

AGENDA

Community and Culture Committee

Monday, 13 April 2026

**Committee meetings commence at 6.00pm and
run consecutively**

**Dragon Room
Georges River Civic Centre
Hurstville**



OATH OF OFFICE OR AFFIRMATION OF OFFICE

All Georges River Councillors are reminded of their Oath of Office or Affirmation of Office made at the time of their swearing into the role of Councillor.

All Councillors are to undertake the duties of the office of Councillor in the best interests of the people of the Georges River Council area and are to act faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the *Local Government Act 1993* or any other Act to the best of their ability and judgement.

DISCLOSURES OF INTEREST

All Georges River Councillors are reminded of their obligation to declare any conflict of interest (perceived or otherwise) in a matter being considered by Council or at any meeting of Council.

COMMUNITY AND CULTURE COMMITTEE MEETING

ORDER OF BUSINESS

OPENING

ACKNOWLEDGEMENT OF COUNTRY

Council acknowledges the Bidjigal people of the Eora Nation, who are the Traditional Custodians of all lands, waters and sky in the Georges River area. I pay my respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples who live, work and meet on these lands.

APOLOGIES / LEAVE OF ABSENCE

REQUEST TO JOIN VIA AUDIO VISUAL LINK

NOTICE OF WEBCASTING

DISCLOSURES OF INTEREST

PUBLIC FORUM

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COMMITTEE REPORTS

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CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

Item: COM012-26 Confirmation of the Minutes of the Community and Culture Committee Meeting held on 9 March 2026

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Previous Minutes

RECOMMENDATION:

That the Minutes of the Community and Culture Committee Meeting held on 9 March 2026, be confirmed.

ATTACHMENTS

Attachment [↓](#)1 Minutes of the Community and Culture Committee Meeting held on 9 March 2026

COM012-26

MINUTES

Community and Culture Committee

Monday, 09 March 2026

6:00 PM

Dragon Room

Georges River Civic Centre

Hurstville

UNCONFIRMED



GEORGES RIVER COUNCIL

PRESENT

COUNCIL MEMBERS

The Mayor, Councillor Elise Borg, Councillor Kathryn Landsberry (Chair), Councillor Matthew Allison, Councillor Elaina Anzellotti, Councillor Oliver Dimoski, Councillor Thomas Gao, Councillor Gerard Hayes, Councillor Christina Jamieson, Councillor Nancy Liu, Councillor Peter Mahoney, Councillor Natalie Mort, Deputy Mayor, Councillor Sam Stratikopoulos, and Councillor Ben Wang.

COUNCIL STAFF

General Manager – David Tuxford, Director Assets and Infrastructure – Bryce Spelta, Director Environment and Planning – Joseph Hill, Director Community and Culture – Kristie Dodd, Director Business and Corporate Services – Danielle Parker, Manager, Office of the General Manager – Vicki McKinley, Executive Services Officer – Marisa Severino, General Counsel - James Fan, Executive Manager City Futures – Kent Stroud, Margaret Le - Manager Sport and Community Facilities, Justin Yeomans - Manager Cultural Engagement and Library Services, Estelle Marque - Manager Community Impact, Justine Inglis - A/Manager Early Learning and Child Safety, Alexis Drevikovskiy - Coordinator Community Capacity Building, Brad Crain - Community Capacity Building Officer – Child Protection and Youth Services, Head of Technology – Garuthman De Silva and Team Leader Technology Business Support – Mark Tadros, Technology Services Officer Arun Job.

OPENING

The Chairperson, Councillor Landsberry, opened the meeting at 6.25pm.

APOLOGIES/LEAVE OF ABSENCE

That an apology be accepted for Councillor Arthur and Councillor Pun.

MOTION: Councillor Allison, Councillor Liu

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

REQUEST TO ATTEND VIA AUDIO VISUAL LINK

That a request from Councillor Stratikopoulos to attend the meeting remotely via audio visual link be accepted due to unforeseen medical reasons.

MOTION: Councillor Mort, Councillor Dimoski

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

NOTICE OF WEBCASTING

The Chairperson, Councillor Landsberry advised staff and the public that the meeting is being recorded for minute-taking purposes and is also webcast live on Council's website, in accordance with section 5 of Council's Code of Meeting Practice. This recording will be made available on Council's Website.

CODE OF MEETING PRACTICE

Council's Code of Meeting Practice prohibits the electronic recording of meetings without the express permission of Council.

DISCLOSURES OF INTEREST

There were no disclosures of interest made.

CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

COM005-26 Confirmation of the Minutes of the Community and Culture Committee Meeting held on 9 February 2026
(Report by Executive Services Officer)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Liu

That the Minutes of the Community and Culture Committee Meeting held on 9 February 2026, be confirmed.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Arthur, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Councillor Pun, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

COMMITTEE REPORTS

COM006-26 Report of the Georges River Council Sports Advisory Committee meeting held on 26 February 2026
(Report by Manager Office of the General Manager)

RECOMMENDATION

That the Georges River Council Sports Advisory Committee recommendations for items SAC002-26 to SAC005-26 as detailed below, be adopted by Council.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

SAC002-26 CARSS PARK AQUATIC FACILITY
(Report by Executive Manager City Futures)

RECOMMENDATION

That the Georges River Council Sports Advisory Committee receive and note the update within this report from Executive Manager City Futures on the Carss Park Aquatic Facility.

SAC003-26 SPORTING INFRASTRUCTURE CAPITAL WORKS UPDATE (Report by Manager City Technical Services)

RECOMMENDATION

That the Georges River Council Sports Advisory Committee receive and note the presentation from the Manager City Technical Services providing an update on Sporting Infrastructure Projects within Council's Capital Works Program 2025/26.

SAC004-26 FEEDBACK FROM SPORTS ADVISORY COMMITTEE WORKSHOP - 13 NOVEMBER 2025 - SPORTING AMENITIES AND STORAGE FACILITIES (Report by Coordinator Community Property and Venues)

RECOMMENDATION

That, the Georges River Council Sports Advisory Committee:

- (a) receive and note the outcomes of the Georges River Council Sports Advisory workshop held on 13 November 2025;
- (b) note that Council officers will conduct broader community consultation on the proposed mixed management model for sporting amenities and storage facilities; and
- (c) note that a future report will go to Council on the outcome of the community consultation.

SAC005-26 SPORT, COMMUNITY FACILITIES AND EVENTS UPDATE (Report by Manager Sport, Community Facilities and Events)

RECOMMENDATION

That the Georges River Council Sports Advisory Committee receive and note the presentation from the Manager Sport and Community Facilities and the Executive Manager City Presentation & Operations outlining an overview of Sport and Recreation facilities across the local government area.

COM007-26 Report of the Beverley Park Steering Committee meeting held on 4 March 2026 (Report by Executive Services Officer)

COMMITTEE RECOMMENDATION: The Mayor, Councillor Borg, Councillor Mort

That the Beverley Park Steering Committee recommendations for items BPSCC002-26 to BPSCC003-26 as detailed below, be adopted by Council.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

BPSCC002-26 BEVERLEY PARK GOLF CLUB FINANCE REPORT

(Report by Manager Sport, Community Facilities and Events)

RECOMMENDATION:

That the Committee receive and note the finance report to January 2026 for Beverley Park Golf Club.

Accepted.

BPSCC003-26 PUBLIC ROUNDS REPORT

(Report by Manager Sport, Community Facilities and Events)

RECOMMENDATION:

That the Committee receive and note the public rounds report from March 2025 to February 2026.

Accepted.

COM008-26 Adoption of the Community Engagement Strategy 2026-2036

(Report by Community Engagement Lead)

COMMITTEE RECOMMENDATION: Councillor Wang, Councillor Mahoney

- (a) That Council receive and note the findings of the Public Exhibition, for the draft Community Engagement Strategy 2026-2036 as outlined in this report.
- (b) That Council endorse the draft Community Engagement Strategy 2026-2036.
- (c) That the General Manager be delegated authority to make minor administrative amendments to the Strategy, if required.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

COM009-26 Interactions with Children and Young People Policy for Adoption

(Report by Coordinator Community Capacity Building)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Liu

- (a) That Council acknowledge the results of community consultation for the revised draft Interactions with Children and Young People Policy.
- (b) That Council adopts the revised draft Interactions with Children and Young People Policy.
- (c) That Council approve a minor amendment to the Library Use and Membership Policy to raise the age that children can use the library unattended from 10 to 12 years old.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor

Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

COM010-26 Event Grants for April 2026
(Report by Coordinator Events and Sponsorship)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Liu

That Council approves the Event Grant application and funding amounts of:

- (a) \$8,140 (\$7,000 financial and \$1,140 in-kind value) to support the Oatley RSL Sub-Branch 'ANZAC Day Dawn Service and Family Day' on Saturday 25 April 2026; and
- (b) \$20,000 (\$18,860 financial and \$1,140 in-kind value) to support the Greek Orthodox Parish & Community of Kogarah & District Resurrection of Christ 'Orthodox Easter' event on Friday 10 April and Saturday 11 April 2026.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

COM011-26 Place Naming: New Community Centre in Peakhurst Park - Results of Community Consultation
(Report by Manager, Cultural Engagement and Library Services)

COMMITTEE RECOMMENDATION: Councillor Mahoney, Councillor Mort

- (a) That Council receive and note the results of the community consultation for the proposed name 'Peakhurst Park Community Centre'.
- (b) That Council approve the proposed name 'Peakhurst Park Community Centre' for the new community centre being constructed on lot 2 in DP 114770 on land known as 7a Hedley Street, Riverwood.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Councillor Landsberry, Councillor Allison, Councillor Anzellotti, Councillor Dimoski, Councillor Gao, Councillor Hayes, Councillor Jamieson, Councillor Liu, Councillor Mahoney, Councillor Mort, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

On being PUT to the meeting, voting on this Motion was UNANIMOUS. The Motion was CARRIED.

CONCLUSION

The Meeting was closed at 6.41pm.

Chairperson



UNCONFIRMED

COMMITTEE REPORTS

Item: COM013-26 Quarterly Community Property Report - 1 January 2026 to 31 March 2026

Author: Coordinator Community Property and Venues

Directorate: Community and Culture

Matter Type: Committee Reports

COM013-26

RECOMMENDATION:

That Council receive and note the Quarterly Community Property Report for the period 1 January 2026 to 31 March 2026.

EXECUTIVE SUMMARY

1. This report details lease and licence agreements executed within Georges River Council's Community Property portfolio for the period 1 January 2026 to 31 March 2026.
2. Two (2) new lease agreements and zero (0) licence agreements were executed by Council during the reporting period.

BACKGROUND

3. Council manages a portfolio of 66 community properties under a community lease or community licence, divided into 73 separate tenancies.
4. There are 36 community facilities in the community property portfolio, which are divided into 36 separate tenancies (Table 1 - 6 in the attached Community Property Register – 1 January 2026 to 31 March 2026).
5. There are 30 community/sporting amenity buildings in the community property portfolio which are divided into 37 separate licensable areas. One licensable area is shared seasonally between two different tenants (Table 7 in the attached Community Property Register – 1 January 2026 to 31 March 2026).
6. During the period 1 January 2026 to 31 March 2026, there were two (2) lease agreements and no licence agreements executed by Council.
 - (a) Kogarah Community Services Incorporated being Lot B Deposit Plan 162265 located at 49 English Street, Kogarah. The Lease term is for ten (10) years from 18 August 2025 to 17 August 2035; and
 - (b) Bus Stop Films Ltd being part Folio Lot 10 Deposit Plan 16464 and Lot 11 Deposit plan 16464 known as Community Centre, Ground Floor, 1A Allen Street, South Hurstville. The Lease term is for five (5) years from 2 February 2026 to 1 February 2031.
7. During the reporting period, there were no Expressions of Interest (EOI) processes were undertaken. One (1) community facility was advertised for a 28-day public notification period in accordance with Council's Community Lease and Licence Policy:
 - (a) 630 Forest Road, Penshurst (future Olds Park Sporting facility).

FINANCIAL IMPLICATIONS

8. Council's Community Property portfolio is forecast to generate a total gross income of \$1,559,447 (excluding GST) for 2025/26 financial year.
9. After the application of rental subsidies, net annual income is forecast at \$176,101, with \$132,076 received (after subsidy) by the end of the reporting period.
10. Total annual rental subsidy of \$1,383,346 (excluding GST) is applied across Council's Community Property portfolio based on current market rental rates. Subsidies are determined in accordance with Council's Community Lease and Licence Policy.

RISK IMPLICATIONS

11. *Strategic Risk 6 – Reputation.* There is a risk of reputational impact to Council if community leases and licences are not managed transparently and in accordance with the Community Lease and Licence Policy. This risk is mitigated through adherence to Council policy, required public notification processes, clear delegations, and quarterly reporting to Council.
12. *Strategic Risk 7 – Governance.* There is a risk of ineffective governance resulting in non-compliant or inconsistent management of community lease and licence agreements. This risk is mitigated through the application of the Community Lease and Licence Policy, standardised processes, defined approval frameworks, and regular monitoring and reporting.

COMMUNITY ENGAGEMENT

13. Engagement was undertaken in the development of the Georges River Council Community Lease and Licence Policy (2024) which was adopted by Council on 22 July 2024 (CCL046-24).

FILE REFERENCE

D26/21371

ATTACHMENTS

Attachment [↓](#)1 Community Property Register - 1 January to 31 March 2026

Attachment 1 Community Property Report - Community Properties Listing

Attachment 1 Community Property Report - Community Properties Listing

1 January 2026 – 31 March 2026

COMMUNITY FACILITIES

Table 1 - Scouts and Girl Guides

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Oatley Girl Guides Hall 61 Neville Street, Oatley	Girl Guides Association NSW	\$20	\$24,980	30/06/2009
2	Prairievale Reserve Girl Guides Hall and Vacant Hall (Former The Scout Association of Australia NSW Branch 61 Terry Street, Blakehurst	Vacant	\$0	\$0	N/A
3	Beverly Hills Scout Hall 30 Kooemba Road, Beverly Hills	The Scout Association of Australia NSW Branch	\$115	\$14,885	30/11/2003
4	Glen Road Scout Hall 2A Glen Road, Oatley	The Scout Association of Australia NSW Branch	\$0	\$0	N/A
5	Kingsway Scout Hall 74 Barnards Avenue, Hurstville	The Scout Association of Australia NSW Branch	\$1	\$25,999	31/12/2021
6	Kyle Bay Sea Scouts Hall 161 Kyle Parade, Connells Point	The Scout Association of Australia NSW Branch	\$20	\$26,230	24/10/1996
7	Lugarno Scout Hall 18a Lime Kiln Road, Lugarno	The Scout Association of Australia NSW Branch	\$1	\$7,999	31/12/2021
8	Oatley West Scout Hall 117D Woronora Parade, Oatley	The Scout Association of Australia NSW Branch	\$1	\$11,199	31/12/2021
9	Oatley Sea Scouts Hall 16 Annette Street, Oatley	The Scout Association of Australia NSW Branch	\$20	\$14,830	9/01/2000
10	Peakhurst Park Hall 7a Hedley Street, Riverwood	Vacant	\$0	\$0	N/A
Total:			\$178	\$126,122	

Table 2 - Community Centres

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Mortdale Community Centre 2B-2C Boundary Road, Mortdale	Jubilee Community Services	\$0	\$106,088	30/06/2036
2	Kingsgrove Community Centre 30 Morgan Street, Kingsgrove	Kingsgrove Community Aid Centre Inc.	\$0	\$49,522	30/06/2025
3	49 English Street, Kogarah	Kogarah Community Services	\$5,500	\$44,500	17/08/2035
4	Riverwood Community Centre 31 Thurlow Street, Riverwood	Riverwood Community Centre Ltd.	\$1,393	\$26,459	31/12/2028
5	Pole Depot, Part 23 and 25, St Georges Road, Penshurst	3Bridges Community Ltd.	\$1	\$104,999	4/09/2037
6	Norm and Beryl Butters Senior Citizens Centre 161 Hurstville Road, Oatley	3Bridges Community Ltd.	\$5,200	\$11,600	30/06/2021
7	Allawaw Aboriginal Corporation 65/23-27 MacMahon Street, Hurstville	Allawaw Aboriginal Corporation	\$2,325	\$7,787	9/02/2030
8	The Family Co Shop 9, 3 Cross Street, Hurstville	Sutherland Shire Family Services trading as The Family Co	\$3,234	\$11,466	9/05/2030

Attachment 1 Community Property Report - Community Properties Listing

Total:	\$17,653	\$362,421
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Table 3 - Baby Health Centres

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Kingsgrove Baby Health Centre 30 Morgan Street, Kingsgrove	NSW Dept of Health	\$0	\$5,000	N/A
2	Oatley Baby Health Centre 26 Letitia Street, Oatley	NSW Dept of Health	\$0	\$45,000	N/A
3	Riverwood Baby Health Centre Cnr Keppel Avenue and Short Street, Riverwood	NSW Dept of Health	\$0	\$16,500	N/A
4	South Hurstville Baby Health Centre 1a Allen Street, South Hurstville	NSW Dept of Health	\$0	\$28,000	N/A
Total:			\$0	\$94,500	

Table 4 - Community Sports

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	163 Kyle Parade, Connells Point	Connells Point Sailing Club	\$598	\$40,845	29/04/2027
2	12 Merriman Street, Kyle Bay	Blakehurst Bowling Club Inc	\$620	\$5,146	18/09/2026
3	Hurstville Oval 30 Dora Street, Hurstville	St George Cricket Club Inc.	\$3,548	\$8,685	30/04/2029
4	Olds Park Sports Club 1 Olds Park Lane, Beverly Hills	Olds Park Sport Club	\$48,229	\$48,229	28/03/2028
Total:			\$52,995	\$102,905	

Table 5 - Community Gardens

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Hurstville Community Gardens 63 Wright Street, Hurstville	Hurstville Community Gardens Association	\$1	\$0	31/03/2011
Total:			\$1	\$0	

Table 6 - Miscellaneous

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Penshurst Park Youth Facility 643-643A King Georges Road, Penshurst	3Bridges Community Inc.	\$59,736	\$238,946	31/12/2026
2	25 Cook Street, Mortdale	Mortdale Men's Shed Inc.	\$483	\$35,917	31/10/2022
3	Carss Cottage 80 Carwar Avenue, Carss Park	Kogarah Historical Society	\$550	\$26,302	12/12/2026
4	76 Carwar Avenue, Carss Park	St George Men's Shed Inc.	\$341	\$16,542	01/05/2026
5	5 Bryant Street, Narwee	Narwee Pre-School Kindergarten Inc	\$16,461	\$133,683	17/08/2033
6	Level 1, 84 Railway Parade, Kogarah	Radio 2NBC	\$6,258	\$18,775	31/07/2027
7	Pole Depot Part 23, St Georges Road, Penshurst	St George Creative Arts Society	\$1,714	\$40,707	31/12/2026

Attachment 1 Community Property Report - Community Properties Listing

8	Crisis Accommodation Undisclosed location	Kingsway Community Care Inc.	\$0	\$45,455	22/12/2029
9	16 Gray Street, Kogarah	The Uniting Church in Australia Property Trust	\$1,000	\$39,000	10/12/2089
10	Kogarah School of Arts 10 Bowns Road, Kogarah	St George Concert Band	\$0	\$0	N/A
11	27 Railway Lands, Kogarah (Opposite 134 Railway Parade, Kogarah)	Project Youth	\$2,600	\$15,600	9/05/2026
12	1a Allen Street, South Hurstville	Bus Stop Films	3,178	\$32,017	1/02/2031
Total:			\$92,814	\$642,944	

COMMUNITY/SPORTING AMENITY BUILDINGS

Table 7 - Sport Amenities

No.	Address	Lessee / Licencee / Occupant	Annual Rent (excl. GST)	Annual Subsidy	Contract Expiry Date
1	Lower Gannon's Park Storeroom	Hurstville All Breed Dog Training Club Inc.	\$832	\$2,495	30/09/2027
2	Poulton Park Netball Storeroom 9 Morshead Drive, Connells Point	Connells Point Netball Club	\$1,405	\$5,286	10/12/2029
3	Peakhurst Park Canteen, Changerooms and Storeroom 5a Hedley Street, Riverwood	Vacant	\$0	\$0	N/A
4	Beverly Hills Park Rugby League Canteen, Changerooms and Storeroom 199 Vanessa Street, Beverly Hills	Head Licence St George Junior Rugby League Inc. Sub Licence Kingsgrove Colts	\$0	\$0	N/A
5	Renown Reserve Rugby League Canteen, Changerooms and Storeroom 28 Mountbatten Street, Oatley	Head Licence St George Junior Rugby League Inc. Sub Licence Renown United Football Club	\$0	\$0	N/A
6	Riverwood Park Rugby League Canteen, Changerooms and Storeroom 79 Coleridge Street, Riverwood	Head Licence St George Junior Rugby League Inc. Sub Licence Riverwood Legion Junior Rugby League Football Club	\$0	\$0	N/A
7	Todd Park Rugby League Canteen, Changerooms and Storeroom 342 Princes Highway, Blakehurst	Head Licence St George Junior Rugby League Inc. Sub Licence Kogarah Cougars	\$0	\$0	N/A
8	HV Evatt Park Shared Amenities Canteen, Changerooms and Storeroom 1116 Forest Road, Lugarno	Seasonal Head Licence St George Junior Rugby League Inc. Sub Licence Penshurst RSL Kookaburras	\$0	\$0	N/A
9	HV Evatt Park Shared Amenities Canteen, Changerooms and Storeroom 1116 Forest Road, Lugarno	Georges River Rugby Club	\$0	\$0	N/A
10	HV Evatt Park Shared Amenities Canteen, Changerooms and Storeroom 1116 Forest Road, Lugarno	Seasonal Licence St George Junior Baseball Club	\$0	\$0	N/A
11	Riverwood Park Rugby Union Canteen, Changerooms and Storeroom 79 Coleridge Street, Riverwood	Oatley Rugby Union Club	\$0	\$0	N/A

Attachment 1 Community Property Report - Community Properties Listing

12	Harold Fraser Oval Cricket Canteen, Changerooms and Storeroom 276 Princes Highway, Kogarah Bay	Seasonal Head Licence St George District Cricket Club Inc. Seasonal Sub Licence St George Sutherland Women's Cricket Club	\$555	\$2,299	31/05/2025
13	Olds Park Cricket Storeroom Olds Park, 630 Forest Road, Penshurst	Head Licence St George Australian Football Club Incorporated (AFL) Sub Licence Penshurst West Youth Cricket Club	\$0	\$0	N/A
14	Olds Park AFL Clubhouse, Canteen and Amenities Building Olds Park, 630 Forest Road, Penshurst	Head Licence St George Australian Football Club Incorporated (AFL) Seasonal Sub Licence St George District Cricket Club	\$0	\$0	N/A
15	Olds Park AFL Storeroom Olds Park, 630 Forest Road, Penshurst	Head Licence St George Australian Football Club Incorporated (AFL) Sub Licence Penshurst RSL Panthers Junior AFL	\$0	\$0	N/A
16	Olds Park Little Athletics Canteen, Changerooms and Storeroom Amenities Building Olds Park, 630 Forest Road, Penshurst	Head Licence St George Little Athletics Seasonal Sub Licence to Football St George	\$0	\$0	N/A
17	Olds Park Soccer Storeroom Olds Park, 630 Forest Road, Penshurst	Head Licence St George Little Athletics Sub Licence Football St George Sub Licence Penshurst West Football Club	\$0	\$0	N/A
18	Olds Park Soccer Changeroom and Storeroom Olds Park, 630 Forest Road Penshurst	Head Licence Football St George Sub Licence Penshurst West Football Club	\$555	\$1,705	31/05/2025
19	Charles Pirie Reserve Soccer Canteen, Changerooms and Storeroom 15r Parkside Drive, Kogarah Bay	Head Licence Football St George Sub Licence Carss Park Football Club	\$555	\$3,618	31/05/2025
20	Claydon Reserve Soccer Canteen, Changerooms and Storeroom 49 Ramsgate Road, Sans Souci	Head Licence Football St George Sub Licence Sans Souci Football Club	\$649	\$2,481	31/05/2025
21	Gannons Park Reserve Soccer Canteen, Changerooms and Storeroom 11p Kara Lane, Peakhurst	Head Licence Football St George Sub Licence Forest Rangers Football Club	\$555	\$3,618	31/05/2025
22	Gannons Park Reserve Soccer Canteen, Changerooms and Storeroom 11p Kara Lane, Peakhurst	Head Licence Football St George Sub Licence Lugarno Football Club	\$555	\$2,459	31/05/2025
23	Harold Fraser Oval Soccer Canteen, Changerooms and Storeroom 276 Princess Highway, Kogarah Bay	Seasonal Head Licence Football St George Seasonal Sub Licence Carlton Rovers Football Club	\$555	\$2,584	31/05/2025
24	Oatley Park Oval Soccer Canteen, Changerooms and Storeroom 1 Dame Mary Gilmore Drive, Oatley	Head Licence Football St George Sub Licence Oatley West All Saints Football Club	\$533	\$1,677	31/05/2025
25	Peakhurst Park Soccer Canteen and Storeroom 5a Hedley Street, Riverwood	Head Licence Football St George Sub Licence Peakhurst United Football Club	\$555	\$3,589	31/05/2025

Attachment 1 Community Property Report - Community Properties Listing

26	Peakhurst Park Soccer Canteen, Changerooms and Storeroom Synthetic 5a Hedley Street, Riverwood	Football St George	\$555	\$3,015	31/05/2025
27	Poulton Park Soccer Canteen, Changerooms and Storeroom 9 Morshead Drive, Connells Point	Head Licence Football St George Sub Licence Connells Point Rovers Football Club	\$533	\$3,640	31/05/2025
28	Renown Reserve Soccer Canteen, Changerooms and Storeroom 28 Mountbatten Street, Oatley	Head Licence Football St George Sub Licence Oatley Football Club	\$594	\$2,525	31/05/2025
29	Beverly Hills Park Soccer Canteen, Changerooms and Storeroom 199 Vanessa Street, Beverly Hills	Head Licence Football St George Sub Licence Hurstville Minotaurs Football Club	\$0	\$0	N/A
30	Carss Park Flats Soccer Canteen, Changerooms and Storeroom 74 Carwar Avenue, Carss Park	Head Licence Football St George Sub Licence Hurstville Zagreb Football Club	\$0	\$0	N/A
31	Gifford Park Soccer Temporary Amenities	Football St George Sub Licence Hurstville Glory FC for Summer 2023/24 sporting season	\$555	\$5,380	31/05/2025
32	Riverwood Park Storeroom 79 Coleridge Street, Riverwood	Oatley Rugby and Sporting Club	\$1,750	\$5,250	31/05/2025
33	Olds Park Netball Storeroom Olds Park, 630 Forest Road, Penshurst	Vacant	\$0	\$0	N/A
34	Gannons Park Reserve Canteen and Storeroom 11p Kara Lane, Peakhurst	Vacant	\$0	\$0	N/A
35	The Green Football Canteen, Changerooms and Storeroom 2 Merriman St, Kyle Bay	Head Licence Football St George Sub Licence Oatley Football Club	\$0	\$0	N/A
36	Penshurst Park Sport storeroom 643 King Georges Road	St George City Football Club	1,167	2,833	N/A
37	Oatley Park Bath Pavilion Storeroom 1 Dame Mary Gilmore Drive, Oatley	Oatley Amateur Swimming Club	\$0	\$0	N/A
38	Hurstville Quarry Reserve 26 Hurstville Road, Hurstville	Head Licence Football St George Connells Point Rover Football Club	\$0	\$0	N/A
Total:			\$12,460	\$54,454	

Note: Annual Subsidy based on available Market Valuation

Item: COM014-26 Disability Inclusion Action Plan 2026-2030 for Public Exhibition

Author: Coordinator Community Capacity Building

Directorate: Community and Culture

Matter Type: Committee Reports

COM014-26

RECOMMENDATION:

- (a) That Council endorse the draft Disability Inclusion Action Plan (DIAP) 2026-2030 to be placed on public exhibition for at least 28 days.
- (b) That Council receive a further report after the exhibition period outlining the feedback received before the DIAP is endorsed by Council to be submitted to the NSW Department of Communities and Justice (DCJ) by 30 June 2026.

EXECUTIVE SUMMARY

1. Under the *NSW Disability Inclusion Act 2014*, all NSW government agencies and local councils are required to review their Disability Inclusion Action Plan (DIAP) every four years in consultation with people with disability.
2. The NSW Disability Inclusion Plan (DIP) 2026-29 outlines the requirements for Council's DIAP. The DIP 2026-2029 identifies the four focus areas, mandatory for all DIAPs:
 - Developing positive community attitudes and upholding the rights of people with disability;
 - Creating liveable and safer communities;
 - Supporting access to meaningful employment and independence; and
 - Improving access to mainstream services through improved systems and processes.
3. This is Georges River Council's third DIAP and is for the period 2026-2030. The draft DIAP will guide actions across all of Council that support a more accessible and inclusive community.
4. The draft DIAP builds on the achievements of the 2022–2026 plan and expands its focus to include evolving community needs identified as priorities through consultation, including hidden disability such as mental health, autism, and dementia.
5. Council engaged the Physical Disability Council of NSW (PDCN) to support the consultation process and ensure best practice disability inclusion was applied when incorporating community feedback into the draft DIAP.
6. In developing the draft DIAP (2026–2030), Council undertook extensive consultation with both external and internal stakeholders. Feedback from people with disability, their carers, families, friends, and disability service providers informed the draft DIAP's objectives.
7. The DIAP must be submitted to the NSW Department of Communities and Justice (DCJ) by 30 June 2026. The draft DIAP will be placed on public exhibition following the 28 April 2026 Council Meeting and further feedback will be incorporated into the draft DIAP and tabled at the 22 June 2026 Council Meeting for endorsement.

BACKGROUNDStrategic Alignment

8. The draft DIAP is consistent with Council's Community Strategic Plan (2025-2035):
- Pillar 1 - Our Community: We all enjoy a safe and healthy life connected by a diverse and vibrant cultural community with a sense of belonging and heritage.
 - i. Provide and support community events that connect people and reflect the diversity of our communities*
 - ii. Provide a range of accessible services, facilities and programs that respond to social issues and foster community wellbeing.*
 - iii. Provide programs, services and activities that address health and safety issues.*
 - Pillar 3 – Our Economy: We create a strong, sustainable local economy with innovative, green retail and business hubs offering clean amenities and diverse goods and services.
 - i. Support local businesses to help protect jobs and create employment opportunities.*
 - Pillar 4 – Built Environment: We develop a high-quality, liveable and sustainable built environment with affordable housing, excellent urban design, and access to recreation facilities.
 - i. Plan, maintain and improve safe and connected roads, footpaths and cycleways.*
 - ii. Plan, maintain and manage public parks, facilities and open spaces to provide diverse active and passive recreation options.*
 - Pillar 5 - Our Governance: We ensure transparent and ethical governance with accountable decisions, financial sustainability, and collaboration across government levels, guided by the voices of our diverse community.
 - i. Ensure all levels of government consult and engage the community on projects, initiatives and issues which have an impact on their lives*
9. The draft DIAP also aligns with the Social Justice Charter 2022-2026 principles:
- Participation - Create opportunities and remove barriers so people of all abilities can fully participate in community life
 - Equity – Design and deliver services that are accessible and fair, ensuring people with disability can benefit on an equal basis with others
 - Respect – Foster attitudes, environments and interactions where people with disability are valued, included, and treated with dignity.
 - Empower – Support people with disability to make informed choices, have a voice, and influence decisions that affect their lives and community.
10. The draft DIAP aligns with other Council plans and strategies including the Dementia Friendly Action Plan, Customer Service Strategy 2022-2027, CREATE Georges River Cultural Strategy, Libraries 2030, Events and Festivals Charter, Early Learning Services Strategy 2021-2031, and Community Infrastructure Needs Assessment and Acquisition Area Strategy (CINAAAS).

Legislative Requirements

11. The DIAP will ensure that Council meets its legislative obligations under the *NSW Disability Inclusion Act 2014*, and the *Australian Human Rights Commission Act 1986*, and *UN Convention on the Rights of Persons with Disabilities (2008)* in a genuine and impactful way.

- 12. Legislation requires councils to report progress on DIAP implementation through annual reporting to Department of Communities and Justice.
- 13. The DIP 2026-2029 outlines the NSW Government’s commitment to removing systemic and attitudinal barriers so people with disability can fully participate in community life. Achieving an inclusive society is a long-term goal that requires sustained effort from all levels of government and the broader community.

Disability in Georges River

- 14. Disability is a broad diversity group represented widely in the community, including people with disability, their carers, and those with a family member or close friend with disability.
- 15. In the 2021 Census, 5.3% of the population (over 8,000 people) in the Georges River local government area (LGA) reported needing help in their day-to-day lives due to disability. Of those requiring assistance with core activities, 78% receive less than \$41,599 income per year.
- 16. A significant number of residents provide unpaid care to a person with disability, long-term illness, or due to old age. In 2021, 14,251 people stated that they provided unpaid care giving.
- 17. Consultation identified hidden disability as a critical theme for inclusion in the draft DIAP. According to the 2021 Census, 7,297 Georges River residents identify as having a mental health condition. The NDIS 2024–25 Annual Report indicates that approximately 34% of Georges River residents accessing NDIS supports identify as autistic. In addition, Dementia Australia data (2026) shows that Georges River ranks 13th out of 129 NSW local government areas for dementia prevalence.
- 18. As a culturally and linguistically diverse (CALD) community, support for CALD people with disability, as well as their carers and families, is a key consideration for the draft DIAP. This is reflected in local data, with the NDIS 2024/25 Annual Report indicating that approximately 24% of Georges River residents accessing NDIS supports identify as CALD.

DIAP Themes

- 19. The draft DIAP demonstrates local government’s commitment to improving access to services, facilities and employment for people with disability. It is also designed to destigmatise and raise awareness about people with disability.
- 20. Council’s draft DIAP is built around the four key areas identified by the NSW DIP that will guide all of Council’s work in building a more equitable and inclusive community that supports diversity. Actions are aligned to these focus areas as follows:

DIP Focus Area	Draft DIAP Action Themes
Developing positive community attitudes and upholding the rights of people with disability	Actions addressing capacity building of Council officers, consultation and representation.
Creating liveable and safer communities	Actions addressing safe, accessible and inclusive facilities (including venues and open spaces), services, sport programs, infrastructure, and events and other initiatives.

Supporting access to meaningful employment and independence	Actions addressing support for Council officers with disability or in carer roles, inclusive recruitment processes, inclusive work environments and systems, and inclusive work experience and volunteering opportunities.
Improving access to mainstream services through improved systems and processes	Actions addressing information, the website and other communication channels.

COM014-26

DIAP Featured Artwork

21. The DIAP provides an opportunity to highlight and support artists with disability. As with the DIAP 2022–2026, Council purchased the use of an artwork from an artist with disability to feature in the draft DIAP.
22. To mark the International Day of People with Disability on 3 December 2025, the Community Capacity Building team launched the *Georges River Reframed: International Day of People with Disability Art Exhibition* at Clive James Library. The exhibition ran from December 2025 to January 2026 and showcased works from 11 artists with disability connected to the Georges River area. One artwork from the exhibition was selected for inclusion in the draft DIAP.
23. The artwork was selected by a panel of judges that included Council officers and a member of the Public Art Advisory committee who is also an artist with lived experience of disability. The panel was facilitated with the support of an Auslan interpreter.
24. The selected artwork, *Splashing Through* by artist Colm Dowling, reflects the impact of the support Dowling received from local medical services in Georges River. The artwork is featured in the draft DIAP and will be meaningfully incorporated into the final DIAP design following public exhibition.

FINANCIAL IMPLICATIONS

25. Expenditure for consultation and the artwork was expended from Council's Disability cost centre (460001) and within Community Capacity Building's approved budget.
26. Costs associated with the implementation of the draft DIAP will be met through relevant business unit operational budgets across Council and, where required, through the submission of operational budget bids. Where additional funding is required beyond existing allocations, Council will seek non-budgeted funds through future budget bid opportunities and relevant external grant applications.

RISK IMPLICATIONS

27. *Strategic Risk 6: Reputation - The risk of Council's identity, brand and standing being negatively impacted, reducing Council's ability to engage in sound decision-making and being able to take strategic action whilst maintaining essential services and support for the community.*
 - All councils are required through legislation to develop and implement a DIAP, Georges River Council faces serious reputational risk if this is not completed within the required timeframe or not completed at all.
 - Council also faces reputational risk with the community sentiment if an updated DIAP (2026-2030) does not reflect identified community needs.
28. *Strategic Risk 8: Social Cohesion - Failure to identify and/or respond to the changing socio-economic needs of our community. Social cohesion erosion and growing socio-*

economic gap negatively impact social stability, individual well-being, and economic productivity. A DIAP that embeds community recommendations helps prevent exclusion by addressing barriers to social and economic participation for people with disability and their carers, supporting stronger social cohesion.

COMMUNITY ENGAGEMENT

29. In developing the draft DIAP (2026–2030), Council undertook extensive consultation with both external and internal stakeholders. Consultation was targeted at people with disability, their carers and families within the Georges River LGA.
30. Council engaged Physical Disability Council of NSW (PDCN) as a peak body in DIAP development best practice. PDCN supported Council's consultation process and draft DIAP design.

Community Consultation

31. Consultation engaged people with a broad and diverse range of lived experience of disability, ensuring representation across multiple disability types. This included people with lived experience of:
 - Psychosocial;
 - Neurodivergent;
 - Intellectual;
 - Invisible and dynamic disabilities;
 - Parkinson's (including early onset); and
 - Mobility impairment.
32. Over 130 participants were engaged through the consultation process, including people with disability, their carers and families, support workers, service providers, and community advocates. Notably over 43% were people with disability, ensuring lived experience was central to the development of the draft DIAP.
33. This draft DIAP was co-designed with community members with lived experience of disability, their carers and families, Advisory Committees, service providers and peak bodies. Council proactively supported a wide range of access needs to ensure inclusive participation. This included online engagement, Easy Read materials, printed resources, in-person sessions, Telephone Interpreter Service (TIS) support, screen-reader-friendly formats and phone-based consultation. Translation support was provided where required.
34. Council sought community wide feedback and promoted engagement opportunities through multiple channels, including social media, Council's website and newsletter, local media, Advisory Committees and at local disability provider service desks. Local community groups sought further feedback across their networks.
35. Six engagement channels were used to support inclusive and targeted consultation:
 - **Focus Groups** – Six focus groups for targeted community cohorts, including:
 - CALD community;
 - Seniors;
 - Young people;
 - People with Parkinson's;
 - Council's Access and Inclusion Advisory Committee; and

- Georges River, Bayside and Sutherland Shire Disability Interagency
- **Community Survey** - From October 2025 to February 2026, Council invited the community to share their views through an online survey. Responses were received from a diverse range of community members, including Aboriginal and Torres Strait Islander peoples, LGBTQIA+ community members, culturally and linguistically diverse (CALD) communities and seniors.
- **Community Pop-ups – Six community pop-ups included:**
 - Five consultation pop-ups were held at Hurstville Westfield. These pop ups included conversations with CALD community members, seniors, people with disability and carers.
 - At the launch of the *Georges River Reframed: International Day of People with Disability* art exhibition.
- **Phone Consultation** - Consultation was carried out over the phone, including with the parent and carer of a child with disability.
- **Staff Forum** - Council staff were consulted through confidential consultation and a staff focus group. The focus group included people with disability and carers, facilitated by PDCN.
- **Public Forum** – A public forum at the Georges River Civic Centre facilitated by Physical Disability Council of NSW, for people with lived experience of disability, carers and service providers, including from CALD communities.

Feedback from Consultation

36. Consultation findings were co-developed with Physical Disability Council of NSW (PDCN). The community commented on what Council is doing well and how they would like Council to improve. Council has incorporated actions addressing these identified areas into the draft DIAP.

DIP Focus Area	Identified Areas for Improvement
Developing positive community attitudes and upholding the rights of people with disability	<ul style="list-style-type: none"> ● Strengthening community understanding of hidden disability ● Reducing stigma associated with fluctuating health conditions ● Supporting campaigns that promote respect and inclusion in public spaces (e.g., the Sunflower Lanyard program) ● Backing initiatives that support safe participation in community for vulnerable people, including young people and seniors
Creating liveable and safer communities	<ul style="list-style-type: none"> ● The availability of accessible parking at shopping centres and community venues ● Introducing or improving drop-off zones at high-use Council facilities, such as libraries ● Expanding accessible public toilet facilities in key suburbs

	<ul style="list-style-type: none"> • Delivering more fully inclusive play spaces
Supporting access to meaningful employment and independence	<ul style="list-style-type: none"> • Providing more local work experience • Reducing fear and confusion around disclosing disability in the job application process • Lack of visible transition pathways from school
Improving access to mainstream services through improved systems and processes	<ul style="list-style-type: none"> • Ease in navigating the website • Less reading-heavy content, especially on the website • Desire for printed and simplified materials • More form options

International Consultation

- 37. A comprehensive internal consultation process was undertaken to ensure draft DIAP actions were informed by operational expertise and aligned with Council’s service delivery responsibilities. Relevant teams in Community and Culture, Assets and Infrastructure, Business and Corporate Services, and Environment and Planning were consulted.
- 38. A DIAP Working Group was established, comprising Council officers responsible for implementing DIAP actions. The Working Group plays a key role in shaping draft actions and supporting a coordinated and holistic approach to implementation from **2026–2030**.

Public Exhibition

- 39. Pending Council approval, the draft DIAP will be placed on public exhibition in late April 2026. Feedback received will be reviewed and incorporated into the final draft DIAP. The finalised DIAP will be submitted to Council for endorsement in June 2026 before submission to NSW Department of Communities and Justice by 30 June 2026.

FILE REFERENCE

D26/71309

ATTACHMENTS

Attachment [↓](#)1 Draft Disability Inclusion Action Plan (DIAP) 2026-30 for Public Exhibition - Community and Culture Committee - 13 April 2026



Disability Inclusion Action Plan 2026-2030





DRAFT



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Acknowledgement of Country

Georges River Council acknowledges the Bidjigal people of the Eora Nation, who are the Traditional Custodians of all lands, waters and sky in the Georges River area.

Council recognises Aboriginal and Torres Strait Islander peoples as an integral part of the Georges River community and values their social and cultural contributions.

We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples who live, work and meet on these lands.

Council acknowledges the importance of self-determination, meaning Aboriginal and Torres Strait Islander peoples hold the knowledge and expertise about what is best for themselves, their families and their communities and have the right to freely pursue their economic, social and cultural development.

Acknowledgement of Lived Experience

Georges River Council acknowledges, values and respects the diverse lived experiences of people with disability, their carers and families in Georges River.

Council would like to thank and acknowledge all people with lived experience of disability, along with their families and carers, for contributing their time, ideas and knowledge to the development of our Disability Inclusion Action Plan. We are committed to ensuring your input is used to make our plan practical, meaningful and focused on meeting real needs.



Mayor Message

It is an honour to present Council's Disability Inclusion Action Plan (DIAP) for 2026–2030.

The DIAP is Council's four-year commitment to building a more accessible, inclusive and equitable community for people with disability, their carers, and families. It sets out our shared vision for a Georges River where everyone can participate, feel valued and have fair access to services, places and opportunities.

The DIAP aligns with Council's Community Strategic Plan and helps guide our long-term goals for a fair and inclusive community. It reflects the principles of our Social Justice Charter of participation, equity, respect, and to empower our community. These principles are embedded across Council's work.

This DIAP acts as our blueprint for improving access to facilities, events and activities. This is to support meaningful participation and foster inclusive practices that benefit everyone. It also shows our commitment to creating job opportunities for people with disability. We do this both in Council and through partnership with local organisations.

The DIAP shows how we will reduce attitude and behaviour barriers. To guide how we strengthen inclusion and promote positive attitudes across the Georges River area. It also ensures our services have clear and easy-to-use systems.

This is Council's third DIAP, building on what we achieved in our earlier plans. Including becoming a Dementia-Friendly organisation, translating important documents, and completing an audit of our community facilities, while setting a clear direction for continued improvement. It recognised that creating long-term change requires sustained commitment, collaboration and accountability.

The DIAP has been shaped by the voices of our community. We collected feedback through different types of consultation. We engaged people with disability, their carers, families, and support and service providers. This approach ensured all voices, regardless of ability, were heard and that lived experience informed our priorities. Their insights showed us the barriers many people face and where we must focus our efforts to make lasting, positive change.

Council remains committed to working in partnership with our community, advisory committees and local organisations, to raise awareness and advocate for our diverse communities' needs. We will continue to listen and lead actions for a more inclusive future where people of all abilities can belong and thrive in Georges River.



General Manager Message

I am proud to share the Georges River Council's Disability Inclusion Action Plan (DIAP) for 2026–2030. This plan explains how we will continue to improve inclusion. It shows how our operations will support access, participation, and equity for people with disability.

The DIAP focuses on the areas where Council can make a direct and practical difference. This includes how we design and manage our facilities and run our services and events. It also ensures we are listening and communicating with our community. It helps build the capability of our workforce through targeted training. It focuses on improving our internal systems so disability inclusion becomes part of everyday decisions at Council.

The DIAP has a clear implementation strategy that guides actions across all Council teams. It applies to every part of our organisation. This means disability inclusion is not treated as a separate project. Instead, it is built into our planning, policies, and services.

This DIAP was shaped through consultations, surveys and ongoing work with the community. The community let us know what they wanted to see from their lived understanding. Our staff used their professional experience to make a plan that is practical and meets community needs. We remain committed to working alongside our community. By listening, learning and taking action, we ensure Georges River remains a place where people of all abilities can thrive.



Introduction

The Georges River Council Disability Inclusion Action Plan (DIAP) 2026–2030 aims to keep making our community more inclusive so everyone can take part and feel they belong. The DIAP sets out actions to guide how we make Georges River a more inclusive place for people with disability, their carers and families.

This DIAP follows the social model of disability, which recognises that exclusion is caused by systemic barriers, not by people. By improving access and inclusion, we help create a community that is more welcoming and supportive for everyone.

This DIAP acknowledges disability as defined by the Disability Inclusion Act (NSW) 2014:

“...including a long-term physical, psychiatric, intellectual or sensory impairment that, in interaction with various barriers, may hinder the person’s full and effective participation in the community on an equal basis with others”

This plan is required under the Disability Inclusion Act (NSW) 2014. It explains what Council will do over the next four years to improve access and inclusion for people with disability, their carers and families.

The NSW Government has set four focus areas to help remove the biggest barriers to inclusion. These focus areas guide the actions in our DIAP:

1. **Developing positive community attitudes and upholding the rights of people with disability**
2. **Creating liveable and safer communities**
3. **Supporting access to meaningful employment and independence**
4. **Improving access to mainstream services through improved systems and processes**

A note on language

We understand that people have different preferences describing disability. In this DIAP, we use person-first language, such as “person with disability,” because it shows that disability is only one part of a person’s life. We respect that people have their own choices about the words they use, and we acknowledge and value those preferences.

Vision

Our vision is to make sure everyone is respected, supported and able to take part in decisions that affect their lives.



Disability in Australia

5.5 million
people (21.4%) have disability

52%
of people with disability are
over 65

33.4% of people with
disability are employed full-
time

3 million carers

43%
of primary carers have
disability

\$575 median weekly
income compared to **\$1055** for
people without disability

1.7 million people
have a psychosocial disability

19.7% of people with
disability have a bachelor
degree or above

217,200
have dementia¹

¹ Australian Bureau of Statistics (2022), Disability, Ageing and Carers, Australia: Summary of Findings.



Our Community

About Georges River

Georges River Council has a population estimate of 161,593.²

Georges River is a diverse community, and people with disability are part of many different communities too. They have different cultures, identities and unique needs. We recognise this diversity and want to support people's different experiences.

Georges River is culturally and linguistically diverse:

- 46% or 70,102 people were born overseas
- 53.2% of residents speak a language other than English

The top 5 countries of birth in Georges River

1	China	16.3%
2	Nepal	5.7%
3	Phillippines	2.4%
4	Greece	1.8%
5	United Kingdom	1.6%

The top 5 languages spoken in Georges River ³

1	Mandarin	12.8%
2	Cantonese	9.4%
3	Nepali	5.7%
4	Greek	5.2%
5	Arabic	3.7%

² Estimated Resident Population (2024), Georges River Council Area

³ Australian Bureau of Statistics (2021), Census of Population and Housing 2021



Disability in Georges River

At least **8,137**
or 5% of Georges River
residents need help in their
day-to-day lives ⁴

7,297
people have an identified
mental health condition ⁴

14,251
Georges River residents
over the age of 15 provide
unpaid care to a person ⁴

84%
of those requiring
assistance with core
activities are not in the
labour force ⁴

78%
of those
requiring assistance with core
activities received less than
\$41,599 income per
year ⁴

Georges River is ranked
13
for prevalence of Dementia
across **129** Local
Government Areas ⁵

On average,
2,690
Georges River residents
access NDIS funding every
year ⁶

Around **24%**
of Georges River residents
who accessed NDIS funding
identify as culturally and
linguistically diverse (CALD) ⁶

Around **34%**
of Georges River residents
who accessed NDIS funding
identify as autistic ⁶

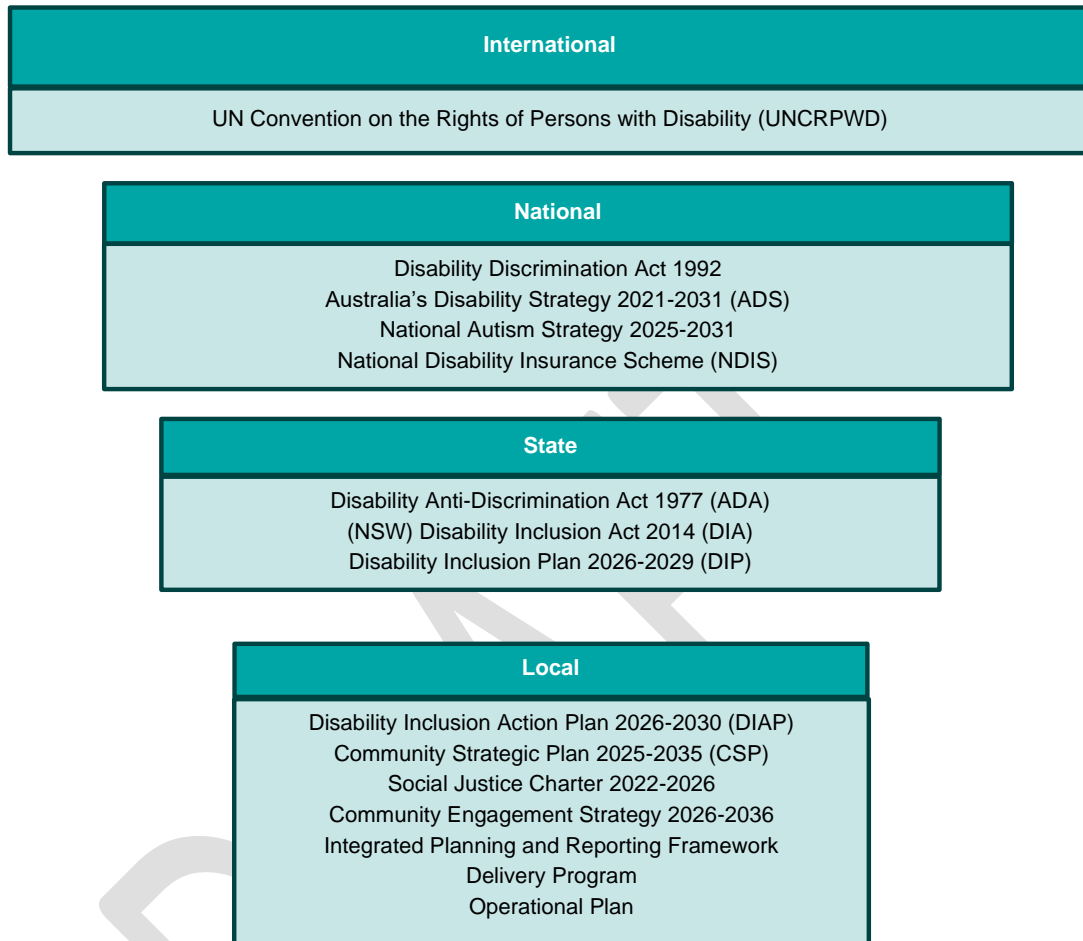
⁴ Australian Bureau of Statistics (2021), Census of Population and Housing 2021.

⁵ Local Government Areas (LGA) Dementia Prevalence Data Estimates (2026), Dementia Australia

⁶ National Disability Insurance Scheme (2025), Funding Q1FY24/25 – Q4FY24/25



Legislative and Policy Context



Strategic Context

This DIAP aligns with Council’s existing goals for the Georges River community, as outlined in the Community Strategic Plan 2025-2035 (CSP) and the Social Justice Charter 2022-2026. It reflects the principles of participation, equity, respect and empowerment, which guide how Council works with the community. Through the Integrated Planning and Reporting Framework, these goals flow into Council’s day-to-day operations, ensuring that community priorities are embedded in planning, service delivery and decision-making. This helps make sure people with disability, their carers and families are included and supported across all areas of Council’s work.

Community Strategic Plan (CSP) 2025-2035

The Community Strategic Plan outlines the community’s key priorities for the future of Georges River over 10 years.

Pillar 1 – Our Community: *We all enjoy a safe and healthy life connected by a diverse and vibrant cultural community with a sense of belonging and heritage.*

Pillar 2 – Our Green environment: *We conserve resources and maintain sustainable, healthy ecosystems with accessible natural spaces, supporting biodiversity and protecting waterways for future generations*

Pillar 3 – Our Economy: *We create a strong, sustainable local economy with innovative, green retail and business hubs offering clean amenities and diverse goods and services.*

Pillar 4 – Our Built Environment: *We develop a high-quality, liveable and sustainable built environment with affordable housing, excellent urban design, and access to recreation facilities.*

Pillar 5 – Our Governance: *Ensure all levels of government consult and engage the community on projects, initiatives and issues which have an impact on their lives.*

Social Justice Charter 2022-2026

The Social Justice Charter aims to drive social change and to improve the lives of our community by building a culture of access and participation, respect, connection and empowerment, and equity for everyone.

1. **Participation** – *Everyone has an opportunity to shape their community.*
2. **Equity** – *Everyone has fair and balanced access to opportunities, resources, information, facilities and services.*
3. **Respect** – *Everyone in the community is respected and valued.*
4. **Empower** – *Everyone is supported to thrive in the way they choose.*

Other Council Plans and Strategies

The DIAP aligns with other Council plans and strategies including the Dementia Friendly Action Plan, Customer Service Strategy 2022-2027, CREATE Georges River Cultural Strategy, Libraries 2030, Events and Festivals Charter, Early Learning Services Strategy 2021-2031 and Community Infrastructure Needs Assessment and Acquisition Area Strategy (CINAAAS).

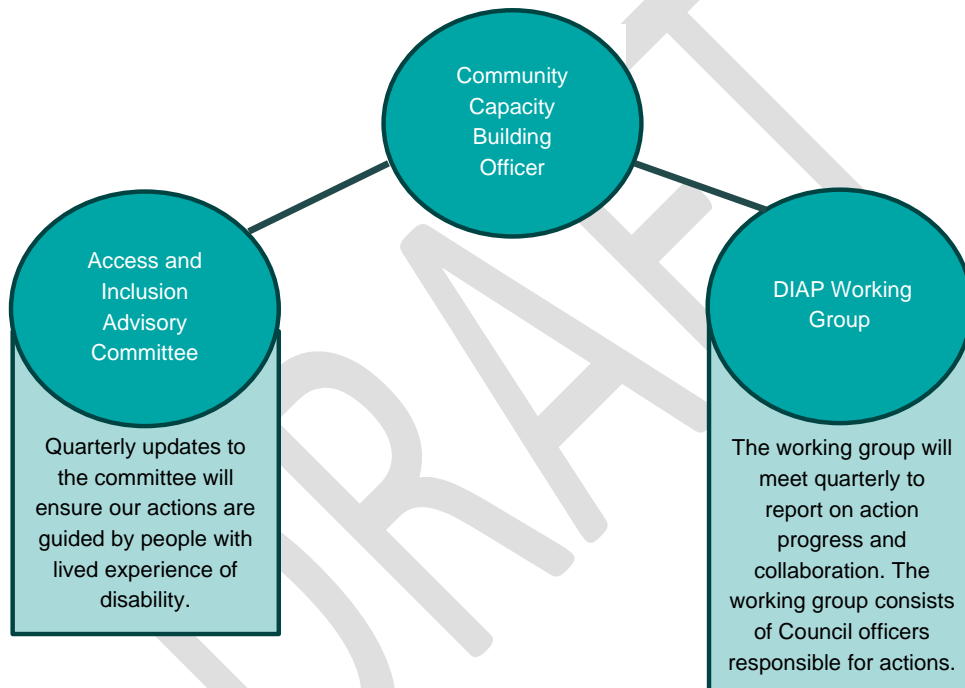


Monitoring and Reporting

How we monitor progress

In line with our Community Strategic Plan and our Planning and Reporting Framework, we will ensure good governance and accountability by monitoring the actions in this plan. Resourcing action progress will be funded through operational budgets across Council, and additional funding will be sought through grants. Each action has an associated measure to ensure we are accountable.

Actions will be monitored by the Community Capacity Building Officer in consultation with the Access and Inclusion Advisory Committee and the DIAP Working Group



How we report

Quarterly - As part of Council's internal reporting schedule.

Annually – Through Council's Annual Report and to the Department of Communities and Justice.

Four-year Review Cycle – At the end of each DIAP cycle, the impact of actions is evaluated and a new plan is created based on community consultation.

What we achieved in the last DIAP

Improved website accessibility

We made updates to make our website easier to use. Updates followed the Website Content Accessibility Guidelines (WCAG) recommendations. This includes the Translating and Interpretation Service (TIS) Language Assistance Service and National Relay Service phone numbers and hyperlinks to external webpages included on the bottom banner of all website pages.

Supporting organisations through grants

Through Council's financial assistance programs local disability groups are empowered to deliver their projects for the community, such as Bus Stop Films, an Accessible Film Studies Program at Shopfront Arts. Funding was provided to deliver a filmmaking program at Shopfront Arts for young adults with intellectual disability.



Consultation to make events inclusive

Accessible Arts assisted with a "Walk and Talk" access audit for the 2023 Un[contained] festival. Recommendations were actioned throughout the festival

2022

Mental Health First Aid

We began offering mental health training to staff who want to support co-workers with the challenges of day-to-day work or personal lives, promote help-seeking and help staff to navigate support options. 26 staff became accredited Mental Health First Aiders.

Inclusive library programs

The libraries facilitated programs to foster positive attitudes for people with disability including sensory activities for children and adults through school holiday programs and Get Crafty Sessions, and guitar workshops attended by people with mobility, non-verbal or speech limitations and their carers to support music therapy at home.

2023

Events were made more accessible

The Events Accessibility Checklist, developed in consultation with the Access and Inclusion Advisory Committee, was embedded in event planning. It includes detail on accessible communications and accessible events.

We continue to improve our footpaths

Our annual footpath and pedestrian infrastructure program makes getting around safe and accessible. In 2023 alone we delivered 19 footpath upgrades. We improved pram and wheelchair access, and enhanced pedestrian safety along key routes to community facilities, public transport and open space.



Plan ahead with Mobility Maps
 Mobility Maps visually represent the accessibility of pathways, public transport, and urban spaces, helping individuals navigate environments based on their mobility needs. Council developed mobility maps for shopping precincts: Kogarah, Hurstville, Mortdale, Beverly Hills, Penshurst and Oatley.



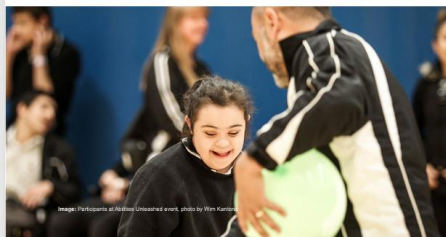
We reviewed our service centres and venues
 We completed an Accessible, Inclusive and Liveable Communities Audit to improve 14 Council buildings, community spaces and services, focusing on how well they meet the needs of people who face barriers. These findings continue to guide upgrades and operational planning.

Expansion of the M-FIT Champion Network
 Now comprising 55 accredited Mental Health First Aid responders across all sites, our champions play a vital role in fostering a mentally healthy workplace.

Information made accessible
 Council translated 24 community-facing documents into community languages and Easy Read English, including the Events and Festivals Guide and Charter, Community Grants, Venue Hire and Micro Grants Guidelines, and the Library Collection Development Policy.

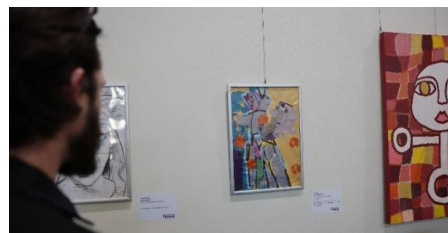
2024 We are proactive about inclusion in our Early Learning Services
 The Inclusive Early Learning Services (ELS) Feasibility Study fostered inclusive spaces that are accessible, welcoming, and supportive of all children. Through inclusive planning and service provision, we continue to work towards every child accessing and participating in high-quality early learning environments.

Inclusive sports with Abilities Unleashed
 Council ran two inclusive sports days with Disability Sports Australia, one for adults and one for kids.



Psychosocial hazard workshops
 We delivered tailored workshops for staff, people leaders and Councillors. These sessions enhanced mental health literacy and language, driving accountability and proactive management of psychosocial risks.

2025 Dementia-Friendly Council
 In 2025, Dementia Australia recognised Council as a Dementia-Friendly Organisation. Community feedback shaped our Dementia Friendly Action Plan, which sets out clear actions to better support people living with dementia in Georges River.



Georges River Memory Walk and Jog

Council hosted the Georges River Memory Walk & Jog at Gannons Park, Peakhurst. Over 300 people took part, raising more than \$22,000 for Dementia Australia to support counselling, education, helplines and research.



We invested in increasing universal access across our facilities.

We constructed the accessible Peakhurst Park Community Centre in the western portion of Georges River. We improved access at our Hurstville Entertainment Centre with upgrades including the addition of a stage lift for performers. We also improved facilities and open spaces including Hurstville Golf Clubhouse, Blackshaw Gould Community Pavilion, Todd Park, Gifford Park, The Green Reserve and Jubilee Stadium.

Over four years

Georges River Reframed: International Day of People with Disability Art Exhibition

Council proudly hosted *Georges River Reframed: International Day of People with Disability Art Exhibition* at the Clive James Library and Service Centre. The exhibition brought together an inspiring collection of artworks by 11 talented local artists with disability, creating a vibrant space for creativity and connection.

Splashing Through by Colm Dowling was selected to feature in the DIAP 2026–2030.

Catching the bus is more accessible

We completed accessibility upgrades to 25 bus stops, improving boarding access safety and compliance with disability standards. We added access features like DDA compliant concrete pads and tactiles for path access.







We upgraded our play and open spaces to be inclusive

We continue to improve our parks such as Olds Park and Donnelly Park foreshore. We improved access for pedestrians, people using mobility aids and families with prams. We improved inclusive play features at Merv Lynch, Woodville, Bridgeview and Croot playgrounds. Inclusive design best practice is guiding progress on Carss Bush Car Park upgrade.

How we heard from community

We created this action plan with community members with lived experience of disability, their carers and families, Advisory Committees, service providers and peak bodies. We supported a range of access needs to ensure people could engage in a way that suits them. This included online, Easy-Read, printed, in-person and over the phone. When needed, consultation was supported with translation.

We encouraged community wide feedback through social media, Council’s website and newsletter, local media, and at local disability provider service desks. Local community groups helped us by seeking feedback across their networks. We reached community by setting up community pop-ups at Westfield Hurstville and at community events. We ensured diverse voices were heard, including community members who identify as CALD, Lesbian Gay Bisexual Transgender Queer Intersex and Asexual (LGBTQIA+), Aboriginal and Torres Strait Islander, youth and seniors.

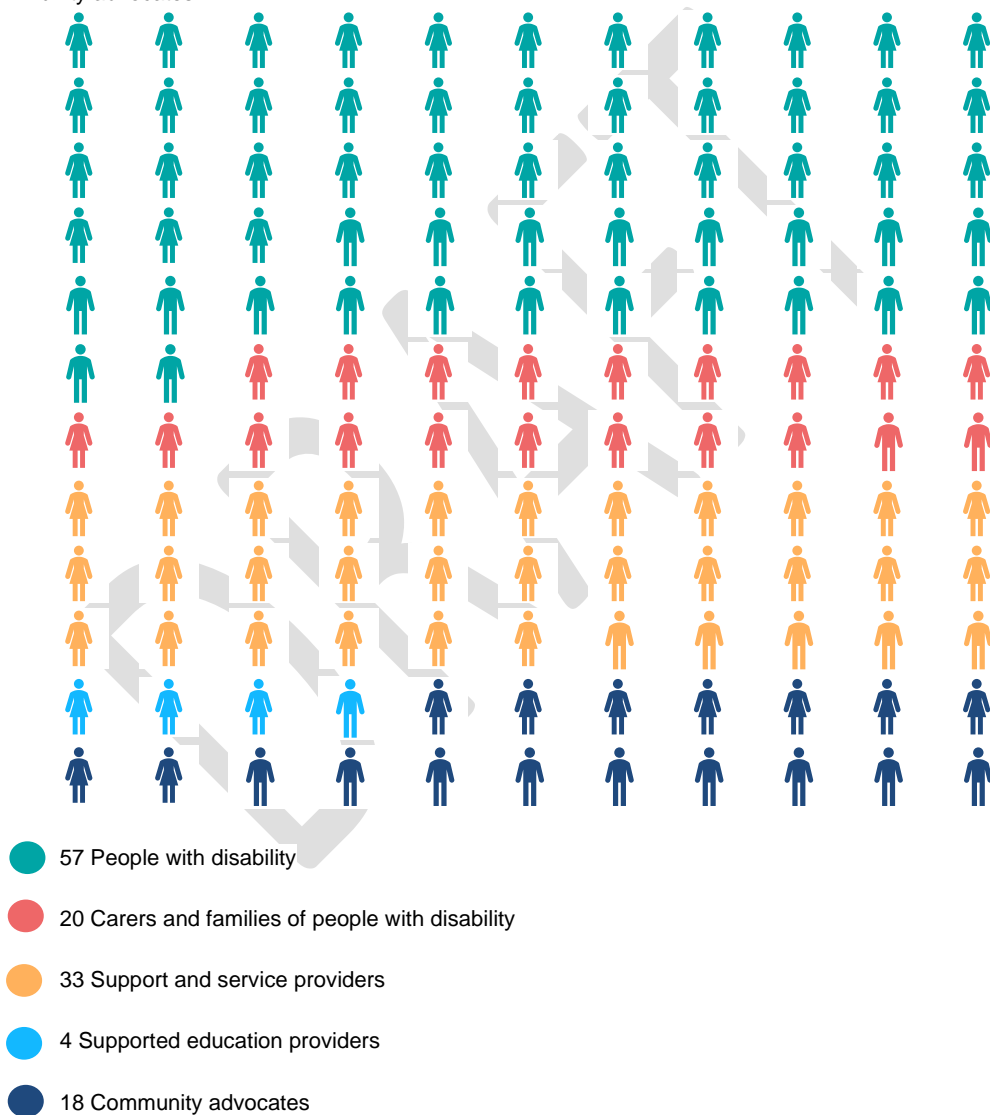
 <p>Focus Groups</p> <p>We held six focus groups; each focused on a specific community group. There was a session for:</p> <ol style="list-style-type: none"> 1. CALD community 2. Seniors 3. Young people 4. People with Parkinson’s 5. Council’s Access and Inclusion Advisory Committee 6. Georges River, Bayside and Sutherland Shire Disability Interagency 	 <p>Community Survey</p> <p>From October 2025 to February 2026, Council asked the community to share their views through a survey. It was available in many formats, including online, Easy Read, TIS support, screen-reader friendly and printed. We heard from Aboriginal and Torres Strait Islander peoples, LGBTQIA+, CALD and senior communities.</p>	 <p>Community Pop-ups</p> <p>Six consultation pop-ups were held - five at Hurstville Westfield and one at the launch of the <i>Georges River Reframed: International Day of People with Disability</i> art exhibition. These pop-ups included conversations with CALD community members, seniors, people with disability and carers.</p>
 <p>Phone Consultation</p> <p>Consultation was carried out over the phone. This allowed people to contribute through another platform to the survey, at a time and location convenient to them.</p>	 <p>Council Staff</p> <p>Council staff were consulted through confidential consultation and a staff focus group. The focus group included people with disability and carers. It was facilitated by the Physical Disability Council of NSW (PDCN).</p>	 <p>Public Forum</p> <p>One public forum was included in consultation. It included people with lived experience of disability, carers and service providers, including from CALD communities. This forum was facilitated by PDCN.</p>

Voices that shaped consultation

We consulted a range of people with diverse lived experience of disability about the DIAP, including:

- Psychosocial
- Neurodivergent
- Intellectual
- Hidden and dynamic disabilities
- Parkinson's (including early onset)
- Mobility impairment

We consulted with 132 people with disability, their carers and families, support and service providers, and community advocates:



What the community told us

Focus Area 1

Developing positive community attitudes and upholding the rights of people with disability

The community feels Council is doing well in many areas. Staff at service centres are respectful, approachable and supportive. Community disability groups also value subsidised venue hire, as it allows them to provide affordable programs to community.

The community would like us to focus on:

- Strengthening community understanding of hidden disability
- Reducing stigma associated with fluctuating health conditions
- Supporting campaigns that promote respect and inclusion in public spaces (e.g., the Sunflower Lanyard program)
- Backing initiatives that support safe participation in community for vulnerable people, including young people and seniors

"Since wearing my Sunflower lanyard, people have treated me better."

– Person with lived experience

Focus Area 2

Creating liveable and safer communities

The community feels that libraries are safe, calm and welcoming, especially for neurodivergent people. They also enjoy our local parks. Carss Park and Olds Park are especially popular, including the skate park.

The community would like us to focus on:

- The availability of accessible parking at shopping centres and community venues
- Introducing or improving drop-off zones at high-use Council facilities, such as libraries
- Clarifying short-term parking rules for mobility permit users
- Expanding accessible public toilet facilities in key suburbs
- Delivering more fully inclusive play spaces
- Supporting neurodivergent community members, through sensory inclusive initiatives
- Providing Council programs that assist people with limited mobility with everyday tasks, including putting the bins out.
- Supporting more activities for people with disability in Georges River, like inclusive sports.
- Maintaining accessibility at community venues for hire. Many community members with limited mobility use these venues.
- More initiatives to make physical facilities safely accessible for vulnerable community members, including seniors.

“Accessibility must be embedded in the design phase, not retrofitted later”

– Person with lived experience



Focus Area 3

Supporting access to meaningful employment and independence

Consultation told us Council is seen as a supportive and flexible workplace, especially for people with caring responsibilities.

The community would like us to focus on:

- Providing more local work experience
- Reducing fear and confusion around disclosing disability in the job application process
- Lack of visible transition pathways from school

"They have the same potential; it is just a different way."

– Parent of child with disability

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Focus Area 4

Improving access to mainstream services through improved systems and processes

Although Council does offer information and forms in different supported formats, many community members were not aware that help and accessible services were available.

The community would like us to focus on:

- Difficulty navigating the website
- Less reading-heavy content, especially on the website
- Desire for printed and simplified materials
- More form options

“Sometimes in a flare-up it is hard to write from excitability...there could be information clearly saying if you need help filling out a form that you can be supported.”

– Person with lived experience

Why Inclusion matters

Inclusion matters because it helps people with disability, their carers and their families participate fully in everyday community life. When we remove barriers, it becomes easier for everyone to access places, services and activities. This improves social connection and helps create a community that is welcoming and fair for all. This DIAP aims to build a community where inclusion means having a real voice, genuine connection and meaningful participation.

“Georges River will be a more vibrant, productive, and cohesive community if the council actively supports access and inclusion, especially in the design of basic infrastructure like footpaths, public toilets, street furniture, parking, libraries, parks, and housing.”

*Every urban design and development decision needs to address the question: is this accessible?
Everyone benefits from more inclusive spaces and services.”*

– Person with lived experience

Across all consultation, inclusion was described in practical, everyday terms.

The community told us inclusion is experienced through:

- Safe and accessible footpaths
- Accessible parking
- Accessible public toilets
- Clear signage
- Quiet and welcoming spaces
- Flexible customer service
- Information that is easy to find and understand
- Support to manage essential tasks independently

Our DIAP will ensure these elements of inclusion are in place to benefit the whole community.



Action Plan

Developing positive community attitudes and behaviours

Outcome:

I feel like I am respected, heard and belong in Georges River.

Goal	Action	Measure	Team	Timeline
1.1 Council staff are skilled in accessible and inclusive best practice				
1.1.1	Deliver training to help staff understand disability, such as hidden disability, autism and dementia. This training will help staff feel confident and know how to support people better.	% of staff who have completed disability awareness and confidence training # different focuses of training % of hands-on training	Lead: People and Culture Support: Community Capacity Building	2026-30
1.2 We actively listen to our staff, address systemic biases, and ensure they have support to succeed				
1.2.1	Create an Inclusion Committee with staff, including staff who have lived experience of disability. The Committee will give advice to Council on how to improve access and inclusion.	Input from the Inclusion Committee drives improvement through access and inclusion initiatives.	Lead: People and Culture	2026-30
1.2.2	Support staff's mental health and wellbeing through programs and initiatives through the BENE-FIT 360 program.	% increase in staff satisfaction and wellbeing # programs and initiatives delivered through the BENE-FIT 360 program	Lead: People and Culture	2026-30
1.3 We facilitate a dialogue with community stakeholders to ensure their voices are heard and acted on				
1.3.1	Lead the Access and Inclusion Advisory Committee to give advice and work together with Council. The members will have different lived experiences of disability.	Meetings occur quarterly Advice from the Access and Inclusion Advisory Committee will guide Council's delivery of actions.	Lead: Community Capacity Building	2026-30
1.3.2	Work with nearby Councils to support the disability sector. This includes the Disability Interagency with Sutherland Shire and Bayside Councils, where we share information and build sector skills.	Meetings occur quarterly. The local disability sector is promoting best practice and increasing collaboration.	Lead: Community Capacity Building	2026-30

1.3.3	Consult with people with disability and advocates in the design of programs, events and physical spaces.	% of recommendations embedded in the design of programs, events and physical spaces. % of designs using feedback from people with lived experience and advocates.	Lead: City Technical Services, Assets and Traffic, Libraries, Cultural Services Support: Events, Community Capacity Building	2026-30
1.4 We empower the community to increase participation, representation and visibility of people with disability				
1.4.1	Help local businesses learn how to be more welcoming and inclusive for people with disability. Council will explore ways to educate businesses on inclusive practices.	# small businesses engaged # disability awareness opportunities supported	Lead: Economic Development	2027-30
1.4.2	Support community-led initiatives that empower people with disability. Council may support through promotion, partnership and financial assistance.	# initiatives supported by Council # new partnerships # outcomes promoted for local people with disability.	Lead: Community Capacity Building Support: Communications and Engagement, Marketing	2026-30
1.4.3	Promote Council's financial assistance programs to organisations supporting people with disability. Council will promote the impact of these projects.	# projects for and by people with disability receiving Council financial assistance. These projects create meaningful outcomes for local people with disability.	Lead: Community Capacity Building Support: Communications and Engagement, Marketing	2026-30
1.4.4	Review Council's digital content to make sure people with disability are shown more often in promotional campaigns. Content should reflect local people with disability.	A collection of local promotional assets is created with images of local people with disability. # resources created. # uses of resources.	Lead: Community Capacity Building, Marketing	2027-30
1.4.5	Deliver a campaign to promote respect and empower community to know how to support people with disability.	# campaigns delivered # people who engage with campaign	Lead: Marketing, Communications and Engagement Support: Community Capacity Building	2027-30

Creating liveable communities

Outcome:

It is easy and safe for me to participate in community life.

Goal	Action	Measure	Team	Timeline
2.1 We facilitate programs and initiatives to support the safety and wellbeing of people with disability and their carers				
2.1.1	Facilitate programs and initiatives supporting mental health safety and wellbeing in community	# community members engaged in meaningful programs and initiatives	Lead: Community Capacity Building	2026-30
2.1.2	Facilitate programs and initiatives to inform safe relationship practices for people with disability, especially young people	# programs and initiatives on safe relationships	Lead: Community capacity Building	2026-30
2.1.3	Facilitate programs and initiatives supporting the wellbeing of carers	# community members engaged in meaningful programs and initiatives	Lead: Community Capacity Building	2026-30
2.2 Community members are supported to do everyday activities				
2.2.1	Connect community to services that support everyday activities through the services directory. This includes promoting Council's supported bin collection options.	% increase in community members accessing Council services.	Lead: Community Capacity Building Support: Customer Experience, Environmental Sustainability and Waste	2026-30
2.3 Council facilities and services are accessible and inclusive				
2.3.1	Make Council spaces more accessible. This includes Libraries, Hurstville Museum & Gallery, Customer Service Centres, Early Learning Centres and venues for hire.	# accessible and inclusive updates. # improvement in ease of booking venues for hire. Accessibility of Council spaces is promoted to community.	Lead: Libraries, Cultural Services, Customer Experience, Early Learning Services, Community Property and Venues Support: Community Capacity Building, Marketing, Communications and Engagement	2026-28
2.3.2	Look after Council venues so they continue to meet accessibility needs. Maintenance requests will be	# maintenance requests completed to keep Council facilities accessible	Lead: Community Property and Venues	2026-30



	supported in different accessible formats so everyone can report issues easily.	# different ways to report issues		
2.3.3	Make Council spaces and events welcoming for people with different sensory needs. This includes exploring and using sensory-friendly design, such as quiet spaces, soft lighting and quiet trading hours.	# spaces with sensory friendly design and initiatives implemented	Lead: Community Capacity Building, Events Support: Libraries, Cultural Services, Customer Experience, Early Learning Services	2026-30
2.3.4	Review accessibility of public toilets.	Public toilet review completed.	Lead: Assets and Traffic Support: Community Capacity Building Team	2026-28
2.3.5	Improve public toilets and make sure they follow accessibility and universal design rules.	# improvements	Lead: Assets and Traffic Support: Community Capacity Building Team	2029-30
2.4 Sports programs and facilities are accessible				
2.4.1	Work with local sports clubs and the Sports Advisory Committee to help more people with disability take part in sport.	# local sports clubs involved % increase participation for people with disability Increase in participation from community	Lead: Stadium, Sport and Recreation	2027-30
2.4.2	Make sports facilities easier to access and more inclusive through design and maintenance.	# accessible and inclusive updates to sports facilities.	Lead: City Technical Services Support: Assets and Traffic, Community Property and Venues, Stadium, Sport and Recreation	2026-30
2.5 Getting around Georges River is safe and accessible				
2.5.1	Design, deliver and look after footpaths so they are safe and easy for everyone to use. Maintain them regularly and fix problems when they appear.	# footpath improvements	Lead: Assets and Traffic Support: City Technical Services, City Presentation and Operations	2026-30

2.5.2	Increase and maintain seating across Georges River so community members can safely rest and participate in local activities.	# seating improvements made in Council spaces % increase in community members giving feedback on places to rest.	Lead: Assets and Traffic Support: City Presentation and Operations, City Technical Services	2027-30
2.5.3	Design and place furniture and fixtures with accessibility front of mind.	% decrease in community reporting inaccessible areas.	Lead: Assets and Traffic Support: City Presentation and Operations, City Technical Services	2026-30
2.5.4	Make wayfinding easier. This will be done by increasing the use of iconography on signage and sensory design features.	% increase in wayfinding signage using iconography and sensory design features.	Lead: Assets and Traffic Support: Marketing	2027-30
2.5.5	Review accessibility parking across Georges River, especially at Council venues.	Accessible parking review completed.	Lead: Assets and Traffic Support: City Technical Services	2026-28
2.5.6	Increase and improve accessible parking and drop-off and pick-up areas so venues are safe and easy to access	# accessible parking and drop-off and pick up zones added or improved	Lead: Assets and Traffic Support: City Technical Services	2028-30
2.6 Parks and leisure facilities are safe, inclusive and accessible				
2.6.1	Use universal design for parks and playgrounds, with input from people with lived experience of disability through community engagement.	# universal design features in parks and playgrounds.	Lead: City Technical Services Support: Assets and Traffic	2027-30
2.6.2	Design and deliver of a flagship sensory-inclusive play space.	Complete design and delivery of a sensory-inclusive play space.	Lead: Assets and Traffic Support: City Technical Services	2027-30
2.6.3	Explore ways to increase shaded infrastructure in high-use parks	# increase of shaded park areas	Lead: Assets and Traffic Support: City Technical Services	2027-30
2.7 Everyone can take part in Council programs, events and activities in a meaningful way				
2.7.1	Ensure Council's event accessibility checklist toolkit reflects best practice and is shared with community event organisers. This will make sure	The accessibility checklist is reviewed and updated every two years.	Lead: Events Support: Community Capacity Building	2026-30



	Council and community event organisers make events accessible.			
2.7.2	Provide pathways for people to register their accessibility needs at Council events.	Every Council event provides opportunity to register accessibility needs.	Lead: Communications and Engagement Support: Events, Community Capacity Building, Libraries	2026-30

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Supporting access to meaningful employment and independence

Outcome:

I can find supportive and meaningful employment for greater independence.

Goal	Action	Measure	Team	Timeline
3.1 Council is an inclusive and accessible place to work				
3.1.1	Support the identified needs of staff with disability and carers.	Support satisfaction through people metrics # staff with approved workplace arrangements	Lead: People and Culture	2026-30
3.1.2	Promote Council as an inclusive employer by sharing job opportunities with disability networks in different formats.	Promotion through disability networks becomes a regular part of the recruitment process.	Lead: People and Culture Support: Community Capacity Building, Marketing	2026-30
3.1.3	Train staff in how to support people with diverse access needs through the recruitment process.	Delivery of training.	Lead: People and Culture Support: Community Capacity Building	2026-30
3.1.4	Embed an explanation about disability disclosure in job application forms for all Council roles.	Disclaimer is embedded and guidance is given to staff on supporting requests.	Lead: People and Culture	2026
3.1.5	Train staff in how to support recruits with access requests.	# training provided	Lead: People and Culture	2027
3.1.6	Position descriptions are clear and the application process is supported in alternative formats.	Position descriptions are written at reading level 9. Alternative formats for job applications are available.	Lead: People and Culture Support: Communications and Engagement	2026-30
3.1.7	We remove barriers by making our workplaces, systems and processes accessible, inclusive and easy for all staff to use.	Staff feedback shows fewer barriers and better accessibility across all roles and locations.	Lead: People and Culture	2026-2030
3.1.8	Review the Equal Employment Opportunity (EEO) Policy to create proactively inclusive employment practices.	We show improvements in inclusive hiring and support for people with disability and carers.	Lead: People and Culture	2027-30
3.2 We will lead inclusive work experience and volunteering practice for people with disability				

3.2.1	Partner locally to create more work experience and volunteering opportunities at Council.	# of work experience and volunteering opportunities for people with disability.	Lead: People and Culture	2026-30
3.2.2	Advocate for work experience and volunteering opportunities with local businesses and organisations.	Exploration and implementation of local business support for work experience and volunteering.	Lead: Economic Development Support: Community Capacity Building	2027-30
3.3 We advocate for inclusive employment of people with disability across Georges River				
3.3.1	Investigate ways to support the transition from school to work pathway for young people with disability. Explore partnership with schools for delivery.	# ways to support the transition delivered.	Lead: Community Capacity Building	2027-30
3.3.2	Create opportunities for inclusive employers to connect with candidates with disability. Council will promote participation by local businesses.	# opportunities created. # businesses involved.	Lead: Community Capacity Building Support: Economic Development, IMT, Communications and Engagement, Marketing	2027-30

Improving systems and processes

Outcome:

I can easily access information from Council to help me participate in community life.

Goal	Action	Measure	Responsible	Timeframe
4.1 Community members will be able to confidently plan ahead when visiting Council venues, facilities and events				
4.1.1	Details on accessibility for events, programs and activities are included in event promotion	Accessibility detail checklist is embedded into event promotion	Lead: Communications and Engagement Support: Events, Marketing, Community Capacity Building, Libraries	2027-30
4.1.3	Details on accessibility for Council venues and spaces are listed on Council owned websites	Accessibility detail checklist embedded into venue details	Lead: Community Property and Venues, Communications and Engagement Support: Libraries	2026-30
4.1.4	Create mobility maps for town centres, Jubilee Stadium, and identified venues and parks so people can move around safely and easily.	# mobility maps developed for town centres, Jubilee stadium and identified venues and parks. Mobility maps are promoted to the community.	Lead: IMT, Support: Assets and Traffic, Community Capacity Building, Marketing, Communications and Engagement	2026-30
4.2 Our website is easy to navigate and access information				
4.2.1	We make sure we are meeting current requirements for website accessibility.	# of implemented WCAG 2.1 accessibility requirements, or equivalent, to reach AA standard.	Lead: IMT, Communications and Engagement, Marketing	2026-30
4.2.2	When Council creates a new website, accessibility best practice will be included in the design.	The new website is designed using accessibility best practice, and people with disability are consulted on design.	Lead: IMT Support: Communications and Engagement, Community Capacity Building	2028-30
4.3 Council information and communication channels are easy for all community members to access.				

4.3.1	Information, forms and resources are available in many formats, like Easy English, Easy Read, captioned videos and printed copies.	# information, forms and resources available in a range of formats. % written information in Year 9 reading level	Lead: Community Capacity Building Support: Communications and Engagement, Marketing, IMT, People and Culture	2026-30
4.3.2	Translation is available for community members through Council translators and the Translating and Interpreting Service (TIS). This includes languages such as Auslan.	# translation-supported engagements with Council.	Lead: People and Culture Support: Communications and Engagement	2026-30
4.3.3	Help the community know they can use <i>Log It, Fix It</i> to quickly report accessibility issues and help Council improve access.	% increase of community members using <i>Log It, Fix It</i> .	Lead: Customer Experience, City Presentation and Operations Support: IMT, Marketing	2026-30

About the artist

Splashing Through by Colm Dowling was selected to feature in the DIAP 2026–2030.

Born in Charleville, Ireland and now based in Sydney, Colm is a multidisciplinary artist working across painting, ceramics, photography, film and design.

What is your connection to Georges River?

I've received support from a number of people in Georges River, through Southeastern Sydney Local Health District, Mission Australia, and other mental health networks. I connect with these groups regularly and have been involved in a number of collaborative art and photography programs, like portrait shoots of local mental health support clients. These programs were a great help in getting out there, engaging with community art groups, and creating my own work.

Can you tell us about your artwork *Splashing Through* and what inspired you to create it?

Splashing Through is about how I was feeling after some of the hardest days I've had, but with the help and support of many people in the community, coming out on the other side. I'm happier, more together and focusing on my art. This piece was something of an emotional snapshot of my mental state – how I felt at that moment, connecting through my art and working things out.

What influences your artistic style?

When I was younger, I worked as a model in the fashion scene, which introduced me to a lot of artistic worlds. I started in photography. More recently, I re-engaged with the art world through the mental health system and support from groups like Georges River Council. Over the last few years, I've been developing my style in painting and ceramics.



Glossary of terms

Accessibility

Accessibility means everyone can join in and take part in community life. Good accessibility means people can move around safely, get to the places they need to, and use spaces in ways that work for them. It also means people can get information, use services, and join activities in ways that work for them.

Carer

A carer is someone who looks after a person who needs extra help because of disability, illness, or age. They may help with everyday tasks, support, or keeping the person safe and comfortable.

CALD

CALD means Culturally and Linguistically Diverse. It describes people who come from many different cultural backgrounds and who may speak languages other than English.

Community Advocate

A community advocate is someone who supports people with disability and speaks up for their needs. They use their own experience or connection to disability to help make positive changes in the community.

Hidden Disability

A hidden disability is a disability or health condition that cannot be seen but still affects a person's daily life. It is sometimes called an invisible or dynamic disability. It can include conditions such as autism, chronic illness, brain injury, psychosocial disability or intellectual disability.

Inclusion

Inclusion means making sure everyone feels welcome, safe, respected, and able to be themselves. It is about creating places where all people can join in, no matter their age, background, identity, or circumstances. It also means giving everyone the chance to contribute their ideas, skills, and experiences.

Intersectionality

Intersectionality means all the different parts of who you are work together to shape your life. When these identities overlap, they can compound barriers to access and inclusion. These parts can include things like culture, gender, age, disability, language, sexuality, or being CALD.

Mobility Impairment

A mobility impairment is a physical disability that affects a person's ability to move or use parts of their body. This can make it limit a person's ability to walk, move around, or do physical activities.

National Disability Insurance Scheme

The National Disability Insurance Scheme (NDIS) is a national program that gives support and funding to people with a permanent and significant disability so they can join in community life and reach their goals. Council can advocate for people by speaking up about their needs and connect them to NDIS services. Council cannot directly change NDIS rules or decisions.

Psychosocial Disability

A psychosocial disability is when a mental health condition makes everyday life hard. It is about the effects of the condition, not the diagnosis. Not everyone with a mental health condition has a psychosocial disability — it only applies when the impact is ongoing and significant.

Item: **COM015-26 Outgoing Sponsorship - Autism Community Network Gala Dinner**

Author: Coordinator Events and Sponsorship and Sponsorship Specialist

Directorate: Community and Culture

Matter Type: Committee Reports

RECOMMENDATION:

That Council approves the Outgoing Sponsorship request of \$7,500 to become a Silver Sponsor of the Autism Community Network Gala Dinner, to be held on Friday 1 May 2026.

COM015-26

EXECUTIVE SUMMARY

1. On Monday 9 March 2026, Georges River Council received a sponsorship request from the Autism Community Network (ACN) for sponsorship of the 2026 Autism Gala Dinner, to be held on Friday 1 May 2026 at the Conca D'Oro Lounge, Riverwood.
2. The sponsorship proposal received from the ACN outlined 4 package levels available. Following assessment of benefits, consideration of budget and alignment to Council objectives the Silver Sponsor level is recommended at \$7,500.
3. ACN is an organisation dedicated to supporting autistic individuals, their families, and carers. The Autism Gala raises vital funds for the continuation of this work.
4. This Outgoing Sponsorship request has been assessed, and Council approval is recommended in accordance with Clause 2.4 of the Georges River Council Sponsorship Policy (2023).

BACKGROUND

5. Autism Community Network (CAN) provides autism peer-to-peer support, practical guidance for parents and carers, and capacity building programs across 14 local government areas in NSW, including the Georges River.
6. Founded in 2011, ACN is a community-led organisation dedicated to improving outcomes for autistic people and their families through connection, inclusion, advocacy, and practical support across the lifespan.
7. Now in its third year the Autism Gala dinner will be attended by Premier Chris Minns MP and over 300 individuals including other Government representatives, Business and Community Leaders.
8. Aligned with Council's Disability Inclusion Action Plan (2022–2026), supporting the 2026 Autism Gala will advance Council's goal of raising disability awareness in the community and empowering organisations that serve people with disabilities.
9. The reciprocal benefits offered to Council will include:
 - (a) Logo recognition on event marketing collateral;
 - (b) Six (6) complimentary tickets to the Gala Dinner;
 - (c) Opportunity to display a banner at the dinner;
 - (d) Social media acknowledgment and tags;
 - (e) Acknowledgment in media release; and
 - (f) Acknowledgment on ACN website.

10. In accordance with the Sponsorship Policy (2023), Council officers reviewed the proposal to assess alignment to Council strategies and benefit to the local community.
11. It is recommended that Council sponsor the 2026 ACN Gala Dinner to the value of \$7,500 given the benefit provided to Council and the local community.

FINANCIAL IMPLICATIONS

12. The \$7,500 Outgoing Sponsorship will be allocated from the 2025/2026 Outgoing Community Event Sponsorship budget.

RISK IMPLICATIONS

13. Reputation risks are mitigated by:
 - (a) Through the assessment process, we demonstrate good governance, fairness, and support for local initiatives to ensure funded events deliver maximum community benefit.
 - (b) Council's financial assistance through sponsorship also builds community event management capacity, fosters positive publicity, and reinforces trust in our commitment to supporting valued community events, strengthening community relations, and encouraging future engagement.
14. Compliance risks are mitigated by:
 - (a) Assessment and recommendations of Outgoing Sponsorship are in line with the Outgoing Sponsorship Guidelines and the Georges River Council Sponsorship Policy (2023).
 - (b) Requirement of Outgoing Sponsorship recipients to adhere to the Outgoing Sponsorship Guidelines and the Georges River Council Sponsorship Policy (2023).

COMMUNITY ENGAGEMENT

15. On 24 July 2023, Council approved the revised Draft Sponsorship Policy to be placed on exhibition for a period of no less than 28 days.
16. Community engagement was undertaken in the development of the Sponsorship Policy (2023).
17. The Sponsorship Policy (2023) was adopted by Council on 23 October 2023 (CCL091-23).

FILE REFERENCE

D26/79814

ATTACHMENTS

Nil

Item: COM016-26 Indoor Multisport Stadium Feasibility Study – Funding and Project Direction

Author: Manager Sport, Community Facilities and Events

Directorate: Community and Culture

Matter Type: Committee Reports

RECOMMENDATION:

That Council:

- (a) Notes that \$120,000 was allocated in the 2025/26 Financial Year (FY) operating budget, to fund the development of a feasibility study for an Indoor Multisport Stadium, co-funded equally with Basketball NSW.
- (b) Endorses the progression of Stage 1 – Strategic Business Case and approve the reallocation of additional funding, as detailed in the confidential attachment, within the 2025–26 Operating Budget from existing operational projects.

EXECUTIVE SUMMARY

1. Council has progressed the Indoor Multisport Stadium Feasibility Study to assess options for a future multisport indoor facility, consistent with Council resolutions between 2021 and 2025.
2. The feasibility study forms a key component of implementing strategic directions identified in the Open Space, Recreation and Community Facilities Strategy 2019–2036 and the Community Infrastructure Needs Assessment and Acquisition Area Strategy (CINAAAS), including addressing the deficit in indoor courts and meeting future population growth needs.
3. The feasibility study is being delivered in two stages. This staged approach is broadly aligned with NSW Treasury’s Business Case Guidelines, adapted to suit a local government context, and is intended to ensure a structured, evidence-based assessment prior to any major investment decision, while also positioning Council to be grant-funding ready for future State and Federal funding opportunities.
4. Stage 1 comprises a Strategic Business Case to assess potential sites and delivery options for a future indoor multisport stadium. Stage 2, subject to a future Council decision, will involve preparation of a Detailed Business Case, including concept design, detailed cost estimates, and an implementation plan.
5. Through the Request for Quotation (RFQ) process for the feasibility study, a funding shortfall was identified.
6. In accordance with Council’s Sustainable Procurement Policy, a contract cannot be awarded without sufficient approved funding.
7. Additional funding, as outlined in the confidential attachment, is therefore required to enable completion of Stage 1 – Strategic Business Case. Further funding will be required in the 2026–27 financial year should Council endorse progression to Stage 2 – Detailed Business Case.

BACKGROUNDStrategic Context

8. In November 2021, Council resolved (NM087-21) to investigate options for a future Basketball/Netball Centre to accommodate the needs of both the St George Basketball Association and the St George Netball Association.
9. In June 2022, Council resolved (ASS016-22/CCL047-22) to receive and note a report identifying potential locations including Johnny Warren Indoor Sports Centre, Penshurst, and Tallawalla Reserve, Beverley Hills.
10. In November 2024, Council resolved (NM088-24) to progress the matter by considering a business case to determine the most suitable location for the proposed stadium. This assessment was to evaluate previously endorsed sites (Johnny Warren Indoor Sports Centre and Tallawalla Reserve), and additional potential sites identified through the CINAAAS, including other sites with existing basketball or other multisport facilities.
11. In June 2025, Council resolved (CCL053-25) to allocate \$120,000 in the 2025/26 operating budget toward a feasibility study for a future basketball/multi-sport stadium, on the basis of a 50 per cent co-contribution from Basketball NSW (BNSW), which has now been received.
12. This resolution represents a critical step in Council's commitment to progressing the feasibility study, with the goal of providing a high-quality, fit-for-purpose indoor multi-sport stadium. The proposed facility seeks to address long-standing gaps in local sporting infrastructure and supports the future growth of basketball and other indoor sports in the Georges River community.
13. The feasibility study aligned with the following Council strategies, which identify the priority and positive lifestyle outcomes associated with providing community access to open space, community hubs, quality parks, and facilities:
 - Georges River Council's Community Strategic Plan (CSP);
 - Georges River Council Open Space, Recreation and Community Facilities Strategy 2019–2036; and
 - Georges River Council Community Infrastructure Needs Assessment and Acquisition Area Strategy (CINAAAS).
14. The feasibility study responds to commitments in the CSP to provide recreational facilities that support the healthy lifestyles of those in the Georges River area:
 - Providing diverse, vibrant community hubs and facilities that are connected, well-maintained and accessible to all; and
 - Providing everyone with access to quality parks, open spaces, and active and passive recreation facilities.
15. The Open Space, Recreation and Community Facilities Strategy 2019–2036 confirms that the current provision of indoor sports facilities does not meet community demand for indoor courts and multipurpose recreation spaces and must be expanded to support population growth to 2036. Specifically, the CINAAAS identifies a deficiency of between 31 and 44 basketball courts in 2021, increasing to a projected deficiency of between 37 and 52 courts by 2036 based on the projected demand for basketball court facilities.
16. The business case also addresses key actions identified in the CINAAAS:
 - Action G4 – Design flexible spaces that accommodate a wide range of activities, providing more efficient use of space and improving access for diverse groups and
 - Action G5 – Co-locate new facilities to improve facility utilisation and ensure the effective use of space.

The Rationale

17. The feasibility study project is delivered in two stages. This approach is broadly aligned with NSW Treasury's Business Case Guidelines, adapted to suit a local government context. This is designed to ensure there is a structured, evidence-based assessment before any major investment decision is made as well as positions Council for future external grant funding opportunities.
 - (a) Stage 1 will deliver a Strategic Business Case assessing four potential locations (including Jonny Warren and Tallawalla Reserve) for a multisport stadium with a minimum of four indoor basketball courts. This includes technical assessment, feasibility, and stakeholder engagement to develop clear, evidence-based recommendations for one preferred location; and
 - (b) Stage 2, the Detailed Business Case, will deliver a concept design, detailed cost estimates, and a high-level implementation plan required to progress an inclusive, flexible, and modern indoor sport and recreation facility.
18. Together, Stages 1 and 2, will provide Council with the comprehensive evidence base, analysis, and decision-making tools required to address current limitations of basketball and other indoor sports infrastructure. This will guide Council in determining the most appropriate and sustainable pathway to deliver a fit-for-purpose indoor multisport facility that meets the current and future needs of the Georges River community.

Procurement Process

19. Q25/214 Request for Quotation (RFQ) was issued via VendorPanel on 17 December 2025, with eight submissions received by 28 January 2026.
20. Submissions were evaluated by a panel against the RFQ criteria including experience, capacity, technical ability, program deliverables, detailed methodology and price.
21. Pricing across RFQ submissions confirms that the original allocation of \$120,000, is insufficient to deliver the required scope of Stage 1 and 2. See Attachment 1 for financial and funding details.
22. In accordance with the Sustainable Procurement Policy, procurement must occur within approved budgets.
23. Based on the identified funding gap, Council officers have developed three options for consideration.
 - (a) Option 1 - Proceed with Stage 1 only, allowing Council to confirm a preferred site before committing to Stage 2. Council approves funding for Stage 1 only, with Stage 2 funding to be considered following the Stage 1 outcomes report;
 - (b) Option 2 - Proceed with the full feasibility study (Stage 1 and Stage 2), providing certainty and continuity. Council approves the full feasibility study budget and entire scope; and
 - (c) Option 3 – The project is cancelled, and no further action or investment would be undertaken. Funding of \$60,000 would be returned to BNSW and the sum of \$60,000 would be returned to Council's operating budget for 2025/26 FY.
24. Option 1 requires additional funding in 2025/26 FY and is Council officer's recommendation.

Next Steps

25. Should Council approve funding to proceed with Stage 1, a suitably qualified consultant will commence the Strategic Business Case, including detailed assessment of the four potential sites, community and stakeholder engagement, and multi-criteria evaluation in accordance with NSW Treasury guidelines.

- 26. A report will be presented to Council with Outcomes of Stage 1- outlining:
 - (a) The assessment of all four sites;
 - (b) Outcomes of community and stakeholder engagement; and
 - (c) The recommended preferred site for Council endorsement.
- 27. This Stage 1 Outcomes Report will also seek Council approval to progress to Stage 2 – Detailed Business Case, which includes concept design, costing, financial modelling and implementation planning. Completion of Stage 2 will position the project to be grant-ready for State and Federal funding opportunities and will support future capital works planning.
- 28. Should Council endorse progression to Stage 2, funding for the future capital works program will need to be sourced through a combination Developer Contributions and external funding pathways including grants and strategic advocacy to other levels of government.

FINANCIAL IMPLICATIONS

- 29. Three funding options for this project are outlined below across 2025/26 and 2026/27 Financial Years. Refer to Attachment 1 for further detail.

Table 1: Options and Funding details.

Option	Description	Funding Details
Option 1	Stage 1 – Strategic Business Case only	Approve the reallocation of existing funding for Stage 1, as outlined in the confidential attachment
Option 2	Stage 1 Strategic Business Case and Stage 2 Detailed Business Case	Approve the reallocation of existing funding for Stage 1, and unbudgeted project for Stage 2, as outlined in the confidential attachment
Option 3	Cease the project	Return \$60,000 to BNSW and, Return \$60,000 to General Revenue

- 30. BNSW advised that they are unable to commit additional funding beyond their initial \$60,000 contribution at this time. BNSW welcomed the opportunity to reconsider further financial contributions should Council proceed to Stage 2 – Detailed Business Case.

RISK IMPLICATIONS

- 31. Strategic Risk 1: Financial Sustainability.

The project is directly impacted by Council’s ability to implement appropriate financial strategies and controls to ensure long-term financial health. The procurement outcome confirms that current project funding is insufficient, creating a risk that Council may be unable to progress Stage 1 and/or Stage 2 without additional non-budgeted funds. Failure to allocate the required funding may jeopardise delivery of the feasibility study and broader alignment with Council’s Long-Term Financial Plan.
- 32. Strategic Risk 3: Assets and Infrastructure.

The feasibility study is foundational to planning future multisport indoor facilities. Delays or cancellation of the study create exposure the risk that Council’s infrastructure may not meet evolving community expectations for quality, capacity, and resilience. Not

progressing the feasibility study results in continued shortages of indoor sport infrastructure and hinder long-term asset planning aligned with population growth.

33. Strategic Risk 6: Reputation

Failure to progress the project presents negative impacts on Council's identity, brand and standing, and its ability to engage in sound decision-making. BNSW has already provided its co-contribution, and cessation or prolonged delays may damage Council's relationship with BNSW, the St George Basketball Association, indoor sport stakeholders, and the wider community who have expressed strong demand for improved facilities

34. Strategic Risk 7 – Ineffective Governance

Insufficient funding to commence Stage 1 presents a clear governance and compliance risk aligned to Strategic Risk 7: Ineffective Governance, as it may prevent Council from meeting its own policy and procedural obligations.

Council's Sustainable Procurement Policy requires approved funding prior to awarding a contract or raising a purchase requisition.

Proceeding without securing the necessary budget risks non-compliance with procurement and financial delegation requirements, exposes Council to audit and probity findings, and undermines the integrity and consistency of Council's governance framework.

35. Strategic Risk 12: Business Continuity

Inability to progress the feasibility study may impede Council's preparedness to plan and deliver future recreation infrastructure necessary to support community wellbeing. Without evidence-based planning for indoor sport facilities, Council may be less equipped to respond to emerging community needs and infrastructure gaps.

COMMUNITY ENGAGEMENT

36. Should Council resolve to proceed with Stage 1, a structured community engagement program will be implemented as part of the Strategic Business Case. Engagement activities will inform the assessment of the four potential sites, ensuring that community needs, preferences, and local considerations are incorporated into the feasibility analysis.

37. The engagement program will include:

- (a) Consultation with BNSW, St George Basketball Association, and key indoor sports user groups;
- (b) Broader community engagement to understand local priorities, access needs, and potential impacts or opportunities associated with each site; and
- (c) Transparent communication of the project purpose, assessment criteria, and site options to ensure informed and meaningful community input.

38. Insights from the engagement process will directly contribute to the comparative evaluation of the sites and will be integrated into the Stage 1 Strategic Business Case provided to Council.

FILE REFERENCE

D26/86478

ATTACHMENTS

Attachment 1 Confidential - Indoor Multisport Stadium Feasibility Study - Financial and Funding Details - *published in separate document* (Confidential)

CONFIDENTIAL ITEMS (CLOSED MEETING)

Council's Code of Meeting Practice allows members of the public present to indicate whether they wish to make representations to the meeting, before it is closed to the public, as to whether that part of the meeting dealing with any or all of the matters listed should or should not be considered in closed session.

RECOMMENDATION

That in accordance with the provisions of Part 1 of Chapter 4 of the Local Government Act 1993, the following matters be considered in closed Meeting at which the press and public are excluded.

That in accordance with the provisions of Section 11(2) of the Act, the reports and correspondence relating to these matters be withheld from the press and public.