walls with deeply textured finishes and creative forms on both sides to provide visual amenity and discourage graffiti.</p>
Overlooking / Overshadowing	<p>Have NELP consulted the community and residents in particular regarding overlooking and overshadowing?</p> <p>Minimise overlooking and overshadowing and where required and provide innovative design solutions to ensure amenity is maintained.</p>
Play spaces	<p>Provide consideration towards end-of-life renewal for playgrounds (20-25 years) and the replacement prior to handover to Council.</p> <p>Provide opportunities for a diversity of play and an integrated play network with an emphasis on creating multi-purpose functional active recreation for all age groups.</p>
Public Art	<p>Maximise opportunities for public art and wayfinding markers with an emphasis on education, a connection to country, storytelling, and interactive learning.</p> <p>BCC would like more opportunities for public art in the project.</p>
Safety	<p>Consideration and implementation of innovative technology to support road user safety, traffic control and movement.</p> <p>Ensure safety fencing is appropriate, is softened with landscaping, blends with the natural surrounds and provides an appealing aesthetic.</p> <p>Provide adequate safety measures to prevent access to the rail corridor.</p> <p>Safety upgrades and measures to be implemented to all relevant structures including the Greensborough by-pass overpass (E.g. Anti-throw / climbing structures / screens to <u>both</u> sides)</p>
SUP	<p>Maximise opportunities to position SUPs behind noise walls adjacent to local streets rather than along the NEL road interface.</p>
Recycling	<p>Maximise sustainability measures to reduce waste and to reuse materials, including existing soils, rock and felled trees, etc.</p> <p>Provide consideration toward community recycling and container deposit scheme locations.</p>
Urban Design	<p>Integrate built form structures and architectural elements to reflect the natural features and context of the ridgeline precinct.</p> <p>Maintain and enhance view lines throughout the road corridor.</p> <p>Provide consideration towards end-of-life renewal for playgrounds (20-25 years) and the replacement prior to handover to Council.</p> <p>Provide opportunities for a diversity of play and an integrated play network with an emphasis on creating multi-purpose functional active recreation for all age groups.</p>
Vehicle staging areas	<p>Ensure maintenance access bays, incident staging areas and vehicle turnaround bays are well screened and landscaped.</p>

Attachment 2 – Ring Road Completion – Project Wide comments

Theme	Banyule City Council – Project Wide Comments
Water management	<p>Provide opportunities to treat, filter, clean, harvest and re-use water throughout the project.</p> <p>There appear to be improvements from the Reference case with regard to the provision of water quality assets. (Wetlands, bioretention basins). This is supported by Banyule’s Water Plan and Council Plan and has been a regular advocacy item at officer level. NEL and their design team in the Northern package have increased engagement and responsiveness on these matters which is positive.</p>

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment
Watsonia	Land Bridge	UDS - KDR - 2R - Connect neighbourhoods, reduce fragmentation, and facilitate the continued integration of the diverse community in this area.
		Section 7 - 3.2 - Green links Land bridges act as 'green bridges' to connect adjacent open space and vegetation visually and physically. They enhance and extend biodiversity and habitat links across the project.
		The opportunity has not been taken to cover the NEL trench at Watsonia resulting in less connectivity and amenity and further dividing the community.
		Consider removing the slip lane left turn from Watsonia Road into Greensborough Road opposite Rasheda Street to straighten out the intersection and allow extension of the Watsonia Road land bridge to improve amenity and landscaping opportunities.
		Increase the width of the landscaped land bridge between Watsonia Station and Frensham SEC Reserve providing better connection and further development opportunities.
		Land bridges to provide adequate soil depths to support the longevity of large and significant trees with the ability to soften the hardscape and overall scale of the road infrastructure.
		Move SUP further onto the extended land bridge from Elder Street for safety and better alignment with Frensham Reserve new alignment of SUP.
		New land bridge at Watsonia Road, whilst providing open space, is suitable for landscaping only and not community use. Shared User Path provided on north side only.
		The land bridge at Elder Street provides a pedestrian/cycling connection on the south side only, as opposed to the existing two pedestrian connections at the Elder Street pedestrian crossings. The second crossing should be included.
		New land bridge at Elder Street is narrow and provides a pedestrian/cycling connection on the south side only, as opposed to the existing two pedestrian connections at the Elder Street pedestrian crossings.
	Expanding areas of both the Elder Street and the Watsonia Road land bridges (Green links) to create more opportunity for tree canopy would further reduce urban heat island impact.	
	Increase the width of the land bridge from Elder Street towards Frensham Reserve to create better SUP connectivity, reduce barriers, and create fewer surfaces	
	UDLP – 5.6.1.3 – Land Bridges: (Section 7, 3.2 - Green Links, page 132) – Elder Street does not go far enough to creating the green link as specified in the UDS	
	Land Use/ Landscaping	UDS - KDR 5.R - Maximise opportunities for land use integration at Watsonia Neighbourhood Centre.
There is potential for greater land capture for development in the southwest corner of Watsonia if the Watsonia Road Land Bridge is aligned further north.		
Maximising the opportunities for land use integration at Watsonia Neighbourhood Centre has not been realised in the UDLP.		
Not covering the NEL trench at Watsonia resulting in less connectivity and amenity and further dividing the community.		

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment	
		Maximize landscape treatments and streetscape upgrades at the intersection of Greensborough Road and Watsonia Road.	
	Local Economy	Promote and support local traders with a focus on a thriving Watsonia precinct. Engage and collaborate with traders and actively seek opportunities for growth and prosperity during and after the project delivery.	
	Separated Watsonia Station Carpark UDLP	UDS - Principle 6 - Vibrancy -Objective 6.2 - Places for people - Improve local neighbourhoods, where there are opportunities to create inviting, people-friendly streets and public spaces.	Consideration of active transport links into and through the Watsonia Station are unknown due to the Watsonia Station UDLP being released later than the Ring Road Completion UDLP.
			BCC is disappointed at the exclusion of the Watsonia area being excluded from this UDLP. There is no timing on when this will be issued and difficult to understand and integrate the plans together.
			The delayed release of the Watsonia Station UDLP makes it hard to assess the accessibility/connectivity for pedestrians and cyclists in the Watsonia Neighbourhood Centre precinct, in particular for connections across the Transmission Line linear reserve.
	Road Design		Intersection improvements at the intersections of Lambourn Road/Devonshire Road/Watsonia Road need to be considered in the UDLP, given the impact of the NEL, and being directly adjacent to the project.
			Improve SUP connection into Watsonia shopping area, along Watsonia Road.
	Walking and cycling		Provide opportunities for SUP connection from the Hurstbridge rail corridor at Watsonia north-east to Greensborough.
			SUP on eastern side of NEL near Rasheeda Street is shown inside the noise wall – Council has previously flagged possibility of relocating SUP to the Service Road for CPTED and GIA reasons.
			Council disagrees with replacement of SUP along Hurstbridge Rail Line to an on-road cycling connection along Ibbotson Street. UDLP states it is a preferred option in negotiation with Council, while Council disagrees.
			On road cycling connection along Ibbotson Street is not supported due to removal of parking and the lack of separation from vehicles (sharrowed solution). Council requests more investigation into an off road option through the Watsonia carpark site or other alternatives.
			The UDLP has removed the off-road SUP on the eastern side of the Greensborough bypass from Nell Street up to the Watsonia Town Square development, relying on the current on-road local bicycle network connections.
	Frensham Reserve		Open Space improvement
Road Design			Provide a wombat crossing at Frensham Road Reserve, at the crossings of Garbonia and Manfred Streets, to remain after Frensham Reserve and Garbonia Reserve are returned to Council after temporary acquisition.

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme		Comment
		SUP	Provide SUP path connection from Frensham Reserve into feeder (2.5m wide) trail into Garbonia Reserve.
	Garbonia Reserve	Open Space improvement	Provide additional tree and understorey planting at Garbonia Reserve.
			Remove any notation about 'off lead zone', all parks except 12 are off lead in Banyule (pending animal order review finalisation, which is nearing completion).
			Soccer pitch fencing, remove side fencing (no mesh). This reserve is in the highest need of open space improvements.
		SUP	Provide SUP path connection / feeder trail (2.5mts wide) into Garbonia Avenue Reserve and throughout that reserve.
	Water management		Provide passive irrigation and WSUD initiatives in locations such as the carparking area at the intersection of Greensborough Road and Watsonia Road.
Watsonia Town Square works		Seamlessly integrate NEL project works with the Watsonia Town Square streetscape works with an emphasis on connecting communities east to west.	
Nell Street SUP Bridge	Fauna Support		Are Fauna crossings available?
	Landscaping		Provide further tree and understorey planting between the residential and SUP overpass at Nell Street western interface.
	Overlooking / Overshadowing		What mitigation has been determined for 46,48,50 Ibbotson Street and 229 Nell Street for overshadowing? What is the plan for these properties? Will they be acquired?
	Urban Design		Deliver creative design solutions for the Nell Street SUP overpass bridge, ensuring that the architectural aspects reflect an exemplary standard of design and material choice. (Eg Craigieburn bypass weathered steel overpass)
			The design of the Nell Street Bridge does not create enough of a visual gateway into Greensborough.
SUP		Could the housing area between Nell Street and Nepean Street be redeveloped to allow for vehicle maintenance as this land is already owned by the state government. The UDLP design truncates residential streets (Thomson Street, Temby Street, Nepean Street) to the east of the NEL, providing court bowls and shared zones (vehicles, cyclists and peds) on roadways joining the court bowls from Nell Street to the other +local streets. It is suggested that the residential area of State Gov owned housing is due for an uplift and the NEL project could be combined with a housing uplift to redesign the house crossovers to be placed on one of these streets rather than using shared zones. This would provide a safer environment for cyclists and pedestrians that would be more in keeping with this Strategic Cycling Corridor alignment.	
Grimshaw Street Interchange	AK Lines	Landscaping	Provide a vegetated buffer at AK Lines, between the SUP, flood wall and the wetland.
			AK Lines Reserve – explore opportunities to use Porous Lane material to areas close to TPZ's / SRZ's.
			AK Lines Reserve - cricket nets need to be realigned? More north / south?

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment	
	Open Space improvement	AK Lines Reserve - embellish playground and surrounding 'scattered' BBQ, seating and drinking fountain. This reserve is in the highest need of open space improvements.	
		AK Lines Reserve – Provide a suitable all weather ring road surface (asphalt) surrounding the oval reducing the need for ongoing maintenance.	
		Provide opportunities for boardwalks and shared use paths over and through the AK Lines wetland, making it an accessible open space feature.	
		AK Lines Reserve - connect SUP with playground.	
		Provide boardwalks over the wetlands at AK Lines Reserve to integrate the area to become more accessible. This would create more links with the fauna, SUP and Trist Street Reserve.	
	SUP	AK Lines Reserve - connect SUP with playground.	
		Provide boardwalks over the wetlands at AK Lines Reserve to integrate the area to become more accessible. This would create more links with the fauna, SUP and Trist Street Reserve.	
	Water management	AK Lines Reserve – Consideration of stormwater harvesting should be undertaken.	
		AK Lines Reserve - connect SUP with playground.	
	Frye Street	Road Design	Consideration should be given to upgrading the current temporary signals at Frye Street/Grimshaw Street to permanent signal operation at the completion of the project.
			BCC would like the temporary intersection at Frye Street to be permanent after construction to ease traffic congestion.
	Grimshaw Street		BCC would like a wombat crossing at the slip lane on Greensborough Road and Grimshaw Street. This is a DTP intersection and safety is a primary concern.
	Trist Street Reserve	Open Space improvement	Better location of Trist Street Reserve Playground for CPTED and downgrade its hierarchy from neighbourhood to local.
			Provide a new and improved playground at Trist Street Reserve that includes good accessibility, reflects the context of the site, and celebrates play diversity, cultural heritage, and exploration of the surrounding natural features.
The location of Trist Street Reserve playground is too secluded and therefore no passive surveillance. BCC would like the playground to be closer to the road. Council has NELP settlement funding to improve the playground itself.			
	SUP	Convert maintenance access track from Trist reserve (western side of FWY) to Yando Street to a SUP.	
Various	Fauna Support	Integrate fauna crossings at key locations, such as Trist Street and AK Lines and at Macorna Street Bridge.	
Kempston Street	SUP	Provide SUP connection / crossing / signage from Kempston Street to Kalparrin Gardens.	
Knight Street	Land acquisition	Subdivision plan – Knight Street & AK Lines: Waiting on a response from NELP regarding compensation for the acquisition of property that Council had existing plans to develop at 21 to 31 Knight Street. This includes permanent and temporary acquisition.	
Various	SUP	Ensure SUP lighting under underpasses (Yando, Kempston streets and Grimshaw Street intersection).	

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment	
Yando Street underpass	Yando Street	Landscaping	Provide more tree planting between Boyd and Yando Street.
		SUP	A SUP connection from Yando Street should be provided to Greensborough Railway Station to connect to Greensborough to Eltham SUP in development.
	Gillingham Reserve		Ensure SUP under Greensborough Road provides best practice CPTED principals and provides an open transparent, safe, and accessible path.
M80 Interchange	Macorna Street SUP Bridge	Fauna Support	Provide a path (2.5mts width) connection into Gillingham Reserve (30 Gillingham Street, WATSONIA NORTH) from the SUP integrating the project works with the existing reserve and playground.
		SUP	Are Fauna crossings available?
	Urban Design		Retain and upgrade the connection from the Macorna Road overpass and M80 SUP to the SUP adjacent to 5 Killarney Ridge to connect northwards to the Plenty Gorge Parklands. This should include a raised pavement (wombat crossing) at Killarney Ridge for safety.
		Consider further urban design / embellishment references to the gateway ridgeline precinct at Macorna Street SUP overpass to reveal and emphasise the importance of connection to country, Banyule's unique characteristics and the green wedge surrounds.	
		Improved urban design references to the gateway ridgeline precinct at Macorna Street SUP overpass to reveal and emphasise the importance of connection to country and Banyule's unique characteristics. (This SUP overpass should be a feature, as is the Lower Plenty overpass)	
	Sellars Street	SUP	The design of Macorna Street Bridge does not create enough of a visual gateway into Watsonia.
			Could the Sellars Street SUP be placed behind the houses which would be at the same gradient as the road (1:8). It was not in the Urban Design Strategy to have on road SUPs and the cyclists need to be on separate infrastructure from road vehicles.
Further investigation of the levels and contours of the area are needed for better understanding of the difficulties with an off road SUP behind Sellars Street. Perhaps raise the path level at Hakea and Yando to improve gradients. Nonstandard gradients on an off road path may be acceptable to Banyule cyclists who are familiar with a hilly terrain. Perhaps pedestrians can be diverted to footpath at Sellars, and cyclists given a separate path behind the property line.			
M80 Ring Road SUP should extend north-south on both sides of the NEL. The Urban Design Strategy included a continuous off-road SUP on the western side of the Greensborough Bypass. Council disagrees with the UDLP proposed alternative route of an on-road cycling connection along Sellars Street.			
Not including a continuous off-road Shared User Path (SUP) on the western side of the Greensborough Bypass and proposing an alternative route of an on-road cycling connection along Sellars Street.			
On road cycling connection along Sellars Street is not supported due to a lack of possible separation from vehicles, large gradient undulations of the road, and the presence of pinch points - Council requests more			

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment
		investigation into off road options in the corridor between NEL and the back of properties along Sellars Street.
	Landscaping	Provide a key sense of arrival through landscape treatments to inform and celebrate a green link / wedge.
		Provide meaningful inclusions at the M80 interchange lookout / gathering space ensuring CPTED principals inform embellishment and design.
		BCC would like to see more planting around the wetlands at the M80 interchange to soften the area and the inclusion of tall gums
		Increase tree canopy and understorey planting surrounding the WSUD area of the M80 Interchange. Soften and naturalise the area to reduce what appears to be an engineered solution.
		Maximise tree canopy surrounding the existing telecommunications tower to soften and filter views of infrastructure.
		Provide opportunities to reduce the extent of rock beaching and exposed embankments and the runoff of water from hard surfaces.
		Reduce large expanses of gravel surrounding the western ring road eastbound carriageway and replace with tree and understorey planting reducing the severity of the noise walls and hard surfaces.
		Termite activity is quite extensive in the road reserve off the ring road and areas around Greensborough. Often the dead trees and fallen logs harbour termites and they have performed extensive damage to houses. Considering it is a high termite activity area, should this be considered in the vegetation design?
	Noise limits	Confirmation of noise reduction decibel compliance at the M80 interchange (With consideration towards noise attenuating walls located north of interchange between the metropolitan ring road path and the road interface)
On road Cyclists	The new Greensborough Hwy design northbound does not cater for on road training cyclists, who currently use Greensborough Hwy and Greensborough Bypass as a training route towards Diamond Creek, as it merges with the NEL roadway under Grimshaw Street interchange where cyclists cannot legally ride. Also need to swap service (emergency lane) lane and shoulder on Greensborough Bypass Southbound On-Ramp so that the emergency lane is to the left of vehicle lanes to allow cyclists to ride separated from vehicles.	
Public Art	Provide opportunities for landmark / wayfinding public art and sculptures that emphasis the unique character of the area and celebrate the connection to country.	
Road Design	Could the tolling point be moved from north of the tunnel to M80 to reduce the footprint of the structure even further (fewer lanes)	

Attachment 3 – Ring Road Completion – Location Specific comments

Location	Theme	Comment
	SUP	Improve SUP connection from Greensborough Bypass (section over Plenty River) SUP to Plenty River SUP / to Plenty River Drive.
	Water management	Provide detail in the UDLP on the extent and type of wetland vegetation / planting that will be used to filter and treat water prior to it moving into the natural river / creek corridors.
		Provide opportunities for water harvesting and re-use.
M80	SUP	Consider changing the proposed maintenance track to a SUP on the south side of the M80 at the Plenty Road end and connect the SUP to the Macorna Street SUP. Create opportunities to connect the SUP into the Melbourne Water Pipe track.
		Ensure a SUP connection from the M80 SUP to Plenty Road and Coyne Walk.
		Better integration with the existing Ring Road Trail, provide better crossing at Plenty Rd.
		Consider modifying the proposed maintenance track to a SUP on the south side of the M80 at the Plenty Road end and connect / create openings for the SUP at the Melbourne Water Pipe track (near Coyne Walk) and at (Chappell Drive).
		M80 ring road trail, check sections NEL are proposing to 'retain', are they worthy of retention or is a new SUP surface preferable?
		Need to ensure connections from M80 Ring Road Shared User Path (SUP) to the Plenty River Trail/Northern Trail Strategy.
	Vehicle staging areas	Deliver creative design solutions for the incident response bay site offices, ensuring that the architectural aspects reflect an exemplary standard of design and material selection.

PLANNING PERMIT

P1616/2021

Planning & Environment Regulations 2015

Planning Scheme: Banyule
Responsible Authority: Banyule City Council

ADDRESS OF THE LAND:

232 Banksia Street BELLFIELD, 96 Oriel Road BELLFIELD, 230 Banksia Street BELLFIELD

THE PERMIT ALLOWS:

Buildings and works for a staged mixed-use development incorporating the construction of up to 340 dwellings and alterations of access to a Transport Zone 2, use of the land for a shop or food & drink premises, and the reduction of car parking requirements

THE FOLLOWING CONDITIONS APPLY TO THIS PERMIT:

General plans

1. Before the development permitted by this permit commences (excluding early works and demolition), amended plans and documents to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. When approved, the plans will be endorsed and will then form part of the permit. The plans must be drawn to scale with dimensions and be submitted in an electronic format acceptable to the Responsible Authority. The plans must be substantially in accordance with the plans (TP 00.00 – 3.30, Revision A prepared by Rothelowman) and accompanying documents submitted 19 April 2022, but modified to show:
 - (a) Reconfiguration of Class 1 Townhouses, Lots 42-44, to enable the retention of Tree #18 and accompanying arboricultural evidence to ensure associated encroachment and pruning of the tree is to the satisfaction of the Responsible Authority;
 - (b) Tree #18 to be located in common property;
 - (c) Provision of a detailed solar orientation assessment to provide solar access opportunities in accordance with essential requirement E of the EnviroDevelopment tool;
 - (d) Provision of appropriate external shading in accordance with the results of the solar assessment requested in condition 1(c) and to the satisfaction of the Responsible Authority;
 - (e) Electric vehicle charging infrastructure to be notated on plans in accordance with the SMP;
 - (f) A minimum of 15% of the Class 1 townhouses to achieve a minimum NatHERS rating of 7 stars;
 - (g) Demonstrated of calculation of 20% improvement over minimum lighting power densities in accordance with the submitted SMP prepared by *Ark Resources*;
 - (h) Demonstration of compliance with JV3 preliminary section J for the commercial premises in accordance with the submitted SMP prepared by *Ark Resources*;
 - (i) Notation of rainwater storage tank capacity for Class 1 townhouses including details of connections and end use;
 - (j) The electrical kiosk in the public open space relocated to the basement or if it can be demonstrated that this is not possible, it must outside of the public open space area or not included in the calculated 5% area and sited and appropriately screened to minimise visual impact from the public realm;
 - (k) The 'retail premises' to be labelled as 'Commercial: Shop or Food & Drink Premises' or other similar Section 1 use;
 - (l) Additional details of external fencing to ground floor private terraces, including materials and style;
 - (m) Framing to north elevation of Stage 2 townhouses (Perkins Avenue Façade) to be finished in a darker colour than the external walls to strengthen the podium view from the streetscape and subsequent updates to external materials schedule;
 - (n) The location for any split system air conditioner units and/or hot water systems at ground level to minimise visibility from the public realm and neighbouring properties for Class 1 townhouses;

- (o) All mail boxes located in accordance with Australia Post guidelines;
- (p) Any modifications required to ensure all windows and balconies of the townhouses comply with Standard B23 'Internal Views'; Demonstrating of compliance with Standard B23 must be provided;
- (q) Details of location of all external lighting to be provided for the safety of residents and pedestrian, to be baffled where necessary to minimise light spill;
- (r) A staging plan showing the order in which stages/sections of the development will be constructed and to include all public realm works to be constructed within each stage;
- (s) A site services plan showing details (location, heights, colours, screening) of all external services including air conditioners, solar panels, meters, water storage tanks etc;
- (t) Stage 1 Development Drainage Plans in accordance with Condition 2 of this permit;
- (u) Environmentally Sustainable Development (ESD) Drawings as required by Condition 3 of this permit;
- (v) A Water Sensitive Urban Design (WSUD) Drawing as required by Condition 4 of this permit;
- (w) Tree Preservation Fencing in accordance with Condition 9 of this permit.

Development Drainage Plans

2. Before the development permitted by this permit commences (excluding early works and demolition), Stage 1 Development Drainage Plans to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. Drainage plans for subsequent stages must be submitted and approved by the Responsible Authority prior to commencement of buildings and works for that stage. The plans must be prepared by a suitably qualified engineer or similar person showing a properly prepared design with computations for the internal drainage and method of disposal of stormwater from all roofed areas and sealed areas including:

- (a) The use of an On-site Stormwater Detention (OSD) system;
- (b) The connection to the Council nominated legal point of discharge;
- (c) The integration, details and connections of all Water Sensitive Urban Design features in accordance with the endorsed Sustainable Management Plan and include drainage details as a result of landscaping;
- (d) All drainage plans must show for Trees #6, #18, #39, #40, #41, #42, #43, #44, #45, #46, #47, #48, #49, #50, #51, #55, #58, #60, #70, #71, #72, #73, #74 and #76: The Tree Number; The Structural Root Zone (SRZ) radius; and the Tree Protection Zone (TPZ) radius, each as detailed and calculated within the arborist report submitted with the application authored by Arbor Survey, December 2021.

Please note the plans must show all protected and/or retained trees on the development site, on adjoining properties where tree canopies encroach the development site and along proposed outfall drainage and roadway alignments (where applicable) and every effort must be made to locate services away from the canopy drip line of trees and where unavoidable, details of hand work or trenchless installation must be provided.

Environmentally Sustainable Development (ESD) Drawing

3. Before the development permitted by this permit commences (excluding early works and demolition), satisfactory indicative ESD Drawings dedicated to demonstrating all features claimed within SMP Report must be submitted to and approved by the Responsible Authority. This will include a minimum of one indicative floor plan and elevations for the apartments, lofts and townhouses respectively. The drawing/s must include the following, **as applicable**:
- (a) The Water Efficiency (WELS) Rating for water fixture/fitting and appliances as nominated in the SDA/SMP and their respective locations;
 - (b) Water efficient garden design features annotated i.e. indigenous plant species, mulched garden beds, drip irrigation;
 - (c) The NatHERS Energy Rating for each dwelling, annotated and emboldened;
 - (d) The Hot Water unit type and energy rating;
 - (e) The Heating System type and energy rating;
 - (f) The Cooling System type and energy rating;

- (g) All electric (no natural gas uses) development features;
- (h) External Lighting including Motion Detectors in their respective locations;
- (i) Clothes lines/efficient clothes dryer installed location;
- (j) Solar panels installed location, their system size (kW), inverter level system and respective locations;
- (k) The Water Sensitive Urban Design (WSUD) measures on the property (as calculated using STORM or MUSIC) claimed, i.e Rainwater Tanks, Raingardens, Permeable Paving, etc and the path of connection to their respective end use, such as rainwater tank connection to toilets;
- (l) Cross-flow ventilation paths annotated for each room, noting the minimum window opening required to meet the calculated to meet 2% or 1 m² opening requirement;
- (m) Location and type of adjustable shading devices to north, east and west facing windows (i.e internally fitted louvres, internal blinds, external blinds/shutters/etc);
- (n) The location of double-glazed windows annotated with glazing specification (U value and SHGC) on each window;
- (o) Electrical Vehicle charging infrastructure;
- (p) Food production areas nominated on plans in open space areas with garden equipment storage facilities nearby;
- (q) Design measures annotated to minimise the urban heat island effect eg. light coloured roof, light coloured paving, vegetated site coverage;
- (r) Product specification of paints /sealants/adhesives/carpets/ engineered wood (as applicable) which meet maximum total indoor pollutant emission limits eg. VOC or formaldehyde;
- (s) Details of signage and educational measures to encourage recycling and organic waste practice.

When approved the assessments and plans will be endorsed and form part of the permit.

Water Sensitive Urban Design (WSUD) Drawing

4. Before the development permitted by this permit commences (excluding early works and demolition), a satisfactory WSUD Drawing demonstrating all features claimed within the MUSIC report and SMP report is to be submitted to and approved by the Responsible Authority.

- A dedicated drawing including all features, their location and corresponding catchment area (m²) as claimed in the Melbourne Water STORM Calculator/ MUSIC Modelling Reporting Tool;
- An excerpt of the most recent Melbourne Water STORM Calculator or MUSIC Modelling Report included on plan with a pass rate that reflects the SMP report;
- A Maintenance Schedule for stormwater treatment devices such as rainwater tanks, toilet connections and raingardens, including responsibility, key serviceable components and frequency of maintenance;

It must include the following **as applicable**;

- The location and storage volume (Litres) of rainwater storage tank(s), pumps and connections to end-uses, such as toilets and laundry, as claimed;
- A roof plan demonstrating the portion of the roof diverted into the rainwater treatment/storage device;
- The location, area (m²) and sectional details of raingardens proposed for use in the stormwater drainage system. NB: Where in-ground raingardens or buffer strips are proposed, the grade of driveway must demonstrate that sufficient fall exists to connect to the device/s;
- The location and type of other proprietary devices employed to improve the quality or reduce the loads of stormwater run-off from the site;

When approved the assessments and plans will be endorsed and form part of the permit.

OTHER ACTIONS REQUIRED PRIOR TO COMMENCEMENT OF DEVELOPMENT

ESD Inspections and Certifications

5. Prior to commencement of each stage of the development (excluding early works and demolition), a pre-build ESD meeting must be undertaken to advise relevant parties of ESD requirements and initiatives. A copy of the meeting minutes must be provided to Council.
6. During the construction of each stage of the development, a report from the author of the Sustainable Management Plan (SMP) or a suitably qualified person must be provided to the satisfaction of the Responsible Authority. This report must confirm that all relevant ESD features have been implemented in the development as approved.

This report must at a minimum include the following:

- Photographic evidence of each ESD features;
 - Product specifications evidencing the energy ratings of appliances as claimed in the SMP;
 - Product specifications evidencing the Water WELS ratings of fixtures and appliances as claimed in the SMP;
 - Product specifications evidencing the R-Values of all building fabric insulation used on the project;
 - Product specifications evidencing the U-Values and SHGCs of windows, glazed doors and skylights as claimed in the approved NatHERS Energy Report or Section J Energy Efficiency Report to address the NCC; (reference to endorsed smp)
 - Specifications demonstrating materials properties of low toxic and/or sustainably sourced materials (if applicable);
7. Prior to the issue of Statement of Compliance or Occupation of each stage, the owner or developer must notify Council's Development Planning section that the stage of development is complete to allow for an inspection of ESD features as shown on the endorsed documents. Council will visit the site to inspect or require suitable evidence to be provided, to ensure ESD features have been installed, to the satisfaction of the Responsible Authority.

**Please retain all manufacturers stickers on window glazing, WELS and Energy Ratings for fixtures and appliances, hot water services, heating and cooling units for evidencing purposes.*
 8. Within 18-24 months of occupation of the development, climate active certification for the Stage 1 apartments must be provided to the satisfaction of the Responsible Authority.

Tree Management and Protection Plan

9. Before the development permitted by this permit commences, a Tree Management & Protection Plan (TMPP) to the satisfaction of the responsible authority, must be submitted to, and approved in writing by, the responsible authority. The TMPP must be prepared by a suitably qualified and experienced Arborist in relation to the management and maintenance of the Trees #6, #18, #39, #40, #41, #42, #43, #44, #45, #46, #47, #48, #49, #50, #51, #55, #58, #60, #70, #71, #72, #73, #74 and #76.

The Tree Management & Protection Plan must include (but not be limited to):

- (a) A management regime for all trees during the demolition, construction and post construction phases of the development must include and consider all Tree Protection measures condition as part of planning permit P1616/2021
- (b) A tree protection plan drawn to scale.
- (c) All tree protection zones and structural root zones to be indicated on the plan.
- (d) The specific construction techniques set out in the Arborist Report by Arbor Survey, December 2021.
- (e) The types of footings used within tree protection zones where applicable.
- (f) Details of how root systems of the trees to be protected will be managed. This must detail any initial non-destructive trenching (if required) requirements regarding all excavations within TPZ's and pruning of any roots required which must be undertaken by the project arborist
- (g) The location/design of tree protection fencing for retained trees, mulching/ watering requirements and TPZ areas where ground protection systems will be used.
- (h) Tree removal methods for approved vegetation
- (i) All remedial pruning works that are required to be performed. Details of the pruning must reference Australian Standard AS4373:2007 Pruning of amenity trees, and include a detailed photographic diagram specifying what pruning will occur. Any proposed pruning must also

- consider any scaffolding requirements for construction of dwellings/units. Pruning requirements must be noted to be carried out by a suitably qualified Arborist (AQF Level 3, minimum) in accordance with Australian Standard AS4373-2007 Pruning of Amenity Trees. Pruning requirements must be restricted to the removal of the minimum amount of live canopy of individual trees to achieve construction clearance requirements.
- (j) Details regarding site access points by vehicles, machinery and storage of any related building materials in relation to the TPZ of retained trees.
 - (k) Details of the treatment of all underground services in relation to the TPZ of retained trees. The Tree Protection Plan must include notations that state all services will either be located outside TPZ's or bored under the tree protection zone unless written approval is received from the Responsible Authority.
 - (l) Supervision timetable and certification (sign off sheet) of all tree management activities undertaken by the project Arborist to the satisfaction of the responsible authority.

The approved Tree Management Plan must be implemented to the satisfaction of the responsible authority. Written confirmation from the project Arborist that the tree management works undertaken are satisfactory and are in accordance with the approved Tree Management Plan must be submitted to the responsible authority, to its satisfaction.

Public Open Space Plan

10. Unless otherwise agreed in writing by the Responsible Authority, the development permitted by this permit may not be commenced (excluding early works and demolition) until a satisfactory detailed landscape plan for the public open space reserve within the development is submitted to and approved by the Responsible Authority. Such plan must be prepared by suitably qualified or experienced person/s and shall include as appropriate:
 - (a) Details of landscaping and development of the public open space reserve which is to include:
 - (i) Lighting, seating, bollards and public art, including suitable bollards or fencing along the roadside boundary;
 - (ii) Water supply and taps;
 - (iii) Facilities that are to be contained within it must comply with the Disability Discrimination Act. The public open space must be designed for open public access with no restricted access areas included;
 - (iv) The provision of lighting for the safety and security of open space users. Lighting must be designed to avoid the creation of excessive light spillage that could cause a nuisance to adjacent residents;
 - (v) The identification of existing vegetation (which is not intended to be removed), and nomination of vegetation for removal;
 - (vi) An indigenous and/or drought tolerant planting theme;
 - (vii) A schedule of all proposed trees, shrubs and ground cover, which includes the location and size at maturity of all plants, the botanical names of such plants and the location of all areas to be covered by grass, lawn or other surface material as specified;
 - (viii) Tree protection measures for trees to be retained;
 - (ix) All footpaths to comply with relevant Banyule City Council specifications;
 - (x) Details of how the public open space will be delineated from other areas of the site;
 - (xi) Details of methods to ensure no vehicles can access the designated public open space area;
 - (xii) Details of the proposed raingarden;
 - (xiii) Details and specifications of the proposed shade structure, with selected design and materials to ensure maintenance requirements are minimised;
 - (xiv) Details of fencing, screening and/or vegetation to incorporate the electrical kiosk into the landscaping scheme of the public open space.

Landscaping Plans

11. Unless otherwise agreed by the Responsible Authority, before each of the relevant stages of the development permitted by this permit commences (excluding early works and demolition), satisfactory detailed landscaping plans for that stage must be submitted to and approved by the Responsible Authority. Such plan must be prepared by a person suitably qualified or experienced in landscape design and must show:
 - (a) Any amendments required by Condition 1 or other conditions of this permit;
 - (b) The identification of existing vegetation (which is not intended to be removed), and nomination of vegetation for removal throughout the site;
 - (c) An indigenous and/or drought tolerant planting theme;

- (d) A schedule of all proposed trees, shrubs and ground cover, which includes the location and size at maturity of all plants, the botanical names of such plants and the location of all areas to be covered by grass, lawn or other surface material as specified;
- (e) Tree species and planting locations must be carefully selected to avoid canopy or root conflicts with overhead wires, easements and existing trees;
- (f) Location and details of paving, steps, retaining walls, water tanks, fence design details and other landscape works including cut and fill;
- (g) Location, details and cross section drawings of all Water Sensitive Urban Design features in accordance with the endorsed Sustainable Management Plan and WSUD report, with reference to connection details on the engineering plans.

When approved the plan will be endorsed and form part of this permit. Landscaping in accordance with this approved plan and schedule must be completed prior to the occupation of the development.

Construction Management Plan

12. Before the development and use permitted by this permit commences. A construction management strategy must be submitted and approved by the Responsible Authority. The plan will then be endorsed and must include:
 - (a) Details of measures to be implemented to minimise adverse impacts during the development on environmental values including habitat, water quality, sites of biological and cultural significance and vegetation to be retained on site.
 - (b) Details of the measures to be implemented to minimise the generation of sediment on the site, the transport of sediment onto public roads and into drains and waterways and the generation of dust.
 - (c) The designation of tree protection zones for canopy trees to be retained on the land.
 - (d) The location of site offices, security fencing, cranes, off-street vehicle parking for construction and trades employees and construction vehicle routes.
 - (e) Details of the methods to be used for the collection and disposal of construction waste and the storage of construction materials.
 - (f) Details of the hours of construction on the site.

All works conducted on the land must be in accordance with the approved Construction Management Strategy.

Notification of Responsible Authority of other matters

13. Before the development and use permitted by this permit commences, the owner of the land must ensure the Responsible Authority is notified when any plans/documents required by external agencies and shown as conditions on this permit are approved by those agencies and provide copies of any such approval.
14. Unless otherwise agreed in writing by the Responsible Authority the development permitted by this permit must not be commenced until the Tree protection measures required by condition 16 of this permit are installed to the satisfaction of the Responsible Authority.

Development Infrastructure Levy

15. Prior to the commencement of development, the permit holder must pay to Banyule City Council a development infrastructure levy and community infrastructure levy in accordance with the amount specified in Table 6 of the *Banyule Development Contributions Plan 2016-17, September 2018*. The contribution amount payable in the table will be adjusted annually from 1 July 2017, each year to cover inflation, by applying the Consumer Price Index for Melbourne (All Groups) as published by the Australian Bureau of Statistics.

Tree Protection

16. Unless otherwise approved in writing by the Responsible Authority, prior to the commencement of any building and or demolition works on the land, a Tree Protection Zone (TPZ) must be established and maintained during and until completion of all buildings and works including landscaping, around all trees shown to be retained on endorsed plans, including Trees #6, #18, #39, #40, #41, #42, #43, #44, #45, #46, #47, #48, #49, #50, #51, #55, #58, #60, #70, #71, #72, #73, #74 and #76 to the satisfaction of the Responsible Authority:

Tree protection zone measures are to be established in accordance to Australian Standard 4970-2009 and Condition 9 'Tree Protection and Management Plan'

- (a) Tree protection fencing measures are to be established in accordance to Australian Standard 4970-2009 and including the following:
 - (i) Erection of solid chain mesh or similar type fencing at a minimum height of 1.8 metres held in place with concrete feet.
 - (ii) Signage placed around the outer edge of perimeter fencing identifying the area as a TPZ. The signage should be visible from within the development, with the lettering complying with AS 1319.
 - (iii) Mulch across the surface of the TPZ to a depth of 100mm and undertake supplementary watering in summer months as required.
 - (iv) No excavation, constructions works or activities, grade changes, surface treatments or storage of materials of any kind are permitted within the TPZ unless otherwise approved within this permit or further approved in writing by the Responsible Authority.
 - (v) All supports, and bracing should be outside the TPF area and any excavation for supports or bracing should avoid damaging roots where possible.
 - (vi) No trenching is allowed within the TPZ for the installation of utility services unless tree sensitive installation methods such as boring have been approved by the Responsible Authority.
 - (vii) Where there are approved works within the TPF area, it may only be reduced to the required amount by the project arborist only during approved construction within the TPZ and must be restored in accordance with the above requirements at all other times.

17. During the construction of any buildings or works, the following tree protection requirements must be carried out to the satisfaction of the responsible authority:

- (a) A suitably qualified project Arborist (AQF Level 5) must ensure that any pruning, root severance or buildings and works within a TPZ does not adversely impact the health and or stability of any retained tree now or into the future.
- (b) Any tree pruning is to conform to AS4373-2007 Pruning of Amenity Trees, all work is to be performed by a suitably qualified Arborist (AQF Level 3, minimum) and must be restricted to the removal of the minimum amount of live canopy of individual trees to achieve construction clearance requirements.
- (c) Any root severance within a TPZ must be undertaken by a suitably qualified Arborist (AQF Level 3, minimum) in accordance with the Australian Standard *AS4373-2007 Pruning of Amenity Trees*, using sterilised, specialised tree root pruning equipment. There must be no root pruning within the SRZ of any tree. There must be no works undertaken within the TPZ other than those endorsed by the responsible authority.
- (d) The site manager and builders must ensure that all conditions relating to Tree Protection Measures are being adhered to throughout the entire building process, including site demolition, levelling and landscape works.

Underground Services

18. Any underground service installations within the calculated Tree Protection Zone of any retained Tree must be bored to a depth of at least 600mm. Any excavation within the calculated TPZ of a retained Tree required for the connection of services must be:

- (a) Undertaken by hand or by approved non-destructive techniques suitable in the vicinity of Trees under the supervision of the project arborist;
- (b) Approved by the Project Arborist and a certification document of the works must be submitted to the Responsible Authority as required.

Section 173 Agreement

19. Unless otherwise agreed in writing by the Responsible Authority, before the development permitted by this permit commences (excluding early works and demolition), the owner of the land at 230-232 Banksia Street BELLFIELD and 96-100 Oriel Road BELLFIELD must enter into an agreement with the Responsible Authority pursuant to Section 173 of the *Planning and Environment Act 1987* to the satisfaction of the Responsible Authority and such agreement must require that:

- (a) The owner acknowledge that all refuse and recycling collection will occur by way of a private contractor in accordance with the approved Waste Management Plan endorsed under Planning Permit P1616/2021.
- (b) The owner acknowledge that occupants of the dwellings will not be granted on street or off street parking by way of a resident or visitor vehicle parking permit.
- (c) The owner acknowledge that an Owners Corporation is responsible for the maintenance and upkeep of all proprietary stormwater devices to the satisfaction of the Responsible Authority.

A memorandum of the Agreement is to be entered on title and the cost of the preparation and execution of the Agreement and entry of the memorandum on title is to be paid by the owner

ACTIONS REQUIRED UPON COMPLETION OF DEVELOPMENT

Council Trees

20. No Council trees are to be removed without the prior written consent of the Responsible Authority.

Foot Way Easement

21. Unless otherwise agreed in writing by the Responsible Authority, prior to the occupation of Stage 1 of the development approved under this planning permit, the owner of the land at 230-232 Banksia Street BELLFIELD and 96-100 Oriel Road BELLFIELD must register on title a foot way easement to allow for free and unfettered pedestrian access to any persons across the pedestrian footpath areas between the linear park and Oriel Road.

Civil Works

22. Unless otherwise agreed in writing by the Responsible Authority, Prior to occupation of the relevant stage of the development approved under this planning permit, a civil works plan showing design and construction details for the footpath on the eastern bank of the North-South Boulevard and any other relevant works must be submitted and to the satisfaction of the Responsible Authority;

Occupation of Development

23. Unless otherwise agreed in writing by the Responsible Authority, each stage of the proposed development must not be occupied until:
 - (a) The parking areas shown on the endorsed plans for the stage have been constructed to the requirements and satisfaction of the Responsible Authority;
 - (b) The landscape areas shown on the endorsed plans for the stage have been substantially planted to the requirements and satisfaction of the Responsible Authority;
 - (c) Drainage works for the stage have been undertaken and completed to the requirements and satisfaction of the Responsible Authority;
 - (d) Driveway, pathway, basement and undercroft lighting for the stage is installed in accordance with the relevant Australian Standards.
 - (e) All relevant public realm and civil works for the stage have been substantially completed to the satisfaction of the Responsible Authority.

ONGOING REQUIREMENTS OF THIS PERMIT

General

24. The development as shown on the endorsed plans or described in the endorsed documents must not be altered or modified except with the written consent of the Responsible Authority.

Public Open Space

25. At the time of vesting in Council, the designated public open space must be completed to be suitable for use as public open space to the satisfaction of the Responsible Authority.

26. The designated public park must be generally level and made publicly available. The land must be vested in Council and constitutes its public open space contribution as required by Clause 53.01 of the Banyule Planning Scheme.

Car Parking/Access

27. Areas set aside for the parking of vehicles together with the aisles and access lanes must be properly formed to such levels that they can be utilised in accordance with the endorsed plans and must be drained and provided with an all-weather seal coat. The areas must be constructed, drained and maintained in a continuously useable condition to the satisfaction of the Responsible Authority.
28. Areas set aside for the parking and movement of vehicles as shown on the endorsed plan(s) must be made available for such use and must not be used for any other purpose to the satisfaction of the Responsible Authority.
29. Vehicular access or egress to the subject land from any roadway or service lane must be by way of a vehicle crossing constructed in accordance with Council's Vehicle Crossing Specifications to suit the proposed driveway(s) and the vehicles that will use the crossing(s). The location, design and construction of the vehicle crossing(s) must be approved by the Responsible Authority. Any existing unused crossing(s) must be removed and replaced with concrete kerb, channel and nature strip to the satisfaction of the Responsible Authority prior to occupation of the development. All vehicle crossing works are to be carried out with Council Supervision under a Memorandum of Consent for Works which must be obtained prior to commencement of works.

Restrictions on use (Commercial)

30. The commercial use must only operate between the following hours except with the further written consent of the Responsible Authority:
 - (a) Sunday-Wednesday: 7am-10pm
 - (b) Thursday-Saturday: 7am-11pm
31. Except with the prior written consent of the Responsible Authority:
 - (a) Deliveries to the site, and
 - (b) Garbage collection from the site

shall only occur between 7am and 6:30pm Monday to Friday.

Amenity (Commercial Use)

32. The commercial use permitted by this permit must not, in the opinion of the Responsible Authority, adversely affect the amenity of the locality by reason of the processes carried on; the transportation of materials, goods or commodities to or from the subject land; the appearance of any buildings, works or materials; the emission of noise, artificial light, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, or oil; the presence of vermin, or otherwise.
33. Outdoor lighting must be designed, baffled and located to the satisfaction of the Responsible Authority such that no direct light is emitted outside the boundaries of the subject land.
34. Except with the further consent of the Responsible Authority no form of public address or music amplification system shall be used within the retail premises so as to be audible outside the building.
35. No live entertainment shall be provided in the subject premises except with the written consent of the Responsible Authority.
36. In respect of commerce, industry and trade development and/or use, noise emissions from the commercial space must comply with the *Environmental Protection Regulations 2021* and incorporated EPA Publication 1826 (Noise Protocol).
37. Noise emissions from any equipment required for refrigeration, air-conditioning, heating, ventilation and the like must comply with the *Environmental Protection Regulations 2021* and incorporated EPA Publication 1826 (Noise Protocol).

Urban Design and Landscaping

38. All external surfaces of the building elevations must be finished in accordance with the schedule on the endorsed plans and maintained in good condition to the satisfaction of the Responsible Authority.

39. Any air-conditioning or cooling units, condensers and the like must not be located on external walls and, if located on balconies, must be screened, to the satisfaction of the Responsible Authority.
40. All pipes (except down-pipes), fixtures, fittings and vents servicing any building on the site must be concealed in service ducts or otherwise hidden from external view to the satisfaction of the Responsible Authority.
41. Unless otherwise agreed in writing by the Responsible Authority, all telecommunications and power connections (where by means of a cable) and associated infrastructure to the land must be underground to the satisfaction of the Responsible Authority.
42. The owner must ensure that the landscaped areas shown on the endorsed plan and schedule shall be maintained in a proper, tidy and healthy condition to the satisfaction of the Responsible Authority. Should any plant be removed or destroyed it may be required to be replaced by a plant of similar size and variety.
43. Unless otherwise agreed in writing by the Responsible Authority, no vegetation (other than that indicated on the endorsed plan or exempt from planning permission under the provisions of the Banyule Planning Scheme) shall be damaged, removed, destroyed or lopped.

Waste Management

44. No receptacles for any form of rubbish or refuse (other than public waste bins) may be placed or allowed to remain in view from a public road or thoroughfare except during collection. Odour must not be emitted from any such receptacle to cause offence to any person outside the subject land, to the satisfaction of the Responsible Authority.
45. Waste management must be carried out in accordance with the Waste Management Plan approved as part of this permit.

Maintenance of property

46. The occupiers or relevant Owners Corporation must promptly remove or obliterate any graffiti on the subject site which is visible to the public and keep the site free from graffiti at all times to the satisfaction of the Responsible Authority.

Permit Expiry

47. In accordance with section 68 of the Planning and Environment Act 1987, this permit will expire if one of the following circumstances applies:
 - (a) The first stage of the development is not commenced within two years of the date of this permit; or
 - (b) The final stage of the development is not completed within six years of the date of this permit.
 - (c) The use of the commercial premises is not commenced within four years of the completion of the relevant stage.
 - (d) The use of the commercial premises ceases to operate for a period of two years once commenced.
48. This permit has no force or effect until the restriction that affects the land on Crown allotment 2082 is removed or the plans are amended so that the proposal does not result in a breach of the restriction.

PERMIT NOTES

(A) Expiry of Permit

In accordance with section 69 of the *Planning and Environment Act 1987*, the Responsible Authority may extend the periods referred to if a request is made in writing:

- (a) Before the permit expires, or
- (b) Within six months afterwards, or
- (c) Within 12 months afterwards if the development started lawfully before the permit expired.

In the event that this permit expires or the subject land is proposed to be used or developed for purposes different from those for which this permit is granted, there is no guarantee that a new permit will be granted. If a permit is granted then the permit conditions may vary from those included on this permit having regard to changes that might occur to circumstances, planning scheme provisions or policy.

(B) Building Permit Required

Building Permit must be obtained prior to the commencement of any works associated with the proposed development.

(C) Building over Easements

No structure, including sheds and water tanks shall be built over any easement on the subject land except with the consent of the relevant Responsible Authority.

(D) Drainage Plan Requirements

Please contact Council's Developments and Drainage Department via enquiries@banyule.vic.gov.au for the Tc/Tso Values prior to the submission of stormwater drainage plans as required by the conditions of the permit.

(E) Access to Council Reserves

No permission can be granted either temporary or otherwise by Council and/or its employees with respect to access to the adjacent Council owned land (including the road reserve) for any purposes relating to the proposal (e.g. parking of surplus vehicles, delivery of materials etc.), without application being made for the requisite permit (i.e. Local Law Permit).

(F) Completion of Development

Immediately upon completion of the development permitted by this permit, the owner or developer of the subject land must notify Council's Development Planning Section that the development is complete and complies with all requirements of the permit. The development will then be inspected to ensure compliance. An early inspection process will ensure that the subdivision approvals including the Statement of Compliance can be issued without delay.

(G) Development Infrastructure Levy

Please refer to Schedule 1 to the [Development Contributions Plan Overlay](#) for charge areas and levies payable. To request an invoice for payment, please email DCPofficer@banyule.vic.gov.au including the address of the land that is being developed.

(H) Memorandum of Consent for Works

Council's Construction Department must supervise all works undertaken on Council assets within private property, Council Reserves, easements, drainage reserves and/or road reserves, including connection of the internal drainage system to the existing Council assets. Prior to the commencement of any works, an application must be made and a permit received for:

- A "Memorandum of Consent for Works" for any works within the road reserve; and/or
- A "Drainage Connection Permit" for any works other than within a road reserve.

(I) Building Site Code of Practice

All construction works must comply with the requirements of the 'Building Site Code of Practice – Banyule City Council'. A copy of the Code is available on the Banyule City Council website or at Council Service Centres.

(J) Early Works

Early work includes site preparation works, temporary sheds or structures for construction purposes, bulk excavation and retention works, soil remediation, piling, footings and ground beams.

WHAT HAS BEEN DECIDED?

The Responsible Authority has issued a permit.

(Note: This is not a permit granted under Division 5 or 6 of Part 4 of the **Planning and Environment Act 1987**.)

CAN THE RESPONSIBLE AUTHORITY AMEND THIS PERMIT?

The Responsible Authority may amend this permit under Division 1A of Part 4 of the **Planning and Environment Act 1987**.

WHEN DOES A PERMIT BEGIN?

A permit operates:

- from the date specified in the permit, or
- if no date is specified, from:
 - (i) the date of the decision of the Victorian Civil Administrative Tribunal, if the permit was issued at the direction of the Tribunal, or
 - (ii) the date on which it was issued, in any other case.

WHEN DOES A PERMIT EXPIRE?

1. A permit for the development of land expires if:
 - the development or any stage of it does not start within the time specified in the permit; or
 - the development requires the certification of a plan of subdivision or consolidation under the **Subdivision Act 1988** and the plan is not certified within two years of the issue of the permit, unless the permit contains a different provision; or
 - the development or any stage is not completed within the time specified in the permit, or, if no time is specified, within two years after the issue of the permit or in the case of a subdivision or consolidation within 5 years of the certification of the plan of subdivision or consolidation under the **Subdivision Act 1988**.
2. A permit for the use of land expires if:
 - the use does not start within the time specified in the permit, or if no time is specified, within two years after the issue of the permit, or
 - the use is discontinued for a period of two years.
3. A permit for the development and use of land expires if:
 - the development or any stage of it does not start within the time specified in the permit; or
 - the development or any stage of it is not completed within the time specified in the permit, or, if no time is specified, within two years after the issue of the permit; or
 - the use does not start within the time specified in the permit, or, if no time is specified, within two years after the completion of the development; or
 - the use is discontinued for a period of two years.
4. If a permit for the use of land or the development and use of land or relating to any of the circumstances mentioned in section 6A(2) of the **Planning and Environment Act 1987**, or to any combination of use, development or any of those circumstances requires the certification of a plan under the **Subdivision Act 1988**, unless the permit contains a different provision:-
 - the use or development of any stage is to be taken to have started when the plan is certified; and
 - the permit expires if the plan is not certified within two years of the issue of the permit.
5. The expiry of a permit does not affect the validity of anything done under that permit before the expiry.

WHAT ABOUT APPEALS?

- The person who applied for the permit may apply for a review of any condition in the permit unless it was granted at the direction of the Victorian Civil and Administrative Tribunal, in which case no right of review exists.
- An application for review must be lodged within 60 days after the permit was issued, unless a notice of decision to grant a permit has been issued previously, in which case the appeal must be lodged within 60 days after the giving of that notice.
- An application for review is lodged with the Victorian Civil and Administrative Tribunal.
- An application for review must be made on an Application for Review form which can be obtained from the Victorian Civil and Administrative Tribunal, and be accompanied by the applicable fee.
- An application for review must state the grounds upon which it is based.
- An application for review must also be served on the Responsible Authority.
- Details about application for review and the fees payable can be obtained from the Victorian Civil and Administrative Tribunal.

Received
2/6/2023

Planning, Transport, Urban Design & Waste Management

PROPOSED AMENDMENTS TO DEVELOPMENT PLAN

The Development Plan has been updated to revise projects based on those already undertaken and Ivanhoe Grammar School's changing priorities and requirements.

In order to try and simplify the document, we have sought to delete text which is no longer relevant or does not provide clarity from a planning perspective (such as the school's background / history and existing operational characteristics).

SECTION	CHANGE	DISCUSSION
1	Reference to previously approved Development Plan updated and year this Development Plan is in operation for updated.	Change to reflect approval of new DP.
2.1	Existing Staff and Student numbers updated to include data from 2023.	
2.2	Existing conditions updated to reflect completed projects.	
2.2	Existing hours of operation updated to reflect the hours for the Sports Centre now completed.	
2.2	Existing car parking numbers updated to reflect completion of underground car park and the sports centre.	
Figure 2.4 / Appendix A	Existing site plan updated to reflect current conditions following completion of projects and removal of right-of-way designation.	
3	Period of operation updated to reflect period of current Development Plan.	
3.2	Proposed student and staff numbers are not changed, but most recent census referenced.	
3.3	Proposed years of operation and hours of operation amended. Proposed hours of operation detailed more clearly in Table 1.	
Figure 3.1 / Appendix D	New projects updated or included, with likely completion dates revised for all projects. Only changes to projects include: <ul style="list-style-type: none"> - Senior Years Centre; 	Senior Years Centre: it is important to note that this building was part of the previously approved Development Plan but not built. The changes to the envelope include an

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List of changes P1

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	<ul style="list-style-type: none"> - Year 9 Centre now being known as the Learning Hub, a multi-purpose classrooms / teaching spaces. No changes to previously approved building envelope; and - Infill to Locksley House. Described on page 3-5 and with plans provided at Appendix D. 	<p>increase in height to accommodate a useable rooftop terrace with associated balustrading. The overall building height increases from 16.5m to 21.9m. Indicative building connections are indicated to the rear of the building, within the site, given these aspects were not clearly anticipated previously.</p>
4	Reference to new arborist report provided.	<p>Evergreen Tree Consulting has undertaken an arboricultural assessment of the campus.</p> <p>This report confirms ongoing works to trees required to maintain health and safety expectations.</p>
Figure 4.1 / Appendix	Existing landscape plan updated to reflect current conditions following completion of projects, installation of boundary fencing and removal of right-of-way designation.	
Figure 4.2 / Appendix	Proposed landscape plan updated to reflect opportunities for landscaping associated with proposed projects.	
5	<p>Section updated to reflect completed projects, updated traffic and car parking surveys and analysis and observations.</p> <p>Proposed to increase hours of vehicle access at Russell Street / underground car park and at Fairy and Elphin Streets as per Table 1 below.</p>	
6	ESO4 updated to reference inclusion of 13 x Bhutan cypress trees.	ESO4 was amended recently to provide protection to more trees on campus.
7	Updated to delete references to amenity protection for projects already completed, specifically the underground car park, Sports Centre and sports fencing.	

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List of changes P2

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	References to Senior Years Centre updated to reflect changes to building envelope and discussion about infill extension to Locksley House provided.	
Appendix A	Existing Site Plan updated to reflect current site conditions.	
Appendix B	Existing Landscape Plan updated to reflect current site conditions.	
Appendix C	Tree Population Audit comprises new report prepared by Evergreen Tree Consulting.	
Appendix D	Proposed development plan updated to reflect existing site conditions and proposed new projects.	<p>Main changes include:</p> <ul style="list-style-type: none"> - Senior Years Centre building envelope; and - Infill to Locksley House.
Appendix E	Proposed landscape plan updated as above.	
Appendix F	Transport Plan by Ratio Consultants completely updated.	
Appendix G	Scheduling of projects revised.	

Table 1: Proposed change in hours

	CURRENT	PROPOSED	CHANGE
SPORTS CENTRE¹			
Monday - Thursday	7am - 9:30pm	6am - 10pm	am: 1hr earlier pm: 30min later
Friday	7am - 6pm	6am - 10pm	am: 1hr earlier pm: 4hr later
Saturday	7am - 1pm	6am - 5pm	am: 1hr earlier pm: 4hr later
Sunday	N/A	N/A	N/A

¹ Both school and community use

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ROOFTOP COURTS			
Monday – Thursday	7am – 5:30pm	7am – 5:30pm	am: same pm: same
Friday	7am – 6pm	7am – 6pm	am: same pm: same
Saturday	7am – 1pm	7am – 5pm	pm: 4hr later
Sunday	N/A	N/A	N/A
SWIMMING POOL			
Monday – Thursday	6am – 9:30pm	5am – 10pm	am: 1hr earlier pm: 30min later
Friday	6am – 9:30pm	5am – 10pm	am: 1hr earlier pm: 30min later
Saturday	6am – 5pm	6am – 5pm	am: same pm: same
Sunday	N/A	N/A	N/A
VEHICLE ACCESS			
Russell Street	5:45am-10pm (weekdays) 6:45am – 5pm (Sat)	5am – 10:30pm (weekdays) 5:45am – 5:30pm (Sat)	Weekdays: am: 45min earlier pm: 30min later Sat: am: 1hr earlier pm: 30min later
Existing Scotts Parade open for maintenance vehicles and school mini buses only			
Fairy & Elphin Streets	7:30am – 6pm (weekdays)	6am – 10pm (weekdays)	am: 1.5hrs earlier pm: 4hrs later
Elphin St through to Fairy St staff access only			

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List of changes P4

Client
Ivanhoe Grammar School

Date
2 June 2023

Planning

Transport

Urban Design

Waste Management

Development Plan

Ivanhoe Grammar School

The Ridgeway Campus

Ivanhoe



Development Plan
Planning No. P777/1999 Part 9
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Project
Ivanhoe Grammar School The Ridgeway
Campus Ivanhoe

Prepared for
Ivanhoe Grammar School
Our reference
4052P

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Table of Contents

Section	Page No.
1. Introduction	1-1
2. Existing Campus Conditions	2-1
2.1. Existing Staff and Student Numbers	2-1
2.2. Existing Conditions	2-1
3. Proposed Use and Development for 2023 - 2029	3-1
3.1. Introduction	3-1
3.2. Proposed Student and Staff Numbers	3-1
3.3. Proposed Use and Development of the Land	3-2
4. Landscaping	4-1
5. Access, Car Parking and Traffic Management	5-1
5.1. Traffic Volumes	5-1
5.2. Parking Conditions	5-1
5.3. Public Transport and School Buses	5-2
5.4. Parking Management	5-2
5.5. Traffic Control	5-3
6. Proposed Protection Measures for Heritage and Environmental Assets	6-1
7. Interface and Amenity Protection Measures	7-1
8. Decision Making	8-1
9. Conclusion	9-1

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Ivanhoe Grammar School Development Plan

2

Appendices

Appendix A Existing Site Plan

Appendix B Existing Landscape Plan

Appendix C Tree Population Audit

Appendix D Development Plan

Appendix E Proposed Landscape Plan

Appendix F Transport Plan

Appendix G Scheduling of Projects

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Ivanhoe Grammar School Development Plan

3

1. Introduction

This is the Development Plan for Ivanhoe Grammar School located at 41 The Ridgeway, Ivanhoe.

The Development Plan has been prepared pursuant to Clause 43.04 of the Banyule Planning Scheme (Development Plan Overlay - Schedule 4, Private Educational Establishments) and replaces the previously approved Development Plan dated December 2021.

This Development Plan outlines the proposed use and development of the School until 2029 (noting this time frame may be extended at the discretion of the responsible authority, upon request) and incorporates plans and written documentation.

The Development Plan also outlines the procedures for amending it in the event this is necessary.

Approved:

Amended:

Date of amendment	Description of amendment

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2. Existing Campus Conditions

2.1. Existing Staff and Student Numbers

The site has existing use rights as an education centre and there is therefore no formal cap on staff or student numbers. However, a previous Development Plan for the site (approved 10 February 2000) stated there were 1,750 students in 1991, although in 1995 and 1998 the Board of Governors established an upper level of 1,400 students on The Ridgeway campus at any one time (excluding the Early Learning Centre). That previous Development Plan also detailed that staff numbers were 211, comprising 149 full-time and 62 part-time staff.

In the 2023 school year there are 1546 students on The Ridgeway campus (preparatory to Year 12) at any one time and 222 equivalent full time staff. Twenty of these staff work in the Rose and Merton Street buildings.

2.2. Existing Conditions

The Ridgeway Campus of Ivanhoe Grammar School includes:

- Buckley House at the northern end of the site, providing education from early learning to Year 6.
- Year 7 to 12 at the southern end of the site.
- Several properties on the west side of The Ridgeway, used variously for educational and administrative purposes¹.
- Two sporting ovals, cricket nets and an integrated sports centre comprising an indoor swimming pool and multi-purpose indoor courts.
- A chapel.

The location of these buildings and facilities are shown on the Existing Site Plan included at Figure 2.3 and Appendix A.

Uses & Hours of Operation

The Sports Centre, including the swimming pool, is used by the school and the community, but not for commercial purposes. The swimming pool is used for non-school use during the following times:

- Monday to Friday 6:00am to 9:30pm
- Saturday 6:00am to 5:00pm

The use of the Sports Centre will be during normal school hours and out of hours and weekends and will not have any adverse off-site impacts. The primary use of the Sports Centre during school hours is for school purposes. It can be made available for community use but must not be used for commercial purposes.

¹ These properties do not form part of the Development Plan and are not subject to the Development Plan Overlay, Schedule 4. It is anticipated that a separate amendment to the Banyule Planning Scheme will ultimately be pursued to include these properties within the overlay. However, given that no works are proposed for these properties within the life of this Development Plan then an amendment would not be prepared in the short to medium term. In the interim the properties will be identified in the plans forming part of this Development Plan (although notated to make it clear they are outside the Development Plan Overlay).

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The building will be used between the following hours²:

– School Use

- Monday to Thursday 7:00am to 9:30pm
- Friday 7:00am to 6:00pm
- Saturday 7:00am to 1:00pm

No use Sunday without further written consent from Council.

– Community Use

- Monday to Thursday 7:00am to 9:30pm
- Friday 7:00am to 6:00pm
- Saturday 7:00am to 1:00pm

No use Sunday without further written consent from Council.

Community use includes use of school facilities, by individuals or groups, for the purpose of education, recreation, cultural activities for students, the local community (ie within Banyule) or young persons. Users do not need to have an affiliation with the school. This may include the hire of facilities by such groups.

The rooftop courts will be used between the following hours:

– School Use

- Monday to Thursday 7:00am to 5:30pm
- Friday 7:00am to 6:00pm
- Saturday 7:00am to 1:00pm

No use Sunday without further written consent from Council.

– Community Use

- Monday to Thursday 7:00am to 5:30pm
- Friday 7:00am to 6:00pm
- Saturday 7:00am to 1:00pm

No use Sunday without further written consent from Council.

As a result of the intensification of uses at the southern end of the school, use of Locksley House will be limited to the following hours:

- Monday to Friday 7:00am to 9:30pm
- Saturday 7:00am to 5:00pm

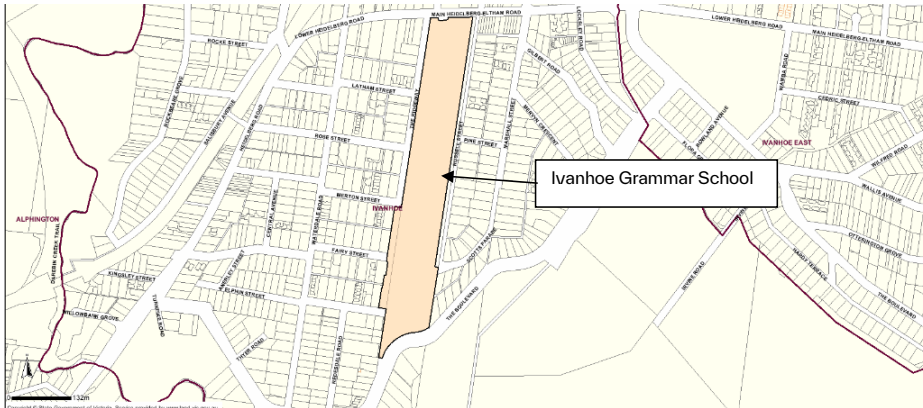
Additionally, the sports centre, Locksley House and the swimming pool facility are to have uses scheduled to avoid a scenario whereby multiple facilities are operating at high capacity concurrently outside of school hours. The combined total occupancy of facilities must not, at any time, exceed the number of people derived from a calculation of the standard car parking ratio for 'place of assembly' having regard to the number of car parking spaces available within the at-grade and underground sports centre car parking spaces. The car parking spaces to the west of Locksley House are not to be included in the total number of car parking spaces used for the purpose of calculating the total occupancy of facilities during events and must not be made available for parking during events. Should there be an instance where this is unavoidable, Ivanhoe Grammar School is to obtain the prior written consent of Council in advance of the events occurring.

² No changes without further written consent from Council.

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Figure 2.1 Cadastral Plan



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Figure 2.2 Aerial Photograph



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Ivanhoe Grammar School Development Plan

2-4

Car Parking

There are currently 300 on-site car parking spaces on the school grounds or school owned properties.

The details of car parking locations are as follows:

- Buckley House (Russell Street) - northern end of the campus - 22 spaces
- Benson Centre - north of the South Ground - 10 spaces
- Business Centre located in The Ridgeway - 15 spaces
- Locksley House - located south-west of the south ground - 47 spaces
- South of the South Ground - 51 spaces
- Underground carpark under South Ground - 155 spaces

Car parking generated by users of the school's facilities is accommodated on street where not occurring on site (noting car parking to west of Locksley House is not to be utilised for non-staff car parking).

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Figure 2.3: Existing Site Plan



Existing Site Plan

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Project No 1459

3. Proposed Use and Development for 2023 - 2029

3.1. Introduction

The purpose of this section is to outline the proposed use and development of the site until 2029.

Additional minor buildings and/or works may be necessary from time-to-time. Depending upon the nature of such buildings or works, periodical minor amendments may need to be made to the approved Development Plan.

It is possible some proposed buildings or works will be exempt from the need for a planning permit, and consequently will not need to be generally in accordance with this development plan (for example, by virtue of Clause 62.02-2). Depending on the scale and/or nature of such buildings or works, it may be appropriate to periodically update the Development Plan to ensure it accurately reflects the existing and proposed use and development of the land.

The key principles of the Development Plan are as follows:

1. Student enrolment will not exceed 1,690 at any one time.
2. Full-time equivalent staff will not exceed 227 at any one time.
3. Parking will be provided on the campus to meet everyday requirements.
4. The current standard of building and landscape quality will continue to be maintained to provide a pleasant educational environment and to ensure the appearance of Ivanhoe Grammar School does not detract from the amenity of the neighbourhood.

3.2. Proposed Student and Staff Numbers

It is proposed that there will be up to 1,690 students on The Ridgeway campus at any one time and 227 equivalent full time staff (175 full-time and 85 part-time staff) at any one time over the period of this Development Plan. The total numbers of staff and students also includes staff and students on sites outside the Development Plan boundaries at any one time.

The staff and students will be distributed throughout the school campus as is currently the case. It is noted that the proposed additional student numbers are generally consistent with the figure reached in 1991. Whilst the previous Development Plan forecast a reduction in student numbers by 2005 this did not occur.

The total number of children permitted in the Early Learning Centre (ELC) to not exceed 44 at any one time and a total of 3 staff.

A census of staff and student numbers (including full time, part time and contractors) occurred in August 2022, with an annual census to be undertaken on an ongoing basis. The census must include all registrations at the Ridgeway Campus, but exclude the ELC. All census data is to be provided to Council, with results made available to any interested residents.

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3.3. Proposed Use and Development of the Land

Introduction

As with all institutions, Ivanhoe Grammar School must continue to modify and upgrade its facilities to stay abreast of educational innovations, to provide superior facilities and grounds for its students and teachers and to meet the expectations of the school community. Equally, Ivanhoe Grammar School is cognisant of its relationship with and proximity to residential properties and understands that careful consideration is required in terms of siting of buildings to ensure the interfaces are appropriately managed. It is also aware of issues associated with drop-off and pick-up and staff car parking.

Accordingly, a series of developments are proposed between 2023-2029 that are substantially designed to improve existing facilities and services provided to students. Careful consideration has also been given to the siting and scale of the proposed buildings and additions to existing buildings. No change is proposed to the existing activities conducted on the land.

The proposed development projects for this period are depicted on the Development Plan shown at Figure 3.1 and Appendix D.

All future planning permit applications will require a Construction Management Plan by way of condition on permit. The CMP will outline how the development will be managed to minimise off site amenity impacts and environmental impacts. Each CMP must include details of how the car parking will be managed on site so as to maximise the retention of spaces for staff parking and how spaces lost will be offset.

Uses & Hours of Operation

It is proposed to change hours of operation as detailed within the following table:

Table 1: Proposed change in hours

	CURRENT	PROPOSED	CHANGE
SPORTS CENTRE³			
Monday - Thursday	7am - 9:30pm	6am - 10pm	am: 1hr earlier pm: 30min later
Friday	7am - 6pm	6am - 10pm	am: 1hr earlier pm: 4hr later
Saturday	7am - 1pm	6am - 5pm	am: 1hr earlier pm: 4hr later
Sunday	N/A	N/A	N/A
ROOFTOP COURTS			
Monday - Thursday	7am - 5:30pm	7am - 5:30pm	am: same pm: same
Friday	7am - 6pm	7am - 6pm	am: same pm: same
Saturday	7am - 1pm	7am - 5pm	pm: 4hr later
Sunday	N/A	N/A	N/A

³ Both school and community use

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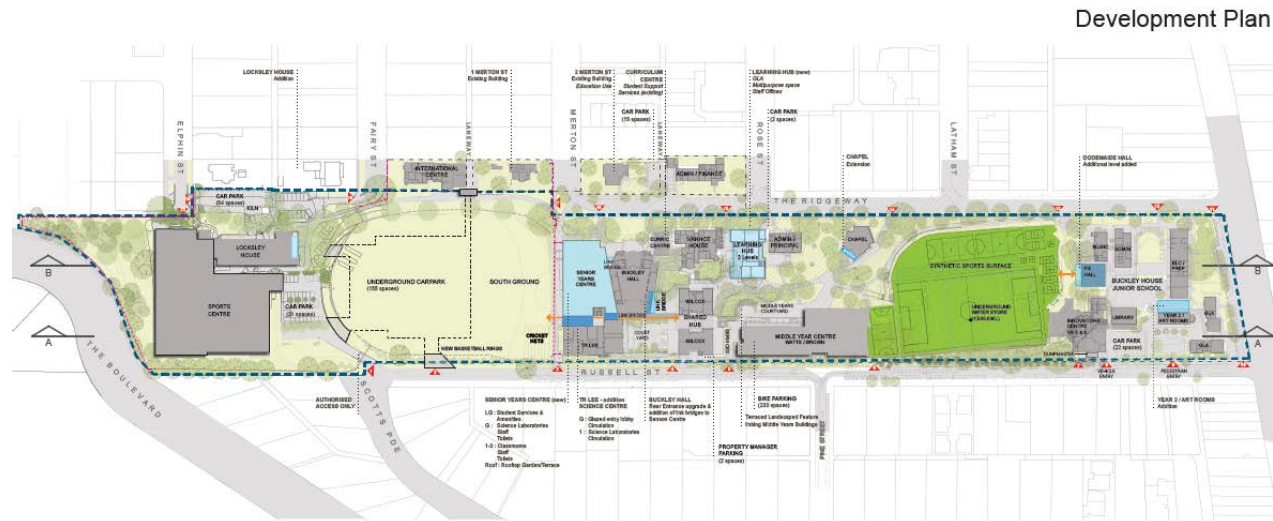
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SWIMMING POOL			
Monday - Thursday	6am - 9:30pm	5am - 10pm	am: 1hr earlier pm: 30min later
Friday	6am - 9:30pm	5am - 10pm	am: 1hr earlier pm: 30min later
Saturday	6am - 5pm	6am - 5pm	am: same pm: same
Sunday	N/A	N/A	N/A
VEHICLE ACCESS			
Russell Street	5:45am-10pm (weekdays) 6:45am - 5pm (Sat)	5am - 10:30pm (weekdays) 5:45am - 5:30pm (Sat)	Weekdays: am: 45min earlier pm: 30min later Sat: am: 1hr earlier pm: 30min later
Existing Scotts Parade open for maintenance vehicles and school mini buses only			
Fairy & Elphin Streets	7:30am - 6pm (weekdays)	6am - 10pm (weekdays)	am: 1.5hrs earlier pm: 4hrs later
Elphin St through to Fairy St staff access only			

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Figure 3.1 Proposed Developments



Development Plan

Proposed Master Plan

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LEGEND

- Existing Entry & Gate Number
- Existing Building
- New Building
- Re-fit Existing Building
- Connection to existing Building
- Extent of CPO
- School Property Boundary
- GLA - General Learning Area
- Existing Fences & Gates
- Proposed Fences & Gates
- Access Path or Subsidy Entry
- Trees to be Retained

INDICATIVE STAGING

1. Lockley House IMB	2022/2023
2. Senior Years Centre	2024/2025
3. Year 2 / Art Rooms	2025
4. Dotted-line IMB Extension	2026
5. Learning Hub	2027
6. Chapel Extension	2028

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Project No. 1410

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A description of each project is as follows.

Locksley House addition

PROJECT LOCATION

This project involves a single storey extension to the north of the existing building.

PROJECT PURPOSE

The proposed extension is to provide storage for the drama department, based within Locksley House. The extension is largely sited over an existing concrete access path and will not extend beyond the existing northernmost elevation of the building.

OUTLINE OF PROPOSAL

Plans are included at Appendix D.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2024. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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Senior Years Centre (Benson Centre / TR Lee Buildings redevelopment)

PROJECT LOCATION

The proposed Senior Years Centre is to replace the existing Benson Sports Centre.

PROJECT PURPOSE

The building is required for the following reasons:

1. To provide a facility that supports the School's three year senior studies initiative allowing students to complete the Victorian Certificate of Education and/or International Baccalaureate over a three year period. The Middle Year Centre (Year 7 & 8 building) has proved so successful, that the school wants to provide a purpose-built Senior Years Centre.
2. The development of this building will allow the School to consolidate its core academic endeavour in the heart of the campus, with sporting activities at the southern end of the campus.

OUTLINE OF PROPOSAL

An indicative building envelope is shown on the Proposed Site Section B-B and Massing Diagrams included at Appendix D.

The building will be set back 15 metres from The Ridgeway and is to be 16 metres high at this frontage (with potential balustrading around the perimeter of the roof level of up to 3 metres and a central core of an overall height of 21.9 metres within the site). Linkages are proposed to Buckley Hall and the TR Lee building (details of these connections will be confirmed at time of any planning application). The building heights incorporate balustrading and access associated with the rooftop terrace (which are allowed for with a nominal 3 metre extension to the envelope).

The building will contain science laboratories and general purpose learning areas, breakout areas for students (allowing it to develop an open learning environment akin to University and providing students with a good transition for tertiary study), a café, staff areas and associated storage, lockers and toilets. Car parking to replace existing spaces lost in the location of this new building has been accommodated within the car park under the south ground.

All trees will be removed to the north of the existing building, but significant trees nos. 58, 59 and 63 to the west are able to be retained.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

The senior years café and associated storage rooms are only to be used by students during school hours.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2025/2026. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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Year 2 Art Rooms

PROJECT LOCATION

This project involves an extension to the west of the existing Year 2 classrooms, located within the junior school.

PROJECT PURPOSE

The current Year 2 classrooms are inadequate. Whilst class sizes have not altered the current facilities do not meet the requirements for a quality teaching space. The extension will not encroach into the existing playground.

OUTLINE OF PROPOSAL

An indicative building envelope is shown on the Proposed Site Section A-A and on the Massing Diagram included at Appendix D.

The extension will have a width of approximately 20.5 metres, a depth of approximately 8 metres and an overall height of approximately 6.5 metres.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2026. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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Dodemaide Hall

PROJECT LOCATION

The new building will be sited in the location of the Dodemaide Hall, to the rear of the Pizzey Music room, located within the junior school.

PROJECT PURPOSE

The project involves the demolition of the existing building and replacement with a new facility that comprises practice rooms and a hall for dance and drama. The additional floor space will also provide for an indoor play space for physical education classes during poor weather.

OUTLINE OF PROPOSAL

An indicative building envelope is shown on the Proposed Site Section B-B and on the Massing Diagrams included at Appendix D.

The building will be set back behind the existing Pizzey Music Room relative to The Ridgeway frontage. It is approximately 14.65 metres long and approximately 20 metres wide and has an overall height of approximately seven metres.

Two small trees will be removed to the south of the existing building, but significant tree No. 18 to the west is able to be retained (tree No. 19 has since been removed). The protection measures for the trees are contained in the Tree Population Audit included at Appendix C.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2027. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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Learning Hub

PROJECT LOCATION

The proposed Learning Hub will be provided in the location of the existing Knorr building.

PROJECT PURPOSE

The Learning Hub provides a new building containing multi-purpose classrooms / teaching spaces.

OUTLINE OF PROPOSAL

An indicative building envelope is shown on the Proposed Site Section B-B and Massing Diagram included at Appendix D.

The Knorr building will be demolished and replaced with the Learning Hub. The building will be set back approximately 9 metres from The Ridgeway frontage. It will be constructed in a stepped form with the height graduating from approximately seven metres at the front of the building to approximately nine metres at the rear. It will have an overall width of approximately 23 metres and a length of approximately 32 metres.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2028. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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Chapel Extension

PROJECT LOCATION

This project involves a minor addition to the existing Chapel.

PROJECT PURPOSE

The proposed expansion to the existing Chapel will allow a discrete group (year level or House) to participate in worship as a single entity. Worship is a key element of the School's program and the ability to provide an alternative for smaller groups is seen to be highly desirable by the School as part of its Spiritual and Wellbeing Program.

OUTLINE OF PROPOSAL

The extension will be to the eastern side of the Chapel. An indicative building envelope of the extension is shown on the Massing Diagrams included at Appendix D. Its overall height will be approximately 4.2 metres and will be set back approximately 23 metres from The Ridgeway.

Three trees are located proximate to the proposed buildings works, which will be retained. Tree protection measures are included in the Tree Population Audit included at Appendix C.

PROJECT OPERATIONAL DETAILS

The use of the building will be during normal school hours and will not have any adverse off-site impacts.

ESTIMATED PROJECT CONSTRUCTION TIMING

It is estimated the project will commence in 2029. This may vary depending on timing of approval of the planning application, funding and varying school prioritisation.

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4. Landscaping

An existing condition Landscape Plan has been prepared by Urban Initiatives and is included at Figure 4.1 and at Appendix B. The plan details soft and hard landscaping, fencing and the location of significant trees throughout the campus.

An assessment of all trees, including trees listed in Schedule 4 of the Environmental Significance Overlay, has been undertaken and a report has been prepared by Evergreen Tree Consulting, which is included at Appendix C. There are trees that will be removed as part of nominated buildings and works and trees to be removed for arboricultural reasons. Other trees will be retained and protection works undertaken (refer to Tree Population Audit prepared by Evergreen Tree Consulting at Appendix C).

The proposed (hard and soft) landscaping concept for the site is detailed on plans prepared by Urban Initiatives included at Figure 4.2 and at Appendix E. The landscape plans also detail which trees will require removal at this stage, noting other trees may require removal from time to time based on advice from the school's arborist.

The proposed landscape plan should be read in conjunction with the development plans. A landscape plan and / or a Tree Management Plan may be required for future planning permit applications for development.

The landscape and vegetative qualities of the campus are fundamental to the educational environment that Ivanhoe Grammar School wants to protect and enhance. In essence, it is proposed to provide landscaping that complements each of the building projects. As detailed on the proposed Landscape Plan, the following landscape principles will apply to each project:

- Integrate any proposed building works within the surrounding landscape.
- Build on the school's existing character.
- Refine and strengthen the landscape identity and proposed future development where required while recognising the historic nature of aspects of the school.
- Retain and protect existing significant features within the school, including historic trees.
- Adopt a simple suite of landscape materials and treatments to reduce visual clutter, consolidate school identity and enable ease of maintenance.
- Enhance key entry, gathering points, intersections of movement paths throughout the site.
- Maximise opportunities for outdoor teaching and learning within the landscape.
- Create sufficient opportunities for both passive and active recreation.
- Spread key landscape environments throughout the campus thereby enabling easy access for all students and an equitable distribution of open space.
- Provide access for maintenance vehicles in an unobtrusive, considered manner.

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5. Access, Car Parking and Traffic Management

The Existing Site Plan and Proposed Master Plan included at Appendices A and D detail both the existing and proposed access and car parks.

5.1. Traffic Volumes

Surveys of vehicular traffic associated with the School were undertaken on Thursday 24 March 2022. The surveys show:

- The morning peak hour occurred between 8:00am and 9:00am for all intersections, with the exception of the Russell Street/Laneway intersection, which experienced a morning peak hour of 7:45am to 8:45am.
- The overall afternoon peak hour occurred between 3:00pm to 4:00pm. It is noted that a number of intersections experienced an afternoon peak from 3:15pm to 4:15pm, however there were a greater number of traffic movements at all intersections during the 3:00pm to 4:00pm peak hour.
- The Lower Heidelberg Road intersections with The Ridgeway and Russell Street carried most School traffic, with the morning peak hour traffic volumes being higher than the afternoon peak hour volumes.
- The laneway at the rear of the Lower Heidelberg Road shops was well used in both peak periods, for access between Russell Street and Marshall Street.

When compared to surveys carried out in 2014, the 2022 surveys showed similar volumes at most intersections during the AM peak, however, The Ridgeway/Latham Street intersection experienced a reduction in the right turns into Latham Street and an increase in the number of left turns into Latham Street, with these movements essentially swapping vehicle movements.

During the PM peak hour, intersections along The Ridgeway experienced greater volumes than the 2014 surveys, particularly the intersection of The Ridgeway and Latham Street. However, it is noted that there were no northbound movements through this intersection during the PM peak hour.

Ratio Consultants also undertook an assessment of the volume/capacity characteristics of the intersections of Lower Heidelberg Road with The Ridgeway and Russell Street. The results of the assessment show the intersections operate at acceptably low levels of congestion.

5.2. Parking Conditions

Ratio Consultants also undertook parking occupancy surveys at all off-street and adjacent on-street parking areas on 24 March 2022. The results of this survey were compared with results from surveys undertaken in September 2014 and show:

- The peak parking demand to occur at 3:00pm, as opposed to the 12 noon peak experienced during the 2014 surveys, coinciding with peak school pick up times.
- Decreased demands for on-street parking along Waterdale Road and Fairy Street.
- Decreased demand for the off-street parking adjacent Buckley Hall and to the south of the South Ground.

It is acknowledged that the off-street car park under the southern ground was constructed after the 2014 surveys were undertaken, and that the decrease in parking demands in the above areas has been as a result of this additional, off-street parking provision within the School.

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5-1

It appears that there are continuing low levels of off-street car parking within southern car parking areas, despite an additional 155 car parking spaces being provided within the off-street car park under the southern ground.

During the peak period, off-street car parking areas CP4, CP5 and CP7 experienced a maximum parking demand of less than 60%. This demand may be as a result of staff preferring to park in unrestricted on-street locations which are closer to their classrooms.

5.3. Public Transport and School Buses

The Ridgeway Campus is well provided with the following public transport opportunities for staff and students:

- Ivanhoe Railway Station is approximately 600 metres from the School, and there is a pedestrian underpass to assist students to cross Lower Heidelberg Road safely;
- Darebin Railway Station is approximately 400 metres west of the School along Merton Street;
- Bus Route 546 travels along Lower Heidelberg Road past the School; this bus travels between Heidelberg Station and the Royal Melbourne Hospital/University of Melbourne, Royal Parade, Parkville;
- Bus Route 548 travels along Burke Road from the intersection with Whitehorse Road/Cotham Road and along Lower Heidelberg Road to Marshall Road, and to Ivanhoe Station, (also passing Ivanhoe Girls Grammar School); although these buses do not travel directly past the Ivanhoe (Boys) Grammar School frontage, the nearest bus stop is only 200 metres away.

The School also provides charter buses, all of which travel along The Ridgeway. There are two school buses during both the morning drop-off and evening pick-up periods.

During the morning drop off period none of the buses stop at the Junior School, so as to avoid additional congestion near the intersection with Lower Heidelberg Road. The Junior and Middle School students are dropped off in The Ridgeway near the Chapel (the Junior students then have a downhill walk to their classrooms). The Senior students are dropped off near Buckley Hall, and the buses then travel along The Ridgeway and into Merton Street, to Waterdale Road.

During the evening pick-up period the buses stop at the Junior School (i.e. near the intersection of The Ridgeway with Lower Heidelberg Road), and also at the two places mentioned above.

During the school day, buses occasionally pick up students in The Ridgeway for excursions and sporting activities, some of these being mini-buses.

5.4. Parking Management

New Projects

None of the proposed new projects contemplate the construction of additional car parking. The capacity of the underground car park had due regard to the future removal of existing car parking to enable the construction of the Senior Years Centre.

On-Site Parking

There is no proposed increase in student numbers, beyond the previous limit of 1,690. Accordingly, no additional car parking is required to be provided as part of this development plan pursuant to Clause 52.06 of the Banyule Planning Scheme.

Recommendations and Implementation

As detailed within Section 5 and 6 of the Transport Management Plan, the focus of this Development Plan is to encourage staff to park in off-street car parking available on campus, along with a Green Travel Plan which encourages staff and parents / students to walk, cycle, carpool or use public transport. A copy of the Green Travel Plan is provided at Appendix F (see Appendix C of the Transport Management Plan).

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Ivanhoe Grammar School Development Plan

5-2

5.5. Traffic Control

Vehicle access to the site is to be controlled in accordance with the following:

- Russell Street: 5am – 10:30pm weekdays and 5:45am – 5:30pm Saturday.
- Existing Scotts Parade: open for maintenance vehicles and school mini buses only.
- Fairy and Elphin Streets: 6am – 10pm weekdays for staff access only.
- Elphin Street through to Fairy Street (through school): for staff access only.

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6. Proposed Protection Measures for Heritage and Environmental Assets

As identified above, the report prepared by Evergreen Tree Consulting includes details and an assessment of each tree on the campus.

It is noted that the Heritage Overlay applies to the whole of the land, although the heritage asset sought to be protected is limited (i.e. - Ivanhoe House). Ivanhoe Grammar School is committed to protecting the heritage integrity of this building.

The campus is affected by the following overlay controls under the Banyule Planning Scheme which have the effect of protecting the various heritage, landscape and vegetative qualities of the subject land:

Environmental Significance Overlay, Schedule 4 - Significant Trees and Areas of Vegetation

Pursuant to Clause 3.0 of this Schedule, a permit is required for remove, destroy or lop any significant tree or area of vegetation specified in the table to the clause. There are 18 trees listed in the Schedule that are present across the campus:

- Carob tree (*Ceratonia siliqua*)
- Smooth barked apple myrtle (*Angophora costata*)
- Bunya Bunya pine (*Araucaria bidwillii*)
- Olive tree (*Olea europaea*) x 2
- Bhutan cypress (*Cupressus torulosa*) x 13

The significant trees are plotted on the proposed landscape plan.

Heritage Overlay (HO69) - "Sherwood House" formerly "Ivanhoe House", Ivanhoe Boys' Grammar School, The Ridgeway, Ivanhoe

Pursuant to Clause 43.01-1 of the Banyule Planning Scheme, a permit is required to demolish or remove a building; construct a building or construct or carry out works (including a fence); and, to externally paint a building⁴.

A planning permit will be sought at the appropriate time for each stage of development and for proposed fencing.

Significant Landscape Overlay, Schedule 1 - Yarra (Birrarrung) River Corridor Environs

Pursuant to Clause 42.03-2 of the Banyule Planning Scheme, a permit is required to construct a building or construct or carry out works.

⁴ External paint controls apply

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A planning permit will be sought at the appropriate time for each stage of development, noting that none of the works are likely to be visible from the Yarra River corridor due to their siting and setback from same.

Vegetation Protection Overlay, Schedule 3 - Eaglemont, Ivanhoe East and Ivanhoe Area

Pursuant to Clause 3 of the Schedule a permit is required to remove, destroy or lop any vegetation. There are exemptions from this requirement. As necessary, a permit would be sought to remove any vegetation that was not exempt from the need for a planning permit for its removal.

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7. Interface and Amenity Protection Measures

The configuration of the campus is such that it is proximate to numerous residential properties abutting roads and beyond. This creates an obvious potential for conflict from activity on and peripheral to the campus, although the road abutments provide a physical separation to most nearby properties (thereby ameliorating the potential for conflict from buildings or activities conducted on the land).

Measures to address the interface of the land with adjoining land include the following:

- Minimise the overall height of buildings which has the effect of ensuring that the proposed works to existing buildings or new buildings will not extend above the height of existing buildings – refer to the Section diagrams included at Appendix D.
- Each of the new buildings or works to existing buildings are well set back from property boundaries and/or internalised within the property, and in turn are generally remote from residential properties. The proposed Learning Hub is set back 9 metres from The Ridgeway and ranges in height between 7-9 metres, which is considered domestic in scale. The proposed Senior Years Centre is set back over 15 metres from The Ridgeway and ranges in height between 19 metres at the street frontage (16 metres to building parapet with allowance for 3 metre high balustrading) and 21.9 metres centrally on site. Existing and new landscaping is able to be accommodated within the front setbacks to screen views of these buildings, with landscaping to the proposed rooftop further softening views of the Senior Years Centre.
- The proposed single storey extension to the northern side of Locksley House is over 20 metres from No. 1 Fairy Street, ensuring it will not result in any unreasonable impacts to same.
- Retain existing vegetation across the campus and provide complementary hard and soft landscaping to both the respective projects and to provide a consistent approach across the property.

A Construction Management Plan will be required for relevant future planning permit applications and will outline how each development will be managed to minimise off site amenity impacts and environmental impacts. Each CMP must include details of how the car parking will be managed on site so as to maximise the retention of spaces for staff parking and how spaces lost will be offset.

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8. Decision Making

Pursuant to Clause 43.04 of the Banyule Planning Scheme, a permit for subdivision or buildings or works must be generally in accordance with this Development Plan. Applications generally in accordance with this Development Plan are exempt from third party notice and review.

Clause 43.04 further states that the development plan may be amended to the satisfaction of the responsible authority.

In the event that it is necessary to amend the Development Plan, the following procedure for determining whether and/or what form of public notification should be given, the general principles outlined in Section 52 of the *Planning and Environment Act 1987* will be applied. In essence:

- For minor amendments that, in the opinion of the responsible authority, will have no off-site impacts and will not result in material detriment to other persons, the amendments will be determined by the responsible authority without the need for public notification.
- If the responsible authority is of the opinion that the amendments to the development plan will cause material detriment to other persons, it must:
 - Display the development plan at the Banyule Municipal offices for at least 14 days.
 - Give written notice of the amendment to any person or agency who, in the opinion of the responsible authority, may be materially affected by the amendments.

The responsible authority may request further information before displaying the application to amend.

Before making a decision on any amendment to this Development Plan, the responsible authority must consider any submissions received as a result of the display of the development plan, if applicable.

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9. Conclusion

This Development Plan details proposed use and development for The Ridgeway Campus of Ivanhoe Grammar and therefore provides a level of certainty to the School and its community, the Council and surrounding neighbours as to the future development works and staff and student numbers.

The Development Plan has been prepared to ensure its consistency with the requirements of Clause 4 to the Development Plan Overlay. The approval of the Development Plan will provide for applications for planning permits for buildings and works that are consistent with the Plan to be exempt from the notice and review requirements of the *Planning and Environment Act 1987*.

The proposed projects will: minimise congestion during peak times in surrounding streets; provide for superior facilities for staff and students; and provide for an enhanced landscaped setting. Equally, the proposed siting and massing of buildings has been developed to provide for appropriate setbacks and interfaces with property frontages and the adjacent residential property, and accordingly the proposed buildings and works will not have adverse off-site impacts.

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Proposed Ivanhoe Grammar School Development Plan – Proposed Hours

Operating hours for the sports centre

It is proposed to change hours of operation for both school and community use as detailed below.

The proposed Development Plan combines the hours for school use and community use into a single table showing hours of operation. In the current Development Plan, the hours are listed separately. However, there is no difference between the hours for school use and community use and therefore two separate tables are not required.

During school hours, the primary use of the sports centre and swimming pool will generally be for school use.

Sport Centre Hours

Day of the week	Current	Proposed	Change
Monday to Thursday	7am - 9:30pm	6am - 10pm	am: 1hr earlier pm: 30min later
Friday	7am - 6pm	6am - 10pm	am: 1hr earlier pm: 4hr later
Saturday	7am - 1pm	6am - 5pm	am: 1hr earlier pm: 4hr later
Sunday	N/A	N/A	N/A

Rooftop Court Hours

Day of the week	Current	Proposed	Change
Monday to Thursday	7am - 5:30pm	7am - 5:30pm	am: no change pm: no change
Friday	7am - 6pm	7am - 6pm	am: no change pm: no change
Saturday	7am - 1pm	7am - 5pm	am: no change pm: 4hr later
Sunday	N/A	N/A	N/A

Swimming Pool Hours

Day of the week	Current	Proposed	Change
Monday to Thursday	6am - 9:30pm	5am - 10pm	am: 1hr earlier pm: 30min later
Friday	6am - 9:30pm	5am - 10pm	am: 1hr earlier pm: 30hr later
Saturday	6am - 5pm	6am - 5pm	am: no change pm: no change
Sunday	N/A	N/A	N/A

Vehicle access hours

It is proposed to change vehicle access hours along Russell Street, Fairy Street and Elphin Street as tabled.

Vehicle Access Hours

Vehicle access area / street	Current	Proposed	Change
Russell St	5:45am - 10pm weekdays 6:45am - 5pm Saturday	5am - 10:30pm weekdays 5:45am - 5:30pm Saturday	Weekdays am: 45min earlier pm: 30min later Saturday am: 1hr earlier pm: 30min later
Scotts Pde	Open for maintenance vehicles and school mini buses only	Open for maintenance vehicles and school mini buses only	No change
Fairy St & Elphin St	7:30am - 6pm weekdays	6am - 10pm weekdays	am: 1.5hr earlier pm: 4hr later
Elphin St through to Fairy St	Staff access only	Staff access only	No change

Ivanhoe Grammar School Development Plan: Summary of Submissions and Officer Response

Abbreviations: DP = Development Plan IGS = Ivanhoe Grammar School

Topic	Description of Concern/s raised in Submissions	Officer Response Orange = change recommended to proposed DP in response to submissions Green = no change recommended to proposed DP in response to submissions
Traffic impacts on surrounding streets	Extension to vehicle access hours to Elphin Street. The submitters believe this is unnecessary as is not required for vehicle access to the underground carpark (which is the carpark students and the community are directed to use).	Traffic Impact Assessment has been received to support assessment of the proposed DP. Council’s Traffic and Transport Team have reviewed the report and are supportive of the proposed DP on this basis. The School has provided additional commentary in the DP about the maximum combined total occupancy for use of the sports centre and swimming pool based on parking. This is as follows: - Parking occupancy surveys were undertaken at 3pm Thursday 24 March 2022, a typical school day. During this time the occupancy rate of the underground carpark was 31-59%. - A further parking survey was done Thursday 4 May 2023 between 4pm – 9pm. This revealed a total occupancy rate of 30% at 4pm, falling to 18% by 9pm. - The applicant anticipates a peak capacity of 420 people using the sports centre and swimming pool at any given time. This is a highly conservative estimate that assumes both the pool and basketball courts are at full capacity and there is one parent to each student. Adopting a parking rate for ‘Place of Assembly’ (0.3 spaces per person), this would require 126 car spaces. The basement carpark currently has 155 spaces, demonstrating ability to handle peak capacity. Officers agree with the assessment provided by the applicant and are comfortable that existing parking provisions are sufficient to
	Extension to vehicle access hours to Fairy Street. Whilst not required for access to the underground carpark, parents and the community opt to park on Fairy Street and use security gates to enter/exit the campus resulting in traffic congestion on Fairy Street. Also used as informal drop-off/pick-up location.	
	General negative impacts on traffic and parking on surrounding streets. The Traffic Demand Assessment does not account for the overlap between school and non-school related activities on weekdays, nor overlap between swimming classes and/or other sporting activities starting/finishing on the weekend	

		<p>accommodate periods of peak usage of the sports centre and swimming pool.</p> <p>Officers agree that vehicle traffic should be directed to the Russell Street carpark and drop off area where possible, rather than other streets. Access via Fairy Street and Elphin Street need to be balanced with this in mind.</p> <p>Proposed change to the proposed DP: Private vehicle access via Fairy and Elphin Streets to be 7am to 6pm on weekdays. Ancillary functions of the school (e.g. school mini buses and kayak trailers) to be exempt from vehicle access restrictions. Exemptions for special events at Lockley House up to four times a year.</p> <p>Proposed change to the DP: Russell Street vehicle access to be limited to 5.15am to 10.30pm, in line with swimming pool hours.</p>
<p>Operating hours</p>	<p>Sport centre operating hours increased. Submitters state there is no need for additional hours. Concern that it will create adverse noise impact for surrounding residents.</p>	<p>Officers are satisfied with "need" for extra hours. Extended Sports Centre hours on weekends will allow for additional community use of sports facilities in Banyule and is considered to provide a net community benefit.</p>
	<p>Swimming pool operating hours should be 5am to 10pm. The submitters believe there is no need for the pool to be open any earlier than is already allowed and should be compatible with other local pools in the area (including Ivanhoe Aquatic Centre, Watermarc, etc.) There is concern that it will create adverse noise impact for surrounding residents.</p>	<p>Officers agree that 5am is early. The proposed times do not align with other aquatic centers or swimming pools in other schools, which open at 5.30am.</p> <p>Proposed change to the DP: DP should be amended to 5.30am swimming pool open time, to align with other swimming pool operating hours in the area.</p>
	<p>Rooftop courts hours of operation will cause noise impacts for neighbours if they are being used in the proposed hours of operation.</p>	<p>Officers are satisfied with the proposed hours of operation of the rooftop courts.</p>

	IGS is not currently adhering to stated hours of operation. Website states that the school is already offering swim classes at 5:30am.	This matter is not an issue which can be addressed through the development plan process. This is an enforcement issue that has been forwarded to the appropriate team at Council.
Building heights	Height increases to the senior years centre from 16.5m to 21.5m (+5m). The submitters request to see more detailed plans/elevations to know exactly what the building will look like. Some submitters are concerned it will result in overshadowing.	<p>Building massing diagrams were provided and have been shared with submitters and on Council's website.</p> <p>Detailed building elevations and plans will be submitted to Council as part of the planning permit application.</p> <p>Building massing diagrams suggest there is suitable setback, will be no overshadowing on properties outside the school. The buildings directly surrounding the proposed Senior Years Centre are school buildings, including the buildings across the road, which are the school administration buildings.</p> <p>Officers find that the proposed Senior Years Centre building heights will not be impactful on surrounding residential uses.</p> <p>Properties across owned by school.</p> <p>Rooftop garden is compatible with science facilities. Officers have no concern at this stage about overlooking risk, however, these issues will be considered further at planning permit stage when detailed designs will be submitted to Council.</p> <p>Proposed change to the DP: Include Russell Street massing diagrams within the DP.</p>
	The proposed height of the senior years center is incompatible with the intention of the Significant Landscape Overlay, Schedule 1 (SLO1).	The purpose of the overlay is to protect the Yarra River corridor and environs. Officers do not agree that the proposed Senior Years Centre will impact view lines or create overshadowing of the river. A planning permit application is the appropriate stage to assess the building against the SLO.
Use of term "community uses" regarding sport centre	It is unclear who/when the sports center is available to the wider community. The proposed Development Plan suggests it is available to the community throughout the whole day. Does this conflict with school use?	<p>Officers agree the term "community uses" could be unclear in the proposed DP.</p> <p>Proposed change to the DP: Add a definition of 'community uses' as per wording in existing DP:</p>

and swimming pool		<i>“Community use includes use of school facilities, by individuals or groups, for the purpose of education, recreation, cultural activities for students, the local community (i.e. within Banyule) or young persons. Users do not need to have an affiliation with the school. This may include the hire of facilities by such groups.”</i>
	Requests that the hours of operation for school use and community use are separated into two table. The proposed DP shows one combined hours of operation table while the existing DP shows two separate tables.	The proposed hours of operation for both school and community are proposed to be the same so there is no need for two separate hours of operation tables.
Neighbourhood character	General negative impact on neighbourhood character from proposed changes.	Planning permits still subject to provisions in the planning scheme. Details of development and impacts on neighbourhood character will be considered at planning permit stage. Existing school site does not need to adopt neighbourhood character. Expect school style buildings.
Tree removal	Extension to Locksley House will impact on trees.	Planning permit for extension to Locksley House is still subject to provisions in the planning scheme. Details of development and impacts of tree removal will be considered at planning permit stage.
	Excessive number of trees proposed to be removed.	The Senior Years Centre will require the removal of eight trees to the north of the existing building (Trees #64, #65, #66, #67, #68, #69, #70 and #71). These trees are rated as having low or nil retention value in the Tree Population Audit prepared by Evergreen Tree Consulting. The new building in the location of the existing Dodemaide Hall will require the removal of two trees to the south of the building (Trees #227 and #228). These trees are rated as having low or medium retention value in the Tree Population Audit. The Tree Population Audit and Landscape Plan shows additional trees to be removed which are not linked to proposed developments. Officers understand that all trees on site were assessed and those which have any level of potential risk have been shown as potential for removal. This is to ensure removal is in accordance with the proposed

		<p>Development Plan, in the event of safety risk or irreversible tree disease.</p> <p>Proposed change to the DP: Remove reference to the removal of any trees where there is no stated need to remove them due to development.</p> <p>Proposed change to the DP: Add a clause for ad hoc removal of trees in cases where there is safety concerns or other hazard risk.</p>
Light pollution	Internal swimming pool floodlights are on outside current hours for swimming pool use causing visual impact/nuisance for neighbouring residents and danger for passing motorists on The Boulevard.	Use of internal lighting should not be managed by a development plan. The issue has been forwarded to the school.
	Extended use of rooftop courts may rely on the use of lights which the submitters believe will impact neighbouring properties.	Rooftop light do not currently exist.
Overshadowing	Existing sports centre creates overshadowing on surrounding properties.	There is no proposed increase to the size of the Sports Centre.
Site coverage	Concern about excessive building footprints.	Site coverage is not excessive and is suitable for the use.
Landscaping and fencing facing the Boulevard	Landscaping along The Boulevard is poor. Better landscaping could assist in obstructing light impact from the swimming pool.	<p>Officers note there have been recent plantings for landscaping which need time to mature.</p> <p>Officers agree that the landscape plan causes confusion about existing fencing.</p> <p>Proposed change to the DP: DP to show correct fence labelling.</p>
Student numbers	Additional classrooms will result in an increase in student numbers which has not been sought by the proposed Development Plan.	Hypothetical issue. School has stated they are seeking more room for flexibility in class scheduling. Officers support the additional classrooms.
Heritage	Impacts on heritage building Sherwood House and general impacts of proposed changes on heritage significance.	No development proposed adjacent to Sherwood House. Officers do not agree there will be impacts.

Inappropriate land uses	There is a café in sports center that is incompatible with the existing educational use.	Officers have no concern about an un-permitted café on site. Officers note that a kitchen with tea and coffee making facilities are available, which support sport center use.
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