

AGENDA

Community and Culture Committee

Tuesday, 09 June 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

CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

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COMMITTEE REPORTS

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	(Report by Coordinator Events and Sponsorship)	61

CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

Item: COM020-26 Confirmation of the Minutes of the Community and Culture Committee Meeting held on 11 May 2026

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Previous Minutes

COM020-26

RECOMMENDATION:

That the Minutes of the Community and Culture Committee Meeting held on 11 May 2026, be confirmed.

ATTACHMENTS

Attachment [↓](#)1 Minutes of the Community and Culture Committee Meeting held on 11 May 2026

MINUTES

Community and Culture Committee

Monday, 11 May 2026

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, Manager Development and Building – Kristy Griffiths, Manager Strategic Planning – Luke Oste, Chief Audit Officer – Steven Baker, Executive Services Officer – Marisa Severino, Executive Services Officer – Nickie Paras, General Counsel - James Fan, Executive Manager City Futures – Kent Stroud, and Technology Services Officer Brendan Thorpe.

OPENING

The Chairperson, Councillor Landsberry, opened the meeting at 6:35pm.

APOLOGIES/LEAVE OF ABSENCE

MOTION: Councillor Liu, Councillor Gao

That an apology and leave of absence be accepted for Councillor Arthur and Councillor Pun.

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, Deputy Mayor, Councillor Stratikopoulos, Councillor Wang

Against the Motion: Councillor Mort

On being PUT to the meeting, voting on this Motion was 12 votes For and 1 vote Against. The Motion was CARRIED.

REQUEST TO ATTEND VIA AUDIO VISUAL LINK

There were no requests to attend via Audio Visual Link.

DISCLOSURES OF INTEREST

There were no disclosures of interest made.

CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

COM017-26 Confirmation of the Minutes of the Community and Culture Committee Meeting held on 13 April 2026
(Report by Executive Services Officer)

RECOMMENDATION: Councillor Mort, Councillor Liu

That the Minutes of the Community and Culture Committee Meeting held on 13 April 2026, be confirmed.

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.

COMMITTEE REPORTS

COM018-26 Community Grants 2025-2026 Round 2 (Report by Grants and Project Officer)

RECOMMENDATION: Councillor Mort, Councillor Allison

That Council adopts the funding recommendations resulting from Georges River Council Community Grants 2025-2026 Round 2, as detailed in Attachment 1 of this report.

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.

COM019-26 Outgoing Sponsorship - Kingsway Community Care Fundraising Dinner 2026 (Report by Coordinator Events and Sponsorship)

RECOMMENDATION: Councillor Mort, Councillor Jamieson

That Council approves the Outgoing Sponsorship request of \$10,000 to become a sponsor of the Kingsway Community Care Fundraising Dinner being held on 18 June 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.

CONCLUSION

The Meeting was closed at 6:45pm.

Chairperson

COMMITTEE REPORTS**Item:** COM021-26 Disability Inclusion Action Plan 2026-2030 for Adoption**Author:** Coordinator Community Capacity Building**Directorate:** Community and Culture**Matter Type:** Committee Reports

COM021-26

RECOMMENDATION:

That Council:

- (a) Receive and note the findings of the Public Exhibition of the draft Disability Inclusion Action Plan (DIAP) 2026-2030, as outlined in this report;
- (b) Adopts the draft DIAP; and
- (c) Approves the draft DIAP to be submitted to the NSW Department of Communities and Justice by 30 June 2026.

EXECUTIVE SUMMARY

1. On 28 April 2026, Council endorsed that the draft Disability Inclusion Action Plan (DIAP) 2026-2030 be placed on public exhibition for a period of no less than 28 days (CCL023-26).
2. During the public exhibition period (29 April 2026 to 27 May 2026), Council sought feedback from the community via Council's community consultation platform Your Say and targeted consultation with Council's Access and Inclusion Advisory Committee, and from the Physical Disability Council of NSW (PDCN).
3. Seven submissions were received via Council's community consultation platform, Your Say.
4. Feedback from Your Say, from consultation with Council's Access and Inclusion Advisory Committee and from PDCN was reviewed and considered for incorporation into the draft DIAP.
5. This report seeks Council's adoption of the draft DIAP.
6. If adopted, the draft DIAP will be submitted to the NSW Department of Communities and Justice (DCJ) by 30 June 2026.

BACKGROUNDLegislative Requirements

7. The draft DIAP will ensure that Council meets its legislative obligations under the *NSW Disability Inclusion Act 2014*, the *Australian Human Rights Commission Act 1986* and UN Convention on the Rights of Persons with Disabilities (2008) in a genuine and impactful way.
8. Legislation requires councils to report progress on DIAP implementation through annual reporting to DCJ.

Public Exhibition

9. On 28 April 2026, Council endorsed that the draft DIAP be placed on public exhibition for a period of no less than 28 days (CCL023-26).
10. The draft DIAP was placed on public exhibition from 29 April to the 27 May 2026. During this time Council sought feedback via:
 - Council's community consultation platform Your Say;
 - Targeted consultation with a focus group of people with lived experience of disability from Council's Access and Inclusion Advisory Committee; and
 - Disability peak body PDCN.
11. Feedback received during the public exhibition period related to the following themes:
 - Document transparency and clarity;
 - Strengthening Council's commitment; and
 - Assets and maintenance in Georges River.
12. Changes made to improve document transparency and clarity include:
 - Outlining how people with lived experience of disability co-designed actions;
 - Adding more detail on the reporting framework of the DIAP; and
 - Rearranging sections to improve document flow.
13. Changes made to strengthen Council's commitment include:
 - Incorporating reference to the Human Rights Model of Disability;
 - Adding information about building legislation;
 - Amending language to affirm outcomes;
 - Adding more information about action implementation and measures;
 - Adding a column to the action plan tables with intended outcomes for each action.
14. Feedback received regarding assets and maintenance aligns with earlier consultation and has reinforced the actions already captured in the draft DIAP. No changes were required, as current measures effectively address community feedback received.

DIAP Publication

15. The final designed document will be accessible and readable. It will be made available in additional accessible formats following adoption, including an Easy Read version.
16. Following Council's adoption of the draft DIAP, the DIAP will be submitted to DCJ by 30 June 2026.
17. The adopted DIAP will be published on Council's website and promoted through Council's communication channels.

DIAP Implementation Plan

18. Following adoption, Council officers will proceed to implement the action plan, working closely with the Access and Inclusion Advisory Committee, key community stakeholders and targeted Council business units.
19. Progress will be reported to the Georges River community through Council's integrated planning and reporting framework.
20. Progress will be reported to DCJ through required annual reporting.

FINANCIAL IMPLICATIONS

21. Expenditure for consultation and the DIAP artwork was expended from Council's Disability cost centre (460001) and within Community Capacity Building's approved budget.
22. Costs associated with the implementation of the draft DIAP will be met through relevant business unit operational budgets across Council. 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

23. *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; and
 - Council also faces reputational risk with the community if the draft DIAP does not reflect current identified community needs.
24. *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

Preliminary Community Consultation – Development of the Draft DIAP

25. To develop the draft DIAP, Council consulted with over 130 participants, 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.
26. The draft DIAP was then 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 in the development process.
27. Six engagement channels were used to support inclusive and targeted consultation:
 - Community survey;
 - Community pop-ups;
 - Phone consultation;
 - Focus groups;
 - Staff forum; and
 - Public forum.
28. 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.

Community Consultation during Public Exhibition

29. Following the resolution of Council on 28 April 2026 (CCL023-26), the draft DIAP 2026-2030 was placed on public exhibition from 29 April 2026 to 27 May 2026, a total of 28 days.
30. The Your Say page received 244 visits, and the draft DIAP was downloaded 70 times.
31. The opportunity to provide feedback via Your Say was promoted via:
 - Council's Your Say platform from 29 April to 27 May 2026;
 - Advisory Committees including the Access and inclusion Advisory Committee, the Youth Advisory Committee, Multicultural Advisory Committee, and the Aboriginal and Torres Strait Islander Committee;
 - Local disability networks including the Georges River, Bayside and Sutherland Shire Disability Interagency;
 - Your Say e-newsletter on 7 May 2026 to over 4000 recipients;
 - Council's community e-newsletter on 8 May 2026 and 22 May 2026 to over 18,000 recipients;
 - Council's social media channels;
 - Advertisement in The Leader on 20 May 2026; and
 - Media release to 41 media contacts and published on the GRC website.
32. On 5 May 2026, Council facilitated a focus group consultation with Council's Access and Inclusion Advisory Committee to review the draft DIAP. Eight committee members with diverse lived experiences of disability participated.
33. DCJ requires consultation with Culturally and Linguistically Diverse (CALD) communities as part of the community engagement process, due to the intersectional barriers CALD people with disability face. Given the significant CALD population of Georges River, consultation with CALD communities was prioritised throughout the public exhibition period, including:
 - A focus group consultation with the Access and Inclusion Advisory Committee on 5 May incorporating CALD community members and representatives of CALD community services;
 - Council's Your Say page, available in translation, was shared with targeted networks including the Multicultural Advisory Committee, Chinese Australian Services Society, Advance Diversity Services, and other CALD community services and disability community organisations providing services to CALD communities; and
 - Throughout consultation 32 respondents identified as CALD. Some respondents chose to take part in consultation anonymously, so information on whether more respondents identify as CALD cannot be determined.
34. PDCN, a peak body in disability best practice, supported Council's consultation process and draft DIAP design. During the public exhibition of the draft DIAP, PDCN provided further feedback on the draft action plan.

Internal Consultation

35. Relevant internal business units have been consulted about amendments to the draft DIAP to ensure implementation of actions.

FILE REFERENCE

D26/71325

ATTACHMENTS

Attachment [↓](#)1 Disability Inclusion Action Plan (DIAP) 2026-30 Draft



Disability Inclusion Action Plan 2026-2030





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DRAFT



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. It also follows the human rights model of disability. This means that people with disability have full and equal enjoyment of all human rights and freedoms, with respect for their dignity. 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

In Georges River, people with disability enjoy equal rights, dignity and opportunity. Everyone can participate fully in community life, is supported to live independently and feels included.



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

DRAFT

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 River³

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 ⁷

56%
of Georges River residents
who need help in their day-to-
day lives speak a language
other than English at home. ⁶

Around **34%**
of Georges River residents
who accessed NDIS funding
identify as autistic ⁷

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

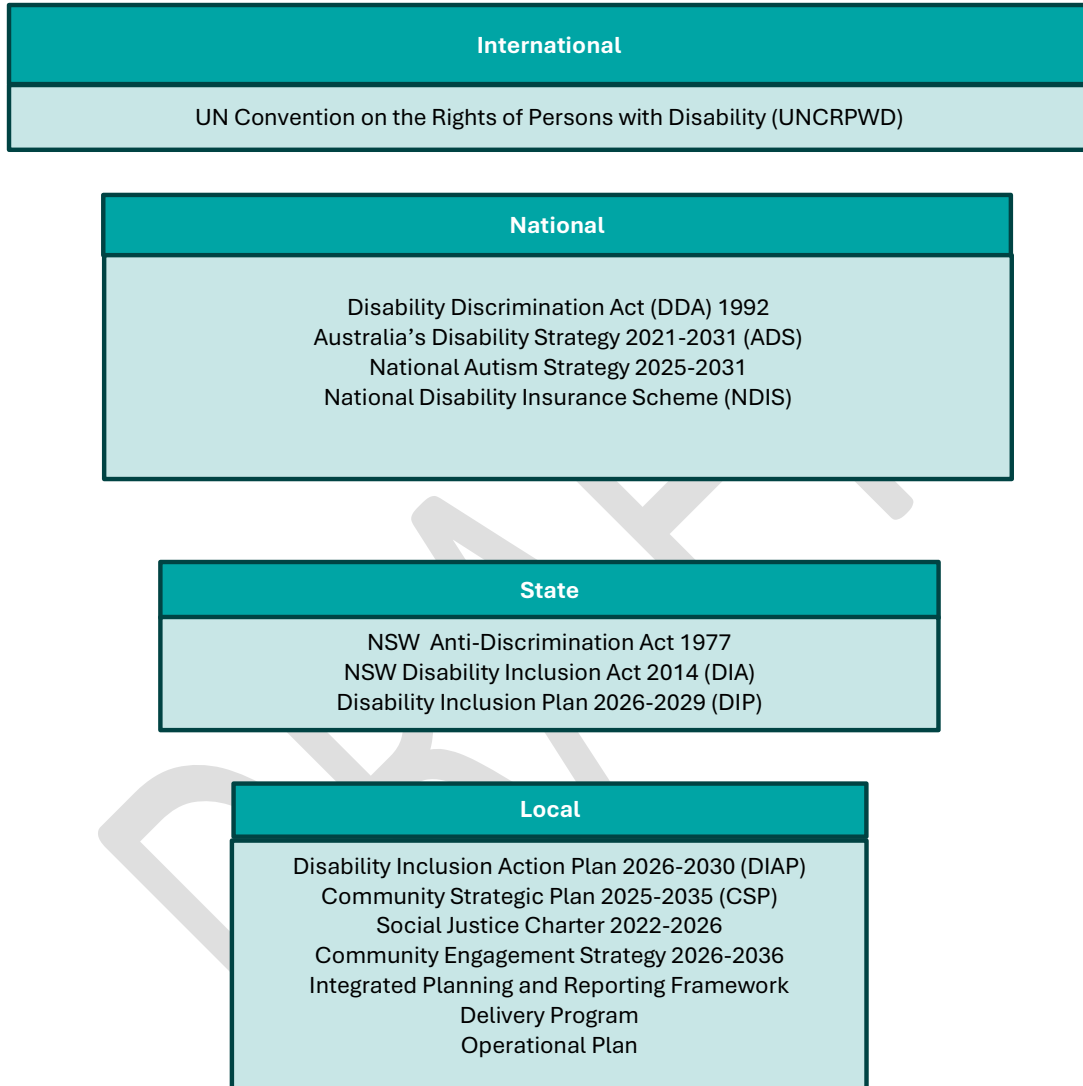
⁵ Local Government Areas (LGA) Dementia Prevalence Data Estimates (2026), Dementia Australia

⁶ Australian Bureau of Statistics (2021), Census of Population and Housing 2021.

⁷ 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).



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 incorporates these elements of inclusion to benefit the whole community.

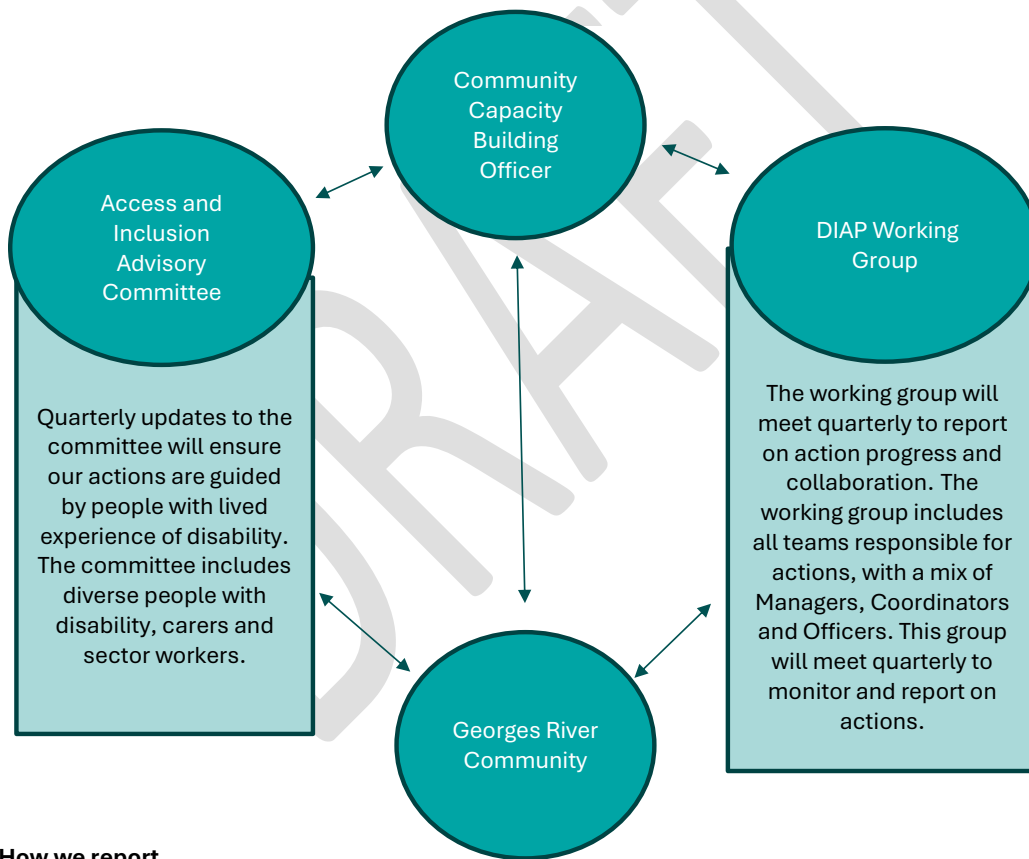


Monitoring and Reporting

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. We will inform the community about progress through our communication channels, such as newsletters and on our website. We welcome ongoing dialogue and feedback from the community on our progress.



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

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.

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.

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





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.

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.

Expansion of the M-FIT Champion Network 2025

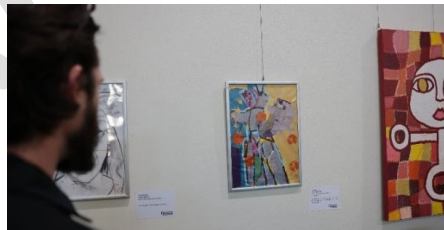
Now comprising 55 accredited Mental Health First Aid responders across all sites, our champions play a vital role in fostering a mentally healthy workplace.

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.

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.



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.

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.



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

Catching the bus is more accessible





We invested in increasing universal access across our facilities.

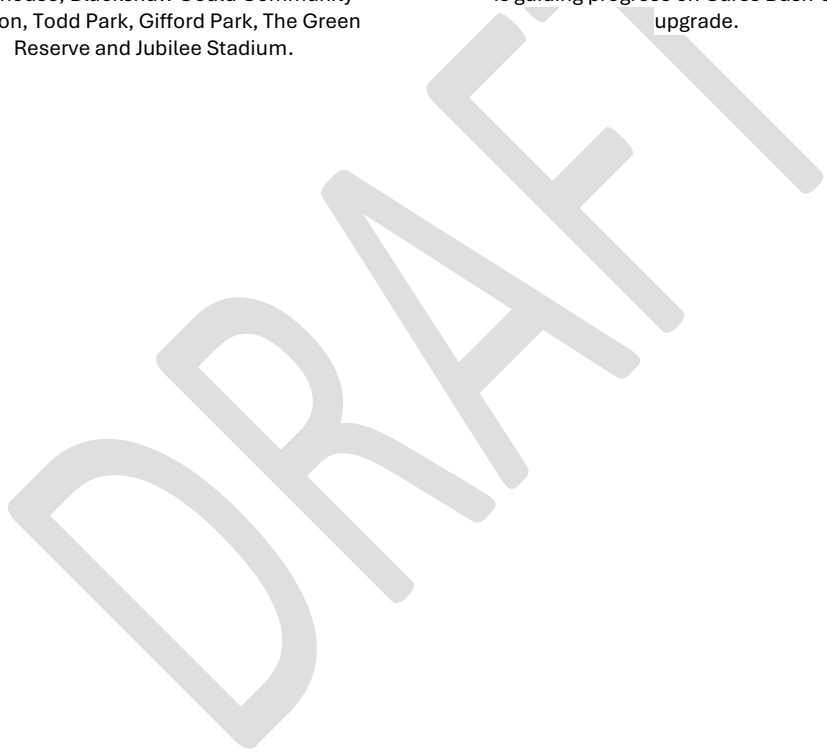
We constructed the accessible Peakhurst Park Community Centre in the western portion of Georges River. We improved access at our Hurstville Entertainment Centre with upgrades including the addition of a stage lift for performers. We also improved facilities and open spaces including Hurstville Golf Clubhouse,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

Over four years

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.

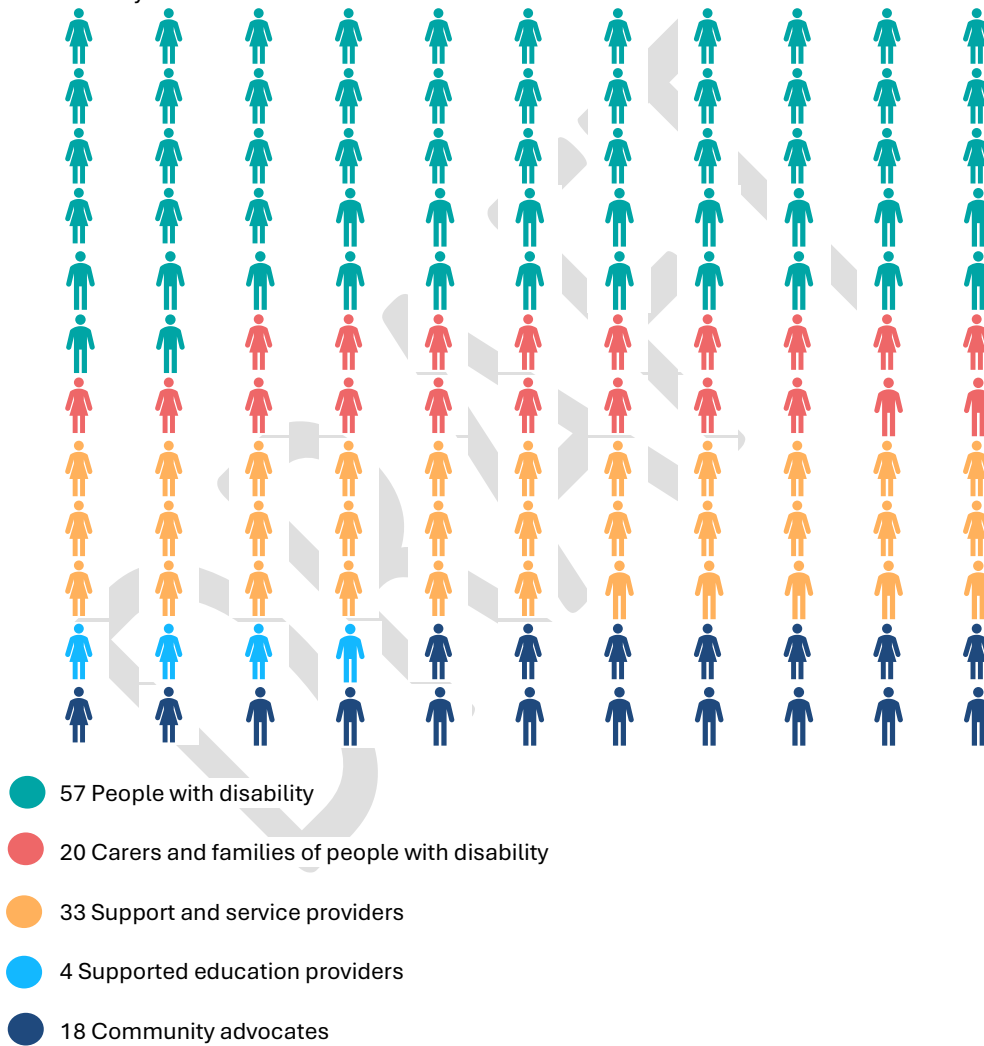
 <p>Focus Groups</p> <p>We held six focus groups; each focused on a specific community group. There was a session for:</p> <ol style="list-style-type: none"> 1. CALD community 2. Seniors 3. Young people 4. People with Parkinson’s 5. Council’s Access and Inclusion Advisory Committee 6. Georges River, Bayside 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:



How we listened to the community

Council engaged the Disability Inclusion Benchmarking Service (DIBS), delivered by Physical Disability Council NSW (PDCN), to analyse consultation feedback. This included survey data, focus groups and community engagement.

DIBS reviewed all consultation data. This process identified key themes, areas of common concern and gaps in service delivery. DIBS ensured feedback from people with diverse and intersectional lived experiences of disability was reflected in findings.

Through this analysis, several priority areas were identified based on the frequency of feedback, the level of impact on daily life, and alignment with Council’s areas of responsibility.

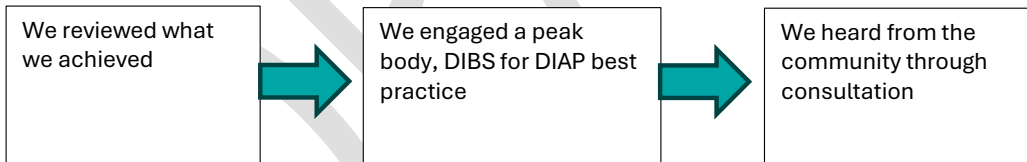
These findings directly informed the development of DIAP actions. We ensured actions respond to the most common and high-impact community needs.

We ensured input from people with lived experience was embedded in the DIAP. We invited feedback from people with lived experience through public exhibition and through a focus group to review actions in detail. Their feedback was embedded into the DIAP.

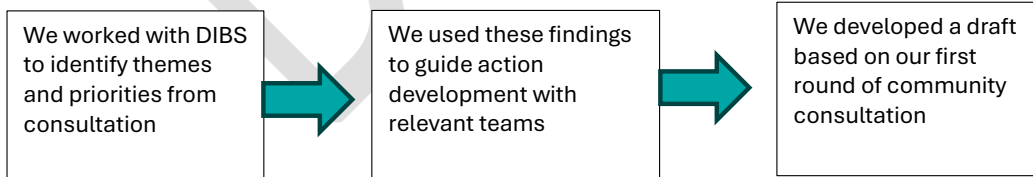
Co-design was the basis of action development. You told us what you want, and we have made sure our actions align to areas of need.

How we made actions from your feedback

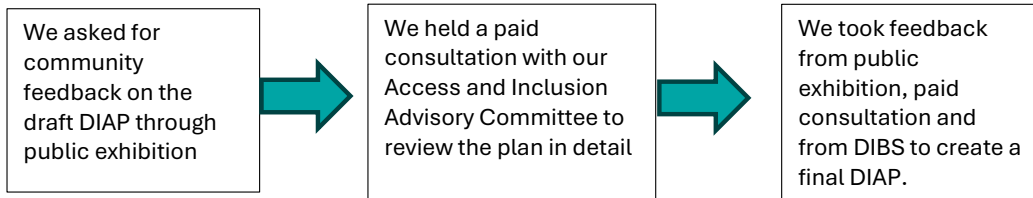
Phase 1 - Consultation



Phase 2 - Development



Phase 3 - Finalise



Action Plan

Focus Area 1

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

What you told us

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



What we are going to do

Goal	Action	Measure	Intended Outcome	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, hands-on and confidence training Different focuses of training.	More diverse support needs are understood by Council staff, to better serve our community.	Lead: People and Culture Support: Community Capacity Building	2026-30
1.2 We facilitate a dialogue with community stakeholders to ensure their voices are heard and acted on					
1.2.1	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.	The insights of diverse lived experience helps Council make inclusive and accessible decisions.	Lead: Community Capacity Building	2026-30
1.2.2	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.	Sector collaboration means developments in access and inclusion are not siloed.	Lead: Community Capacity Building	2026-30
1.2.3	Consult with people with disability in the design of programs, events and physical spaces.	% increase of recommendations embedded in the design of programs, events and physical spaces. % increase of designs using feedback from people with lived experience.	Co-design with people with lived experience of disability is included meaningfully, not as an afterthought.	Lead: City Technical Services, Assets and Traffic, Libraries, Cultural Services Support: Events, Community Capacity Building	2026-30
1.2.4	Support the needs of our community through advocacy, including to	# increase of advocacy submissions made.	Requests from community for	Lead: Community Capacity Building	2026-30



	state and federal government.		advocacy are fulfilled.		
1.3 We empower the community to increase participation, representation and visibility of people with disability					
1.3.1	Help local businesses learn how to be more welcoming and inclusive for people with disability. Council will educate businesses on inclusive practices.	# small businesses engaged Disability awareness opportunities support accessibility of our local businesses.	More businesses improve their practices to be welcoming and inclusive for people with disability.	Lead: Economic Development	2027-30
1.3.2	Support community-led initiatives that empower people with disability. Council may support through promotion, partnership and financial assistance.	# initiatives and new partnerships supported by Council Meaningful outcomes are promoted for local people with disability.	The achievements of people with disability are celebrated and valued in our community.	Lead: Community Capacity Building Support: Communications and Engagement, Marketing	2026-30
1.3.3	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 enable people with disability to thrive in Georges River.	Lead: Community Capacity Building Support: Communications and Engagement, Marketing	2026-30
1.3.4	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 and shared.	Representation and visibility of people with disability will reduce community stigmas.	Lead: Community Capacity Building, Marketing	2027-30
1.3.5	Deliver a campaign to promote respect and empower community to know how to support people with disability.	# campaigns delivered. # people who engage with campaign.	The community know how to include and support people with disability.	Lead: Marketing, Communications and Engagement Support: Community Capacity Building	2027-30

Focus Area 2

Creating liveable and safer communities

What you told us

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



What we are going to do

Goal	Action	Measure	Intended Outcome	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.	The community can access meaningful mental health, safety and wellbeing support.	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.	Young people know how to safely explore meaningful 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.	Carers know how to access support for their respite needs.	Lead: Community Capacity Building	2026-30
2.1.4	Facilitate programs and initiatives to support the safety, mental health and wellbeing of intersectional vulnerable groups with disability. This includes seniors, LGBTQIA+, Aboriginal and Torres Strait Islander, young people and CALD communities.	# of programs and initiatives delivered targeting intersectional communities.	The intersectional support needs of people with disability do not go unnoticed.	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 Community Support Services Directory. This includes promoting Council's supported bin collection options.	Council's Community Support Services Directory is maintained and promoted regularly to the community.	More community members are accessing community and Council services.	Lead: Community Capacity Building Support: Customer Experience, Environmental Sustainability and Waste	2026-30
2.3 Council facilities and services support dignified access and inclusion					
2.3.1	Ensure Council spaces support dignified access. This includes	# accessible and inclusive updates.	People of all abilities know that Council can	Lead: Libraries, Cultural Services, Customer	2026-28



	Libraries, Hurstville Museum & Gallery, Customer Service Centres, Early Learning Centres and venues for hire.	# improvement in ease of booking venues for hire.	support their access in a dignified way.	Experience, Early Learning Services. Community Property and Venues Support: Community Capacity Building, Marketing, Communications and Engagement	
2.3.2	Maintain Council venues so they continue to meet accessibility needs. Maintenance requests will be supported in different accessible formats so everyone can report issues easily.	# maintenance requests completed to keep Council facilities accessible. # different ways to report issues.	Everyone in the community can tell Council about access issues easily and Council acts on issues efficiently.	Lead: Community Property and Venues	2026-30
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.	The needs of community members with sensory needs are considered at Council spaces and events.	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, and findings inform improvements to public toilets.	Council knows where and how to improve toilet facility access.	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 principles.	# improvements	Public toilets reflect accessibility best practice.	Lead: Assets and Traffic Support: Community Capacity Building Team	2029-30
2.4 Sports programs and facilities support dignified access					

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.	Increased meaningful participation from people with disability in local sports.	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.	People with disability have dignified access 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 supports dignified access					
2.5.1	Design, deliver and maintain footpaths so they are safe and easy for everyone to use. Maintain them regularly and fix problems when they appear.	# footpath improvements.	People with disability can use our footpaths safely and accessibly.	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.	Seating in Georges River supports people with disability to visit places knowing they can safely 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.	People with disability can use and navigate around furniture and fixtures with ease.	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	% increase in wayfinding signage using iconography	Wayfinding will be easier for everyone in the community, including people	Lead: Assets and Traffic	2027-30

	and sensory design features.	and sensory design features.	with disability and non-English speakers.	Support: Marketing	
2.5.5	Review accessibility parking across Georges River, especially at Council venues.	Accessible parking review completed.	Council knows where and how to improve parking access in Georges River.	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.	People with disability and their carers can safely and comfortably access parking, drop-off and pick-up zones at Council venues.	Lead: Assets and Traffic Support: City Technical Services	2028-30
2.6 Parks and leisure facilities are safe, inclusive and support dignified access					
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.	The community does not have to travel outside of Georges River to play in play spaces that meets their needs.	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.	The community does not have to travel outside of Georges River to play in play spaces that meets their needs.	Lead: Assets and Traffic Support: City Technical Services	2027-30
2.6.3	Increase shaded infrastructure in high-use parks.	# increase of shaded park areas.	The community has more sheltered places to rest comfortably.	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 Council and community event	The accessibility checklist is reviewed and updated every two years.	Event organisers can confidently support dignified event participation for people with disability.	Lead: Events Support: Community Capacity Building	2026-30



	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.	The community knows they can attend Council events regardless of ability.	Lead: Communications and Engagement Support: Events, Community Capacity Building, Libraries	2026-30

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Focus Area 3

Supporting access to meaningful employment and independence

What you told us

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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What we are going to do

Goal	Action	Measure	Intended Outcome	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.	# staff with approved workplace arrangements.	Increase in staff satisfaction, especially those who identify as a person with disability or carer.	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.	Council increases recruitment of people with disability.	Lead: People and Culture Support: Community Capacity Building, Marketing	2026-30
3.1.3	Train Council staff in how to support people with diverse access needs throughout their time at Council.	Delivery of training to relevant people leaders.	Council staff can confidently and sustainably support access needs.	Lead: People and Culture Support: Community Capacity Building	2026-30
3.1.4	Embed an explanation about disclosure of disability in job application forms for all Council roles.	Disclaimer is embedded and guidance is given to staff on supporting requests.	People with disability can apply with clarity and be confident their disclosure of disability is to better support them.	Lead: People and Culture	2026
3.1.6	Position descriptions are clear and the application process is supported in alternative formats.	Position descriptions are reviewed to remove jargon. Alternative formats for job applications are available.	Clear position descriptions help more people with diverse needs and abilities feel confident to apply for Council jobs.	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.	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	The Equal Employment	We show improvements in	Lead: People and Culture	2027-30



	Opportunity (EEO) Policy to create proactively inclusive employment practices.	Opportunity (EEO) policy is improved and implemented.	inclusive hiring and support for people with disability and carers.		
3.2 We actively listen to our staff, address systemic biases, and ensure they have support to succeed					
3.2.1	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.	Consultation with the Inclusion Committee guides access and inclusion initiatives.	The lived experience from our diverse staff informs how we make Council a more inclusive place to work.	Lead: People and Culture	2026-30
3.2.2	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.	Council is a workplace where prioritising mental health and wellbeing is embedded in team culture. It is demonstrated through an improvement in staff wellbeing.	Lead: People and Culture	2026-30
3.3 We will lead inclusive work experience and volunteering practice for people with disability					
3.3.1	Partner locally to create more work experience and volunteering opportunities at Council.	# increase of work experience and volunteering opportunities created for people with disability.	People with disability gain meaningful experience from Council's varied career opportunities.	Lead: People and Culture	2026-30
3.3.2	Advocate for work experience and volunteering opportunities with local businesses and organisations.	Exploration and implementation of local business support for work experience and volunteering.	We create local opportunities to support the career development of people with disability.	Lead: Economic Development Support: Community Capacity Building	2027-30
3.4 We advocate for inclusive employment of people with disability across Georges River					
3.4.1	Support the transition from school to work pathway for young	Foster partnerships with schools to promote transition pathways.	Young people with disability have support transitioning into	Lead: Community Capacity Building	2027-30



	people with disability.	# initiatives promoted and supported.	independence after school.		
3.4.2	Create opportunities for inclusive employers to connect with candidates with disability. Council will promote participation by local businesses.	# opportunities created. # businesses involved.	People with disability know where to find meaningful employment locally.	Lead: Community Capacity Building Support: Economic Development, Communications and Engagement, Marketing	2027-30

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Focus Area 4

Improving access to mainstream services through improved systems and processes

What you told us

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



What we are going to do

Goal	Action	Measure	Intended Outcome	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.	It will be easy for the community to attend Council events knowing access support is available.	Lead: Communications and Engagement Support: Events, Marketing, Community Capacity Building, Libraries	2027-30
4.1.3	Details on accessibility for Council venues spaces and facilities are listed on Council owned websites and resources.	Accessibility detail checklist embedded into venue details.	It is easy for the community to know what spaces, venues and facilities meet their access needs.	Lead: Community Property and Venues, Communications and Engagement Support: Libraries	2026-28
4.1.4	Create access maps for town centres, Jubilee Stadium, and identified venues and parks so people can move around safely and easily.	# access maps developed for town centres, Jubilee stadium and identified venues and parks Access maps are promoted to the community, so they stay informed.	More community members can confidently travel around Georges River knowing what access support is available.	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.	More community members can easily access information.	Lead: IMT, Communications and Engagement, Marketing	2026-30
4.2.2	When Council creates a new website, accessibility best practice will be embedded in the design.	The new website is designed using accessibility best practice, and people with disability are	Council's new website means the community can access the latest accessibility features and improvements.	Lead: IMT Support: Communications and Engagement, Community Capacity Building	2028-30



		involved in co-design.			
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 accessible formats, like Plain English, Easy Read, captioned videos and printed copies.	# increase of information, forms and resources available in a range of formats. Reduce the reading difficulty of Council information with the goal of Year 10 reading level.	Anyone in the community can easily understand information from Council, with more options available then more needs will be met.	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, National Relay Service and the Translating and Interpreting Service (TIS). This includes languages such as Auslan.	# translation-supported engagements with Council. The National Relay Service and the Translating and Interpreting Service (TIS) remain embedded on the Council website and documents.	The community can access information in their language.	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> .	The community is empowered to report access issues anywhere and anytime.	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 in a way that is safe, dignified, and equitable. Good accessibility means people can move around safely, get to the places they need, and use spaces in ways that respect their independence and dignity. It also means people can access information, use services, and join activities in ways that are fair, inclusive, and suited to their needs.

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.

DRAFT



Item: **COM022-26 Report of the Georges River Council Sports Advisory Committee meeting held on 14 May 2026**

Author: Executive Services Officer

Directorate: Office of the General Manager

Matter Type: Committee Reports

RECOMMENDATION:

That the Georges River Council Sports Advisory Committee recommendations for items SAC007-26 to SAC011-26 as detailed below, be adopted by Council.

EXECUTIVE SUMMARY

The following Committee recommendations for items SAC007-26 to SAC011-26 are submitted to Council for determination.

The recommendations were made by the Georges River Council Sports Advisory Committee at its meeting on 14 May 2026.

COMMITTEE RECOMMENDATIONS

SAC007-26 FEEDBACK FROM SPORTS ADVISORY COMMITTEE WORKSHOP - 26 FEBRUARY 2026 - LUX LIGHTING
(Report by Manager Sport and Community Facilities)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Landsberry.

That, the Georges River Council Sports Advisory Committee:

- (a) Receive and note the outcomes of the Georges River Council Sports Advisory Workshop held on 26 February 2026 (Attachment 1).
- (b) Receive and note the outcomes of the broader community consultation on sports lighting (Attachment 2).
- (c) Note that a future report on the Lux Lighting Prioritisation Matrix and associated methodology will be presented to the Assets and Infrastructure Committee by the Manager Assets and Traffic.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith - Swimming Metro South East Inc (METSEA), Member Smith - Golf NSW, Member Thanos - St George Basketball Association, Member Torrissi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC008-26 SPORT AND COMMUNITY FACILITIES UPDATE
(Report by Manager Sport and Community Facilities)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Landsberry.

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.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis,, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrissi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC009-26 COMMUNITY IMPACT CONSULTATION
(Report by Coordinator Community Capacity Building)

COMMITTEE RECOMMENDATION: Member Smerdely - Football St George, Member Widders - St George Australian Football Club

That the Georges River Council Sports Advisory Committee receive and note:

- (a) The extensive community consultation planned to inform the review of the Customer Experience Strategy 2022-2027 and the Social Justice Charter 2022-2026.
- (b) The request to respond to and disseminate consultation surveys to their networks.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis,, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrissi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

Association.

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

SAC010-26 SPORTING INFRASTRUCTURE CAPITAL WORKS UPDATE
(Report by Manager City Technical Services)

FILE REFERENCE
D26/149268

ATTACHMENTS

Attachment [↓](#)1 Minutes of the Georges River Council Sports Advisory Committee meeting held on 14 May 2026

COM022-26

MINUTES

Georges River Council Sports Advisory Committee

Thursday, 14 May 2026

6:00 PM

Georges River Civic Centre
Hurstville - Dragon Room

UNCONFIRMED



GEORGES RIVER COUNCIL

ATTENDANCE

COUNCILLOR MEMBERSHIP

Councillor Oliver Dimoski (Chairperson)
Councillor Kathryn Landsberry
Councillor Natalie Mort.

COMMUNITY MEMBERSHIP

Jeffrey Barrett – St George Cycling Club
Ross Bernays – Oatley Rugby Club
Caroline Braddick – St George Touch Football
Warren Driscoll – St George Junior Rugby Club (Apology)
Jodie Gatehouse – St George District Rugby League Football Club
Kevin Greene – Cricket NSW
Kim Mok - Australian Chinese Soccer Association
Oleksandr Reipolskyi - Southern Cross Tennis
Nicholas Smerdely – Football St George
Mark Smith – Swimming Metro South East Inc. (METSEA)
Tanya Smith – Golf NSW
Paul Thanos - St George Basketball Association
Sal Torrisi – St George City FA
Dale Widders – St George Australian Football Club
Kris Wylie - Cricket (St George District Cricket Association).

GEORGES RIVER COUNCIL STAFF

David Tuxford - General Manager
Kristie Dodd - Director Community and Culture
Bryce Spelta, Director Assets and Infrastructure
Tom Heath – Manager City Technical Services
Greg Knight – Executive Manager City Presentation and Operations
Margaret Le - Manager Sport and Community Facilities
Luke Galle - Coordinator Sport and Recreation
Naomi Bryant – Head of Operations
Melinda Gray-Schwarz - Senior Venue and Recreation Officer
Chris Stojanovski - Technology Business Support Officer
Shannon Tomarchio - Personal Assistant to the Manager Sport and Community Facilities
Nickie Paraskevopoulos – Executive Services Officer.

EXTERNAL PRESENTERS

Gary Lockwood – Football St George.

COUNCILLOR ATTENDANCE

The Mayor, Councillor Elise Borg
Councillor Oliver Dimoski (Chairperson)
Councillor Kathryn Landsberry
Councillor Natalie Mort.

OPENING

The Chairperson, Councillor Dimoski, opened the meeting at 6.05pm.

ACKNOWLEDGEMENT OF COUNTRY

The Chairperson, Councillor Dimoski acknowledged the Bidjigal people of the Eora Nation, who are the Traditional Custodians of all lands, waters and sky in the Georges River area. He paid his 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

MOTION: Councillor Mort, Councillor Landsberry.

That apologies received on behalf of Warren Driscoll be accepted and a leave of absence be granted.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

NOTICE OF WEBCASTING

The Chairperson, Councillor Dimoski 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.

CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

SAC006-26 Confirmation of the Minutes of the Georges River Council Sports Advisory Committee Meeting held on 26 February 2026 (Report by Manager Sport and Community Facilities)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Landsberry.

That the Minutes of the Georges River Council Sports Advisory Committee Meeting held on 26 February 2026, be confirmed.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith - Swimming Metro South East Inc (METSEA), Member Smith - Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

COMMITTEE REPORTS

SAC007-26 Feedback from Sports Advisory Committee Workshop - 26 February 2026 - Lux Lighting (Report by Manager Sport and Community Facilities)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Landsberry.

That, the Georges River Council Sports Advisory Committee:

- (a) Receive and note the outcomes of the Georges River Council Sports Advisory Workshop held on 26 February 2026 (Attachment 1).
- (b) Receive and note the outcomes of the broader community consultation on sports lighting (Attachment 2).
- (c) Note that a future report on the Lux Lighting Prioritisation Matrix and associated methodology will be presented to the Assets and Infrastructure Committee by the Manager Assets and Traffic.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith - Swimming Metro South East Inc (METSEA), Member Smith - Golf NSW,

Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC008-26 Sport and Community Facilities Update
(Report by Manager Sport and Community Facilities)

COMMITTEE RECOMMENDATION: Councillor Mort, Councillor Landsberry.

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.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern Cross Tennis,, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC009-26 Community Impact Consultation
(Report by Coordinator Community Capacity Building)

COMMITTEE RECOMMENDATION: Member Smerdely - Football St George, Member Widders - St George Australian Football Club

That the Georges River Council Sports Advisory Committee receive and note:

- (a) The extensive community consultation planned to inform the review of the Customer Experience Strategy 2022-2027 and the Social Justice Charter 2022-2026.
- (b) The request to respond to and disseminate consultation surveys to their networks.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association, Member Reipolskyi - Southern

Cross Tennis,, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC010-26 Sporting Infrastructure Capital Works Update
(Report by Manager City Technical Services)

COMMITTEE RECOMMENDATION: Member Smerdely - Football St George, Member Widders - St George Australian Football Club.

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.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Greene - Cricket NSW, Member Mok - Australian Chinese Soccer Association,, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith – Swimming Metro South East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

SAC011-26 Carss Park Aquatic Facility
(Report by Executive Manager City Futures)

Note: It was noted that Mr Greene - Cricket NSW left the Chambers at 6:45pm.

COMMITTEE RECOMMENDATION: Member Smith – Swimming Metro South East Inc (METSEA), Councillor Mort.

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.

Record of Voting

For the Motion: The Mayor, Councillor Borg, Chair Dimoski, Councillor Landsberry, Councillor Mort, Member Barrett - St George Cycling Club, Member Bernays - Oatley Rugby and Sporting Club, Member Braddick - St George Touch Association, Member Gatehouse - St George District Rugby League Football Club, Member Mok - Australian Chinese Soccer Association,, Member Reipolskyi - Southern Cross Tennis, Member Smerdely - Football St George, Member Smith – Swimming Metro South

East Inc (METSEA), Member Smith – Golf NSW, Member Thanos - St George Basketball Association, Member Torrisi - Director of St George City, Member Widders - St George Australian Football Club, Member Wylie - Cricket (St George District Cricket Association).

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

CONCLUSION

The Meeting was closed at 6.55pm

Chairperson

UNCONFIRMED

Item: COM023-26 Future Updates to Event Grant Guidelines**Author:** Coordinator Events and Sponsorship**Directorate:** Community and Culture**Matter Type:** Committee Reports**RECOMMENDATION:**

That Council receive and note:

- (a) The increasing demand in funding requested from community organisations under Council's Event Grant Program;
- (b) Upcoming refinements to the Event Grant guidelines to strengthen consistency and alignment across grant programs under the Grants and Donations Policy; and
- (c) Associated community engagement to ensure event organisers are informed of these updates.

EXECUTIVE SUMMARY

1. Council provides funding opportunities to community organisations through the Event Grant Program, to support events that celebrate cultural diversity and promote social connection within the community. Council delivers the program to support the delivery of Council's commitment to fostering inclusion, wellbeing, and vibrant, connected neighbourhoods, as outlined in the Georges River Council Community Strategic Plan 2025–2035 (The Plan).
2. In response to the increase in demand, refinements to the Event Grant Guidelines will be recommended to create a clearer, more consistent, and user-friendly application process aligned with best practice and supporting improved community outcomes. Recognising that events may be part-funded, the updated guidelines will include enhanced criteria outlining eligible project types and funding components.
3. To support event organisers, Council will provide proactive communication and deliver capacity building workshops for both previous applicants, and new and emerging organisers. These workshops will offer guidance on updated processes, compliance requirements, and practical approaches to delivering safe, high-quality events, supporting organisers to deliver well-managed and successful events that enhance the community experience.

BACKGROUND***Strategic Context***

4. On 23 June 2025, the Event Grant Program, and Event Grant Guidelines were adopted by Council (CCL049-25), in line with updates to the Georges River Council Grants and Donations Policy (2025):
 - (a) Grants and Donations Policy: Governs the allocation of program funding;
 - (b) Event Grant Program: The application and assessment process; and
 - (c) Event Grant Guidelines: Guidance on how to apply for grant funding. These guidelines are updated annually.

5. The Grants and Donations Policy govern the Event Grant Program, to ensure Council fulfills its responsibility to address community needs under Section 356 of the Local Government Act 1993.
6. The Event Grant Program forms part of Council's financial assistance programs. These programs include Community Grants, Heritage Grants, Heritage Publications Grants, Venue Hire Grants, Micro Grants, Donations (including Quick Response for individuals and teams), the Councillor Ward Discretionary Fund, and Community Lease or Licence Rental Subsidy.
7. Council's Events and Festivals Charter set the strategic direction for how events contribute to the Georges River community. In alignment with the Charter objectives, community events play an important role in activating the Georges River local government area (LGA) by celebrating cultural heritage and building community connectedness, while also increasing visitation and supporting local businesses through economic activity.

The Event Grant Program and Guidelines

8. Event organisers may apply for up to \$20,000 per financial year under the Event Grant Program. However, over the past three (3) years, Council has experienced a consistent increase in the financial value of requests related to community Event Grants, reflecting a shift toward higher-value requests.

Table 1: Event Grant Requests 2023 to 2026

Financial Year	Event Grants			
	No. of grants	Financial (\$)	In-kind	Total
FY23/24	14	\$54,932	\$20,320	\$74,932
FY24/25	11	\$69,415	\$14,270	\$83,685
FY25/26	11	\$144,105	\$13,310	\$157,415

9. The increased demand highlights the need for a more adaptable and resilient approach that focuses on strong community outcomes and supports a more sustainable and equitable distribution of funding across organisations.
10. Therefore, it is recommended that the Event Grant Guidelines are updated to include further criteria aligned with Council strategic priorities, such as the role the event plays in supporting vulnerable communities or in bringing together different cultures and fostering social cohesion. Amendments will also provide clearer guidance on the components that funding can support, such as infrastructure, safety, and compliance requirements.
11. Funding will be managed in a measured and strategic way to maintain long-term sustainability, while supporting equitable distribution and strong community outcomes. This may result in partial funding moving forward, which has not previously been implemented although is permissible under the current Event Guideline.
12. The revised guidelines will promote consistent and transparent assessment, while reinforcing the program's role in building organisational capability and supporting the delivery of well-managed, compliant, and sustainable community events. Through this financially sustainable approach, Council will preserve the opportunity for an increased number of event organisers to apply for grants, reaching more communities.

Next steps

13. Council is currently undertaking a service review of its grants and financial assistance program (as part of the mandatory integrated planning and reporting guidelines) to ensure it is effective, equitable, and aligned with organisational priorities. As part of this review, the Event Grant Guidelines will be refined to strengthen clarity, support program outcomes, and ensure transparent, consistent, and accessible funding processes that deliver improved community impact.
14. The 19 event organisers who have received an event grant in the last three years, as well as unsuccessful applicants will receive communication advising them of upcoming amendments to the Event Grant Guidelines and will be invited to attend capacity building workshops, delivered in both in-person and online formats. These workshops will provide tools and guidance to support compliance, enhance event quality, and encourage innovation in event delivery across the LGA.
15. Council will also inform the community that funding priority will be given to organisers who demonstrate the ability to deliver safe, well-managed events and address essential planning, approvals and safety requirements. As a result of the revised criteria and increased demand, applicants may receive partial funding where full funding may have previously been awarded, ensuring a more equitable distribution of available funds and supporting stronger outcomes and reduced risk across the LGA.
16. A future report will be presented to Council, with any changes to the Grants and Donations Policy, detailing recommendations based on this review to inform a program of continuous improvement to the grants program.

FINANCIAL IMPLICATIONS

17. The total allocated budget for Event Grants and Outgoing Sponsorship is \$130,057 in FY2025/26.
18. In the FY2025/26 to date, Council has approved Event Grant applications totalling \$157,415 in financial and in-kind support, not including sponsorship requests received, which are managed and assessed separately. The increase in funding above the allocated budget has been accommodated through savings identified within the Events and Sponsorship operational budget for the FY2025/26 and underspend in Council's financial assistant program.
19. Over the past three financial years, the program has received 19 regular applicants, with several organisations submitting repeated applications across multiple years. Demand for funding has exceeded the available budget for this financial year and Council officer see that this trend will continue. The ongoing demand demonstrates the value of the program to the community, however, highlights challenges in ongoing financial viability. If all 19 regular applicants were to submit applications in a single funding round and receive support, the current budget would be insufficient to meet demand.

RISK IMPLICATIONS

20. *Strategic Risk 1: Financial Sustainability* – Increasing demand in the amount of funding requested may result in the annual budget being exhausted early in the financial year, limiting Council's ability to support events in later periods and reducing equitable access to funding across the community. This could create an imbalance in the distribution of community benefit and place pressure on Council's ability to align with its Long-Term Financial Plan. Updating the guidelines, including clearer funding criteria and an option for partial funding, will mitigate this risk by enabling a more equitable and controlled allocation of funds throughout the year, ensuring broader access and improved financial management.
21. *Strategic Risk 6: Reputation* – Unclear or inconsistent assessment processes may lead to decisions that are perceived as unsupportive of events that promote cultural expression,

community connection, or significant community causes. This could undermine community trust and negatively impact Council's standing and credibility. By updating the guidelines to include transparent and enhanced assessment criteria, Council will support consistent, evidence-based decision-making and prioritisation of initiatives aligned with community needs, thereby strengthening community confidence and reinforcing Council's role as a fair and trusted partner.

22. *Strategic Risk 8: Social Cohesion* – Ineffective funding allocation or unclear processes may limit Council's ability to support community-led events that foster inclusion, wellbeing, and local economic participation. This may reduce opportunities for social connection and weaken Council's responsiveness to changing socio-economic community needs. Updating the guidelines will improve clarity, accessibility, and alignment with strategic priorities, enabling Council to better support eligible initiatives that deliver meaningful community benefit, promote inclusion, and strengthen social cohesion across the local government area.

COMMUNITY ENGAGEMENT

23. Community engagement was undertaken in the development of the Grants and Donations Policy (2025) prior to adoption by Council.
24. The community will have the ability to comment on any amendments to the Grants and Donations Policy through the public exhibition period of any future change process.

FILE REFERENCE

D26/155255

ATTACHMENTS

Nil