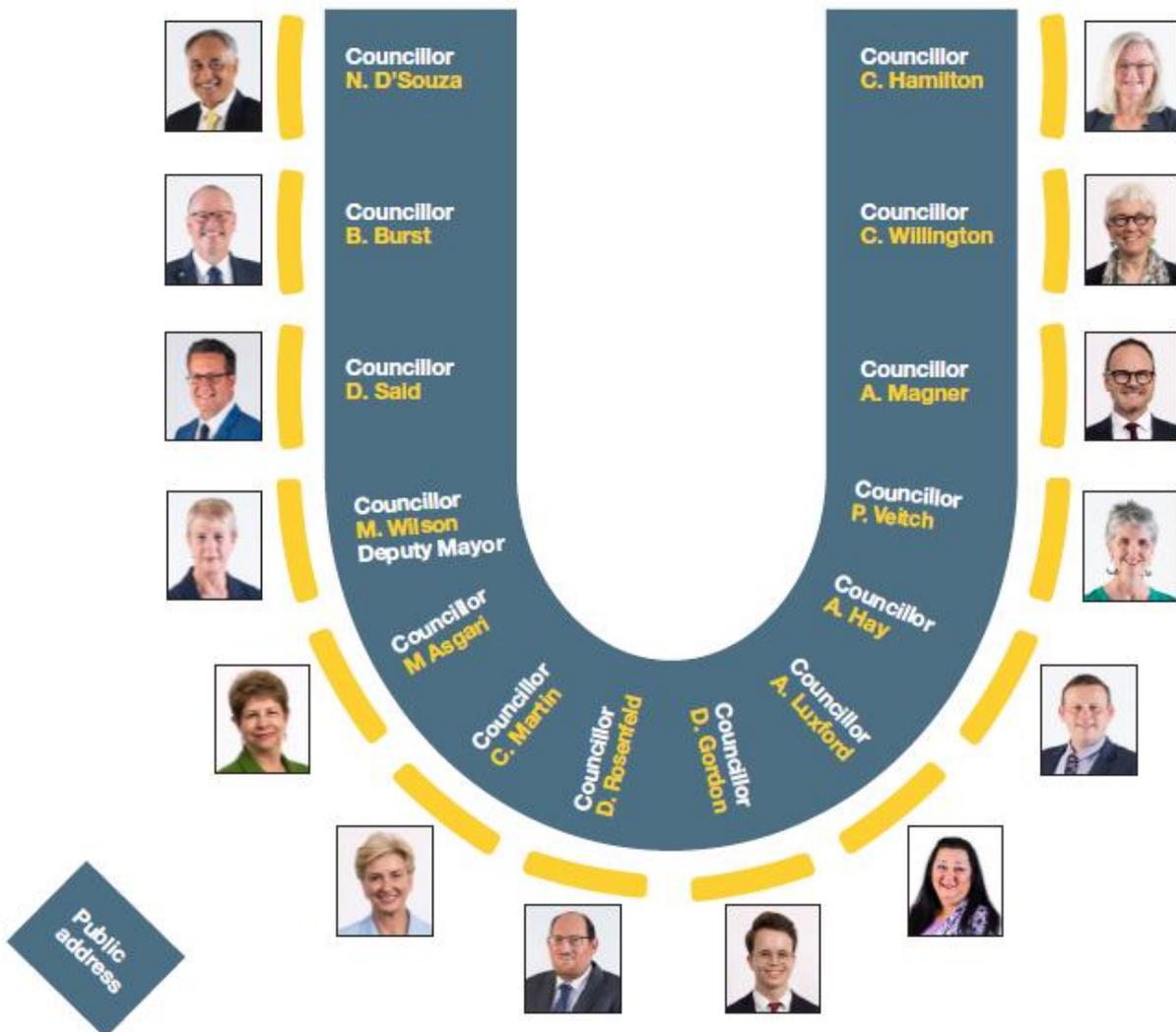


Ordinary Council Meeting

Tuesday 28 October 2025

Seating plan for Council meetings



Public
address

Public gallery

Statement of ethical obligations

Obligations	
Oath [Affirmation] of Office by Councillors	I swear [solemnly and sincerely declare and affirm] that I will undertake the duties of the office of councillor in the best interests of the people of Randwick City and the Randwick City Council and that I will faithfully and impartially carry out the functions, powers, authorities and discretions vested in me under the Local Government Act 1993 or any other Act to the best of my ability and judgment.
Code of Conduct conflict of interests	
Pecuniary interests	<p>A Councillor who has a pecuniary interest in any matter with which the council is concerned, and who is present at a meeting of the council at which the matter is being considered, must disclose the nature of the interest to the meeting.</p> <p>The Councillor must not be present at, or in sight of, the meeting:</p> <ol style="list-style-type: none">at any time during which the matter is being considered or discussed, orat any time during which the council is voting on any question in relation to the matter.
Non-pecuniary conflict of interests	A Councillor who has a non-pecuniary conflict of interest in a matter, must disclose the relevant private interest in relation to the matter fully and on each occasion on which the non-pecuniary conflict of interest arises in relation to the matter.
Significant non-pecuniary interests	A Councillor who has a significant non-pecuniary conflict of interest in relation to a matter under consideration at a council meeting, must manage the conflict of interest as if they had a pecuniary interest in the matter.
Non-significant non-pecuniary interests	A Councillor who determines that they have a non-pecuniary conflict of interest in a matter that is not significant and does not require further action, when disclosing the interest must also explain why conflict of interest is not significant and does not require further action in the circumstances.



Notice is hereby given that an Ordinary Council meeting of Randwick City Council will be held in the Council Chamber, 1st floor Town Hall building, 90 Avoca Street, Randwick on Tuesday, 28 October 2025 at 7pm

Acknowledgement of Country

“I would like to acknowledge that we are meeting on the land of the Bidjigal and the Gadigal peoples who occupied the Sydney Coast, being the traditional owners. On behalf of Randwick City Council, I acknowledge and pay my respects to the Elders past and present, and to Aboriginal people in attendance today.”

Prayer

*“Almighty God,
We humbly beseech you to bestow your blessings upon this Council and to direct and prosper our deliberations to the advancement of your glory and the true welfare of the people of Randwick and Australia.
Amen”*

Apologies/Granting of Leave of Absences

Requests to attend meeting by audio-visual link

Confirmation of the Minutes

Ordinary Council - 23 September 2025

Declarations of Pecuniary and Non-Pecuniary Interests

Address of Council by Members of the Public

Privacy warning;

In respect to Privacy & Personal Information Protection Act, members of the public are advised that the proceedings of this meeting will be recorded for the purposes of clause 5.20-5.23 of Council’s Code of Meeting Practice.

Audio/video recording of meetings prohibited without permission;

A person may be expelled from a meeting for using, or having used, an audio/video recorder without the express authority of the Council.

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Nil

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CS65/25	Heffron Park Field 60-62 Sportfield Lighting Upgrade Tender No.T2026-07 <i>This matter is considered to be confidential under Section 10A(2) (d) Of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret. (Tender/ Procurement)</i>	
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CS66/25 Provision of Road Vehicle Brooms, Brushes and Spare Parts - Tender No:
SSROC T2025-11

This matter is considered to be confidential under Section 10A(2) (d) Of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret.

CC36/25 La Perouse Museum and NPWS Agreement for a Variation of Lease - update

This matter is considered to be confidential under Section 10A(2) (d) Of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret.

Ray Brownlee, PSM
GENERAL MANAGER

Mayoral Minute No. MM29/25

Subject: Passing of Aunty Norma Simms

Motion:

That Council express its deepest condolences to the family of Aunty Norma Simms who passed away peacefully on 8 October 2025 and acknowledge her passing by observing a minute of silence.

Background:

Aunty Norma Simms, a proud and highly respected Bidjigal Aboriginal Elder, passed away peacefully, leaving her family and community in deep mourning. She was 93 years old.

Aunty Norma's legacy as a mother, grandmother, great-great-grandmother and community leader will never be forgotten. Her work as a storyteller, teacher, and protector of her land and family remains an inspiration to all who knew her.

Aunty Norma was one of ten siblings—she had nine sisters and one brother—and they all grew up in La Perouse. She worked for many years on the assembly line at Rosebery Veneer, and at Scots Detergent in Botany and Prince Henry Hospital.

Known as the matriarch of her family and community, Aunty Norma was a strong advocate for land rights and justice for her people from La Perouse. She dedicated her life to her family, her culture, and her community. Her wisdom, love, and strength were the pillars that held her family together across generations.

Aunty Norma travelled to Canberra to fight for justice, and she joined the Freedom Rides with Charlie Perkins - standing up for Aboriginal rights at a time when few dared to. She was a passionate advocate for land rights in La Perouse and never stopped fighting for her people.

In 1988, during the Bicentennial, Aunty Norma stood strong in protest, supporting her community and calling for truth, justice, and recognition. Aunty Norma took her first plane ride to Canberra for the National Apology. There, she listened as Prime Minister Kevin Rudd said "sorry" to the Stolen Generations.

Her spirit, strength, and stories will live on in the hearts of all who knew and loved her.

Council expresses its sincere condolences to the family of Aunty Norma Simms and the La Perouse Aboriginal Community on her passing.

Attachment/s:

Nil

Submitted by: The Mayor, Cr Dylan Parker

File Reference: F2025/06574

Mayoral Minute No. MM30/25

Subject: Financial Assistance and Donations - Oct - Nov 2025

Motion:

That Council:

- a) donate an amount of \$1000 to South Coogee Public School for their major fundraiser the Twilight Cinema on 21 November 2025.
- b) donate plants from Council's nursery to the value of \$500 to South Coogee Learning Centre to help shade their area.
- c) donate an amount of \$500 to the Social Unit of Prince of Wales Hospital for their BBQ Event in late November during the 16 days of Activism against Gender-Based Violence.
- d) note the waiving of fees to the value of \$318 for the Kensington Hall hire and the Coogee East Ward Hall hire for the 50th Anniversary celebrations of the Coogee Seahorses.
- e) donate plants from Council's nursery to the value of \$500 to Holy Trinity Kingsford Church, Kingsford to help shade their area.

Background:

a) South Coogee Public School

South Coogee Public School have requested for donation for their major fundraising event this year, the Twilight Cinema on 21 November 2025.

This is a whole community event and everyone is welcome.

This year the screening will be Wonka and it will be themed with fun foods and decorations. The school will also publicise Randwick Council's support with digital and physical advertising and school communications and socials.

b) South Coogee Learning Centre

South Coogee Learning Centre is a local community preschool and last year they lost a lot of trees within their grounds. The Centre would like to replenish their natural environment and would like some fast growing trees from Council's nursery that will shade the area. They would also like some bush tucker plants to help strengthen the aboriginal program and knowledge to the children and families.

c) Prince of Wales Hospital – BBQ Event

Prince of Wales are requesting a donation for their BBQ Event during the 16 Days of Activism against Gender-Based Violence in late-November. This event is to raise awareness and connect the community with the local domestic violence support services. The event will invite members of the community and the Eastern Suburbs Domestic Violence Network.

d) Coogee Junior Rugby Club 50th Touring Anniversary

Coogee Junior Rugby Club has requested for the waiving of fees for the hire of Kensington Hall and Coogee East Ward Hall for their 50th Touring Anniversary celebrations which took place on the weekend of 19-21 September.

e) Holy Trinity Kingsford Church, Kingsford

Holy Trinity Kingsford Church, Kingsford has requested for plants to improve privacy from car park across the street, reduce traffic noise and help control water runoff on the sloped ground during heavy rain.

Source of funding:

The financial implications to Council will be funded from the 2025-26 Contingency Fund.

Attachment/s:

Nil

Submitted by: The Mayor, Cr Dylan Parker

File Reference: F2025/06574

MM30/25

Mayoral Minute No. MM31/25

Subject: Lifeline 24-Hour Fundraising Event

Motion:

That Council considers supporting the Lifeline 24-Hour Fundraising Event by way of \$9,344 in-kind lifeguard service fees for the Lifeline 24-Hour Fundraising Event.

Background:

The Lifeline 24-Hour Fundraising Event is a 24-hour endurance event jointly organised by Lifeline Sydney & Sutherland and the Randwick City Council Lifeguards. This initiative combines physical resilience with emotional solidarity, aiming to raise both awareness and critical funds for Lifeline's life-saving services.

The event aims to raise awareness and funds for mental health and suicide prevention services. Lifeline has submitted an application for a partnership fundraising event, which will take place at Clovelly Beach from 9:00 am Thursday, 26 February to 9:00 am Friday, 27 February 2026.

Following Council's review of the Lifeline Risk Assessment, several concerns were raised. These have since been resolved through detailed clarification provided during a meeting with Lifeline on 6 August 2025.

The Lifeline 24-Hour Fundraising Event is a high-impact, community-focused initiative that reinforces Council's partnership with mental health services and showcases the leadership and dedication of our Lifeguard team. The event has been thoroughly planned, with comprehensive risk assessments, safety briefings, and community notifications in place to ensure public safety and engagement.

In recognition of the event's charitable purpose and alignment with Council's commitment to community wellbeing, it is recommended that Council support the initiative and waive all lifeguard service fees associated with patrolling the event.

Source of funding:

The financial implications to Council will be funded from the 2025-26 Contingency Fund.

Attachment/s:

Nil

Submitted by: The Mayor, Cr Dylan Parker

File Reference: F2007/00634

Director City Planning Report No. CP27/25

Subject: Affordable Housing Strategy - Post Exhibition Report

Executive Summary

- This report outlines the results of community consultation for the draft Affordable Rental Housing Strategy and draft Affordable Housing Design Guidelines.
- The draft Strategy was endorsed by Council (Gordon/Magner) at the 17 June 2025 Ordinary Council meeting for public exhibition.
- The Draft Strategy and associated guidelines were placed on public exhibition for 28 days from 06 August to 03 September 2025.
- Feedback received was generally supportive of the Strategy. A total of 28 submissions were received. 20 submissions fully supported the draft Strategy, 4 supported the Strategy with changes and 2 community submissions expressed opposition to the Strategy's overall objectives. A further 2 submissions were neutral and made general comments about the Strategy.
- Amendments have been made to the strategy to incorporate feedback received from the submissions and to incorporate the findings of the "Options for essential worker housing in New South Wales" Inquiry. An outline of the amendments to the Strategy is provided in Table 4 within this report.
- The most notable changes to the Draft Strategy include:
 - the removal of a 10% target for sites subject to uplift, replaced with an action that proposes the delivery of affordable housing based on maximum development feasibility
 - review of Councils preference for 'in-kind' contributions over monetary contributions to allow flexibility on a case by case
 - a new action to advocate to the NSW Government to address the impact of vacant homes including Short Term Rental Accommodation (STRA).

Recommendation

That Council:

- a) notes the feedback received from the public exhibition of the Affordable Rental Housing Strategy and the Affordable Housing Design Guidelines and amendments to these documents informed by community and stakeholder feedback; and
- b) adopts the Affordable Rental Housing Strategy and the Affordable Housing Design Guidelines, as amended.

Attachment/s:

1. [LINK TO VIEW](#) Affordable Rental Housing Strategy with mark ups
2.  Affordable Housing Guidelines
3.  Summary of key stakeholder submissions and responses
4.  Summary and response to community submissions

Purpose

This report provides a summary of the public consultation activities carried out during public exhibition of the draft Affordable Rental Housing Strategy and draft Affordable Housing Design Guideline and the results of these activities.

The report also details amendments to the documents as a result of feedback received and seeks adoption of the updated Strategy and Guideline.

Discussion

Background and Context

The 2021 Census shows that 3,355 households (6.5%) in Randwick LGA faced unmet need for affordable rental housing. The data indicates that family households are most affected. Demand is expected to rise further with growth in health, education, and research jobs. Over the past 5 years Sydney rents have risen approximately 4 times faster than incomes (SGS Economics and Planning, 2025). Limited supply, coupled with high rents and property prices in Greater Sydney, has worsened affordability in the Randwick LGA, driving residents—especially families and first home buyers—to relocate to more affordable areas such as Bayside, Sutherland, and the Central Coast. Expanding affordable rental housing in the LGA is vital for retaining workers, sustaining community connections, and supporting local productivity.

Building on Council's past achievements, that have positioned Randwick as a leader in the affordable housing initiatives, the draft Affordable Rental Housing Strategy (Attachment 1) presents a comprehensive and balanced response to the current and emerging affordable housing challenges facing Randwick City. This comprehensive framework, informed by research and strategic analysis, outlines clear priorities and practical actions to improve access to affordable housing locally. It also recognises that meaningful progress requires coordinated policy, financial investment, and regulatory support from all levels of government.

At the 17 June Ordinary Council Meeting, Council resolved to endorse the draft Affordable Rental Housing Strategy and the draft Affordable Housing Design Guideline for public exhibition and community consultation as follows:

“RESOLUTION: (Gordon/Magner) that Council:

- (a) endorse the draft Affordable Rental Housing Strategy and the draft Affordable Housing Design Guideline for public exhibition and community consultation.
- (b) requests staff prepare and present an annual progress report to Council on the implementation of the Affordable Rental Housing Strategy, including: a. progress against key performance indicators and targets established in the Strategy; b. number of affordable housing units delivered through Council programs and initiatives; c. affordable housing contributions collected and allocated; d. partnerships established with housing providers, developers, and other stakeholders; e. challenges encountered in implementation and proposed solutions; f. emerging opportunities for affordable housing delivery; g. updates on relevant State and Federal policy changes affecting affordable housing delivery; and h. recommendations for strategy refinements or additional actions required to meet affordable housing objectives;
- (c) requests the first annual progress report be presented to Council within 12 months of the Strategy's adoption.
- (d) amend the attached Draft Affordable Rental Housing Strategy as follows:
 - 1.5 Action (p.32) ...such as secondary dwelling and self-contained bedrooms, providing housing choice
 - 2.2 Action (p 34) ...Community Housing providers, Housing Co-ops or other organisation; and,
- (e) request that the findings and recommendations of the report – ‘Options for essential worker housing in New South Wales - June 2025’ be considered and key outcomes and actions relevant to Council are incorporated into the draft Affordable Housing Strategy (post exhibition) and the next review of the Local Housing Strategy.”

The draft Strategy incorporating amendments specifies in item d) of the resolution was placed on public exhibition for 28 days (from 06 August until 03 September).

Community Consultation

In line with Council’s Community Engagement Strategy, the draft Affordable Rental Housing Strategy and the draft Affordable Housing Design Guidelines were placed on public exhibition for a period of 28 days. The public exhibition took place from 06 August 2025 until 03 September 2025 and included a range of engagement activities and meetings with key stakeholders. Engagement included:

- Councils Your Say Page – submissions and “ask a question”
- Emails to Your Say subscribers
- Email to Key Stakeholders
- Hard copies at Councils Libraries, Customer Service Centres and the Lexington Hub
- Briefing at Randwick Precinct Committee
- Meetings/discussions with:
 - Bridge Housing and:
 - Urban Taskforce
 - Shelter NSW – CEO

Council’s Your Say Randwick website hosted the following information:

- [The Draft Affordable Rental Strategy](#)
- [The Draft Affordable Housing Design Guidelines](#)
- [Priorities and Associated Actions](#) taken from the strategy
- A comprehensive list of [Frequently Asked Questions](#) based on the key components of the draft

The community was encouraged to “make a submission” or “ask a question” either directly through the website or via email.

Overview of Feedback

A total of 28 written submissions were received from the community and stakeholders. 20 submissions fully supported the draft Strategy, 4 supported the Strategy with changes and 2 community submissions expressed opposition to the Strategy’s overall objectives. A further 2 submissions neutral and made general comments about the Strategy.

Seven (7) questions were also submitted using the “ask a question function” on the YourSay website.

The reach achieved through the website was significant with:

- 791 visits to the **Your Say page**
- 191 Downloads/views of the **Draft Affordable Rental Housing Strategy**
- 78 Downloads/views of **Housing Design Guidelines**
- 102 downloads/views of the **FAQs**

Ask a question summary

A summary of the feedback received from the “ask a question” feature is shown in Table 1 below.

No.	Concerns & Questions	Response
1.	Will affordable housing cost ratepayers?	Funding sources for affordable housing are from developer contributions. State and federal government funding may be available for any future development by Council.

No.	Concerns & Questions	Response
2.	Is affordable housing for Australian Citizens only?	Typically, yes, but this can be reviewed on a case by case for essential workers.
3.	Luxury units dedicated and only for a period of 15 years.	Noted. Council will continue advocating for changes to the State planning system.
4.	An increase in affordable rental properties and boarding houses is necessary. Impacts of short-term rental accommodation and vacant homes should also be addressed.	The strategy will seek to retain and increase the supply of affordable and low-cost housing whilst advocating for improved outcomes in relation to boarding houses and other low-cost housing as well as impacts from short term rental accommodation.
5.	Minimum lot size and frontages are too small and not in line with other cities like Amsterdam.	The Housing SEPP overrides Council's controls, including a minimum lot size of 450m ² and a minimum lot width of 12m. The strategy is focused on affordable rental accommodation. It commits to both a review of Councils relevant controls and further advocacy to the state government for improvements to the planning system
6.	A lack of affordable and quality options for students.	The strategy acknowledges high rentals for purpose-built student accommodation in the area. Action 3.5 outlines advocacy to the state government for changes to state legislation that specifically address the affordability of Co-Living Developments, specifically student housing.
7.	Informative strategy but seeks clarification on two points: how is the 7.5% target measures? Does it include both affordable housing that is capped at 30% of household income as well as affordable housing that exceeds 30% of income. What is Council's commitment to prioritise low-income households and transitional housing over moderate-income households.	The affordable housing target of 7.5% is inclusive of both forms of affordable and social housing. In relation to eligibility, applicants must meet a range of criteria to qualify for affordable housing including rental stress, risk of homelessness, income thresholds and asset limits. Council's strategy commits to advocating that all affordable rentals should be capped at 30% of household income.

Table 1: Summary of the feedback received from the “ask a question” feature in the Your Say Randwick webpage.

Community submissions summary

Overall, the community was largely supportive of the strategy with key concerns relating to the impacts of short-term rental properties and the impacts of vacant homes/land banking. Two responses indicated:

- anti-sentiment towards social and affordable housing provision including concerns about anti-social behavior and that housing provision is “not a core Council function”. The responses indicate misconceptions about people residing in affordable and social housing

suggesting further efforts to address public perception of social affordable housing may be required alongside Council's ongoing housing program.

A summary of key themes from the submissions is provided below in Table 2 below with a more a comprehensive summary and Council's response provided in Attachment 4.

Key Themes arising in community submissions	No of times key theme was raised in submissions
General Support/comments	3
Further requirements/costs to developers may hinder development and raise housing costs	1
Longer affordable housing tenancies	1
Concerns with the loss of community facilities and services with redevelopment of Council land	1
Support a review of STRA Accommodation impacts and other actions to reduce impacts	3
Concerns increased densities and population will have impacts on local infrastructure and services – pro-affordable housing in the mix of existing dwellings	1
Concerns about tenants	1
Support for essential worker housing	2
Not a core Council function – to be decided by market or state government	1
To further consider key sites owned by government agencies and others	1
Improved data on empty RFBs	1
NSW Government to impose penalties on vacant properties	3
The strategy should include public housing not just social	1
The target is not measurable if the definition of affordable housing is clear	1
Target to be stated at front of document	1
Focus on lower incomes and transitional housing for Council led affordable housing as moderate can be captured by developer led	1
New residential towers should prioritise long term residents over premium product student housing	1
Concerns of excessive rents being unable to be met by elderly residents – resulting in working well above retirement age	1

Table 2: A summary of key themes raised in submissions

Key Stakeholders Consultation

Consultation was undertaken with the following key stakeholders including government agencies, public authorities and Community Housing Providers (CHP):

- Nightingale
- Women's Housing Company
- UNSW
- Community Housing Limited
- Shelter NSW
- St George Community Housing
- The Deli Women & Children's Centre
- The Department of Planning
- Homes NSW
- Aboriginal Housing Office
- Bayside Council
- Waverley Council
- Woollahra Council
- City of Sydney Council
- Inner West Council

Key stakeholder submissions summary

Key stakeholders raised the following points:

1. Bridge Housing

Supports rent setting at 30% of household income and the target of 1,494 new affordable dwellings. Prefers monetary contributions over in-kind dedication for financial sustainability and program flexibility.

2. The Junction Neighbourhood Centre

Endorses income-based rent and housing diversity. Requests clearer essential worker definitions and stronger support for vulnerable women escaping domestic violence.

3. South Sydney Regional Organisation of Councils

Advocates for a unified affordable housing scheme with broad contributions and a distribution plan. Emphasises partnerships, use of Council-owned sites, and advocacy for legislative changes.

4. Shelter NSW

Supports inclusionary zoning and perpetual affordable housing but highlights concerns of essential workers leaving due to affordability. Urges advocacy for rent caps across all providers and policy reforms over campaigns like renting spare rooms.

5. Dexus

Questions feasibility of a 10% contribution and seeks economic testing. Prefers monetary contributions, CPI-indexed cash rates, and flexibility in dwelling distribution.

6. Homes NSW

Backs 10% GFA targets and LGA-wide contributions but requests updated references and clarity on rent caps. Highlights the role of CHPs and suggests leveraging partnerships for delivery.

7. Nightingale Housing

Supports inclusionary zoning as a priority and suggests incentives for renting under-utilized bedrooms. Recommends exploring ground lease models with not-for-profit developers.

8. Women's Housing Company

Notes severe housing stress across income levels and affordability gaps even with capped rents. Identifies barriers in tenant placement due to advertising restrictions for CHPs.

9. The Deli Women and Children’s Centre

Stresses the link between domestic violence and homelessness, calling for more transitional housing. Advocates trauma-informed design, simplified processes, and Domestic Family Violence-inclusive policies.

10. CHIA NSW

Commends the strategy but urges higher targets and income-based eligibility for essential workers. Recommends monetary contributions, inclusionary zoning for commercial projects, and planning incentives.

11. Urban Taskforce Australia

Argues levies act as a “tax on development” and prefers incentives over contributions. Warns that rigid targets could harm feasibility and housing supply.

12. St George Community Housing

Supports inclusionary zoning and partnerships but suggests a 15–20% target on uplift. Raises concerns about STRA impacts and calls for feasibility-based contributions.

13. City of Sydney

Strongly supports targets and rent caps at 30% of income. Suggests land transfers to CHPs with legal safeguards and stresses financial sustainability when acquiring stock.

Overview of all key stakeholder comments

Overall feedback from key stakeholders was largely positive with support for implementing inclusionary zoning targets on sites subject to uplift, as well as a broader affordable housing contribution. Some stakeholders including Community Housing Providers suggested increasing the inclusionary zoning target beyond the 10% proposed in the strategy. In contrast, those representing the private development industry expressed concerns about the feasibility of a 10% target noting that it would place financial burden on private developers. Many stakeholders across the board highlighted the importance of robust feasibility assessment to inform the introduction of any future levies.

There was also strong support for Council’s target of 7.5% of all dwellings to be social and affordable by 2036, however there was concerns from the development industry about how this would be met. There was strong support for essential worker housing and many supported rents being capped at 30% of household income. There was also strong support for partnerships with CHPs to deliver affordable housing programs, due to their capability to access funding streams. Developers and CHPs indicated a preference for monetary contributions over in-kind affordable housing dedications as this can lead to improved affordable housing outcomes.

Key theme from key stakeholder submissions	Number of times key theme was raised in submissions
Support for Inclusionary Zoning target	7
Support exploring a LGA wide affordable housing contribution scheme	6
Support for capping rent of affordable housing at 30% of household income	5
Advocate for state changes to cap all affordable housing at 30% of income	2
Monetary contributions over in-kind dedications	3

Key theme from key stakeholder submissions	Number of times key theme was raised in submissions
Consideration for the geographic distribution of affordable housing across the LGA and the challenges/complexities of managing units scattered across developments and the LGA	3
Supportive of a 7.5% target for social and affordable dwellings by 2036	7
Adopt a higher target	2
Supportive of the number of affordable and social dwellings to be delivered by 2036	2
Concerns that the NSW Government may not meet their targets of social and affordable dwellings	1
Concerns that affordable housing for a period of 15 years will lead to large scale inequality in the future	1
Suggestion for a unified LGA wide affordable housing plan (rather than precinct based)	1
Campaign for spare bedrooms not likely to be successful	2
Increase affordable housing contributions over time	3
Impacts of short-term rental accommodation	4
Support for the delivery of affordable housing on Council land	4
Support of partnerships with CHPs for Council's affordable housing programs	7
Explore affordable co-living developments – with housing Co-ops	3
Collaboration with Homes NSW and CHPs for programs	3
Retention of existing levels of affordable and social housing	3
Retention of existing low-cost rental housing	4
Support for wider tax reform to address housing affordability and barriers for downsizers	3
Prioritise transitional and crisis housing with minimum allocations	3
Incorporate Safety-by-design principles for Council led housing	1

Key theme from key stakeholder submissions	Number of times key theme was raised in submissions
Ensure well located affordable housing	1
Embed domestic Violence services and experts into management of transitional units	1
Provide accessible units	1
Support for essential worker housing	6
Vulnerable people to be prioritised in the allocation of affordable housing	1
Applying affordable housing contribution to commercial development – employment generates housing demand	1
Review of impacts of purpose-built student accommodation	3
Planning concessions for affordable housing – design standards, parking rates and land use permissibility	1
Engage with CHPs for the design of units – design guidelines and development applications	3
Flexible dwelling mix to suit need	3
Address community perceptions of social and affordable housing	1
Key performance indicators to be implemented for delivery	1
Concerns around viability of a 10% affordable housing contribution	2
Encourage renting out of space bedrooms	2
Encourage secondary dwellings	4
Improved reporting data	2
Further clarification for developers	1

Table 3: Summary of key themes raised by key stakeholder

Detailed Responses were received from 13 key stakeholders:

- Bridge Housing
- The Junction Neighborhood Centre
- South Sydney Regional Organisation of Councils
- Shelter NSW
- Dexus
- Homes NSW
- Nightingale Housing
- The Women’s Housing Company
- The Deli Women and Children’s Centre

- Community Housing Industry Association NSW (CHIA NSW)
- Urban Taskforce Australia
- St George Community Housing
- City of Sydney

Responses to these submissions are provided in Attachment 3.

Changes to endorsed Strategy

The following Table 4 summarises the changes to the draft Strategy in response to submissions.

Pg.no	Endorsed Strategy as Exhibited	Amended Strategy (Post Exhibition)
1, 15, 22, 25, 26	Homes NSW administrative Corrections: -The endorsed strategy refers to Homes NSW, Aboriginal Housing Office, NSW Land and Housing Corporation as separate organisations and entities. - The endorsed strategy incorrectly references state and federal funding under section 6.1.	All references in the Strategy to organisations that all fall under the umbrella organisation of Homes NSW has been amended throughout the strategy as requested by Homes NSW.
5	Overall target not indicated in the Executive Summary.	“The strategy also contains and overall target for 7.5% of all dwellings in Randwick City to be social and/or affordable housing by 2036.” Added to Executive Summary.
7	“What is affordable rental housing?” references to rent capping based on 74.9% of market rent and 30% of household income.	Amended to reflect changes from Homes NSW submission around rent capping.
8	Table 1. Household Income eligibility limits.	Updated to reflect 2025/26 rates within the 2024 to 2025 Ministerial Guidelines.
14	Clarification of data used in Strategy - Affordable Housing unmet need	This section has been amended to remove reference to ‘social housing’ as requested by Homes NSW. The data refers to affordable housing need only (separate to social housing).
31, 40	1.1 Action – For sites subject to uplift, require a strategic target of up to 10% of the total floor area to be provided as affordable housing subject to feasibility (inclusionary zoning mechanism).	Reword 1.1 Action that for sites subject to uplift, require an affordable housing contribution on the total proposed residential floor space. All affordable housing rates are to be determined by a robust feasibility assessment as part of any future planning proposal (inclusionary zoning mechanism). The specification of a 10% target has been removed from the action and the explanatory paragraph. The action has been amended on the basis that Council seeks to maximise the provision of

Pg.no	Endorsed Strategy as Exhibited	Amended Strategy (Post Exhibition)
		affordable housing based on the level of uplift and feasibility assessment.
32, 40	1.2 Action - For all new development, investigate an LGA wide affordable housing contribution scheme.	No change to action required. This action does not apply to Community Housing Providers. A note has been included in the explanatory paragraph above the action in the Strategy.
32, 41	1.3 Action- Ensure both dwelling dedications and Council led developments of affordable housing meet Council's Affordable Housing Design Guidelines.	<p>1.3 Action - Ensure both dwelling dedications and Council led developments of affordable housing consider Council's Affordable Housing Design Guidelines.</p> <p>As the needs of each community housing provider and tenants vary it is important to allow flexibility in the design of affordable housing units. The guidelines provide industry guidance on Council's requirements for amenity, functionality, security and design.</p> <p>The Guidelines have been amended to allow development assessment officers to apply flexibility when considering specific design requirements, including security needs to allow dwellings to be used as transitional housing.</p>
33	1.6 Action - Investigate the impacts of short-term rentals across the LGA and the loss of traditional low-cost and affordable dwellings through the redevelopment of sites to understand the impacts on housing affordability	<p>1.6 Action – Investigate the impacts of short-term rentals across the LGA and the loss of traditional low-cost and affordable dwellings through the redevelopment of sites to understand the impacts on housing affordability and any impacts on essential worker housing provision.</p> <p>Amended to included essential worker housing impacts</p>
33, 42	1.8 Action - Investigate and implement planning incentives and mechanisms to encourage residential apartments in areas where there is competition for residential floor space.	Included in implementation plan to be consistent with draft strategy.
34,42	<p>New Action 1.9 – this is a new action that was not in the endorsed strategy.</p> <p>1.9 Action – Investigate Council's approach to levying affordable housing contributions to</p>	<p>1.9 Action – Investigate Council's approach to levying affordable housing contributions to allow for monetary contributions in lieu of in-kind dedication.</p>

Pg.no	Endorsed Strategy as Exhibited	Amended Strategy (Post Exhibition)
	<p>allow for monetary contributions in lieu of in-kind dedication.</p> <p>A new action based on the feedback received from across the industry both community housing providers and developers in relation to the inefficiencies of 'in-kind' affordable housing contributions.</p> <p>Explanatory paragraph also included above action in the strategy and is added to implementation plan.</p>	<p>A new action based on the feedback received from across the industry both community housing providers and developers in relation to the inefficiencies of 'in-kind' affordable housing contributions.</p> <p>Explanatory paragraph also included above action in the strategy and is added to implementation plan.</p>
43	<p>2.1 Action- For the development of Council owned land, develop a priority list of sites and undertake land use analysis and feasibility assessment to investigate opportunities for the delivery of affordable rental housing.</p> <p>Timeframe: 6 months</p>	<p>2.1 Action For the development of Council owned land, develop a priority list if sites and undertake land use analysis and feasibility assessment to investigate opportunities for the delivery of affordable rental housing</p> <p>Timeframe updated to 9-12 months to provide sufficient time for detailed feasibility and land use analysis</p>
43	<p>2.2 Action – Explore joint venture opportunities or partnerships with Community Housing Providers, Housing, Co-ops or other organisations for delivering affordable housing on Council owned land</p> <p>Timeframe: 6 months</p>	<p>2.2 Action– Explore joint venture opportunities or partnerships with Community Housing Providers, Housing, Co-ops or other organisations for delivering affordable housing on Council owned land</p> <p>Timeframe updated to 12 months to provide sufficient time for Action 2.1 to be completed</p>
37, 44	<p>3.3 Action - Advocate for affordable essential/key worker housing to be delivered as essential infrastructure required to support large scale non-residential redevelopment on government land or in proximity to proposed new infrastructure.</p>	<p>Action 3.3 Advocate for essential/key worker housing that is affordable to be delivered as essential infrastructure required to support large scale non-residential redevelopment on government land or in proximity to transport infrastructure.</p> <p>This amendment provides further clarity of the intent of the action and to consider proximity to transport infrastructure as part of the criteria.</p>
38, 45	<p>3.5 Action – Advocate to the NSW Government to address the affordability of Co-Living developments through the planning system.</p> <p>Timeframe: 6 months</p>	<p>3.5 Action Advocate to the NSW Government to require affordable dwellings within all Co-Living developments through the planning system to provide for students and essential workers.</p> <p>Timeframe updated from 6 months to 9 months.</p>

Pg.no	Endorsed Strategy as Exhibited	Amended Strategy (Post Exhibition)
38, 45	<p>New Action 3.6 – is a new action that was not in the endorsed strategy.</p> <p>3.6 Action – Use existing statistics of vacant homes and sites to advocate to the NSW Government for a levy or other possible mechanisms to address homes being left vacant for more than 12 months or for the most part of 12 months with revenue provided towards Council’s affordable housing programs.</p> <p>This has been added in response to feedback and key concerns raised during the public exhibition and responding to Council resolution MM34/24 (23 July 2024 Ordinary Council Meeting) that seeks to address vacant homes and land banking through the introduction of a levy for homes vacant more than 12 months.</p>	<p>3.6 Action – Use existing statistics of vacant homes and sites to advocate to the NSW Government for a levy or other possible mechanisms to address homes being left vacant for more than 12 months or for the most part of 12 months with revenue provided towards Council’s affordable housing programs.</p> <p>This has been added in response to feedback and key concerns raised during the public exhibition and responding to Council resolution MM34/24 (23 July 2024 Ordinary Council Meeting) that seeks to address vacant homes and land banking through the introduction of a levy for homes vacant more than 12 months.</p>
39, 46	<p>New Action 3.7 – is a new action that was not in the endorsed strategy.</p> <p>3.7 Action – Advocate to the NSW Government for the Ministerial Guidelines to be updated to require all affordable housing to be capped at 30% of household income or 74.9-80% of market rent whichever is lesser for the individual household.</p> <p>Amended based on feedback received from Homes NSW and other stakeholders/community members during the public exhibition. This would address issue of rents being unaffordable and exceeding 30% of household income.</p> <p>This is also consistent with recommendation 6 of the NSW Parliamentary Inquiry (see below).</p>	<p>3.7 Action – Advocate to the NSW Government for the Ministerial Guidelines to be updated to require all affordable housing to be capped at 30% of household income or 74.9-80% of market rent whichever is lesser for the individual household.</p> <p>Amended based on feedback received from Homes NSW and other stakeholders/community members during the public exhibition. This would address issue of rents being unaffordable and exceeding 30% of household income.</p> <p>This is also consistent with recommendation 6 of the NSW Parliamentary Inquiry (see below).</p>

Table 4: Outline of changes between endorsed strategy and final version of strategy

Changes to Affordable Housing Design Guidelines

The Draft Affordable Housing Guidelines assist developers and Council in the assessment of dwellings to be dedicated to Council as affordable housing. Specifically, it contains design requirements for amenity, dwelling size, dwelling mix, accessibility and fit out. They also provide a checklist to be used at the time of DA assessment.

Following public exhibition, the Draft Affordable Housing Design Guidelines has been updated to enhance resident safety and to support the potential use of dedicated units as transitional housing. The amendments also address Council resolution CC23/25 from the Ordinary Council meeting of 26 August 2025 in which Council resolved to increase transitional housing. The resolution as follows:

RESOLUTION: (Veitch/Willington) that:

- (a) Council notes the current and planned efforts to facilitate the increased resourcing for local housing and support services that support victim-survivors of family and domestic violence;
- (b) increase the community partnerships budget by \$100K in the 2026/27 budget;
- (c) allocate a minimum of five additional FDV transitional homes by 2028; and
- (d) receive a report in financial year 2028/29 to add further additional FDV transitional homes in council's new affordable housing properties.

In line with the Council resolution, the Guidelines have been amended to specifically address:

- Crime prevention through environmental design (CPTED) principles
- Secure entry points for individual units
- Building access control – to encourage electronic access systems
- Floor-level security – restricted and secure lift access
- Surveillance – CCTV and Passive surveillance

The guidelines require compliance with relevant parts of Section C2 of the Draft DCP that deal with security and safety matters. The guidelines also reiterate the need for proposals to detail these measures in development applications for in-kind affordable housing dedication.

Response to Parliamentary Inquiry – Essential Worker Housing

Council officers have reviewed the recommendations handed down in June 2025 by the Parliamentary Inquiry considering relevance to Randwick City. The recommendations included implementing a coordinated, statewide approach led by Homes NSW to address the housing challenges faced by essential workers—those who earn too much for social housing but not enough for market rates. Key proposals included establishing an independent accountability board, integrating essential worker housing into planning and zoning policies, prioritising government land for development, and exploring innovative models like build-to-rent and shared equity schemes. The inquiry emphasised the need for flexible definitions, localised solutions, and better use of existing housing stock to ensure essential workers can live near their workplaces. The following recommendation are relevant:

- Recommendation 6 – *the eligibility for essential worker housing should be determined based on a clear criterion, such as market rent exceeding 30% of an essential workers income with rents set as a percentage of income rather than a discount on market rent*

Response:

Action 3.7 has been added to seek a cap of 30% of household income as a basis for all affordable housing

Action 4.1 seeks to cap Council-owned affordable housing rents at 30% of household income

- Recommendation 7 - *That the NSW Government mandate all local councils to develop and implement affordable housing strategies that incorporate specific provisions for addressing the housing needs of essential workers within their local government area.*

Response: Council's endorsed Strategy will be consistent with this recommendation

- Recommendation 8 - *That the NSW Government, in collaboration with local councils, undertake an audit to develop a comprehensive, publicly available register of affordable housing across the state, with a subset dedicated to essential worker housing*

Response: Action 3.2 advocates for improved data and collaboration

Strategic alignment

The relationship with our 2022-26 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Housing
Outcome	A city with diverse and affordable housing that responds to local needs
Objective	Increase the percentage of all households that are either social or dedicated affordable housing to a minimum of 10% by 2040.
Delivery program commitment	Continue to identify appropriate areas to apply an affordable housing contributions scheme requiring a proportion of all development to be dedicated as affordable housing.
Delivery program commitment	Develop and implement actions to provide affordable housing across the City, including for key workers.
Delivery program commitment	Work with the Land and Housing Corporation to develop a staged approach for the renewal of social housing estates, ensuring increased social housing dwellings in any redevelopment.
Delivery program commitment	Explore the opportunity to increase Council's 2021 baseline of transitional housing provision for women and children escaping domestic violence.

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Implementation and reporting

The strategy contains an implementation plan, including timeframes and responsibility for delivery of priorities and actions.

In accordance with the June 2025 Council resolution, an annual progress report will be prepared for Council on the implementation of the Affordable Rental Housing Strategy, with the first report to be presented to Council within the first 12 months of the strategy's adoption.

The report will include:

- Existing affordable and social housing provision in the LGA including Councils current affordable dwelling holdings and money in reserves
- the overall progress of the implementation plan and its relevant priorities and actions.
- specific achievements or milestones relevant to the implementation plan or any further affordable housing achievements
- any challenges or significant changes effecting affordable housing delivery and management including those from state government and federal funding; and
- Progress in meeting the 7.5% target of social and affordable dwellings by 2036.

Risks

To assist in considering the adoption of the report's recommendations, the following potential risks have been identified:

Risk	Mitigation
<p>Legislation considerations Changes in state or federal policies, or delays with regulatory approvals (e.g., planning or zoning changes), could adversely affect the project's timeline and targets.</p>	<p>Maintain monitoring of government policy and regulatory changes.</p> <p>Establish regular communication channels with state and Federal agencies to anticipate policy shifts.</p> <p>Establish a flexible approach to implementation. Whilst the implementation plan has set timeframes, these can be reviewed to align with state/Federal policy changes where</p>

	necessary. Any changes will be reported within each annual report.
<p>Financial Considerations:</p> <ul style="list-style-type: none"> Managing and maintaining Council owned affordable housing 	This will continue to be subject to regular monitoring and review to achieve a balanced budget
<p>Reputational considerations:</p> <ul style="list-style-type: none"> Local residents may oppose affordable housing developments due to concerns about property values, increased traffic, or changes in neighborhood character which can lead to negative publicity. 	<p>It is essential that they are addressed to mitigate any reputational risk or heightened community concerns.</p> <p>Council's robust, open and transparent community consultation process that informed the final strategy will provide input into the implementation of Council's affordable housing program, ensuring that they communicate:</p> <ul style="list-style-type: none"> What affordable housing is. Who it is for Any other common misconceptions in relation to affordable housing. <p>Council maintains clear and open communication about affordable housing project goals, progress, and challenges, regularly updating the public and stakeholders to build trust and enhance credibility.</p>
<p>Community Consideration Loss of community diversity and social balance due to insufficient affordable housing provisions</p>	<p>Maintain and expand an affordable housing portfolio in partnership with community housing providers and developers.</p> <p>Integrate affordable housing targets into planning instruments and redevelopment projects.</p> <p>Advocate for state and federal support for local housing affordability initiatives including for key workers. Support mixed-tenure developments to promote social cohesion and inclusion.</p>

Resourcing Strategy implications

The endorsed strategy and design guidelines have been prepared internally by Council's Strategic Planning team as part of the Council 2023-2024 and 2024-2025 budget allocations.

The adopted strategy will be embedded into annual work plans of Strategic Planning Department and where required, associated budget allocations. The anticipated timeframes and responsibilities are outlined in the implementation plan (Section 10 of the Strategy).

Policy and legislative requirements

Relevant policies and legislation in relation to the review of Council's Affordable Housing Strategy:

- Environmental Planning and Assessment Act 1979
- Environmental Planning and Assessment Regulation 2021
- State Environmental Planning Policy (Housing) 2021 (Housing SEPP)
- Sydney Metropolitan Plan - The Six Cities Vision
- Eastern City District Plan
- Randwick Local Strategic Planning Statement

- Randwick Vision 2040 - Housing Strategy
- Voluntary planning agreements under section 7.4 of the Environmental Planning and Assessment Act (EP&A Act)
- Randwick City Council Affordable Housing Schemes (Kensington and Kingsford Town Centers and the Housing Investigations Areas + Randwick Junction Town Centre under gateway determination).
- NSW Affordable Housing Ministerial Guidelines 2024-25.
- Parliamentary Inquiry 2025- Options for essential worker housing in New South Wales report.

Conclusion

The Affordable Housing Strategy has been developed based on a comprehensive housing needs analysis and informed by best practice planning approaches. It outlines clear objectives and actions to strengthen Council's ongoing leadership and commitment to delivering affordable housing in Randwick City over the next 10 years.

Following its public exhibition from 6 August to 3 September 2025, the Strategy was subject to a range of engagement activities, including the Your Say Randwick page and meetings with key stakeholders. Feedback received during this period was largely supportive, with strong endorsement from the community and stakeholders for measures such as inclusionary zoning and broader affordable housing contributions. While Community Housing Providers advocated for increasing the proposed 10% inclusionary zoning target, representatives from the private development sector raised concerns about its financial feasibility. Across stakeholder groups, there was consensus on the need for robust feasibility assessments to guide any future levies or contributions.

The Strategy has also addressed key outcomes/actions arising from the Parliamentary Inquiry into Essential Worker Housing in line with the resolution of 17 June Ordinary Council meeting.

In response to submissions and the outcomes of the Parliamentary Inquiry into Essential Worker Housing, several amendments have been made to the draft Strategy. These include replacing the fixed 10% inclusionary zoning target with an action to pursue the maximum feasible rate; reviewing Council's preference for 'in-kind' contributions over monetary contributions on case-by-case basis; and introducing actions to address the impact of vacant homes, including Short Term Rental Accommodation (STRA).

These changes reflect Council's responsiveness to stakeholder input and its commitment to evidence-based policy development. It is therefore recommended that Council endorse the amended Affordable Housing Strategy and associated Design Guideline as final (Attachment 1 and 2).

Responsible officer: Matthew Salamone, Environmental Planning Officer; David Ongkili, Coordinator Strategic Planning

File Reference: F2023/00708

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CITY PLANNING

Affordable Housing Design Guidelines



Adoption Date:
Click or tap to enter a date.

Review Date:
02 June 2025

Version:
Draft

Responsible Department:
City Planning

TRIM Document Number:
D05734058



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1. Introduction

1.1. Purpose

The purpose of the affordable housing design requirements is to assist developers and Council in the assessment and allocation of affordable housing dwellings to be dedicated to Council in accordance with the Randwick City Council Affordable Housing Strategy and Scheme.

Specifically, this Guide:

- Outlines the design requirements for affordable rental dwellings that have been dedicated as affordable housing dwellings on sites or as an 'in kind' contribution.
- Seeks to ensure that dedicated affordable housing dwellings are functionally equivalent, or greater than, market-rate dwellings that are within the same development in terms of amenity, facilities and design.
- This document seeks to further clarify requirements in the NSW Government's Apartment Design Guide (ADG) ensuring that its broad provisions are correctly applied to dedicated affordable housing units.

1.2. How to use this document

This design guide was publicly exhibited with the Randwick City Affordable Housing Strategy. It should be used to guide the design of proposed affordable housing dwellings that are to be dedicated to Council.

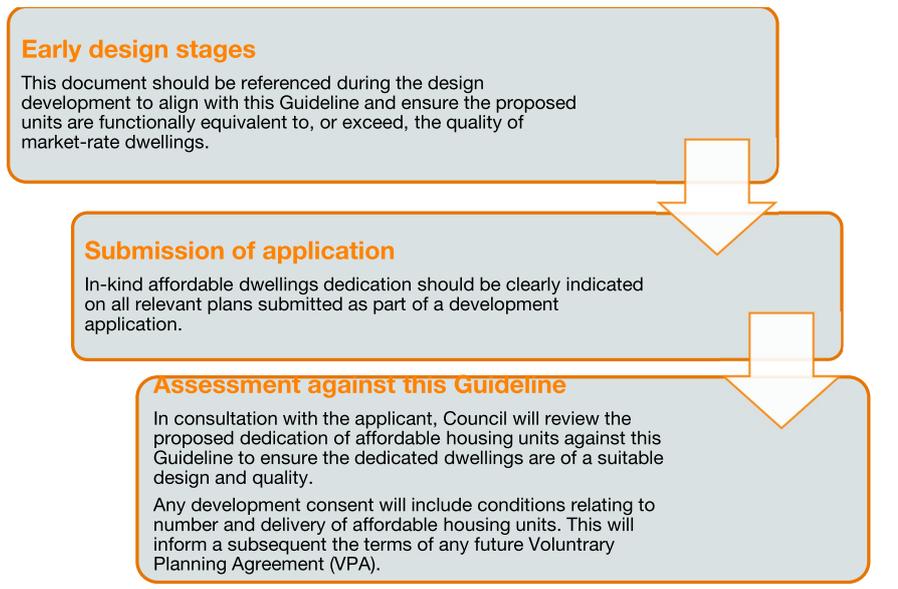


Figure 1. Affordable Housing Dedication Process

1.3. Land to which the design guidelines apply

The affordable housing design requirements apply to all dwellings that have been dedicated to Council for the purposes of affordable housing dwellings, provided through an ‘in kind’ contribution under any relevant adopted affordable housing contribution scheme within the Randwick City Local Government Area.

2. Design guidelines

2.1. Design requirements for affordable housing dwellings

Council will have regard to the following matters in considering an affordable housing dwelling offer:

Dwelling size, location and mix of accessible units

Dwelling Size

- a. Each dwelling has a gross floor area (GFA) of at least 50m² measured in accordance with *Division 2 Affordable housing* of the Randwick LEP.
- b. For gross floor area dedications exceeding 50m², the following minimum dwelling sizes apply:
 - i. 2 bedroom dwelling – 70m² (GFA)
 - ii. 3 bedroom dwelling – 90m²(GFA)

Note – Gross Floor Area is defined in Dictionary of the Randwick LEP and is measured within the internal walls of a dwelling, excluding car parking areas and any associated vehicular access along with basement storage areas. Dwellings to be dedicated to Council are to clearly demonstrate compliance with this Guideline in plans and documents submitted to Council as part of a Development Application.

Dwelling Mix & location

- c. Where more than one affordable housing dwelling is to be dedicated to Council:
 - i. The dwelling mix, defined by the number of bedrooms per unit, should align with Section C2 of Council's DCP.
 - ii. The dwellings are to be distributed throughout the building / development, including at least one dwelling above the ground floor level.
 - iii. A higher proportion of one-bedroom units may be appropriate in the Randwick Education and Health Precinct to meet the needs of essential workers.

Accessible and Adaptable dwellings

- d. Consideration should be given to the provision of adaptable/accessible units in accordance with the NSW Affordable Housing Ministerial Guidelines.

Design and amenity

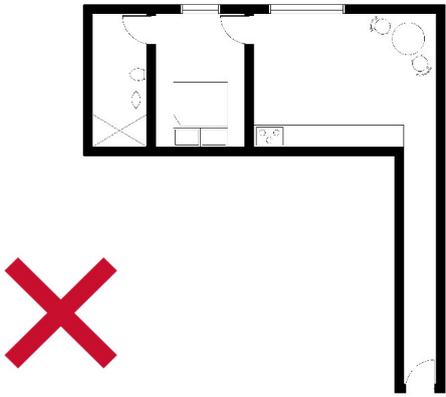
- e. The following design considerations are to be the same or greater than market rate dwellings within the development:
 - i. General layout and circulation: the layout and circulation should be considered practical and usable with minimal "dead space". In the design of larger developments floor plates

often result in some spaces that are not considered usable space and what is commonly referred to as ‘dead space’. An example of this would be an apartment with an excessively long hallway in lieu of sufficient habitable space as demonstrated in example 1 of Figure 2, Council will not accept dwellings that are considered to have excessive dead space or poor circulation.

- II. Private open space: private open space should meet the requirements under the ADG and/or relevant DCP as demonstrated in example 2 of figure 2.
- III. Storage Space: storage space is to meet the requirements under the ADG and and/or relevant DCP as demonstrated in example 2 of figure 2.
- IV. Energy Efficiency: All integrated appliances and mechanical heating and cooling should be of a high standard in terms of efficiency and be of the same standard as those provided throughout the development. For new apartments Council encourages 100% electric apartments to keep future running costs low for residents and to reduce health and safety impacts of managing units supplied with gas. Air conditioning should be provided unless the design allows for the dwelling to be adequately heated and cooled using passive and/or low-energy methods. Ceiling fans should be installed to provide a low-energy cooling option.
- V. Thermal efficiency & Passive Design: Council encourages high rating passive design in terms of thermal insulation, orientation and external shading. Affordable housing dwellings dedicated to Council should be of the same standard or greater than the market rate dwellings in the development. For example, if the development includes double glazing and high performance insulation to market rate dwellings, the dwellings dedicated for the purposes of affordable housing should also include the same insulation and double glazing.
- VI. Water efficient dwellings: all dwellings dedicated are to be fitted with water efficient fixtures including taps and showerheads.
- VII. General Amenity: Under the ADG, a specified percentage of dwellings must meet high amenity standards while allowing the remainder to have a lower level of amenity. To prevent dedications comprising solely of lower amenity dwellings—especially when dedicating more than one affordable housing unit to Council—the overall dedication must adhere to the amenity percentage standards detailed in the Apartment Design Guide as follows:
 - a. 60% or more of affordable housing dwellings dedicated to Council are to have good cross ventilation
 - b. a minimum of 70% of affordable housing dwellings dedicated to Council achieve adequate solar access; and
 - c. 20% of affordable housing dwellings dedicated to Council to incorporate the Liveable Housing Guideline’s silver level universal design.

Note – Prior to dwellings being fitted out, the proponent is to provide to Council a materials schedule to ensure the fitout is of an acceptable level. This will be conditioned in the development consent which must be satisfied prior to the issue of an occupation certificate and to satisfy any voluntary planning agreement that may be in place for the development.

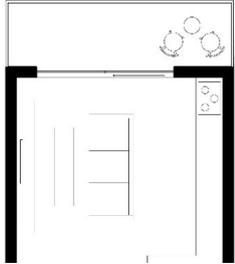
Examples of good and poor provision



Example 1) an apartment with an excessively long hallway that is not considered useable space. The general layout and circulation is poor, the bathroom can only be accessed via the bedroom.

There is no built-in storage in the bedroom or any private outdoor space, both are requirements under the ADG.

The apartment is also single aspect and south facing which would be considered poor in terms of solar access and cross ventilation.



Example 2) an apartment with a hallway with purpose, it is not excessively long and provides



separate access to the bedroom and bathroom as well as creating separation between the entry and living spaces.

The apartment includes built in storage in the bedroom and private outdoor space.

The apartment is also dual aspect East/West providing good solar access across the apartment and cross ventilation.

Fit out of dwellings

The same if not greater than market rate dwellings

1. Affordable housing dwellings must meet or exceed the quality of private dwellings and include durable and well-performing features. This means that the amenity level, storage provisions, and location within the development should be on par with or superior to market standards.

Provision of facilities

2. Each dwelling must feature a full-sized private kitchen and bathroom. Any dwelling larger than two bedrooms (>70m²) is to have a second bathroom. Council also requires the provision of a bathtub in family sized dwellings.

Bathroom and Kitchens	
1 bedroom	1 small bathroom (toilet, shower and sink)
	A full sized kitchen
2 bedrooms	1 full sized bathroom (shower/bathtub, toilet and sink)
	A full sized kitchen
3 bedrooms and greater	1 full sized bathroom (shower/bathtub, toilet and sink) & 1

	small bathroom (toilet, shower and sink)
	Full sized kitchen

Parking Requirements and Security

Car, bicycle and motorcycle parking

3. Any car parking provided is to be in line with the relevant DCP for the site or under the Housing SEPP.
4. Bicycle and motorcycle parking is to be compliant with Section B7 of Council’s DCP.

Secure Dwellings

To ensure that all dwellings are safe and secure for residents, including those used for transitional housing, and to support the effective use of dedicated affordable housing units for this purpose when required, all new dwellings must incorporate robust security measures. In addition to the safety and security requirements outlined in Part C2 of the DCP, dwellings that are to be dedicated must also include:

- **Crime prevention through environmental design (CPTED):** Incorporate CPTED principles into the design.
- **Secure Entry Points:** Each unit must be fitted with high-quality locks on entry doors and windows.
- **Building Access Control:** All external access points to the building must be secured. The use of electronic access systems such as security fobs or similar technology is strongly encouraged.
- **Floor-Level Security:** In multi-storey buildings with lift access, each residential floor should be secured and accessible only to residents of that floor, where practicable.
- **Surveillance:** CCTV cameras must be installed in common areas, including building entry points, to enhance safety and deter unauthorized access. Incorporate passive surveillance in shared areas.

Security provisions must be clearly detailed in the development proposal, alongside the proposed dedication of affordable housing units and this must be submitted to Council prior to the drafting of any Voluntary Planning Agreement (VPA). These measures will be reviewed for adequacy prior to the settlement.

3. Design Guideline Checklist

Design Requirement Checklist for dwelling dedication	Yes/No
Does each dwelling meet size requirements?	
Are the dwellings to be dedicated as affordable housing clearly shown on submitted floor plans in the Development Application?	
Is the dwelling mix consistent with Section C2 of the DCP Please indicate mix.	
Is the location of the dwellings suitable? Briefly explain	
Is the layout and circulation acceptable? Briefly explain	
Are the dwellings (if apartments) ADG compliant?	
Is the energy performance of the dwellings the same or greater than other dwellings within the development?	
Is the thermal efficiency of the dwellings the same or greater than other dwellings within the development?	
Is the water efficiency of the dwellings the same or greater than other dwellings within the development?	
Are the aspects and outlooks of the dwelling considered acceptable within this guidance?	
Does the fit out of dwellings comply with this guidance?	

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Appendix 3 - Key Stakeholder Submissions

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Summary of submissions with responses:

Submissions summary and responses	
1.	<p>Bridge Housing: Support for the strategy in particular:</p> <ul style="list-style-type: none"> • setting of rent for affordable housing owned by Council at 30% of household income • target of 1,494 new social or affordable housing dwellings • potential use of community housing providers for partnerships to deliver greater affordable housing programs • exploring increasing target overtime to meet full level of need • a preference for Council to prioritise monetary contributions to ensure dedicated units are financially sustainable in terms of strata costs and cost of individual units scattered across multiple developments. • monetary contributions allows for greater access to funding to deliver greater programs. <p>Response to submission</p> <p>A higher target for affordable and social housing over time is noted and can be considered based on future housing trends. The preference for monetary contributions is also noted and a new action has been added to the Strategy to allow for flexibility for monetary contributions in lieu of in-kind dedication, on a case by case basis.</p>
2.	<p>The Junction Neighbourhood Centre: Support for the strategy including the rental based on household income, increased diversity of housing stock, partnerships with CHPs and Co-ops.</p> <p>Further consideration of key worker definition and support for women escaping domestic and family violence or those that are more vulnerable.</p> <p>Response to submission</p> <p>Essential worker details to be considered in implementing actions in relation to essential workers including advocacy to state government.</p>
3.	<p>South Sydney Regional Organisation of Councils: Support for the strategy and all the proposed actions including inclusionary zoning and a LGA wide contribution, increased housing diversity and advocacy commitments for improved state legislation and provision of affordable and social housing by the state government.</p> <p>Key suggestions:</p> <ul style="list-style-type: none"> • A unified affordable housing scheme across the LGA that includes a low-broad based contribution; • Development of a distribution plan for quality affordable housing delivery, acquisition of existing stock and prioritising essential workers; • Further explore Council owned sites and partnerships with CHPs • Collaborate with other stakeholders for amendments to the Housing SEPP;



Submissions summary and responses	
	<ul style="list-style-type: none"> • Council policy for all affordable housing across the LGA be capped at 30% of household income. <p>Response to submission</p> <p>A broad affordable housing scheme is included in the draft strategy. A 'distribution plan' approach will be considered in developing Council led affordable housing programs. The strategy's actions are to also consider partnerships with CHPs and in advocating for amendments to the Housing SEPP. The strategy has been amended in response to comments received during public exhibition to include an action to advocate to the NSW Government for all affordable housing (not just Council owned) to be capped at 30% of household income.</p>
4.	<p>Shelter NSW: support for the strategy including:</p> <ul style="list-style-type: none"> • inclusionary zoning schemes, • the target for social and affordable housing stock • Council led delivery using partnerships with CHPs • the recognition of affordable housing as critical infrastructure • affordable housing to be provided in perpetuity • income based rent setting models and • advocacy for tax reform. <p>Further comments and concerns relating to current housing affordability issues including:</p> <ul style="list-style-type: none"> • essential workers migrating to other regions; • If the NSW Government does reach the potential of their sites for social and affordable housing, Council may not achieve the targets within the strategy; • Affordable housing managed by for profit providers offering stock that is not affordable. Council to advocate for changes to the state legislation to require all affordable housing (including for profit providers) to be rented at 30% of household income. • A campaign for the renting out of spare bedrooms is unlikely to address the housing crisis. Efforts are best put towards policy reform to encourage downsizing and secondary dwellings. • Concerns around impacts of short term rental housing <p>Response to submission</p> <p>The draft Strategy recognises that a lack of affordable housing can contribute to migration of essential workers to other regions. The concerns regarding a potential shortfall in the delivery of housing by Homes NSW is noted. It is also recognised that all levels of government have a responsibility to deliver affordable housing. Council will continue to advocate to the NSW Government for increased funding for affordable and social housing as specified in Action 3.2 of the Strategy. Amendments to the strategy include an action to further advocate for all affordable housing (not just Council owned) to be capped at 30% of household income.</p>
5.	<p>Dexus: Supportive of the strategy and guidelines including the target of 1,494 new affordable and social dwellings</p> <p>Key comments and concerns include:</p> <ul style="list-style-type: none"> • Feasibility of an affordable housing contribution of up to 10% - future planning proposals for such rates should be subject to economic testing; • preference for monetary contributions or greater flexibility in distribution of dwellings • Cash contributions rates to be indexed to CPI fluctuations – with phase in period for strategic rezonings to allow the market to adjust.



Submissions summary and responses	
	<ul style="list-style-type: none"> • Include CHPs in the consultation process for advice on the design guidelines • Units should be located with public transport and other services. • Clarification to industry for economic measures and method of dedication with post-dedication responsibilities. <p>Response to submission</p> <p>In relation to concerns about the feasibility of a 10% affordable housing levy on uplift, amendments to Action 1.1 have been made to remove this target. This action specifies that the maximum affordable housing rate will be determined on a case by case (and in sites or precincts) seeking a maximum levy on a site. Action 1.9 has been amended to allow flexibility for monetary contributions where appropriate, as this concern has been raised in other submissions. This will allow Council to consider the best outcome in relation to Council's Affordable Housing Program objectives.</p>
6.	<p>Homes NSW: Homes NSW owns a number of sites in the Randwick LGA with significant opportunities for future social and affordable housing including keyworker housing.</p> <p>Homes NSW support:</p> <ul style="list-style-type: none"> • the Strategy's target of 10% GFA for affordable housing in uplift areas (subject to feasibility) • investigation of an LGA-wide contribution scheme • review of planning controls to encourage diverse housing types including secondary dwellings • efforts to assess the impact of short-term rentals and redevelopment on low-cost housing • strengthening provisions to prevent net dwelling loss • prioritising Council-owned sites for affordable housing development • exploring partnerships and joint ventures with Community Housing Providers. <p>Comments and Issues raised included:</p> <ul style="list-style-type: none"> • Update references in the Draft Strategy to reflect Homes NSW as the umbrella organisation encompassing: <ul style="list-style-type: none"> • NSW Land and Housing Corporation (LAHC) • Aboriginal Housing Office (AHO) • Housing and homelessness functions of the Department of Communities and Justice (DCJ) • Key worker housing functions across government • Update references in the draft strategy to clarify that the NSW Affordable Housing Ministerial Guidelines caps rent at 74.9% of market rent only for Not-for-profit Community Housing Providers (CHPs) to maintain charitable status, whilst For-profit CHPs may charge up to 80% of market rent, as permitted under the Housing SEPP and National Rental Affordability Scheme (NRAS), noting that under fee-for-service arrangements (e.g. NRAS), rent is typically set at 80% of market rate. • NSW Affordable Housing Ministerial Guidelines are currently under review, with rent setting mechanisms being a key focus. • Note that: <ul style="list-style-type: none"> • Affordable housing is typically delivered through a mix of funding and land contributions from all levels of government, with not-for-profit Community Housing Providers (CHPs) playing a key role, often without relying on planning mechanisms. • Transferring ownership of affordable housing to not-for-profit CHPs can significantly boost delivery—by an estimated 21–27%—as they can leverage assets to secure additional funding. • Some Councils are finding it expensive to retain ownership of affordable housing stock.

Submissions summary and responses	
	<ul style="list-style-type: none"> • NSW Government is investing in build-to-rent developments for essential workers and is improving data capturing and sharing. • Homes NSW welcomes collaboration and offers assistance for delivery of Council programs. <p>Response to submission</p> <p>The strategy has been amended with correct references to organisations and to clarify rent capping under the Ministerial Guidelines. To further collaborate with Homes NSW on future programs and consider other suggestions.</p>
7.	<p>Nightingale Housing: Whilst not as experienced in the NSW Planning system, it is noted that:</p> <ul style="list-style-type: none"> • Support for 'Inclusionary Zoning' as your first priority and believe that it could be grandfathered in over time. • Is there potential for incentives for renting out under-utilised bedrooms in homes, doing more than just a public awareness campaign. • Industry: Council could work with not-for-profit developers or other agencies to look at Ground Lease Models on Council Owned Land <p>Response to submission</p> <p>Support noted and to consider future opportunities with non-for profit developers and other agencies and different models in the implementation of the strategy.</p>
8.	<p>The Women's Housing Company: The Women's Housing Company has reviewed the strategy. It addresses the urgent need for additional affordable housing in the Eastern Suburbs.</p> <p>Some further challenges are:</p> <ul style="list-style-type: none"> • Diverse income needs: Households with very low, low, and moderate incomes are all experiencing significant housing stress in the eastern suburbs due to escalating rental prices and limited affordable supply. • Broader impact: The shortage of affordable rental housing affects not only vulnerable groups but also essential workers and long-term residents, many of whom are being priced out of the area. • Affordability gap: Even when rents are capped at ceiling rates (74.9%), they often remain unaffordable for low-income earners, limiting the effectiveness of such measures. • Barriers to tenant placement: Community housing providers face difficulties in securing eligible tenants due to restrictions on using mainstream platforms like realestate.com.au and Domain, as we are not licensed real estate agents. This limits our ability to advertise available properties effectively. <p>Response to submission</p> <p>The challenges raised are noted and will be considered in the implementation of the strategy.</p>
9.	<p>The Deli Women and Children's Centre: The Deli Women and Children's Centre highlights the critical link between domestic and family violence and homelessness, advocating for increased access to transitional and affordable housing as a vital pathway to safety and recovery for women and children facing compounding barriers in Randwick.</p> <p>The submission supports use of planning mechanisms and Council led programs to deliver more affordable housing, particularly for women and children escaping domestic and family violence (DFV). The development of Design Guidelines is also commended.</p> <p>Key considerations and comments:</p>



Submissions summary and responses	
	<ul style="list-style-type: none"> • Prioritise transitional and crisis housing for DFV victim-survivors. • Allocate housing in new developments to DFV-specialist or community housing providers. • Retain existing low-cost rentals to prevent displacement. • Embed trauma-informed, safety-focused design in Council-led housing. • Simplify application processes to reduce barriers for women leaving violence. • Advocate for DFV-inclusive housing policies and funding at state and federal levels. • Partner with DFV services for tenancy support and governance input. • Strengthen design guidelines to ensure safety, privacy, accessibility, and healing environments. • Future collaboration with Council for lasting solutions. <p>Response to submission</p> <p>These comments regarding challenges in the implementation of the strategy are noted and will be considered in the development of Affordable and Transitional Housing Guidelines or Design Guidelines.</p>
10.	<p>Community Housing Industry Association NSW (CHIA NSW): CHIA commends and broadly supports Council's comprehensive strategy and welcomes Council's commitment for more affordable rental housing, noting that a lack of subsidy remains the key barrier to delivery. There is support for the dwelling target as a starting point, inclusionary zoning measures, Council led affordable housing programs leveraging Council land and partnerships with housing providers and Homes NSW for delivery of new homes, essential worker housing, the implementation of design guidelines and the proposed advocacy efforts.</p> <p>Key comments and considerations include:</p> <ul style="list-style-type: none"> • Supports the affordable housing target of 7.5% as a starting point, however recommends a more ambitious target to be considered. The target of 1,494 social or affordable dwellings does not address the current shortfall of 3,355 homes (to be 5,300 by 2041). A target that separates social and affordable dwellings is also recommended. • Notes that the affordable housing spectrum is much broader than indicated in the strategy • Recommends essential worker housing eligibility be based on income thresholds rather than job type, to ensure fair access and secure housing for all low-income households including people escaping family and domestic violence, young people, and low waged workers who do not meet a given definition of essential worker. • Reconsider preferences for in-kind dedication of affordable housing due to the management costs (higher strata fees etc.) and due to missed opportunities for funding available to CHPs for the construction of new dwellings, should partnerships be used. • To consider applying inclusionary zoning to commercial developments that generate housing need (like other Councils) and to investigate applying higher rates to student accommodation to off-set their impacts on the housing market. • Consider a contribution rate that escalates over time. • Consider further planning incentives for affordable housing including reduced parking rates, flexibility of design standards and land use permissibility such as City of Sydney that permits residential uses on employment land where 100% affordable is proposed. • Design guides to consider early engagement with CHPs, dwelling mix requirements that are flexible based on needs and to reconsider distribution of dwellings as clustering in larger projects (allows for stratum subdivision and streamlined management) and reduce parking rates in accessible locations. • To consider discounted fees and charges for CHPs. • Consideration of land transfer to CHPs for affordable housing. • To implement key performance indicators with specific team or officer to monitor. <p>Response to submission</p> <p>The need for a greater provision of affordable and social housing beyond the target within the strategy is noted for future considerations where the ability to provide further housing increases either through state or local initiatives. The preferences for monetary contributions due to the complexities, costs and lack of funding opportunities is also noted for consideration.</p>

Submissions summary and responses

11. **Urban Taskforce Australia:** acknowledges the need for affordable housing schemes to address rental stress for many in the community and the role developers can play, however believes collaboration with developers and incentives are the most effective.

Concerns and comments:

- The view that affordable housing schemes are a “tax on development” with developers as a convenient source of revenue.
- The view that Councils and consultants are not best placed to determine project viability.
- The view that housing affordability is impacted by poor planning and restrictions and charges on development.
- Concerns that obtaining finance could be impacted.
- Concerns that the shortfall of supply of housing to meet demand will worsen.
- Recommends incentives over levies with Germany actively facilitating development to increase tax base – if affordable units are to be provided there should be more incentives for developers to do so. In-fill Affordable Housing Bonus scheme offers higher incentives as developers retain the dwellings and get planning bonuses.
- Understanding the 7.5% target for social and affordable dwellings looks at several pathways to achieve this.
- A 10% blanket affordable housing contribution on all new GFS is unrealistic with the LGA’s housing issues having no bearing on feasibility and the cost will be borne by owner occupiers buying into the developments.
- With too many levies developers will look elsewhere to deliver housing.
- Encourages Council to work with the development industry in developing inclusionary zoning.
- There needs to room for economic growth in the industry.
- Issues with total GFA of project being levied rather than uplift
- Council will not meet the required number of dwellings to achieve 1,494 affordable and social dwellings
- Lack of detail on proposed contribution rates.

Response to submission

Concerns around viability are noted in relation to affordable housing contributions being a ‘tax on development’ and not offering incentives. In response, it is important to reiterate that affordable housing levies are only applied to sites subject to uplift. This uplift usually results in a significant increase in value and development potential to any particular site. Therefore, applying a levy in such cases provides fairness and ensures that the private benefits of uplift are shared with community.

The suggestion that local councils and economic consultants are unqualified to assess site feasibility is not supported. Council seeks independent detailed feasibility assessment for all planning reviews. Concerns regarding overall feasibility and the impact on financing have been carefully considered in reviewing the Strategy’s actions. In response to this and other feedback received, officers have recommended removing specific 10% target. This will allow affordable housing levies to be applied on a site or precinct basis, allowing for greater flexibility and responsiveness to local planning and market conditions.

Applying levies on a site or precinct basis allows for a more equitable and context sensitive approach. This recognises that some sites may yield affordable housing contributions well below the proposed target, while others particularly those benefiting from greater planning uplift and development yield, could generate substantially higher contributions. All levies will be subject to rigorous feasibility testing as part of the planning proposal process.

Housing targets comments are noted. The strategy has taken a comprehensive approach to delivery of affordable housing recognising that all levels of government and the development industry play a role in its delivery.

12. **St George Community Housing:** St George Community Housing is supportive of the strategy and the potential positive improvements to housing affordability as a result of its adoption and



Submissions summary and responses

implementation. Support is given for most actions including inclusionary zoning, council led programs and advocacy efforts to address issues at a state and federal level. Whilst the submission does not oppose 1.4 Action, it highlights this action as less effective than other actions.

Key comments include:

- Increasing inclusionary zoning target to 15-20%.
- Support for housing diversity including secondary dwellings.
- Strong support for addressing the impacts of STRA including the development of a discussion paper as indicated throughout the submission.
- Strong support for affordable housing on Council owned sites to be done in partnership with CHPs.
- Highlights the significant shortfall in current social housing provision.
- Strong support for a review of co-living developments that are resulting a premium product.
- Support for the review of tenancy arrangements and guidelines.

Response to submission

The recommendation of a 15-20% target is noted. Council's recent independent feasibility modelling assessments on a variety of sites within Randwick Junction (undertaken to support the introduction of affordable housing levies under the Planning Proposal) demonstrates feasibility over 9% can only be achieved on one site. In response to feedback, the proposed affordable housing target of 10% has been removed from the draft Strategy and instead the action has been reworded to require precinct detailed feasibility testing on a site-by-site basis where sites are proposed for uplift. This provides a 'balanced and fair' approach, noting that affordable housing levies can vary.

Concerns raised that non-hosted STRA and student housing developments impact the supply of affordable and low-cost housing are noted. Research and data analysis will be undertaken as part of the implementation of the actions to investigate the impacts locally.

13. City of Sydney:

The City of Sydney strongly supports the strategy and encourages the implementation. Support is specifically noted for:

- The inclusion of a target as this increases the effectiveness of the strategy.
- Capping affordable housing rents at 30% of household income.
- The use of partnerships for the delivery of affordable housing programs, particularly with community housing providers as they can access funding and leverage existing assets to fund the delivery of additional affordable housing.

Other comments included:

- Consider agreements to distribute funding or transfer of land to community housing provider with legal security arrangements to ensure the land is used as affordable housing in perpetuity.
- When acquiring existing stock the financial sustainability of the affordable housing program must be considered for both Council and the community housing provider.
- Further opportunities to discuss and collaborate with the City of Sydney are welcomed.

Response to submission

The City of Sydney's support is appreciated and as key players in the affordable housing space assists further validates the approaches in the strategy. The strategy has the flexibility to further consider the submissions points on delivery through partnerships including the transfer of land to community housing providers with tight legal security arrangement.



Submissions summary and responses

Council also finds the point in relation to financial sustainability of acquiring existing stock helpful for consideration in the implementation of the strategy and will seek to discuss this and the points above with City of Sydney staff in the process of implementing the strategy.





Appendix 4 – Community Submissions

CP27/25

Background:

1.	<p>Support for the strategy. As a long term resident of Maroubra, the Strategy is timely.</p> <p>Response to submission</p> <p>Support noted.</p>
2.	<p>Concerns about the consequences of the policy including stricter requirements for private developments may impact overall supply as developers may leave sites empty especially when linked to uplift.</p> <p>Response to submission</p> <p>Policy intervention is necessary to provide developers with feasible incentives and to clarify expectations and requirements to deliver affordable housing. Council’s Affordable Housing Strategy supports the application of affordable housing levies in Kensington and Kingsford town centres and existing HIAs, as well as in the draft Randwick Junction Planning Proposal, all of which have been subject to independent feasibility testing.</p>
3.	<p>Five-year tenancies are not long or secure enough for many people with no further provisions or security for older people.</p> <p>Response to submission</p> <p>Noted for consideration in the preparation of Council’s Affordable and Transitional Guidelines.</p>
4.	<p>General support for the strategy, but affordable housing development on Council land must consider competing uses for the overall community. Strong support for addressing the impacts of short term rental accommodation (STRA).</p> <p>Response to submission</p> <p>Any development of Council land will be subject to comprehensive land use planning and due diligence processes. These processes will encompass broader considerations of community needs and appropriate land uses. Concerns regarding STRA are noted and a new Action 1.6 of the draft strategy is to investigate the impacts of short term rentals across the Randwick LGA.</p>
5.	<p>Support for the strategy, but existing issues such as online STRA platforms such as Airbnb should be addressed.</p> <p>Response to submission</p> <p>Concerns regarding STRA are noted and a new Action 1.6 of the draft strategy is to investigate the impacts of short term rentals across the Randwick LGA.</p>
6.	<p>Support for the provision of affordable housing, but not for large scale high-density and population increases due to demand on infrastructure and services.</p>



	<p>Response to submission</p> <p>Council's Affordable Housing Strategy supports the application of affordable housing levies in planned uplift areas within Randwick City, namely, the Kensington and Kingsford town centres, existing Housing Investigation Areas, and the draft Randwick Junction Planning Proposal - all of which have undergone feasibility testing. State government housing reforms within Randwick City allow for higher density development. The draft Strategy aims to maximise affordable housing contributions from all uplift areas. Council will continue to review infrastructure needs through regular reviews of Council's operational plans and delivery programs.</p>
7.	<p>Support for the Strategy</p> <p>Response to submission</p> <p>Noted.</p>
8.	<p>Object to the strategy with the perception that low-socio economic individuals are "undesirable" and "participate in crime" and offer no value to the area, compared to the contribution of teachers, police, nurses.</p> <p>Response to submission</p> <p>The eligibility criteria for accessing affordable housing includes for a tenant to be employed and earning an annual income generally between \$36,000 up to \$86,400 (for a single adult with no dependants). Many teachers, police, nurses will fall into this category. The draft strategy has actions to support essential workers to be included in affordable housing.</p>
9.	<p>Object to the strategy as it is not a core function of Council but a market or state government role.</p> <p>Response to submission</p> <p>Local government plays an important role in enabling housing diversity through planning tools and processes. The draft Strategy aims to ensure that essential workers and those facing housing stress can continue to live and work in Randwick City. It seeks practical actions to address a growing challenge. Lack of affordable housing can have implications for economic productivity, social cohesion, and access to jobs and services. By supporting affordable housing, Council is helping to maintain a diverse and resilient community.</p>
10.	<p>Support for the prioritisation of essential workers.</p> <p>Response to submission</p> <p>The Draft Strategy includes the following actions to support essential worker housing in the LGA:</p> <ul style="list-style-type: none"> • Action 1.6 investigates the impacts of short term rentals across the Randwick LGA and the loss of traditional low-cost and affordable dwellings through the redevelopment of sites to understand the impacts on housing affordability and essential worker housing provision. • Action 3.3 advocates for essential/key worker housing that is affordable to be delivered as essential infrastructure to support large scale non-residential redevelopment on government land or in proximity to transport infrastructure • Action 3.5 advocates to the NSW Government through the planning system to require affordable dwellings within all Co-Living developments to provide for students and essential workers. <p>Additionally, amendments to the Draft Strategy have been made to incorporate the findings of the "Options for essential worker housing in New South Wales" Parliamentary Inquiry 2025.</p>



11.	<p>Support for the strategy but would like to see actions that detail key stakeholder and landholders in the LGA. The strategy should also consider improved data and reporting on vacant Residential Flat Buildings with penalties applied.</p> <p>Response to submission</p> <p>The views of key stakeholders and landholders will be considered in the delivery of affordable housing. This is intended to be addressed during the implementation phase rather than detailed within the strategy itself, as outlined in Actions 2.1 and 2.2. In response to concerns regarding vacant residential flat buildings, Council has introduced a new Action 3.6 to address the impacts of vacant homes and explore mechanisms for improved data collection and potential regulatory responses.</p>
12.	<p>Support for the strategy, however the distinction between social and public housing needs to be included. Councils target of 7.5% of all dwellings to be social or affordable by 2036 may not be achievable if affordable housing dwellings are not capped at 30% of housing income. Target is also not in the front of the document. Council should consider prioritising access for very-low and low income households for Council owned affordable housing as moderate income households have access to ongoing developer-provided affordable housing.</p> <p>Response to submission</p> <p>The draft strategy has been updated to clarify the distinction between social and affordable housing and 'public housing'. To clarify, social housing supports people on very-low income or those receiving income support, whereas affordable housing managed by Community Housing Providers (CHPs), caters for low to moderate income households.</p> <p>Council acknowledges that the 7.5% target for social and affordable housing by 2036 may be an aspirational target. Council is committed ongoing planning initiatives, other actions and advocacy as outlined in the draft strategy to achieve progress in increasing the supply of affordable housing. This will be achieved, among other things, by annual monitoring of affordable housing trends and data and through the implementation of the actions of the draft strategy. In response to feedback, a new Action 3.7 has been added to advocate for changes to Ministerial Guidelines to ensure all affordable housing - particularly that delivered under state planning policies - is capped at 30% of household income.</p>
13.	<p>General support with further comments suggesting a penalty for vacant homes, need to address the competing land use issues posed by large scale student housing versus affordable residential development and the impacts of STRA with penalties for STRA to be considered.</p> <p>Response to submission</p> <p>The strategy includes new Action 3.6 to address the impacts of vacant dwellings and explore mechanisms for improved data collection and potential regulatory responses. Similarly, the strategy acknowledges the significant growth of student accommodation in areas close to the university and hospital. It seeks to address these competing priorities through future planning and implementation. The draft strategy includes the following relevant actions:</p> <ul style="list-style-type: none"> • Action 1.6 investigate the impacts of short term rentals across the Randwick LGA and the loss of traditional low-cost and affordable dwellings through the redevelopment of sites to understand the impacts on housing affordability and essential worker housing provision. • Action 3.5 advocates to the NSW Government through the planning system to require affordable dwellings within all Co-Living developments to provide for students and essential workers.
14	<p>Impact of vacant properties during a rental crisis should be addressed.</p>



	<p>Response to submission</p> <p>Noted - Council has introduced a new Action 3.6 to address the impacts of vacant homes and explore mechanisms for improved data collection and potential regulatory responses.</p>
15	<p>Concerns raised around having to work past retirement age to afford rent.</p> <p>Response to submission</p> <p>The draft strategy recognises that increasing rents places financial pressure on households. Accordingly, the draft strategy is focussed on accelerating supply of affordable and social housing and incorporates a target and implementation plan which in turn eases pressure on rents.</p>



Director City Planning Report No. CP28/25

Subject: Urban Forest Policy - Community Consultation Outcomes

Executive Summary

- At its Ordinary Meeting on 17 June 2025, Council (Magner / Veitch) resolved:
 - to note that the draft Urban Forest Policy replaces 3 existing Council policies
 - to place the draft Urban Forest Policy on public exhibition
 - that a report on the outcomes of the public exhibition/community consultation of the draft Urban Forest Policy being brought back to Council
 - to prepare a report examining the feasibility of increasing the urban forest canopy cover target beyond the proposed 22% by 2040.
- This report provides a summary of the outcomes and responses from the community consultation held between 16 July and 20 August 2025, which sought feedback on the draft Urban Forest Policy.
- The consultation resulted in 1,450 website visits, 881 policy downloads and 70 submissions. The key themes from the feedback included:
 - Strong support for the Policy and for more trees to be planted to increase the local tree canopy cover
 - Requests to consider tree species, biodiversity, site suitability and variety to ensure we are planting the right tree in the right location with more diversity, especially for native species
 - Recognition of the importance of effective tree maintenance and management
 - Concern over the reduction of the tree canopy target from 40% by 2040 to 22%.
- In response to the valuable feedback received, a number of minor amendments were made to the draft Policy to improve clarity and update references.
- Considering currently available information, including comparisons with other councils, land availability and constraints, limited authority over private land, financial constraints, the outcome of recent tree planting programs and the current tree canopy cover being only 16% - a canopy target of 40% by 2040 set for Greater Sydney including Randwick City is not considered achievable. The proposed 22% target is considered ambitious. However, in line with the Council resolution and community support for a higher target, staff are progressing a feasibility study to assess the potential for increasing the target. The results of this study will inform the development of the Urban Forest Strategy and be reported to Council. Should a higher target be deemed feasible, the Policy will be updated accordingly.
- This report recommends Council adopt the Urban Forest Policy, amended based on issues raised in submissions received on the draft Policy.

Recommendation

That Council:

- a) note the outcomes of the community consultation on the draft Urban Forest Policy
- b) endorse the Urban Forest Policy amended based on issues raised in submissions received on the draft Policy.

Attachment/s:

1. [LINK TO VIEW](#) Community Consultation Report - Draft Urban Forest Policy 2025
2.  Revised Urban Forest Policy - marked up

Purpose

At the ordinary meeting on 17 June 2025, Council resolved:

“**RESOLUTION: (Magner/Veitch)** that Council endorse:

- a) the Urban Forest Management Framework, as presented in the draft Urban Forest Policy;
- b) that the draft Urban Forest Policy replaces the following existing policies relating to trees:
 - i. Urban Forest Policy (September 2007),
 - ii. Tree Policy (March 1993),
 - iii. Significant Street Tree Removals - Public Notification Policy (May 2004);
- c) the draft Urban Forest Policy being placed on public exhibition;
- d) a report on the outcomes of the public exhibition/community consultation of the draft Urban Forest Policy being brought back to Council;
- e) a report examining the feasibility of increasing the urban forest canopy cover target beyond the proposed 22% by 2040, specifically:
 - an assessment of what resources, funding, and strategic changes would be required to achieve canopy cover targets of 25% and 30% by 2040;
 - identification of potential funding sources, including grants, developer contributions, and budget allocations;
 - analysis of staffing requirements, including arborists, tree maintenance crews, and administrative support;
 - assessment of available land for additional tree planting, including opportunities on public and private land;
 - consideration of policy mechanisms that could support higher canopy targets, such as planning controls, incentives for private landowners, and development requirements;
 - benchmarking against comparable councils with higher canopy targets and analysis of their implementation strategies; and
 - a recommended timeline and staged implementation approach for achieving more ambitious canopy targets.
- f) commencing community consultation on the Significant Tree Register update no later than October 2025;
- g) receiving a draft comprehensive Urban Forest Strategy for public exhibition no later than July 2026; and
- h) amending the following section in the attached strategy:

5.1.3. Risk Management and Insurance claims (p.14)
Undertake a comprehensive investigation looking at all options available to retain large urban street trees while mitigating any damage from tree roots.”

Items a), b), c), d) and h) are addressed within this report.

Item e) is currently being progressed with a consultant being engaged to investigate and determine the feasibility of increasing the canopy target. The outcomes of this study will inform the development of the Urban Forest Strategy. The outcome of this investigation will be reported with the draft Urban Forest Strategy, as per item g).

Item f) - consultation for the Significant Tree Register is scheduled to commence in October 2025,

The Community Consultation Report and the revised Urban Forest Policy are attached.

Discussion

In accordance with the 17 June 2025 Council resolution the draft Urban Forest Policy was placed on public exhibition between 16 July to 20 August 2025.

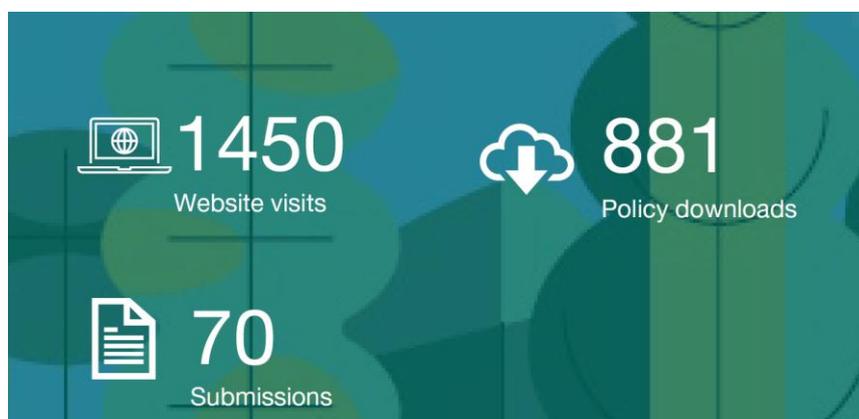
The Policy forms part of a broader framework for managing our urban forest and is the first document to be developed under this framework. The Urban Forest Policy replaces the following three older policies:

- Urban Forest Policy (September 2007)
- Tree Policy (March 1993)
- Significant Street Tree Removals – Public Notification Policy (May 2004).

The new Policy sets a clear direction for how we will manage and protect trees across public and private land in Randwick. The Policy also outlines the importance of the urban forest in improving local biodiversity, reducing urban heat, and supporting water-sensitive urban design. The community consultation aimed to gain feedback from the community, inform key stakeholders of the draft Policy, identify any concerns and consider practical suggestions from the public for changes to the Policy.

The consultation program was widely advertised on all Council communication channels and platforms. The Sustainability and Resilience Team promoted the draft policy at a *Plant with Us* event for National Tree Day on 27 July 2025 and attended two precinct meetings.

The overall response to the consultation concluded with 1450 website visits, 881 policy downloads and a total of 70 submissions. Most of the feedback came through the Your Say page on Council’s website.



Community responses

The community feedback has been reviewed and summarised in the attached Community Consultation Report. The general sentiment was positive, with support of the Policy and its eventual adoption.

Below is a summary of emerging themes collated from the community consultation surveys and related comments to each theme. The recommendations in this Report are largely informed by the key themes below.

Table 1: Key themes from the community consultation

Key themes	Summary of key points	Comments & Amendments to draft Policy
Overall support for more trees	Strong support for the Policy and for more trees to be planted to increase the local tree canopy cover.	The feedback was noted to be in support of the overall intention of the Policy.
Tree species, biodiversity and suitability	Requests to consider tree species, biodiversity, site suitability and variety to	Support for this approach was noted and reflected in <i>Section 3.1 Tree Species Selection and Planting</i> .

Key themes	Summary of key points	Comments & Amendments to draft Policy
	ensure we are planting the right tree in the right location with more diversity, especially for native species.	
Tree maintenance and management	Recognition of the importance of effective tree maintenance and management.	<p>The following was added to 4.2.1 <i>Trees and Project Planning</i> to improve protection of trees during events: “<i>Tree protection measures are to be in place for outdoor events where there are potential conflicts with trees. This will include exclusion zones around the dripline of the canopy of mature trees to ensure the root zone and the crown of trees are adequately protected.</i>”</p> <p>4.2.5 <i>Tree Establishment</i> and 5.1.2 <i>Tree Pruning</i> were updated to improve the explanation of tree establishment maintenance and acceptable tree pruning practices.</p>
Opposed to reducing the tree canopy target from 40% to 22%	Concern over the reduction of the tree canopy target from 40% by 2040 to 22%.	<p>The concern was noted and in accordance with the Council resolution staff are commencing a feasibility study to determine the feasibility of increasing this target. The outcomes of this study will inform the development of the Urban Forest Strategy and will be reported to Council. Should a higher target be found to be achievable, the Policy will be updated accordingly.</p>
Developments and protection of existing trees	Concerns about developers / residents removing mature trees and calls for stronger oversight.	<p>A paragraph was included to <i>Section 3. Value Our Trees</i> which recognises the socio economic and environmental benefits of expanded tree canopy and supports strengthened requirements for new developments.</p> <p>Wording in <i>Section 4.1.3 Neighbouring Trees</i> was revised to improve understanding around applications for removal.</p> <p><i>Section 4.1.5 – Development – Tree Protection</i> was also amended to clarify compliance and enforcement actions as well as to include: “<i>Council will not approve the removal of healthy and structurally sound trees, unless justified by exceptional circumstances. Development works impacting on public trees are to be assessed under a Development Application.</i>”</p> <p><i>Council may instruct a Private Certifier to adequately protect public trees prior to and during the course of works being carried out through the State Environmental Planning Policy (Exempt and Complying Codes) 2008.</i>”</p>

Key themes	Summary of key points	Comments & Amendments to draft Policy
Education and community involvement	Support for greater education to encourage the public to value and plant trees, including on their own properties	This support is noted and reflected in section 6.1.2 <i>Community Education / Awareness</i> .
Support for the definition of the urban forest to include trees, understory and consider connections.	<p>There was support for the concept of the urban forest to include more than trees, also shrubs and consider connectivity.</p> <p>Suggested the definition of Urban Forest within the NSW Government's <i>Greener Neighbourhoods Guide</i> would be more appropriate for this Policy.</p>	The support was noted and aligns with the proposed approach in the draft Policy. The definition was updated in the revised Policy to match the one presented in The Greener Neighbourhoods Guide.

Individual submissions are presented in the attached Community Consultation Report.

Policy updates

Minor amendments have been made to the draft Policy in response to community feedback. These are shown in the attached marked-up version of the draft Policy and include:

- Updating the wording of the definition of the Urban Forest to align with the one presented in the NSW Government [Greener Neighbourhoods Guide: Guiding strategic planning for urban forests](#). This extent of the definition remains the same and includes “*all trees and vegetation, and the soils and water that support them*”
- Updated legislation references and minor grammatical adjustments for improved clarity
- Revised wording to clarify the process for assessing trees associated with State Environmental Planning Policy (Exempt and Complying Codes) 2008.

Canopy Target

As outlined in the Table 1, several comments expressed concern over the proposed reduction of the canopy target. The target of 22% tree canopy cover by 2040 was established based on currently available data and information, including:

- comparisons with other similar councils;
- a high-level review of available land and land use constraints;
- limited authority over trees on private property;
- financial constraints;
- the impact and sentiment of recent tree planting programs; and
- the current tree canopy cover of 16%.

A target of 40% by 2040 set for Greater Sydney is not considered achievable for Randwick City due to a range of structural and environmental constraints – noting the current canopy is only 16%. These constraints include limited control over private land where considerable areas of canopy expansion would need to occur, competing land use priorities on public land, and the presence of large areas outside Council’s jurisdiction such as hospitals, golf courses and National Parks. Additionally, financial constraints and mixed community sentiment, with some viewing trees as a nuisance.

Other councils with similar urban characteristics have also revised their targets downward, acknowledging that reaching 40% is not achievable. For example, City of Sydney, North Sydney and Parramatta have set more modest goals ranging from 27%-34.4% by 2050 (10 years later). They all have current canopy coverage greater than Randwick at 18%, 28.2% and 22.7%

respectively. This translates to annual canopy increase rates between 0.11% and 0.54% per year, which is well below what would be required to reach 40% for Randwick at 1.6% per year. The proposed target of 22% by 2040 reflects a more realistic, yet ambitious approach, representing an annual increase of 0.4% per year. This accounts for limitations in land availability, infrastructure conflicts and governance challenges and aligns with practice amongst similar urban Councils whilst still aiming to enhance local resilience and biodiversity.

However, in alignment with the Council resolution and community support for a higher target, staff are progressing a feasibility study to assess the potential for increasing the canopy cover target beyond 22% by 2040. The outcomes of this study will inform the development of the Urban Forest Strategy and will be reported to Council. Should a higher target be found to be achievable, the Policy will be updated accordingly.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Environment
Outcome	A community more knowledgeable, proactive, and responsive to climate change impacts
Objective	Achieve a 60% reduction in greenhouse gas emissions (CO2-equivalent) across Randwick City by 2030 from a 2018 baseline, while acknowledging the significance and importance of aspiring to a 100% greenhouse gas emissions reduction target for the same timeframe.
Delivery program commitment	Monitor and increase support for trees planted, retained, and maintained in order to increase canopy cover to support the Green Grid to meet the State target of 40% tree canopy cover by 2040.

Risks

Risk	Mitigation
A poor-quality urban forest and tree loss results in negative environmental impacts and reduced resilience.	Trees are key assets in an urban environment and provide many environmental benefits to the community. Failure to preserve and maintain existing trees and plant new trees to grow our tree canopy can lead to adverse environmental impacts and reduced community resilience. The risks associated with tree preservation and management include increase in the heat island effect, poorer air quality, reduction of food source and habitat for fauna and increased public safety risks.
Negative community sentiment prevents tree canopy expansion. Not recognising the benefits of trees which can lead to tree vandalism and unauthorised removals.	The draft Policy includes community engagement and education to increase the community’s knowledge and understanding of the importance of the urban forest. This will include continued participation in activities such as National Tree Day and other events, activities and promotions. Staff are also preparing procedures for investigating tree vandalism.
Financial resources will be required to support progress towards the target and expanding the tree canopy.	Council has identified funds in the forward budget to support a tree planting program, biodiversity and habitat programs and other engagement and education programs. Council will also continue to seek opportunities for grant funding to support acceleration of action, such as the recent Greening our City grant.
Delay to the adoption of the Urban Forest Policy	This report responds to the Council resolution and incorporated community feedback, enabling Council to proceed with endorsement.

Delays may impact progress in relation to initiatives, including the Urban Forest Strategy.

Resourcing Strategy implications

Funds will be required to be allocated within Councils' annual budgets to reach the target set in the Policy. \$1.2M is currently allocated in the 2025-26 capital budget to deliver the Tree Planting Program.

Additional funding is allocated within the Environmental Levy Special Rate Variation (SRV) as part of the \$2.5M, five-year budget for Biodiversity and Habitat Protection. The development of the Urban Forest Strategy and the delivery of associated tree-related projects and programs will require dedicated staff resources. This work will be led by the Sustainability Team within the Sustainability and Resilience Department, with support from various teams across Council.

Policy and legislative requirements

- State Environmental Planning Policy (Biodiversity and Conservation) 2021 (SEPP)
- Randwick City Council Local Environmental Plan (LEP)
- Randwick City Council Development Control Plan (DCP)
- State Environmental Planning Policy (Exempt and Complying Codes) 2008
- Local Government Act 1993
- Environmental Planning and Assessment Act 1979
- Biodiversity Conservation Act 2016
- Randwick Council Compliance and Enforcement Policy 2025.

Conclusion

The public exhibition and community consultation process for the draft Urban Forest Policy demonstrated strong community support for the Policy and its initiatives. In response to the valuable feedback received, a number of minor amendments were made to improve clarity and update references.

While concerns were raised regarding the proposed canopy cover target, the 22% target remains ambitious based on current constraints and available information. As per the previous council resolution of 17 June 2025, and in response to this community sentiment, a feasibility study will be undertaken to assess the potential for a higher target. The outcomes of this study will inform the development of the Urban Forest Strategy.

This report recommends that Council endorse the revised Urban Forest Policy.

Responsible officer: Elizabeth Hannon, Urban Forest Planner

File Reference: F2004/06494

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TECHNICAL SERVICES
CITY PLANNING

Urban Forest Policy

2025

Adoption Date:
TBC

Review Date:
TBC

Version:
21

Responsible Department:
City Services

TRIM Document Number:
~~D05757001~~ **D05886417**



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1. Purpose

Randwick City Council covers an area of 37.42 square kilometres. The local government area (LGA) is an urbanised environment with diverse land uses including residential, town centres, special uses, and community land.

Randwick City is known for its extensive parkland and open space areas including Centennial Park, Heffron Park and two National Parks, Malabar Headland and Kamay Botany. These areas provide the backbone to our local urban forest.

A healthy urban forest provides significant aesthetic and ecological benefits to both people and the environment. This includes, but is not limited to:

- Enhancing biodiversity and habitat
- Providing shade to mitigate the urban heat island effect
- Enhancing the streetscape and creating a sense of place
- Increasing social and health and wellbeing
- Carbon sequestration and reducing energy consumption
- Facilitating land stabilisation and erosion reduction
- Reducing stormwater run-off and supporting water sensitive urban design
- Improving air quality
- Traffic calming

Randwick Council recognises that the tree canopy is a primary feature and critical component of the urban forest which requires effective management now and for the future. This policy focuses on how we will protect, enhance and manage public and private trees within the Randwick LGA as part of a functioning urban forest. To proactively manage the broader urban forest this policy will be supported by a suite of documents including an Urban Forest Strategy that incorporates a masterplan, ~~register of significant trees~~ **Significant Tree Register**, technical manual and procedures. The framework is illustrated in Appendix A.

The Randwick City urban forest has been established over time within a highly developed urban area. It contains a variety of tree species of different size, age, and level of significance in the landscape, including trees identified in our ~~Register of Significant Trees~~ **Significant Tree Register**.

We will continue our program of increasing the tree canopy cover in the City, delivering a range of positive outcomes for the environment and the community. We will focus on growing and enhancing the City's tree canopy to support the delivery of an established urban forest, aiming to reach a target of 22% canopy cover by 2040. **For the purpose of this Policy, canopy is defined as vegetation 3m or more in height.**

Our urban forest programs will support local resilience, aiming to increase biodiversity, reduce urban heat and support emissions reduction. Planting a variety of species will diversify the composition of our urban forest to assist it to respond to climatic changes. As urban heat becomes an increasing problem in densely populated areas, we will work closely with our community to establish trees in areas vulnerable to high urban temperatures. Cooler active travel routes and shading of buildings will support the community to reduce emissions, **through lowered car usage and reduced need for air conditioning.**

1.1. Policy Objectives

The objectives of the Urban Forest Policy are to:

- prioritise the protection and management of trees as a critical part of the urban forest across the LGA
- develop planting programs to improve the quality and quantity of the Randwick City tree canopy cover
- broaden the approach of tree management to include urban forestry principles.
- balance the urban forest against the management of built infrastructure including the interface with private property
- develop management principles for tree selection, maintenance, removal and replacement in accordance with the Street Tree Masterplan
- manage trees as a collective, to maximise the benefits that canopy cover provides the community
- increase species diversity and improve the age spread of the urban forest to mitigate the effects of climate change
- manage and maintain trees for public safety including safe work practices
- increase awareness and educate our community, utilities, developers, and staff on the value of trees and the benefits they provide in the urban landscape
- reduce the incidence of tree vandalism
- enhance wildlife corridors
- manage our trees as important assets by identifying our trees and maintaining relevant data in our tree asset management system including tree information, tree assessments and maintenance

2. Scope

This Policy has been developed for and applies to the urban forest within the Randwick LGA. Trees are a significant component of the urban forest, together forming the tree canopy, and have complex management requirements.

This Policy details management principles and practices in relation to all trees that contribute towards the tree canopy cover, and thus urban forest, located within the Randwick City Council local government area (LGA). This includes trees on public streets, private land, and in parks and bushland settings.

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3. Value of Our Trees

Protecting areas of bushland and biodiversity and increasing tree canopy cover and protecting areas of bushland and biodiversity across the LGA are key priorities for the Randwick community, as reflected in the City of Randwick Environmental Strategy 2022 and our Local Strategic Planning Statement 2036.

Through these plans Council is improving Green Grid connections, including enhancing the connectivity of key bushland areas by planting and maintaining 14,000m² of native and indigenous ground covers, shrubs and trees. Planting is undertaken in areas between Kamay National Park, Bunnerong Road Chifley Eastern Suburbs Banksia Scrub, Yarra Bay bushland areas, Malabar Headland National Park and spreads throughout the City.

Council also recognises the socio economic and environmental benefits of increasing the amount of tree cover in our urban area. We are strengthening the requirements for new and replacement planting of native and indigenous species for new developments, and existing developments where tree and / or native vegetation removal is approved or permissible.

We are also preserving native habitat by mapping and conducting flora or fauna surveys covering 10% of Council's managed bushland each year. A key objective is to measure the density and extent of threatened native flora and fauna species against that of introduced or competing pest plant or animal species (e.g. foxes).

Climate change response requires two key aspects - reducing our emissions and increasing the resilience of our environment and community to handle extreme events and long-term changes. Council is taking action through our street tree planting programs, development controls on private land and community engagement programs. Every tree, plant and bush established, helps to reduce emissions, sequester carbon, provide shade and generally future proof our local area.

3.1. Tree Species Selection and Planting

Randwick City Council will proactively identify opportunities to increase tree canopy cover across the local government area. Improving the quality of the canopy cover will be achieved through planting tree species that are suitable for the location and site conditions. Quality planting processes will be followed, including species selection, nursery stock quality, planting specifications and tree establishment.

Our urban forest is a mix of indigenous, native, exotic, evergreen, and deciduous trees. Each has an important role to play. We recognise that species diversity is essential for managing pests and diseases, attracting a diverse range of fauna and providing shade and cooling to the urban environment during summer. Our planting programs include a diverse range of trees and this will ensure future resilience and vibrancy of the urban forest.

3.1.1. Increasing Canopy Cover

According to baseline data from the NSW Government Randwick City Council has a relatively low tree canopy cover compared to other metropolitan Sydney councils. Lower canopy coverage is seen in the suburbs in the south of the LGA such as Malabar, Little Bay, La Pouse and Port Botany. There is higher canopy coverage in the north of the City.

We will continue to identify new tree planting opportunities for streets, parks and properties to achieve the canopy cover target and to deliver ongoing environmental, economic, and social benefits. To do this we will:

- develop tree planting programs, equitably across the LGA, as part of our capital works program
- incorporate development controls to protect and enhance trees on private property
- continue community programs, such as the 'Request a Tree' program whereby homeowners can request a tree to be planted in the nature strip outside the property.
- continue to use the NSW Governments tree canopy cover measurement to assess progress towards the canopy target and identify priority areas.

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4. Protecting Our Trees

Randwick City Council recognises the social, economic, and environmental benefits that the urban forest provides. The enhancement, management and protection of trees on private and public land is given high priority in Councils' operational, regulatory and work activities. The relevant Tree Management controls in the State Environmental Planning Policy (Biodiversity and Conservation) 2021 (SEPP) and the Randwick City Council's Development Control Plan (DCP). **These controls** provide the main statutory controls for the protection of all trees located within the Randwick City Council local government area.

4.1. Private trees

4.1.1. Tree Inspection and Assessment

We use tree inspection and assessment procedures, based on recognised industry standards, to ensure consistency in the approach to inspection, assessment and determining tree management outcomes. We will engage consulting arborists to undertake assessments where independent assessment is required or to provide specialist services.

Applications to remove trees on private property will be assessed and determined in accordance with this Policy and the relevant planning controls (SEPP and DCP).

4.1.2. Tree Management Controls – SEPP and DCP

We regulate tree pruning and tree removal through the relevant planning controls. This includes the State Environmental Planning Policy (Biodiversity and Conservation) 2021 (SEPP) and the Randwick City Council Development Control Plan (DCP). The DCP outlines circumstances where a permit is required and where tree works or tree removals are exempt.

We assess and determine tree applications for trees located on private property either through a permit or development application process, depending on the tree and/or the property's heritage significance.

We require works to be undertaken by qualified arborists to Australian Standard AS4373 - *Pruning of amenity trees* (2007) to ensure quality pruning work is achieved.

Council will manage landscaping and tree cover through controls within our DCP. New development, or alterations and additions that changes the existing site coverage by more than 10%, must demonstrate that a minimum of 22% canopy coverage of the site can be achieved within 10 years from the completion of development.

We will ensure diverse tree species selection is compatible with the species list in the Randwick City Council Street Tree Masterplan based on the specific site planting conditions, and in accordance with the landscaping requirements.

4.1.3. Neighbouring Trees

We accept applications for the pruning of a tree located in a neighbouring property, **and** ~~however~~ applications for the removal of a tree in a neighbouring property. **Both of these types of applications will require the will not be accepted without the tree owners' written consent. Applications without this consent will not be accepted.**

Council does not have the authority or legislative powers to order a person to prune or remove a tree, unless they are a species of plant declared a biosecurity risk.

Tree issues between neighbours is a civil matter and Council will not usually negotiate or intervene to resolve disputes between neighbours. Property owners are advised to seek mediation services or to apply to have the matter considered in the NSW Land and Environment Court.

The privacy value of a tree is not considered a sufficient reason to refuse an application for removal. The obligation to protect privacy lies with the owner of the property.

4.1.4. Register of Significant Trees **Significant Tree Register**

We recognise trees that contribute to the environmental, cultural, and social character of our local area through the ~~Register of Significant Trees~~ **Significant Tree Register**. We prioritise the retention and protection of significant trees for their heritage significance.

Recommendations to remove a tree listed in our ~~Register of Significant Trees~~ **Significant Tree Register** will be reported to the Council outlining the reasons to substantiate the recommended removal.

4.1.5. Development – Tree Protection

We require development applications to include all necessary information to allow full assessment of potential impacts on all trees to be retained, information on trees to be removed and details on replacement plantings to assist us to achieve the required canopy cover targets.

We require the protection of trees from construction works and other activities or events that threaten to impact their health and stability. The Australian Standard AS4970 – *Protection of trees on development sites* (~~2009~~ **2025**) will be used to achieve consistency in tree protection requirements.

We will impose damage deposits (refundable if there is no damage) via consent conditions on developers to ensure the protection of trees to be retained.

We will ensure that construction hoardings on footpaths are built in such a way to protect trees to be retained. Trees will not be permitted to be removed for the provision of construction hoardings.

Exempt and Complying Development

The requirement for tree protection, removal, pruning, and setbacks associated with exempt and complying development is assessed by a private certifier and must be in accordance with the requirements of the State Environmental Planning Policy (Exempt and Complying Codes) 2008.

Council's Compliance and Enforcement Policy provides details about Council's regulatory and compliance functions, considerations and processes.

~~Where Council officers become aware that there is a noncompliance with the SEPP, Council may request the NSW Fair Trading to investigate the matter.~~

~~We will assess requests to~~ **Requests to** remove public trees associated with exempt and complying development for Complying Development Certificates (CDCs) **are assessed** as part of civil works applications. The assessment will consider the tree species, size, health, form, and the importance in the landscape. **Council will not approve the removal of healthy and structurally sound trees, unless justified by exceptional circumstances. Development works impacting on public trees are to be assessed under a Development Application.**

Council may instruct a Private Certifier to adequately protect public trees prior to and during the course of works being carried out through the State Environmental Planning Policy (Exempt and Complying Codes) 2008.

Any approved street tree removals for a CDC shall be subject to a Tree Amenity Fee calculated based on the draft Australian Standard DR99307 – Amenity Trees – Guide to Valuation which accounts for the cost to replace the canopy, in addition to a replacement tree.

4.2. Public Trees

4.2.1. Trees and Project Planning

Tree retention, protection and planting will be prioritised when planning Council's capital works projects and maintenance works. Trees will be considered as long-term assets, similar to utilities and the built form.

We will engage with a broad range of practitioners, including developers, planners, landscape architects and engineers to guide them in how best to manage assets, and to plan and deliver projects on private or public property. These efforts will prioritise the retention of trees and recognise them as essential elements of an urban environment.

We will plant street trees in accordance with the Street Tree Masterplan to ensure the coordinated development of streetscapes that are attractive, functional and deliver the appropriate canopy cover for that street. Tree species will be selected based on site suitability, soil conditions, aesthetic, functional attributes, performance, and the potential to contribute to landscape character.

Tree protection measures are to be in place for outdoor events where there are potential conflicts with trees. This will include exclusion zones around the dripline of the canopy of mature trees to ensure the root zone and the crown of trees are adequately protected.

4.2.2. Open Space Trees

We will plant open space trees in accordance with identified tree planting opportunities for example landscape plans, masterplans and tree management plans. This will include planting in town centres to assist in greening, reducing heat and enhancing amenity. In addition to planned tree planting programs, we will also include tree planting in open space upgrade projects. Open space planting will take into consideration the park/reserve location, categorisation, park activities and uses and areas of high biodiversity. Larger tree species will be selected for open spaces to increase our overall tree canopy cover.

4.2.3. Tree Supply Standards

We require quality nursery stock to be planted according to the latest best practice and standards. All trees supplied will conform to the Australian Standard AS2303 - Tree Stock for Landscape Use.

4.2.4. Tree Planting Details

Standard technical specifications and planting techniques are outlined in Randwick City Council's Tree Management Technical Manual and Technical Guidelines for Urban Planting. These documents provide planting requirements to guide Council's teams, contractors and third parties to ensure successful establishment of newly planted trees throughout the LGA.

4.2.5. Tree Establishment

We will undertake tree establishment maintenance including where appropriate to help newly planted or young trees thrive and reach their full potential. This will include practices as regular watering, fertilising, formative pruning, and mulching.

4.2.6. Tree Removal

Trees are living things that grow, age and eventually die. Over their lifespan, trees require active management to maintain their health and structure and to minimise potential risks.

The retention of significant, healthy, and structurally sound trees is a priority. Whilst tree removal is a “last resort”, public safety always takes priority.

Selective tree removal and replacement planting is part of canopy cover management to ensure that the numerous benefits trees provide are sustained for future generations.

We assess all Council owned trees and undertake tree removal and replacement planting when required.

Decisions on removing trees is delegated to the General Manager to enact except where the tree is:

- a public fig tree or other species of significant size and age that has caused structural damage to public or private property and is not viable to retain;
- OR
- a public tree on Council's ~~Register of Significant Trees~~ **Significant Tree Register**.

4.2.7. Assessment and Determination

We will use tree assessment procedures, based on industry standards as the basis for consistent decision making for determination of tree removals.

We will approve the removal of trees that are in poor health or have significant structural defects. We will also approve the removal of trees where there is significant damage to an approved habitable structure or significant infrastructure, where it is demonstrated that the tree's removal is the only viable option available to address the issue.

Tree removal will not be approved to facilitate views, to reduce the extent of leaf / flower / fruit drop, support installation of solar panels, or to reduce the impact from any bird / bat / other animal waste or noise.

4.2.8. Emergency Situations

Risk to public safety and property will take priority in tree removal decisions in emergency situations.

4.2.9. Public Tree Removal Notifications

Should a public tree be proposed for removal, community consultation will be undertaken as per the Community Engagement Strategy and section 6.1.1 **of this Policy**.

4.2.10. Undesirable Tree Species

We will assess and **potentially** undertake removal and replacement of trees considered a biosecurity risk. The impacts to canopy cover will be a key consideration in removing trees as part of this process.

4.2.11. Tree Vandalism and Unauthorised Tree Works

We will investigate instances of poisoned or damaged trees and unauthorised tree pruning and removals. The investigation will seek to determine if there has been a breach of **Council's Development Control Plan and State legislation** ~~this policy~~ and if we can identify the person/s responsible for the vandalism.

Subject to collection of relevant evidence, we will undertake enforcement or, in more serious matters, seek legal advice on pursuing prosecution for the breach.

We will consider retention or delayed removal of vandalised trees and will place notices on trees or in public areas stating that tree/s have been vandalised. In response to vandalism to improve access to views Council may install view blocking screens or similar obstructions. Damaged trees will be managed until they are removed and/or replaced. Offenders may be required to rehabilitate the site, plant new trees and vegetation and maintain until maturity.

4.2.12. Trees and Essential Infrastructure

Trees are the largest living things in the urban environment and are a key component of the urban forest and thus the green grid. To provide their environmental, social, cultural, and economic benefits, they need to be integrated with civil and essential infrastructure.

We will carefully plan where trees are planted, the soil and surrounding areas to ensure that the trees can grow **sustainably** in a healthy manner to a mature size and to reduce the potential impact on public infrastructure.

4.2.13. Trees and Canopy Cover on Public Land

We will continue to identify opportunities for new and replacement tree planting in streets and open spaces, and ensure trees are planted in the best locations to optimise canopy cover.

We will identify streets where tree planting and provision of canopy cover should be prioritised over other uses of public space, such as on-street carparking and other road space that is underutilised.

Canopy cover is important for public health however, planting trees into existing streets can be a complex process. In selecting planting locations, we will respond to the specific context after considering the constraints, design issues, design guides and overall health outcomes.

5. Managing Our Trees

We recognise that trees are vital landscape elements and play an important role in making Randwick City a liveable, attractive and healthy city. Our trees are growing in a harsh urban environment, which requires specialised care and management.

We are committed to high-quality tree maintenance that provides adequate resources for the long-term health of Randwick City Council's urban forest.

5.1. Public Tree Maintenance Management

5.1.1. Best Practice Tree Maintenance

We will undertake best practice tree maintenance for street and open space trees, and trees located on Council properties such as depots, libraries, childcare centres etc.

We will inspect our street, open space, and property trees regularly to confirm tree health, condition and any maintenance works required.

Maintenance will be undertaken by qualified arborists, ensuring nominal footpath, road and infrastructure clearances are maintained. We will aim to meet standards for pedestrian accessibility where possible.

Works will be undertaken in accordance with Australian Standard AS4373 – Pruning of Amenity Trees (2007).

5.1.2. Tree Pruning

We will undertake street, open space and property tree pruning to improve tree health, structure and to provide nominal clearances from pedestrians, traffic, buildings and other essential infrastructure.

We will not prune or permit tree/s to be pruned to:

- facilitate views
- facilitate the installation or continued function of solar panels
- facilitate installation of temporary non-essential infrastructure
- reduce the extent of leaf / flower / fruit drop, or to reduce the impact from bird / bat / other animal waste or noise

We will consider requests for pruning back branches from the property and arrange pruning works accordingly. ~~However, due to the requirements of~~ **As recommended by the Australian Standard AS4373 – Pruning of Amenity Trees (2007), complete pruning of branches away from the property is not best arboricultural/industry practice and will not be supported.** ~~complete pruning of branches away from the property is not good arboriculture practice and will not be supported.~~ It should be recognised that street trees provide many benefits to the local community and therefore some encroachment onto private property should be accepted. **The pruning to achieve clearances from private property is to ensure the health and longevity of the tree.**

We will advocate for better pruning practices by Ausgrid, other third parties or their contractors of our street trees located under powerlines.

5.1.3. Risk Management and Insurance Claims

We will proactively manage tree risk management issues. Generally, these risks arise from tree root damage caused to public infrastructure and private property.

We will undertake a comprehensive investigation looking at all options available to retain large urban street trees while mitigating any damage from tree roots.

Procedures and guidelines will be provided to assist the community to address the common issues raised, outline our approach and the responsibilities for rectifying any issues.

Where the risk arising from the tree cannot be managed without ongoing financial risk, tree removal will be recommended.

5.1.4. Lighting and Other Attachments

The installation of fairy lights on public trees or attachment of festoon lighting to public trees will require an assessment by our Urban Forest Planner to ensure the proposal does not have any long term impact on the health of the tree and local biodiversity. Other attachments to the public trees are not supported.

5.1.5. Pests and Diseases

Pest and disease issues for our public trees will be managed as part of the tree maintenance program.

5.1.6. Tree Information System

We collect tree data for our public trees and maintain a database to facilitate decision making, prioritise resources and to maintain accurate historical data including tree planting, maintenance work and removals. This is done using TreePlotter™ the asset management and tree mapping software. The software also has further mechanisms to specify canopy goals, organise planting projects, and monitor tree canopy progress over time. This asset management and tree mapping software will be used as an inventory tool and to develop long term planning of our urban forest.

We will keep abreast of new technology in the field of arboriculture and urban forestry and incorporate technical tools into management and maintenance techniques where appropriate.

5.1.7. Change Over Time

Council will continue to monitor and report its tree canopy to measure the percentage coverage to assess progress towards our canopy cover target.

6. Our Community, Our Trees

We value our community's opinion and will deliver consultation, education and communication about the urban forest and tree management in accordance with the Community Engagement Strategy.

6.1. Community Consultation and Engagement

6.1.1. Community Notification and Consultation

Should a tree in a street or a park be proposed for removal, Council will undertake community consultation in accordance with the Community Engagement Strategy.

We will place a notification sign on or near the tree for a minimum period of 14 calendar days, advising the reason for removal and the intended replacement planting.

For a public fig tree or other species of significant size and age that has caused structural damage to public or private property and is not viable to retain or a public tree on Council's Register of Significant Trees **Significant Tree Register** a recommendation to remove the tree will be reported to Council.

When a report is submitted to Council, recommending tree removal, Council officers will notify residents in the street about the report and advise how they can address Council.

We will undertake community consultation about the proposed removal of public trees as part of capital works projects impacting on public trees.

We will provide information about the new street trees planted to the residents located adjacent to the planting.

For private trees proposed for removal as part of a Development Application notification will be undertaken in accordance with the "Public notification requirements for development applications (DAs)" within the Community Engagement Strategy.

6.1.2. Community Education / Awareness

We will increase community knowledge about the benefits of the urban forest, including trees, and the various strategies, policies and plans Randwick City Council uses for tree management. We will facilitate this objective by:

- providing relevant information through the Randwick Council website and other media
- notifying residents about tree planting programs
- erecting public notices about tree removals and vandalism
- recognising and supporting community tree planting programs or events, such as National Tree Day, 'Request a Tree' program and plant giveaways
- continuing to operate Council's nursery to supply locally endemic plant stock

6.1.3. Trees and Canopy Cover on Private Land

We will also engage with the owners or managers of large land areas within the LGA to educate them on the environmental and biodiversity benefits and value of the urban forest to the local community. We will outline Randwick City Council's objectives and targets for canopy cover.

Landowners will be encouraged to retain and plant trees and other vegetation within their land to assist with achievement of the tree canopy cover target and establishment of the urban forest.

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7. Legislation and Supporting Documents

7.1. Applicable Legislation

- State Environmental Planning Policy (Biodiversity and Conservation) 2021 (SEPP)
- Randwick City Council Local Environmental Plan (LEP)
- Randwick City Council Development Control Plan (DCP)
- State Environmental Planning Policy (Exempt and Complying Codes) 2008
- Local Government Act, 1993
- Environmental Planning and Assessment Act, 1979
- Biodiversity Conservation Act, 2016

7.2. Standards

- Australian Standard AS4373 - *Pruning of amenity trees* (2007)
- Australian Standard AS4970 - *Protection of trees on development sites* (2025 2009)
- Australian Standard AS2303 - *Tree Stock for Landscape Use* (2015)

7.3. Related Plans, Procedures and Guidelines

- Urban Forest Strategy (to be developed)
 - Randwick Street Tree Masterplan
 - Tree Management Technical Manual
 - ~~Register of Significant Trees~~ Significant Tree Register (review to commence in 2025)
 - Street Tree Identification Manual
 - Technical Guidelines for Urban Planting
- Procedure – Tree Vandalism (to be developed)
- Procedure – Claims for Damages (to be developed)

8. Review

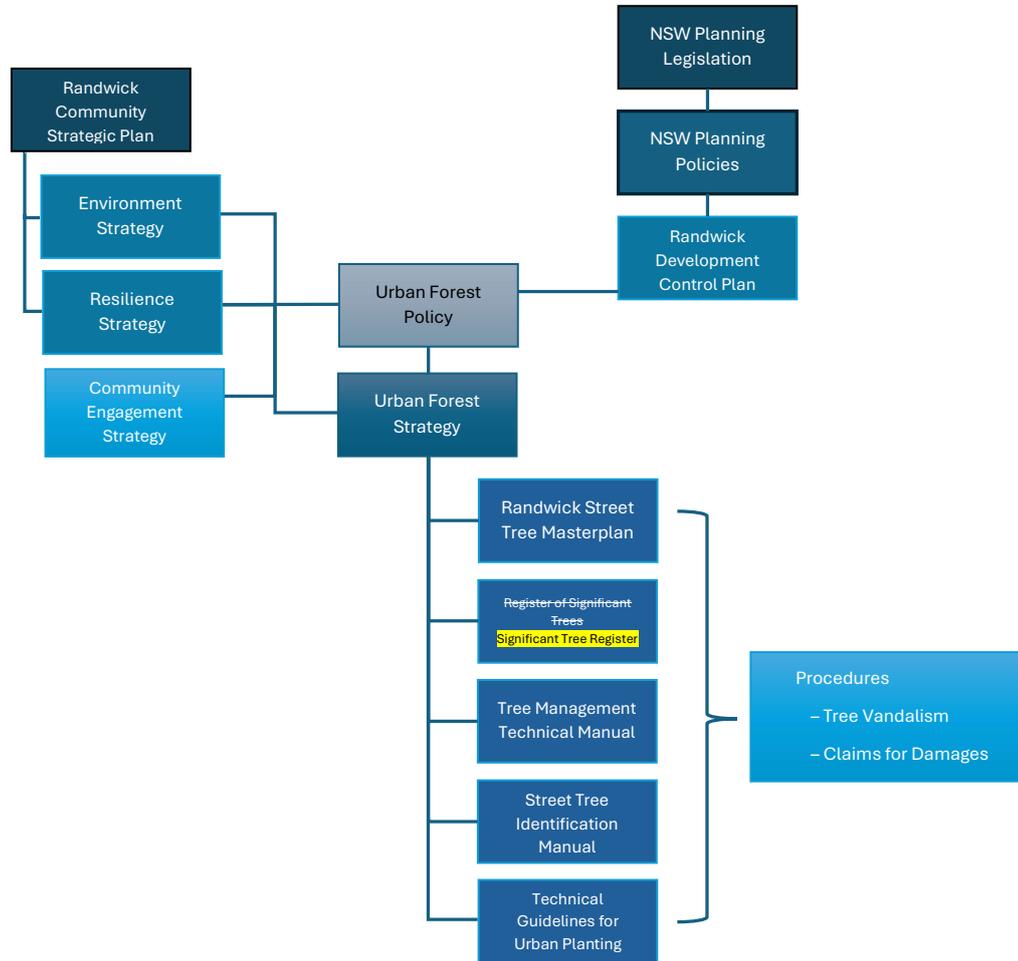
This Policy will be reviewed every two years or as required in the event of legislative changes. The Policy may also be changed because of other amendments that are to the advantage of Council and in the spirit of this Policy. Any significant amendments to the Policy must be made by way of a Council Resolution.

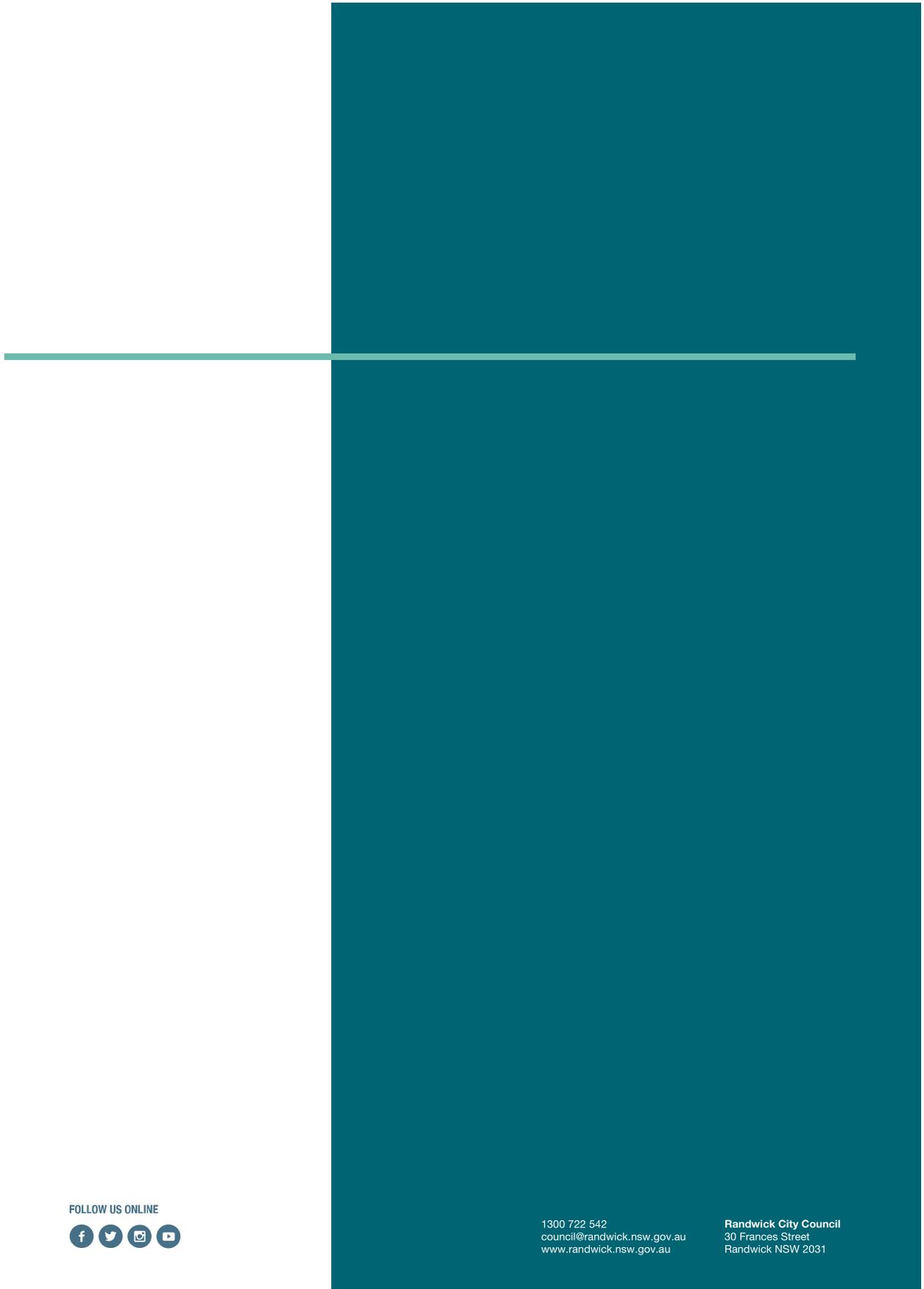
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9. Definitions

Term	Meaning
Urban Forest	<p>An urban forest comprises all trees and vegetation – and the soils and water that support them – in an urban area. These components are strategically planned, designed, and managed to support resilience and wellbeing. (NSW Government)</p> <p>Urban forest encompasses all trees, shrubs and bushes within towns and cities, including those on public streets, private land, and in park and bushland settings. (LGNSW).</p>
Tree Canopy	The area of land covered by tree canopy when viewed from above.
Tree Canopy rate of change	The average positive or negative annual change in canopy cover within the Randwick City Council area.
Canopy cover target	For this policy, the canopy cover target is 22% by 2040 across the Randwick City Council LGA.
Tree	A tree includes any woody perennial plant, any plant resembling a tree in form and size – with the potential to grow to 3 metres or more in height.
Tree Species	A specific list of tree species that are considered suitable for planting within the local government area.
Street Tree	A tree planted within the road reserve, generally within the nature strip.
Green Grid	A green grid is an interconnected network of green spaces across the city that encompasses various open spaces, including parks, waterways, and urban connections, to enhance biodiversity, promote healthy lifestyles, and improve a city's resilience.
LGA	Local Government Area.
Exempt and Complying Development	Exempt and complying development is certain specified development, on certain land, that meets a set of pre-defined design standards. In meeting these criteria, the development is eligible for a fast-tracked approvals process. The relevant legislation governing exempt and complying development is the State Environmental Planning Policy (Exempt and Complying Codes) 2008 (also referred to as the "Codes SEPP").
Randwick City Council Development Control Plan (DCP)	The Randwick City Council Development Control Plan (DCP) provides detailed planning and design guidelines to support planning controls in the Randwick Local Environmental Plan (LEP). The DCP includes tree preservation and conservation provisions.
State Environmental Planning Policy (Biodiversity and Conservation) 2021 (SEPP)	Statutory preservation provisions for trees and other vegetation.
Open Space	Community land that is a park or reserve used for public recreation.
Planting space	Un-treed bare ground or grassed area considered to have potential for plantings.

A. Appendix - Urban Forest Management Framework





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Randwick City Council
30 Frances Street
Randwick NSW 2031

Director City Planning Report No. CP29/25

**Subject: Variations to Development Standards under Clause 4.6 - 1
September to 30 September 2025**

Executive Summary

- On 15 September 2023, the NSW Government published amendments in relation to the operation and reporting requirements of Clause 4.6 of the Standard Instrument (including Randwick Local Environmental Plan 2012) to commence on 1 November 2023, in which it is no longer necessary to report determined variations to Council on a quarterly basis.
- Notwithstanding, the above, a monthly report providing details of applications subject to a variation of a development standard under clause 4.6 of Randwick Local Environmental Plan 2012 has been submitted to the Ordinary Council meeting since February 2009.
- This report provides Council with details of Development Applications (DA) that were determined within the period from 1 September through to 30 September 2025 in which a variation to a development standard under Clause 4.6 of the Randwick Local Environmental Plan 2012 was approved, in accordance with Council's internal reporting requirements.

Recommendation

That Council receive and note the report – Variations to Development Standards under Clause 4.6 of Randwick Local Environmental Plan 2012.

Attachment/s:

1.   Clause 4.6 Register - September 2025

Purpose

This report provides Council with details of Development Applications (DA) that were determined within the period from 1 September through to 30 September 2025 in which a variation to a development standard under Clause 4.6 of the Randwick Local Environmental Plan 2012 was approved.

Discussion

Changes to Legislation

On 15 September 2023, the NSW Government published amendments in relation to the operation and reporting requirements of Clause 4.6 of the Standard Instrument (including Randwick Local Environmental Plan 2012) to commence on 1 November 2023.

Under Department's Planning Circular PS 20-002, Councils were required to provide quarterly reports to the Department for all variations to development standards that were approved. Furthermore, the Circular required a report of all variations approved under delegation from a Council to be provided to a meeting of the Council meeting at least once each quarter. As part of the Clause 4.6 reform, Planning Circular PS 20-002 has been repealed as of 1 November 2023 and the amendments have introduced a new provision under Section 90A of the *Environmental Planning & Assessment Regulation 2021* (EP&A Regulation) which requires the following:

“As soon as practicable after the development application is determined, the Council of the area in which the development is proposed to be carried out must notify the Planning Secretary of the Council's or panel's reasons for approving or refusing the contravention of the development standard.

The notice must be given to the Planning Secretary through the NSW planning portal.”

As of 1 November 2023, any variations approved by Council/Planning Panel will be made publicly available via a variation register published on the NSW Planning Portal. As such, in accordance with Section 90A of the EP&A Regulation, Councils are no longer required to submit quarterly reports to the Department of Planning, Housing and Infrastructure, as this information will be extracted from the NSW Planning Portal. Furthermore, as Planning Circular PS 20-002 has been repealed and the variation register shall be publicly available, it is no longer necessary to report determined variations to Council on a quarterly basis.

Notwithstanding the above, a monthly report provides Council with details of the relevant applications subject to a variation to a development standard pursuant to Clause 4.6 of RLEP 2012 for the period specified in accordance with Council's internal reporting requirements.

Clause 4.6 – Exceptions to Development Standards

Clause 4.6 is required to be addressed if a development application seeks to vary a development standard in the Local Environmental Plan. The consent authority (i.e. Council, Randwick Local Planning Panel, Sydney Eastern Planning Panel or NSW Land and Environment Court) must not grant consent for development that contravenes a development standard unless, a written request has been provided by the applicant addressing Clause 4.6 of the LEP. If Council (or the relevant consent authority) is satisfied that the Clause 4.6 request is adequately justified, it may grant consent to the development even though the proposal does not comply with the relevant standard.

Details of Variations

A table is attached to the report detailing all Clause 4.6 exceptions approved in the period between 1 September through to 30 September 2025. Further analysis of the largest numerical variation for the period is detailed below. It should be noted that a detailed assessment report is prepared for each DA with a Clause 4.6 exception and is publicly available through Council's website.

September 2025

Three (3) Clause 4.6 variations were approved in the September period (being 01 September through to 30 September 2025), with one (1) application determined under delegation (less than 10%) and two (2) applications determined by Randwick Local Planning Panel (RLPP) due to variations greater than 10%.

Of the variations approved, the greatest extent of variation related to a development application for DA/413/2025 at 6 Runic Lane, Maroubra, in which a variation of 24.4% to the Floor Space Ratio (FSR) development standard was approved. The RLPP supported the variation to the FSR for the following reasons:

- The application sought consent for alterations and additions to an existing educational establishment (Mount Sinai College), involving ancillary structures including fencing, security hut and landscaping.
- The existing educational establishment is located within a R2 Low Density Residential zone and the proposed development is permissible through the *State Environmental Planning Policy (Transport and Infrastructure) 2021*, noting that educational establishments are not permitted within the R2 zone pursuant to the Land Use Table in RLEP 2012. As such, the site is subject to a maximum FSR of 0.5:1, consistent with the R2 zoning.
- The proposal primarily relates to ancillary structures and minor works to the existing school. The additional Gross Floor Area (GFA) is approximately 5.4m² and associated with replacing an existing storage container, an enclosed security hut and pedestrian entry canopy with relocated enclosed sports storage spaces behind proposed 2.4m high fencing, along with a new replacement Security hut and pedestrian entry. The additional bulk and scale associated with the fencing and structures are in response to the ongoing use of the school and shall address safety, operational and functional needs, which differ from surrounding low density residential uses. As such, the exceedance of the FSR standard can be attributed to the existing use of the site as an educational establishment and the existing development on site.
- The detailed assessment demonstrated that the resultant development would not result in any unreasonable impacts upon the amenity of adjoining and surrounding properties with regards to visual bulk, privacy, view loss and overshadowing.
- In view of the above, the proposal was found to be consistent with the objectives of the FSR standard and the R2 zone, and it was considered that the site-specific circumstances (with particular regards to the existing use of the site as an educational establishment) warranted the variation in this instance.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Housing
Outcome	A city with sustainable housing growth
Objective	Provide 4,300 new dwellings in 2021–2026, with 40% located in and around town centres.
Delivery program commitment	Ensure high level and continuous improvement of development assessment services to our community.

Resourcing Strategy implications

There is no direct financial impact for this matter.

Conclusion

This report provides details of the relevant applications subject to a variation to a development standard pursuant to Clause 4.6 of RLEP 2012 for the period specified in accordance with Council's reporting requirements.

Responsible officer: Angela Manahan, Executive Planner

File Reference: F2008/00122

CLAUSE 4.6 REGISTER – SEPTEMBER 2025														
DA number	Street No.	Street name	Suburb/Town	Postcode	Category of development	Zoning of land	Development standard to be varied	Justification of variation	Extent of variation	Concurring authority	Date DA determined dd/mm/yyyy	Approved by	Submissions	
													Objection	Support
DA/777/2025	10	Stanley Street	Randwick	2031	1: Residential - Alterations & additions	R3 – Medium Density Residential	Clause 4.3 Building Height = 9.5m	Maintains compatible scale with neighbouring buildings and does not adversely impact in terms of overshadowing, privacy, and views.	Height = 10.385m or 9.3%	DPHI	05/09/2025	DEL	0	0
DA/413/2025	6	Runic Lane	Maroubra	2035	13: Community facility	R2 – Low Density Residential	FSR = 0.5:1	Maintains compatible scale with neighbouring buildings and does not adversely impact in terms of overshadowing, privacy, and views.	FSR = 0.62:1 or 24.4%	DPHI	11/09/2025	RLPP	5	0
DA/783/2025	16	Frances Street	Randwick	2031	1: Residential - Alterations & additions	R3 – Medium Density Residential	Clause 4.3 Building Height = 9.5m	Maintains compatible scale with neighbouring buildings and does not adversely impact in terms of overshadowing, privacy, and views.	Height = 10.737m or 13.02% (Existing building height 11.215m)	DPHI	25/09/2025	RLPP	0	0

CP29/25

Director City Services Report No. CS61/25

Subject: Women's Participation in Community Sports in Randwick LGA

Executive Summary

- The preceding Council report has been drafted in response to notices of motions raised by Cr Parker and Cr Luxford in 2021, Cr Matson and Cr Shurey in 2021, Cr Chapple and Cr D'Souza in 2022 and Cr Said and Cr Burst in 2023: relating to women's participation in community sports.
- With significant changes occurring currently in community sports related to the increased awareness of women's sports, a shifting community focus has been identified, which is highlighting the need to address current participation levels of women in community sports.
- Women's under-representation is attributed to several factors related to the individual, the specific sports, cultural/social perceptions and norms, facilities, and access. This report addresses several resolutions raised regarding this topic and provides information on the current trends, approaches and Council direction related to this issue.
- Noting the significance of the Open Space and Recreation Strategy as the fundamental mechanism that is guiding Council's direction in relation to this societal issue.
- Understanding the actions being undertaken currently by many sporting organisations, which are actively implementing their own strategic approaches to increasing women's participation in sport within their respective codes, is a critical component in enabling change to occur.
- This report provides a proposal for Council to address many of the issues noted and continue to provide active steps towards bridging the gap in this critical component within our community.

Recommendation

That Council undertakes Consultation with respective sporting associations to understand the position on this socially driven issue for the participation of women in sport and to understand Council's role in addressing this in the future capital programs, initiatives, support.

Attachment/s:

Nil

Purpose

Council since 2021 has resolved the following actions.

Resolved at Ordinary Council Meeting held 23 March 2021:

RESOLUTION: (Parker/Luxford) that Council:

- (a) Council, prior to the adoption of the 2022-23 Operational Plan and Budget and 2022-23 Fees and Charges, investigate setting our fees and charges in such a way as to encourage female participation in organised sporting activity and bring back a report; and
- (b) the report to include current female participation rates and outline the barriers to female *inclusion in sports*.

Resolved at Ordinary Council Meeting held July 2021:

RESOLUTION: (Matson/Shurey) that Council:

That Council include within its Open Space and Recreation Strategy under Outcome 3 'Everyone has the opportunity to participate in sport and recreation' a new strategic approach with the following wording: "Collaborate with local sporting codes to identify opportunities and initiatives to increase female participation in sport by 2023."

Resolved at Ordinary Council Meeting held on 22 February 2022:

RESOLUTION: (Chapple/D'Souza) that Council:

- a) ensures that sporting organisations and clubs that receive grants and funding from Council provide:
 1. equal prize money for both boys and girls, and men and women, at all levels of competition.
 2. equal opportunity (entry positions, space, time, training, resources) for girls and boys, and men and women to participate in events including competitions and training; and
 3. an actionable strategy to increase the participation, engagement and ongoing support of women and girls at all levels of competition; and
- b) affirms that organisations and clubs that do not currently satisfy these criteria can still receive support if they have concrete plans to implement these by 2025.

Resolved at Ordinary Council Meeting held 22 August 2023:

RESOLUTION: (Said/Burst) that Council:

- a) complete an audit of community football (soccer) clubs that utilise sports fields within the boundaries of Randwick LGA by the deadline for winter season booking allocations in February 2024 which considers (including but not limited to) local resident participation, ground allocation and usage.
- b) meet ESFA regarding ground allocations and resources for the 2024 season.
- c) note the recommendation in the Randwick City Council Open Space and Recreational Needs Study for an extra 5 sporting fields in the Randwick LGA to cope with current demand.
- d) bring back a report to Council which considers two or three fields to be upgraded to premium turf field, hybrid or synthetic fields with improved lighting and well maintained for representative or important matches.
- e) provide a briefing to Councillors in October 2023 on previous motions concerning improvement to women's facilities and infrastructure for all women's sports at RCC sporting grounds; and
- f) continue to maintain the support and harmony of all sports through the Sports committee and respond to the 'knock on effect of the Matilda's popularity' in female growth in all sports particularly junior sports.

This report responds to these resolutions.

Discussion

The aim of this report is to provide Council with the necessary information to make informed decisions in relation to Council's approach to women's participation in sports. To allow Council to understand the proposal this report outlines the development of women's sports within Randwick by discussing and developing the following key areas of consideration:

- Current participation rates in Randwick.
- Council's current Strategies.
- Council's sporting groups and bodies.
- Council's current projects and works.
- NSW Government initiatives
- Gap analysis and comparative analysis
- Proposal

Randwick City Council plays an active role in supporting participation in community sports and recreation by providing and planning for open space and recreation infrastructure and facilitating recreation programs and services. Council's spaces include parks, sporting grounds, recreation facilities, community venues, streets and footpaths, cycle paths, aquatic centres, bushland, and beaches.

Council also plays a key role in facilitating community sports and recreation through partnerships with relevant organisations, the provision of funding through grants programs, the maintenance of Council's open spaces and sports fields and in the delivery of new assets and infrastructure through Council's Operational Plan and Delivery Program. There are numerous other providers of open space and recreation facilities in Randwick City including private facilities (such as fitness gyms), schools, educational institutions (UNSW and TAFE), sports clubs, and the NSW State Government. The recreation sector is important in delivering the open space and recreation needs of the Randwick City community.

Current participation rates in Randwick and the greater community.

Women play a crucial role in community sports, contributing to the social fabric and promoting inclusivity and equity. However, there are still challenges and disparities in participation levels compared to men. Women's participation rates within community sports are an issue of community concern. A survey of the sports committee conducted in 2021, and updated in 2025, provided to members of the Randwick City Council Sports Committee (as per tables below), highlights data related to current women's participation rates in key community sports as well as several barriers they have identified.

2021 Survey Results:

Sporting Code	Participation Rates	Barriers
Netball	<ul style="list-style-type: none"> • 100% female make up and 80% female volunteers 	<ul style="list-style-type: none"> • Cultural barriers • Religious barriers • Time commitments
Oztag	<ul style="list-style-type: none"> • 40:60 split female to male • 50% split for support services • About 600 women actively involved 	<ul style="list-style-type: none"> • Motherhood as one of our major hurdles to participation • Difficult to attract female players aged 30+ • Currently have no Women's 30's or Women's 40's rep teams
Cricket	<ul style="list-style-type: none"> • 12.2% (Includes LGAs of Randwick, Waverley, Woollahra and Bayside) female players to male players 	<ul style="list-style-type: none"> • Lack of Gender Diverse facilities and amenities • Lack of diversity on club & association committees.

Sporting Code	Participation Rates	Barriers
	<ul style="list-style-type: none"> Less than 10 female volunteers to male volunteers 	<ul style="list-style-type: none"> Lack of girls and female only programs to create a greater sense of inclusivity.
Soccer	<ul style="list-style-type: none"> 25% of our registered player base are female (As of April 30th, 2021 – 2154 of 8710 players) Approx. 40% of our volunteers are female. Our affiliated clubs have many coaches, assistants, managers, and officials running football for all age groups throughout the Eastern Suburbs. 	<ul style="list-style-type: none"> Lack of female friendly facilities. Time constraints (work and family commitments). Lack of availability or affordable childcare. Lack of female coaches, instructors, and leaders. Limited social or non-competitive activity options. Limited flexible activity options, such as pay as you play, no uniforms, casual membership.
AFL	<ul style="list-style-type: none"> 40% of female players to 60% male players. 50% - 65% female volunteers to male volunteers. Female coaches and female teams/competition. 	<ul style="list-style-type: none"> Without suitable facilities we cannot host games for Youth Girls teams from 12's up

2025 Survey Results:

Criteria	Soccer			Rugby League			Cricket		
	23 Season	24 Season	% Change	23 Season	24 Season	% Change	23 Season	24 Season	% Change
Total Number Players	8982	10136	12.85%	3797	3470	-8.61%	2688	2864	6.55%
Total Number within Area	No Data	No Data	No Data	1185	975	-17.72%	1003	1073	6.98%
Junior Players	5029	5900	17.32%	2619	2506	-4.31%	2688	2864	6.55%
Junior Players Female	1399	1819	30.02%	570	623	9.30%	577	486	-15.77%
Junior Players Male	3630	4081	12.42%	2049	1883	-8.10%	2108	2379	12.86%
Senior Players	3953	4236	7.16%	931	963	3.44%	No Data	No Data	No Data
Senior Players Female	738	819	10.98%	185	200	8.11%	No Data	No Data	No Data

Criteria	Soccer			Rugby League			Cricket		
Senior Player Male	3215	3417	6.28%	746	763	2.28%	No Data	No Data	No Data
Volunteers	622	641	3.05%	1015	1017	0.20%	396	448	13.13%
Volunteers Male	505	509	0.79%	728	729	0.14%	280	325	16.07%
Volunteers Female	117	132	12.82%	287	288	0.35%	116	123	6.03%

CS61/25

From the data provided through the sports committee associations, some key numbers to note:

- 30% increase in female junior players for soccer
- 10% increase in female junior players for rugby league
- 10% increase in female senior players for soccer
- 8% increase in female senior players for rugby league

The Clearinghouse for Sport survey completed in 2021, ([AusPlay results | Clearinghouse for Sport](#)) noted a significant difference in women’s participation rates in organised team sports compared to men, with women showing a preference for solitary, physical non-competitive activities.

With barriers to participation and inclusion related to some of the factors below.

- Volunteer imbalance
- Lack of gender diverse facilities and amenities
- Lack of diversity on club and association committees
- Lack of girls & female only programs to create a greater sense of inclusivity
- Time and family constraints (particularly for older participants)

Open Space and Recreation Strategy and Open Space and Recreation Study

The Open Space and Recreation Strategy provides a vision for the next 10 years on how Randwick City Council will deliver a variety of open space and recreational facilities for its community. The strategy provides the evidence-base to help set the framework for the future planning, setting objectives, strategic approaches, and the intended outcomes.

Recreation user groups and sporting peak bodies indicated that formal sports participation in Randwick City is increasing and placing pressure on existing sporting spaces, driven by growing participation, among juniors and seniors. They identified priorities for sporting spaces including:

- Improving and upgrading amenities including toilets, change rooms and storage facilities and providing female-friendly facilities.
- Improving lighting for use at night
- Increased shade, seating, toilets, and bubblers
- Improved playing surfaces including drainage.
- Improving booking processes and transparency
- Need for more flexible and multipurpose facilities that can cater to a range of uses, including synthetic fields
- Need for additional facilities, including indoor facilities and increased grounds.

These considerations have been included in Councils Operational Plan and Delivery Program, with several of the objectives above identified and assigned to meet these parameters, for example;

- a) Conduct an audit and assessment and develop a works program to improve the lighting of sporting grounds to improve safety at night and allow for additional nighttime training hours.
- b) Conduct an audit and assessment and develop a works program to improve the sports field layouts.
- c) Provide female facilities, prioritising high-use sporting grounds.

Sports Committee

The role of the sports committee, both historically and moving forward, is to provide support and assistance to our clubs and associations as they deliver community sports throughout the year. It provides a forum for representatives from local sporting associations and Council to discuss current issues and future needs of local sporting organisations.

The topic of increasing participation rates is very much something that all sporting codes are actively seeking to address, with many codes implementing their respective strategic approaches, to specifically target women's participation rates.

Through the Sports Committee, Capital Works are requested and delivered through Councils yearly capital program. These, alongside the Council capital program, facilitate several initiatives that aim to improve amenities for sporting groups in Council.

Presently Council is in the planning and design stages for the following projects, including but not limited to, those developed through this partnership with a focus on promoting women in sport:

- Snape Park: Clubhouse, Amenities and Change Rooms
- Burrows Park: Clubhouse Amenities and Change Rooms
- Lower Pioneers Park: Clubhouse, Amenities and Change Rooms

Councils' current projects and works aimed at this issue.

Council has also facilitated several initiatives to increase female participation in sports, through collaboration with local sporting groups, for example.

- The extension of lighting times at Chifley Sports Fields to facilitate the addition of the Women's Baseball League. This initial engagement with the wider Women's Baseball community has led to the opportunity to host a Triple Header of NSW Women's 1st grade Baseball.
- The Randwick City Saints, had in 2023, 76 registered female players, the largest female numbers in the club's history, which meant they fielded 2 women's teams with both teams successful in winning their respective grand finals.
- Successfully receiving grant funding through the 'Level the Playing Field Program' Grant Application for the 2023/24 Heffron Park Amenities and Change rooms upgrade. (Level the Playing Field Program 2023/24 | NSW Government) With the project co-funded by Council within this year's capital works budget. With one of the primary objectives of the program to ensure women and girls have equitable access to sport and recreation facilities by creating inclusive environments.
- The upgrade of several amenities' buildings through Council's capital works program, to upgrade toilets and change rooms to be more inclusive including women friendly facilities: for example, Paine Reserve Amenities and Coogee Oval Amenities both being recently upgraded to accommodate new toilets, change rooms and amenities for all sporting ground end users.



Figure 1 - Paine Reserve Amenities Upgrade



Figure 2- Coogee Oval Amenities Upgrades

NSW Government

The NSW Government has launched several initiatives to improve women's participation in sports in 2025.

- **Play Her Way Strategy:** This is a four-year plan aimed at increasing the participation of women and girls in sports. The strategy focuses on creating fun, safe, and inclusive sporting environments, with particular attention to adolescent girls.
- **Female Friendly Community Sport Facilities and Lighting Upgrades Grant Program:** The government has committed up to \$25 million to upgrade sports facilities, including bathrooms, change rooms, and lighting. This program aims to make sports facilities more accessible and welcoming for women and girls.
- **Awareness and Leadership Programs:** The government is also focusing on increasing the visibility of women in sports through leadership roles and awareness campaigns. This includes promoting female coaches and administrators to ensure that sports are inclusive at all levels.
- **The Level the Playing Field Program** is an initiative by the NSW Government aimed at improving sports facilities to encourage greater participation by women and girls. Committed up to \$30 million to upgrade or build new sports facilities, including amenities like change rooms and lighting.

These initiatives are part of a broader effort to ensure that more women and girls can participate in sports, stay involved, and enjoy the benefits of an active lifestyle.

The NSW Governments, Her Sport Her Way initiative is a focused approach by the NSW government to target deficiencies in women's sports. The program is based upon 4 pillars.

1. **Participation:** Improving and increasing girls' and women's participation in sport.
2. **Leveraging investment:** The rise in profile of women's sport represents an opportunity to sustainably grow women's sport by attracting and leveraging investment.
3. **Places and Spaces:** The availability of, and equity of access to safe, comfortable, and inclusive sport places and spaces encourages and enables women and girls to participate.
4. **Leadership:** Leaders on and off the field in sport are key influencers, yet fewer women than men are appointed leaders.

This strategy aims to increase participation, improve facilities, and attract investment and recognition for women's sport. This strategy aligns with Council's approach and has been used as a test for Council to determine any deficiencies or opportunities in our approach.

Gap Analysis

A desktop gap analysis was conducted on the varying approaches of Council and the NSW Government to understand areas of improvement and potential opportunities for growth. Through this **analysis**, we have compared our current state to our desired future state. This analysis will help Council assess whether its business goals and objectives are being met.

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Strategic Approaches External Sources	NSW Government - Office of Sport Her Sport/Her Way	RCC Sports Committee	RCC Open Space and Recreational Needs Strategy		RCC Action
<p>Participation</p> <p>Improving and increasing girls' and women's participation in sport</p>	<p>Participation</p> <p>Improving and increasing girls' and women's participation in sport</p>	<p>The Sports Committee- Terms of Reference.</p> <ul style="list-style-type: none"> To provide a forum for representatives from local sporting associations and Council to discuss current issues and future needs of local sporting organisations. To promote equitable access for the use of Council's sporting grounds, facilities, and kiosks. To promote the involvement of members of all sporting facilities in the planning and decision-making process To ensure the promotion, extension and improvement of sport and sporting facilities within the Randwick City To provide a forum for discussion on problems of mutual interest between member associations. To promote and encourage the social fellowship of its members <p>Previously 21-22 consulted with committee members regarding barriers to participation, refer to survey results.</p>	<p>Key Findings - Increasing female participation is driving growth in participation across sports that were traditionally dominated by men, with sports introducing new formats that may be more attractive to women, and need for additional female-friendly and accessible facilities (e.g., men and women's change rooms)</p>		<p>To undertake Consultation with respective sporting associations to understand the position on this socially driven issue to understand Councils role in addressing this in the future capital programs, initiatives etc.</p>
		<p>Specific Deliverable</p>	<p>3.9 Collaborate with local sporting codes to identify opportunities and initiatives to increase female participation in sport by 2023.</p>		
<p>Resourcing</p>	<p>Leveraging investment - The rise in profile of women's sport represents an opportunity to sustainably grow women's sport by attracting and leveraging investment.</p>	<p>The Sports Committee is an Advisory Committee and is managed in accordance with the Advisory Committee Code of Conduct (D03536880).</p> <p>As part of the Council yearly capital works program, capital works upgrades are requested, reviewed, and potentially included as part of the yearly Capital Delivery program.</p> <p>Council will regularly apply for grants in collaboration with sports associations for funding for specific capital projects</p>	<p>RCC - Yearly Delivery Programs, capital upgrades for all sporting codes; Coral Sea Park Synthetic, Lower Pioneers Amenity Building. The Open Space and Recreational Needs Strategy used as a document to guide this process.</p>		<p>Current Projects in Planning for delivery.</p> <ul style="list-style-type: none"> Snape Park: Clubhouse, Amenities and Change Rooms Burrows Park: Clubhouse Amenities and Change Rooms Lower Pioneers Park: Clubhouse, Amenities and Change Rooms
<p>Facilities</p>	<p>Places and Spaces The availability of, and equity of access to safe, comfortable, and inclusive sport places and spaces encourages and enables women and girls to participation</p>	<p>Sports Committee is comprised of the key associations and clubs within the Randwick LGA, as part of their function they are responsible for the equitable allocation of sports places and spaces to their clubs.</p>	<p>RCC - Yearly Delivery Programs, capital upgrades for all sporting codes; Coral Sea Park Synthetic (Complete), Lower Pioneers Amenity Building (Planning)</p>		<p>Current Projects in Planning for delivery.</p> <ul style="list-style-type: none"> Snape Park: Clubhouse, Amenities and Change Rooms Burrows Park: Clubhouse Amenities and Change Rooms Lower Pioneers

Strategic Approaches External Sources	NSW Government - Office of Sport Her Sport/Her Way	RCC Sports Committee	RCC Open Space and Recreational Needs Strategy	RCC Action
		<p>Councils function is sports fields is in the management and maintenance of these places and spaces to an agreed service level regardless of sporting code or gender.</p>	<p>Objectives - Consider opportunities (in alignment with the Office of Sport's Women in Sport Strategy) for new and upgraded regional sporting facilities in Randwick City by applying a gender lens, with female-friendly amenities and upgrades to lighting some of the key strategies to support participation for girls and women.</p> <p>Specific Deliverable 2.4 Optimise existing Sportsfield layouts to increase number of fields provided and diversity of codes catered for</p> <p>Specific Deliverable 2.5 Subject to quadruple bottom line assessment, provide additional multipurpose synthetic fields in appropriate locations to increase capacity of existing fields in high demand.</p> <p>Specific Deliverable 2.11 Conduct an audit and assessment and works program to improve the lighting of sporting grounds to improve safety at night and allow for additional night-time training hours.</p> <p>Specific Deliverable 3.8 Provide female amenities, prioritising high-use sporting grounds (Heffron Park, Pioneers Park, Coogee Oval, Latham Park, Nagle Park, Snape Park).</p>	<p>Park: Clubhouse, Amenities and Change Rooms</p> <p>Heffron park Amenities successful grant for amenities construction, delivery underway.</p> <p>Provide a separate report to Council on opportunities for additional fields or reconfiguration of existing fields.</p> <p>Deferred with the creation of guidelines underway from the NSW Department of Planning for Local Government</p> <p>Currently several projects underway.</p> <ul style="list-style-type: none"> • Snape Park lighting upgrade, • Heffron Southwest lighting upgrade • Nagle Park DA amendment <p>Current Projects in Planning/ Delivery.</p> <ul style="list-style-type: none"> • Heffron park successful grant for amenities construction • Snape Park: Clubhouse, Amenities and Change Rooms • Burrows Park: Clubhouse Amenities and Change Rooms • Lower Pioneers Park: Clubhouse, Amenities and Change Rooms
<p>Leadership</p>	<p>Leadership Leaders on and off the field in sport are key influencers, yet fewer women than</p>	<p>Premises of Sports Committee is to act as a voice for community sports in Randwick. With associations actively working to improve participation for all genders in their respective sporting codes.</p>	<p>As the asset custodian Council acts on behalf of all sporting groups in the management and maintenance of sporting facilities including consultation and collaboration with all facets of community sports. The Open Space and Recreational Need Strategy used as a document to guide this process.</p>	<p>To continue to work in a collaborative and consultative fashion with the Sports Committee to identify opportunities and</p>

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Strategic Approaches External Sources	NSW Government - Office of Sport Her Sport/Her Way	RCC Sports Committee	RCC Open Space and Recreational Needs Strategy		RCC Action
	men are appointed leaders.		Specific Deliverable	3.9 Collaborate with local sporting codes to identify opportunities and initiatives to increase female participation in sport by 2023.	initiatives to increase female participation as per the (D03642297) Sports Committee Terms of Reference.

Proposals

From the gap analysis there are several identified recommendations:

- Undertake consultation with respective sporting associations to understand their unique position and perspective on this socially driven issue with the intention of clarifying Council’s role in addressing this, in the future capital programs, initiatives, support, etc.
- Council currently has several projects underway in planning and design to address resourcing and facilities for female participants specifically: Snape Park: Clubhouse, Amenities and Change Rooms, Burrows Park: Clubhouse Amenities and Change Rooms, and Lower Pioneers Park: Clubhouse, Amenities and Change Rooms
- Council was successful in its application for the Level Our Playing Field grant, to enable the construction of a new amenities building for female participants at Heffron Park, set to commence in the new year.
- Council, through our current Operational Plan and Delivery Program, will investigate opportunities for additional fields or reconfiguration of existing fields within the LGA.
- Council, through our current Operational Plan and Delivery Program, will investigate opportunities to improve the lighting of existing fields within the LGA.

Strategic alignment

The relationship with our 2022-26 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Open Space and Recreation
Outcome	A community where everyone has the opportunity to participate in sport and recreation
Objective	75% or above satisfaction with new open space and recreation facilities within 2 years of implementation.
Delivery program commitment	Optimise existing sports field layouts to increase number of fields provided and diversity of codes catered for.

Risk

Not addressing gender equality in sports can have several negative consequences for women and society.

- **Missed Opportunities for Personal Development**, Sports play a crucial role in developing confidence, leadership skills, teamwork, and goal-setting abilities. Without equal

opportunities, many women and girls miss these benefits, which can impact their personal and professional growth.

- **Health Implications**, Participation in sports is linked to better physical and mental health. Inequality in sports can lead to lower participation rates among women, contributing to higher rates of obesity, cardiovascular diseases, and mental health issues.
- **Perpetuation of Gender Stereotypes**, failing to address gender inequality in sports reinforces harmful stereotypes that suggest women are less capable or interested in sports. This can discourage young girls from participating and limit their potential.
- **Social Inequities**, Sports can be a powerful tool for social change and inclusion. Inequality in sports can exacerbate existing social inequities, particularly for women from marginalized communities.

Addressing these issues is crucial for creating a more equitable and inclusive sports environment. Council, as a land manager, plays a significant role in the management and organisation of community sports within the LGA. This position however does not extend to management of players or teams. This falls upon the differing associations and organisations that make up community sporting organisations.

As noted within the proposal a recommendation is to open communication lines with sporting groups within Council's Sports Committee to understand the challenges they face as an organisation, Council's role in addressing this, in the future capital programs, initiatives, support, etc. However, from a reputational perspective not supporting women's participation in sports can pose several risks to a council:

- **Public Perception**: Council may be seen as not valuing gender equality and inclusivity, which can damage its reputation among residents and stakeholders.
- **Community Backlash**: There could be backlash from the community, especially from women's groups and advocates for gender equality, leading to negative media coverage.
- **Missed Opportunities**: By not supporting women's sports, the council misses the positive social, health, and economic benefits that come from increased female participation in sports.
- **Funding, Relationships and Sponsorship**: Potential sponsors and funding bodies may be less inclined to support a council that does not promote gender equality in sports, affecting financial support for other initiatives.
- **Legal and Policy Implications**: There could be legal implications if the council is found to be in violation of gender equality policies or anti-discrimination laws.

The intention of this report is to provide Council with a recommendation that addresses many of the noted risks and provides a framework for Council to address these societal issues going forward through strategic approaches, funding and community engagement.

Resourcing Strategy implications

Financially the initiatives identified in the Strategic Approaches of the Open Space and Recreation Strategy are funded from a variety of sources including the yearly operational plans and delivery programs including capital works budgets. However, any significant capital improvements would be funded separately through the specific capital funding pathways.

The proposal provided will have minor impacts upon current staff but is part of their daily operational requirements. There will be impacts upon operational teams' budget in terms of increased maintenance and management of new facilities. However, if additional fields are identified that could be utilised through re-alignment of line marking there could be opportunities for increases to income as a result. These considerations should be considered when setting operational and capital budgets.

Policy and legislative requirements

- New South Wales Local Government Act 1993
- New South Wales Work Health and Safety Regulation 2011.

Conclusion

Community sport and women participation is an issue for the whole of society, but as a local government organisation we can affect change within those areas we can control. From a review of the current literature and discussions with key stakeholders there are several barriers related to a woman's perception of self, time constraints, access to facilities and fields and societal perception.

These factors combined create a situation where women are turned away from community sports to more solitary physical activities like exercise classes, the gym or home gyms in lieu of team sports. The recommendations aim to address some of those barriers that council can influence and provide additional opportunities for women to participate in community sports in safe and appropriate facilities.

Council is using the Open Space and Recreation Strategy as the tool to facilitate this change and continue to address the issue and building upon existing works to increase women's participation rates in sports. It is recommended that Council continues the development and delivery of Councils strategic objectives identified in the Open Space and Recreation Strategy.

Responsible officer: Ryan Zammit, Manager Infrastructure Services

File Reference: F2019/00686

Director City Services Report No. CS62/25

**Subject: Cycleways and Bicycle Facilities Advisory Committee -
August
2025**

Executive Summary

- This Council report is in response to a Mayoral Minute raised by the Mayor Cr Shurey in October 2017, to establish a cycleway and bicycle facility advisory committee.
- The Council's Cycleways and Bicycle Facilities Advisory Committee (CABFAC) meets quarterly to examine issues relating to bike riding and cycling facilities.
- The August 2025 meeting of this Committee was attended by Councillors, representatives of BIKEast, members of the community, and Council staff.

Recommendation

That the Minutes of the Cycleways and Bicycle Facilities Advisory Committee Meeting held on 6 August 2025, be received, and noted.

Attachment/s:

1.  Cycleways and Bicycle Facilities Advisory Committee - 6 August 2025 - MINUTES

Purpose

At the ordinary meeting on the 10 October 2017, Council resolved:

Mayoral Minute No. MM29/17 (The Mayor, Cr Lindsay Shurey) that a Cycleway and Bike Facilities Advisory Committee be established, consisting of Councillors Matson, Neilson and Veitch and representatives of BikeEast with the following terms of reference:

1. report to the Works Committee;
2. enhance consultation between Council and the bike riding community;
3. advance implementation of the planned and funded cycle ways in the Randwick local government area;
4. review and provide advice on proposed Council bike related capital works projects;
5. participate in the yearly draft budget process by recommending appropriate bike related projects;
6. be consulted by Council on cycle way and bike facility issues involving significant planning proposals and Development applications before Council;
7. Regularly review and propose updating of the Randwick Council bike plan in line with the strategic direction of priority cycleways as detailed within “Sydney’s Cycling Future”;
8. help advance a Regional Cycle Strategy with neighbouring Councils; and
9. the meetings of this Advisory Committee be open to the public with Agendas and Minutes being published on a relevant page of the Council’s website.

This report provides the background information to the Council in relation to the above resolution.

Discussion

The CABFAC, at its 6 August 2025 meeting, considered numerous matters of importance to local bicycle riders. Minutes of the CABFAC Meeting held on 6 August 2025 are attached.

The next meeting of this advisory Committee is scheduled for 5 November 2025, at 7:30am.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Integrated Transport
Outcome	A city with a transport network where sustainable transport options are the preferred choice for people
Objective	Increase the active transport mode share to 35% by 2031, from a 2018-19 baseline of 26%.
Delivery program commitment	Update the Bicycle Route Construction Priority List by 2026.
Delivery program commitment	Provide 200 new bicycle parking spaces across our beaches, local centres and key destinations across the LGA by 2025.
Delivery program commitment	Implement measures to increase safety for people riding bikes or walking in 5 locations each year until 2035, with priority given to identified crash sites.
Delivery program commitment	Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).
Delivery program commitment	Implement the Active Transport Plan actions.

Risks

There are no operational or strategic risks associated with the recommendation of this report.

Resourcing Strategy implications

Any proposals for expenditure arising from the CABFAC recommendations are either covered by existing funding allocations or would be the subject of separate reports to Council for funding.

Policy and legislative requirements

The CABFAC was set up to advise on bicycle infrastructure related matters. It was established from a Council Resolution on 10 October 2017.

Conclusion

The Cycleways and Bicycle Facilities Advisory Committee is a positive forum for the consideration of matters important to bicycle riders. The Committee's recommendations are supported, and it is considered that they be endorsed by the Council.

Responsible officer: Lachlan Wood, Senior Sustainable Transport Officer

File Reference: F2018/00158



**MINUTES OF CYCLEWAYS AND BICYCLE FACILITIES ADVISORY COMMITTEE
MEETING
HELD ON WEDNESDAY, 6 AUGUST 2025 AT 7:30AM**

Attendees:

Councillors		
Cr Phillipa Veitch	Councillor	RCC
Cr Dexter Gordon	Councillor	RCC
Stakeholders		
Kate Lewis		Transport for NSW
Yvonne Poon		BIKEast
Elliot Jones		BIKEast
Paul Chilcott		Resident
RCC Officers		
Todd Clarke	Director City Services	RCC
Lachlan Wood	Senior Sustainable Transport Officer	RCC
Jay Lee-Pieterse	Senior Sustainable Transport Officer	RCC
Renna Korn	Transport Engineer	RCC

1. Terms of Reference

The following information is provided so that you may be aware of the structure and operation of the Cycleways and Bicycle Facilities Advisory Committee.

Randwick Council resolved to establish a Cycleway and Bicycle Facilities Advisory Committee with the following terms of reference:

1. Report to the Council;
2. Enhance consultation between Council and the bike riding community;
3. Advance implementation of the planned and funded cycle ways in the Randwick local government area;
4. Review and provide advice on proposed Council bike related capital works projects;
5. Participate in the yearly draft budget process by recommending appropriate bike related projects;
6. Be consulted by Council on cycle way and bike facility issues involving significant planning proposals and development applications before Council;
7. Regularly review and propose updating of the Randwick Council bike plan in line with the strategic direction of priority cycleways as detailed within "Sydney's Cycling Future"; and
8. Help advance a Regional Cycle Strategy with neighbouring Councils.

(Council resolution references 172/17 & 87/18)

2. Apologies

Apologies were received from Bronwyn Englaro.

3. Declaration of pecuniary or non-pecuniary interests

This is page 1 of the Minutes of the Cycleways and Bicycle Facilities Advisory Committee meeting held on 6 August 2025

4. Confirmation of the Minutes

Confirmation of the Minutes of the Cycleways and Bicycle Facilities Advisory Committee meeting held on Wednesday 7 May 2025

RECOMMENDATION: that the Minutes of the Cycleways and Bicycle Facilities Advisory Committee meeting held on Wednesday 7 May 2025 (copies of which were circulated to all Councillors) be and are hereby confirmed as a correct record of the proceedings of that meeting.

5. Items for consideration

Cycleways and Bicycle Facilities Advisory Committee Reports

BAC33/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Get NSW Active Program Funding / TfNSW Walking and Cycling Program (F2018/00158)

Discussion

Cr Veitch requested further detail on the date of submission and determination of each application. Mr Wood and Ms Lee-Pieterse confirmed the Transport for NSW Get NSW Active application windows have varied in the last few years, but usually open between September-November, with announcements made between April-June.

Recommendation

That:

- a) the information be received; and
- b) future CABFAC reports provide dates for when an application was submitted and when it was determined.

BAC34/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Kingsford to Centennial Park Walking and Cycling Improvements Project (F2018/00158)

Discussion

Ms Lee-Pieterse provided an update on the project.

Ms Lewis confirmed TfNSW have appointed a contractor to undertake the Doncaster Avenue/Anzac Parade intersection improvements. Works are anticipated to commence by the end of August 2025 and Council will be notified prior to commencement.

Ms Poon asked whether the cycleway will be disrupted during the works. Ms Lewis confirmed that there will be some disruption during the 4-6 week duration of works.

Ms Poon enquired whether the works would address an existing subsidence defect in the road. Ms Lewis confirmed that TfNSW would investigate this issue and if required co-ordinate with Sydney Water to avoid impacts to the construction program.

Cr Gordan queried if the design work for Section 3 of K2CP was internal or external and whether Council had funding to construct the project. Ms Lee-Pieterse advised that Council had engaged a consultant to deliver the designs, with technical input and review provided by Council officers from Randwick City Council and Bayside Council. Mr Clarke advised that the strategy for securing funding would be developed and brought to Council in due course.

Recommendation

That the information be received.

BAC35/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Anzac Parade (Walking and Cycling) Paths Project (APPP) (F2018/00158)**Discussion**

Ms Poon queried when concept design will be made available. Mr Wood noted the concept design will need to be finalised and endorsed by Council before being made public, but this is anticipated before the end of the year.

Ms Poon also queried whether landscaping will be part of the concept design and noted that plant selection is important to avoid obstructing the paths. Mr Wood noted some areas along the proposed paths will include landscaping, however the wider activation and treatments within the median are outside the scope of this project.

Recommendation

That the information be received.

BAC36/25 Cycleways and Bicycle Facilities Advisory Committee Reports - South Coogee to Kingsford Walking and Cycling Project (F2018/00158)**Discussion**

Nil.

Recommendation

That the information be received.

BAC37/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Coogee to Randwick Walking and Cycling Improvements Project (F2018/00158)**Discussion**

Mr Chilcott queried when the preferred route alignment will be reported to Council. Mr Clarke advised the Council report should be submitted over the coming months.

Recommendation

That the information be received.

BAC38/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Todman Avenue and Lenthall Street Walking and Cycling Improvements Project (F2018/00158)**Discussion**

Nil.

Recommendation

That the information be received.

BAC39/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Bicycle Safety Campaigns (F2018/00158)

Discussion

Ms Poon queried whether there will be any dedicated bicycle parking in the targeted areas. Ms Lee-Pieterse noted increased bicycle parking is an ongoing and separate project and the focus of this campaign is primarily education, rather than enforcement, in areas in high pedestrian activity.

Mr Jones queried whether the NSW Police bicycle and pedestrian safety operation is reacting to and targeting areas where injuries occurred or if it was more about public sentiment. Ms Lee-Pieterse noted it is understood to be in relation to a combination of public sentiment and reports of near misses in areas of high pedestrian activity.

Cr Veitch noted there are certain areas where it is dangerous to ride a bike on the road and the footpath is commonly used to avoid these areas. It was suggested Council could investigate implementing shared paths where cyclists can legally use the footpath to avoid the areas of concern. Mr Clarke noted this would be taken on notice for action and that Council officers will investigate carrying out an audit of areas of concern where a shared path may improve cyclist safety.

Recommendation

That:

- a) the information be received; and
- b) Council officers investigate areas of bicycle safety concerns for share path implementation.

BAC40/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Darley Road / Govett Street Gates (F2018/00158)

Discussion

Mr Chilcott suggested safety improvements could be made without the gate closure.

Recommendation

That the information be received.

BAC41/25 Cycleways and Bicycle Facilities Advisory Committee Reports - St Pauls Street (east) - Contra-flow bicycle traffic (F2018/00158)

Discussion

Nil.

Recommendation

That the information be received.

BAC42/25 Cycleways and Bicycle Facilities Advisory Committee Reports - Bicycle Parking (F2018/00158)

Discussion

Nil.

Recommendation

That the information be received.

General Business – Recognition of Tony Lehmann

Discussion

Cr Veitch requested that CABFAC note and recognise the service Tony Lehmann (former Manager of Integrated Transport) provided to CABFAC and to cycling in the Randwick LGA over the last 20 years of service. This was supported by all members and CABFAC would like to wish him well in his future endeavours.

Recommendation

That the information be received.

General Business – Active Transport Plan and the Bicycle Route Construction Priority Plan

Discussion

Cr Gordon queried the intent of the Cycling Network Plan in the Active Transport Plan and its relation to the proposed update to the 2015 Bicycle Route Construction Priority plan. Mr Clarke advised that the Cycling Network Plan provides an overall vision for bicycle routes in the Randwick LGA, and the priority construction plan exists to help guide Councils efforts in realising it.

Recommendation

That the information be received.

General Business – CABFAC representation

Discussion

Ms Poon noted there have been suggestions that CABFAC has been under-represented by members of the community and Safe Streets 2 School. Mr Clarke noted that invitations to CABFAC are issued to all known parties interested in attending. It is also noted that invitations are sent to the nominated representatives from Safe Streets 2 School.

Recommendation

That the information be received.

MINUTES OF CYCLEWAYS AND BICYCLE FACILITIES ADVISORY COMMITTEE MEETING

6 AUGUST 2025

The minutes of this meeting will be confirmed at the Cycleways and Bicycles Facilities Advisory Committee meeting held on Wednesday, 5 November 2025.

The meeting closed at 8:18am.

CS62/25

This is page 6 of the Minutes of the Cycleways and Bicycle Facilities Advisory Committee meeting held on 6 August 2025

Director City Services Report No. CS63/25

Subject: Coral Sea Park Lighting Trial & Amenities Upgrade

Executive Summary

- The following Council report has been drafted in response to a Notice of Motion raised at the August 2024 Council meeting by Councillor Parker and Councillor Chapple, requesting that Council investigate the implementation of a lighting trial at Coral Sea Park synthetic field and the upgrade of the dressing sheds and amenities.
- There are currently bookings for summer soccer on the synthetic field with an existing approval for lighting in accordance with the existing approved Development Application.
- A request for an additional night of lights, on Fridays until 9:00pm to accommodate women's soccer, has been made. A lighting trial could be conducted with subsequent community consultation to determine whether to amend the existing DA conditions.
- Consideration in the future capital works program to reconstruct the existing amenities building to accommodate the growth of sport, including soccer at Coral Sea Park, based on feedback from the current incumbent soccer clubs.

Recommendation

That Council:

- a) commences a trial into the lighting of the Synthetic Field at Coral Sea Park for an additional day, specifically Fridays until 9:00pm
- b) undertakes community consultation to seek feedback on the success or failure of the trial, to determine whether to amend the existing lighting conditions through an amendment to the existing conditions.
- c) considers, in future capital works programing, the reconstruction of the existing amenities building to accommodate the growth of soccer at Coral Sea Park.

Attachment/s:

Nil

Purpose

At the August 2024 Ordinary Council meeting, Council resolved:

“RESOLUTION: (Parker/Chapple);

- a. investigate a trial usage of the Coral Sea Park synthetic field on Friday nights over the summer period to accommodate programs for growth in women's football;
- b. that any trial includes the usage of lights until 9:00pm; and
- c. investigate an upgrade of the dressing sheds in consultation with Maroubra United and prepare a report for Council's consideration. That this report also considers a resourcing allocation in the 2025-26 financial year.”

Discussion

The intention of this report is to provide Council with the information required to make an informed decision regarding the resolution above. This resolution relates to conducting a lighting trial and investigating the current amenities building at Coral Sea Park. The report will provide a brief background of the site, outline the current bookings for the synthetic field, present lighting trial opportunities, and identify considerations for the amenities building.

Coral Sea Park is a major sporting facility within Maroubra that supports several soccer fields, a cricket pitch, cricket practice nets, and a basketball court. These areas are floodlit for training at night. Alongside the sporting fields is a large children's playground. The perimeter of the park is lined with large, established trees that provide a pleasant environment for spectators and passive users of the park. The park is a designated off-leash dog exercise area; however, unleashed dogs are prohibited on the sports fields.



Figure 1 - Coral Sea Park

- a) *investigate a trial usage of the Coral Sea Park synthetic field on Friday nights over the summer period to accommodate programs for growth in women's football, and b) that any trial includes the usage of lights until 9:00pm; and*

Coral Sea Park oval and synthetic fields are heavily used by community sporting groups, the main sports that utilise the fields are soccer (in winter) and cricket (in summer). During the summer season, based upon Council's current bookings for the site, the Coral Sea Park synthetic field is well used by soccer. The use of the fields within Coral Sea Park at night is contingent upon the existing allowances for lighting, approved under the current Development Application. Based on this pre-existing approval lights are permitted for use at Coral Sea Park on Tuesday, Wednesday, and Thursday nights until 9:00pm.

Currently, the synthetic field is booked as follows:

- Monday 5:00pm – 7:00pm
- Tuesday 5:00pm – 9:00pm
- Wednesday 5:00pm – 9:00pm
- Thursday 5:00pm – 9:00pm

Last summer season 2024/25 and winter 2025 season Council trialled lights on the synthetic field in alignment with the proposal on Friday nights. The trial was to encourage women's participation in sports and in the provision of a safe environment for women's soccer. The feedback from the club was that the trial was a great success as they had consistently around 60-70 female participants coming in for training and matches throughout the season on Friday nights.

The request for a lighting trial on Fridays up to 9:00pm is feasible to support women's soccer in Randwick and is something that has been trialled over the past year by the team. Based upon similar requests for extended lighting times, that have been made and actioned on other ovals, specifically Nagle Park, it is recommended that a trial be conducted during summer. At its conclusion, feedback should be sought from the community on its success/failure via the Community Consultation process. The feedback would serve as a catalyst for determining whether to seek an amendment to the existing DA to permit the additional night of usage or to cease the trial.

- c) *investigate an upgrade of the dressing sheds in consultation with Maroubra United and prepare a report for Council's consideration. That this report also considers a resourcing allocation in the 2025-26 financial year.*

As part of Council's Operational Plan and Delivery Program 25/26, items A33.6.1 specifically relates to sports fields and women's amenities; A33.6.1 *Provide female facilities, prioritising high-use sporting grounds*. The existing amenities at Coral Sea Park were upgraded by Council in approximately 2014-15. At the time, the decision was made through consultation with the sporting groups to upgrade the existing building. These works included new change rooms, kiosks, public toilets, meeting rooms, storerooms, etc., as per the plan and picture below:



Figure 2 - Image of Coral Sea Park Amenities

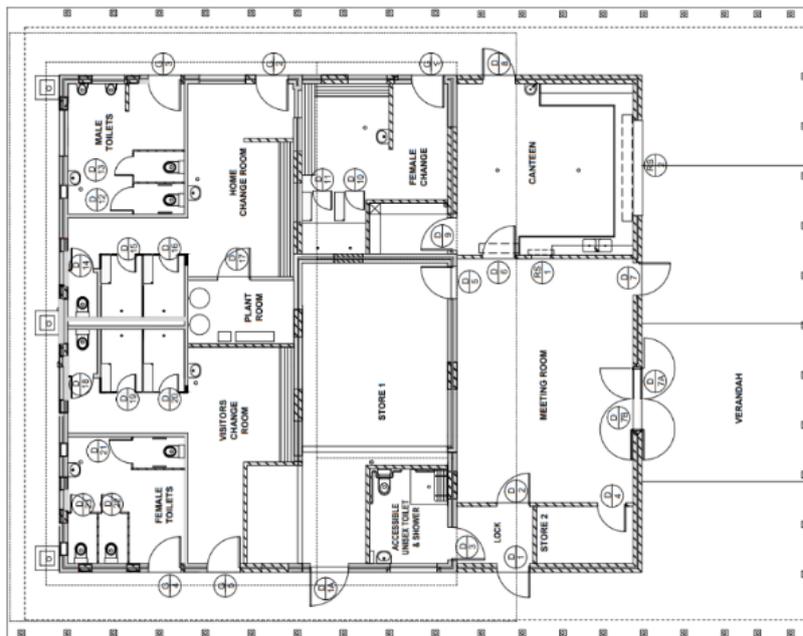


Figure 3 - Coral Sea Park Amenities Floor Plan

In August 2025, consultation occurred with the incumbent soccer club regarding the future direction of the amenities building. At present there are two options that Council can consider related to a new construction or refurbishment/extension. Both options are viable and offer opportunities and risks to all parties, particularly when considering budgets, time frames, planning approvals, etc.

As part of this process, it is important to understand issues that present with the site, primarily related to water ingress and flooding (the site is prone to water retention and localised flooding in times of heavy rainfall), vandalism, storage within the building (a long standing issue is related to the volume of storage onsite to accommodate the club's equipment), and additional space for community usage (in response to increased requests for usage by community groups), etc.

Several discussions have been held with the club over the past years related to the amenities building and options. After the most recent discussion between Council and the club, the club's preference is to proceed in the direction of a new build. This will include planning, design, consultation, etc., and require inclusion in future capital works budgets.

For comparable construction costs, it can range depending upon the size of the building footprint, the fixtures and finishes, the external material, etc. Other works that are currently occurring within the capital works program for sports fields amenities buildings can range from \$3.5 million (Heffron Central Amenities) to \$5 million (Snape Park amenities). The specific costs associated with a new build are developed through the planning/design process, consultation process and funding strategy.

As part of this discussion that was recently held, the club has requested Council investigate some short-term solutions related to the female amenities and additional storage space. Several options have been reviewed with Council's contractors, with a feasible option provided for a short-term storage solution. This option can allow for additional storage outside of the amenities, via a new timber framed structure. In consideration of this option, storage containers were considered but presented a risk to the club and park users due to vandalism concerns and night-time safety through blind spot creation. The proposed solution removes these risks and provides a feasible alternative, in the short to medium term to provide additional storage for the club within the building footprint.



Figure 4 - Image of Storage Option

Included in the review of the facilities, as an outcome of the consultation process, additional maintenance works are being reviewed and a scope of works developed in relation to the public amenities within the facilities. The aim is to determine opportunities to increase the aesthetic appeal of the present facilities, especially the women’s facilities, to promote their usage. These works have been priced at approximately \$30,000.00, works include repainting, lighting, signage etc.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Open Space and Recreation
Outcome	A community where everyone has the opportunity to participate in sport and recreation
Objective	75% or above satisfaction with new open space and recreation facilities within 2 years of implementation.
Delivery program commitment	Upgrade facilities in open spaces, prioritising high use destinations increase amenity and cater for increased demand.
Delivery program commitment	Optimise existing sports field layouts to increase number of fields provided and diversity of codes catered for.

Risks

There are several risks associated with upgrading or not upgrading this amenity building, which could pose a risk to the Council and community.

Risk	Description	Mitigation
Safety Hazards	Outdated facilities may not meet current safety standards, leading to	Upgrade of existing building to meet the demand of end users and operational requirements.

Risk	Description	Mitigation
	potential injuries for players and spectators.	
Decreased Participation	Poor amenities can deter people from joining or attending events, especially if the facilities are uncomfortable, or not family friendly.	Upgrade of existing building to meet the demand of end users and operational requirements.
Financial Strain	Without modern amenities, sporting groups might struggle to attract events and sponsorships, impacting their revenue and financial stability.	Upgrade of existing building to meet the demand of end users and operational requirements, including the kiosk and kitchen facilities.
Community Impact	Facilities that don't cater to the community's evolving needs can lead to decreased engagement and support from residents.	Upgrade of existing building to meet the demand of end users and operational requirements.
Operational Challenges	Inadequate allocation of days/times to promote and increase women's participation in sports.	Increase days/time for field usage to increase opportunity for women's leagues and games.
Reputational Damage	Negative feedback about the state of the amenities building can spread quickly, damaging the Council and clubs' reputation, and making it harder to attract new members and visitors.	Upgrade of existing building to meet the demand of end users and operational requirements.

Resourcing Strategy implications

The amendments to the lighting to facilitate additional field usage will incur no budgetary impacts or implications; this is covered within the current Operational Plan and Delivery Program 2025-26. Should the requirement arise at the completion of the consultation phase that funding is required to upgrade lighting or amend the DA to accommodate increased hours, a separate report will be provided detailing the anticipated costs and requirements.

The proposal provided related to the amenities building is not funded in the current Operational Budget/Capital Budget 2025-26 and will require the allocation of a dedicated funding source should this be approved and endorsed by Council. This would be reported through the design/planning process for capital construction projects.

The proposed storage addition and minor upgrade works has been costed at approximately \$80,000; it is proposed that funding be allocated in next year's Operational Plan and Delivery Program 2026-27 - Capital Works Budget.

Policy and legislative requirements

Local Government Act 1993.

Conclusion

Based on the preceding report, the ability to accommodate a lighting trial to allow Friday night usage of the synthetic field will provide an opportunity to increase female participation in sports within the LGA. Seeking community feedback at the conclusion of the trial will inform the decision to modify or amend the existing DA conditions. Consideration should also be given to future capital investment related to upgrading the existing facility to accommodate the increased demand from sporting groups.

Responsible officer: Ryan Zammit, Manager Infrastructure Services

File Reference: F2019/00686

CS63/25

Director City Services Report No. CS64/25

Subject: Glyphosate Usage within Councils Operations

Executive Summary

- This report responds to a Notice of Motion raised by Councillor D'Souza and Councillor Da Rocha in July 2019, requesting a trial of alternatives to glyphosate-based herbicides.
- Weeds pose a significant threat to both urban infrastructure and the natural environment within the Randwick Local Government Area (LGA), including the critically endangered Eastern Suburbs Banksia Scrub.
- Randwick Council currently employs an Integrated Pest Management (IPM) approach, combining chemical, mechanical, and cultural methods to reduce weed impact while supporting environmental sustainability and operational efficiency.
- A six-year trial (2019–2025) was conducted to evaluate glyphosate alternatives across varied urban settings, assessing cost, efficacy, safety, and environmental impact.
- Glufosinate-ammonium emerged as the most effective and widely used alternative, particularly for larger and resilient weeds, while Nonanoic acid required significantly more product, delivered lower efficacy, and incurred higher costs.
- Despite increased activity during the trial, weed management effectiveness declined, leading to a 50% rise in service requests and growing dissatisfaction among residents, community groups, and Councillors.
- Despite the IARC 2015 classification of glyphosate as 'probably carcinogenic', the Australian Pesticides and Veterinary Medicines Authority (APVMA) reinforced their investigative findings that registered products containing glyphosate are safe to use when the instructions on the label are followed.
- This report presents a recommendation informed by trial outcomes, regulatory guidance, biosecurity legislation, and a commitment to community consultation and feedback.

Recommendation

That Council endorse the reintroduction of glyphosate into the suite of chemicals currently utilised as part of Council's weed management approach contingent upon the development of a comprehensive Weed Management Policy and an updated Pesticide Notification Plan.

Attachment/s:

Nil

Purpose

At the June 2019 Council meeting, Council resolved.

“RESOLUTION: (D'Souza/Da Rocha) that:

1. Council substitutes the use of Glyphosate based herbicide Roundup with organic based herbicides such as 'Slasher' in our predominant weed management program and in Urban Bushland and Coastal walkway areas substitute Roundup with an alternative herbicide that is approved and regulated for use in these situations for an extended trial for the 2019-20 financial year.
2. Council officers will report back on the alternate product for Urban Bushland and Coastal walkway areas prior to the commencement of use of the product.
3. Council Officers will report back to Council on the effects and efficiencies of the alternate products.”

And at the October 2019 Council meeting, Council resolved:

“RESOLUTION: (Shurey/Andrews) that:

- a) the trial be continued in order to evaluate the effects and efficiencies of alternative herbicides to glyphosate-based products for the 2019-20 financial year.
- b) Council officers report back to Council on the effects and efficiencies of the alternate products.”

Discussion

This report has been prepared in response to a resolution passed at the June 2019 Council meeting concerning the use of glyphosate-based herbicides in weed management across the Randwick Local Government Area (LGA). Following the passing of the resolution a report (CS34/19) was provided in October 2019 detailing the herbicides to be used in bushland. The report aims to provide the Council with comprehensive information to support an informed decision regarding the potential reintroduction of glyphosate products within the suite of herbicides used for controlling weeds in public spaces.

Background

Weeds present significant economic, environmental, and social challenges across Australia. They degrade natural landscapes, agricultural lands, waterways, and coastal zones, contributing to an estimated annual economic impact of \$4.9 billion. This figure includes both the cost of control measures and losses in agricultural productivity and public land management. Collectively, Commonwealth, State, and Local governments invest at least \$116.4 million each year in weed control efforts.

It is important to acknowledge, however, that weeds can offer ecological value in highly disturbed or transitional landscapes. In these contexts, they may provide temporary habitat for wildlife, contribute to soil stabilisation, assist in managing water runoff, support nutrient cycling, and offer resources for pollinators. However, without proper management, their uncontrolled spread can displace native species, clog waterways, diminish the visual and ecological quality of public land, and threaten cultural and natural heritage sites.

Weed Management Context and Challenges in Randwick City Council

Council manages over 284 hectares of open space, in addition to maintaining a road reserve network spanning over approximately 300,000 kilometres. Randwick's open spaces are highly valued by the community for both passive recreation, such as walking along coastal tracks or enjoying bushland, and active recreation through sports fields, playgrounds, and public facilities.

Within the Randwick Local Government Area (LGA), weeds present a significant threat to both urban infrastructure and the natural environment. They diminish the amenity of roads, commercial precincts, and a diverse network of open spaces, including beaches, bushland reserves, coastal walkways, and parks that border national parks and major ports. Invasive species also pose a

serious biosecurity risk, particularly to remnant vegetation and critically endangered ecological communities such as the Eastern Suburbs Banksia Scrub.

Council manages weeds across a range of settings using both proactive and reactive maintenance strategies. Parks and reserves are serviced on a two- to three-week cycle, depending on their classification within the Open Space hierarchy, with weed control integrated into each scheduled visit. In the road reserve, weeds are typically treated using an all-terrain vehicle (ATV) equipped with a pump-powered unit, spraying lance, and medium-range hose—enabling efficient coverage of town centres and other high-priority areas. For bushland sites, Council engages contractors to undertake bush regeneration activities, including targeted weed control, on a monthly or fortnightly basis. Reactive maintenance is also carried out in response to community service requests.

Current Weed Control Practices

Randwick Council currently manages weeds through a comprehensive Integrated Pest Management (IPM) approach, which combines a range of control methods to reduce weed impact while promoting environmental sustainability and operational efficiency.

- **Cultural Controls:** These include planting competitive species that suppress weed growth, implementing maintenance practices that enhance plant health, and applying mulch to inhibit weed germination.
- **Mechanical and Physical Controls:** Techniques such as hand weeding, mowing, and the use of equipment like brush cutters and excavators are employed. While effective, these methods can be resource-intensive, particularly when applied at scale in streets and commercial precincts.
- **Chemical Controls:** Both synthetic and organic herbicides are used to manage weed populations. Council has undertaken an extensive trial of alternatives to glyphosate to evaluate their effectiveness and suitability for local conditions.
- **Biological Controls:** Select insect species and pathogens are used to naturally suppress weed growth. For example, biological agents have been introduced to help control Bitou Bush infestations in coastal areas.

In addition to direct control methods, IPM emphasises early detection and prevention. To achieve this Council collaborates with agencies such as Local Land Services and the Sydney Weeds Network to monitor weed distribution and assess emerging threats.

Chemical control remains one of Council's primary tools, applied responsibly and in accordance with product labels and safety protocols. Council uses the minimum effective concentrations and targets applications to specific infestations as part of an integrated pest management (IPM) approach.

As part of the Green Space Service Review, Council is currently developing a Weed Control Policy and Strategy. These documents will establish a coordinated and strategic framework for managing weeds across Council operations, ensuring long-term ecological resilience and community wellbeing.

Given the persistent and resilient nature of weeds, and the regulatory limitations on chemical use, maintaining service levels across Randwick's extensive public spaces requires access to a diverse and adaptable suite of management tools. Responsive and strategic weed control remains a core function of local government operations, essential to preserving the ecological integrity and recreational value of the LGA's open spaces.

Council's Current Weed Management Performance

Since the 2019 resolution, the effectiveness of weed management has declined, leading to an increase in complaints and community requests for improved weed control across road reserves, commercial areas, and open spaces. These concerns have been raised by a broad range of stakeholders, including residents, sporting groups, and Councillors.

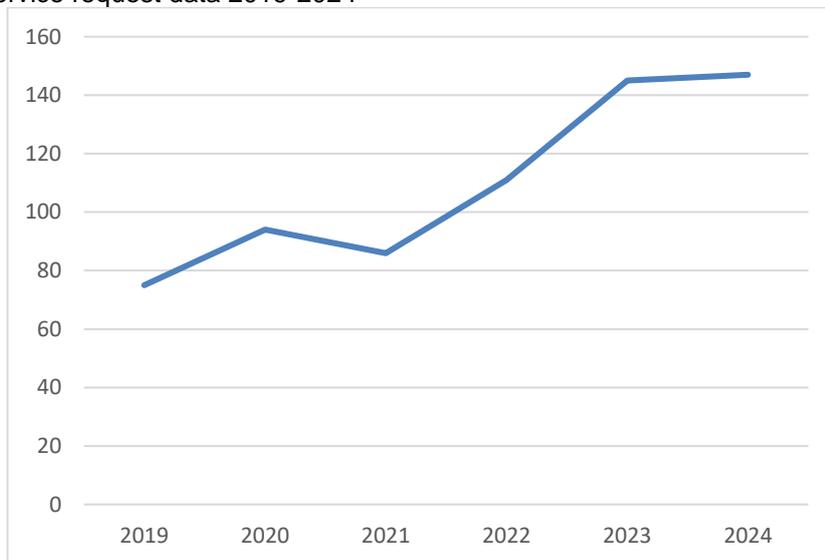
In 2019, the total number of service requests to control weeds was seventy-five, since that time in 2024 the volume of request has increased to 147, an approximately 50% increase over the past 5 years as depicted in Table 1 and Figure 2. The trend over the past few years is that weed complaints

are continually increasing and our current practices, despite increased activities and services, are not meeting community expectations.

Table 1: Service request data 2019-2024

Year	Requests
2019	75
2020	94
2021	86
2022	111
2023	145
2024	147

Figure 1 – Service request data 2019-2024



Evaluation of Glyphosate Alternatives in Weed Management

Trial Overview

To evaluate alternatives to glyphosate, Randwick Council conducted a trial from across various urban environments. The trial aimed to assess the operational viability, cost-effectiveness, and environmental impact of alternative herbicides in everyday conditions. All operational teams participated in the trials, applying these products across various urban settings.

Trial Design

Glyphosate alternatives were used in the road reserve, town centres, commercial areas, beachfronts, bushland, parks, and reserves. The trial was initially designed to be undertaken for a year; however, the trial was extended beyond the original timeframe due to ongoing uncertainty surrounding the use of glyphosate. As a result, alternate products and methodologies continued to be used.

Weeds that were targeted during the trial included weeds commonly found in road reserves, parks, and open spaces in the Randwick area. These weeds are listed in Table 2, including their difficulty to remove using herbicides.

CS64/25

Table 2: Common Weeds in the Randwick LGA and Their Control Difficulty

Common Name	Botanical Name	Difficulty to Control	Notes
African Lovegrass	<i>Eragrostis curvula</i>	High	Deep-rooted, forms dense tussocks, resistant to many herbicides
Cobbler's Pegs	<i>Bidens pilosa</i>	Low	Easily controlled with contact or systemic herbicides
Red Natal Grass	<i>Melinis repens</i>	Medium	Spreads quickly, moderate herbicide response
Canadian Flea Bane	<i>Conyza canadensis</i>	High	Known for herbicide resistance, especially to contact herbicides
African Olive	<i>Olea europaea subsp. africana</i>	High	Woody weed, requires repeated treatment and physical removal
Panic Veldtgrass	<i>Ehrharta erecta</i>	Medium	Fast-growing, responds moderately to herbicides
Moth Vine	<i>Araujia sericiflora</i>	High	Toxic vine, difficult to eradicate due to regrowth from roots
Morning Glory	<i>Ipomoea spp.</i>	Medium	Vines require full coverage; regrowth common if not fully treated
Gazania	<i>Gazania spp.</i>	Low	Shallow-rooted, responds well to herbicide treatment
Paspalum	<i>Paspalum dilatatum</i>	Medium	Perennial grass, requires systemic herbicide for full control

Weed control was undertaken using herbicides applied from backpack sprayers and ATV-mounted units by Council staff and contractors, and contractor-led mechanical removal techniques.

The herbicides that were trialed consisted of the following of the following products:

- Nonanoic Acid (Slasher)
- Glufosinate-ammonium (Exonerate)
- Imazapyr (Arsenal)

The herbicides substituted in bushland included:

- Picloram/Aminopyralid
- Fluroxypyr
- Triclopyr/Metsulfuron-methyl
- Flupropanate

Council staff recorded details for each herbicide application, including the volume applied, equipment used, location, date, time, and prevailing weather conditions. After treatment, they monitored the results and contributed feedback based on observed product performance, noting weed knockdown, regrowth, safety factors, public comments, and any visible environmental impacts such as changes to soil health or runoff. These efficacy observations were combined with cost comparison data and are presented in Table 3 and the following section.

Observations and Operational Challenges

- Contact herbicides such as Nonanoic acid and Glufosinate-ammonium require full coverage of foliage to be effective. This is difficult to achieve in street applications where vehicles are in motion and access is limited.
- Systemic herbicides like glyphosate are absorbed and translocated throughout the plant, making them more effective on deep-rooted and perennial weeds.
- There are limited opportunities to use Imazapyr due to the residual nature of the product.
- Organic products are generally effective on small, actively growing weeds but less so on larger or resilient species such as Canadian Flea Bane.
- Nonanoic acid produces a notably sharp odour upon application, which prompted public comments in certain areas.
- Glufosinate-ammonium showed better performance on larger and difficult-to-kill weeds compared to other alternatives and resulted in being the most widely used herbicide during the trial.

- Mechanical removal of weeds in streets by contractors using brush cutters and similar equipment was a high-cost exercise as it involved traffic control and relatively large crews. As weeds were not completely removed regrowth occurred with a few weeks leading to ineffective weed control.
- In addition, there were several insurance claims associated with damage to vehicle from flying debris resulting from operating brush cutters.
- Picloram/Aminopyralid is not an appropriate substitute for glyphosate in bushland situations as it is not a broad-spectrum herbicide and can be persistent in soils. This product is generally only used to cut and paint deep-rooted, persistent woody weeds.
- Flupropanate is generally not appropriate for use in most bushland situations as it can only be used to target a minor amount of grass species and is inappropriate for use around waterways.
- Triclopyr/Metsulfuron-methyl provides good control of woody weeds in bushland, however, can affect non-target plants and should be used with caution around waterways.
- Fluroxypyr is not an adequate substitute for glyphosate as it is not a broad-spectrum herbicide, however, it is effective on broadleaf weeds.
- The herbicides recommended for bushland use are not suitable substitutes for glyphosate, as they lack broad-spectrum capability and require repeated applications over the same area. These products are specialised for targeting specific weed species and are best used as complementary tools rather than full replacements for glyphosate.

Table 3 presents the estimated costs and observed efficacy, based on qualitative scores, of the products used during the trial. In 2024/25, broad-spectrum weed control across streets, parks, and reserves was conducted exclusively with Glufosinate-ammonium. The quantities of each product were estimated by applying the volume of Glufosinate-ammonium adjusted to the mixing ratios required for the other products.

Table 3: Glufosinate-ammonium use, and approximate equivalent amounts of other products required to control weeds in the Randwick LGA, if Glufosinate-ammonium were to be replaced entirely by that product.

Active Ingredient	Product	Estimated Annual Cost	Litres Required	Efficacy
Glufosinate-ammonium	Exonerate	\$8,789	235	Good
Nonanoic Acid	Slasher	\$63,414	3,290	Poor
Imazapyr	Arsenal	\$38,164	470	Average
Glyphosate	Roundup	\$3,909	470	Good

To prepare the same volume of solution, Nonanoic Acid requires approximately seven times more product than glyphosate and fourteen times more than Glufosinate-ammonium, as displayed in Table 4. This increases risk during mixing and handling and contributes to higher operational costs.

Table 4: Mixing Ratios and Application Volumes

Active Ingredient	Product	Mixing Ratio
Glyphosate	Roundup	1:100
Nonanoic Acid	Slasher	1:14
Imazapyr	Arsenal	1:200
Glufosinate-ammonium	Exonerate	1:200

Other Trials and Studies

Councils across Australia have trialed a range of alternative weed control products and methods to assess whether viable substitutes to glyphosate exist. A recent collaborative study conducted by Deakin University (Hudek, L., & Bräu, L. (2021). *Weed Management Options for Victorian Councils – Alternatives to Glyphosate*. Centre for Regional and Rural Futures, Deakin University. Commissioned by the Municipal Association of Victoria) and several Victorian Councils, coordinated through the Municipal Association of Victoria, examined the efficacy, safety, environmental impact, and cost of glyphosate and its alternatives across varying seasonal and soil conditions.

Key Findings from the Deakin University Study

- Glyphosate remains a safe and effective herbicide when used responsibly.
- Alternative products may be suitable in sensitive environments or where public perception necessitates reduced chemical use.
- Integrated Pest Management (IPM) strategies, combining chemical, physical, and ecological controls, are recommended for sustainable weed control.
- Glyphosate offers the best cost-benefit ratio for broad-spectrum weed control in municipal settings.
- Operational costs increase significantly with less effective alternatives due to higher labour, equipment use, and frequency of application.

Environmental and Operational Implications

- The volume of herbicide required significantly affects cost, application time, and equipment wear.
- Slasher requires higher concentrations and larger volumes, resulting in increased costs and operational complexity.
- The Deakin study found no adverse effects on soil profile or biota from either glyphosate or nonanoic acid.
- Glyphosate provided up to 12 weeks of weed control, while nonanoic acid showed limited long-term efficacy, requiring more frequent applications.

Risk considerations

- Glyphosate presents a single, well-understood risk domain: Studies confirm that when used responsibly, glyphosate is effective and does not negatively impact soil profile or microbial communities. Its systemic action allows for lower application volumes and less frequent treatments, reducing overall exposure.
- Nonanoic acid (pelargonic acid) requires higher volumes and more frequent application: Research shows that nonanoic acid is a contact herbicide that only affects the parts of the plant it touches. It does not kill roots, making it less effective on established or perennial weeds. This leads to increased operational demands; more product, more labour, and more frequent treatments.
- Multiple risk domains with alternatives: Alternatives like nonanoic acid introduce new challenges, including:
 - Higher chemical volumes during mixing and application.
 - Increased wear on equipment.
 - Greater exposure risks due to handling larger quantities.
 - Uncertain long-term environmental impacts, especially with repeated use.

While glyphosate is widely regarded as safe when used correctly, public concern over its potential health risks (e.g., carcinogenicity) has led many councils to seek alternatives, even if those alternatives are less efficient or more costly. Nonanoic acid and other organic herbicides may be suitable in sensitive areas or where community perception demands reduced chemical use, but they are not viable as broad-spectrum replacements.

Current evidence indicates that there is no single alternative capable of fully replacing glyphosate in municipal weed management. While alternatives may be suitable in specific contexts, glyphosate remains the most effective and economical option for broad-spectrum control. A balanced, integrated approach that includes targeted use of glyphosate alongside alternative methods is recommended to meet operational, environmental, and community expectations.

Council Application Protocols

Council ensures strict adherence to chemical application safety protocols across all operations. The following measures are implemented to minimise risk to staff, the community, and the environment:

- Spray operators are accredited through the nationally recognised accreditation scheme, which ensure operators apply chemicals safely, legally, and effectively.
- Safety Data Sheets (SDS) are obtained and reviewed for all hazardous chemicals.
- All safety instructions outlined in the SDS are strictly followed.
- Clear signage is placed at the boundaries of spray application area in advance.
- Engineering controls, isolation, or substitution are prioritised for tasks such as decanting and dilution.
- PPE and respiratory protective equipment (RPE) are provided and used in conjunction with higher-order controls.
- Personal hygiene facilities are made available to all workers, including mobile staff.
- Pesticide application records are maintained and entered into the corporate document management system.
- Council applies in accordance with label instructions and as part of an integrated weed management strategy.
- Regulatory guidance from national authorities is continuously monitored and acted upon as required.

Regulatory Position

The Australian Pesticides and Veterinary Medicines Authority (APVMA) is an Australian Government department, responsible for the scientific evaluation of the safety, efficacy, and environmental impact of agricultural and veterinary chemical products in Australia. They regulate these products up to the point of retail sale, ensuring they meet strict standards.

The APVMA last completed a formal review of glyphosate in March 2017, concluding that there was no scientific basis to reconsider its registration in Australia, despite the IARC's 2015 classification of glyphosate as 'probably carcinogenic'.

The current advice, at the time of writing this report, available on the APVMA website ([Glyphosate | Australian Pesticides and Veterinary Medicines Authority](#)) is:

Glyphosate is a herbicide used to control weeds in agriculture, public and industrial areas, and in home gardens. Agricultural products – including products such as weed killers and bug sprays for use in the home and garden – are required by Australian law to meet specific criteria regarding safety for people and the environment. Glyphosate has been registered for use in Australia for over 40 years. There are now around 500 glyphosate products registered by the Australian Pesticides and Veterinary Medicines Authority (APVMA).

The APVMA assesses the safety of glyphosate products, and registered products are considered safe to use when the instructions on the label are followed.

Glyphosate has also been assessed by other government regulators and independent scientists around the world. These assessments consistently found that glyphosate has low toxicity for humans, animals, fish, insects (including bees) and other invertebrates.

Councils' Obligations and Liability

Local Government has a legal responsibility for managing weeds across their lands. Weed management is now legislated under the Biosecurity Act 2015 (the Act) and Biosecurity Regulation 2017 (the Regulation). The Act maintains local councils as the local control authority for weeds within their area of operation.

A secondary risk to the Council is a PCBU or Persons Conducting Business Undertakings. A PCBU has legal obligations under work health and safety laws. Employers and/or a PCBU, are responsible for the health and safety of everyone in the workplace, including visitors. These statutory duties are set out in the Work Health and Safety Act.

Based on current knowledge about the use of formulated chemical products containing glyphosate, Councils will have discharged their duties of care and general environmental duty, and consequently not be exposed to liability, if they take the following actions:

- Ensure the product used is a pesticide registered in Australia by the APMVA and is used for the approved purposes.
- Ensure that, as is reasonably practicable, workers comply with the label instructions and use all personal protective equipment required, which is to be provided by the Council.
- Comply with the employer obligations contained under the WHS Regulation- Hazardous Chemicals, for the use, handling, and storage of a hazardous chemical.
- Ensure that any control measures implemented are maintained, reviewed, revised, and disseminated (through information and training) to workers.

Proposal

In response to operational inefficiencies, highlighted during the herbicide trial and other studies, Council’s legal obligations under the Biosecurity Act 2015 and Biosecurity Regulation 2017 and the increasing amount of service requests related to weed control, it is proposed that glyphosate be reintroduced into Randwick Council’s suite of herbicides to manage weeds.

This reintroduction will be contingent upon the development of a comprehensive Weed Management Policy and an updated Pesticide Notification Plan, both of which will undergo community consultation to ensure transparency and public input.

This proposal is based on the following considerations:

1. The herbicide trial and independent studies confirm that glyphosate remains the most effective systemic herbicide for managing invasive weeds in road reserves and sensitive natural areas, including waterways.
2. Alternative herbicides have demonstrated lower efficacy, requiring frequent applications, increasing costs and staff exposure.
3. The Australian Pesticides and Veterinary Medicines Authority (APVMA) maintains that glyphosate is safe when used according to label instructions
4. Council has a statutory obligation to manage biosecurity risks, including invasive weeds, under the Biosecurity Act 2015. Failure to do so may result in legal and reputational consequences.
5. There has been a notable increase in service requests and complaints related to weed management, indicating dissatisfaction with current methods and outcomes.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Environment
Outcome	A city with diverse ecosystems that are restored and protected
Objective	Increase by at least 60% the number of native and indigenous plantings across Randwick City by 2030 from a 2018 baseline.
Delivery program commitment	Review management and revegetation restoration strategies across coastal and terrestrial areas on a 3-yearly cycle.
Delivery program commitment	Reduce the weed density by 25% in areas of Eastern Suburbs Banksia Scrub under the control of Council by 2029.

Resourcing Strategy implications

Weed management activities are currently funded under the 2025-26 Operational Plan and Delivery Program, and the recommendations outlined in this report do not require additional funding at this stage. However, the continued use of alternative organic herbicides has placed pressure on the

operational budget due to increased servicing frequency and higher material costs, as previously discussed. These products are generally less efficient and less effective, often requiring multiple applications to achieve comparable results to glyphosate.

Currently, supplementary weed removal activities are carried out by contractors, but these services are not supported by a dedicated funding stream. This has led to significant budgetary strain, with past financial years incurring costs of approximately \$300,000, requiring internal resource reallocation to cover the shortfall.

If Council chooses not to proceed with the proposed recommendation, it will need to address the additional financial burden associated with maintaining current service levels—specifically the costs of materials, staffing, and contractor support. This would necessitate either an increase in budget allocation or a reduction in service levels.

Preliminary estimates indicate that establishing a dedicated contractor or in-house team would cost between \$200,000 and \$250,000 annually. This expenditure is not currently accounted for in the existing Operational Plan and Delivery Program and would require future budget consideration and approval.

Risk Implications

There are several risks associated with the reintroduction of glyphosate in the management of weeds and open spaces environments. These risks are associated with Health, Environment, Regulatory Compliance and Public Perception and are highlighted in the following table.

Risk	Mitigation Strategy
Public Perception of Glyphosate Use	Transparent communication of APVMA findings; community consultation; selective and minimal use in high-priority areas and option for residents to have a non-spray zone in front of their homes.
Environmental Sensitivity	Precision application near waterways; buffer zones; staff training; environmental monitoring.
Legal Liability	Strict adherence to label instructions; documentation of application; regular audits.
Operational Inefficiency of Alternatives	Integrated weed management combining chemical and non-chemical methods; cost-benefit analysis of herbicide options.
Reputational Risk	Public engagement through consultation; publication of weed management outcomes and safety protocols.

Policy and legislative requirements

- NSW Local Government Act 1993
- Local Government (General) Regulation 2005
- Pesticides Act 1999
- Pesticides Regulation 2017
- Work Health and Safety Act 2011
- NSW Biosecurity Act 2015
- Agricultural and Veterinary Chemicals Act 1994.

Conclusion

The findings of Randwick Council's herbicide trial, combined with operational data, and regulatory guidance, demonstrate that glyphosate remains the most effective and economically viable option for broad-spectrum weed control across the Local Government Area. While alternative products

were trialed, they presented significant limitations in cost, efficacy, and operational practicality, particularly in high-demand urban environments.

The reintroduction of glyphosate, contingent upon the development of a comprehensive Weed Management Policy and an updated Pesticide Notification Plan, offers a balanced and responsible path to glyphosate reintroduction. This approach ensures compliance with biosecurity legislation, maintains service levels, and incorporates community consultation to address public concerns.

A strategic, integrated weed management framework, combining glyphosate with alternative methods where appropriate, will support long-term environmental resilience, operational efficiency, and community satisfaction.

Responsible officer: Nicholas Renneberg, Coordinator Open Space Services

File Reference: F2005/00916

Director Community & Culture Report No. CC34/25

Subject: Blak Markets Sponsorship Agreement 2025-2026

Executive Summary

- Randwick City Council has proudly sponsored the Blak Markets at La Perouse since the first markets in 2014.
- Council entered a 3-year (2021-2024) MOU with First Hand Solutions to run the Blak Markets, providing sponsorship of \$10,000 per market for 4 markets each year.
- The markets have not been held at La Perouse since December 2023.
- The organisers are seeking increased funding from \$10,000 to \$18,000 per market plus an in-kind and marketing contribution from Randwick City Council.
- It is proposed to hold four markets before the end of 2026, with the funding being allocated across 2025/26 and 2026/27 budgets.
- Due to maintenance works by National Parks & Wildlife Service to the Bare Island bridge it is proposed to move the markets from Bare Island to the headland, outside the La Perouse Museum. This presents an opportunity to increase accessibility to the markets, remove the entry fee and to support Council's vision to create a La Perouse First Nations Cultural Precinct.
- Outlined in Council's Economic Development Strategy as a Delivery Program Commitment is for Council to *Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes*. The action to do this is to *Support entrepreneurial programs and incubation spaces which foster new innovative businesses*. Supporting First Hand Solutions to allow the Blak Markets to continue is an opportunity to support this objective.

Recommendation

That Council supports the Draft Funding Agreement between Randwick City Council and the Blak Markets for the continuation of the Blak Markets at La Perouse, with four markets to be held before the end of 2026.

Attachment/s:

1.  Draft Blak Markets and Randwick City Council Funding Agreement 2025 - 2026 REPORT

Purpose

The purpose of this report is to inform Council about a proposal from First Hand Solutions to recommence hosting the Blak Markets at La Perouse in 2025 & 2026 and seek Council's support for increased funding for four Blak Market events in the next 12 months on the Headland outside La Perouse Museum.

Discussion

Background to the markets

The Blak Markets commenced running on Bare Island at La Perouse by First Hand Solutions in March 2014. It was the first Aboriginal and Torres Strait Islander only marketplace in Australia.

The markets started to help revitalise tourism on the Loop, which used to occur up to the 1960s with artefact making and shell-work being sold by the Aboriginal families from the old Mission and surrounding areas.

Randwick City Council has supported the markets in the past with funding and communication and marketing support.

Organisation Model

The business development model behind the Blak Markets is an action learning approach where First Nations people learn and earn from the live market place that the Blak Markets provides.

It also provides employment and training for young Aboriginal people in barista, event management and food through the small micro businesses the Blak Markets operates to fill gaps in the market.

The vibrant Blak Markets program, which is made up of bush tucker cooking demonstrations, live music, communal weaving and Aboriginal dance performances is integral to the Blak Market model as people come to experience Aboriginal culture which motivates them to support stallholders.

First Hand Solutions employ a fee for service business model in the way they run the Blak Markets. This means that instead of selling products, fee-for-service business models are centred around labour and providing services. Using this model, First Hand Solution has held Blak Markets in several locations in Sydney starting in Bare Island at La Perouse: including the National Centre for Indigenous Excellence (NCIE) in Redfern, Barangaroo, The Rocks Overseas Passenger Terminal, Centennial Parklands, and Hazelhurst Gallery.

The Blak Market brand and model has been refined over many deliveries and its reputation amongst vendors, partners and attendees has established and grown. Blak Markets is now a well-known and trusted brand among all its stakeholders.

First Hand Solutions are a social enterprise, with all funds re-distributed back in to the organization to support employment. The Blak Markets are organised by First Hand Solutions which is an Aboriginal charity providing cultural re connection programs for urban Aboriginal young people and profits from the Blak Markets are invested into these programs.

Benefits

The Blak Markets open many opportunities for the Randwick community and others to attend and immerse themselves in Aboriginal culture, learn traditional knowledge and skills and take home an authentic piece of work or products purchased directly from the artists or business owner.

This not only gives people a positive experience on the day, but long-lasting learnings and knowledge which over time leads to an increased understanding of Aboriginal & Torres Strait Islander culture, helping to break down barriers and stereotyping.

For the small Indigenous businesses operating at the markets, it is a significant opportunity to showcase their products and connect directly with buyers and potential customers while increasing their networks.

The Blak Markets is also a place of pride for these businesses to be part of a larger group of Aboriginal & Torres Strait Islander entrepreneurs.

To formalise and clarify this ongoing partnership, a Draft Funding Agreement has been developed between the two parties to guide the Blak Markets.

The Funding Agreement includes:

- Financial assistance by Randwick City Council of \$36,000 in 2025-26; and a proposed \$36, 000 in 2026-27.
- Formalised marketing and communications support between the two organisations to help best promote the markets and recognise Council's support.
 - Opportunity for the Mayor to speak at each market
 - Promotion on the Blak Markets website and Randwick City Council website
 - Jointly hosted events on social media
 - Promotion through email marketing by both organisations
 - Promotions in Randwick SCENE magazine
 - Randwick City Council prominently acknowledged at each market as part of the official opening
- The contribution by Randwick City Council of outdoor banners, goods bags for stallholders and photography and videographer services for use by Blak Markets (the value of this contribution is valued at \$6,500).
- A change agreed by both parties is the removal of the entry fee. Previously people aged 5 years and over were charged \$2.50 to enter the markets. Council felt this may be a barrier for some people to attend, so removal of this fee will likely increase visitation and make the event more accessible.

Request for increased funding

First Hand Solutions has advised Council that they have previously been running the Blak Markets at a loss and cannot continue to do so.

A major point of difference between the Blak Markets and other commercial operators is that the Blak Markets charge very low (sometimes nil) fees for stall holders to support emerging Aboriginal artists. Additionally the markets provide a festival and cultural experience with a range of entertainment, workshops and activities. They are a unique market with a business model that is distinct from other market operators.

As prices have increased for materials and labour, the cost to put on the markets have risen substantially since they began in 2014. Previously the markets generated revenue from the \$2.50 entry fee.

The request for increased funding due to costs rising is consistent with requests from other community group and Council activities being delivered. There are also some additional costs for infrastructure that are required to hold the event outside of Bare Island.

Blak Markets 2014-2023

First Hand Solutions has advised Council that over the nine years there were 51 markets held with an overall attendance of approximately 88,000 people.

At each market there was on average 20 - 25 market stalls.

Markets proposal 2025-26

First Hand Solutions has approached Council to seek ongoing financial and communication support for the continuation of the markets.

This report proposes funding four Blak Market events in the next 12 months on the Headland outside of the La Perouse Museum at \$18,000 per market plus in-kind support. This is an increase from the previous arrangement (\$10,000 per market), which was held at Bare Island.

Bare Island has safety issues with the bridge so the market needs to be moved to the Headland. Being located next to La Perouse Museum will be beneficial to both parties in terms of visibility and cross-promotion. There will also be increased opportunity for local businesses with the markets attendees being located closer to the businesses.

There is currently \$42,000 in funding in the 2025-26 Council budget, so this can be used to fund the first two markets.

The dates for the four markets have been proposed as;

- 7 December 2025
- 15 March 2026
- 9 August 2026
- 15 November 2026

Proposed funding for the August and November dates will be sourced in the 2026-27 budget. Evaluation of the four markets will be requested and any future agreements for funding will come back to Council for consideration.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Arts and Culture
Outcome	A city where everyone can develop, express and enjoy creativity throughout their life
Objective	Increase attendance at Council's arts and cultural programmes, events and venues by 10% by 2031, from a 2018-19 baseline.
Delivery program commitment	Recognize, value and celebrate First Nations histories through a minimum of 5 targeted events, activities or programs each year.
Strategy	Economic Development
Outcome	A city that attracts people from around Australia and the world to do business, work and visit
Objective	Increase Randwick City's visitor spend to 2.5% of NSW total visitor spend by 2032.
Delivery program commitment	Support a visitor economy and destination campaign for Randwick by promoting our businesses, showcasing our unique geographical and cultural offerings, and creating a strong visual brand by 2032.
Outcome	A city that empowers businesses to start, grow and thrive through a collaborative business culture
Objective	Increase the number of businesses by 20% by 2032.
Delivery program commitment	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Risks

Risk	Mitigation
If the Blak Markets are not held there would be an impact to Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	By continuing to fund the markets, Council will support First Nations suppliers.
If the Blak Markets are not held, it would reduce opportunity for the community to learn about Aboriginal and Torres Strait Islander history and culture.	The Blak Markets provide a cultural experience for the community to engage with history and culture.
New location more exposed to elements than Bare Island.	A risk assessment will be provided to ensure adequate infrastructure.
Ongoing financial increased costs of holding events	The agreement is for 12 months for 4 markets. An evaluation of ongoing benefit can be assessed including support for First nations suppliers and businesses, as well as tourism and economic benefit to the area.
Car parking issues	The Blak Markets have operated previously with the existing car parking arrangements. The new location will attract incidental attendance with foot traffic.
Achieving Strategic Outcomes set by Council and community expectation	<p>Council has a number of strategic outcomes relating to supporting procurement initiatives for local first nations businesses. The Blak Markets provide an opportunity to support not only First Hand Solutions employing First Nations employees, but also small businesses attending the markets.</p> <p>Holding the markets close to the Museum also supports Council's long term view to transform the headland and museum in to a First Nations Cultural precinct.</p>

Resourcing Strategy implications

Funding for the Blak Markets is proposed as follows:

Financial year	Number of markets	Per Market + GST)	Total cost (+ GST)	Comment
2025 -26	2	\$18,000	\$36,000	There is currently \$42,000 in the 2025-26 budget which is enough to fund two events.
2026-27	2	\$18,000	\$36,000	To be considered in 2026-27 budget.

There is currently an allocation of \$42 000 in the 2025/26 budget. This was allocated based on the previous arrangement for 4 markets continuing. The existing allocation will fund two markets at the increased amount.

The additional allocation will be proposed in a future budget for 2026/27.

Conclusion

Randwick Council has been a proud supporter of the Blak Markets since its inception in 2014. Council's financial support is critical to its ongoing viability, as without Council funding the markets would not happen.

Holding the Blak Markets provides a unique opportunity to support and grow a unique Aboriginal and Torres Strait Islander instigated market supporting Indigenous artists, supporting the local Aboriginal economy, growing tourism and increasing visitation.

Further, the new location of the Blak Markets on the Headland next to the La Perouse Museum will increase the visibility for both parties and allow for cross-promotion.

Council will continue to work with First Hands Solutions and the Draft Funding Agreement formalises a partnership approach for future success.

Responsible officer: Barbara Todes, Manager Library Services

File Reference: F2004/07079



DRAFT Funding Agreement

CC34/25

<p>This Funding Agreement, dated XXXXXXXX is between:</p> <ol style="list-style-type: none"> The Blak Markets and Randwick City Council (ABN 77 362 844 121) of 30 Frances Street Randwick NSW 2031 <p>Subsequently referred to as 'Blak Markets' and 'Council'.</p>		
<p>SCHEDULE</p>		
1	Delivery period - Start Date	December 2025
2	Delivery period - Expiry Date	<p>12 Months after initial Blak Market</p> <p>Proposed markets dates</p> <p>7 December 2025</p> <p>15 March 2026</p> <p>9 August 2026</p> <p>15 November 2026</p>
3	Blak Markets role and responsibilities	<p>Conditions</p> <p>Blak Markets will:</p> <ul style="list-style-type: none"> Deliver an Aboriginal and Torres Strait Islander focused markets and festival experience providing an opportunity for Aboriginal micro-entrepreneurs to bring their services to market. Run the activities for a full day on a Sunday at La Perouse. Produce a total number of four (4) markets over a 12-month period starting in December 2025. Run the markets on the nominated site on the Headland next to La Perouse Museum. Provide a program of activities on the day including but not limited to: Welcome to Country, Smoking Ceremony, Aboriginal dancers and performances, Aboriginal-based activities and workshops. Give preference to engaging local suppliers from the La Perouse and Randwick City community (where possible) for the provision of performances, workshops and food and drink and other activities. Actively seek and encourage stallholders from the local area.

	<p><i>Blak Markets role and responsibilities continued...</i></p>	<ul style="list-style-type: none"> • Provide free entry to the Blak Markets (ie no gate fee or 'donation' request). • Ensure that Council's support and sponsorship is recognised for the duration of this funding agreement by including Council's logo and up to 100 words of text as supplied by Council on the front page of www.blakmarkets.com.au • Ensure all media and communications material produced references the support provided by Council by including Council's logo, words to the effect of "The Blak Markets is proudly supported by Randwick City Council" and/or the provision of a quote from a Council spokesperson. Such material is to be sent to Council for review and approval prior to use • In addition, for each market that is held, Blak Markets will: <ul style="list-style-type: none"> ○ create a Facebook event and invite Randwick Council to cohost; ○ publish at least two posts on Blak Markets Facebook and Insta pages in the lead up to the event acknowledging Randwick City Council's support; ○ tag Randwick Council in all related social media posts ○ include a specific story in the Blak markets EDM acknowledging Council support; and ○ invite a Council representative such as the Mayor to attend and speak as part of the official proceedings of each market. • Store and install up to eight tear-drop banners featuring the logos of Council and Blak Markets. The banners will be designed, purchased and supplied by Council. Blak Markets is required to install them at each market for the duration of the market to recognise Council support. • Share any placemaking data gathered about the Blak Markets with Randwick Council. • Distribute co-branded Blak Markets and Council bags to stallholders. Bags to be supplied by Council and distributed to stallholders by Blak Markets.
<p>4</p>	<p>Randwick City Council role and responsibilities</p>	<p>Conditions</p> <p>Subject to Council approval, Council will:</p> <ul style="list-style-type: none"> • Provide cash funding of \$72,000 for the provision of four (4) markets for the period of this agreement.

		<ul style="list-style-type: none"> • Provide the funding following each market in accordance with section 5 Invoicing process. • Provide the funding as follows: <table border="1"> <thead> <tr> <th>Financial year</th> <th>No of markets</th> <th>Per market (plus GST)</th> <th>Annual funding (plus GST)</th> </tr> </thead> <tbody> <tr> <td>2025-26</td> <td>2</td> <td>\$18,000</td> <td>\$36,000</td> </tr> <tr> <td>2026-27</td> <td>2</td> <td>\$18,000</td> <td>\$36,000</td> </tr> <tr> <td colspan="3">Total</td> <td>\$72,000</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Design, purchase and supply a maximum of eight (8) tear drop style outdoor banners to Blak Markets featuring the logo of both Council and Blak Markets. These banners are to be stored by Blak Markets and installed at the markets or along the entrance path to the markets for the duration of each market. The value of this contribution is estimated at \$2,200. • Design, purchase and supply a quantity of paper bags with joint Blak Markets and Council branding. The purpose of these bags is to supply to stallholders to give to customers purchasing goods. The design of the bags to be mutually agreed by Blak Markets and Randwick Council. Council and Blak Markets are both able to include additional printed information in the bags. The value of this contribution is estimated at \$2,500. • Commission professional photography and videography of at least one market and share this content with Blak Markets for their general marketing use. The value of this contribution is estimated at \$1,800. • Promote each Blak Markets on Council's What's On website. • Include promotion of each Blak Markets in Randwick Council's SCENE magazine (subject to publication timeframes). • Provide at least one mention of each Blak Markets in Randwick Council's weekly eNews per market. • Provide at least one post or share of each Blak Markets event on Council's Facebook and Insta accounts per market. 	Financial year	No of markets	Per market (plus GST)	Annual funding (plus GST)	2025-26	2	\$18,000	\$36,000	2026-27	2	\$18,000	\$36,000	Total			\$72,000
Financial year	No of markets	Per market (plus GST)	Annual funding (plus GST)															
2025-26	2	\$18,000	\$36,000															
2026-27	2	\$18,000	\$36,000															
Total			\$72,000															
5	Invoicing process	Blak Markets is required to provide Randwick City Council with an invoice at the conclusion of each market with the following information:																

		<ul style="list-style-type: none"> • A statement that the terms of this funding agreement have been complied with. • The number of stallholders • The number of attendees • Any additional quantitative or qualitative information relating to the evaluation of the market. <p>Ongoing funding is dependent on compliance with this agreement.</p> <p>Council reserves the right to terminate the agreement if the conditions of this funding agreement are not met.</p>
6	Termination	Either party has the right to terminate this agreement by providing written notice at any time, subject to a 30-day notice period.
7	Nominated State	New South Wales
8	Relationship Managers	<p>Blak Markets TBC</p> <p>Randwick City Council TBC</p> <p>If for any reason the Relationship Manager for either party changes, the other party should be promptly notified.</p>
<p>BACKGROUND</p> <ul style="list-style-type: none"> • Blak Markets is a festival format market where all performers, stall holders and other vendors are Aboriginal or Torres Strait Islander. It was established in March 2014 by First Hand Solutions Aboriginal Corporation in response to its founders identifying that there were many obstacles for Aboriginal and Torres Strait Islander micro-entrepreneurs to bring their products and services to market. • The Blak Markets founders had also noticed an increasing interest in Aboriginal and Torres Strait Islander produced products, services and cultural experiences, from the general public, and businesses who were uncertain how to connect and engage appropriately, constructively, and meaningfully with Aboriginal and Torres Strait Islander people, or know if vendors, products, services or experiences were authentic. • The Blak Markets is based upon a Theory of Change that by enabling young people and their families to strengthen their cultural connection through combining this with the power of social enterprise, Blak Markets can significantly contribute to the building of pride, resilience, social, environmental and economic prosperity of Indigenous communities and the value these communities and the broader modern Australian community place on First Nations peoples and their cultures. • Creating a dedicated Aboriginal and Torres Strait Islander only marketplace allows vendors to navigate or bypass barriers to market found in general marketplaces leading to greater confidence and ability to succeed. It will also help customers and attendees to have high quality experiences with Aboriginal and Torres Strait Islander community and give them confidence that the products and services they purchase are authentic and proceeds go directly to Aboriginal and Torres Strait Islander people. 		

This Memorandum of Understanding incorporates this schedule and the Terms and Conditions (MOU). Signed without reliance or intent to create legal relations.

SIGNED by an authorised person on behalf of
THE BLAK MARKETS

SIGNED by an authorised person on behalf of
RANDWICK CITY COUNCIL

Signature:

Signature:

Print Name:

Print Name:

Position:

Position:

Date:

Date:

Terms and Conditions

1. This Funding Agreement commences on the Commencement Date and continues until the earlier of: the Expiry Date; or the parties entering into a binding agreement.
2. Neither party will have the right to bind or act on behalf of the other party. Neither party is an employee or agent of the other party. This Funding Agreement sets out the current understanding of the parties.
3. The Relationship Managers set out above will be the authorised representatives of the respective parties for the purposes of this Funding Agreement.
4. This Funding Agreement will become effective when signed by all signatories and continues from the date of the last signature until superseded by another Funding Agreement, or terminated at the written request of one of the parties or the Expiry Date passes.
5. The Funding Agreement can be reviewed at the request of a Party member, and any changes to the MOU are to be in writing and agreed by the Parties.

Director Community & Culture Report No. CC35/25

Subject: Social Media Policy 2025 - Outcomes of Community Consultation

Executive Summary

- At the Ordinary Council Meeting of 29 July 2025, it was resolved (Gordon/Magner) to place the draft Social Media Policy on public exhibition for 28 days and report the results back to Council.
- The policy was publicly exhibited from 13 August to 10 September 2025 receiving 20 submissions.
- This report provides Council with a summary of the feedback received during the consultation and recommends adopting the policy with changes.

Recommendation

That Council endorse the Social Media Policy.

Attachment/s:

1.  Draft Social Media Policy - post exhibition version

Purpose

The purpose of this report is to present to Councillors the outcome of community consultation undertaken about Council's draft Social Media Policy.

Discussion

At the Ordinary Council Meeting of 29 July 2025 it was resolved:

“RESOLUTION: (Gordon/Magner) that:

- (a) Council endorse the attached draft Social Media Policy for public exhibition within 28 days with the following changes:
 - section 3.3.2 changed to ‘A Councillor’s social media platform must include or provide a clearly accessible link to a disclaimer to the following effect: “The views expressed and comments made on this social media platform are my own and not that of the Council.”
 - section 8.2.2 changed to ‘Council staff and officials must also comply with Council’s Code of Conduct which outlines guidelines for the use of Council resources;’
- (b) that the results be reported back to Council; and
- (c) section 7.1.2 apply to councillor resignations on social media.”

Background about social media

Social media is part of Council’s communication strategy. Other components of our communication strategy include print communication, advertising, outdoor advertising, media and face to face engagement.

Randwick Council has been using social media for 15 years. It has now become an integral part of Council’s communication and engagement activities as well as being a social, community-building medium to celebrate and promote our City. It’s also a critical tool for communication during a crisis, as was experienced during COVID lockdowns.

Randwick Council currently has almost 70,000 followers across all our social media accounts including Facebook, Instagram, Youtube and Linked In. Council also has dedicated subpages for Randwick City Library, DRLC, Prince Henry Centre and La Perouse Museum.

Development of the policy

The Office of Local Government (OLG) released a model social media policy in 2022. The model policy was developed following two rounds of consultation with the local government sector and represent a ‘best practice’ approach.

The model policy is also informed by advice provided by key NSW Government agencies, including: the Independent Commission Against Corruption, the Information and Privacy Commission, the State Archives and Records Authority, and Resilience NSW.

The model policy is not mandatory, and councils are free to choose whether to use them or to adapt them for their own purposes. If adopted, the policy will operate to supplement the provisions of the Code of Conduct.

Randwick Council’s updated draft Social Media Policy has been developed using the model social media policy and adapted to suit Randwick’s needs.

Community consultation

Consistent with Council’s Community Engagement Strategy, the draft Social Media Policy was publicly exhibited for a period of 28 days from 13 August to 10 September 2025.

Consultation activities undertaken included:

- Dedicated webpage within Your Say Randwick website with survey submission
- Email to Your Say Randwick subscribers

- Weekly promotion through Randwick eNews
- Social media posts on Randwick City Council's Facebook and Instagram
- Digital display screens at Randwick City Council's Libraries and Customer Service Centre
- Listing on Randwick City Council's current consultations webpage
- Notification to Precincts
- Notification to all Councillors.

The Your Say Randwick consultation webpage received 248 views with 101 downloads of the policy and 20 submissions / survey responses.

The following is a summary of the feedback provided by the 20 respondents:

- 21% use social media often or very often to get information about Council with 63% rarely or never using social media
- 1 in 2 use Facebook and 1 in 5 use Instagram
- 42% believe it is important or very important that Council uses social media to communicate with residents
- 84% were supportive or neutral of the introduction of house rules with 16% unsupportive

Note the above figures are based on self-selecting responses from 20 community members most of whom said they rarely use social media.

Comparatively, Council's 2023 Community Satisfaction Survey of 750 random and representative residents of the Randwick LGA found social media was the third most preferred source for getting information about Council (behind letterbox drops and Council's website). Overall, 46% of respondents said they got information about Council from social media channels.

Randwick Council's main Facebook page has 40,376 followers and Instagram has 16,800 followers.

Between May and August 2025, Council's Facebook channel reached 387,400 users and Instagram reached 341,000.

On average, Council posts more than 50 posts each month on each platform and averages approximately 8,000 'engagements' on Facebook and 16,650 'engagements' on Insta. Engagements are reactions, shares and comments.

While some people may not use social media, it is clear that others in the community do use social media and it's important the Council has a policy to manage and guide its use.

Key features of proposed new policy:

- Principles governing Council's social media use.
- Appointment of a 'Social Media Coordinator' to have overall responsibility of administering the policy. Council's delegations register has been updated to assign this responsibility to the Manager Communications.
- Specific guidelines about the creation and deletion of social media platforms.
- Requirements for social media training for both Council staff and Councillors managing social media platforms.
- Specific guidelines for the actions and behaviour of 'authorised users' i.e., Council staff - including a requirement for administrative oversight to increase security of Council information and systems.
- Requirements for 'House Rules' for each channel – and clear processes for deleting comments that breach these rules.

- New requirements for Councillors including: compulsory training, clear identification as a Councillor while using social media – including a portrait photo, house rules, disclaimer and disclosure of other social media platforms administered.
- Rules around moderating content and banning users for repeated breaches.
- Records management responsibilities.
- Guidelines to differentiate private and work use of social media.
- A complaints resolution process.

Responses to feedback received during the public exhibition

Council received the following feedback during the public exhibition phase:

	Verbatim comment	Response from Council
1	People should not be allowed to bully other people online, defame them and share their content and belittle them on their private profiles for all to see because they have no security measures in place.*	Council does not condone bullying behaviour. Council’s Code of Conduct and Social Media Policy includes specific sections on bullying. The new policy introduces additional measures providing greater transparency and additional requirements for the management of council and councillor social media accounts.
2	I think people should be allowed to make a complaint about council on social media. Not many other outlets available.	People often refer to requests for services or action or feedback on Council projects as ‘complaints’. These types of matters are welcome to be lodged through social media for action. A complaint as per the definition in our Complaints Management Policy and Procedure document will be referred for actioning through our agreed process to ensure the complaint is promptly and appropriately responded to.
3	1. SM is a part of many people's lives. It is also commercial (some say corrupting), divisive and misleading. For these reasons some people chose not to access SM. It is critical that RCC do not force people who prefer not to or who are of an age where electronic communication is too much of a personal challenge to rely on SM for relevant information. RCC's website and email communication must remain the primary distribution point. I would go as far as to say that there should be a return to old fashioned notice boards at key locations so that the marginalised are not excluded. 2. Social Media Co-ordinator: a responsible officer/person - is a good idea. They should have sufficient independence and authority to be able to act decisively when required. They should also have similar legal responsibilities and liabilities to a company director in the event of them failing to act in the best interests of the community/RCC and their	1. Council recognises that not all people want to or can access social media. Council’s communications strategy includes a variety of other channels including email, website and digital noticeboards. 2. The Social Media Coordinator comes from the OLG model social media policy. It is designed to ensure that all councils across the state have a designated person responsible for managing and implementing the policy. This is particularly important for

	Verbatim comment	Response from Council
	<p>obligations. Too often failure in similar roles merely means a quiet change of job. The consequences of poorly managed a SM outlet are too serious to be managed without strong consequences for failure.</p> <p>3. Specifically, Clauses 4.3 a), b) f0 and i) and 5.1.3 a) b) e): some of these prohibitions are highly subjective in nature and need to be clearly spelled out. Division in the community for example - perhaps certain topics should be simply forbidden (eg matters relating to foreign affairs which in any event are ultra vires for councils. We have had councillors raise motions non related to RCC which have proved highly divisive.</p> <p>Matters relating to RCC actions may well be considered 'legitimate' by the RCC area concerned but may need to be challenged by community members. too easily this can be constructed to breach these clauses. Strong disagreement/conflict even is sometimes necessary to force change or improve outcomes. These clauses are phrased far to subjective to be able to act as a white wash for poor/sloppy/ignorant council plans and action.</p> <p>8.2.1 Council employees should not be allowed to access SM during work hours unless they are specifically under operational orders by the SMC. This is too sloppy. Most commercial organisation do not allow. RCC should follow best practice.</p>	<p>smaller councils. At Randwick Council the Communications team has a specialist social media staff member and the function of 'social media coordinator' is delegated to the Manager Communications.</p> <p>3. Section 4 of the policy governs the type of content and behaviour expected of Council officials – i.e. staff managing council channels and Councillors managing their own channels. Section 5 sets the 'house rules' or standards of behaviour expected of community members posting on council social media channels. Council's social media channels are a safe space for everyone in the community to receive information and interact with council and other community members. Council is legally liable for the content on its channels – including content posted by others – and as such it is important that we have sound rules in place. Our experience has found the guidelines are generally easy to apply.</p> <p>Increasingly, organisations are not blocking social media access for staff. There are many benefits including improved communication, increased employee engagement and workplace culture. Staff are permitted to access social media – like other websites – provided the use is brief, intermittent and not impacting their work.</p>
4	<p>some of us choose not to use social media. how will this affect us?</p>	<p>This policy does not affect people not using social media.</p>
5	<p>Gear to know these avenues are here for both emergencies and enquiries eg a tap that won't turn off</p>	<p>Noted.</p>

	Verbatim comment	Response from Council
6	There are people like me and especially older members of the community that do not use social media at all !!!!	Council recognises that not everyone uses social media and our communications strategy includes a variety of channels to reach as many people as possible.
7	Please use your website for information and email to subscriber lists. I dont use social media and dont intend to.	Council currently uses our website as well as very effective weekly email newsletters.
8	Just don't regulate it, use it for news purely. There should also be avenues for members of the public to complain and post their complaints, then the post should be interacted with by a member of council to ensure people are able to have a pseudo discussion of the issue. If people's posts or complaints are not seen by anyone or supported by anyone in the first few days then the post can be deleted. That way, people can have their say on things that bother them, if it's agreed with by members of the public (or not), so long as it's interacted with, then the councillors can have their rebuttal.	Council welcomes feedback and comments on local issues provided those comments are done respectfully and in line with the policy rules.
9	Looks good.	Noted
10	In understand that all government agencies have to communicate via online platforms however these platforms are used by very few rate payers. If you have so draft a plan for rules and regulations why waste funds to operate it.. Too much council funds are spent on useless tech and consulting. Can't council go back to its grass roots and ensure trees a trimmed back for safety. Ensure pot holes in roads are repaired for safety, ensure lights are updated to energy efficient lights producing more illumination at night for safety. Collect more funds from illegal parking on our streets from out of towners who always leave their McDonald wrappers behind. Who really cares about social media, can we get back to basics?	Content on Council's social media channels on average reaches about 350,000 people per month. It is best practice to have a policy regulating our social media practices. Council also places a high importance on fixing potholes, pruning trees, updating lights and picking up rubbish.
11	I do not think that council should place so much emphasis on feedback provided through social media.	Genuine requests for services received through social media are actioned in exactly the same way as a request via email, letter or telephone.

	Verbatim comment	Response from Council
12	focus on fixing potholes before prioritising social media	Council already prioritises pothole repairs and in 2025-26 will spend more than \$8 million upgrading 4.8km of roads in the LGA.
13	<p>My concern is that this Social Media Policy and the Office of Local Government (by extension) do not treat councillors as elected officials but as part of the administration. For example, here is but one excerpt from the policy:</p> <p>3.5.1 A Councillor must advise the General Manager/SMC of any social media platforms they administer on which content relating to the Council or Council officials is, or is expected to be, uploaded.</p> <p>This additional monitoring of councillors by the Council CEO may seem minor but it reduces their role as politicians communicating with their constituents. As far as I am aware, there are no similar restrictions on State or Federal MPS when it comes to their social media.</p> <p>There are many more examples in the Social Media Policy that I could site.</p>	Feedback is noted.
14	5.1.3(e) is too vague to be applied fairly and is not a valid aspiration in any case. What is the definition of division? Is it sharing an opinion that conflicts with someone else's? Is it seeking to persuade someone in the community to agree with your opinion rather than someone else's? A definition is needed for the clause to be useful. If I assume 'division' is people in the community disagreeing with each other, or someone in the community raising an issue that offends others, then communities will always have divisions - not everyone thinks the same way about things. Any opinion expressed could therefore 'cause division' in the community. Division is a natural feature of communities. The clause should be removed.	<p>Thank you for your comments on this house rule that third party comments on Council social media pages must not 'cause division within our community'.</p> <p>Our goal as an organisation is to foster a strong sense of community and to support our local communities.</p> <p>We welcome commentary and feedback on our channels between members of the public and Council provided that commentary is respectful and inclusive.</p> <p>The Social Media Coordinator uses discretion in the application of the house rules. Comments that are purposefully divisive, offensive or disrespectful will not be accepted.</p>
15	Thank you for this consultation email. I much appreciate the chance to be involved in commenting on the various council initiatives. However as I loathe, detest and abhor all social media in all forms, and will have nothing whatever to do with it, I don't think I can usefully contribute on this particular subject !	Noted

* Note comment edited by Council staff to remove potentially defamatory or offensive material.

Changes proposed to Social Media Policy

There are no changes proposed to the Social Media Policy due to feedback from the public exhibition process.

There is a change recommended to the Social Media Policy principles section 1.1 d Respect. This change has come about as Council is currently reviewing the NSW Office of Children’s Guardian Child Safe Standards. The amended principle is about ensuring children are safe and protected in our social media channels.

Current wording:

Respect

Our social media platforms are safe spaces. We will uphold and promote the behavioural standards contained in this policy and our Council’s Code of Conduct when using our social media platforms and any other social media platform.

New wording:

Respect

Our social media platforms are safe spaces. We will uphold and promote the behavioural standards contained in this policy and our Council’s Code of Conduct when using our social media platforms and any other social media platform. Our Social media activity will reflect our commitment to creating and maintaining environments where children are respected, protected, and empowered.

Another change has also been made to section 7.1.2 to make it clear that this provision also applies to Councillors who resign their position on social media. This was a resolution of the Council Meeting on 29 July 2025.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering the Outcomes of the Community Strategic Plan:	
Strategy	Inclusive Randwick
Outcome	A resilient city where people are engaged, informed, connected and feel a sense of community and belonging
Objective	Increase the percentage of residents who are satisfied with the information they receive and community consultation conducted by Council by 2031 from the 2021 baseline
Delivery program commitment	Communicate with our local communities about Council’s projects, strategies, goals, events and facilities, and value and make use of their knowledge and experience to make better decisions.

Risks

Risk	Mitigation
Council and Councillors potentially liable for third party content	Policy requires Council and Councillors to actively administer and moderate their channels to reduce this risk.
Reputation damage from comments	Social Media Policy provides a robust framework for reviewing and moderating comments

Risk	Mitigation
Content creators not properly trained	New requirements for registers, training and disclosures
Community not aware of Council's activities, programs or events	Social media policy dedicates Council to using social media and to be open, relevant, accurate and respectful.

Resourcing Strategy implications

Randwick City Council employs a dedicated communications specialist in the Communications Department who focuses on social media management.

Council currently allocates approximately \$20,000 a year through its advertising budget for social media advertising.

Policy and legislative requirements

- Local Government Act 1993
- State Records Act 1998
- Work Health and Safety Act 2011
- Government Information (Public Access) Act 2009
- Privacy and Personal Information Protection Act 1998
- Health Records and Information Privacy Act 2002.

Conclusion

The draft Social Media Policy provides a robust framework for managing Council and Councillor social media activities. It provides certainty to the community about our commitment to using social media as a genuine engagement medium as well as agreed rules around management of user supplied content.

Responsible officer: Joshua Hay, Manager Communications

File Reference: F2011/00415

CC35/25

COMMUNICATIONS

DRAFT Social Media Policy

Adoption Date:
Click or tap to enter a date.

Review Date:
Click or tap to enter a date.

Endorsed for exhibition
29 July 2025

Public exhibition period:
13 August – 10 September
2025

Version:
DRAFT

Responsible Department:
Communications

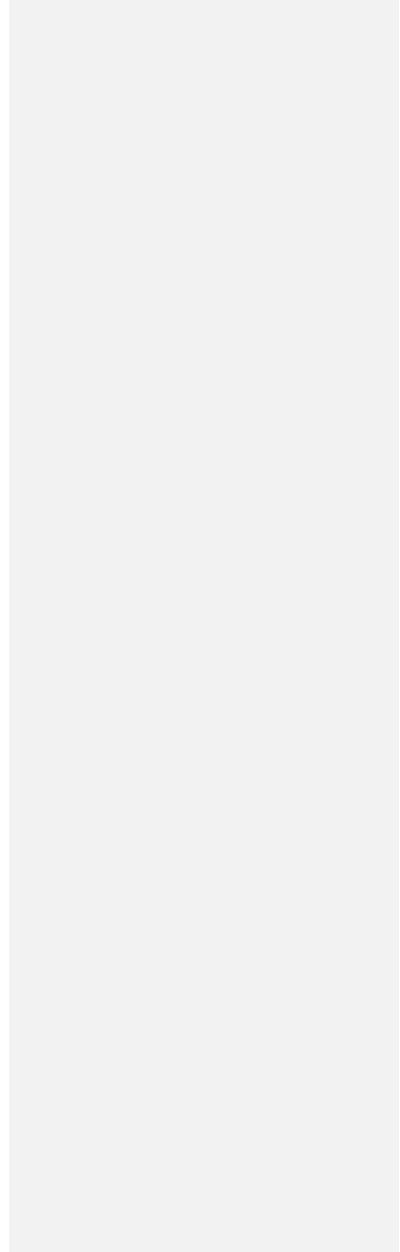
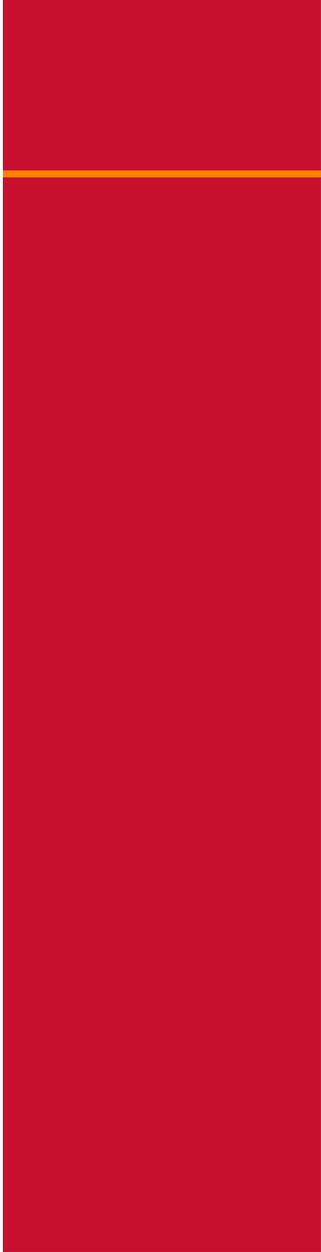
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CC35/25



1. Principles

1.1 We, the Councillors and staff of Randwick City Council are committed to upholding and promoting the following principles of social media engagement:

- a. **Openness**
Our social media platforms are places where anyone can share and discuss issues that are relevant to our Council and the community we represent and serve.
- b. **Relevance**
We will ensure our social media platforms are kept up to date with informative content about our Council and community.
- c. **Accuracy**
The content we upload onto our social media platforms and any other social media platform will be a source of truth for our Council and community and we will prioritise the need to correct inaccuracies when they occur.
- d. **Respect**
Our social media platforms are safe spaces. We will uphold and promote the behavioural standards contained in this policy and our Council's Code of Conduct when using our social media platforms and any other social media platform. **Our Social media activity will reflect our commitment to creating and maintaining environments where children are respected, protected, and empowered.**

Commented [JH1]: Additional section recommended to be added to ensure Council is meeting the NSW Office of Children's Guardian Child Safe Standards.

2. Council social media platforms

2.1. Platforms

2.1.1 Council will maintain a presence on social media platforms that are most relevant to our community which may include:

- a. Facebook
- b. Instagram
- c. Youtube
- d. LinkedIn
- e. X

2.2. Establishment of Council social media platforms

2.2.1 Council's social media platforms must specify or provide a clearly accessible link to the 'House Rules' for engaging on the platform.

2.2.2 A new council social media profile, or a social media platform can only be established or deleted with the approval of the General Manager or their delegate or by Council resolution.

NOTE: Where new channels are created or deleted in accordance with 2.2.2, the above list (2.1.1) may be amended without the need for the policy to be endorsed by Council.

2.3. Appointment and role of the social media coordinator

2.3.1 Council's Manager Communications will act as the social media coordinator (SMC) and is responsible for overseeing the implementation of this policy and Council's social media presence.

2.3.2 The General Manager may change or appoint more than one SMC.

2.3.3 The SMC's role is to:

- a) approve and revoke a staff member's status as an authorised user
- b) develop and/or approve the training and/or induction to be provided to authorised users
- c) maintain a register of authorised users
- d) maintain effective oversight of authorised users
- e) moderate the Council's social media platforms in accordance with Part 5 of this policy
- f) ensure the Council complies with its record keeping obligations under the *State Records Act 1998* in relation to social media (see clauses 7.1 to 7.2 of this policy)

- g) ensure the Council adheres to the rules of the social media platform(s)
 - h) ensure the Council's social media platforms are set up and maintained in a way that maximises user friendliness and any technical problems are resolved promptly
- 2.3.4 The SMC may delegate their functions under paragraph (e) of clause 2.4.5 to authorised users.
- 2.3.5 The SMC is an authorised user for the purposes of this policy.

2.4. Authorised users

- 2.4.1 Authorised users are members of council staff who are authorised by the SMC to upload content and engage on social media on the Council's behalf.
- 2.4.2 Authorised users should be members of council staff that are responsible for managing, or have expertise in, the events, initiatives, programs or policies that are the subject of the social media content.
- 2.4.3 The SMC will appoint authorised users when required.
- 2.4.4 An authorised user must receive a copy of this policy and induction training on social media use and Council's obligations before uploading content on Council's behalf.
- 2.4.5 The role of an authorised user is to:
- a) ensure, to the best of their ability, that the content they upload onto social media platforms is accurate
 - b) correct inaccuracies in Council generated content
 - c) engage in discussions and answer questions on Council's behalf on social media platforms
 - d) keep the Council's social media platforms up to date
 - e) moderate the Council's social media platforms in accordance with Part 5 of this policy
 - f) ensure the Council complies with its record keeping obligations under the *State Records Act 1998* in relation to social media.
- 2.4.6 When an authorised user engages on Council's social media platforms, it must be clear that they are representing the Council. This can be achieved by using a Council approved profile when posting or engaging.
- 2.4.7 Authorised users must not use Council's social media platforms for personal reasons.

2.5. Administrative tone

- 2.5.1 Authorised users upload content and engage on social media on the Council's behalf. Authorised users must use language consistent with that function and avoid expressing or appearing to express their personal views when undertaking their role.
- 2.5.2 Authorised users may use more personal, informal language when engaging on Council's social media platforms, for example when replying to comments.

2.6. Register of authorised users

2.6.1 The SMC will maintain a register of authorised users. This register is to be reviewed periodically to ensure it is fit-for-purpose.

2.7. Ceasing to be an authorised user

- 2.7.1 The SMC may revoke a staff member's status as an authorised user, if:
- the staff member makes such a request and it is supported by their manager
 - the staff member has not uploaded content onto any of the Council's social media platforms in the previous 12 month period
 - the staff member has failed to comply with this policy
 - the SMC is of the reasonable opinion that the staff member is no longer suitable to be an authorised user.

3. Councillor social media platforms

- For the purposes of this policy, Councillor social media platforms are not Council social media platforms. Part 2 of this policy does not apply to Councillors' social media platforms.
- Councillors are responsible for the administration and moderation of their own social media platforms (in accordance with Parts 3, 4 and 5 of this policy), and ensuring they comply with the record keeping obligations under the *State Records Act 1998* (see clauses 7.1 to 7.2 of this policy) and Council's Records Management Policy in relation to social media.
- Clause 3.2 also applies to Councillors in circumstances where another person administers, moderates, or uploads content onto the Councillor's social media platform.
- Councillors must comply with the rules of the platform when engaging on social media.

3.1. Induction and training

- 3.1.1 Councillors who engage, or intend to engage, on social media must receive induction training on social media use. Induction training can be undertaken either as part of the Councillor's induction program or as part of their ongoing professional development program.

3.2. Identifying as a Councillor

- 3.2.1 Councillors must identify themselves clearly on their public social media platforms as a Councillor. It is suggested the following format be used: *Councillor "First Name and Last Name"*. Councillors may also refer to their Ward, any relevant council positions and political party.

3.2.2 A Councillor's social media platform must include a profile photo which is a clearly identifiable image of the Councillor.

3.2.3 If a Councillor becomes or ceases to be the Mayor, Deputy Mayor, or the holder of another position (for example, chairperson of a committee), this must be clearly stated on the Councillor's social media platforms and updated as soon as practical when there is a change in circumstances.

3.3. Other requirements for Councillor social media platforms

3.3.1 Councillor social media platforms should specify or provide a clearly accessible link to the 'House Rules' for engaging on the platform. Councillors may choose to use Council's house rules and link to the relevant page on Council's website.

3.3.2 A Councillor's social media platform must include or provide a clearly accessible link to a disclaimer to the following effect: *"The views expressed and comments made on this social media platform are my own and not that of the Council."*

3.3.3 Despite clause 3.3.2, Mayoral or Councillor media releases and other content that has been authorised according to the Council's media and communications protocols may be uploaded onto a Councillor's social media platform.

3.3.4 Councillors may upload publicly available Council information onto their social media platforms.

3.3.5 Councillors may use more personal, informal language when engaging on their social media platforms.

3.3.6 Councillors must uphold and accurately represent the policies and decisions of the Council's governing body but may explain why they voted on a matter in the way that they did. (see section 232(1)(f) of the *Local Government Act 1993*).

3.4. Councillor queries relating to social media platforms

3.4.1 Questions from Councillors relating to their obligations under this policy, technical queries relating to the operation of their social media platforms, or managing records on social media may be directed to the SMC in the first instance.

3.5. Other social media platforms administered by Councillors

3.5.1 A Councillor must advise the General Manager/SMC of any social media platforms they administer on which content relating to the Council or Council officials is, or is expected to be, uploaded. The Councillor must do so within:

- a) One month of becoming a Councillor, or
- b) One month of becoming the administrator of the social media account, or
- c) One month of this policy coming into effect.

4. Standards of conduct on social media

- 4.1 Section 4 of this policy applies to Council officials' use of social media in an official capacity or in connection with their role as a Council official. The policy does not apply to personal use of social media that is not connected with a person's role as a Council official.
- 4.2 Council officials must comply with the Council's Code of Conduct when using social media in an official capacity or in connection with their role as a Council official.
- 4.3 Council officials must not use social media to post or share comments, photos, videos, electronic recordings or other information that:
- a) is potentially defamatory, offensive, humiliating, threatening or intimidating to other Council officials or members of the public
 - b) is an attack on Council officials or third parties
 - c) contains profane language or is sexual in nature
 - d) constitutes harassment and/or bullying within the meaning of the *Model Code of Conduct for Local Councils in NSW*, or is unlawfully discriminatory
 - e) is contrary to their duties under the *Work Health and Safety Act 2011* and their responsibilities under any policies or procedures adopted by the Council to ensure workplace health and safety
 - f) contains content about the Council, council officials or members of the public that is misleading or deceptive
 - g) divulges confidential Council information
 - h) breaches the privacy of other Council officials or members of the public
 - i) contains allegations of suspected breaches of the Council's Code of Conduct or information about the consideration of a matter under the *Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW*
 - j) could be perceived to be an official comment on behalf of the Council where they have not been authorised to make such comment
 - k) commits the Council to any action contrary to within the authorised user's delegation or responsibilities
 - l) violates an order made by a court
 - m) breaches copyright
 - n) advertises, endorses or solicits commercial products or business
 - o) constitutes spam
 - p) is in breach of the rules of the social media platform.
- 4.4 Council officials must:

- a) attribute work to the original author, creator or source when uploading or linking to content produced by a third party where possible
 - b) ensure, as far as practicable, any images of people published on our social media channels have implied, written or verbal consent from the individual and/or parent/guardian
 - c) remove any images from our social media and corporate records should there be a request from an individual/parent/guardian
- 4.5 Council officials must exercise caution when sharing, liking, retweeting content as this can be regarded as an endorsement and/or publication of the content and profile.
- 4.6 Council officials must not incite or encourage other persons to act in a way that is contrary to the requirements of this Part.

5. Moderation of social media platforms

Note: Councils and Council officials should be aware that they may be considered a 'publisher' of any content uploaded onto a social media platform they administer, including content that:

- a) is uploaded/contributed/commented on by a third party; and/or
- b) appears on their social media platform because they have 'liked', 'shared', or 'retweeted' the content, or similar.

Council officials who are responsible for the moderation of the Council or Councillors social media platforms may remove content and ban a third party from those platforms. Such actions must be undertaken in accordance with Part 5.

For the purposes of Part 5, 'social media platform' and 'platform' means social media platforms of both Council and Councillors.

5.1. House rules

- 5.1.1 Social media platforms must state or provide an accessible link to the 'House Rules' for engaging on the platform.
- 5.1.2 At a minimum, the house rules should specify:
- a) the principles of social media engagement referred to in clause 1.1 of this policy
 - b) the type of behaviour or content that will result in that content being removed or 'hidden', or a third party being banned from the platform
 - c) the process by which a third party can be banned from the platform and rights of review
 - d) when the platform will be monitored (for example weekdays 9am – 5pm, during the Council's business hours)

- e) that the social media platform is not to be used for making complaints (as defined by Council's Complaints Management Policy and Procedure) about the Council or Council officials and provide information or a link to Council's complaints handling policy.

5.1.3 For the purposes of clause 5.1.2(b), third parties engaging on social media platforms must not post or share comments, photos, videos, electronic recordings or other information that:

- a) is potentially defamatory, offensive, humiliating, threatening or intimidating to Council officials or members of the public
- b) is an attack on Council officials or third parties
- c) contains profane language or is sexual in nature
- d) aims to incite hatred based upon religion, culture, gender, sexuality, ability or ethnicity
- e) causes division within our community
- f) constitutes harassment and/or bullying within the meaning of the *Model Code of Conduct for Local Councils in NSW*, or is unlawfully discriminatory
- g) contains content about the Council, Council officials or members of the public that is misleading or deceptive
- h) breaches the privacy of Council officials or members of the public
- i) contains allegations of suspected breaches of the Council's Code of Conduct or information about the consideration of a matter under the *Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW*,
- j) violates an order made by a court
- k) breaches copyright
- l) constitutes spam (including unauthorised promotion of commercial products or businesses)
- m) seeks to deliberately monopolise or influence the social media channel for their own personal purposes
- n) is in breach of the rules of the social media platform.

5.2. Removal or 'hiding' of content

5.2.1 Where a third party uploads content onto a Council social media platform that, in the reasonable opinion of the authorised user, is of a kind specified under clause 5.1.3, the authorised user may remove or 'hide' that content.

5.2.2 Whether to hide or remove content will be a decision by the authorised user giving consideration to each individual circumstance. Generally content uploaded that breaches clause 5.1.3 should be removed unless such content is relatively minor or removal of such content in the opinion of the authorised user may unnecessarily inflame a situation or invite further negative comments. If in doubt, check with the SMC.

5.2.3 Prior to removing or 'hiding' the content, the authorised user must make a record of it (for example, a screenshot and then save that screenshot on Council's corporate record keeping system).

5.3. Banning users

5.3.1 If a third party uploads content that is removed or 'hidden' under clause 5.2.1 of this policy, that third party may be blocked or banned from the social media platform/all platforms.

5.3.2 A third party may only be banned from a Council social media platform with the approval of the SMC. This clause does not apply to banning a third party from a Councillor's social media platform.

5.3.3 Prior to banning a third party from a social media platform, the party must, where practicable, be advised of the intention to ban them from the platform/all platforms and be given a chance to respond. Any submission made by the third party must be considered prior to a determination being made to ban them.

5.3.4 Despite clauses 5.3.1 to 5.3.3, where a person uploads content of a kind referred to under clause 5.2.1, and the authorised user and SMC is reasonably satisfied that the breach is of a severity and that the third party is likely to further engage on the social media platform, that third party may be banned with no notification. In such situations, screenshots of the offending content should be taken and kept on Council's corporate record keeping system along with a comment from the authorised user as to the reasons for the ban and approval from the SMC.

5.3.5 A third party may request a review of a decision to ban them from a social media platform. The request must be made in writing to the General Manager or SMC and state the grounds on which the request is being made.

5.3.6 Where a review request is made under clause 5.3.5, the review is to be undertaken by the General Manager or a member of staff nominated by the General Manager who is suitably qualified and who was not involved in the decision to ban the third party.

5.3.7 Where a third party that is the subject of ban continues to engage on a social media platform(s) using an alternative social media account, profile, avatar, etc., an authorised user may ban the third party from the platform(s) immediately.

5.4. Turning off commenting

5.4.1 At the discretion of the SMC, content may be posted without permitting public comments or comments may be turned off existing posts if it is considered that commentary is causing severe and negative community impacts and not achieving the objectives of this policy.

6. Use of social media during emergencies

- 6.1 During emergencies, such as natural disasters or public health incidents, the Communications Department will be primarily responsible for the management of content on the Council's social media platforms.
- 6.2 To ensure consistent messaging both during and after an emergency, authorised users and Council officials must not upload content onto the Council's or their own social media platforms which contradicts advice issued by the agency coordinating the emergency response, or agencies supporting recovery efforts.
- 6.3 Training on social media use during emergencies should be included in training and/or induction provided to authorised users and Councillors

7. Records and privacy requirements

7.1. Records management

- 7.1.1 Social media content created, sent and received by Council officials (including Councillors) acting in their official capacity is a Council record and may constitute open access information or be subject to an information access application made under the *Government Information (Public Access) Act 2009*. These records must be managed in accordance with the requirements of the *State Records Act 1998* and the Council's approved records management policies and practices.
- 7.1.2 When/if a Councillor's term of office concludes, **or they resign**, the Councillor must contact the General Manager or SMC to manage/transfer records of social media content created during their term of office and comply with the requirements of the *State Records Act 1998*.
- 7.1.3 In fulfilling their obligations under clauses 7.1.1 to 7.1.2, Council officials should refer to any guidance issued by the State Archives and Records Authority of NSW relating to retention requirements for councils' and councillors' social media content¹.

Commented [JH2]: Additional clause added as per Council's resolution at its 29 July 2025 meeting.

7.2. Privacy considerations and requirements

- 7.2.1 Social media communications are in the public domain. Council officials should exercise caution about what personal information, if any, they upload onto social media.
- 7.2.2 The *Privacy and Personal Information Protection Act 1998* applies to the use of social media platforms by the Council and Councillors. To mitigate potential privacy risks, Council officials will:
 - a) advise people to avoid providing personal information on public social media platforms

¹ See State Archives and Records Authority of NSW *'Government Recordkeeping / Advice and Resources / Local Government'* and *'Social media recordkeeping for councillors'*

- b) inform people if any personal information they may provide on social media platforms is to be used for official purposes
- c) moderate comments to ensure they do not contain any personal information such as addresses or phone numbers
- d) advise people to contact the Council or Councillors through alternative channels if they have personal information they do not want to disclose in a public forum.

7.2.3 Council officials must ensure they comply with the *Health Records and Information Privacy Act 2002* when engaging on and/or moderating social media platforms. In fulfilling their obligations, council officials should refer to any guidance issued by the Information and Privacy Commission of NSW, such as, but not limited to, the Health Privacy Principles.

8. Private use of social media

Note: Activities on social media websites are public activities. Even though privacy settings are available, content can still be shared and accessed beyond the intended recipients.

8.1. What constitutes 'private' use?

- 8.1.1 For the purposes of this policy, a Council official's social media engagement will be considered 'private use' when the content they upload:
- a) is not associated with, or refers to, the Council, any other Council officials, contractors, related entities or any other person or organisation providing services to or on behalf of the Council, and
 - b) is not related to or does not contain information acquired by virtue of their employment or role as a Council official.
- 8.1.2 If a Council official chooses to identify themselves as a Council official, either directly or indirectly (such as in their user profile), then they will not be deemed to be acting in their private capacity for the purposes of this policy.
- 8.1.3 Staff should be aware that even content posted in a private capacity without direct reference to Council can, in some instances become work-related, if for example, other Council officials see the content by virtue of being 'friends' on the social media platform or through some other connection.

8.2. Use of social media during work hours

- 8.2.1 Council staff and officials may access and engage on social media in their private capacity during work hours provided that use is brief, intermittent and does not impact on them performing their duties.
- 8.2.2 Council staff and officials must also comply with Council's Code of Conduct which outlines guidelines for the use of Council resources.

9. Concerns or complaints

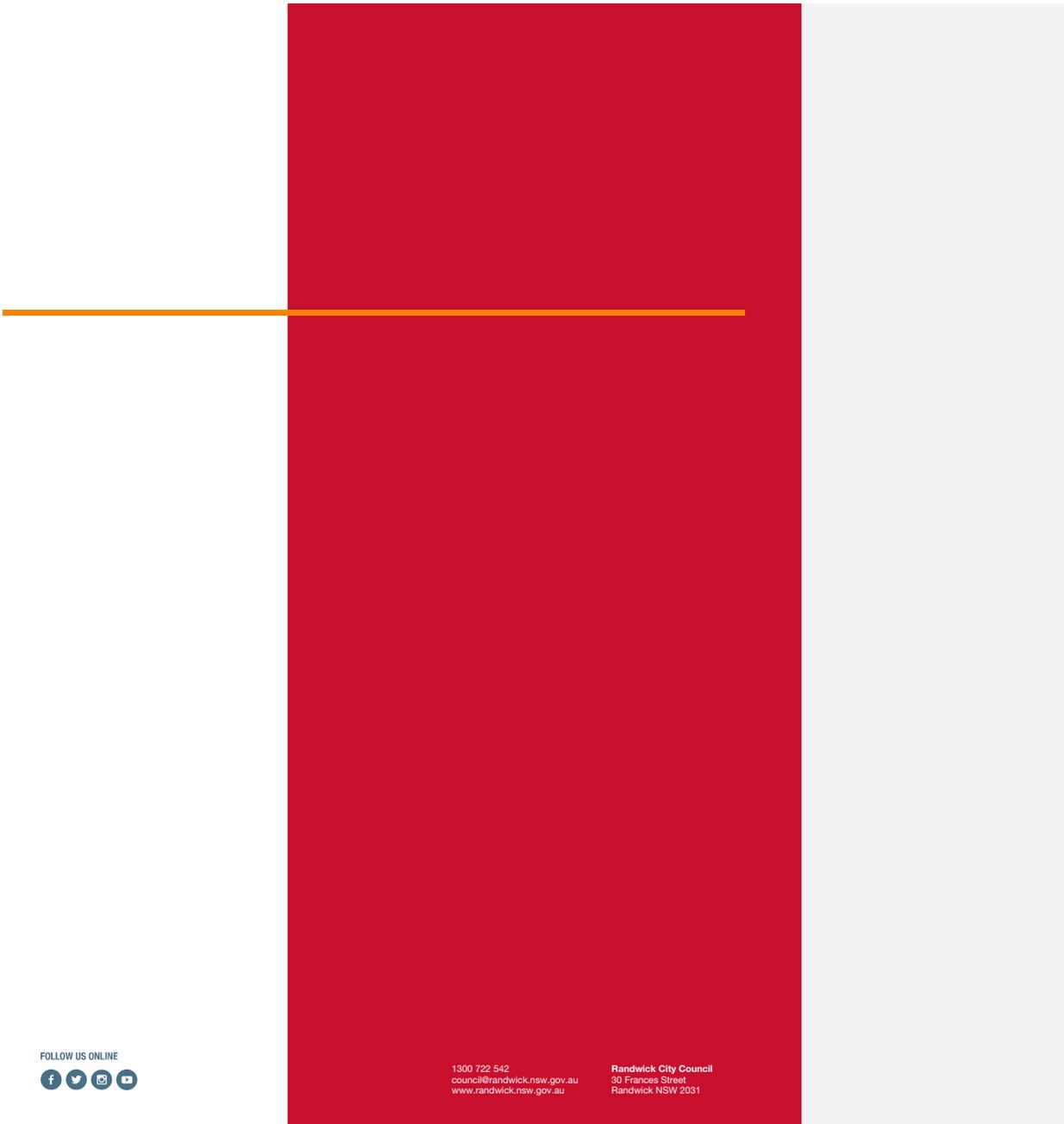
- 9.1 Concerns or complaints about the administration of a council's social media platforms should be made to the Council's SMC in the first instance.
- 9.2 Complaints about the conduct of council officials (including Councillors) on social media platforms may be directed to the General Manager.
- 9.3 Complaints about a General Manager's conduct on social media platforms may be directed to the Mayor.

10. Definitions

In this Social Media Policy, the following terms have the following meanings:

authorised user	members of Council staff who are authorised by the General Manager or SMC to upload content and engage on the Council's social media platforms on the Council's behalf
council official	Councillors, members of staff and delegates of the Council (including members of committees that are delegates of the Council)
personal information	information or an opinion (including information or an opinion forming part of a database and whether or not recorded in a material form) about an individual whose identity is apparent or can reasonably be ascertained from the information or opinion
SMC	is a Council's social media coordinator appointed under clause 2.3 of this policy
social media	online platforms and applications - such as but not limited to social networking sites, wikis, blogs, microblogs, video and audio sharing sites, and message boards - that allow people to easily publish, share and discuss content. Examples of social media platforms include, but are not limited to Facebook, Twitter, Snapchat, LinkedIn, Yammer, YouTube, Instagram, Flickr and Wikipedia

CC35/25



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Randwick City Council
30 Frances Street
Randwick NSW 2031

Director Corporate Services Report No. CO56/25

Subject: Annual Report 2024-25

Executive Summary

- Under Section 428 of the Local Government Act 1993 (NSW), every council must prepare an annual report within 5 months after the end of each financial year and place it on the council's website.
- The **2024-25 Annual Report** includes:
 - Our achievements and performance during the 2024-25 financial year in relation to the implementation of our delivery program and operational plan.
 - Statutory Information as required under the Integrated Planning and Reporting Guidelines, the Local Government (General) Regulation 2021, and other legislation.
 - The **2024-25 audited Financial Statements** presented at the 28 October 2025 council meeting.

Recommendation

That:

- a) the Randwick City Council 2024-25 Annual Report (including the 2024-25 audited Financial Statements) be endorsed by Council;
- b) the General Manager be authorised to make any minor administrative changes to the Annual Report if required; and
- c) a copy of the Annual Report (and associated reports) be posted on Council's website and subsequent advice made to the Minister for Local Government as to the specific URL.

Attachment/s:

1. [LINK TO VIEW](#) Annual Report 2024-25
2. [LINK TO VIEW](#) Financial Statements 2024-25

Purpose

The purpose of this report is to present the 2024-25 Annual Report (including the 2024-25 audited Financial Statements) to Council for endorsement.

Discussion

2024-25 Annual Report

The Annual Report is a key accountability mechanism between Council and the community in response to the implementation of our 2022-32 Community Strategic Plan.

The vision and long-term goals of the Community Strategic Plan are realised through our delivery program, and each year the Annual Report outlines our achievements in implementing the delivery program commitments based on the Operational Plan actions over the previous financial year.

The 2024-25 Annual Report will report on the implementation of the 2024-25 Operational Plan and is divided into six parts:

- **Part 1: Introduction**
This part explains the purpose and structure the Report.
- **Part 2: About Randwick City**
This part provides background information about our City and our Council.
- **Part 3: Delivery Program report**
This part reports on our 2024-25 operational plan activities, capital works and service reviews.
 - Section 3.1 details how Council delivered the outcomes of the 2022-2032 Community Strategic Plan (Table A)
 - Section 3.2 details how Council delivered the ongoing services required by our community and comply with regulatory obligations (Table B)
 - Section 3.3 provides progress in delivering the capital works program
 - Section 3.4 details progress in delivering the service review program
- **Part 4: Financial report**
This part provides key financial results for the 2024-25 financial year.
- **Part 5: Statutory information report**
This part presents statutory information required under the Integrated Planning and Reporting Guidelines, the Local Government (General) Regulation 2021, and other legislation.
- **Part 6: Partnerships and awards**
This part lists some of the key partnerships and awards we received in recognition of collaborative and best practice achievements.

Some of the highlights in the 2024-25 Annual Report include:

- Greening our city with over 10,000 new native and indigenous trees, plants, and shrubs planted in 2024-25;
- Diverted 44.3% residential waste from landfill and recycled over 22,000 tonnes and collected over 15,000 mattresses for refurbishment or recycling;
- Increased publicly accessible EV charging stations from 41 to 120;
- Tackled road safety with 2 new 40 km/h speed limited areas and 5 projects completed to reduce accidents via raised intersections, medians and pedestrian refuges;
- Creating a sense of community. We distributed nearly \$600,000 in grants to support over 100 community projects and the work of artists and musicians. We delivered major public events, such as The Spot Festival, numerous exhibitions, the summer pop-up music

program, Coogee Carols, Coogee Sparkles and again worked in partnership with the La Perouse Local Aboriginal Land Council to deliver Koojay Corroboree;

- Hosted a fun and interactive Youth Forum to hear from the youth sector on key issues affecting them;
- The “Spot On” series of open-street events. “Spot On” - part-funded by Transport for NSW Open Streets vibrancy funding program, introduced a series of ten street events each Thursday night from August to late October 2024. Each event saw a temporary street closure, bringing the street alive through live music, creative performances, interactive programming including trivia, dance lessons and singalongs, and extended on-street trade for the local businesses. The events were attended by around 17,000 attendees, with businesses reporting up to 50% increase in trade for each event;
- We built or upgraded 4.39 kilometres of footpaths and resurfaced 3.75 kilometres of roads and undertook streetscape upgrades in Maroubra Junction and Matraville.

Annual Progress Report Indicators

In the July 2024 - June 2025 year, there were 342 indicators tracking progress of the operational plan activities scheduled throughout the year:

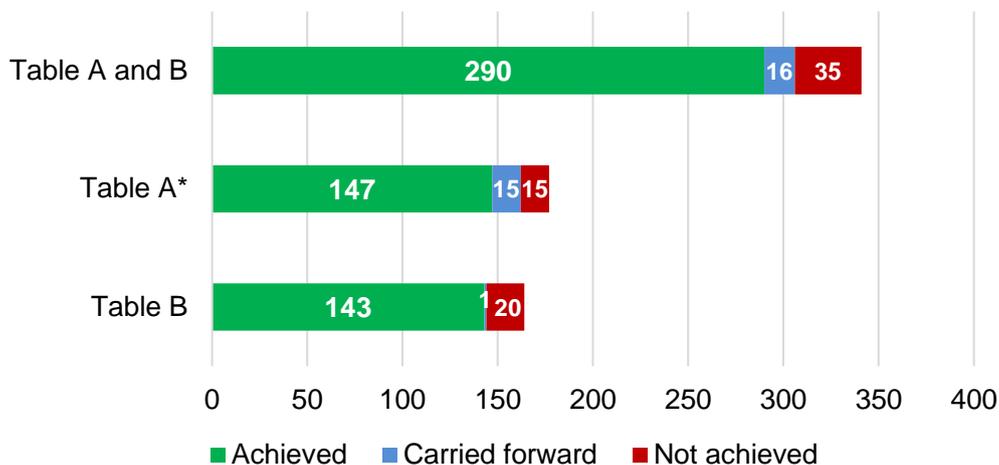
- 178 indicators measured progress in delivering the outcomes of the 2022-2032 Community Strategic Plan (Table A)
- 164 indicators measured progress in providing the ongoing services required by our community and complying with regulatory obligations (Table B)

Overall performance tracking (Table A and B)

- Of the Table A activities, 92% have been achieved, removed or have been carried forward to 2025-26.

This table shows the performance of Table A and Table B and an aggregate for the 2024-25 year:

Performance for 2024-25



* 1 indicator removed from Table A as outlined in GM Update on 12th July 2024

Projects and activities carried over into 2025-26 Financial Year

As indicated in the performance chart, 16 activities or projects were carried forward to the 2025-26 Operational Plan.

Key Financial results

Of the ten key financial indicators, nine have met their target ratio.

The renewal ratio for building, infrastructure & other structures measured at 93.19%, less than the target of 100%. This is due to saving for future approved funding strategies for major capital works outside of yearly reporting cycle.

2024-25 Audited Financial Statements

In accordance with section 419 of the Local Government Act 1993 Council's audited Financial Statements for the year ending 30 June 2025 are presented at the Council meeting on 28 Oct 2025.

The audited Financial Statements have been submitted to the NSW Office of Local Government, and a public notice was issued informing the community that the 2024-25 Financial Statements is presented to this Council meeting on 28 October 2025. In line with section 420 of the Local Government Act, the public was invited to make submissions, which was referred to Council's Auditor for consideration.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Corporate Planning and Performance
Function	Integrated Planning and Reporting
Delivery program commitment	Develop and monitor integrated plans and resource strategies to support achievement of community aspirations.

Risks

Risk	Description	Mitigation
Legal/Governance Risk	Under Section 428 of the Local Government Act 1993 (NSW) , every council must prepare an annual report within 5 months after the end of each financial year and place it on the council's website . Not complying may result in failure to meet statutory obligations and a loss of public trust.	Council endorsement of the Annual Report by November 2025.
Reputational		

Resourcing Strategy implications

There is no direct financial impact for this matter.

Policy and legislative requirements

Section 428 of the Local Government Act 1993 requires NSW councils to prepare an annual report within five months of the end of the financial year. The report must outline the council's achievements in implementing its Delivery Program and provide prescribed statutory information as required in the regulations and associated integrated planning and reporting guidelines.

Section 428(4)(a) of the Act also stipulates that a copy of Council's audited financial reports must be contained within the annual report.

Conclusion

The attached Annual Report (including the Audited Financial Statements) provides an account to the community of Council's progress in meeting objectives as set out in the Community Strategic Plan; and satisfies our statutory reporting obligations. Council's financial performance remains sound.

Responsible officer: Edel Dickson, Coordinator Corporate Planning and Performance

File Reference: F2024/03001

Director Corporate Services Report No. CO57/25

Subject: 2024-25 Financial Statements

Executive Summary

- NSW councils must prepare annual financial statements, which, once audited and finalised, form part of the Council's Annual Report.
- This report presents Council's audited 2024-25 Financial Statements following the previous submission of Draft 2024-25 Financial Statements to Council on the 26 August 2025.
- The audited statements will be tabled to Council, with a representative from the Audit Office of NSW in attendance to comment on the conduct of the audit.
- Council is pleased to have received an unqualified audit opinion on both the General Purpose Financial Statements and the Special Schedule on permissible income for general rates, reflecting strong financial governance and reporting practices.

Recommendation

That the presentation of the audited 2024-25 Financial Statements, both General Purpose and Special Schedule for the year ending 30 June 2025 be received and noted.

Attachment/s:

1. [LINK TO VIEW](#) Annual Financial Statements 2024-25

Purpose

The purpose of this report is to present the audited Randwick City Council 2024-25 Financial Statements to Council.

Discussion

At Council Meeting of 26 August 2025, the Draft 2024-25 Financial Statements were submitted to Council. Council resolved, in part:

RESOLUTION: (Burst/Wilson) that:

- d) The Financial Statements be referred to the Audit Office of NSW for audit.
- e) Arrangements be made to place copies of the audited Financial Statements on public exhibition and the necessary advertisements be published.
- f) A copy of the audited Financial Statements be forwarded to the NSW Office of Local Government.
- g) The audited Financial Statements be presented at a meeting of Council to be held in accordance with Section 418 of the Local Government Act 1993.”

The Audit Office of NSW has completed its audit of the 2024–25 Financial Statements and issued both the Independent Auditor’s Report and the Report on the Conduct of the Audit, which are included in the audited statements.

Council is pleased to report that it has received an unqualified audit opinion on both the General Purpose Financial Statements and the Special Schedule on permissible income for general rates.

The audited Financial Statements have been lodged with the NSW Office of Local Government, and public notice was given advising that the 2024–25 Financial Statements would be presented at the Council Meeting of 28 October 2025. In accordance with section 420 of the Local Government Act 1993, submissions were invited from the community, with any received to be referred to Council’s Auditor for consideration.

A representative from the Audit Office of NSW will attend the meeting on 28 October 2025 to address Council on the conduct and outcome of the audit.

2024-25 Financial Statements – Result

Council’s financial performance in 2024–25 remained sound, with a net operating surplus (before capital grants and contributions) of \$2.5 million. This result positions Council well to continue delivering infrastructure and community services in the 2025–26 financial year.

During the year, Council completed \$33.3 million in infrastructure capital works, including the purchase of 49 Cuzco Street, South Coogee.

Desktop revaluations of infrastructure, property, plant and equipment were also undertaken, resulting in a net increase of \$38.1 million to the revaluation reserve. As this is a non-cash adjustment, it has no impact on the Income Statement.

The table below summarises Council’s financial performance for 2024–25, with further detail provided in the attached audited Financial Statements.

2024-25 Operating Result	2024-25 \$'000	2023-24 \$'000
Revenue from continuing operations	242,108	226,310
Expenses from continuing operations	207,595	197,207
Operating result from continuing operations	34,513	29,103

2024-25 Operating Result	2024-25 \$'000	2023-24 \$'000
Net operating result for the year before grants and contributions provided for capital purposes	2,593	1,231

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Financial Management
Function	Accounting
Delivery program commitment	Manage and record the financial transactions arising from Council's activities, including the levy and collection of rates and charges, and the preparation of financial statements and returns.

Risks

Risk	Mitigation
Financial Sustainability – Rising operating costs from inflation, enterprise agreements, materials and contracts may reduce Council’s capacity to fund services and capital programs.	Embed disciplined long-term planning through the LTFP, maintain appropriate reserves, and apply cost-control measures through quarterly budget reviews.
Revenue Uncertainty – Rate-pegging and cost-shifting from State and Federal governments create uncertainty in long-term revenue streams.	Conservative forecasting, ongoing advocacy via Local Government NSW and SSROC, and annual review of fees and charges to maximise permissible income.
Capital Delivery – Supply chain issues, contractor availability, and cost escalation risk delaying or inflating project delivery.	Robust project management frameworks, staged procurement processes, use of contingency allowances, and regular monitoring of project milestones.
Regulatory Compliance – Potential breaches of the Local Government Act 1993, Regulations, or Australian Accounting Standards.	Strong internal controls, regular staff training, independent audit oversight, and internal quality assurance reviews.
Audit & Reporting Integrity – Maintaining unqualified audit opinions requires high-quality data and strong financial governance.	Continuous improvement of financial reporting systems, timely asset revaluations, internal QA reviews, and oversight by ARIC.

Resourcing Strategy implications

There is nil impact from this report.

Policy and legislative requirements

Sections 416-420 of the Local Government Act 1993 (the Act), require NSW councils to prepare, audit, publicly notify and present financial reports within four months of year end.

Council’s 2024-25 financial statements have been prepared in accordance with the Australian Accounting Standards and the Code. Council is committed to ensuring we continually improve the quality of our financial reporting by following best practice guidance issued by the Audit Office of NSW.

- Local Government Act, 1993 and Regulations.

- Australian Accounting Standards.
- Office for Local Government, 2024-25 Code of Accounting Practice and Financial Reporting.

Conclusion

Council's Financial Statements for 2024–25 have been finalised and audited, confirming that Council's financial position remains sustainable. The unqualified audit outcome reflects Council's commitment to sound financial governance and transparency.

Council extends its thanks to the Audit Office of NSW for their oversight, to the Audit, Risk and Improvement Committee (ARIC) for their guidance, and to the Council's Statement team for their work in preparing the statements.

The 2024–25 Financial Statements will be incorporated into Council's Annual Report, providing the community with confidence that Council is well-placed to continue delivering quality services and infrastructure into the future.

Responsible officer: Stephen Wong, Chief Financial Officer

File Reference: F2021/00364

Director Corporate Services Report No. CO58/25

Subject: Monthly Investment Report - September 2025

Executive Summary

- This report provides an overview of Council's investment portfolio and performance as of 30 September 2025.
- All investments have been managed in accordance with relevant legislative and regulatory requirements, as well as Council's Investment Policy.
- As of 30 September 2025, Council's total investment and cash portfolio stood at \$208M. The portfolio generated \$0.8M in interest for the month.
- The investment portfolio delivered a sound return of +0.37% (actual) or +4.64% p.a. (annualised), outperforming the benchmark AusBond Bank Bill Index return of +0.29% (actual) or +3.62% p.a. (annualised).
- The portfolio continues to generate returns in line with policy objectives. Investment income for the year-to-date (YTD) as of 30 September 2025 is \$2.2M, representing 44% of the annual budget.
- Council's cash and investments portfolio is substantially restricted in both internal (\$110.6M) and external (\$79.1M) reserves to satisfy Council's legislative responsibilities, and to set aside specific funds for major initiatives outlined within the 2025-2029 Delivery Program. The remaining unrestricted fund balance stands at \$18.3M, providing for ongoing operational requirements.
- Cash flow continues to be closely monitored to meet sufficient liquidity for operational needs.

Recommendation

That the Council receives and notes the Investment Report for September 2025.

Attachment/s:

Nil

Purpose

The Local Government (General) Regulation requires a written report to be provided to the Ordinary meeting of the Council giving details of all monies invested and a certificate as to whether the investments have been made in accordance with the Act, the regulations, and the Council's Investment Policy.

Background

In line with sound financial management principles, surplus cash not required for Council's immediate operational needs is strategically invested within defined risk parameters. The primary objective is to maximise interest income while ensuring the security and liquidity of these funds.

All surplus cash is invested in authorised products in full compliance with legislative requirements and Council's Investment Policy.

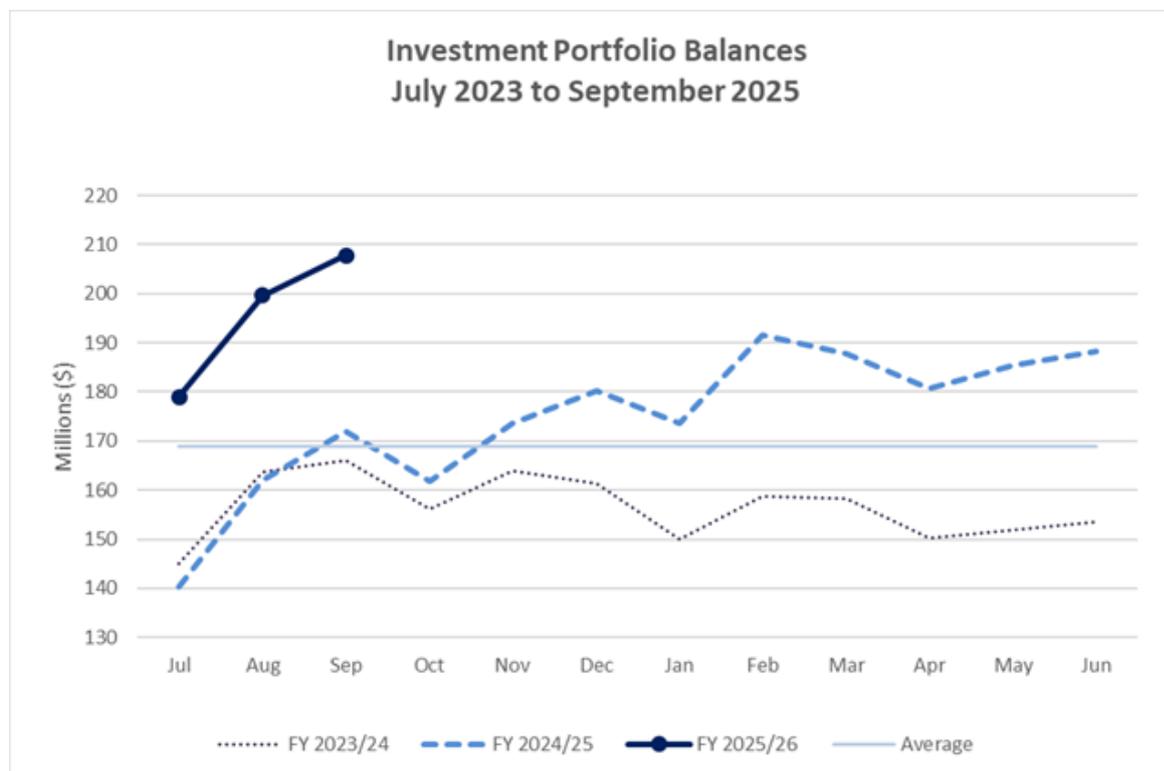
Cash flow is continuously monitored to ensure sufficient liquidity for day-to-day operations including the delivery of Council's capital projects by:

- Managing debtor balances effectively;
- Meeting payment obligations on time; and
- Maintaining a positive cash flow.

Portfolio Overview

As of 30 September 2025, the Council's investment portfolio had a market value of \$208M. The portfolio increased by \$8.1M during the month. The value of the investment portfolio can fluctuate significantly from month to month, primarily due to cyclical cash inflows and outflows. Major inflows are primarily driven by the timing of rates instalment due dates and the receipt of various grants, including Financial Assistance Grants.

The variances in the portfolio value from July 2023 to September 2025 are shown in the chart below.



The majority of Council's investment portfolio is allocated to term deposits, comprising 66.41% of the total portfolio. The remainder of the portfolio is held in the overnight cash accounts with CBA (1.08%), senior floating rate notes (FRNs) (21.83%) and senior and covered fixed bonds (10.68%).

The FRNs provide added liquidity, with most being accessible within 2-3 business days. These FRNs are predominantly issued by higher-rated Australian Deposit-Taking Institutions, enabling Council to maintain a focus on secure and high-quality investments.

Investment Performance

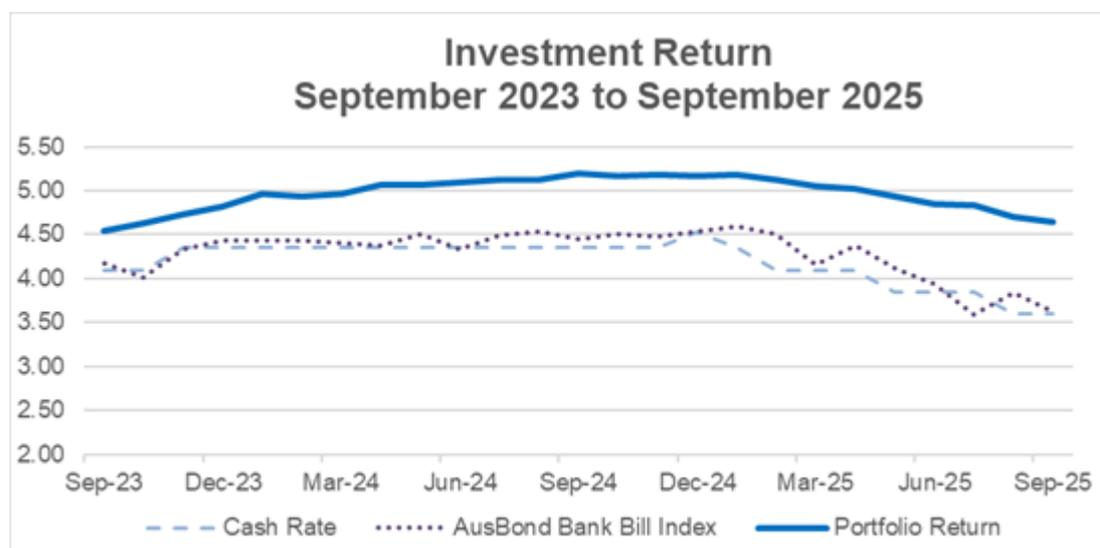
For the month of September, the total portfolio (T/Ds, FRNs and Bonds) provided a strong return of +0.37% (actual) or +4.64% p.a. (annualised), outperforming the benchmark AusBond Bank Bill Index return of +0.29% (actual) or +3.62% p.a. (annualised).

Performance (Actual)	1 month	3 months	6 months	FYTD	1 year**	2 years	3 years
Official Cash Rate	0.29%	0.92%	1.89%	0.92%	4.04%	4.19%	3.97%
AusBond Bank Bill Index	0.29%	0.92%	1.94%	0.92%	4.19%	4.30%	4.05%
Council's T/D Portfolio	0.38%	1.18%	2.42%	1.18%	4.99%	4.95%	4.45%
Council's FRN Portfolio	0.38%	1.18%	2.41%	1.18%	5.13%	5.27%	4.96%
Council's Bond Portfolio	0.35%	1.07%	2.06%	1.07%	3.19%	2.14%	1.79%
Council's Portfolio*	0.37%	1.17%	2.39%	1.17%	4.99%	4.99%	4.52%
Outperformance	0.08%	0.25%	0.45%	0.25%	0.80%	0.69%	0.46%

*Total portfolio performance excludes Council's cash account holdings.

**1 year represents the actual return over the previous 12 months.

The following graph compares the portfolio's investment returns with the AusBond Bank Bill Index and the official RBA cash interest rate for the period from September 2023 to September 2025.



YTD investment income as of 30 September 2025 is \$2.2M, representing 44% of the annual budget.

Market Condition and Economic Overview

In August, the Consumer Price Index (CPI) rose to 3.0% compared with a year earlier, slightly above the forecast of 2.9%. The trimmed mean CPI, which excludes the most volatile items, edged down to 2.6% from 2.7%. The unemployment rate held steady at 4.2%.

The RBA's Monetary Policy Board left the cash rate on hold at 3.60% at the September meeting.

Investment Breakdown by Asset Type

On-Call Funds

- On-call funds are maintained to meet Council's immediate cash flow requirements. As of the end of September 2025, the on-call balance stands at \$2.2M, representing 1.08% of the total investment portfolio.

Counterparty	Rating	Balance 31 Aug 2025	Movement	Balance 30 Sep 2025	Interest Rate
CBA	AA-	7,582,438	(5,333,790)	2,248,648	3.60%

Term Deposits

- At month's end, the portfolio included \$138M in term deposits, making up 66.41% of the total investment portfolio.
- Five term deposits, total valued at \$8.5M matured in September 2025.
- Ten term deposits, total valued at \$22.0M were placed during the month.
- As at the end of September 2025, the term deposit portfolio yielded 4.51% p.a. (down 8bp from the previous month).
- Investments denoted with an asterisk (*) are those that do not have any exposure to fossil-fuel lending.

Counter-party	Rating	Balance 31 Aug 2025	Movement	Balance 30 Sep 2025	Date Invested	Date Maturity	Interest Rate
Westpac	AA-	1,000,000	-	1,000,000	10/11/21	3/12/25	1.70%
Westpac	AA-	1,000,000	-	1,000,000	10/11/21	9/12/26	1.88%
ING	A	2,000,000	-	2,000,000	3/11/23	5/11/25	5.52%
ING	A	2,000,000	-	2,000,000	13/06/24	17/12/25	5.15%
NAB	AA-	2,000,000	-	2,000,000	7/08/24	1/10/25	4.98%
NAB	AA-	2,000,000	-	2,000,000	15/08/24	8/10/25	5.01%
NAB	AA-	2,000,000	-	2,000,000	19/08/24	15/10/25	4.93%
NAB	AA-	2,000,000	-	2,000,000	26/08/24	22/10/25	4.92%
NAB	AA-	2,000,000	-	2,000,000	27/08/24	29/10/25	4.95%
NAB	AA-	2,000,000	-	2,000,000	27/08/24	28/01/26	4.75%
NAB	AA-	2,000,000	-	2,000,000	29/08/24	24/12/25	4.84%
NAB	AA-	2,000,000	-	2,000,000	29/08/24	25/03/26	4.71%
Westpac	AA-	2,000,000	-	2,000,000	29/08/24	15/07/26	4.55%
Westpac	AA-	2,000,000	-	2,000,000	2/09/24	7/01/26	4.85%
Westpac	AA-	2,000,000	-	2,000,000	2/09/24	15/04/26	4.75%
Westpac	AA-	2,000,000	-	2,000,000	2/09/24	24/06/26	4.70%
NAB	AA-	2,000,000	-	2,000,000	9/09/24	21/01/26	4.77%
NAB	AA-	2,000,000	-	2,000,000	10/09/24	14/01/26	4.78%
NAB	AA-	1,500,000	-	1,500,000	16/09/24	15/10/25	4.85%
ING	A	1,500,000	-	1,500,000	16/09/24	1/10/25	4.89%
Westpac	AA-	1,000,000	-	1,000,000	4/10/24	7/10/26	4.55%
ING	A	2,000,000	-	2,000,000	19/11/24	8/11/27	5.07%
ING	A	2,000,000	-	2,000,000	19/11/24	7/05/29	5.19%

Counter-party	Rating	Balance 31 Aug 2025	Movement	Balance 30 Sep 2025	Date Invested	Date Maturity	Interest Rate
ING	A	2,000,000	-	2,000,000	20/11/24	15/12/27	5.07%
BOQ*	A-	2,000,000	-	2,000,000	2/12/24	13/12/28	4.95%
NAB	AA-	2,000,000	-	2,000,000	3/12/24	17/12/25	5.05%
BOQ*	A-	2,000,000	-	2,000,000	4/12/24	11/03/26	4.90%
BOQ*	A-	2,000,000	-	2,000,000	5/12/24	10/01/29	4.75%
Suncorp (ANZ)	AA-	2,000,000	-	2,000,000	11/12/24	10/12/25	4.94%
Westpac	AA-	1,000,000	-	1,000,000	12/12/24	18/03/26	4.76%
ING	A	1,000,000	-	1,000,000	12/12/24	16/12/26	4.72%
ING	A	2,000,000	-	2,000,000	19/12/24	12/12/29	4.89%
ING	A	2,000,000	-	2,000,000	19/12/24	20/12/28	4.81%
Suncorp (ANZ)	AA-	1,000,000	-	1,000,000	20/12/24	17/12/25	4.94%
NAB	AA-	2,000,000	-	2,000,000	11/02/25	8/10/25	4.80%
Westpac	AA-	2,000,000	-	2,000,000	11/02/25	22/04/26	4.68%
Westpac	AA-	2,000,000	-	2,000,000	11/02/25	1/07/26	4.66%
Westpac	AA-	2,000,000	-	2,000,000	11/02/25	23/09/26	4.63%
ING	A	2,000,000	-	2,000,000	18/02/25	11/03/26	4.81%
ING	A	2,000,000	-	2,000,000	27/02/25	6/05/26	4.74%
ING	A	1,000,000	-	1,000,000	5/03/25	15/03/28	4.62%
BOQ*	A-	1,000,000	-	1,000,000	28/03/25	31/12/25	4.69%
ING	A	1,000,000	-	1,000,000	3/04/25	8/04/26	4.64%
NAB	AA-	2,000,000	-	2,000,000	13/05/25	11/02/26	4.30%
NAB	AA-	1,000,000	-	1,000,000	21/05/25	31/12/25	4.27%
Westpac	AA-	2,000,000	-	2,000,000	29/05/25	22/04/26	4.17%
Westpac	AA-	1,500,000	-	1,500,000	29/05/25	8/04/26	4.16%
BOQ*	A-	2,000,000	-	2,000,000	3/06/25	28/01/26	4.30%
BOQ*	A-	1,500,000	-	1,500,000	3/06/25	14/01/26	4.30%
BOQ*	A-	2,000,000	-	2,000,000	3/06/25	30/12/25	4.30%
NAB	AA-	2,000,000	-	2,000,000	10/06/25	25/03/26	4.20%
NAB	AA-	2,000,000	-	2,000,000	10/06/25	5/11/25	4.30%
BOQ*	A-	2,000,000	-	2,000,000	25/06/25	4/02/26	4.32%
Suncorp (ANZ)	AA-	2,000,000	-	2,000,000	30/06/25	1/04/26	4.29%
Westpac*	AA-	2,000,000	-	2,000,000	5/08/25	9/09/26	4.09%
Westpac*	AA-	2,000,000	-	2,000,000	5/08/25	16/09/26	4.09%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	6/08/25	10/06/26	4.16%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	6/08/25	1/04/26	4.16%

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Counter-party	Rating	Balance 31 Aug 2025	Movement	Balance 30 Sep 2025	Date Invested	Date Maturity	Interest Rate
Westpac*	AA-	2,000,000	-	2,000,000	7/08/25	30/09/26	4.10%
Westpac*	AA-	2,000,000	-	2,000,000	12/08/25	7/10/26	4.12%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	19/08/25	21/10/26	4.11%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	22/08/25	14/10/26	4.12%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	22/08/25	28/10/26	4.12%
Westpac	AA-	2,000,000	-	2,000,000	28/08/25	23/09/26	4.14%
NAB	AA-	-	4,000,000	4,000,000	1/09/25	17/06/26	4.14%
NAB	AA-	-	2,000,000	2,000,000	1/09/25	29/04/26	4.14%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	2/09/25	8/04/26	4.15%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	2/09/25	1/07/26	4.11%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	2/09/25	21/10/26	4.08%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	4/09/25	8/07/26	4.15%
NAB	AA-	-	2,000,000	2,000,000	9/09/25	15/07/26	4.16%
NAB	AA-	-	2,000,000	2,000,000	11/09/25	29/07/26	4.21%
NAB	AA-	-	2,000,000	2,000,000	11/09/25	22/07/26	4.21%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	19/09/25	22/09/27	4.00%
Suncorp (ANZ)	AA-	2,000,000	(2,000,000)	-	8/02/24	17/09/25	5.00%
ING	A	2,000,000	(2,000,000)	-	30/07/24	24/09/25	5.26%
BOQ*	A-	1,000,000	(1,000,000)	-	20/12/24	10/09/25	5.05%
BOQ*	A-	1,500,000	(1,500,000)	-	2/05/25	10/09/25	4.45%
NAB	AA-	2,000,000	(2,000,000)	-	30/06/25	24/09/25	4.19%
TOTAL		124,500,000	13,500,000	138,000,000			

Floating Rate Notes

- The portfolio includes \$45.4M in FRNs (indicative value), making up 21.83% of the total portfolio.
- FRNs are classified as “held for trading” and are required to be reported at the latest indicative market valuations at month end.
- The indicative market value of the FRNs as at 30 September 2025 increased by ~\$55K compared to the previous month.
- Council will continue to look at opportunities and new issuances as they become available and switch if viable.
- Investments denoted with an asterisk (*) are those that do not have any exposure to fossil-fuel lending.

Investment	Rating	Purchase Price (\$)	Indicative Value (\$) 30 Sep 2025	Date Invested	Maturity Date	Interest Rate
ICBC Sydney Branch	A	1,700,000	1,701,812	18/06/21	18/06/26	3m BBSW + 58 bps
Suncorp (ANZ)	AA-	1,750,000	1,751,075	15/09/21	15/09/26	3m BBSW + 48 bps
CBA	AA-	1,750,000	1,767,348	17/08/23	17/08/28	3m BBSW + 95 bps
ANZ Bank	AA-	2,800,000	2,825,488	11/09/23	11/09/28	3m BBSW + 93 bps
NAB	AA-	3,200,000	3,239,555	16/11/23	16/11/28	3m BBSW + 103 bps
Rabobank Australia Branch	A+	2,250,000	2,281,671	21/11/23	21/11/28	3m BBSW + 115 bps
ANZ Bank	AA-	750,000	757,715	5/02/24	5/02/29	3m BBSW + 96 bps
Rabobank Australia Branch	A+	2,000,000	2,020,208	26/02/24	26/02/29	3m BBSW + 103 bps
Suncorp (ANZ)	AA-	2,500,000	2,522,400	19/03/24	19/03/29	3m BBSW + 98 bps
ING	A	500,000	503,063	22/03/24	22/03/27	3m BBSW + 95 bps
NAB	AA-	1,800,000	1,815,302	22/03/24	22/03/29	3m BBSW + 90 bps
BOQ*	A-	2,500,000	2,537,103	30/04/24	30/04/29	3m BBSW + 128 bps
Bendigo and Adelaide*	A-	800,000	805,098	14/05/24	14/05/27	3m BBSW + 105 bps
ANZ Bank	AA-	1,500,000	1,510,475	18/06/24	18/06/29	3m BBSW + 86 bps
Rabobank Australia Branch	A+	1,900,000	1,912,673	17/07/24	17/07/29	3m BBSW + 87.6 bps
ING	A	2,700,000	2,725,223	20/08/24	20/08/29	3m BBSW + 91 bps
Suncorp (ANZ)	AA-	3,300,000	3,322,136	27/09/24	27/09/29	3m BBSW + 92 bps
NAB	AA-	2,000,000	2,011,350	14/11/24	14/11/29	3m BBSW + 82 bps
ING	AAA	1,400,000	1,406,759	20/11/24	20/11/29	3m BBSW + 80 bps
Bendigo and Adelaide*	AAA	3,500,000	3,513,055	28/11/24	28/11/29	3m BBSW + 83 bps
CBA	AA-	1,500,000	1,509,923	9/01/25	9/01/30	3m BBSW + 84 bps
Rabobank Australia Branch	A+	1,000,000	1,003,621	27/01/22	27/01/27	3m BBSW + 73 bps
NAB	AA-	1,200,000	1,207,068	18/03/25	18/03/30	3m BBSW + 83 bps
Suncorp (ANZ)	AA-	700,000	704,527	21/05/25	21/05/30	3m BBSW + 93 bps
TOTAL		45,000,000	45,354,648			

* Indicates investments that do not have any exposure to fossil-fuel lending.

Fixed Bonds

- The portfolio includes \$22.2M in Bonds (indicative value), making up 10.68% of the total portfolio.
- The indicative value reflects the amount Council would receive on 30 September 2025 if it were to sell the bonds before their maturity date. However, selling prior to maturity would only be considered if it results in a capital gain. Holding the bonds to maturity guarantees the return of the full principal, along with semi-annual interest payments over the life of the investment.

Investment	Rating	Purchase Price (\$)	Indicative Value (\$) 30 Sep 2025	Date Invested	Maturity Date	Interest Rate
ING	AAA	1,794,762	1,756,300	19/08/21	19/08/26	1.10%
Westpac	AA-	2,495,875	2,494,418	19/06/25	19/06/30	4.30%
Suncorp (ANZ)	AA-	598,386	604,861	21/05/25	21/05/30	4.60%
NAB	AA-	1,199,268	1,213,190	18/03/25	18/03/30	4.60%
CBA	AA-	1,497,090	1,526,232	9/01/25	9/01/30	4.75%
Westpac	AA-	2,098,446	2,152,162	21/01/25	21/01/30	4.95%
Rabobank Australia Branch	A+	4,500,000	4,472,415	10/07/25	10/07/30	4.30%
Macquarie Bank	A+	8,000,000	7,984,632	17/07/25	17/07/30	4.37%
Total		22,183,827	22,204,209			

Investment Compliance

Term to Maturity

The portfolio remains well-diversified in terms of maturity, with investments spread across maturities of up to 5 years, in alignment with Council's strategic objectives. Short-term holdings ensure liquidity, while longer-term investments capture favourable returns. The maturity profile is structured to maximise returns while maintaining an appropriate balance of liquidity and risk.

Compliant	Horizon	Invested (\$)	Invested (%)	Min Limit	Max Limit
✓	0-90 days	31,248,648	15.04%	15%	100%
✓	91-365 days	84,209,186	40.52%	15%	100%
✓	1-2 years	17,311,782	8.33%	0%	70%
✓	2-5 years	75,037,888	36.11%	0%	50%
✓	5-10 years	-	-	0%	25%

Credit Quality

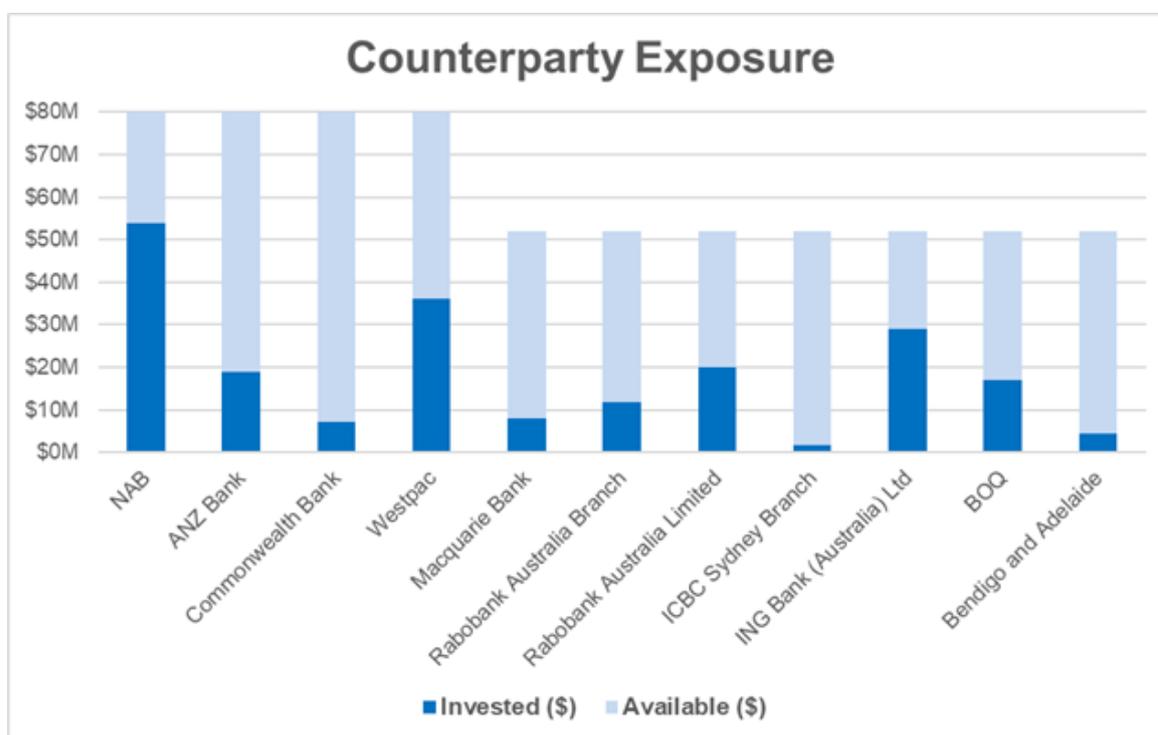
As of the end of September 2025, and based on long-term S&P ratings, Council remains compliant with policy limits across all counterparties. The investment portfolio is entirely allocated to assets rated "A" or higher, in line with Council's adopted policy framework.

Compliant	Rating	Invested (\$)	Invested (%)	Max. Limit	Available
✓	AAA Category	6,676,114	3.21%	100%	201,131,392
✓	AA Category	116,183,872	55.91%	100%	91,623,633
✓	A Category	84,947,520	40.88%	80%	81,298,485
✓	Unrated ADIs	-	-	0%	-

Counterparty

The table below outlines the individual counterparty exposures in relation to Council's current investment policy, based on long-term S&P ratings.

Compliant	Issuer	Rating	Invested (\$)	Invested (%)	Max. Limit	Available
✓	NAB	AA-	53,986,465	25.98%	40%	29,136,537
✓	ANZ Bank	AA-	18,998,677	9.14%	40%	64,124,326
✓	Commonwealth Bank	AA-	7,052,151	3.39%	40%	76,070,851
✓	Westpac	AA-	36,146,579	17.39%	40%	46,976,423
✓	Macquarie Bank	A+	7,984,632	3.84%	25%	43,967,244
✓	Rabobank Australia Branch	A+	11,690,588	5.63%	25%	40,261,288
✓	Rabobank Australia Limited	A	20,000,000	9.62%	25%	31,951,876
✓	ICBC Sydney Branch	A	1,701,812	0.82%	25%	50,250,064
✓	ING Bank (Australia) Ltd	A	28,891,345	13.90%	25%	23,060,531
✓	BOQ	A-	17,037,103	8.21%	25%	34,914,774
✓	Bendigo and Adelaide	A-	4,318,153.40	2.08%	25%	47,633,722.95



Environmental, Social, and Governance (ESG) focused Investment

Council’s exposure to fossil fuel funds is shown below:

Counterparty	Funding fossil fuel	Position
ANZ Bank	Yes	Loaned to fossil fuels since 2016.
Commonwealth Bank	Yes	Loaned to fossil fuels since 2016.
NAB	Yes	Loaned to fossil fuels since 2016.
Westpac	Yes	Loaned to fossil fuels since 2016.
Macquarie Bank	Yes	Loaned to fossil fuels since 2016.
ING	Yes	Loaned to fossil fuels since 2016.

Counterparty	Funding fossil fuel	Position
Rabobank Australia Branch	Yes	Loaned to fossil fuels since 2016.
ICBC Sydney Branch	Not yet determined	No position provided.
Bank of Queensland	No	Do not loan to fossil fuels.
Bendigo and Adelaide	No	Do not loan to fossil fuels.
Rabobank Australia Limited	No	Do not loan to fossil fuels.

As of 30 September 2025, Council's ESG-aligned assets reached \$49.4M, up from \$41.8M in August and \$23.8M in July. This steady growth is consistent with Council's investment policy and reflects an increasing allocation towards diversified, sustainable financial options.

Institutions	Invested \$	Invested %
No exposure to fossil fuels	49,355,256	23.75%
Exposure to fossil fuels	156,750,437	75.43%
Not yet determined	1,701,812	0.82%

Apart from CBA, which released its Sustainability Report in late September 2025, the annual reports of other major banks are still pending and expected to be published during the month. Council staff, in consultation with the Investment Advisor, are reviewing the available information and considering how best to incorporate it into future Monthly Investment Reports. This work is ongoing and will help inform the continued development of Council's ESG reporting.

Restricted Funds (Local Government Act 1993 s409)

The Council has significant restricted cash set aside for future purposes. Restricted cash refers to funds set aside by Council for a purpose to meet future expenses and falls into two categories based on their use.

- External cash restrictions - These are funds received by Council where there is a legal obligation to use the funds for the purpose for which they were paid to Council such as a special rate variation, developer contribution or tied grants.
- Internal cash restrictions - These are funds set aside by resolution of Council for a particular purpose and these funds may be reapplied for a different purpose only by resolution of Council.

Unrestricted cash is funds that support daily operational requirements and can be used to cover unbudgeted expenses that cannot be funded from one of the reserves.

Council's restricted and unrestricted funds as of 30 September 2025 are shown below.

Balance as at 30 Sep 2025	
Restricted Cash & Investments	\$
External restricted	79,051,632
Internal restricted	110,635,890
Total Restricted	189,687,521
Unrestricted Cash & Investments	18,310,738
Total Cash & Investments	207,998,260

Strategic Alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Financial Management
Function	Accounting
Delivery program commitment	Manage and record the financial transactions arising from Council's activities, including the levy and collection of rates and charges, and the preparation of financial statements and returns.
Function	Financial Management and Control
Delivery program commitment	Support Council's sustainable delivery of projects and services through sound Financial Management and Control, including long term financial planning, budget preparation, and financial performance monitoring.

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Risk Analysis

Risk	Mitigation
Capital preservation risk	Council has implemented a diversification strategy by avoiding investment concentration in any single issuer. Council only engages with banking institutions that possess a credit rating of A- or higher.
Interest rate fluctuations	Council diversifies its investment portfolio across various asset types, including term deposits, fixed-rate bonds, and floating rate notes, balancing the impact of changing interest rates.
Investment underperformance	Council frequently monitors its cash management forecasting requirements and actively seeks increasing returns in alignment with the Council's Investment Policy. Additionally, Council regularly evaluates portfolio performance against the relevant benchmark, the AusBond Bank Bill Index, and conducts periodic reviews of its investment strategies to ensure alignment with its objectives.
ESG and Fossil Fuel Exposure	Council will continue to gradually increase investments with fossil-fuel-free institutions, subject to credit rating standards and compliance with the Investment Policy. Ongoing review with Investment Advisor to identify suitable ESG-aligned options.
Policy Non-Compliance	Monthly compliance checks against credit rating, term, and counterparty limits. Oversight by CFO and external investment advisor.

Resourcing Strategy implications

As at 30 September 2025, the investment portfolio continues to perform strongly, with interest income totalling \$2.2M, representing 44% of the annual budget.

Policy and legislative requirements

- Section 625 of the Local Government Act 1993.
- Local Government (General) Regulation 2005.
- Investment Ministerial Order 12 January 2011.

Conclusion

Council's investment strategy for the 2025–26 financial year prioritises capital preservation while seeking to optimise returns in accordance with the adopted Investment Policy.

All investments held as at 30 September 2025 have been made in full compliance with the Local Government Act 1993, relevant regulations, and Council's Investment Policy.

Responsible officer: Jasmine Hoang, Financial Accountant

File Reference: F2016/06527

Director Corporate Services Report No. CO59/25

Subject: Monthly Financial Report for 30 September 2025

Executive Summary

- Monthly Financial Reports are produced as a means of monitoring the financial performance of the Council and ensuring that all appropriate financial controls are being adhered to.
- Council's liquidity remains sound as of 30 September 2025, with sufficient capacity to meet short-term obligations as they fall due.
- The Chief Financial Officer, as the Responsible Accounting Officer, advises that the projected financial position remains sound.

Recommendation

That the Monthly Financial Report for 30 September 2025 be received and noted.

Attachment/s:

1.   Monthly Financial Statement-Income Statement - September 2025
2.   Monthly Financial Statement-Balance Sheet Statement - September 2025
3.   Monthly Financial Statement-Cash Flow Statement - September 2025

Purpose

Section 202 of Local Government (General) Regulation 2005 requires that the Responsible Accounting Officer of a council must:

- a) establish and maintain a system of budgetary control that will enable the council's actual income and expenditure to be monitored each month and to be compared with the estimate of the council's income and expenditure, and
- b) if any instance arises where the actual income or expenditure of the council is materially different from its estimated income or expenditure, report the instance to the next meeting of the council.

Discussion

This report provides the financial results of Council for 30 September 2025.

Income Statement (Attachment 1):

- Income Statement presents the financial results for a stated period. The statement quantifies the amount of revenue generated and the expenses incurred by the Council as well as any resulting net surplus or deficit.
- Interest on investments for year-to-date was higher than the three months cumulative average due to interest rate reductions occurring much later in the year than anticipated. The budget will be adjusted accordingly in the September Quarterly Budget Review.
- User charges and fees have exceeded the year-to-date budget by \$916k, primarily from work zone and construction permits. User charges and fees budget will be adjusted accordingly in the September Quarterly Budget Review.

2025-26 Financial Performance Summary

	Original Budget (\$'000)	Carry Over 2024-25 Budget (\$'000)	Current Budget (\$'000)	September 2025 YTD Actual (\$'000)
Revenue from continuing operations	217,064	11,152	228,216	54,509
Expenses from continuing operations	206,480	1,519	207,999	49,848
Net Operating result	10,584	9,633	20,218	4,661
Net Operating result before Capital	1,089	(286)	804	3,176

Balance Sheet Statement (Attachment 2):

The Balance Sheet provides a snapshot of Council's financial position at a specific point in time, detailing its assets, liabilities, and equity. In essence, it reflects the Council's net worth, showing what the Council owns and owes as at the reporting date.

Cash Flow Statement (Attachment 3):

The Cash Flow Statement outlines how cash is generated and used across three key activities: operating, investing, and financing. The net result of these activities is referred to as net cash flow. This statement provides insight into Council's ability to manage its cash position, demonstrating how effectively it generates sufficient cash to meet its debt obligations and fund day-to-day operations.

The current ratio is a key liquidity measure that assesses Council's ability to meet its short-term financial obligations - those due within one year. As of 30 September 2025, Council's current ratio

stands at 2.72, the Office of Local Government’s benchmark is 1.5. Council’s liquidity remains sound.

The year-to-date Operating Result as of 30 September 2025 is \$4.7m, with the Operating Result before Capital Grants and Contributions at \$3.2m.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Financial Management
Function	Accounting
Delivery program commitment	Manage and record the financial transactions arising from Council’s activities, including the levy and collection of rates and charges, and the preparation of financial statements and returns.

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Resourcing Strategy implications

There are nil implications from this report.

Policy and legislative requirements

Section 202 of Local Government (General) Regulation 2005.

Conclusion

The Responsible Accounting Officer confirms that Council’s financial position as of 30 September 2025 is sound, with liquidity and operating results continuing to meet statutory and policy requirements.

Responsible officer: Zorica Whitby, Management Accountant

File Reference: F2021/00364



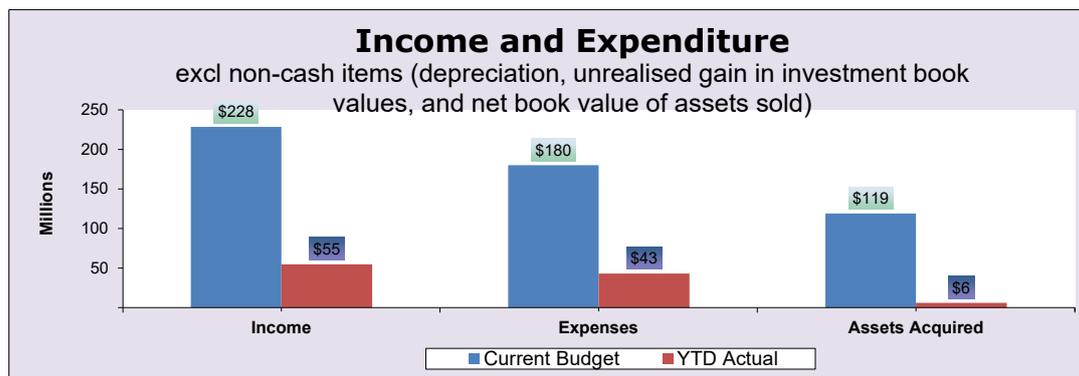
INCOME STATEMENT

% OF YEAR EXPIRED
AT 30 Sep 2025 **25%**

	Original Budget (\$'000s)	Current Budget (\$'000s)	YTD Actuals (\$'000s)	% Spent or Earned
EXPENSES FROM CONTINUING OPERATIONS				
Employee Costs	91,454	91,454	21,921	24.0%
Borrowing Costs	472	472	125	26.6%
Materials and Contracts	76,306	77,825	18,943	24.3%
Depreciation and Amortisation	28,063	28,063	7,016	25.0%
Other Operating Expenses	5,685	5,685	1,843	32.4%
Loss on Disposal of Infrastructure Assets	4,500	4,500	-	0.0%
Total Expenses from Continuing Operations	206,480	207,999	49,848	24.0%
INCOME FROM CONTINUING OPERATIONS				
Rates and Annual Charges	155,573	155,573	38,531	24.8%
User Charges and Fees	24,913	24,913	7,379	29.6%
Interest	5,220	5,220	2,305	44.2%
Other Revenues	8,180	8,180	1,665	20.4%
Other Income	6,095	6,095	1,614	26.5%
Operating Grants and Contributions	7,588	7,718	1,529	19.8%
Capital Grants and Contributions	9,495	19,414	1,485	7.6%
Gain on Disposal of Plant & Fleet Assets	-	1,103	-	0.0%
Total Income from Continuing Operations	217,064	228,216	54,509	23.9%
Net Operating Result - Surplus/(Deficit)	10,584	20,218	4,661	

FUNDING STATEMENT

SOURCE OF FUNDS				
Surplus/(Deficit) from Operations - Accrual	10,584	20,218	4,661	23.1%
Add Back Non-Cash Items				
included in Income & Expenses Items above				
- Depreciation & Pre-paid lease income recognition	27,431	27,431	6,760	24.6%
- Written down value of assets sold / renewed	7,055	7,055	-	0.0%
- Unrealised (Gain)/Loss on Market Value of Investments	-	-	(52)	0.0%
Reserve Movements				
- Transfer from Internal Reserves	14,239	63,832	1,535	2.4%
- Transfer from External Reserves	18,043	30,854	4,369	14.2%
Net Funds Available	77,353	149,389	17,272	11.6%
APPLICATION OF FUNDS				
Assets Acquired	46,799	118,836	5,950	5.0%
Loan Principal Repayment	3,270	3,270	-	0.0%
Transfer to Internal Reserves	11,970	11,970	1,645	13.7%
Transfer to External Reserves	15,302	15,302	8,947	58.5%
Total Funds Applied	77,342	149,379	16,542	11.1%
Total Funds Surplus/(Deficit)	11	11	731	





BALANCE SHEET

	Actual as at 30 September 2025 (\$'000s)	Actual as at 30 June 2025 (\$'000s)
CURRENT ASSETS		
Cash, Cash Equivalents & Investments	177,998	164,505
Receivables	4,593	9,787
Inventories & Other	2,720	2,135
TOTAL CURRENT ASSETS	185,311	176,427
NON-CURRENT ASSETS		
Investments	30,000	24,000
Receivables	566	566
Infrastructure, Property, Plant & Equipment	2,069,302	2,070,369
Right of Use Asset	220	220
TOTAL NON-CURRENT ASSETS	2,100,089	2,095,155
TOTAL ASSETS	2,285,400	2,271,582
CURRENT LIABILITIES		
Payables & Prepayments	33,511	20,920
Income received in advance	1,498	3,733
Contract liabilities	6,772	6,772
Lease liabilities	3	3
Borrowings	3,270	3,270
Provisions	23,050	24,248
TOTAL CURRENT LIABILITIES	68,104	58,946
NON-CURRENT LIABILITIES		
Income received in advance	19,006	19,006
Borrowings	19,336	19,336
Lease Liabilities	230	230
Provisions	819	819
TOTAL NON-CURRENT LIABILITIES	39,391	39,391
TOTAL LIABILITIES	107,495	98,337
NET ASSETS	2,177,905	2,173,245
EQUITY		
Retained Earnings	962,382	957,722
Revaluation Reserves	1,215,523	1,215,523
TOTAL EQUITY	2,177,905	2,173,245

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STATEMENT OF CASH FLOWS

	For the period ended 30 September 2025 (\$'000)	Actual for the year ended 30 June 2025 (\$'000)
Cash Flows from Operating Activities		
Receipts:		
Rates and annual charges	56,919	149,171
User charges and fees	7,434	29,809
Interest received	3,034	8,319
Grants and contributions	3,038	44,213
Bonds, deposits and retentions received	785	2,920
Other	3,487	25,563
Payments:		
Payments to employees	(26,287)	(85,723)
Payments for materials and services	(21,139)	(93,053)
Borrowing Costs	(125)	(545)
Bonds, Deposits & retentions refunded	(546)	(2,604)
Other	(1,202)	(9,058)
Net cash flows from (or used in) Operating Activities	25,398	69,012
Cash Flows from Investing Activities		
Receipts:		
Sale of investments	34,393	111,863
Proceeds from sale of IPPE	-	1,437
Payments:		
Purchase of investments	(54,500)	(150,143)
Payments for IPPE	(5,950)	(33,131)
Net cash flows from (or used in) Investing Activities	(26,057)	(69,974)
Cash Flows from Financing Activities		
Payments:		
Repayment of borrowings	-	(3,199)
Net cash flows from (used in) Financing Activities	0	(3,199)
Net Increase/(Decrease) in Cash and Cash Equivalents	(659)	(4,161)
plus: Cash and cash Equivalents - beginning of year	6,099	10,260
Cash and cash Equivalents - end of the year	5,440	6,099
Additional Information:		
plus: Investments on hand at end of year	202,559	182,406
Total cash, cash equivalents and investments	207,999	188,505

Director Corporate Services Report No. CO60/25

Subject: 2024-25 Disclosure of Interests Returns

Executive Summary

- Disclosure of Interests Returns are due annually on 30 September, from:
 - Councillors
 - General Manager
 - Designated Persons (being Directors, Managers and other designated staff)
 - Randwick Local Planning Panel (RLPP) members
 - Audit, Risk and Improvement Committee (ARIC) members.
- The General Manager is required to keep a Register of Disclosure of Interests Returns and to table the Register at the first Council meeting after the due date.

Recommendation

That it be noted that the Register of Disclosure of Interests Returns for 2024-25 has been tabled at the Ordinary Council Meeting of 28 October 2025.

Attachment/s:

Nil

Purpose

To table the Register of Disclosure of Interests Returns for 2024-25 in accordance with the requirements of the Code of Conduct.

Discussion

In tabling the Register of Returns for 2024-25, I report that the following returns have been submitted within the prescribed timeframe:

- All Councillors
- The General Manager
- All Designated Persons
- All external members of the ARIC
- All external members of the RLPP.

A printed version of the Register has been provided to the Mayor for tabling at the meeting.

Redacted returns have been uploaded to our [website](#). Redacted returns are published on Council’s website in accordance with the Information and Privacy Commission’s Guideline 1 and the public interest test conducted in relation to that Guideline.

An extract from the relevant page of Council’s website is below:

[Annual Disclosure of Interests Returns](#)

Council has adopted a [Disclosure Returns Policy PDF, 74.23 KB](#) and a [Disclosure Returns Procedure PDF, 943 KB](#) that details the definition of designated persons and the outcomes of the [Public Interest Test PDF, 70.23 KB](#) in relation to publishing returns on our website. Council has determined that it is not in the public interest to publish the Returns in full.

The unredacted Register of Returns is available for inspection at Council’s offices subject to request. To inspect the Register of Returns (unredacted) please complete our [Access to Information request form](#).

Below are the Registers (redacted) of 2023-24 Disclosure of Interests Returns.

- [2024-25 ARIC DISCLOSURE OF INTERESTS RETURNS](#)
- [SUPPLEMENTARY REGISTER OF INITIAL RETURNS - STAFF](#)
- [2024-25 STAFF DISCLOSURE OF INTEREST RETURNS](#)
- [2024-25 COUNCILLORS DISCLOSURE OF INTEREST RETURNS](#)
- [2024-25 RLPP DISCLOSURE OF INTEREST RETURNS](#)

Anyone is entitled to inspect the ‘Returns of the Interests of Councillors, designated persons and delegates’ under Government Information (Public Access) Act 2009.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Customer Service & Governance Management Service
Function	Governance Management

<p>Delivery program commitment</p>	<p>Manage Council's governance framework and controls to ensure accountability, transparency, integrity, equity and ethical Council decision making.</p>
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Risks

Legislative compliance – section 440AAB of the Local Government Act requires:

- “(1) The general manager must keep a register of returns disclosing interests that are required to be lodged with the general manager under a code of conduct.
- (2) Returns required to be lodged with the general manager must be tabled at a meeting of the council, being the first meeting held after the last day specified by the code for lodgement, or if the code does not specify a day, as soon as practicable after the return is lodged.”

Public accountability balanced with the need to protect personal information – mitigation [Public Interest Test](#) in relation to publishing Disclosure Returns on Council’s website.

Resourcing Strategy implications

N/A.

Policy and legislative requirements

- Code of Conduct for Councillors
- Code of Conduct for Staff
- Code of Conduct for Council committee members, delegates of Council and Council advisers
- Disclosure Returns Policy and Procedure
- Local Government Act 1993
- Local Government (General) Regulation 2021
- Government Information (Public Access) Act 2009.

Conclusion

It is necessary for the Disclosure of Interests Returns (for the period 1 July 2024 to 30 June 2025) to be tabled at this Council Meeting for the purpose of legislative compliance.

Responsible officer: Julie Hartshorn, Coordinator Administration

File Reference: F2025/01361

Director Corporate Services Report No. CO61/25

Subject: Privacy Management Plan

Executive Summary

- The Privacy and Personal Information Protection Act 1998 (the “PPIPA”) requires all councils to prepare a Privacy Management Plan outlining their policies and practices to ensure compliance with the requirements of that Act and the Health Records and Information Privacy Act 2002 (the HRIPA).
- The objectives of Council’s Privacy Management Plan are to inform:
 - The community about how their personal information will be used, stored and accessed after it is collected by the Council; and
 - Council staff of their obligations in relation to handling personal information and when they can and cannot disclose, use or collect it.
- Council’s Privacy Management Plan has been reviewed and minor modifications are suggested to ensure its ongoing relevance and comprehensiveness.

Recommendation

That the amended “Privacy Management Plan – October 2025” be adopted.

Attachment/s:

1.  Privacy Management Plan - October 2025

Purpose

To review Council’s Privacy Management Plan (PMP) to ensure its ongoing relevance and comprehensiveness.

Discussion

Council’s current PMP was adopted in 2020 and reflects the 2019 checklist developed by the Information and Privacy Commission (IPC). The IPC checklist is a tool for Council to assess the content of its plan against.

The proposed amendments to our PMP, as part of the current review, are as follows:

Identity verification (new section)

A new section has been added to the PMP to clarify how documents provided to Council to verify identity (e.g. driver’s licences for parking permit applications or occupation of footway agreements etc) will be managed.

Privacy Notice requirements (included on all Council forms)

Council’s Privacy Protection Notice template requirements have been included in the PMP for completeness.

Public registers

Two additional public registers have been made to the Public registers table (part 4) for completeness:

- Register of disclosure of interests
- Data breach notification register.

Disclosure of confidential Council meeting reports containing personal information (new provisions)

New wording has been added to the PMP in response to a new requirement in section 14 of Council’s Code of Meeting Practice to publish confidential business papers on Council’s website as soon as practicable after the information contained in the business papers ceases to be confidential.

The new provisions in the PMP specifically address confidential reports that contain personal information.

Strategic alignment

The relationship with our 2025-29 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Customer Service & Governance Management Service
Function	Governance Management
Delivery program commitment	Manage Council's governance framework and controls to ensure accountability, transparency, integrity, equity and ethical Council decision making.

Risks

Risk	Mitigation
Legislative compliance	Privacy Management Plan and staff training
Data breach	Privacy Management Plan and Data Breach Policy
Privacy breach	Privacy Management Plan and IPC procedures

Risk	Mitigation
Lack of staff knowledge of privacy requirements as they relate to Local Government	Staff training

Resourcing Strategy implications

Online Privacy training has been undertaken by all relevant staff.

Policy and legislative requirements

Privacy and Personal Information Protection Act 1998
 Health Records and Information Privacy Act 2002
 Privacy Management Plan
 Privacy Code of Practice for Local Government – December 2019.

Conclusion

Council’s Privacy Management Plan has been updated to ensure its ongoing relevance and comprehensiveness. The PMP complies with the NSW IPC’s checklist.

Councils are required to provide a copy of their updated Privacy Management Plan to the IPC as soon as practicable after adoption.

Responsible officer: Julie Hartshorn, Coordinator Administration

File Reference: F2004/06689

C061/25

CO61/25

CORPORATE SERVICES

Privacy Management Plan

Adoption Date:
24 October 2025

Review Date:
24 October 2030

Version:
6

Responsible Department:
Governance

TRIM Document Number:
D05045152



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CO61/25

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Policy review summary		
Date	Officer	Policy amendments
Sept 2025	Coordinator Administration	New section 3.3 (Identity verification) Added Privacy Notice inclusion requirements for Council under section 3.5 Updated list of public registers (part 4) New provisions in relation to confidential Council reports containing personal information

Preface

The Privacy and Personal Information Protection Act 1998 (PPIPA) requires all Councils to prepare a Privacy Management Plan outlining their policies and practices to ensure compliance with the requirements of that Act and the Health Records and Information Privacy Act 2002 (HRIPA).

In particular, the object of this plan is to inform:

- the community about how their personal information will be used, stored and accessed after it is collected by the Council; and
- Council staff of their obligations in relation to handling personal information and when they can and cannot disclose, use or collect it.

1. Introduction

The PPIPA provides for the protection of personal information and for the protection of the privacy of individuals.

Why Council has a Privacy Management Plan (PMP)

This Plan explains how Council manages personal information in line with the PPIPA and health information in accordance with the HRIPA. This Plan also explains how to contact Council about the personal and health information it holds, how information can be accessed and amended and how privacy complaints are handled.

What this plan covers

In accordance with section 33(2) of the PPIPA this Plan **must** include:

- information about Council's policies and practices to ensure compliance with the PPIPA and the HRIPA;
- how employees, contractors and volunteers are made aware of these policies and practices;
- the procedures for internal review of privacy complaints;
- other matters considered relevant to the privacy and protection of personal information that Council holds.

The PPIPA, the HRIPA and this Plan apply, wherever practicable, to:

- Councillors;
- Council employees;
- Consultants and contractors of the Council;
- Council owned businesses; and
- Council committees (including community members of those committees which may be established under section 355 of the Local Government Act 1993 (the LGA)).

Any reference to employees in this document also includes a reference to contractors and volunteers.

2. What is personal and health information

2.1. What is "personal information"?

Personal information is defined in section 4 of the PPIPA as information or an opinion about an individual whose identity is apparent or can reasonably be ascertained.

2.2. What is not “personal information”?

Personal information does not include information:

- about an individual that is contained in a publicly available publication
- about someone who has been dead for more than 30 years, or
- an opinion about a person’s suitability for employment as a public sector official.

2.3. What is health information

Health information is a more specific type of personal information and is defined in section 6 of the HRIPA. Health information can include information about a person’s physical or mental health such as a psychological report, blood tests and x-rays, results from drug and alcohol tests and information about a person’s medical appointments. It can also include some personal information that is collected to provide a health service, such as a name and telephone number.

2.4. Policy on Electoral Rolls

You can access historical NSW electoral rolls in the State Library of NSW (in online, microfiche and print formats). Please contact the [NSW Electoral Commission](#) regarding access to current electoral rolls.

3. How Council collects and manages personal and health information

3.1. How Council collects personal information

Council collects personal information to enable it to conduct its functions and assesses the level of personal information that is appropriate to be collected on a case-by-case basis. In this section a reference to personal information is also a reference to health information.

Contractors acting on Council’s behalf may also collect personal information. Council includes clauses in its contracts that require contractors to comply with relevant privacy obligations.

Council has a range of functions requiring or involving the collection of personal information, including:

- Levying and collecting rates
- Assessing development applications and objections
- Providing services (for example; child care, libraries and waste collection)
- Consulting with the community and our stakeholders
- Investigating and managing complaints
- Enforcing regulations and legislation
- Issuing approvals, consents, licences, permits etc
- Employing staff (for example; recruitment material, leave and payroll data, personal contact information, performance management plans etc).
- Ensuring the security of Council facilities and the public domain
- Preventing and deterring criminal activity.

Council may collect personal information in any of the following ways:

- Incident reports
- Medical assessment reports
- Submissions
- Application forms
- CCTV footage
- Geospatial information including location information
- Public registers
- Financial transaction records
- Contracts
- Phone enquiries
- Counter enquiries

- Online services
- In person services that require identification (such as provision of library services).

Individuals may provide Council with personal information when they make application for employment, make enquiries and when Council delivers services to them. This can include names, contact details, opinions, health conditions, family relationships, housing or tenancy information, work and education details. Individuals may also provide Council with personal information about other people.

3.2. Applications for suppression (not public registers)

Under section 739 of the LGA a person can make an application to suppress certain material that is available for public inspection where the material discloses or would disclose the person's place of living, if the person considers that the disclosure would place the personal safety of the person or their family at risk.

Section 739 of the LGA relates to publicly available material other than public registers. As such, it limits disclosure in those circumstances where an application for suppression is successful. An application for suppression must be verified by statutory declaration and otherwise meet the requirements of section 739. When in doubt, Council will err in favour of suppression.

3.3. Identity verification (new section)

Individuals may provide Council with documents to verify their identity, for example a driver's licence when they make an application for a parking permit or occupation of footway agreements. Where possible Council will not retain copies of personal identity documents. State Records NSW provides authorisation to the effect that copies of records used to verify the identity of a customer or collected as part of a recruitment process can be retained until verification or validation process has been completed and then destroyed. This approach is supported by organisational procedures and record management reviews.

3.4. Unsolicited information

Where an individual or a group or committee not established by Council, gives Council unsolicited personal or health information, the information will still be treated in accordance with this Plan, the Privacy Code of Practice for Local Government (the Privacy Code), the HRIPA and the PPIPA.

Note that:

- Section 4(5) of the PPIPA provides that personal information is not "collected" by Council if it is unsolicited.
- for the purposes of Section 10 of the HRIPA, the Council is not considered to have "collected" health information if the receipt of the information by the Council is unsolicited.

3.5. Privacy Notices

Under section 10 of the PPIPA, when Council collects personal information from an individual it must make the individual aware of:

- The purposes for which the information is being collected
- The intended recipients of the information
- Whether the supply of the information is required by law or is voluntary
- Any consequences for the individual if the information (or any part of it) is not provided
- Ways the individual can access and correct the information, and
- The name and address of the agency (Council) that is collecting the information and the agency (Council) that is to hold the information.

A Privacy Notice (that complies with the above requirements) will be included on all Council forms.

Council's Privacy Protection Notice template (updated wording)

PRIVACY PROTECTION NOTICE

Purpose of collection: This information is being collected to (specify the purpose(s) for which the information is being collected e.g. provide a community program and service).

Intended recipients: Council employees (and specifically list any other organisations/outsourced service providers e.g. outside consultants, State Government departments etc.)

Supply: The supply of this information (is required by law or is voluntary – delete one) If you are unwilling to provide this information, Council may be unable to provide access to the relevant services.

Access/Correction: Please contact our call centre on ph: 1300 722 542 or email:

Council@randwick.nsw.gov.au to access or correct your personal information.

Storage: The (insert name of business unit) at Randwick City Council, located at 30 Frances Street, Randwick NSW 2031, is collecting this information and will store it securely.

Other uses: Council will use your personal information for the purpose for which it was collected and may use it as is necessary for the exercise of other functions. Other uses may include (specify other reasonably necessary uses if any).

[Note: Health information cannot be used for a secondary purpose unless the individual has consented to this other use or it is directly related to the primary purpose. Delete Other uses paragraph if collecting health information.]

For further details on how Council manages personal information, please refer to our [Privacy Management Plan](#).

For CCTV, Council erects signage in the general vicinity to draw attention to the fact that individuals may be recorded by CCTV equipment should they enter the area.

3.6. Storage, access, accuracy and disposal of personal information

Personal information is stored electronically and in hard copy form. The following applies to personal information that Council holds:

- With the exception of CCTV information, only Council employees can access personal information and the information may only be accessed and used for Council business and for the purpose for which it was collected.
- Employees will make every effort to ensure personal information is accurate before using it.
- CCTV information may be disclosed to law enforcement agencies, such as the NSW Police, for the purposes of investigating, preventing and deterring criminal activity within the City. Such disclosures may be historic or real-time.

Electronic information is stored in secure information systems, which require individual logins and passwords.

Personal information is disposed of securely and in accordance with the “General retention and disposal authority: local government records” (GA39).

3.7. Use and disclosure of personal information

Employees use the personal information collected by Council to:

- Deliver services
- Conduct research
- Provide advice
- Undertake consultations
- Investigate complaints
- Continually improve services.

Disclosure of personal information must comply with the Privacy Code of Practice for Local Government (Privacy Code) – see Appendix B. Employees will not disclose personal information to a third party without the consent of the person to whom the information relates or if legally required or permitted to disclose the information.

Refer to Part 5 of this Plan for details of exemptions, directions and code of practice that may affect the above.

4. Public Registers

The PPIPA governs how Council manages personal information contained in public registers. Under the PPIPA a public register is “a register of personal information that is required by law to be, or is made, publicly available or open to public inspection (whether or not on payment of a fee).”

Disclosure in relation to public registers must comply with Part 6 of the PPIPA and the Privacy Code. Personal information cannot be accessed by a person about another person unless the personal information is contained in a public register. Where personal information is contained in a public register, then Part 6 of the PPIPA applies to determine whether access to that information will be given to another person.

Disclosure in relation to all other personal information must comply with Parts 3.6 and 5.1 of this Plan and the Privacy Code.

The Council holds the following public registers:

Public register	Primary purpose
Land Register	To identify all land vested in Council, or under its control. Secondary purpose; consideration of public accountability as to the land held by Council.
Register of Disclosure of Interests	To determine whether or not a Councillor or a member of a Council committee has a pecuniary interest in any matter with which the Council is likely to be concerned. There is a corresponding public accountability purpose.
Register of approvals	To identify all approvals granted under the LGA
Register of development consents	To identify applications for development consent and other approvals, confirm determinations on appeal and identify applications for complying development certificates.
Record of building certificates	To identify all building certificates.
Public register of licences held	To identify all licences granted under the Act.
Record of impounding	To identify any impounding action by Council.
Register of Planning Agreements	To identify Planning Agreements entered into by Council.
Register of Planning Contributions	To identify Planning Contributions held by Council.
Register of disclosure of interests (included for completeness)	To disclose and manage interests and potential interests of designated persons.
Data breach notification register (included for completeness)	To ensure that people are able to access sufficient information about eligible data breaches to determine whether they may be affected by the breach and take action to protect their personal information.

Council may require any person who applies to inspect personal information contained in a public register to give particulars, in the form of a statutory declaration, as to the proposed use of that information. If the stated purpose of the applicant does not conform with the purpose for which the public register is kept, access to the information sought will not be given.

4.1. Applications for suppression in relation to a public register

Any person whose personal information is recorded in a public register has the right to request that their personal details be suppressed. Council will comply with the request if it is satisfied the person’s safety or wellbeing would be affected by not suppressing the information. Applications for suppression should be made in writing addressed to the General Manager and must outline the reasons for the request.

5. How to access and amend personal and health information

The PPIPA and HRIPA give people the right to access and amend their own information.

Members of the public wishing to access or amend their own personal information should apply in writing. Requests should be accompanied by appropriate evidence to show that the proposed amendment is factually correct and appropriate. Section 15 of the PPIPA allows a person to apply to amend (this includes by way of corrections, deletions or additions) personal information held about them so as to ensure the information is accurate, up to date and not misleading.

5.1. Limits on disclosure of personal information

Council may disclose personal information to public sector agencies or public utilities on condition that:

- (i) the agency has approached Council in writing;
- (ii) Council is satisfied that the information is to be used by that agency for the proper and lawful function/s of that agency, and
- (iii) Council is satisfied that the personal information is reasonably necessary for the exercise of that agency's function/s.

Council may disclose personal information:

- (i) where personal information which has been collected about an individual is to be disclosed for the purpose of conferring upon that person, an award, prize, benefit or similar form of personal recognition.
- (ii) is requested by a potential employer (to verify that a current or former employee works or has worked for Council, the duration of that work, and the position occupied during that time).
- (iii) to another person or other body where this disclosure is directly related to the purpose for which the personal information was collected and the individual concerned is reasonably likely to have been aware of the intended recipients of that information.
- (iv) to another person or other body where this disclosure is necessary to prevent or lessen a serious and imminent threat to the life or health of the individual concerned or another person.

Disclosure of CCTV footage for crime prevention and investigation

Council may disclose CCTV footage collected by Council in its own facilities and the public domain to law enforcement agencies for the purposes of preventing or investigating criminal activity. The General Manager may enter into agreement with relevant law enforcement agencies to allow disclosure of CCTV footage both historic and real time via a live feed to the relevant agency.

Council will otherwise only disclose CCTV footage where required by law, to protect the rights of all persons captured in the CCTV footage to privacy. Where an individual requests CCTV footage to investigate an alleged criminal activity they will be referred back to the relevant law enforcement agency (typically NSW Police).

Disclosure of confidential Council meeting reports containing personal information (new provisions)

Section 14 of Council's Code of Meeting Practice (Closure of Council meetings to the public) provides:

Resolutions passed at closed meetings to be made public

"14.19 The general manager must cause business papers for items of business considered during a meeting, or part of a meeting, that is closed to public, to be published on the council's website as soon as practicable after the information contained in the business papers ceases to be confidential.

14.20 The general manager must consult with the council and any other affected persons before publishing information on the council's website under clause 14.19 and provide reasons for why the information has ceased to be confidential."

Any confidential reports that are reported to the Council under section 10A of the Local Government Act and that contain personal information will not be published on Council's website unless one of the following lawful exceptions is established:

- the affected person has been consulted and has consented to the publication;
- the affected person has been dead for more than 30 years;
- the publication is required and permitted by law; or
- the information is publicly available and its disclosure is consistent with the purpose for which it was collected.

6. Data Breaches

6.1. What is the NSW Mandatory Notification of Data Breach Scheme?

Part 6A of the Privacy and Personal Information Protection Act 1998 (PPIPA Act) establishes the NSW Mandatory Notification of Data Breach (MNDB) Scheme. The MNDB Scheme requires every NSW public sector agency bound by the PPIPA Act to notify the Privacy Commissioner and affected individuals of eligible data breaches. Under the scheme, public sector agencies are required to prepare and publish a Data Breach Policy (DBP) for managing such breaches.

6.2. How does Council manage a data breach of personal information?

Separate from this PMP, Council has a [Data Breach Policy](#) that sets out our procedures for managing a data breach, including the considerations around notifying those persons whose privacy may be affected by the breach.

7. Promoting Privacy

Council reinforces compliance with the PPIPA and HRIPA by:

- Endorsing this Plan and making it publicly available
- Providing a copy of this Plan to relevant oversight bodies, such as the Audit, Risk & Improvement Committee (ARIC)
- Reporting on internal reviews to the Office of the Information and Privacy Commissioner
- Identifying privacy issues when implementing new systems, services and processes, and
- Providing staff training.

7.1. Employee awareness

Council ensures its employees are aware of and understand this Plan and how it applies to the work they do, by:

- Publishing this Privacy Management Plan and other privacy related information on the intranet and Council's website, and
- Providing staff training on an ongoing and regular basis to ensure that the information protection principles are broadly understood and that individual departments have a greater focus on how the information protection principles are directly applied to Council's day-to-day functions.

Councillors, all staff of the Council including staff of Council businesses, and members of Council committees should be acquainted with the general provisions of the PPIPA, the HRIPA and in particular, the 12 Information Protection Principles (IPPs), the 15 Health Privacy Principles (HPPs), the Public Register provisions, the Privacy Code of Practice for Local Government, this Plan and any other applicable Code of Practice.

Council's Public Officer (the Manager [Customer & Compliance Governance](#)) has been assigned the role of the Privacy Contact Officer. In order to ensure compliance with PPIPA and the HRIPA, the Privacy Contact

Officer will review all contracts and agreements with consultants and other contractors, rates notices, application forms of whatsoever nature, and other written requests by which personal information is collected by Council, to ensure that Council is in compliance with the PPIPA.

The Privacy Contact Officer will ensure Council in its public areas has special provisions for working with computer screens. Computer screens may require:

- fast screen savers;
- facing the computers away from the public; or
- only allowing the record system to show one record at a time etc.

The Privacy Contact Officer will also provide opinions within Council as to:

- (i) Whether the personal or health information is collected for a lawful purpose;
- (ii) If that lawful purpose is directly related to a function of Council; and
- (iii) Whether or not the collection of that personal or health information is reasonably necessary for the specified purpose.

Any further concerns of a legal nature may be referred to Council's solicitor.

7.2. Public awareness

This Plan provides information to members of the public about how Council manages personal and health information. The Plan is publicly available as open access information under the GIPA Act.

Council promotes public awareness of this Plan by:

- Publishing the Plan on its website
- Providing hard copies of the Plan free of charge on request
- Informing people about the Plan when responding to enquiries about personal and health information.

8. Review rights and complaints

8.1. Internal review

Individuals have the right to seek an internal review under Part 5 of the PPIPA if they think that Council has breached the PPIPA or HRIPA relating to their own personal or health information. Individuals cannot seek an internal review for a breach of someone else's privacy, unless they are an authorised representative of the other person.

8.2. Internal Review process

Applications for an internal review must be made within six months from the date when the applicant first became aware of the breach. Applications must be in writing and addressed to Council's Privacy Contact Officer.

The Privacy Contact Officer will conduct the internal review unless the internal review is about the conduct of the Privacy Contact Officer. In this case the Director Corporate Services will appoint another officer to conduct the internal review.

The Privacy Contact Officer will refer to the Privacy Commissioner's guidance materials when carrying out an internal review.

Council will:

- Acknowledge receipt of an internal review within 5 working days; and
- Complete an internal review within 60 calendar days.

Council's Privacy Contact Officer (or the officer undertaking any internal review) will inform the applicant of the progress of the internal review and will respond in writing within 14 calendar days of determining the internal review.

If an applicant is not notified of the outcome of an internal review within 60 days, the applicant may seek an external review.

8.3. The Privacy Commissioner's role in internal reviews

Council will notify the Privacy Commissioner of internal reviews. The Privacy Commissioner is entitled to make submissions to Council regarding internal reviews. Noting that an individual can make a complaint directly to the Privacy Commissioner about an alleged breach of their privacy.

8.4. External review by the NSW Civil and Administrative Tribunal (NCAT)

An applicant may seek an external review by the NCAT. To seek an external review, an application must be made to the NCAT within 28 days from the date of the internal review determination.

8.5. Other ways to resolve privacy concerns

Council encourages the informal resolution of privacy issues before undertaking the review process. Issues can be raised informally with Council. Please refer to Council's website for contact details.

Complaints not dealt with through the internal review process will be managed under Council's Complaints Policy and Procedure (which is available on our website).

Appendix A – Information Privacy Principles (IPPs)

1. **Lawful** An agency must only collect personal information for a lawful purpose. It must be directly related to the agency's function or activities and necessary for that purpose.
2. **Direct** An agency must only collect personal information directly from you, unless you have authorised collection from someone else, or if you are under the age of 16 and the information has been provided by a parent or guardian.
3. **Open** An agency must inform you that the information is being collected, why it is being collected, and who will be storing and using it. You must also be told how you can access and correct your personal information, if the information is required by law or is voluntary, and any consequences that may apply if you decide not to provide it.
4. **Relevant** An agency must ensure that your personal information is relevant, accurate, complete, up-to-date and not excessive. The collection should not unreasonably intrude into your personal affairs.
5. **Secure** An agency must store personal information securely, keep it no longer than necessary and dispose of it appropriately. It should also be protected from unauthorised access, use, modification or disclosure.
6. **Transparent** An agency must provide you with details regarding the personal information they are storing, why they are storing it and what rights you have to access it.
7. **Accessible** An agency must allow you to access your personal information without excessive delay or expense.
8. **Correct** An agency must allow you to update, correct or amend your personal information where necessary.
9. **Accurate** An agency must ensure that your personal information is relevant, accurate, up to date and complete before using it.
10. **Limited** An agency can only use your personal information for the purpose for which it was collected unless you have given consent, or the use is directly related to a purpose that you would expect, or to prevent or lessen a serious or imminent threat to any person's health or safety.
11. **Restricted** An agency can only disclose information in limited circumstances if you have consented or if you were told at the time they collected it that they would do so. An agency can also disclose your information if it is for a directly related purpose and it can be reasonably assumed that you would not object, if you have been made aware that information of that kind is usually disclosed, or if disclosure is necessary to prevent a serious and imminent threat to any person's health or safety.
12. **Safeguarded** An agency cannot disclose your sensitive personal information without your consent, for example, information about ethnic or racial origin, political opinions, religious or philosophical beliefs, sexual activities or trade union membership. It can only disclose sensitive information without consent in order to deal with a serious and imminent threat to any person's health or safety.

Appendix B - Privacy Code of Practice for Local Government – revised 20 December 2019

1. Overview

- 1.1 This Privacy Code of Practice (the Code) is made under Part 3 Division 1 of the PPIPA.
- 1.2 The effect of this Code is to modify:
 - 1.2.1 The Information Protection Principles contained in Part 2 Division 1 of the PPIPA, and
 - 1.2.2 The provisions of Part 6 of the PPIPA,as they relate to Local Government.
- 1.3 This Code replaces the Privacy Code of Practice for Local Government (gazetted on 1 July 2000).
- 1.4 This Code does not affect the operation of any exemption provided under Part 2 Division 3 of the PPIPA. This is consistent with section 29(6) of the PPIPA.

2. Interpretation

- 2.1 For the purpose of this Code:

Code means the Privacy Code of Practice for Local Government

Council refers to “Councils”, “county Councils” and “joint organisations” as defined under the Local Government Act 1993

Information Protection Principles (“IPPs”) means those principles contained in Part 2 Division 1 of the PPIPA.

Personal Information has the same meaning as in section 4 of the PPIPA

PPIPA means the Privacy and Personal Information Protection Act 1998 (NSW)

Privacy Management Plan means the Council’s Privacy Management Plan

Public Sector Agency has the same meaning as in section 3 of the PPIPA

Public Sector Official has the same meaning as in section 3 of the PPIPA and includes an officer of a Council

Section refers to a section of the PPIPA unless otherwise indicated

Utility Provider refers to a private sector organisation, state owned corporation or public sector agency that provides utility services to the public, including but not limited to gas, electricity, telecommunications or water.

3. Application

- 3.1 This Code applies to all Councils, County Councils and Joint Organisations.
- 3.2 This Code applies to that part of the information collected or held by Council that is personal information.

4. Modification of the Information Privacy Principles

4.1 The application of the Information Protection Principles (IPPs) under Part 2 Division 1 of the PPIPA is modified to the extent described below.

(IPP 1) Section 8: Collection of personal information for lawful purposes

4.2 There is no intention to depart from this principle.

(IPP 2) Section 9: Collection of personal information directly from individual

4.3 Council is not required to comply with this principle where indirect collection of personal information is reasonably necessary when an award, prize, benefit or similar form of person recognition is intended to be, or may be, conferred upon the person to whom the information relates.

(IPP 3) Section 10: Requirements when collecting personal information

4.4 Council may depart from this principle where indirect collection of personal information is reasonably necessary when an award, prize, benefit or similar form of personal recognition is intended to be, or may be, conferred upon the person to whom the information relates.

(IPP 4) Section 11: Other requirements relating to the collection of personal information

4.5 There is no intention to depart from this principle.

(IPP 5) Section 12: Retention and security of personal information

4.6 There is no intention to depart from this principle.

(IPP 6) Section 13: Information about personal information held by agencies

4.7 There is no intention to depart from this principle.

(IPP 7) Section 14: Access to personal information held by agencies

4.8 There is no intention to depart from this principle.

(IPP 8) Section 15: Alteration of personal information

4.9 There is no intention to depart from this principle.

(IPP 9) Section 16: Agency must check accuracy of personal information before use

4.10 There is no intention to depart from this principle.

(IPP 10) Section 17: Limits on use of personal information

4.11 Council may use personal information for a purpose other than the purpose for which it was collected in the following circumstances:

- (1) where the use is for the purpose of undertaking Council's lawful and proper function/s and Council is satisfied that the personal information is reasonably necessary for the exercise of such function/s, or
- (2) where personal information is to be used for the purpose of conferring upon a particular person, an award, prize, benefit or similar form of personal recognition.

(IPP 11) Section 18: Limits on disclosure of personal information

4.12 There is no intention to depart from this principle except in the circumstances described below:

- (1) Council may disclose personal information to public sector agencies or utility providers on condition that;
 - (i) the agency or utility provider has approached Council in writing
 - (ii) Council is satisfied that the information is to be used by that agency or utility or utility provider for the proper and lawful function/s of that agency or utility provider, and
 - (iii) Council is satisfied that the personal information is reasonably necessary for the exercise of that agency or utility provider/s function/s.

- (2) Where personal information about an individual collected or held by Council is to be disclosed for the purpose of conferring upon that person, an award, prize, benefit or similar form of personal recognition.
- (3) Where Council is requested by a potential employer, it may verify;
 - (i) that a current or former employee works or has worked for Council
 - (ii) the duration of their employment, and
 - (iii) the position occupied during their employment.

This exception shall not permit Council to give an opinion as to that person's suitability to a particular position with any potential employer unless Council is satisfied that the person has provided their consent for Council to provide a reference, which may include an opinion as to that person's suitability for the position for which he/she has applied.

(IPP 12) Section 19: Special restrictions on disclosure of personal information

4.12 There is no intention to depart from this principle except in the circumstances described below:

- (1) For the purposes of section 19(2), where Council is requested by a potential employer outside New South Wales, it may verify that;
 - (i) a current or former employee works or has worked for Council
 - (ii) the duration of their employment, and
 - (iii) the position occupied during their employment.

This exception shall not permit Council to give an opinion as to that person's suitability for a particular position with any potential employer unless Council is satisfied that the person has provided their consent for Council to provide a reference, which may include an opinion as to that person's suitability for the position for which he/she has applied.

5. Modification to Part 6 (Public Registers)

5.1 The application of section 57 is modified to the extent that Council may allow any person to:

- (1) inspect a publicly available copy of a public register in Council premises, and
- (2) copy a single entry or page of the register

Without requiring the person to provide a reason for accessing the register and without determining that the proposed use of the register is consistent with the purpose of the register or the Act under which the register is kept.

5.2 The application of section 57 is modified to the extent that:

- (1) Council should not require any person to provide a reason for inspecting the Council's pecuniary interest register or any register on which the Council records returns of interests made by Councillors or designated persons under Part 4 of the Model Code of Conduct for Local Councils in NSW.
- (2) Council should not require the making of a statutory declaration as to the intended use of any information obtained from an inspection of the Council's pecuniary interest register or any register on which the Council records returns of interests made by Councillors or designated persons under Part 4 of the Model Code of Conduct for Local Councils in NSW.

5.3 Council must ensure that the provisions of section 6 of the Government Information (Public Access) Act 2009 and section 4.58 and 6.26 of the Environmental Planning and Assessment Act 1979 are complied with, where applicable.

6. Compliance

- 6.1 This Code will be made by an order published in the Government Gazette. This Code takes effect once the order making this Code is published (or such later date as may be specified in the order).
- 6.2 Any Council to which this Code applies must comply with its provisions.
- 6.3 The Council's Privacy Management Plan should include provisions to comply with the obligations imposed by the PPIPA and the provisions of this Code.

7. Review

- 7.1 This Code (being the *Privacy Code of Practice for Local Government*) will be reviewed within three years from the date of its gazettal.

Appendix C – Statutory Declaration for access under s57 of the PPIPA to a Public Register held by Council

Statutory Declaration Oaths Act, 1900, Eighth Schedule

I, the undersigned ⁽¹⁾ _____ (1) insert full name

of ⁽²⁾ _____ (2) insert address

in the State of New South Wales, do solemnly and sincerely declare that:

I am ⁽³⁾ _____ (3) insert relationship, if any, to person inquired about

I seek to know whether ⁽⁴⁾ _____ (4) insert name

is on the public register of ⁽⁵⁾ _____ (5) Applicant to describe the relevant public public register

The purpose for which I seek this information is ⁽⁶⁾ _____ (6) insert purpose for seeking information

The purpose for which the information is required is to ⁽⁷⁾ _____ (7) insert purpose

And I make this solemn declaration conscientiously believing the same to be true and by virtue of the Oaths Act 1994.

Signature of Applicant

Declared at: _____

in the said State this _____ day of _____ 20 _____

in the presence of _____

Name of Justice of the Peace/Solicitor

Who certifies that:

1. *I saw the face of the declarant/deponent OR
*I did not see the face of the declarant/deponent because he/she was wearing a face covering, but I am satisfied that he/she had a special justification for not removing it, and
2. *I have known the person for at least 12 months OR
*I confirmed the person's identity with
[describe identification document relied on]

Signature of Justice of the Peace/Solicitor to be printed

Appendix D – Application under s14 of the PPIPA for access to applicant’s personal information

Personal information held by the Council

I, ⁽¹⁾ _____ (1) insert full name

of ⁽²⁾ _____ (2) insert address

Hereby request that the ⁽³⁾ _____ (3) insert name of Council

Provide me with:

- (a) access to all personal information held concerning myself; or
- (b) access to the following personal information only (LIST INFORMATION REQUIRED BELOW):

My address for response to this application is:

_____ State: _____ Post Code: _____

Note to applicants

As an applicant, you have a right of access to personal information concerning yourself that is held by the Council under section 14 of the Privacy and Personal Information Protection Act 1998 (PPIPA).

You are entitled to have access without excessive delay or cost.

Council may refuse to process your application in part, or in whole, if:

- the correct amount of fees has not been paid;
- there is an exemption to section 14 of the PPIPA; or
- a Code of Practice may restrict disclosure.

Enquiries concerning this matter can be addressed to:

Appendix E – Application under s15 of the PPIPA for alteration of applicant’s personal information

Personal information held by the Council

I, ⁽¹⁾ _____ (1) insert full name

of ⁽²⁾ _____ (2) insert address

Hereby request that the ⁽³⁾ _____ (3) insert name of Council

alter personal information regarding myself in the following manner:

- I propose the following changes: _____
- The reasons for the changes are as follows: _____
- The documentary bases for those changes is as shown on the attached documents

Note to Applicants :

You have a right to request appropriate amendments are made (whether by way of corrections, deletions or additions) to ensure that the personal information held by the Council:

- (a) is accurate, and
- (b) having regard to the purpose for which the information was collected (or is to be used) and to any purpose that is directly related to that purpose, is relevant, up-to-date, complete and not misleading.

If Council is not prepared to amend the personal information in accordance with a request by you, Council must take such steps as are reasonable to attach to the information in such a manner as is capable of being read with the information, any statement provided by you.

If your personal information is amended, you are entitled under the Privacy and Personal Information Protection Act 1998 (PPIPA), if it is reasonably practicable, to the have recipients of that information notified of the amendments made by Council.

Council may refuse to process your application in part, or in whole, if:

- there is an exemption to section 15 of the PPIPA; or
- a Code of Practice may restrict alteration.

Enquiries concerning this matter can be addressed to: _____

CO61/25



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www.randwick.nsw.gov.au

Randwick City Council
30 Frances Street
Randwick NSW 2031

Motion Pursuant to Notice No. NM89/25

Subject: Notice of Motion from Cr Rosenfeld - Chester Avenue Maroubra, between Portland Crescent and Minneapolis Crescent

Motion:

That Council:

- a) ask the Local Transport Forum to look into the feasibility of making Chester Ave Maroubra a one-way street between Portland Crescent and Minneapolis Crescent and report back to Council with its recommendations; and
- b) the report is to involve a result of community consultation to be conducted with impacted residents.

Background:

Residents who live in the vicinity of South Maroubra have reported that there is difficulty driving down Chester Avenue Maroubra, between Portland Crescent and Minneapolis Crescent, due to the road being very narrow. As such, it would seem to be more safe for motorists if this were to be changed to a one way street.



Attachment/s:

Nil

Submitted by: Councillor Rosenfeld, Central Ward

File Reference: F2025/07866

Motion Pursuant to Notice No. NM90/25

Subject: Notice of Motion from Cr Veitch - Environmental Planning and Assessment (Planning System Reforms) Bill 2025

Motion:

That Council:

1. notes with concern that the Environmental Planning and Assessment (Planning System Reforms) Bill 2025 reduces local planning control and transparency, increases the risk of corruption in planning processes, and will decrease community input and confidence in planning decisions;
2. notes that the Environmental Planning and Assessment Amendment (Planning System Reforms) Bill 2025, while presented by the Government as a housing supply measure, makes sweeping changes to the Environmental Planning and Assessment Act 1979 which would impact all types of development across NSW, including large-scale commercial, industrial, mining, agricultural and infrastructure projects;

The Bill:

- i. centralises planning powers and reduces the role of councils, independent panels, and community consultation by legislating two new authorities:
 - the Development Coordination Authority (the Planning Secretary), and
 - the Housing Delivery Authority (the Planning Secretary and two Minister-appointed members, with no requirements for specific skills or experience);
- ii. creates a conflict of interest where the Development Coordination Authority reviews its own decisions;
- iii. introduces a streamlined “targeted development assessment” pathway that is unconstrained and expressly prohibits consideration of environmental impacts, site suitability, and the public interest;
- iv. undermines safeguards recommended by the Independent Commission Against Corruption (ICAC) regarding accountability, transparency and probity in the planning system;
- v. removes the requirement to consult with the Environment Department before making an environmental planning instrument that would adversely affect critical habitat or threatened species, populations or ecological communities, or their habitats (by omitting s 3.25 of the EP&A Act);
- vi. restricts assessment of cumulative and indirect impacts of a development;
- vii. requires councils to assess variations to complying developments within 10 days, or 20 days if the council is also assessing the complying development certificate; after this time the variation will be deemed to be approved;
- viii. removes protections for building occupant health and safety;
- ix. restricts community participation, cutting consultation requirements and removing objects in the Act that emphasise community involvement in planning decisions;
- x. enshrines in legislation the controversial Housing Delivery Authority, which circumvents councils in local decision-making;

xi. has not been subject to broad public consultation.

3. writes to the Premier, the Leader of the Opposition, the Minister and Shadow Ministers for Planning and Public Spaces, and the Members for Heffron, Coogee and Maroubra opposing the passage of the Bill in its current form and requesting the opportunity for formal public consultation on these reforms;
4. writes to the President of Local Government New South Wales (LGNSW) to express concern that the statement issued by LGNSW on 18 September 2025 welcoming these reforms is not consistent with the LGNSW policy platform and calls for a board motion opposing the bill to be brought to the 2025 LGNSW conference.

Attachment/s:

Nil

Submitted by: Councillor Veitch, West Ward

File Reference: F2011/00542

Motion Pursuant to Notice No. NM91/25

Subject: Notice of Motion from Cr Veitch - Improving Safety for Pedestrians and Bike Riders in the Randwick LGA

Motion:

That Council:

1. notes that Randwick's Integrated Transport Strategy and Active Transport Plan contain a range of principles, outcomes and strategic approaches designed to prioritise safety for vulnerable road users, and to enable people to easily choose active transport options more often;
2. notes that delays in obtaining approval from TfNSW for lowering speed limits, and challenges in securing State Government funding for separated bike paths continues to put residents cycling on our road networks at risk;
3. acknowledges that cycling on the roads through our town centres poses significant additional safety risks, leading to a high incidence of footpath riding;
4. in consultation with the Randwick Traffic Forum and Cycling and Bicycle Facilities Committee, receive a report on options to create safe cycling routes through our town centres, including Maroubra Junction, Randwick Junction (incl Avoca St and Belmore Rd between Cuthill St and Alison Rd), Kingsford (at the intersections of Anzac Pde, Rainbow St, Bunnerong Rd, Gardeners Rd, Houston Rd), and the Frenchman's Rd Town Centre;
5. conduct a community awareness campaign and safety blitz in consultation with stakeholders including the Eastern Beaches Area Command and BIKEast to:
 - a) ensure that motor vehicle drivers obey the road rules to ensure the safety of pedestrians and bike riders, in particular, allowing a distance of at least 1m when overtaking.";
 - b) raise awareness of pedestrian and cyclist rights to safety;
 - c) promote mutual respect among road users;
 - d) encourage reporting of unsafe driving behaviour.

Attachment/s:

Nil

Submitted by: Councillor Veitch, West Ward

File Reference: F2025/01370

Motion Pursuant to Notice No. NM92/25

Subject: Notice of Motion from Cr Asgari - Expansion of lifeguard patrols at Little Bay Beach

Motion:

That Council investigate and consider for the 2026-27 budget, the expansion of the lifeguard patrols at Little Bay Beach to commence on 1 November 2026 and extend to the end of March 2027.

Background:

Due to several water-related fatalities at Little Bay Beach, lifeguard patrols were introduced at this location for the first time on 1 December 2023. Both Little Bay and Malabar Beaches were patrolled between 1 December 2023 to 28 February 2024, that patrol season.

For this patrol season Council has extended the lifeguard service at Little Bay Beach, from 1 December 2025 to 3 April 2026.

With the growing crowds and increased usage of Little Bay Beach and to support public safety, the extension of the lifeguard patrols is requested to be investigated to bring forward 1 month and commence the patrols from 1 November 2026, and the funding to be considered in the 2026-27 budget process.

Source of funding:

2026-27 budget (if adopted).

Attachment/s:

Nil

Submitted by: Councillor Asgari, East Ward

File Reference: F2004/07113

Motion Pursuant to Notice No. NM93/25

Subject: Notice of Motion from Cr Asgari - Propose adding an outdoor gym to Dr Walter Park, Chifley

Motion:

That Council:

- a) notes the growing popularity of outdoor gyms as a form of recreation that promotes community health and wellbeing;
- b) investigates the feasibility of installing outdoor gym equipment at Dr Walter Park, Chifley, considering current capital works priorities and available budget;
- c) explores co-location opportunities with the forthcoming playground upgrade at Dr Walter Park, and if simultaneous delivery is not viable;
- d) considers future inclusion of the outdoor gym in Council's capital works program; and
- e) requests officers to monitor and pursue relevant grant funding opportunities to support early delivery of the facility.

Background:

As Dr Walter Park in Chifley undergoes upgrades, including improvements to the playground, residents have expressed interest in the inclusion of an outdoor (adult) gym as part of the renewal.

Chifley is a predominantly residential suburb, characterised by low to medium-density housing, which has in recent years been replaced by larger family homes and duplexes. The area has a higher-than-average proportion of families with children compared to other parts of Randwick.

Adding an outdoor gym would further support active lifestyles and contribute to the park's appeal for a broader age range.

Attachment/s:

Nil

Submitted by: Councillor Asgari, East Ward

File Reference: F2019/01192

Motion Pursuant to Notice No. NM94/25

Subject: Notice of Motion from Cr Hay - Council assess towing vehicles blocking private property

Motion:

That Council:

- a) commence collation of data relating to vehicles that obstruct access to private driveways within the Randwick Local Government Area (LGA);
- b) undertake an investigation into the Inner West Council's trial policy and operational procedures regarding the towing of vehicles that block driveway access; and
- c) endorse the preparation of a report outlining:
 - The regulatory options available to Randwick Council to address vehicles obstructing access to private driveways;
 - The viability and effectiveness of Inner West Council's driveway enforcement program;
 - The resourcing and operational implications of implementing a similar policy in Randwick.

Background:

Residents frequently experience frustration when their driveways are blocked by vehicles, preventing them from leaving their homes. This issue is particularly severe in apartment complexes where multiple residents share a single driveway.

NSW Road Rule 198 already makes it an offence for a driver to stop in a manner that obstructs access to or from a footpath or driveway unless specific exemptions apply. Council Rangers also currently organise the removal of vehicles obstructing driveways in some limited circumstances.

This motion seeks to explore the effectiveness of Inner West Council's towing trial and assess the viability of implementing a similar towing policy within the Randwick LGA.

Attachment/s:

Nil

Submitted by: Councillor Hay, West Ward

File Reference: F2012/00347

Question with Notice No. QN10/25

Subject: Question with Notice from Cr Asgari - Progress Update on the Sydney Artificial Reef Dive Wreck Proposal

Question:

Council Officers provide an update on the status of the Sydney Artificial Reef Dive Wreck Proposal from the NSW Government and The Gordons Bay Scuba Diving Club.

Response from Acting Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Asgari, East Ward

File Reference: F2012/00568

QN10/25