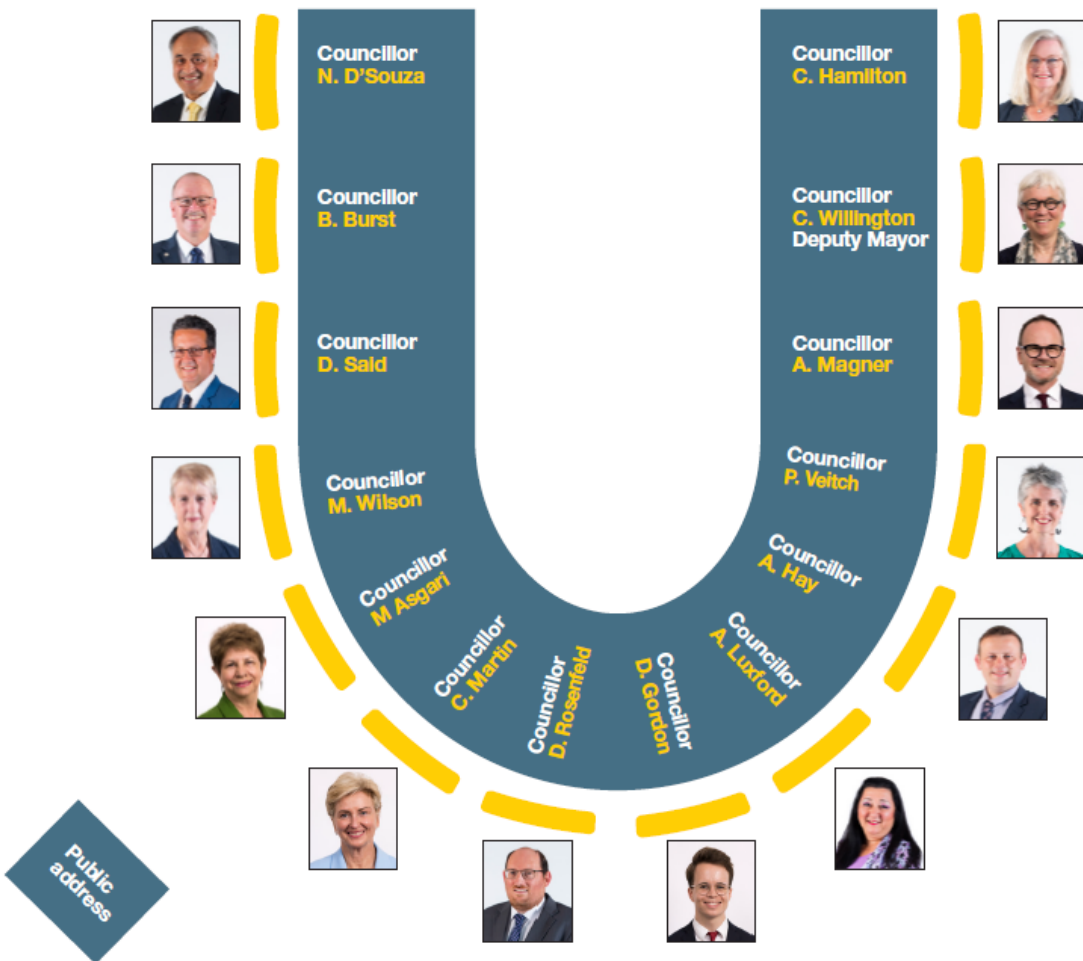


Ordinary Council Meeting

Tuesday 28 April 2026

Seating plan for Council meetings



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.

Livestream Disclaimer

- The meeting is being livestreamed via council's website and a person's image and/or voice may be broadcast.
- A recording of the livestream will be published on the council's website for at least 12 months after the meeting or for the balance of the council's term, whichever, is the longer period
- Attendance at the meeting is to be taken as consent by a person to their image and/or voice being livestreamed
- All speakers should refrain from making any defamatory comments or releasing any person information about another individual without their consent
- Council accepts no liability for any damage that may result from defamatory comments made by person attending meetings – all liability will rest with the individual who made the comments
- The meeting must not be livestreamed or recorded by others without the prior written consent of the council in accordance with the council's code of meeting practice. Any person who contravenes or attempts to contravene this requirement may be expelled from the meeting.



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 April 2026 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”*

Chairperson’s Announcement

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Requests to attend meeting by audio-visual link

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Ordinary Council - 24 March 2026
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CS20/26	Fire Control and Associated Services - Tender No: SSROC T2025-08 <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.</i>
CS21/26	Malabar Ocean Pool Amenities Construction - Tender No: T2026-22 <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.</i>

Notice of Rescission Motions

Nil

Ray Brownlee, PSM
GENERAL MANAGER

Mayoral Minute No. MM10/26

Subject: Sponsorship of Randwick TAFE Screen and Media Student Film Screening and Awards Night

Motion:

That Council sponsor the Randwick TAFE Screen and Media students' 2026 film screening and awards night through a cash sponsorship of \$3,052, comprising cinema hire and associated technical costs, as well as sponsorship of the first, second and third prize awards.

Background:

TAFE NSW Randwick has approached Council seeking sponsorship for its annual Screen and Media Student Film Screening and Awards Night, scheduled to take place on Wednesday 17 June 2026 at The Ritz Cinemas, Randwick.

The Screen and Media program at TAFE NSW Randwick supports approximately 100 students each year across Certificate III, Certificate IV and Diploma qualifications. The annual screening and awards night is a significant milestone for graduating students, providing an industry-relevant cinema environment to showcase their work to peers, families and industry guests, while recognising excellence through formal student awards.

The proposal aligns with Council's Community Strategic Plan 2022–2032, which articulates a vision for a creative and culturally rich city where people of all ages can develop, express and enjoy creativity throughout their lives. Sponsoring this event contributes to that outcome by supporting young people, cultural participation and partnerships with local education providers.

The event supports Council's Economic Development Strategy, particularly relating to fostering a vibrant 24-hour economy, supporting local cultural venues, attracting students and emerging talent, and promoting Randwick City as a destination for creative and educational activity.

Council has partnered with Randwick TAFE students to produce a series of videos on the 2026 Honouring Service Anzac program as well as working with the program lecturer Mr Claude Gonzales to host the successful 'An evening with Margeret and David' event at The Randwick Ritz in 2025. The event provided a retrospective look at Australia film critic icons Margeret Pomeranz and David Stratton. The pair were inducted into Council's Film Walk of Fame and the event was David's last public appearance before his death in August 2025.

The Mayor and Councillors will be invited to attend the event, with opportunities to participate in judging components and to present the sponsored awards on the night. Council's support will also be recognised and promoted.

Source of funding:

The total sponsorship amount is \$3,052 as documented in the attached proposal which includes cinema hire and associated costs, as well as sponsorship of first, second and third prize awards to be presented during the event. Funding will be sourced from the Mayor's Contingency Budget.

Attachment/s:

- [1. !\[\]\(307ad7be8dd8053938b04a332782a8a1_img.jpg\) TAFE Randwick Council Grant Proposal 2026 - Film and Screen Presentation Evening](#)

Submitted by: The Mayor, Cr Dylan Parker
File Reference: F2026/01118

TAFE NSW Randwick — Screen and Media

Annual Student Film Screening and Awards 2026

Grant Proposal to Randwick City Council. March 2026



TAFE NSW Randwick Screen and Media graduates and staff, 2025

The Program

The Screen and Media program at TAFE NSW Randwick graduates approximately 100 students each year across three qualification levels: Certificate III, Certificate IV, and the Diploma of Screen and Media. The program covers film production, screenwriting, production coordination, and industry practice.

Over the last two years, enrolments have grown significantly, and the calibre of student work has risen to match. Graduates regularly produce short films and screen content of a standard that reflects well on the campus and the local community - several go on each year to pursue professional careers in the screen industry.

The Proposal

Each year, the program holds a screening of graduate films and an awards ceremony. Previously held on campus, this event has outgrown its current class hall setting. In 2026, we would like to move it to the Randwick Ritz Cinema - a fitting venue that reflects the quality of the work being produced and deepens our connection to the local community.

We are seeking a grant from Randwick City Council to cover the cost of hiring the cinema and three prize vouchers to be awarded on the night. We hope this event marks the beginning of an ongoing partnership between the TAFE campus, the Randwick Ritz, and the Council.

We would warmly welcome the Mayor's attendance. Alongside TAFE and Arts dignitaries, we envisage the Mayor presenting the awards to winning students on the night - a role that would lend real weight to the occasion and signal the Council's commitment to local creative talent.

Community Benefits

The event is expected to draw approximately 200 attendees including students, families, and industry guests. A cinema screening is a significant milestone for these students - it validates their work, marks the conclusion of their studies, and gives their films a public audience they would not otherwise reach.

Council's support would be acknowledged as principal sponsorship of the event, including recognition in all event materials, opening speeches, and promotion across social media channels associated with the program. This is an opportunity to align the Council's arts and youth initiatives with a tangible local outcome.

Venue — The Randwick Ritz



Cinema interior - Randwick Ritz

The event will be held at the Randwick Ritz Cinema, 45 St Paul's Street, Randwick, on Wednesday 17 June 2026. Cinema 3, seating 200 guests, has been confirmed as available. The Ritz management has been supportive throughout and has offered a 20 per cent discount on the standard hire fee in recognition of the community focus of the event.

The evening will run from 6:00 pm, with welcome speeches at 6:15 pm, the film program from 6:45 pm, and award presentations at 7:45 pm. All guests will be clear of the venue by 8:45 pm.

A DCP of the student films will be supplied to the Ritz ten days prior for technical testing. A tech rehearsal will be held on a weekday morning before the event.

Budget — Council Grant Request

Item	Amount	Notes
Cinema 3 hire — 2.5 to 3 hours	\$2,352	Standard \$2,940 less 20% discount
Own content fee (DCP)	\$175	
Basic technical fee (microphone)	\$175	
First Prize voucher	\$200	
Second Prize voucher	\$100	
Third Prize voucher	\$50	
Total Council Grant Request	\$3,052	

The total amount requested from Randwick City Council is \$3,052. This covers the full venue and technical costs as quoted by the Randwick Ritz, and three prize vouchers to be purchased by Council and presented by the Mayor on the night. No other costs are passed to Council.

We welcome the opportunity to discuss this proposal further and look forward to the Council's consideration.

Claude Gonzalez
Film Lecturer, Screen and Media
TAFE NSW — Randwick Campus
March 2026

Mayoral Minute No. MM11/26

Subject: Financial Assistance and Donations - Mar - April 2026

Motion:

That Council:

- a) donate plants to the value of \$300 from Council's Nursery to Coogee Public School for their Mother's Day Stall to be held in May.
- b) donate plants to the value of \$500 from Council's Nursery to Clovelly Childcare Centre for their upcoming Annual Green Fair in May.
- c) waive the fees amounting to a total of \$2166.50 for the Prince Henry Centre for the Women's Well – Eastern Suburbs for a free event for the community regarding menopause
- d) donate an amount of \$1750 to Randwick High School for the school production of their Annual Show presenting 'London Calling' at NIDA.
- e) donate an amount of \$1060 to Botany Randwick Rotary Club for their Dog Fun Day to be at Arthur Byrne Reserve in May.

Background:

a) Coogee Public school

Coogee Public School has requested a donation of plants for presents for their Mother's Day stall to be held in May.

b) Clovelly Child Care Centre

Clovelly Child Care Centre is organising a Green Fair in May and has requested plants from Council's Nursery for the Green Fair to promote sustainability within the community.

c) Women's Well – Eastern Suburbs

Women's Well Eastern Suburbs will be conducting a free event at the Prince Henry Centre for the community regarding menopause and has requested for the fees to be waived.

Women's Well Eastern Suburbs is a community run organization that hosts and runs free events for women in the area.

d) Randwick Public School

Randwick High School produces an Annual Show every year and has requested for a donation from Council. This year's Annual Show is "London Calling" which will showcase the talents of students from Year 7 – 12 at the National Institute of Dramatic Art (NIDA) in May 2026.

e) Botany Randwick Rotary Club

Botany Randwick Rotary Club is organising a Dog Fun Day at Arthur Byrne Reserve on 3 May and has requested for the fees to be waived.

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: F2026/06574

Mayoral Minute No. MM12/26

Subject: Memorial for Bondi Terror Attack Victim Dan Elkayam

Motion:

That Council:

- a) acknowledge the tragic loss of Maroubra resident, Dan Elkayam, in the Bondi terror attack of 14 December 2025, and extend its deepest condolences to his wife, Ms Krystal Troyono, his family, friends and all those affected.
- b) note that:
 - i. Mr Elkayam is buried in Israel; and
 - ii. the Mayor has received a request from Ms Troyono for a memorial plaque or bench at Maroubra Beach, so that she and Dan's Australian-based friends have a place to visit in his memory.
- c) request Council officers to:
 - i. consult with Ms Troyono to identify a suitable location and form for the memorial, with particular consideration given to a plaque or commemorative bench at Maroubra Beach; and
 - ii. design and install the memorial, subject to Council's relevant policies and approvals.

Background:

The Bondi terror attack of 14 December 2025 was a devastating act of violence that claimed innocent lives and deeply affected communities across Sydney and beyond. Among those killed was Dan Elkayam.

Dan lived in Maroubra with his wife, Ms Krystal Troyono, where they built their life together as part of the local community. Maroubra Beach was the backdrop to their shared experiences and memories.

Following Dan's death, Ms Troyono wrote to the Mayor expressing her wish for a place within the community to remember him. In her words:

*Dan and I lived in Maroubra for a long time, and the area really became the place where we built our life together. The ocean and this community were the backdrop of the last three and a half years of Dan's life.
Since he passed away, I've sometimes wished there was a place here that I could visit in his memory. Because Dan was buried overseas, I don't have a grave here, and Maroubra is really the place that holds his memories.
Recently I saw a memorial by the beach and it made me wonder whether something like that is ever possible through the council — perhaps a plaque or bench.
It would mean a lot to have a place here, in the community we called home, where I could go to remember my husband.*

Public memorials play an important role in acknowledging loss and providing spaces for reflection. Where loved ones are buried overseas, local memorials can be especially significant, offering a place for family and friends to visit, reflect and remember.

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: F2026/06574

MM12/26

Mayoral Minute No. MM13/26

Subject: Successful bid for the ALGWA Conference 2028

Motion:

That Council:

- a) note that Randwick City Council has been selected to host the 2028 Australian Local Government Women's Association (ALGWA) NSW Branch Conference.
- b) acknowledge that this is a significant achievement, reflecting Council's leadership and commitment to advancing the role of women in local government.
- c) congratulate the ALGWA Committee comprised of Councillors and Council staff, who were involved in preparing the successful bid.

Background:

Randwick City Council has been advised that its submission to host the 2028 Australian Local Government Women's Association (ALGWA) NSW Branch Conference has been successful.

In correspondence to Council, ALGWA NSW Branch congratulated Randwick City Council on its successful bid, noting that the achievement reflects the organisation's strong leadership and ongoing commitment to supporting women in local government.

The conference is a significant event in the local government calendar, bringing together elected representatives, council staff and sector leaders from across New South Wales. It provides a valuable platform for professional development, knowledge-sharing and strengthening networks across the sector.

Hosting the 2028 conference presents an opportunity for Randwick City Council to showcase its community, initiatives and leadership, while contributing to the advancement of women in local governance.

This successful bid is the result of the dedicated work of Council's ALGWA Committee comprising Councillors, and staff from across all directorates. I would like to acknowledge Councillor Hamilton, Councillor Asgari and Councillor Luxford as well as the staff representatives Ms Meryl Bishop (Director City Planning), Ms Katie Anderson (Director Community & Culture), Ms Roxanne Fea (Manager Economic Development and Placemaking), Ms Eva Havenstein (Manager Engineering Services) and Ms Tina Solar (Human Resources Business Partner). Their efforts in preparing a high-quality submission are acknowledged and commended.

Attachment/s:

1.  ALGWA 2028 Conference Winner letter - Randwick City Council

Submitted by: The Mayor, Cr Dylan Parker

File Reference: F2011/00223



MM13/26

31 March 2026

General Manager Randwick City Council
Mr. Ray Brownlee PSW
30 Frances Street
Randwick NSW 2031

Email: council@randwick.nsw.gov.au

Dear Mr Brownlee

Congratulations on Winning the Bid to Host the 2028 ALGWA NSW Branch Conference

Dear Mayor and Councilor's,

On behalf of ALGWA NSW Branch I would like to extend our warmest congratulations to Randwick City Council on being selected to host the 2028 ALGWA NSW Branch Conference.

This is a significant achievement and a testament to the Council's strong leadership, commitment to local government excellence, and ongoing support for advancing the role of women in local governance. Hosting this important event will provide a valuable platform for knowledge-sharing, professional development, and meaningful connections across the sector.

We are confident that Randwick City Council will deliver an outstanding conference that reflects both the vibrancy of the local community and the Council's dedication to innovation and inclusion. Delegates from across New South Wales will no doubt benefit greatly from the experience and hospitality your Council will provide.

Once again, congratulations on this well-deserved opportunity. We wish you every success in the planning and delivery of the 2028 conference and look forward to its positive impact on the local government community.

Please contact the ALGWA President, Shannon Welch by email Shannonwelch@aol.com or Julie Griffiths by email to algwansw@gmail.com to obtain more information. We would encourage you to set up a conference committee to work through the structure of your conference and theme.

Yours faithfully

A handwritten signature in black ink, appearing to be "Shannon Welch".

Clr Shannon Welch
NSW President
Australian Local Government Women's Association (NSW Branch)
M: 0422463707
<https://www.algwa.org.au>



Secretary ALGWA NSW Branch
algwansw@gmail.com
15 Toomey Cres, Quakers Hill NSW 2763

Director City Planning Report No. CP9/26

**Subject: Variations to Development Standards under Clause 4.6 - 01
March to 31 March 2026**

Executive Summary

- On 15 September 2023, the NSW Government published amendments in relation to the operation and reporting requirements of Clause 4.6 *Exceptions to Development Standards* 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 01 March through to 31 March 2026 in which a variation to a development standard under Clause 4.6 *Exceptions to Development Standards* 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 *Exceptions to Development Standards* of Randwick Local Environmental Plan 2012.

Attachment/s:

1.   Clause 4.6 Register - March 2026

Purpose

This report provides Council with details of Development Applications (DA) that were determined within the period from 01 March through to 31 March 2026 in which a variation to a development standard under Clause 4.6 *Exceptions to Development Standards* 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 *Exceptions to Development Standards* 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 01 March through to 31 March 2026. 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.

March 2026

Four (4) Clause 4.6 variations were approved in the March period (01 March through to 31 March 2026), with two (2) applications determined by Randwick Local Planning Panel (RLPP) due to a variation greater than 10%, and two (2) applications determined under delegation (less than 10%).

Of the variations approved, the greatest extent of variation related to a development application for DA/1256/2025 at 6-10 Dine Street, Randwick, in which a variation of 47.16% to the Floor Space Ratio (FSR) 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 town house dwelling, located within an existing multi-unit dwelling development comprising twenty-five (25) townhouses.
- The site is subject to a FSR of 0.75:1 under RLEP 2012 and 0.7:1 under Section 172(3)(d) of the Housing SEPP, with the Housing SEPP provisions prevailing. The existing development currently exceeds the FSR standard, with an existing FSR of 1.024:1 or 3349.77m² of GFA. The proposed addition seeks to increase the Ground Floor living space within the existing dwelling to provide better internal amenity and shall result in an additional 18.9m² of GFA and a resultant FSR of 1.03:1.
- 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 aims of the Housing SEPP, the objectives of the FSR standards and the R3 Medium Density Residential zone, and it was considered that the site-specific circumstances (with particular regards to the existing non-compliance and minor nature of the addition) 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 *Exceptions to Development Standards* 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 – MARCH 2026														
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/5/2026	17	Bell Street	MAROUBRA	2035	1: Residential - Alterations & additions	R2 – Low 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 = 10.33m or 8.7%	DPHI	12/03/2026	DEL	2	0
DA/148/2026	1/91	Mount Street	COOGEE	2034	1: Residential - Alterations & additions	R3 – Medium Density Residential	Clause 4.4 FSR = 0.9:1	Maintains compatible scale with neighbouring buildings and does not adversely impact in terms of overshadowing, privacy, and views.	FSR = 0.95:1 or 5.5%	DPHI	24/03/2026	DEL	0	0
DA/1256/2025	6-10	Dine Street	RANDWICK	2031	1: Residential - Alterations & additions	R3 – Medium Density Residential	Section 172(3)(d) of Housing SEPP FSR = 0.7:1	Maintains compatible scale with neighbouring buildings and does not adversely impact in terms of overshadowing, privacy, and views.	FSR = 1.03:1 or 47.16% (Existing FSR = 1.024:1 or 46.3%)	DPHI	12/03/2026	RLPP	0	0
DA/1158/2025	8	Bishops Avenue	RANDWICK	2031	1: Residential - Alterations & additions	R2 – Low 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 = 11.595m or 22% (Existing Height = 12.06m or 26.9%)	DPHI	26/03/2026	RLPP	0	0

Director City Planning Report No. CP10/26

Subject: Public Notification of Voluntary Planning Agreement - 16-18 Rainbow Street, Kingsford (DA/481/2021 & DA/481/2021/A)

Executive Summary

- A draft Voluntary Planning Agreement (VPA) has been prepared by Marsdens Law Group on behalf of Council to provide for, and secure, public benefits connected to the Development Consent for DA/481/2021 & 481/2021/A for land at 16-18 Rainbow Street, Kingsford. The development is for a 9-storey mixed-use development comprising ground and first floor business / retail premises and boarding house above comprising 97 boarding rooms,
- The draft VPA has been proposed by the Developer (Reno Holding Pty Ltd) as per the provisions under Randwick Local Environment Plan 2012 and contains a CIC contribution of in-kind improvement of local infrastructure valued at \$117,234 comprising Rainbow and Forsyth Street public domain upgrade works and a residual monetary contribution of \$980,966 as well as an affordable housing contribution of \$1,607,613.75 to be paid to Council prior to the issue of a construction certificate.
- Relevant issues relating to the timing and adequacy of the VPA have been assessed and addressed in the preparation and review of the VPA.
- A letter of offer from the Developer was reported to Council at its meeting on 22 August 2023 where Council resolved to accept the terms contained in the letter of offer subject to the Randwick Local Planning Panel granting approval to the development and the subsequent endorsement of a VPA. DA/481/2021 was approved by the Randwick Local Planning Panel on 14 December 2023.
- On 28 August 2024 DA/481/2021/A, a section 4.55(1) modification for a correction to condition 4 relating to the payment reference number in the VPA was approved.
- DA/481/2024/A did not result in any change or amendment to the VPA otherwise.
- In accordance with Section 7.5(1) of the *Environmental Planning and Assessment Act 1979*, the draft VPA was placed on public exhibition for 28 days from 16 March 2026 to 13 April 2026. No submissions were received in response to the public exhibition.
- This report advises Council of the outcome of the public exhibition and recommends that the Council endorse entering into the VPA relating to the development of the site at 16-18 Rainbow Street, Kingsford for a 9-storey mixed-use development comprising business/ retail activities and 97 boarding house rooms.



Recommendation

That Council:

- a) endorse entering into the Voluntary Planning Agreement (as per Attachments 1) relating to the development of the site at 16-18 Rainbow Street, Kingsford, pursuant to Section 7.5 of the *Environmental Planning and Assessment Act 1979*; and
- b) authorise the General Manager to make minor drafting changes to the draft Voluntary Planning Agreement as required, prior to its execution.

Attachment/s:

1. [LINK TO VIEW](#) Planning Agreement - VPA - 16-18 Rainbow Street, Kingsford - DA/481/2021

2.  Explanatory Note - VPA - 16-18 Rainbow Street, Kingsford -
 DA/481/2021

CP10/26

Purpose

This report provides details on the outcome of the public exhibition of the draft Voluntary Planning Agreement (VPA) for the “Demolition of existing buildings and construction of a 9-storey mixed-use development comprising ground and first floor business / retail premises, boarding house above comprising 97 boarding rooms, Manager’s room, rooftop communal area, pedestrian through-link, basement parking, landscaping and associated works” at 16-18 Rainbow Street, Kingsford.



Figure 1 – Photomontage of the approved development (Source: brewstermurray)

Background

Development Application

On 12 August 2021, Development Application DA/481/2021 (DA) was lodged. It sought consent for a 9 storey mixed use development with ground and first floor commercial/retail space, two levels of basement parking, waste areas, service areas, bicycle storage and motorcycle parking as well as roof top open space. It was proposed to comprise 103 self-contained boarding rooms (including a manager’s room). The capital investment value of the DA was \$13,758,385.

The Application underwent revisions through negotiation between the Applicant and Council’s assessment staff. The DA was ultimately determined on 14 December 2023 by way of a deferred commencement by the Randwick Local Planning Panel (RLPP). The RLPP approved:

“Demolition of existing buildings and construction of a 9-storey mixed-use development comprising ground and first floor business / retail premises, boarding house above comprising 97 boarding rooms, Manager’s room, rooftop communal area, pedestrian through-link, basement parking, landscaping and associated works.”

The DA was subject to the following deferred commencement conditions:

“Deferred Commencement Conditions

This consent does not operate until:

- A1. *The owner of the land has executed a Voluntary Planning Agreement (VPA) in accordance with the offer contained in the letter from Yan Zhou to Randwick City Council dated 2 August 2023 as adjusted for the final amount of:*
- a) *residential floor space above the maximum building height plane allowable under cl.4.3 of the Randwick Local Environment Plan 2012 (‘RLEP’) approved under this consent;*
 - b) *total floor area calculated under cl.6.18 of the RLEP approved under this consent.*
- A2. *Immediately upon execution, the applicant shall register the VPA on the title to the land.*

Period within which evidence must be produced

The applicant must produce evidence to Council sufficient enough to enable it to be satisfied as to those matters above within 548 days (18 months) of the date of determination.”

N.B. The deferred commencement condition was granted an extension on 3 December 2024 by Council’s Executive Planner. Per that extension, the deferred commencement conditions must be fully satisfied by 14 June 2026 otherwise the consent will lapse.

The letter of offer dated 2 August 2023 included a community infrastructure contribution valued at \$1,098,200 including works in kind associated with public domain upgrade works to Rainbow and Forsyth Street and an affordable housing contribution valued at \$1,397,925 to be paid to Council prior to the issue of a construction certificate. The boarding house portion of the mixed use development cannot be subdivided. Accordingly, the affordable housing contribution is to comprise a monetary contribution in lieu of the inability to dedicate units.

Modification Application

On 28 August 2024 DA/481/2021/A, a section 4.55(1) modification was determined by way of approval under delegation by Council staff. It approved modification to condition 4 to correct the payment reference number for the VPA.

DA/481/2024/A did not result in any change or amendment to the VPA otherwise.

The Voluntary Planning Agreement

The draft VPA (that is the subject of the recent public exhibition) has been prepared by Marsdens Law Group. The affordable housing contribution has been amended in accordance with indexation and the CIC contribution remains as originally offered with public upgrade works now costed.

- Affordable housing contribution - \$1,607,613.75; and
- Community Infrastructure contribution - \$980,966 payable prior to the issue of a construction certificate & \$117,234 for Rainbow and Forsyth Street upgrade works (works to be completed prior to occupation certificate) (\$1,098,200 total for CIC).

Discussion**Community Infrastructure Contributions**

Council’s *Kensington and Kingsford Town Centres Community Infrastructure Contributions Plan* (CIC Plan) provides for infrastructure, public domain and physical facilities that support the growth and function of the town centres and benefit the existing and new population as well as the wider Randwick population. The total value of the infrastructure that would be provided for in the two town centres is approximately \$37 million.

It is important to note that the CIC contribution is only applicable to that part of the development over 12m as that was the maximum height under the previous standard. The proposed development is up to 9 storeys in height.

The K2K strategy and associated LEP amendments were designed to enable additional height and density within the town centres, capturing the uplift in value through the CIC Plan. The additional height and density were distributed across the town centres with the predominant height being 9 storeys and up to 17/18 storeys on the three key intersections. The CIC Plan was a fundamental component of the overall strategy in that it allowed significant public benefits from the additional density.

The mechanism for delivery of the Community Infrastructure items listed in this Plan is through a VPA. The contributions are sought to be made by in-kind works and a monetary contribution, comprising of:

1. Rainbow and Forsyth Street Public Domain Upgrade as generally shown on the Location Plan including (but not limited) to the following works:
 - Removal of existing street trees and allow for new large trees (i.e. Eucalyptus haemastoma (Scribbly Gum) in a minimum 75L pot size) with planting along Rainbow Street and Forsyth Street (where relevant);
 - New turf (where relevant);
 - Line marking and kerb ramp along Forsyth Street;
 - Provision of a courtesy bench and stainless steel bin; and

The above CIC works are valued at \$117,234.
2. The remaining monetary Community Infrastructure contribution balance would be \$980,966, which is payable prior to the issue of a construction certificate.

It is noted that Council, at any time prior to the approval of the detailed design of the CIC Works, may provide written notice to the Developer that it no longer agrees with the CIC Works being carried out, that the contribution is to be paid via a cash monetary contribution instead.

Affordable Housing

Council's *Kensington and Kingsford Town Centres Affordable Housing Plan* (AHP) aims to ensure that lower income households continue to live and work locally within Randwick LGA, to facilitate a socially diverse and inclusive community; and to support the economic functions of the Randwick Education and Health Strategic Centre.

The draft VPA identifies that an affordable housing contribution is to be provided in accordance with the AHP, comprising:

1. The payment of a monetary contribution equivalent \$431.25 per sqm for 3,727.8sqm of residential floor area to be paid prior to the issue of a Construction Certificate (total \$1,607,613.75).

Section 7.12 Development Contributions Plan: Kensington and Kingsford Town Centres

This Plan applies to development on land that is subject to a development consent or a complying development certificate within the Kensington and Kingsford town centres. This Plan authorises Council to grant consent to development to which this Plan applies, subject to a condition requiring the applicant to pay a levy based on the proposed cost of carrying out the development (i.e. 2.5% levy for cost of development greater than \$250,000).

For this development, a condition of consent has been imposed requiring that a revised estimated development cost report be prepared by a registered Quantity Surveyor for the approved development prior to the issue of a Construction Certificate. The applicable contribution rate of 2.5% is paid on this revised costing. This contribution is not part of the VPA and has instead been imposed as a condition of consent, payable prior to the issue of a Construction Certificate.

Public Exhibition

Section 7.5(1) of the EP&A Act requires that a planning agreement cannot be entered into, and a planning agreement cannot be amended or revoked, unless public notice has been given of the proposed agreement, amendment or revocation, and a copy of the proposed agreement, amendment or revocation has been available for inspection by the public for a period of not less than 28 days. Any public submission received must be considered before finalisation of the planning agreement.

The draft Voluntary Planning Agreement and the Explanatory Note for the Voluntary Planning Agreement was publicly notified in the Sydney Morning Herald and on Council’s Your Say Randwick webpage and Randwick eNews for 28 days, from 16 March to 13 April 2026. The public exhibition comprised of:

- 170 visits to the Your Say webpage;
- 74 downloads of the draft VPA;
- 51 downloads of the Explanatory Note; and
- 0 submissions via your say.

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 diverse and affordable housing that responds to local needs
Objective	Increase the proportion of medium density housing supply by 3% by 2028 from a 2016 baseline of 27.9%.
Delivery program commitment	Prepare and implement town and strategic centre strategies to support increased densities in appropriate locations.

Risks

Risk	Mitigation
Community concerns and misunderstanding about the VPA process.	The VPA was publicly notified, and no objection was raised by the community.
Negative public perception due to perceived disregard for community interests in favour of the development.	The VPA was publicly notified, and no objection was raised by the community.

Resourcing Strategy Implications

The associated legal fees with finalising the VPA is funded from the Development Assessment budget for the year 2025-26 and will be reimbursed by the Developer. The income from this VPA and development will be received in future years and is linked to the construction timeframes, being paid prior to the issue of a Construction Certificate in respect of the development.

Policy and Legislative Requirements

The draft VPA has been prepared and publicly notified in accordance with the EP&A Act and meets the principles and procedures of the Local Government Act and Council's Planning Agreement Policy.

Conclusion

The draft VPA has been prepared, processed and publicly notified in accordance with the EP&A Act and meets the principles and procedures of the Local Government Act and Council's Planning Agreement Policy. On this basis, it is recommended that Council endorse entering into the VPA relating to the development of the site at 16-18 Rainbow Street, Kingsford for a 9-storey mixed-use development comprising business/ retail activities and 97 boarding house rooms.

Responsible officer: Dean Lidis, Environmental Planning Officer

File Reference: DA/481/2021

Explanatory Note

Planning Agreement

16-18 Rainbow Street, Kingsford

1 Introduction

- (1) The purpose of this Explanatory Note is to provide a plain English summary to support the notification of a proposed Voluntary Planning Agreement (**Planning Agreement**) under s7.4 of the *Environmental Planning and Assessment Act 1979* (NSW) (**Act**).
- (2) This Explanatory Note has been prepared jointly between the parties as required by clause 205 of the *Environmental Planning and Assessment Regulation 2021* (NSW) (**Regulations**).
- (3) This Explanatory Note must not be used to assist in interpreting the Planning Agreement.

2 Parties to the Planning Agreement

The parties to the Planning Agreement are:

- (1) Randwick City Council (ABN 77 362 844 121) (**Council**); and
- (2) Reno Holding Pty Ltd (ACN 632 918 748) (**Developer**).

3 Description of the Land to which the Planning Agreement applies

The Planning Agreement applies to the land known as 16-18 Rainbow Street, Kingsford comprising of Lots 15 and 16 in DP 6134 (**Land**).

4 Description of the Planning Proposal and Development

The Planning Agreement applies to the proposed development of the Land as permitted under Development Consent DA/481/2021 (**Development Consent**) which includes the demolition of existing structures to enable the construction of a nine (9) storey mixed used development comprising of ground and first floor business/retail premises, boarding house above comprising ninety-seven (97) boarding rooms, manager's room, rooftop communal area, pedestrian through-link, basement parking, landscaping and associated works on the Land (**Development**).

5 Summary of objects, nature and effect of the Planning Agreement

The **objective** of the Planning Agreement is to provide community infrastructure, amenities and resources to the Randwick LGA community by facilitating the provision of the contributions as set out in **Schedule 1** of this Explanatory Note in a timely and efficient manner (**Contributions**).

The **intent** of the Planning Agreement is to facilitate the provision of the Contributions by the Developer.

The Planning Agreement will be registered on the title of the Land.

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Council will be able to withhold Construction Certificates and Occupation Certificates until such time as the Contributions are made.

The Developer will provide Council with one (1) or more bank guarantees prior to the issue of a Construction Certificate in respect of the Development for an amount equivalent to one hundred and ten per cent (110%) of the contribution value of the CIC Works as described in **Part 2 of Schedule 1**.

Additionally, prior to the completion of an item of CIC Works (as described in **Part 2 of Schedule 1**), the Developer will provide Council with one (1) or more bank guarantees for an amount equivalent to ten per cent (10%) of the contribution value for that item of CIC Works.

The **nature** of the Planning Agreement is a contractual relationship between Council and the Developer for the provision of the Contributions.

The **effect** of the Planning Agreement is that the Developer will provide the Contributions in the manner provided for in the Planning Agreement (as applicable) and as set out in **Schedule 1** of this Explanatory Note.

6 Assessment of the merits of the Planning Agreement

6.1 The planning purposes served by the Planning Agreement

In accordance with section 7.4(2) of the Act, the Planning Agreement promotes the public purpose of the provision of contributions for affordable housing and improving local infrastructure.

6.2 How the Planning Agreement promotes the public interest

In accordance with the objects of the Act, the Planning Agreement promotes the public interest in the following manner:

- (1) By ensuring appropriate arrangements are in place to ensure the timely provision of the infrastructure required to meet the demand generated by the Development.
- (2) By providing certainty for the Developer and Council as to the provision of the Contributions directed towards community infrastructure within the Randwick LGA community.
- (3) The promotion and co-ordination of the orderly and economic use and development of the Land to which the Planning Agreement applies.
- (4) By providing transparency regarding the scope of works and the monetary contributions to be provided for the Development.

6.3 How the Planning Agreement promotes Council's guiding principles

The Planning Agreement promotes a number of Council's guiding principles under section 8A of the *Local Government Act 1993* (NSW), as follows:

- (1) The exhibition of the Planning Agreement facilitates the involvement of members of the public in the consultation process for the Planning Agreement.
- (2) To plan strategically for the provision of effective and efficient services and regulation to meet the diverse needs of the local community.
- (3) To act fairly, ethically and without bias to the interests of the local community.
- (4) To recognise diverse local community needs and interests.

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- (5) To have regard to the long term and cumulative effects of its decisions on future generations.
- (6) Transparent decision-making and active engagement with local communities, through the use of the integrated planning and reporting framework and other measures.
- (7) To engage in long-term strategic planning on behalf of the local community.
- (8) The Planning Agreement makes it clear that Council has a statutory role as consent authority in relation to the development proposal and that the Planning Agreement is not intended to unlawfully influence the exercise of Council's regulatory functions.

7 Identification of whether the Planning Agreement conforms with Council's capital works program

The Planning Agreement conforms with Council's capital works program.

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Schedule 1 – Contributions

Part 1 – Monetary Contributions

Contributions	Timing	Contribution Value
Affordable Housing Levy Monetary Contribution	Prior to the issue of any Construction Certificate in respect of the Development.	<p>The amount of the contribution is payable in accordance with condition 103 of the Development Consent and must be calculated at the time that it is required to be paid in accordance with clause 6.26 of the Randwick Local Environmental Plan 2012 (RLEP), and the Affordable Housing Plan, and will be calculated using:</p> <ol style="list-style-type: none"> (1) the relevant indexed Affordable Housing Levy Monetary Contribution Rate pursuant to part 2.8 of the Affordable Housing Plan (being an amount of \$431.25 per square metre as at the date of this Explanatory Note); and (2) the area of residential floor space determined on the basis of the final design of the Development. <p>The Affordable Housing Levy Monetary Contribution Rate is indexed twice a year, being the first day of January and July, with reference to the most recently published median strata dwelling price in the Randwick City Local Government Area, as detailed in the NSW Government Rent and Sales Report, Table: Sales Price – Greater Metropolitan Region – Strata.</p> <p>The formula for adjusting the affordable housing contribution amount is:</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> $\text{Monetary Contribution} = \text{Base Contribution Amount} \times (\text{MDP2} / \text{MDP1})$ </div> <p>Where:</p> <p>Base Contribution Amount is the amount obtained from the Notice of Determination and based on the monetary contribution amounts at the time of determination of the development application.</p> <p>MDP1 is the median strata dwelling price that applied at the time of consent.</p> <p>MDP2 is the median strata dwelling price that applies at the time of payment.</p>

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		As at the date of this Explanatory Note, the contribution value is estimated to be \$1,607,613.75 (being 3,727.8 square metres of residential floor space payable at a rate of \$431.25/sqm).
CIC Monetary Contribution	Prior to the issue of a Construction Certificate with respect to the Development	<p>The amount of the contribution is payable in accordance with condition 21 of the Development Consent and must be calculated at the time that it is required to be paid in accordance with clause 6.17 of the RLEP, and the Kensington and Kingsford Town Centres – Community Infrastructure Contributions Plan (CIC Plan), and will be calculated (which includes for the sake of clarity any indexation required in accordance with section 7 of the CIC Plan) using:</p> <ol style="list-style-type: none"> (1) the relevant Community Infrastructure Contribution Rate (being an amount of \$475.00 per square metre as at the date of this Explanatory Note); and (2) the area of additional residential floor space within the Development above the maximum building height plane allowable under clause 4.3 of the RLEP determined on the basis of the final design of the Development. <p>This CIC Monetary Contribution will be reduced by the value of any CIC Works which are carried out.</p> <p>As at the date of this Explanatory Note, the total contribution value for the Community Infrastructure Contribution is estimated to be \$1,098,200.00 (being 2,312 square metres of floor space payable at a rate of \$475/sqm).</p> <p>As at the date of this Explanatory Note, the contribution value is estimated to be \$980,966.00 (being \$1,098,200.00 - \$117,234.00).</p>

Part 2 – CIC Works

CIC Works	Specification	Timing
Rainbow and Forsyth Street Public Domain Upgrade as generally shown on the Location Plan including (but	Pursuant to <i>'Appendix – Schedule of Community Infrastructure (Kingsford)'</i> in the CIC Plan and as agreed between the parties, the CIC Works value is \$117,234.00.	Prior to the issue of an Occupation Certificate in respect of the Development.

<p>not limited) to the following works:</p> <ul style="list-style-type: none"> • Removal of existing street trees and allow for new large trees (i.e. Eucalyptus haemastoma (Scribbly Gum) in a minimum 75L pot size) with planting along Rainbow Street and Forsyth Street (where relevant); • New turf (where relevant); • Line marking and kerb ramp along Forsyth Street; • Provision of a courtesy bench and stainless steel bin 		
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Director City Services Report No. CS16/26

Subject: Draft Submission – TfNSW Micromobility Sharing Scheme Regulatory Reform

Executive Summary


- The TfNSW Micromobility Sharing Scheme Regulatory Reform is a NSW Government initiative creating strict safety, parking, and operational standards for shared e-bike and e-scooter operators. It aims to reduce footpath clutter and improve safety by introducing mandatory approvals, fines and designated, managed parking zones.
- Transport for NSW (TfNSW) has released draft micromobility regulations and guidance materials to implement the Road Transport and Other Legislation Amendment (Micromobility Vehicles and Smartcards) Bill 2025.
- Consultation is open until 5:00pm, Monday 4 May 2026.
- Randwick City Council officers have prepared a draft submission for Council consideration addressing consultation timing, fleet management, appeal rights, supporting guidance, fee allocation, enforcement tools, designated bike parking areas (DBPAs), data/platform needs, and alignment across legislative instruments.
- Subject to Council endorsement, the submission will be lodged with TfNSW by the consultation closing date.

Recommendation

That Council:

- a) endorse the attached Draft Submission – Micromobility Sharing Scheme Regulatory Reform for lodgement with Transport for NSW; and
- b) authorise the General Manager (or delegate) to make minor administrative amendments to the submission prior to lodgement.

Attachment/s:

1.  Transport for NSW Micromobility Reform - Randwick Submission

Purpose

Transport for NSW (TfNSW) has released draft micromobility regulations and guidance materials to implement the Road Transport and Other Legislation Amendment (Micromobility Vehicles and Smartcards) Bill 2025.

The purpose of this report is to present Council with a draft submission responding to TfNSW's proposed regulatory reform package for micromobility sharing schemes, and to seek Council endorsement to lodge the submission within the consultation timeframe.

Discussion

TfNSW has released draft regulations and guidance material to support statewide implementation of micromobility sharing schemes. The consultation closing date for submissions was originally 20 April 2026, however this was subsequently extended to 4 May 2026. The following discussion points outline the key themes in Councils draft submission.

Regulatory roles and approvals

Under the proposed framework, TfNSW approves operators against minimum standards, while councils authorise operations in their LGA and set local conditions (parking and geofencing). Operators may seek a TfNSW review if a council refuses authorisation. The draft submission requests clearer appeal criteria and that substantial weight be placed on local safety, amenity, and enforcement capacity.

Fees and funding

A per-trip cap of \$0.80 is proposed, with up to \$0.60 to TfNSW and up to \$0.20 to councils. Officers note this may not reflect the council workload for compliance, parking provision, and public-facing management, and that routing infrastructure funds via grants adds administrative burden as well in delays and uncertainty in funding for infrastructure and enforcement that is necessary now. The submission seeks a higher local share, transparent cost breakdown, and direct funding flows to councils based on trips initiated within the LGA.

Fleet numbers and dynamic fleet management

Fleet numbers are not specified in the draft regulation. TfNSW proposes a dynamic fleet management, which is a performance-based approach. Councils require early clarity on baseline fleet settings, metrics, and how scaling interacts with local authorisation conditions and cross-boundary trips. The submission requests bringing forward the fleet roundtable and increasing engagement frequency to weekly during consultation to co-design a workable model.

Parking and geofencing/ Designated Bike Parking Areas (DBPAs)

Draft guidance indicates councils can designate marked/virtual bays, no-parking slow and no-go zones, with geofencing managed via TfNSW's platform. Officers highlight DBPAs as a critical control in high-demand areas and support a focus on on-street DBPAs (kerbside), standardised bay design, sight-distance protections, and streamlined approvals, with assistance from TfNSW's 'flying squad.'

Data and shared platform

TfNSW proposes mandatory data alignment and a shared mobility management platform at no cost to councils to support near real-time device visibility, compliance, fee generation, and analytics. The submission stresses the need for efficient geofencing workflows, compliance reporting, and evidence capture to reduce administrative burden.

Supporting guidance and alignment. Several critical tools (e.g. operator application templates, ranger enforcement training, implementation specification) are signaled but not released in draft. The submission requests publication of these documents now and a consolidated implementation manual to resolve perceived inconsistencies across legislation, regulation, and guidance.

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 city dedicated to the individual and collective health, wellbeing and safety of the community
Objective	An overall stabilisation and improvement in safety, health and wellbeing indicators.
Delivery program commitment	Implement measures to maintain the physical safety and wellbeing of the community, including ranger services.
Delivery program commitment	Implement Council's key regulatory functions, responsibilities and services.
Delivery program commitment	Implement "A Safer Randwick City: Community Safety Action Plan (2025–2035)".
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	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 200 new bicycle parking spaces across our beaches, local centres and key destinations across the LGA by 2025.
Outcome	A safe, efficient and sustainable road network that responds to the NSW Government's Movement and Place framework
Objective	Achieve a 50% reduction in casualties on the road network from a 2018 baseline of 269 incidents by 2031.
Delivery program commitment	Manage the operation, provision, projects and issues of facilities and services for all modes of transport to achieve safe, efficient, comfortable, convenient, economical and enviro-friendly movement of people and goods and to attain behavioural change.

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Risks

Risk	Description
Policy/operational	Without clearer fleet governance and enforcement levers, community concerns about mis-parking and unsafe riding may persist, impacting public amenity and trust.
Financial	The proposed \$0.20 council share may not cover compliance, parking delivery, and ongoing management; reliance on grants may delay infrastructure and increase administrative overheads.
Governance	The appeal mechanism to TfNSW could undermine locally tailored decisions if not supported by transparent criteria that recognise local safety and amenity constraints.

To mitigate the risks outlined above, these matters are proposed to be included in Council's submission to Transport for NSW's proposed regulatory reform package for micromobility sharing schemes.

Resourcing Strategy implications

Implementation will require compliance and monitoring resourcing, parking bay planning and delivery, and data/platform capability. Given the proposed revenue split, there is a risk of net cost to Council for upfront parking infrastructure and on-going enforcement costs unless the local share increases or direct funding for infrastructure is provided. Officers will continue to model costs as regulatory detail is confirmed and will report back with fee-setting and resourcing recommendations as part of implementation planning.

Policy and legislative requirements

The draft submission responds to TfNSW's proposed regulations and guidance materials under the Road Transport and Other Legislation Amendment (Micromobility Vehicles and Smartcards) Bill 2025 and associated frameworks. It addresses roles and responsibilities, authorisation processes, fees, parking and geofencing, data standards, and transition arrangements, and requests publication of all supporting guidance in draft to ensure councils can meet their legislative obligations effectively upon commencement (intended mid-2026).

Conclusion

The draft submission supports the intent of creating a consistent statewide framework while identifying key refinements needed for effective local implementation, particularly regarding consultation timing, dynamic fleet management, appeal rights, fee allocation, enforcement tools, DBPAs, data/platform functionality, and alignment across instruments. Endorsing the submission will enable Council to advocate for practical, resourced, and enforceable settings that reflect community expectations and operational realities.

Responsible officer: Eva Havenstein, Manager Engineering Services

File Reference: F2016/00303



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Follow us here



E-micromobility team, Transport for NSW
e-micromobility@transport.nsw.gov.au

29 April 2026

Ref No: F2016/00303

Dear E-micromobility team, Transport for NSW

Subject: Submission on the Micromobility Sharing Scheme Regulatory Reform Package

Randwick City Council welcomes the opportunity to comment on the draft Road Transport (General) Amendment (Micromobility Shared Arrangements) Regulation 2026 and supporting guidance. We support the goal of establishing a consistent, safe and accountable statewide framework for micromobility sharing schemes and acknowledge the intent outlined in Transport's Consultation Summary Document and the draft Bike Micromobility Device Parking Guidance and Micromobility Sharing Schemes Data Guidance. Our submission reflects operational experience, community feedback, and analysis shared across councils, including elements captured in the attached presentation on share-bike reforms. Council has also considered this issue through multiple formal council resolutions relating to the management and operation of shared e-bike services within our local government area.

At the outset, Council is concerned and seeks early clarity on fleet sizing and the proposed move to dynamic fleet management. While we recognise the benefits of a flexible, performance-based approach, the draft regulation does not specify fleet numbers and the operational model for dynamic scaling remains under development. Councils need detail on baseline fleet settings, data sources, compliance thresholds (for example, trips per device per day and compliant parking rates), and how any scaling decisions will interact with local conditions, cross-boundary trips, and day-to-day compliance obligations. We, therefore, ask for councils to be involved in the co-design of any dynamic fleet management model.

Council is further concerned that, under the framework, operators may seek a TfNSW review where a council refuses an authorisation. This effectively positions Transport as both regulator and appeal body, which risks undermining local decisions based on safety, parking capacity, land-use constraints and enforcement resources. Should the appeal right be retained, the review criteria should require substantial weight be placed on these local factors and clearly define the circumstances in which a council decision could be overturned, to preserve community confidence in place-based regulation.

In addition, several critical implementation tools identified in the consultation materials—including the template application for operating authorisations, ranger enforcement training, and the NSW Micromobility Implementation Specification—have not been released in draft form for comment, despite their direct impact on council workload, legal risk, and delivery timelines. Council requests that Transport publish these documents as drafts within the current consultation, so councils can assess feasibility, resourcing and legal interfaces before the regulation is finalised.

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On fees and funding, the proposed per-trip cap of \$0.80—split as \$0.60 to Transport and \$0.20 to councils—does not align with the operational reality that councils will shoulder the bulk of compliance, complaints handling, public domain management, and asset delivery. We also note Transport’s advice that its share would help fund a grants program for parking and cycleway infrastructure; councils consider this an unnecessary administrative layer that can slow delivery and complicate accountability for costs that arise locally and immediately. Council therefore seeks a higher local share of the per-trip fee, full transparency of the cost model underpinning Transport’s \$0.60 component, and a funding approach that flows infrastructure support directly and predictably to councils based on trips initiated within their LGAs instead of via competitive grants.

Community assurance will ultimately depend on visible improvements in rider behaviour and parking outcomes. While Transport’s nine target outcomes set a useful direction, they do not in themselves provide practical enforcement mechanisms to address persistent mis-parking, device clustering, or non-compliance with geofenced conditions. Council seeks clear provisions that allow councils to levy penalties on operators for repeated non-compliance, to recover costs from operators when user behaviour generates amenity and safety impacts, and to utilise the shared mobility management platform to support efficient evidence capture, infringement workflows and transparent reporting. These tools are vital to shifting accountability to where it can most effectively influence daily operations—namely, operator scheme design, workforce responsiveness and user enforcement under rider terms.

Council emphasises the importance of Designated Bike Parking Areas (DBPAs) as a primary control to prevent footpath clutter and improve safety in high-demand destinations. We support prioritising on-street DBPAs (kerbside) with standard bay designs, sight-distance protections and straightforward approvals, complemented by clear guidance on converting short sections of No-Stopping at unsignalised intersections where safe and compliant to do so. In term on-street parking, additional guide in potential locations near signalised intersection or Transport’s initiation in determining the potential locations would be welcomed.

The Council also appreciate the parking guidance provided for different context and levels of pedestrian activity, however, considerations for suggested walking space widths may be difficult to achieve given the constraints of existing street infrastructures in many locations. Council welcomes the proposed Transport “flying squad” model to assist site selection and delivery and encourages alignment of the final guidance, authorisation templates and digital geofencing tools so DBPAs can be mandated, monitored and enforced consistently across NSW.

With that said, access to data will be critical for Councils to be able to monitor the device utilisation and performance for fleet monitoring and management, but most importantly, monitoring deployment and parking space demand and supply to . Ability to easily establish the geo-fencing and parking locations through the platform should be a consideration for assessing appropriate shared mobility management platform. Finally, we note perceived inconsistencies across the legislation, draft regulation and guidance—particularly concerning fleet management, enforcement pathways, parking obligations, and data and reporting requirements. Council asks Transport to ensure full alignment and to publish a consolidated implementation manual that clearly distinguishes statutory requirements from guidance, cross-references provisions, and sets out end-to-end operational workflows for authorities and operators. This will reduce ambiguity, support compliance, and expedite local delivery from day one of the new framework.

Randwick City Council supports the objectives of the reform and is committed to working with Transport and neighbouring councils to implement a safe, accessible and accountable micromobility system. Addressing the matters above—consultation timing, the design and governance of dynamic fleet management, appeal rights, publication of all supporting guidance, fee allocation and cost recovery, practical enforcement levers, DBPA delivery, and alignment across instruments will significantly improve deliverability and community confidence.

We welcome ongoing engagement, including roundtables on fleet management and parking, and look forward to Transport's response to this submission.

Eva Havenstein
Manager Engineering Services
eva.havenstein@randwick.nsw.gov.au

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<p>English</p> <p>If you need help to understand this letter, please come to Council's Customer Service Centre and ask for assistance in your language or you can contact the Telephone Interpreter Service (TIS) on 131 450 and ask them to contact Council on 1300 722 542.</p>	<p>Greek</p> <p>Αν χρειάζεστε βοήθεια για να καταλάβετε αυτή την επιστολή, παρακαλείστε να έρθετε στο Κέντρο Εξυπηρέτησης Πελατών της Δημαρχίας (Council Customer Service Centre) και να ζητήσετε βοήθεια στη γλώσσα σας ή τηλεφωνήστε στην Τηλεφωνική Υπηρεσία Διερμηνέων (Telephone Interpreter Service — TIS) τηλ. 131 450 και να ζητήσετε να επικοινωνήσουν με τη Δημαρχία τηλ. 1300 722 542.</p>	<p>Italian</p> <p>Se avete bisogno di aiuto per capire il contenuto di questa lettera, recatevi presso il Customer Service Centre del Municipio dove potrete chiedere di essere assistiti nella vostra lingua; oppure mettetevi in contatto con il Servizio Telefonico Interpreti (TIS) al 131 450 e chiedete loro di mettersi in contatto col Municipio al 1300 722 542.</p>
<p>Croatian</p> <p>Ako vam je potrebna pomoć da biste razumjeli ovo pismo, molimo dođite u Općinski uslužni centar za klijente (Council's Customer Service Centre) i zatražite pomoć na svom jeziku, ili možete nazvati Telefonsku službu tumača (TIS) na 131 450 i zamoliti njih da nazovu Općinu na 1300 722 542.</p>	<p>Spanish</p> <p>A la persona que necesite ayuda para entender esta carta se le ruega venir al Centro de Servicios para Clientes [Customer Service Centre] de la Municipalidad y pedir asistencia en su propio idioma, o bien ponerse en contacto con el Servicio Telefónico de Intérpretes ["TIS"], número 131 450, para pedir que le comuniquen con la Municipalidad, cuyo teléfono es 1300 722 542.</p>	<p>Vietnamese</p> <p>Nếu quý vị không hiểu lá thư này và cần sự giúp đỡ, mời quý vị đến Trung Tâm Dịch Vụ Hướng Dẫn Khách Hàng của Hội Đồng Thành Phố (Council's Customer Service Centre) để có người nói ngôn ngữ của quý vị giúp hay quý vị có thể liên lạc Dịch Vụ Thông Dịch qua Điện Thoại (TIS) ở số 131 450 và yêu cầu họ liên lạc với Hội Đồng Thành Phố (Council) ở số 1300 722 542.</p>
<p>Polish</p> <p>Jeśli potrzebujesz pomocy w zrozumieniu treści tego pisma, przyjdź do punktu obsługi klientów (Customer Service Centre) przy Radzie Miejskiej i poproś o pomoc w języku polskim, albo zadzwoń do Telefonicznego Biura Tłumaczy (Telephone Interpreter Service — TIS) pod numer 131 450 i poproś o skontaktowanie się z Radą Miejską (Council) pod numerem 1300 722 542.</p>	<p>Indonesian</p> <p>Jika Anda memerlukan bantuan untuk memahami surat ini, silakan datang ke Pusat Pelayanan Pelanggan (Customer Service Centre) Pemerintah Kotamadya (Council) dan mintalah untuk bantuan dalam bahasa Anda, atau Anda dapat menghubungi Jasa Juru Bahasa Telepon (Telephone Interpreter Service - TIS) pada nomor 131 450 dan meminta supaya mereka menghubungi Pemerintah Kotamadya pada nomor 1300 722 542.</p>	<p>Turkish</p> <p>Bu mektubu anlamak için yardima ihtiyaciniz varsa, lütfen Belediye'nin Müşteri Hizmetleri Merkezi'ne gelip kendi dilinizde yardım isteyiniz veya 131 450'den Telefonla Tercüme Servisi'ni (TIS) arayarak onlardan 1300 722 542 numaradan Belediye ile ilişkiye geçmelerini isteyiniz.</p>
<p>Hungarian</p> <p>Amennyiben a levél tartalmát nem érti és segítségre van szüksége, kérjük látogassa meg a Tanácsház Ügyfél Szolgálatát (Customer Service Centre), ahol magyar nyelven kaphat felvilágosítást, vagy hívja a Telefon Tolmács Szolgálatot (TIS) a 131 450 telefonszámon és kérje, hogy kapcsolják a Tanácsházat a 1300 722 542 telefonszámon.</p>	<p>Czech</p> <p>Jestliže potřebujete pomoc při porozumění tohoto dopisu, navštivte prosím naše Středisko služeb pro veřejnost (Council's Customer Service Centre) a požádejte o poskytnutí pomoci ve vaší řeči anebo zavolejte Telefonní tlumočnickou službu (TIS) na tel. čísle 131 450 a požádejte je, aby oni zavolali Městský úřad Randwick na tel. čísle 1300 722 542.</p>	<p>Arabic</p> <p>إذا أردت مساعدة لفهم هذه الرسالة، نرجوك الحضور إلى مركز خدمة عملاء المجلس وأطلب المساعدة في لغتك، أو يمكنك الاتصال بخدمة الترجمة الهاتفية (TIS) على هاتف رقم 131 450 وأطلب منهم الاتصال بالمجلس على رقم 1300 722 542.</p>
<p>Chinese</p> <p>如果你需要人幫助你了解這封信的內容，請來市政會顧客服務中心要求翻譯服務，或者與電話傳譯服務 (TIS) 聯繫，號碼是 131 450。請他們幫助你打電話給市政會，號碼是 1300 722 542。</p>	<p>Russian</p> <p>Если Вам требуется помощь, чтобы разобраться в этом письме, то, пожалуйста, обратитесь в Муниципальный Центр Обслуживания Клиентов и попросите оказать Вам помощь на Вашем языке или же Вы можете позвонить в Телефонную Службу Переводчиков (TIS) по номеру 131 450 и попросить их связаться с Муниципалитетом по номеру 1300 722 542.</p>	<p>Serbian</p> <p>Ako vam treba pomoć da razumete ovo pismo, molimo vas da dođete do Centra za usluge mušterijama pri Opštini (Customer Service Centre) i zamolite ih da vam pomognu na vašem jeziku, ili možete nazvati Telefonsku prevodilačku službu (TIS) na 131 450 i zamolite ih da vas povežu sa Opštinom na 1300 722 542.</p>

Director City Services Report No. CS17/26

Subject: Response to Notice of Motion NM12/25 - Heffron Centre Restricted Parking

Executive Summary

- This report responds to a Notice of Motion from Cr Rosenfeld in relation to Heffron Centre Restricted Parking resolved by Council (Cr Rosenfeld / Cr Burst) on the 25 February 2025.
- Community consultation on the proposed timed parking restrictions at the Heffron Centre carpark indicated that the majority of respondents do not support the introduction of either 2-hour or 4-hour limits.
- Parking occupancy surveys show that peak demand occurs on Saturdays, reaching approximately 80-90%, while demand outside peak periods remains below 80%.
- Introducing timed parking is likely to displace long-stay parking to surrounding streets, particularly Bunnerong Road, potentially impacting traffic flow on this State Road.
- Based on the above, the introduction of timed parking restrictions is not recommended.

Recommendation

That Council:

- a) note the outcome of the community consultation and parking occupancy survey; and
- b) note the existing parking arrangements at the Heffron Centre carpark remain unchanged.

Attachment/s:

1. [LINK TO VIEW](#) Community Consultation Report - Heffron Centre car park

Purpose

At the Ordinary Council Meeting held on 25 February 2025, Council resolved:

RESOLUTION: (Rosenfeld/Burst) that Council:

- a) ask for a report into the idea of limiting parking at the Heffron Centre to four hours with consideration of exemptions; and
- b) the report is to involve community consultation.

The purpose of this report is to respond to Notice of Motion and present the findings of community consultation and parking investigations regarding the potential introduction of timed parking restrictions at the Heffron Centre carpark.

Discussion

In response, Council undertook community consultation between 3 December 2025 and 22 January 2026 (seven weeks). The results indicated that;

- 56% of respondents opposed or strongly opposed the introduction of a 4-hour parking restriction,
- and 57% opposed or strongly opposed a 2-hour restriction on Saturdays.

As part of the consultation, respondents were also asked to comment on the appropriateness of existing allocations for staff, mobility impaired, electric vehicle, and motorcycle parking. The results showed that 53% considered the current provision appropriate, while 17.4% did not and 29.5% were unsure. These results suggest that changes to the current allocation are not supported by the majority of respondents.

Council also engaged a consultant to assess parking conditions at the Heffron Centre carpark. A four-day occupancy survey was undertaken in June 2025, with the highest demand recorded on Saturday 21 June 2025.

During the Saturday peak period (8:45am to 12:30pm), parking occupancy reached approximately 80–90%. Outside of this period, occupancy remained at or below 80%.

The survey also identified that approximately 38% of vehicles on Saturdays remained parked for more than two hours. While this indicates the presence of long-stay parking, the introduction of timed restrictions may result in displacement of these vehicles to surrounding streets, particularly Bunnerong Road. This may increase parking demand on the surrounding road network and adversely affect traffic flow on this State Road.

Based on the consultation outcomes and observed parking demand, the introduction of timed parking restrictions is not considered necessary or beneficial.

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 parking system that balances the needs of residents, businesses, visitors and workers
Objective	Effectively manage parking to achieve a maximum 85% peak occupancy for time limited parking.

Delivery program commitment	Investigate emerging parking / guidance systems and implement solutions to balance accessibility and turnover, and reduce congestion and emissions from circulating vehicles by 2029.
Delivery program commitment	Work with stakeholders to better manage parking with the aim of reducing private vehicle trips, in the local area by 2029.
Delivery program commitment	Review DCP car parking rates, particularly in areas with regular public transport services.

Risks

Risk	Risk Mitigation
Traffic and transport network performance	Maintain existing arrangements to avoid displacement of parking demand to surrounding streets.
Community satisfaction	Recommendation aligns with outcomes with community consultation results
Operational effectiveness	Decisions are based on observed parking data and an independent consultant assessment.

Resourcing Strategy implications

There are no financial implications associated with this recommendation.

Policy and legislative requirements

The proposal has been considered in accordance with relevant Transport for NSW guidelines and applicable road and parking management legislation.

No changes to existing policies or regulatory approvals are required to maintain the current parking arrangements.

Conclusion

Community consultation results and parking occupancy data do not support the introduction of timed parking restrictions at the Heffron Centre Carpark.

Maintaining the existing parking arrangements will avoid unnecessary impacts on surrounding streets and ensure alignment with community expectations.

Responsible officer: Amir Lahouti, Transport Engineer

File Reference: F2025/00308

Director City Services Report No. CS18/26

Subject: Response to Council Resolution NM 51/25 – Investigation of Off-Leash Dog Areas at Latham Park and Gollan Park, South Coogee

Executive Summary

- This report responds to a notice of motion from Cr Wilson, in relation to new off leash dog parks in South Coogee which was resolved by Council (Cr Wilson / Cr Asgari) at the 27 May 2025 Council meeting.
- Both locations have been assessed against established criteria used by Council to determine the suitability of off-leash dog areas, including park size, surrounding context, safety, amenity impacts, and capacity to manage shared use.
- Latham Park meets the majority of these criteria and is supported for further investigation, subject to community engagement.
- Gollan Park does not meet key suitability criteria due to its small size, close residential interface, and limited ability to accommodate off-leash use without unacceptable amenity impacts.

Recommendation

That Council:

- a) endorse a fenced off-leash dog partial area at Latham Park Lower (Henning Avenue, South Coogee) to progress to community consultation;
- b) note that a report will be brought back to Council with the results of the community consultation; and
- c) note that Gollan Park is not supported as a location for off-leash dog recreation based on site-specific constraints and potential amenity impacts.

Attachment/s:

Nil

Purpose

At the ordinary meeting on 27 May 2025, Council resolved:

RESOLUTION (Wilson/Asgari): *That Council Officers investigate the creation of an off-leash dog park in:*

- a) *the part of Latham Park in Henning Avenue, South Coogee next to the Latham Park Tennis Centre, with some fencing between this section and the sports fields to be looked at in the report; and*
- b) *a section of Gollan Park, South Coogee.*

This report provides the background information and assessment required to inform Council's consideration of the above resolution.

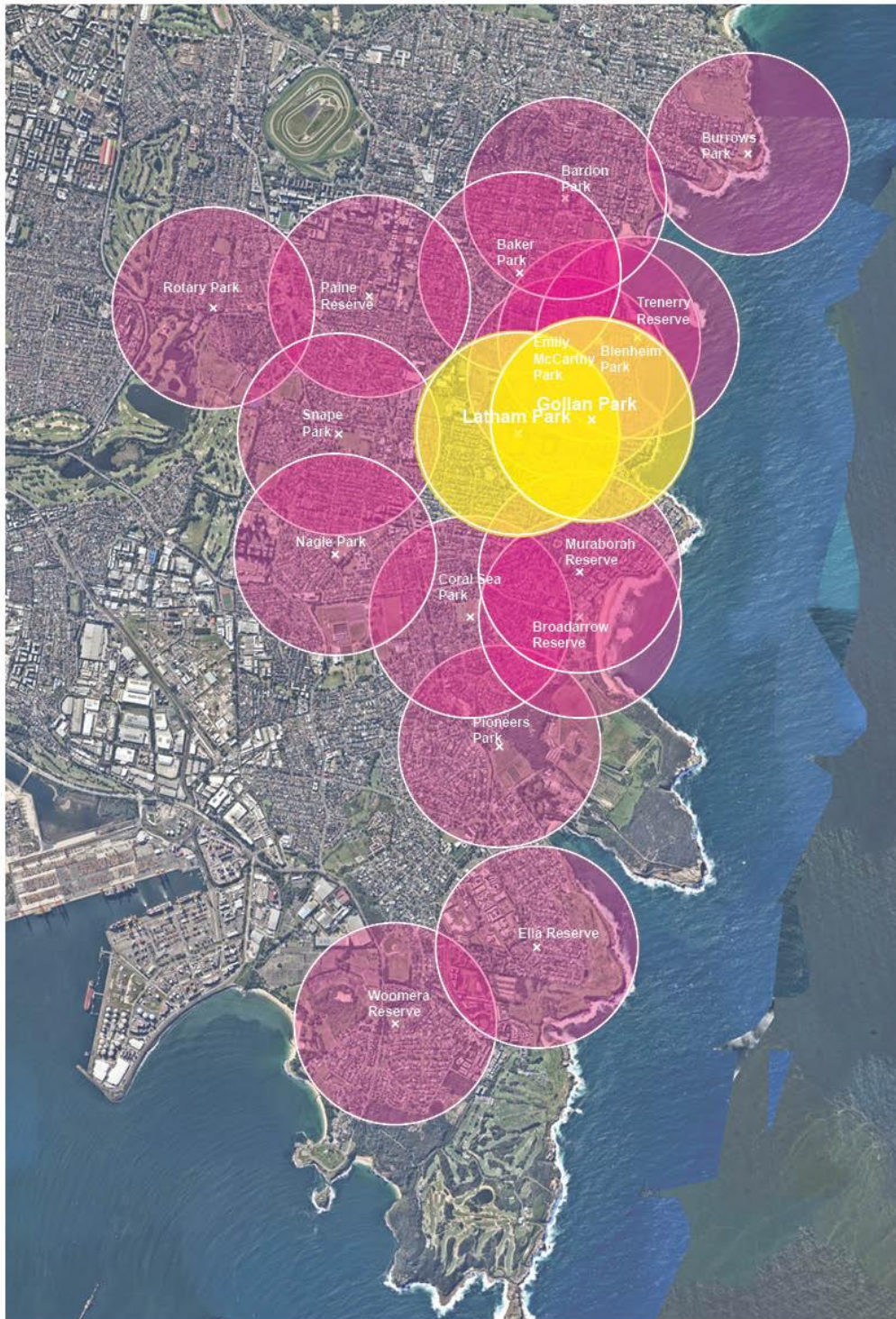
Discussion

Guiding Criteria for Site Selection

In assessing potential locations for off-leash dog areas, Council applies a consistent set of guiding criteria to ensure that sites contribute to a safe, equitable, and well-distributed network across the Local Government Area (LGA).

Dog off-leash areas should be located where they:

- Are consistent with the relevant / applicable site Plan of Management principles
- Provide equitable geographic coverage across the LGA.
- Are within a reasonable (800m) walkable catchment of residential neighbourhoods.
- Minimise conflict with other recreational or environmental uses.
- Respect cultural and heritage constraints.
- Address demand in high-density or under-served communities.
- Can be safely and effectively managed through appropriate design and operations.



Map of existing off leash dog park locations (Pink) and proposed locations (Yellow) with 800m radius

In addition, Council applies a tiered approach to fencing. Not all off-leash areas will be fully fenced. Fencing is prioritised where safety, containment, or user comfort require it.

Fenced areas are appropriate for:

- Parks near busy roads or high-use facilities.
- Sites with heritage or environmental sensitivities where containment is essential.
- Regional or high-density catchments where user numbers and risk are greater.

- The site is in a lower-density neighbourhood.
- Natural boundaries provide sufficient containment.
- Shared use can be safely managed without physical barriers.

This approach recognises that full fencing across all sites is not always financially feasible and ensures resources are directed where they provide the greatest safety and community benefit.

Latham Park – Henning Avenue, South Coogee

The section of Latham Park adjacent to the Latham Park Tennis Centre has been assessed against the adopted criteria and is **supported for further investigation**.

Key considerations include:

- **Equitable geographic coverage / walkable catchment:** The surrounding residential area is not currently well served by off-leash dog areas within an 800m walkable catchment. Designation at this location would help to fill a geographic gap in the off-leash network
- **Minimising conflict:** Formalising an off-leash area at this location would assist in redirecting dogs away from synthetic sports fields, where off-leash use is currently problematic, and into a purpose-designed space.
- **Childcare interface and safety:** Establishing a clearly defined off-leash area set back from the childcare centre, with fencing that directs dog owners to the opposite side of the park, would reduce the likelihood of dog-related conflicts—particularly during peak drop-off and pick-up times when pedestrian activity, including young children, is highest.
- **Management and fencing:** A partially fenced approach would enable safe and effective management given nearby sports fields, the childcare centre, and expected use. Existing fencing and the natural batter can be utilised, requiring only one new fence while retaining the park's open character.

Further investigation would include community consultation and costing.



Approximate location of Latham Park proposed off-leash area

Gollan Park – South Coogee

Gollan Park was investigated in response to Council’s resolution; however, assessment against the criteria — particularly equitable geographic coverage and network proximity — indicates that it is not a suitable location for an off-leash dog area.

Key considerations include:

- **Geographic coverage and proximity:** Gollan Park is located within close proximity to several existing off-leash dog areas, including the proposed Latham Park. As a result, designation at this site would not materially improve access at a neighbourhood or LGA scale, whereas Latham Park fills a geographic gap (see attached plan).
- **Network efficiency:** Establishing an additional off-leash area at this location would concentrate facilities within the same catchment, rather than addressing under-served areas elsewhere in the LGA.
- **Park size, safety and shared use:** The small, road-bounded park is heavily used by children from the neighbouring school and playground. Safe off-leash use would require full fencing, effectively converting the space into a dog-only park and creating unacceptable conflict with its intended shared-use function.

Based on these factors, Gollan Park does not meet several of the adopted site-selection criteria and is not supported as a location for off-leash dog recreation.



Gollan Park

Operational resourcing and ongoing management

Each additional off-leash dog area requires ongoing operational investment, including the installation and servicing of waste bins, provision of dog waste bags, increased maintenance of turf and infrastructure, and higher levels of monitoring and compliance. New sites also typically generate an increased volume of customer requests and complaints, resulting in additional staff time and ongoing upkeep costs. These factors must be considered alongside site suitability to ensure new facilities can be sustainably managed over time. While Council recognises the benefits that off-leash dog areas can provide to many members of the community, it is necessary to strike a careful balance between user needs and the sustainable management of Council assets and financial resources.

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	Continue to provide and enhance dog off-leash locations across the local area.

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Risks

Risk	Mitigation
Community and Stakeholder Confidence - Community opposition to the proposed partially fenced off-leash area at Latham Park from nearby residents, park users or the adjacent childcare centre.	Undertake targeted community consultation prior to installation and incorporate design responses such as fencing alignment, setbacks, signage and access points to address concerns.
Public Safety and Amenity - Potential conflicts between dog owners, children, sports field users and other park users if off-leash activity is not appropriately managed.	Clearly define the off-leash area through partial fencing, signage and layout. Apply operational controls consistent with the Companion Animals Act.
Operational and Financial Sustainability - Increased operational costs and staff resourcing associated with maintenance, monitoring and compliance of an additional off-leash area.	Confirm capital and operational funding and monitor usage and maintenance impacts to inform ongoing service planning.

Resourcing Strategy implications

Should Council support the recommendation of this report and community consultation shows support for the proposal at Latham Park a funding allocation for the new fencing works will be included in a future capital works program.

Policy and legislative requirements

- NSW Companion Animals Act 1998 – provides the legislative framework for the management of dogs in public places, including Council’s authority to designate off-leash areas and its responsibility to ensure public safety and amenity.
- Randwick City Council Open Space and Recreation Strategy – guides the equitable provision and management of open space to balance competing uses and community needs.
- Randwick City Council Community Strategic Plan – supports inclusive, safe, and well-managed public spaces that meet the needs of diverse community groups.

Conclusion

This report applies a sensible criterion for off-leash dog areas, with a focus on equitable geographic coverage, proximity to existing facilities, shared use, safety, and sustainable management.

Latham Park is supported for further investigation as it fills a gap in the off-leash network, improves access for an under-served catchment, and helps address existing conflicts associated with informal dog use near sports fields and the adjacent childcare centre. Any progression would be subject to detailed design, community engagement, and a further report to Council.

Gollan Park is not supported as it is located close to the proposed off leash at Latham Park (and others) and would not materially improve network coverage. Its small size, proximity to roads and a playground, and higher management and resourcing requirements mean it does not represent an efficient or appropriate location.

While off-leash dog areas provide some community benefits, Council must balance these benefits with broader user needs and its responsibilities for safe, equitable, and sustainable management of public open space.

Responsible officer: Ross Mills, Coordinator Sustainable Transport & Open Spaces

File Reference: F2006/00538

Director City Services Report No. CS19/26

Subject: Plan of Management for Community Land - Council Owned and Crown Reserves

Executive Summary

- At the ordinary meeting on the 22 November 2022, council resolved (Hamilton/D'Souza) to endorse the Draft Plan of Management for Community Land – Council Owned and Crown Reserves to be placed on public exhibition.
- Council also resolved for amendments to be made to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves as required and reported back to Council for final adoption.
- The amendments made to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves are presented in this report for Council consideration

Recommendation

That:

- a) the amendments made to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves are received and noted.
- b) the Plan of Management for Community Land – Council Owned and Crown Reserves be endorsed for final adoption and considered in future capital works programs.
- c) a final version of the Plan of Management for Community Land – Council Owned and Crown Reserves is provided to Crown Lands.

Attachment/s:

1. [LINK TO VIEW](#) Final Draft Generic Randwick PoM - Draft Plan of Management for Community Land - April 2026

Purpose

At the ordinary meeting on 22 November 2022, Council resolved:

RESOLUTION: *(Hamilton/D'Souza) that:*

- a) *Council notes the Native Title Manager advice report related to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves which supports the draft Plan of Management being submitted for owner's consent for crown reserves and for adoption by council;*
- b) *Council endorses the Draft Plan of Management for Community Land – Council Owned and Crown Reserves being placed on public exhibition upon securing landowners' consent from NSW Government Department of Planning and Environment - Crown Lands;*
- c) *Council conducts public exhibition of the Draft Plan of Management for Community Land – Council Owned and Crown Reserves including a public hearing for community land owned by council; and*
- d) *amendments are made to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves as required and reported back to Council for final adoption.*

This report responds to item d) of the above resolution and provides an update and status of submissions and amendments made to the Draft Plan of Management for Community Land – Council Owned and Crown Reserves and presents a final version, following public exhibition, public hearing and feedback, for adoption by Council.

Discussion

Following the process outlined in the Local Government Act and Crown Lands Management Act, as summarised in Director City Services Report No. CS57/22, Council is required to adopt Plans of Management (PoM) for Community Land—both Council-owned and Crown Reserves.

The process included:

- Drafting the PoM
- Submitting it to the Minister for Crown Lands for consent
- Receiving Ministerial approval of the draft PoM
- Reporting to Council
- Placing the draft on public exhibition
- Holding a public hearing
- Making amendments based on community feedback

The PoM is now ready and seeking Council adoption. A final version will be submitted to Crown Lands. Following adoption, the final PoM will be submitted to Crown Lands for their records and to formally confirm Ministerial approval under the Crown Land Management Act. Upon confirmation, the PoM will come into effect and be used to guide the ongoing management of the relevant Crown reserves.

Community consultation

A total of 58 submissions were received in response to the public exhibition.

The majority of submissions related to Snape Park land categorisation. Snape Park is community land owned by Randwick City Council. It has been listed as a sportsground in the District Park Generic Plan of Management since 1990, and the land category shown in the draft Plan of Management was retained.

Despite this classification, Council has supported a balance of both passive and active recreational uses at Snape Park.

In response to community feedback received during the public exhibition period, Council amended the draft PoM to recategorise the western section of Snape Park as ‘Park’. This recategorization provides clearer alignment with the existing and intended predominantly passive recreational use of the western portion of the site and ensures that future uses, development and management of this area are assessed against the core objectives for ‘Park’ land under the Local Government Act.

The amendment does not affect existing sporting uses or facilities in other parts of Snape Park, nor does it introduce new restrictions beyond those already consistent with Council’s current management approach. Rather, it improves clarity, consistency and community understanding within the Plan of Management by better reflecting how the land is used and valued.

An update to the “Open Space Hierarchy” table was also made to be consistent with the Open Space Recreational Needs Study, changing the classification of Bardon Park to a local park. This change has no material implications. It is a strategic planning alignment that does not affect zoning, land categorisation, permitted uses or existing facilities, and simply clarifies Bardon Park’s role as a local, neighbourhood-serving park.

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 that is healthy and active
Objective	Maintain a community satisfaction rating for coastal open spaces, coastal walkway, playgrounds and parks of 97%.
Delivery program commitment	Review existing Plans of Management and administer the use of Council's property and land assets to comply with legislation and ensure the parks management and use reflects current and future community needs.

Risks

Risk	Mitigation
Restriction on activities permitted within reserves and parks covered under the Plan of Management for Community Land – Council Owned and Crown Reserves.	Until updated Plan of Management (PoM) for Community Land is adopted, the activities permitted may be restricted. PoM has been updated and is recommended for Council adoption and forwarding to Crown Lands.
Failure to update Plan of Management within the timeframes expected by Crown Lands.	PoM has been updated in consultation with Crown Lands. Subject to Council resolution the final version of the plan is ready for submission to Crown Lands.

Resourcing Strategy implications

The Draft Plan of Management for Community Land – Council Owned and Crown Reserves has been prepared using funds allocated in the existing budget. Public exhibition and the associated consultation processes have already been completed as part of this program of work.

Policy and legislative requirements

- Local Government Act 1993
- Local Government (General) Regulation 2005
- Crown Land Management Act 2016
- Crown Land Management Regulation 2018
- Native Title Act 1993
- Practice Note No 1 – Public Land Management. Open Space and Recreation Needs Study 2020 and Strategy 2021
- Informing Strategy: Environment Strategy 2021
- Informing Strategy: Open Space and Recreation Strategy 2021
- Community Strategic Plan 2025-2026.

Conclusion

In response to a Council resolution, and previous report describing the scope, requirements and approval process for Plans of Management under the CLM Act 2016 and the LG Act 1993, this report completes the process for the development and adoption of the Plan of Management and seeks adoption of the final version.

Responsible officer: Ross Mills, Coordinator Sustainable Transport & Open Spaces

File Reference: F2025/00341

Director Community & Culture Report No. CC6/26

Subject: Proposed Public Art Guidelines

Executive Summary

- In response to a Council resolution (MM 20/22) from Mayor Dylan Parker at the 28 June 2022 Council meeting and (CC1/25) from Councillors Veitch and Magner, at the 25 February 2025 Ordinary Council Meeting, this Report summarises and proposes a simplified Public Art Plan for practical usage, including protocols for murals, laneways and developer-led public art, prior to going on public exhibition.
- The Public Art Guidelines attached to this Report provide a clear set of standards, governance pathways and protocols for the full lifecycle of public art. The comprehensive document spans commissioning, consultation, implementation, maintenance, and decommissioning by various stakeholders including Council, community and developers.
- The draft Guidelines have been developed collaboratively with key stakeholders across Council including Strategic Planning, Development Assessment, Engineering Services, Economic Development and Placemaking, Compliance, Audit and Communications. The Guidelines have also been presented to the Arts and Culture Advisory Committee.
- As a result of internal consultation and external sector benchmarking, the document is proposed to be named 'Public Art Guidelines' in lieu of the original 'Public Art Plan'.
- The draft Public Art Guidelines are underpinned by Council's Arts and Culture Strategy and support delivery of the Strategy's outcomes for a creative and culturally rich city and lifelong creative participation.
- The primary audience for the Guidelines are the diverse internal Council stakeholders involved in the development and management of Public Art. However, the Guidelines also offer accessible guidance for external audiences including developers, and community members wishing to initiate public art projects.
- The Public Art Guidelines provide a pathway for internal and external stakeholders to commission new murals, while recommending investigation of new funding pathways for murals through Council's Community Investment Program.
- This report presents the draft Public Art Guidelines for Council's endorsement prior to undergoing public exhibition.

Recommendation

That Council:

- a) endorse the draft Public Art Guidelines and approve the document to proceed to public exhibition; and
- b) note that following public exhibition a further report will be presented to Council seeking final adoption of the Public Art Guidelines.

Attachment/s:

1. [LINK TO VIEW](#) Draft Public Art Guidelines April 2026

Purpose

At the Ordinary Meeting of 28 June 2022, Council resolved:

RESOLUTION: (Mayor, Cr D Parker) that Council:

- a) notes the Public Art Plan is being updated and implemented this year in line with Council's Arts and Culture Strategy; and
- b) considers the Inner West Council's Perfect Match Street Art program model in the development of the Public Art Plan.

At the Ordinary Meeting of 25 February 2025, Council resolved:

RESOLUTION: (Veitch/Magner) that Council:

- a) receive and endorse the Cultural Vision;
- b) note the engagement of a creative design agency to develop the Cultural Vision visual identity;
- c) note the engagement of an arts policy specialist to simplify the draft Public Art Plan with protocols for Murals, Laneways and Developer Art for practical usage, to come back to Council prior to going on public exhibition; and
- d) approve the establishment of a specialist Public Art Panel via targeted EOI to guide current and future public art proposals.

Responses to the points above are covered in the body of the report, noting that instead of engaging an arts policy specialist externally the updated document has been developed by staff.

This report presents the proposed new Public Art Guidelines to Council for endorsement to proceed to public exhibition and outlines the next steps toward final adoption and implementation.

Discussion



Image: *Multi-Headed Reclining Figure*, Ramesh Mario Nithiyendran, 2025.
Photograph Mark Pokorny. Commissioned via Voluntary Planning Agreement.

Context and Strategic Alignment

Council's approach to public art is guided by the Arts and Culture Strategy 2022-2032, which establishes a ten-year vision for a creative and culturally rich city that is innovative, inclusive and recognised nationally. The Cultural Vision endorsed by Council in February 2025 articulates the curatorial intent for public art in Randwick, grounded in people, place and stories.

The proposed Public Art Guidelines will be the operational mechanism through which these strategic commitments are delivered. They will ensure that public art commissions reflect the themes identified in the Strategy and Cultural Vision, including stories from Country, belonging and identity, nature, climate and place, and moments that have shaped Randwick. The former Public Art Strategy 2010 no longer reflects contemporary practice, increased developer contributions, or the diversity of public art typologies now being delivered.

The draft Public Art Plan prepared by external consultants in 2023 aimed to provide a strong conceptual foundation informed by community consultation, however on review it required further operational detail, and expansion, to ensure practical application within Council processes and policies.

The Public Art Guidelines have been developed in response to the above issues and needs. They are not a policy or strategic document, but establish standards, processes and governance pathways across the full lifecycle of public artworks. Transparent and efficient processes support high quality Council commissions while also providing clear guidance for private proponents of public art projects.

From Public Art Plan to Public Art Guidelines

The proposed name change from Public Art Plan to Public Art Guidelines reflects its function as a standards and processes document rather than a policy or strategy.

This is in line with other councils across NSW such as City of Sydney, who have specific guideline documents for processes such as Acquisitions and Deaccession Guidelines (2010), Public Art in Private Developments Guidelines (2006), as separate to their Public Art Policy (2016).

Georges River Council also has a Public Art Guidelines for Developers separate to their Public Art Policy (2020).

Scope of the proposed Public Art Guidelines

The Public Art Guidelines is a comprehensive document providing information across the following areas:

- Council-commissioned public art, including procurement methodologies, assessment panels, artist fees, concept and detailed design requirements, installation protocols and launch procedures.
- Lifecycle management, including maintenance responsibilities, decommissioning principles and alignment with Council's Asset Disposal Policy.
- Donations and acquisitions, including assessment criteria and governance oversight.
- Murals and street art, including guidance for both Council-led and privately initiated projects.
- Laneway activations, aligned with Council's Economic Development Strategy.
- Developer-led public art and creative hoardings delivered through conditions of consent under the Development Control Plan, including milestone documentation and approvals processes.

The Guidelines also clarify the advisory role of the Public Art Advisory Panel and provide transparent internal review pathways for public art proposals.

Public Art Advisory Panel

In February 2026 a specialist Public Art Panel was established via targeted EOI to provide independent specialist advice on current and future public art proposals across the Randwick Local Government Area. Councillors were informed of the panellists via the General Manager's Update, 6 February 2026.

The Panel comprises practitioners with expertise in First Nations cultural practice, youth representation, public art management, architecture and design, large-scale mural practice and strategic placemaking. Identified First Nations and youth positions ensure diverse cultural and generational perspectives inform advice to Council.

The Panel provides advisory, non-binding recommendations at key project milestones, including artist selection, concept development and detailed design. Final decision-making authority remains with Council or delegated officers in accordance with existing governance frameworks.

Implementation and Governance of the Guidelines

The draft Public Art Guidelines are designed to integrate with existing Council systems and processes. The document aligns with Council's Procurement Policy, Development Assessment processes and Asset Disposal Policy to ensure public art projects are managed in a consistent, ethical and compliant manner.

For developer-led public art, the Guidelines clarify milestone documentation requirements under Chapter B15 of the Randwick Development Control Plan (currently on exhibition until 5 March 2026) and establish review pathways involving the Arts and Culture team and, where appropriate, the Public Art Advisory Panel.

Relevant service units will be briefed on their responsibilities under the Guidelines, and approval pathways embedded within existing workflows. This approach ensures the Guidelines are incorporated into Council operations, rather than functioning as a standalone document.



Image: *Shimmer*, Re-Right Collective (Dennis Golding and Carmen Glynn-Braun), 2023.
Photograph courtesy Council.

First Nations Consultation and Cultural Protocols

The Public Art Guidelines embed early consideration of First Nations consultation in all public art projects, recognising that all public artworks within the Randwick Local Government Area are located on Aboriginal land.

The Guidelines reference best practice in relation to Indigenous Cultural and Intellectual Property and require appropriate permissions and consultation where cultural knowledge, stories or imagery are proposed to be incorporated into artworks.

This approach aligns with Council's Arts and Culture Strategy and broader commitments to reconciliation including the Reconciliation Action Plan, ensuring that cultural authority, respect for Country and ethical practice are embedded within public art delivery.

Consultation

In drafting the Public Art Guidelines, internal consultation was undertaken with Strategic Planning, Development Assessment, Engineering Services, Economic Development and Placemaking,

Compliance, Audit and Communications. This ensured that the processes outlined in the Guidelines align with existing statutory obligations, procurement requirements, development assessment processes and asset management frameworks. Where the Guidelines affect operational responsibilities of specific teams, those processes have been reviewed and supported by the relevant service units.

The draft Public Art Guidelines were presented to the Arts and Culture Advisory Committee on Thursday 19 February 2026 at its Committee meeting.

The draft Public Art Guidelines were also presented to the newly established Public Art Advisory Panel at its inaugural meeting on Tuesday 3 March 2026. The Panel was briefed on the scope, intent and governance pathways contained within the document and provided initial feedback consistent with its advisory role.

Following Council's endorsement to proceed to public exhibition, the draft Public Art Guidelines will be placed on public exhibition in accordance with Council's community engagement requirements. Submissions received during the exhibition period will be reviewed and any amendments incorporated where appropriate before the final document is brought back to Council for consideration and adoption.

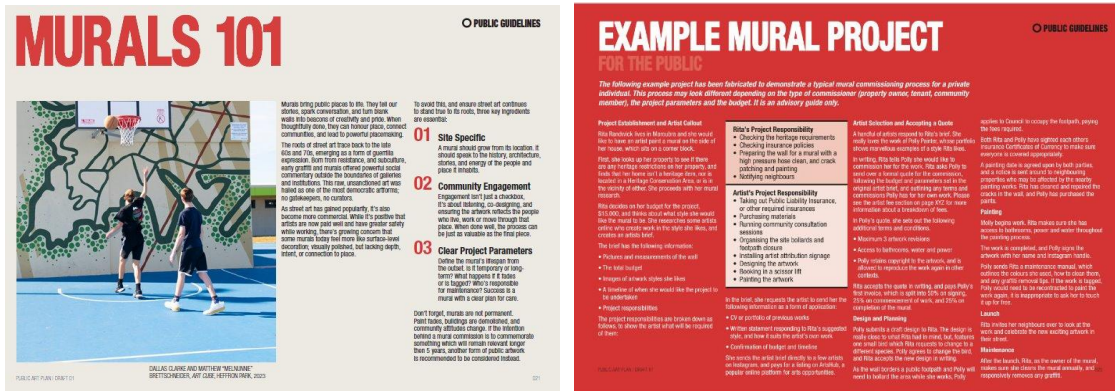


Image: Part of the Public Art Guidelines focused on murals and street art.

Street Art Commissioning Program

At its Ordinary Meeting on 28 June 2022, Council resolved to consider Inner West Council's Perfect Match street art program model in the development of the Public Art Plan.

The *Perfect Match* program was originally developed by Inner West Council as a graffiti reduction initiative, pairing property owners experiencing persistent tagging with artists who delivered murals as a preventative response. The program operates as a centrally managed model, with Council coordinating artist selection, program funding, stakeholder liaison and project delivery across private sites. While effective within the Inner West context, it was established in response to specific levels of graffiti and property typologies that differ from Randwick's local conditions.

The Public Art Guidelines respond to this Resolution by embedding a comprehensive mural commissioning framework that supports both Council and the community to deliver high quality street art outcomes across the Randwick LGA. Rather than establishing a standalone program, the Guidelines provide practical and scalable processes that integrate with existing governance and funding structures for Council officers while providing guidance to community for the commissioning of their own murals.

The document outlines clear procurement pathways, artist fee benchmarks aligned with industry standards, delineation of project responsibilities, heritage and development considerations, community engagement principles and lifecycle planning. This enables internal teams to initiate and deliver murals in a consistent and compliant manner.

The Guidelines also empower property owners, businesses and community groups to commission their own murals. Step-by-step guidance is provided on permissions, budgeting, artist engagement, contractual considerations and approval requirements. Proponents are directed to

Council's Community Creative Investment Program as a funding pathway to support mural delivery, strengthening the connection between street art and Council's broader cultural investment framework. As part of the review of Council's Community Investment Program in 2026, Council Officers will investigate an alternate funding stream dedicated to supporting the commissioning of street art and murals across the LGA.

Through this approach, Council establishes the conditions for a thriving and vibrant street art culture that is responsive to local context, place-based stories and community initiative. By embedding mural processes into existing systems and empowering both internal teams and the community with clear guidance, Council can support an organic and sustainable growth of street art across Randwick.

In addition, the Arts and Culture team is collaborating with other Council units, including Open Spaces, to explore additional platforms and opportunities for street artists across civic infrastructure and public domain sites, broadening the avenues through which creative practice can be supported.

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 creative and culturally rich city that is innovative, inclusive and recognised nationally
Objective	Establish a strong cultural identity for the Randwick LGA that is inclusive of our diverse communities and recognises the contribution of First Nations people by 2031.
Delivery program commitment	Support the planning and/or delivery of public art across the City guided by the Cultural Vision and Public Art Plan.
Delivery program commitment	Diversify Council's program of cultural activities and events to allow broad coverage across the local area from 2025.
Outcome	A city where everyone can develop, express and enjoy creativity throughout their life
Objective	Increase the number of places by 20% that are available for people to participate in arts and culture by 2031, using the 2019 cultural mapping baseline.
Delivery program commitment	Increase by 20% the opportunities available to Council and external producers for outdoor performance and festivals, public art and creative programming to generate a lively street culture both day and night in each town centre by 2031.

Risks

Risk	Mitigation
<i>The Public Art Guidelines are not adopted or consistently applied across Council.</i>	The Guidelines have been developed in consultation with relevant service units and align with existing Procurement, Development Assessment and Asset Management processes. Internal briefings and embedded workflows will support consistent implementation.

Risk	Mitigation
<i>The sector and broader community do not engage with or understand the Public Art Guidelines.</i>	The document will undergo public exhibition in accordance with Council's community engagement requirements. A coordinated communications approach will inform key stakeholders, including developers, property owners, artists and community groups.
<i>Public art proposals involving cultural knowledge are not appropriately managed.</i>	The Guidelines embed early First Nations consultation and Indigenous Cultural and Intellectual Property protocols to ensure appropriate permissions and culturally respectful practice.

CC6/26

Resourcing Strategy implications

Placement of the Public Art Guidelines on public exhibition and subsequent review can be managed within existing operational resources.

Implementation of the Guidelines will be embedded within existing staff roles across the Arts and Culture team and relevant service units. No additional staffing resources are required to operationalise the document.

The Public Art Advisory Panel operates within the existing Arts and Culture operational budget.

An annual capital allocation is already identified within Council's capital works program to support implementation of public art commissions in accordance with strategic priorities.

Conclusion

The proposed Public Art Guidelines will provide Council with a clear and contemporary framework for the commissioning, delivery and management of public art across the City of Randwick.

They give operational effect to Council's Arts and Culture Strategy and Cultural Vision, establish transparent governance pathways and embed best practice processes across the lifecycle of public artworks.

Endorsement to proceed to public exhibition will enable community and sector feedback prior to final adoption, ensuring the Guidelines are robust, practical and aligned with Council's strategic objectives.

The adoption of the Public Art Guidelines will strengthen Council's capacity to support high quality public art outcomes that reflect place, community and cultural identity across Randwick.

Following adoption, Council will investigate alternative funding streams to support new mural and street art commissions, as well as revisit public art proposals from recent Council Resolutions.

Responsible officer: Emmaly Langridge, Head Arts and Culture

File Reference: F2023/00302

Director Community & Culture Report No. CC7/26

Subject: Disability Inclusion Action Plan

Executive Summary



- At its Ordinary Council Meeting on 13 December 2022, Council resolved (Veitch/Neilson) to adopt its second DIAP, covering the period 2022–2026.
- The NSW Disability Inclusion Act 2014 requires all public authorities to have a Disability Inclusion Action Plan (DIAP) that outlines measures to support people with disability to access services, facilities and opportunities to participate fully in community life. The authorising body is NSW Department of Communities and Justice.
- Inclusive Randwick Strategy. Section 1.1 outlines a commitment to develop community plans to address the needs of our diverse population, including people with disability.
- The DIAP 2022-2026 committed to 59 actions and 90% of these are currently completed with key initiatives embedded across services, facilities and organisational practice. Three actions are discontinued, and 3 are in-progress and will be carried forward to the next DIAP.
- Development of the DIAP 2026-2030 has commenced. This work is informed by consultation with people with disability, carers and service providers, alongside analysis of local data and a review of broader policy and major sector reforms. Preliminary insights have been workshopped with the Access and Older Person's Community Advisory Committee and Council's internal Disability Inclusion Working Group to inform the draft plan. To date, 501 individuals have been engaged, and consultations will continue throughout the public exhibition period.
- This report presents the Interim Community Engagement Report and the draft Disability Inclusion Action Plan 2026-2030 for Council's review, seeking endorsement for the plan to go on public exhibition.

Recommendation

That Council:

- a) notes the outcomes achieved under the DIAP 2022-2026;
- b) endorses the draft DIAP 2026-2030 to go on public exhibition;
- c) notes the final draft DIAP 2026-2030 will come back to Council following public exhibition, incorporating feedback received during the public exhibition period; and
- d) notes that the draft document is presented in a template format and will be professionally designed in final form.

Attachment/s:

1.  DIAP 2022-2026 Outcomes Report - 31 March 2026
2.  Interim DIAP Engagement Report - 31 March 2026
3. [LINK TO VIEW](#) Draft DIAP 2026-2030 - April 2026

Purpose

At its Ordinary Meeting on 13 December 2022, Council resolved to adopt the Disability Inclusion Action Plan 2022-2026.

RESOLUTION (Veitch/Neilson) that:

1. The Disability Inclusion Action Plan 2022-2026 be adopted subject to section 3.2 of the plan including a new point that Council sets targets for staff with a disability employed directly by Randwick City Council with increases over the next 4 years;
2. A review be conducted of council's Community Development budget with a view to substantially increase funding for this Business Unit in 2023-2024 and beyond;
3. Council commit to measurable improvements to the accessibility of the built environment and Council processes through the following actions:
 - a) Conduct Access Audits of all Council premises, infrastructure, parks, playgrounds, sporting facilities, kerbs and footpaths;
 - b) Provide comment on Development Applications with regard to Access to Premise, universal Design and under any other relevant standards;
 - c) Implement Access Audit recommendations through annual budget expenditure;
 - d) undertake a review of the accessibility of bus stops in the Randwick LGA;
 - e) provide accessible public toilets in locations identified through Access Audit;
 - f) ensure events organised by Council are accessible to all members of the community through the development of an accessibility checklist;
 - g) actively recruit interested community members and relevant organisations to join the Access Advisory Committee and publish minutes of the quarterly meetings in the Ordinary Council meeting business papers;
 - h) receive a report on these and other actions from the Disability Inclusion Action Plan on an annual basis.

In relation to the above resolution, item 1 & 3, the changes were made to the document and updates have been provided. This report outlines a recommendation to remove the target for staff with a disability employed by Council in the next iteration of the DIAP. Instead, as part of our Workforce Strategy and an identified working group we are recommending alternative ways to support staff with disability.

In relation to point 2, the Community Development budget has seen ongoing increases over each financial year;

Year	Increase amount	Percentage increase
2023/24 → 2024/25	Increase: \$171,388	12.59%
2024/25 → 2025/26	Increase: \$211,835	13.82%
Proposed 2025/26 → 2026/27	Increase: \$626,967	35.93%

This report responds to Section 1.1 of the Inclusive Randwick Strategy that outlines a commitment to develop community plans that address the needs of our diverse population, including people with disability. Council's Operational Plan 2024-2025 committed to progressing this work through item A24.1.1 'Implement Council's Disability Inclusion Action Plan' and item A24.1.2 'Report on implementation of the wide range of activities identified in the DIAP'.

This report presents the outcomes of the Disability Inclusion Action Plan (DIAP) 2022-2026 and presents the draft DIAP 2026-2030, seeking Council's endorsement for it to be placed on public exhibition.

Discussion

The NSW Disability Inclusion Act 2014 requires all Local Government organisations to have a Disability Inclusion Action Plan (DIAP) that outlines measures to support people with disability to access services, facilities and opportunities to participate fully in community life.

The DIAP aligns to the NSW Disability Inclusion Framework which is structured around four key focus areas:

- Attitudes and behaviours

- Liveable communities
- Employment
- Systems and processes

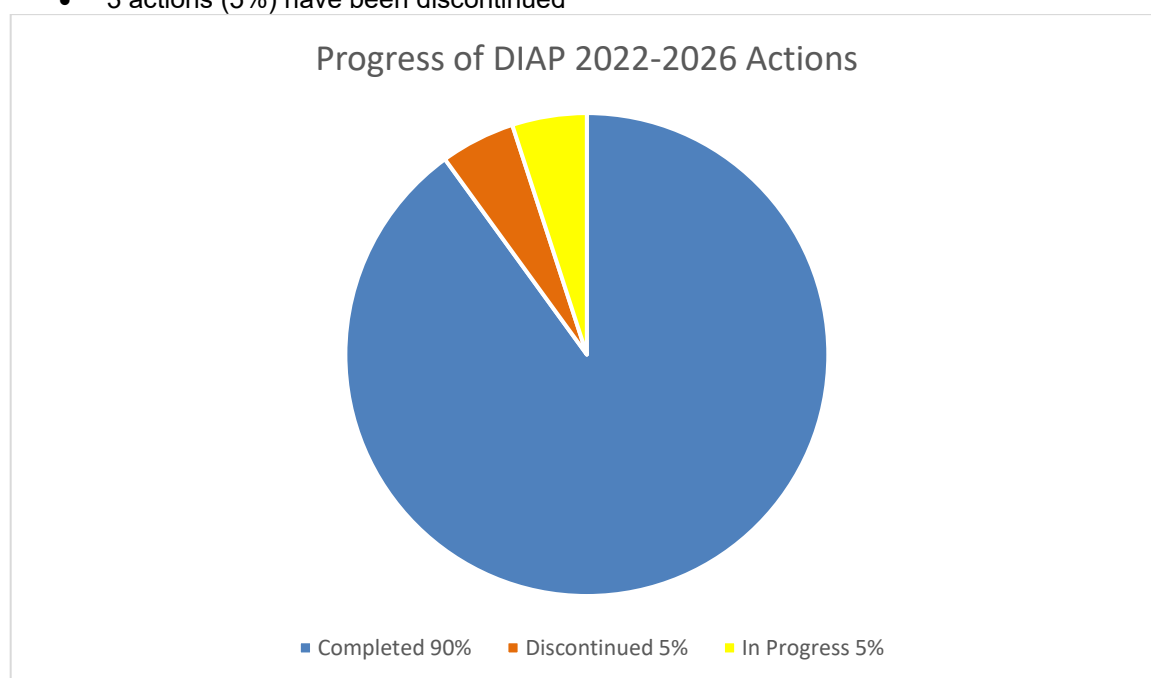
This work is informed by the Inclusive Randwick Strategy, and aims to support a connected, cohesive, safe and resilient community where all people feel they belong, can participate and thrive. The DIAP also aligns with Council’s Community Strategic Plan and Delivery Program, ensuring disability inclusion is embedded across long-term planning, service delivery and organisational priorities.

Progress of the DIAP 2022-2026

Randwick City Council adopted its second DIAP in 2022, covering the period 2022–2026. This DIAP was prepared through a joint consultation process undertaken with Waverley Council, however Actions were specific to the Randwick LGA.

Across the four key focus areas, the Randwick DIAP 2022-2026 committed to 59 actions. To date:

- 53 actions (90%) are completed
- 3 actions (5%) are in progress
- 3 actions (5%) have been discontinued



Outcomes for the period 1 July 2022 to 31 March 2026 are supplied as Attachment 1: DIAP 2022-2026 Outcome Report.

To date, key highlights of the 2025-2026 reporting period include:

- New partnership established with the Australian Disability Network
- Development of initiatives to support greater awareness of hidden disabilities including co-design of awareness and inclusion campaigns, awareness and inclusion programs, and media and community education
- Disability Awareness training with a lived-experience facilitator was embedded into staff learning for leaders, supervisors and customer service staff
- Access and Older Persons Community Advisory Committee was established, providing ongoing support for Council to enhance accessibility across the LGA
- Expansion of inclusive playgrounds across the LGA, designed in line with ‘Everyone Can Play’ guidelines
- Expansion of beach accessibility programs with improvements to beach matting and wheelchair access through a new booking system
- Accessibility upgrades at La Perouse Museum creating a more inclusive visitor experience

- Endorsement of Council’s Workforce Management Strategy, strengthening inclusive recruitment practices, workplace adjustments, and commitment to expand traineeship and internship opportunities for people with disability
- Draft Wayfinding strategy developed for the coastal walkway prepared for Council endorsement

Actions discontinued under the DIAP 2022-2026 and rationale include:

- Investigate the feasibility of implementing a Mayor’s Award as part of the Business Awards ceremony to recognise businesses that have significantly contributed to improving access and services for people with disability. This action was piloted in 2024 and no applications were received. However, NOVA Employment continue to support the Business Awards via the ‘NOVA inclusive employer Award’.
- Identify a Recharge Scheme for disability motorised scooters – This action was explored for application at Council Libraries and subsequently discontinued as costs and practical challenges outweighed potential benefits.
- Consider setting employment targets and develop strategies to increase and support employment of people with disability – This action was discontinued due to data limitations about employees with disability, and difficulty in determining appropriate targets. Instead, strategies are underway to increase support and employment of people with disability by Randwick City Council.

Actions in progress that will be carried forward into the DIAP 2026-2030 include:

- Increasing work experience and entry-level roles for people with disability
- Undertaking a workforce census
- Incorporating accessibility guidelines into Council’s Brand Guidelines

Council is required to report annually to the Minister for Disability Services on the implementation of its DIAP and the most recent report was submitted on 5 December 2025 for the 2024–2025 financial year. The final report is due in December 2026 to conclude the DIAP 2022-2026.

In 2026 Council established the Access and Older Persons Advisory Committee. This committee has been involved with the early engagement on the proposed DIAP and will continue to oversee the ongoing implementation.

Methodology for Preparing the DIAP 2026-2030

The DIAP 2026-2030 is due to be submitted to NSW Department of Communities and Justice by 30 June 2026 for implementation 1 July 2026.

The development of the draft DIAP 2026-2030 has been informed by:

- Research to build a picture of the broader policy and service context and major reforms
- Randwick’s community profile
- Review and learnings from our current DIAP 2022-2026
- Engagement insights with key stakeholders (detailed below)

Consultation Method	Participant Profile	Participant Number
Focus groups	<ul style="list-style-type: none"> • People with disability • Carers • Service providers 	23
Drop-in consultations	<ul style="list-style-type: none"> • People with disability • Carers • Broader community 	30
Targeted in-person survey (at existing events)	<ul style="list-style-type: none"> • People with disability • Carers • LGBTQIA+ • Older people • Culturally and Linguistically Diverse people • Aboriginal and Torres Strait Islander people 	375+

	<ul style="list-style-type: none"> • Older people • Broad community 	
1-1 interviews	<ul style="list-style-type: none"> • Service Providers 	3
Online survey	<ul style="list-style-type: none"> • Council Staff 	36
Workshops	<ul style="list-style-type: none"> • DIAP Working Group • Access and Older Person's Community Advisory Committee 	18
Meetings	<ul style="list-style-type: none"> • Council staff 	16
TOTAL		501

Table 1: DIAP Engagement Program, October 2025 – February 2026

Key Insights from Consultations to Date

Attachment 2: Interim Community Engagement Report presents the summary of findings resulting from these activities. The key insights that have emerged to-date include:

1. Greater community understanding of disability

Across all cohorts including staff there was a strong call for greater awareness and understanding of disability, neurodivergence and mental health, and other hidden disabilities. People told us they want everyday interactions to feel more respectful, informed and inclusive.

Key themes raised by community and stakeholders:

- More respectful, informed everyday interactions
- Neuro-affirming practice across Council services and programs
- Visible initiatives such as the Hidden Disabilities Sunflower program
- Lived-experience leadership and co-design opportunities
- Awareness-raising and community education to reduce stigma
- Greater visibility of hidden disabilities in communication, events and customer service
- Embedding lived-experience voices in programming and decision-making

Staff echoed these themes, highlighting the need for clearer expectations, more inclusive communication, and training that strengthens understanding of invisible disability in the workplace.

2. Safe, accessible, sensory aware and welcoming public spaces

People consistently described the importance of safe, accessible, sensory-aware and welcoming public spaces that support independence, mobility and connection. Feedback highlighted both physical access issues and the broader experience of moving through community spaces.

Key themes raised by community and stakeholders:

- Safer, well-maintained footpaths with fewer trip hazards and obstructions
- More seating, shading and rest points across the LGA
- Clearer signage and consistent wayfinding
- Improved access to transport hubs, community facilities and parking
- Sensory friendly design features and quiet spaces at events and venues
- Clear, consistent accessibility information for public spaces, events and facilities
- Better management of shared paths, including concerns about e-bikes and cluttered footpaths

Staff reinforced these themes, noting challenges with building access, lift reliability, and the need for consistent accessibility design standards across all Council projects.

3. Employment pathways and inclusive workplaces

Although raised less frequently, employment was a focused theme among service providers, carers and staff. Feedback highlighted gaps in local work-readiness supports and the need for clearer, more accessible pathways into meaningful employment, particularly for young people with disability.

Key themes raised by community and stakeholders:

- Clearer transitions between school, training and employment
- More inclusive recruitment practices and workplace adjustments
- Stronger partnerships with disability employment providers
- Interest in traineeships, mentoring and work-readiness programs
- Better access to information about local employment supports
- Greater visibility of inclusive employment opportunities across the LGA

Staff also emphasised the importance of supportive leadership, consistent expectations, and workplace cultures that enable participation and career progression for people with disability.

4. Navigating complex systems and accessing clear information

Across all engagement activities, people described significant challenges navigating complex systems, particularly the NDIS, aged care, mental health and health pathways. People told us they want clearer information, easier processes and more consistent support across services.

Key themes:

- Difficulty navigating the NDIS, aged care and mental health systems
- Need for clearer, simpler and more accessible information
- Demand for Easy Read, plain language, translated and audio formats
- Interest in visual guides, digital wayfinding and centralised information hubs
- Desire for more face-to-face information sessions, especially for older people and CALD communities
- Gaps in carer support, including limited respite and digital literacy challenges
- Need for stronger coordination between Council, service providers and health pathways

Staff reinforced these themes, highlighting the need for clearer internal processes and more accessible communication tools.

5. Continuing commitments from the current DIAP

Across all engagement activities, people reinforced that several long-standing accessibility priorities remain important and require ongoing attention. These foundational elements continue to shape everyday experiences of access and inclusion and are expected to carry forward into the DIAP 2026-2030.

Key themes raised by community and stakeholders:

- Maintaining safe, accessible paths, kerbs and crossings
- Ongoing footpath repairs and reduction of trip hazards
- Improved access to community facilities, libraries and customer service points
- Consistent application of accessibility design standards in new and upgraded infrastructure
- Reliable building access, including lifts and entry points
- Continued focus on accessible parking and transport connections

Staff and community members emphasised that these commitments remain essential to enabling independence, mobility and participation across the LGA.

Draft DIAP 2026–2030

The draft DIAP is presented as Attachment 3: Draft DIAP 2026-2030.

The draft outcomes have been developed through detailed analysis of engagement insights, current DIAP performance, and the broader policy and service context. These outcomes reflect what people with disability, carers, service providers, community members and staff told us they need most from Council over the next four years. They provide a clear, high-level framework to guide the development of actions that strengthen inclusion, improve accessibility, and ensure Council’s services, facilities and systems respond to diverse lived experiences.

Under the four focus areas of the DIAP framework, draft outcomes are presented in the table below.

Focus Areas	Draft Outcomes
-------------	----------------

<p>1. Attitudes and Behaviours</p>	<p>1.1. Community understanding of disability People across Randwick City have a stronger understanding of disability, recognise diverse experiences and contribute to welcoming, accessible and inclusive everyday interactions.</p> <p>1.2. Lived experience leadership Lived-experience voices shape community attitudes, reduce stigma and strengthen inclusion across Randwick City</p> <p>1.3. Disability confident Council Council staff are skilled, confident and equipped to provide inclusive, accessible and neuro-affirming services.</p>
<p>2. Liveable Communities</p>	<p>2.1. Safe and accessible public spaces Public spaces, footpaths and facilities across Randwick City are safe, accessible and easy to navigate for people with diverse disabilities.</p> <p>2.2. Inclusive and sensory-aware facilities and events Council facilities, programs and events are inclusive, welcoming and designed to support sensory, communication and accessibility needs.</p> <p>2.3. Accessible transport, parking and movement People with disability can move safely and independently around Randwick City through accessible transport, parking and connected pathways.</p> <p>2.4. Community spaces that support connection and belonging Community spaces and programs support social connection, participation and a sense of belonging for people with disability and their carers.</p> <p>2.5. Accessible and inclusive housing People with disability have access to housing that is accessible, adaptable and supports independent living.</p>
<p>3. Employment</p>	<p>3.1. Strengthening pathways into meaningful employment People with disability have clearer, supported pathways into meaningful local employment, volunteering and work experience.</p> <p>3.2. Modelling inclusive employment at Council Council is a disability confident employer with inclusive recruitment, workplace adjustments and neuro-affirming practices embedded across the organisation.</p> <p>3.3. Building disability confident local employers Local businesses have the confidence, skills and tools to employ people with disability and create inclusive, neuro-affirming workplaces.</p>
<p>4. Systems and Processes</p>	<p>4.1. Clear and accessible information People with disability and carers can easily access clear, accurate and accessible information about Council services, facilities and processes.</p> <p>4.2. Supported navigation of Council services</p>

1. Attitudes and Behaviours	1.1. Community understanding of disability People across Randwick City have a stronger understanding of disability, recognise diverse experiences and contribute to welcoming, accessible and inclusive everyday interactions.
	1.2. Lived experience leadership Lived-experience voices shape community attitudes, reduce stigma and strengthen inclusion across Randwick City
	1.3. Disability confident Council Council staff are skilled, confident and equipped to provide inclusive, accessible and neuro-affirming services. People with disability and carers can easily navigate Council services, processes and information, with clear pathways and support when needed.

Table 2: DIAP 2026-2030 Focus Areas and Draft Outcomes

Actions assigned to these draft outcomes will continue to be workshopped with community, stakeholders and service representatives throughout the public exhibition period.

Next Steps

The next steps in this project are:

- April - May 2026: Public exhibition period
- May 2026: Review of feedback received during the public exhibition period and preparation of the Engagement Report
- May 2026: Amendments made to the plan, informed by feedback received during the public exhibition period
- May 2026: Graphic design
- June 2026: Final draft presented to Council for endorsement.

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 city where people can access social support and amenities whatever their ability and wherever they live
Objective	Increase participation in social programs/services provided in partnership with Council for our marginalised communities by 2026 from the 2021 baseline
Delivery program commitment	Take a leadership role in implementing a regional approach for the Disability Inclusion Action Plan (DIAP).

Risks

Strategic Risk Category/Objective	Risk Mitigation – report specific
RISK: Regulatory The Department of Communities and Justice requires Council to actively consult people with disability, carers and families, and disability organisations and advocates in the	The engagement program ensures Council consults people with disability, carers and family in the development of the DIAP. Preliminary insights have been workshopped with the Access and Older Persons Community Advisory Committee and Council’s internal Disability

Strategic Risk Category/Objective	Risk Mitigation – report specific
<p>development of the DIAP. This is a legislative requirement.</p> <p>RISK: Regulatory</p> <p>The Department of Communities and Justice requires the DISP to align with the NSW Disability Inclusion Plan.</p>	<p>Inclusion Working Group. A subsequent workshop with both bodies will review actions.</p> <p>The DIAP aligns to the NSW Disability Inclusion Framework and is structured around four key focus areas:</p> <ul style="list-style-type: none"> • Attitudes and behaviours • Liveable communities • Employment • Systems and processes
<p>RISK: Reputational</p> <p>The Department of Communities and Justice requires the DIAP to be embedded across all departments.</p>	<p>The DIAP adopt a whole-of-organisation approach and actions are assigned across all Council Divisions. Ongoing engagement with relevant teams led by the Community Development team will ensure the work is embedded. The Leadership Team will also be updated regularly on the importance of the DIAP.</p>
<p>RISK: Regulatory</p> <p>Ongoing sector reform</p>	<p>During the DIAP 2022-2026 term, significant sector reform has resulted from the Disability Royal Commission, the NDIS Review and Reform Agenda, stronger requirements of the NDIS Safeguards and Quality Requirements, the introduction of the new Aged Care Act and gradual decommissioning of Community Home Support Program (CHSP).</p> <p>Council is funded by the CHSP to deliver Sector Support and Development, to support sector coordination and networking, share research and best practice, identify service improvement opportunity and help build local service system capacity. This work has informed the development of the DIAP 2026-2030 and supported consultations by addressing questions or areas of concern or challenge presented by consultation participants.</p>

Resourcing Strategy implications

An implementation budget of \$15,000 for the DIAP is allocated to Community Development in the 2026-27 financial year. Actions requiring further budget will be proposed as part of future budget planning cycles occurring within the life of the plan.

Policy and legislative requirements

The DIAP meets Council’s legislative obligations under the NSW Disability Inclusion Act 2014, Commonwealth Disability Discrimination Act 1992 and the Commonwealth Carers (Recognition) Act 2010.

Conclusion

Council continues to make strong progress in delivering the DIAP 2022–2026, with 90% of actions completed and key initiatives embedded across services, facilities and organisational practice. Engagement undertaken to date demonstrates that while significant improvements have been

achieved, there remain clear opportunities to strengthen inclusion, accessibility and lived-experience leadership across Randwick City.

The development of the DIAP 2026–2030 builds on these achievements and responds directly to what our community has told us. The draft outcomes presented in this report provide a clear direction for the next phase of work, ensuring Council continues to create a more inclusive, accessible and connected city for people with disability, their families and carers.

The current DIAP expires on 30 June 2026. Further engagement will occur during public exhibition to refine the draft DIAP before it is finalised for Council endorsement.

Responsible officer: Trina Soulos, Manager Community Development

File Reference: F2025/00374

Randwick Disability Inclusion Action Plan 2022-2026 2022 to 31 March 2026			
Focus area 1: Attitudes and Behaviours			
DIAP Outcome	DIAP Actions	Status or Year Completed	Comments
1.1 Community awareness people in Randwick City have a greater understanding of diverse disabilities and how to reduce the barriers experienced by people with disability and their carers.	Continue to partner with key stakeholders and engage people with lived experience to deliver community initiatives to challenge stereotypes and raise awareness of the diversity in disability	Completed annually and ongoing	Since 2022, Council has partnered with community organisations, artists, service providers and people with lived experience to deliver initiatives that challenge stereotypes and increase understanding of the diversity of disability. These activities have highlighted hidden disability, dementia, autism, mental health, ageing and end-of-life experiences, while strengthening social connection and visibility for people with disability and carers. <u>Examples of key activities delivered:</u> - Mindfulness Photography and Art workshops for people with hidden disability and isolated carers, showcasing lived-experience creativity. - ‘Patricia’s Room’ photographic exhibition and artist talk, exploring the lived experience of a woman navigating the onset of dementia. - Screening of Live the Life You Please during Palliative Care Month, promoting understanding of ageing, dying and palliative care. - ‘Caring for Someone Living with Autism’ information session during Autism Awareness Month. - Two Dying to Know Month information sessions, supporting community literacy around death, dying and bereavement. - Grant-funded disability-inclusive events delivered by local not-for-profit organisations, expanding reach and community participation. <u>Overall impact (2022–present)</u> - Increased community understanding of disability, including hidden disability, dementia, autism and mental health. - Challenged stereotypes through lived-experience storytelling, creative expression and community dialogue. - Strengthened social connection for carers, older people and people with disability. - Built community literacy around ageing, palliative care and end-of-life planning. - Expanded inclusive programming through partnerships and grant-supported initiatives.

<p>Continue to partner with key agencies to deliver community information sessions to raise awareness of invisible disabilities and to link people to mental health and wellbeing support programs, both formal and informal</p>	<p>Completed annually and ongoing</p>	<p>Since 2022, Council has worked with specialist agencies, health providers and industry experts to deliver targeted information sessions that build understanding of invisible disabilities and connect residents to mental health and wellbeing supports. These sessions have increased awareness of autism, hoarding disorder, dementia, cognitive health, grief, palliative care and preventative wellbeing, while strengthening pathways to both formal services and informal community supports.</p> <p><u>Examples of key activities delivered:</u></p> <ul style="list-style-type: none"> - Autism support session for carers delivered in partnership with Autism MATES, increasing understanding of Autism Spectrum Disorder. - Two 'Understanding Hoarding' sessions delivered with Inside OUT Recovery, supporting awareness of hoarding disorder as a complex mental health condition. - Navigating Dementia and Brain Fitness sessions, improving community literacy around cognitive decline and early intervention. - Two Dying to Know Day sessions, covering advance care planning, grief literacy, end-of-life doulas and palliative care options. - Launch of the 'Walk with a Doc' walking group, promoting preventative health literacy, fitness and social connection. - A series of Death Cafés, providing a safe, facilitated space to explore themes of death, dying and grief. <p><u>Overall impact (2022–present):</u></p> <ul style="list-style-type: none"> - Increased community awareness of invisible disabilities, including autism, hoarding disorder and dementia. - Strengthened pathways to mental health and wellbeing supports, connecting residents to both formal services and informal community networks. - Normalised conversations about mental health, ageing, grief and end-of-life, reducing stigma and improving preparedness. - Enhanced preventative health literacy through ongoing programs such as Walk with a Doc. - Delivered a multi-year program of evidence-informed sessions in partnership with specialist agencies and lived-experience facilitators.
<p>Acknowledge and celebrate annual National events such as International Day of People with Disabilities and Carers Week etc</p>	<p>Completed annually and ongoing</p>	<p>Since 2022, Council has consistently acknowledged and celebrated key national awareness events through inclusive, community-focused activities that recognise people with disability and carers, promote visibility, and strengthen community connection. Annual celebrations have highlighted the contributions of people with disability, supported carer recognition, and promoted healthy ageing, safety and wellbeing through partnerships with community organisations and service providers.</p> <p><u>National awareness events celebrated annually:</u></p> <ul style="list-style-type: none"> - International Day of People with Disability (IDPwD) - Carers Week / Carer Recognition events - SeniorsMonth / Festival

<p>Help promote inclusive and accessible local sporting and recreational activities, programs and facilities provided by local organisations</p>	<p>Completed annually and ongoing</p>	<p>Since 2022, Council has worked with local sporting, recreation and community organisations to promote and expand inclusive participation opportunities for people with disability. These initiatives have increased visibility of accessible recreation, strengthened partnerships with local clubs, and supported people with disability and carers to engage in physical activity, outdoor exploration and community connection.</p> <p><u>Examples of key activities delivered:</u></p> <ul style="list-style-type: none"> - Community consultation with Clovelly Surf Life Saving Club to identify new actions that support inclusion within the coastal and beach environment, with recommendations to inform future accessible infrastructure planning. - Launch of Council’s Accessible Orienteering courses at Randwick Community Centre, promoting inclusive outdoor recreation and independent navigation for people with disability. - All Abilities Fun and Fitness Day, delivered with a community partner, providing accessible sport and movement activities for people with disability and carers. - Dance & Dine Ball held as part of International Day of People with Disability and Autism Awareness events, supporting inclusive recreation, social participation and community celebration. <p><u>Overall impact (2022–present):</u></p> <ul style="list-style-type: none"> - Expanded inclusive and accessible recreation opportunities across the LGA. - Strengthened partnerships with local sporting and community organisations to embed accessibility in program design and delivery. - Increased participation in physical activity for people with disability and carers through accessible events and programs. - Supported inclusive coastal and outdoor recreation, with community-informed recommendations shaping future planning. - Enhanced social connection and community belonging through inclusive sport, movement and recreation initiatives.
<p>Provide Diversity and Inclusion awareness training for Council staff and essential workers. Customise for specific roles such as customer service, recruitment, and leaders</p>	<p>Completed annually and ongoing</p>	<p>Since 2022, Council has embedded Diversity and Inclusion awareness training as a core component of workforce capability development, with this action now fully incorporated into Business-as-Usual practice. Training has been delivered annually and tailored to the needs of different staff groups, including recruitment decision-makers, customer-facing staff and organisational leaders. Staff have participated in Disability Awareness Training delivered by external trainers with lived experience, in-person sessions on Disability Awareness and LGBTQIA+ inclusion, and new Diversity & Inclusion e-learning modules focusing on disability, intersectionality, cultural diversity, Aboriginality and LGBTQIA+ identity. This sustained approach has strengthened disability confidence across the organisation and ensured staff have the knowledge and skills to provide inclusive, accessible and culturally safe services.</p>

	Continue to monitor and educate the community about the appropriate use of designated accessible parking	Completed and ongoing	Since 2022, Council has continued to monitor and educate the community about the appropriate use of designated accessible parking, with this action now fully embedded as Business-as-Usual. Rangers undertake daily proactive patrols across town centres, beaches and residential areas, and respond to community reports to ensure correct use of mobility parking spaces, issuing more than 645 infringement notices in FY2023–24 for misuse of accessible bays. Ongoing community education is delivered in partnership with Council’s Communications team through social media, the Scene magazine and pop-up activations at community events. Council also works with local organisations to promote broader accessibility awareness, including through community consultations with Clovelly Surf Life Saving Club and inclusive recreation events such as the Accessible Orienteering launch and All Abilities Fun and Fitness Day.
1.2 Positive images Promote the contributions that people with disability make to our community	Continue to use images of people with disabilities in Council publications, promotional videos, campaigns, and website content	Completed in 2023-24	Council has continued to use authentic, positive and diverse images of people with disability across its publications, promotional materials, campaigns and website content. In 2023–24, the Communications team established an approved collection of images featuring people with disability for use in all Council content, ensuring consistent, respectful and accurate representation. This practice is now embedded as Business-as-Usual, supporting inclusive storytelling and reinforcing Council’s commitment to visibility and representation of people with disability in all external communications.
	Engage people with lived experience in the development and promotion of community awareness initiatives to challenge stereotypes	Completed and ongoing	Council has strengthened its commitment to engaging people with lived experience in the development and promotion of community awareness initiatives that challenge stereotypes and increase understanding of disability. Council is progressing an initial proposal to join the Sunflower Hidden Disabilities program to support people with invisible disability to participate in community education activities, and began developing a co-designed street banner campaign featuring people who identify as having disability, including those with invisible conditions. A co-design approach to autism awareness initiatives is ongoing. Council has further embedded lived-experience leadership through the establishment of the inaugural Access and Older Persons Advisory Committee and an internal DIAP Working Group in 2025, both of which contribute to shaping new awareness initiatives. In 2023–24, the Communications team also developed an approved image library featuring diverse people with disability, ensuring authentic representation in Council promotions and disability-specific campaigns.
1.3 Skilled staff Council staff have the resources, knowledge, and skill to apply inclusion principles within their functional areas of responsibilities	Ensure there is a process for ongoing input from people with expertise and lived experience of disability to provide feedback and advice to Council on access and inclusion	Completed in 2024-25	An Access and Older Persons Advisory Committee was established in 2025. The committee's membership includes local community representatives with lived experience of disability, age-related health conditions, and unpaid care. The Committee meets on a quarterly basis and assist Council in planning for enhanced accessibility across multiple domains within Randwick Local Government Area.

	Provide training, skills development and communication resources for Councillors and staff	Completed and ongoing	Council has strengthened organisational capability by providing ongoing training, skills development and communication resources for Councillors and staff to support disability inclusion. In 2024–25, in-person Disability Awareness training was delivered for staff in leadership and Customer Service roles, alongside the introduction of new e-learning modules covering Disability and Inclusion, supports for employees with intellectual disability, accessible recruitment, accessible communication and essential skills for effective recruitment. The Community Development team also incorporated a disability inclusion overview into the induction program for all new starters, while the General Manager’s Team and Councillors received regular DIAP progress updates through formal reporting channels. In 2023–24, newly elected Councillors received a comprehensive induction on Council’s disability inclusion commitments, and staff accessed a range of online and in-person training on disability awareness, intersectionality and broader diversity and inclusion topics.
	Liaise with council staff to discuss issues, review DIAP actions, monitor progress or develop new projects	Completed and ongoing	Since 2022, Council has continued to liaise closely with staff across departments to monitor DIAP actions, identify emerging issues and support the development of new initiatives. The Community Development team provides regular progress updates to executive leadership and the elected Council, ensuring strong governance and organisational accountability. Council has also established an Access and Older Persons Advisory Committee, creating a formal mechanism for staff to engage directly with community representatives on disability inclusion priorities. This is complemented by the formation of an internal DIAP Working Group, which enhances cross-departmental collaboration and supports ongoing consultation, project development and continuous improvement in the implementation of the DIAP.
1.4 Engage local business Businesses have a greater understanding of diverse disabilities, the benefits of accessibility and inclusion and how they can reduce barriers in their businesses for customers, clients and staff with disabilities	Promote the benefits of providing accessible and inclusive products, services and employment with local business	Completed in 2024-25	Local business owners were engaged and educated as part of the footpath dining pilot about the importance of ensuring accessibility to meet the needs of all users.
	Investigate the feasibility of implementing a Mayor’s Award, as part of Business Awards ceremony, to recognise businesses that have significantly contributed to improving access and services for people with disability	Discontinued	This award category was trialled for the first time in 2024. No applications were received. It is under review for inclusion in the 2026 Awards, with a view to implementing a more assertive and targeted promotional and awareness strategy among local business and consumers.

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	Promote the benefits of accessible tourism to local business community and commercial benefits of providing good access to their business	Completed in 2024-25	The Alfresco Dining trial has been highly successful in Randwick, and continues to expand. Accessible infrastructure is a core part of the program. Education for participating businesses, and compliance in relation to on-road activations, forms part of the delivery program and is monitored by staff from the Economic Development and Placemaking team.
Focus area 2: Liveable Communities			
DIAP Outcome	DIAP Actions	Status or Year Completed	Comments
2.1 Information about services People with disabilities are more aware of services and how to access them	Participate in, or hold joint forums and activities to raise awareness of the rights of people with disability to support their increased inclusion and participation in community life	Completed and ongoing	Since 2022, Council has participated in and delivered a range of joint forums and community activities to raise awareness of the rights of people with disability and support their increased inclusion and participation in community life. This has included a Mental Health Forum delivered in partnership with South Eastern Sydney Local Health District and Waverley Council to promote healthy ageing; a 'Give Life to the End of Your Life' forum for Dying to Know Day; and a series of Death Cafes to build community understanding of end-of-life planning and grief literacy. Council has also supported broader rights-based awareness through initiatives such as the Accessible Orienteering launch, All Abilities Fun and Fitness Day, and Dance & Dine Ball, which promote inclusive participation and visibility. Ongoing community consultations—such as work with Clovelly Surf Life Saving Club on coastal accessibility—further strengthen awareness of access rights and support people with disability to participate fully in community life.
	Deliver education and information sessions that promote NDIS, My Aged Care, and other relevant community supports – both formal and informal	Completed and ongoing	Council has delivered a wide range of education and information sessions to increase community awareness of the NDIS, My Aged Care and other formal and informal support pathways. These have included sessions promoting services offered by Carer Gateway, My Aged Care, South Eastern Sydney Local Health District, Seniors Rights Service and La Trobe Community Health Services, the region's NDIS Local Area Coordination partner. Council has also delivered complementary sessions that build understanding of related support needs, including Stay Safe Seniors Safety sessions, Prevention of Abuse of Older People, Navigating Dementia, Understanding Hoarding and Pathways to Help, and support for hidden and isolated carers. Broader wellbeing and literacy initiatives such as healthy ageing forums, mental health sessions, grief and death literacy events, and the launch of the Walk with a Doc program have further strengthened community knowledge of available supports. Council also regularly promotes social inclusion activities offered by local services and groups, ensuring residents are connected to ongoing opportunities for referral pathways, connection and care.
	Regularly promote and disseminate information and resources to help people with disability and their carers access appropriate services	Completed and ongoing	Council has regularly promoted and disseminated information to help people with disability and their carers access appropriate services, supports and community programs. Sector news, updates, events and grant opportunities were shared weekly with more than 300 members of the City and Eastern Sydney Ageing and Disability Interagency, strengthening referral pathways across the region. Council also promoted relevant services, programs and resources through its e-news, website, social media channels and direct communication with residents, local groups and networks. Information was further distributed at Council-led and partner-delivered sessions, ensuring carers and people with disability received up-to-date guidance on available supports, both formal and informal.

	Regularly consult with our community service providers, key organisations and community representatives to identify key issues important to people with disability and their carers	Completed and ongoing	<p>Council has regularly consulted with community service providers, key organisations and community representatives to identify emerging issues affecting people with disability and their carers. This has included informal consultation with Clovelly Surf Life Saving Club to identify new inclusion actions for Clovelly Beach, ongoing surveys of the regional Ageing and Disability Interagency to understand provider needs, and the delivery of joint information sessions with partner agencies to respond to service gaps and community priorities.</p> <p>In 2025–26, Council significantly expanded its consultation through the development of the new DIAP, undertaking focus groups with disability service providers and carers, drop-in sessions with the broader community, targeted intercept surveys with older people, people with disability and families, one-on-one interviews with service providers, and ongoing engagement through the DIAP Working Group and the Access and Older Persons Advisory Committee. Together, these activities ensure Council maintains strong relationships with local providers and community representatives, enabling early identification of issues and collaborative development of new initiatives.</p>
2.2 Collaboration Randwick City Council and its partners collaborate to improve access to appropriate disability services and advocate for the rights of people with disabilities	Work collaboratively with adjoining Councils, state agencies, and government funded aged and disability service providers across the region	Completed and ongoing	<p>Council has worked collaboratively with adjoining councils, state agencies and government-funded aged and disability service providers to strengthen regional coordination and improve access to appropriate supports for people with disability. Council co-convened and resourced five regional Ageing and Disability Interagency meetings with the City of Sydney and Waverley Councils, and partnered with South Eastern Sydney Local Health District, the Central Eastern Sydney Primary Health Network and Waverley Council to deliver joint community forums, Death Cafes and Dying to Know Day events. Council also collaborated with the Eastern Suburbs Domestic Violence Network, NSW Police, Seniors Rights Service, Holdsworth Community, Autism Mates, NDIS Local Area Coordinators and Carer Gateway to deliver information sessions on dementia, elder abuse prevention, autism awareness and carer supports.</p> <p>As part of the development of the new DIAP, Council further strengthened regional collaboration through joint focus groups with disability service providers, shared engagement activities with neighbouring councils, and ongoing liaison with state agencies and community organisations to identify emerging issues and opportunities for coordinated action.</p>
	Continue to co-convene, resource and support the City of Sydney and Eastern Sydney Ageing and Disability Interagency	Completed and ongoing	<p>Council has continued to co-convene, resource and support the City of Sydney and Eastern Sydney Ageing and Disability Interagency, working in partnership with the City of Sydney and Waverley Councils to strengthen regional collaboration. The Interagency meets regularly throughout the year and attracts an average of around 35 participants per meeting, bringing together local service providers to share information, identify emerging issues, and build sector capacity. Through this ongoing coordination role, Council supports improved referral pathways, encourages collaboration across the region, and ensures providers are better equipped to respond to the needs of older people, carers and people with disability.</p>

	Continue to participate and support relevant forums in the region such as the City of Sydney and Eastern Sydney Abuse of Older Persons Collaborative	Completed and ongoing	Council has continued to actively participate in and support key regional forums that strengthen collaboration, information sharing and coordinated responses to the needs of older people, carers and people with disability. This includes regular attendance at the City and Eastern Sydney STOP Abuse of Older People Collaborative, the Eastern Sydney CHSP Forum, the Prince of Wales Hospital Older Persons Mental Health Service Network, and NSW Commonwealth Home Support Program Sector Support and Development meetings. Council also contributes to the Randwick–Waverley Community Transport Board, the LGNSW Ageing and Disability Network, and the Community of Practice Sector Support and Development: Embedding Inclusion and Diversity Working Group. Through ongoing involvement in these networks, Council helps to identify emerging issues, advocate for improved service responses, and strengthen regional collaboration across the aged care and disability sectors.
2.3 Design for accessibility More pedestrian facilities, parks, buildings and beaches are accessible to people with disabilities	Design all new and upgraded council assets, buildings and open spaces to meet disability access standards and observe Universal Design Principles	Completed and ongoing	Council has continued to design all new and upgraded assets, buildings and open spaces in line with the Building Code of Australia, Australian Standards for access, and Universal Design Principles. Accessibility features are now routinely incorporated into a wide range of projects, including playground and reserve upgrades, street crossings and pedestrian refuges, beach and ocean pool access improvements, headland pathways, community halls, sports fields, amenity blocks and town centre masterplans. This ongoing approach ensures that new infrastructure consistently supports safe, independent and dignified access for people with disability, and that accessibility considerations are embedded from concept design through to construction.
	Incorporate lived experience when designing playgrounds and outdoor gyms	Completed and ongoing	<p>Council has continued to incorporate lived experience into the design of new and upgraded playgrounds and outdoor gyms, ensuring these spaces support equitable use by people of all ages and abilities. The Everyone Can Play guideline is applied to all new playground projects, and community consultation including targeted engagement with people with diverse needs, forms a core part of the design process.</p> <p>In 2024–25, two new playgrounds at Alison Park and Woomera Reserve were constructed with significantly enhanced accessibility features, and a major inclusive playground design for Maroubra Beach was placed on public exhibition. Two new outdoor gyms at Purcell Park and Woomera Reserve were also delivered, featuring accessible pathway links and equipment designed for a range of abilities.</p> <p>Earlier upgrades completed in 2023–24 further strengthened inclusive play opportunities across the LGA. This ongoing approach ensures that lived experience continues to shape the design of public recreation spaces across Randwick.</p>
	Investigate opportunities to provide additional facilities in open space to encourage accessible tourism	Completed in 2024-25	Council has continued to investigate and deliver opportunities to enhance accessible tourism across key open spaces and cultural destinations. In 2024–25, an accessible toilet was installed at the La Perouse Museum, significantly improving the visitor experience for people with disability at one of Randwick’s major tourist attractions. The launch of the new La Perouse Museum website in 2025 further supports accessible tourism by enabling visitors to plan their trip in advance and engage with immersive online displays and historical information. These improvements contribute to a more inclusive cultural precinct and form part of Council's ongoing commitment to expanding accessible facilities across high-use open spaces.

<p>Ensure fixtures and fittings such as hearing loops, recharge points and calm spaces are included in venue and facility upgrades</p>	<p>Completed 2023-24 and ongoing</p>	<p>Council has ensured that accessibility fixtures and fittings such as hearing augmentation systems, recharge points and calm or low-stimulus spaces are incorporated into venue and facility upgrades, with this practice now embedded as Business-as-Usual.</p> <p>Recent projects have included the engagement of specialist accessibility consultants to guide upgrades across a range of facilities, including ocean pool amenities, community halls, the major Heffron Park sports centre redevelopment, surf club upgrades and improvements at the Randwick Sustainability Hub. This ongoing approach ensures that new and refurbished community spaces support inclusive participation and provide the features needed for people with disability to access facilities safely, comfortably and with dignity.</p>
<p>Review policy and procedures for beach matting, beach wheelchairs and access to beaches</p>	<p>Completed in 2024-25</p>	<p>Council has continued to review and improve policy and procedures for beach matting, beach wheelchairs and accessible beach entry, ensuring these programs remain safe, reliable and easy to use. In 2024–25, the beach matting and wheelchair programs were expanded to additional locations across the LGA, increasing opportunities for people with disability to enjoy Randwick’s beaches. A new booking system for beach wheelchairs was also introduced to enhance accessibility, improve user experience and resolve previous issues with double-booking. This ongoing review process ensures that accessible beach initiatives remain responsive to community needs and continue to support inclusive coastal recreation.</p>
<p>Identify a recharge scheme for disability motorised scooters</p>	<p>Discontinued</p>	<p>This action has not been progressed. It was explored at an earlier stage by the City Services team for application at Council’s libraries. It has been subsequently discontinued as costs and practical challenges outweighed potential benefits.</p>
<p>Review accessible parking places and accessible drop off and pick up zones</p>	<p>Completed in 2024-25 and ongoing</p>	<p>Council has continued to review accessible parking places and accessible drop-off and pick-up zones across the LGA to ensure they meet community needs and support safe, equitable access. Throughout 2024–25, a scheduled parking and access review of 20 major commercial centres progressed, with completion expected by the end of 2025. As part of this work, Council has assessed accessible parking supply, location and functionality, and has recommended increases to accessible parking bays and pick-up zones in key activity centres. This ongoing review process forms part of a broader program to improve access in major destinations across the LGA and ensures that parking and drop-off arrangements continue to support people with disability, older residents and carers.</p>
<p>Increase the number of designated accessible parking spaces at key venues/facilities, in town centres, and outside key destination venues and facilities</p> <p>Monitor and enforce the appropriate use of mobility parking</p>	<p>Completed in 2024-25 and ongoing</p>	<p>Council has continued to increase the number of designated accessible parking spaces across key venues, facilities and town centres, while also monitoring and enforcing the appropriate use of mobility parking to support equitable access. Throughout 2024–25, a scheduled parking and access review of 20 major commercial centres progressed, with completion expected by the end of 2025. As part of this review, Council has recommended increases to accessible parking bays and pick-up zones in locations with high demand from people with access requirements. This work forms part of a broader program to improve safe, reliable access to key destinations across the LGA and ensures that mobility parking is appropriately managed to support people with disability, older residents and carers.</p>

	Continue to provide an annual capital works program to upgrade footpaths, pedestrian crossings, kerb ramps and bus shelters to universal design standards	Completed and ongoing	Council has continued to deliver an annual capital works program to upgrade footpaths, pedestrian crossings, kerb ramps and bus shelters in line with universal design standards, with this work now embedded as Business-as-Usual across all infrastructure planning and review. Through ongoing renewal and upgrade projects, Council ensures that pedestrian networks and public transport infrastructure progressively become safer, more accessible and easier to navigate for people with disability, older residents, carers and families with prams. This continuous improvement approach supports independent mobility and strengthens the overall accessibility of the LGA.
	Conduct access audits of commercial and village centres to identify continuous paths of travel, installation of accessible infrastructure, and spaces for social interaction and relaxing	Completed in 2024-25	Council has continued to assess accessibility across commercial and village centres, with access audits now incorporated into broader parking and access reviews and embedded as part of regular planning and design practice. As part of the scheduled review of 20 major commercial centres, Council has examined continuous paths of travel, opportunities for accessible infrastructure, and the quality of public spaces that support social interaction and rest. In addition, public domain upgrades and open-space projects are routinely designed with accessibility and safety-by-design principles, ensuring that improvements to footpaths, crossings, seating, lighting and wayfinding progressively enhance access across the LGA. This ongoing approach ensures that accessibility considerations remain central to the renewal of centres and public spaces.
	Prioritise repair of damaged footpaths that block access for wheelchair users or others with limited mobility	Completed and ongoing	Council has continued to prioritise the repair of damaged footpaths that impede access for wheelchair users, people with limited mobility, older residents and carers. In 2023–24, Council constructed 663 metres of new concrete footpaths, renewed 2.21 kilometres of existing paths, and repaired 36 existing kerb ramps while constructing eight new ramps to improve safe and continuous travel across the LGA. This work forms part of an ongoing program of footpath renewal and accessibility upgrades, ensuring that high-priority locations are addressed promptly and that the pedestrian network progressively becomes safer, smoother and more accessible for all users.
2.4 Accessible events More Council events, activities and services are accessible to people with disabilities	Provide and promote events that are accessible and inclusive	Completed in 2024-25 and ongoing	Council has continued to provide and promote events that are accessible and inclusive, ensuring that people with disability can participate fully in cultural, educational and community activities. In 2024–25, an Access Audit was completed for the La Perouse Museum as part of major refurbishment works, resulting in significant accessibility improvements to a heritage building not originally designed with inclusion in mind. A re-launch event was held to showcase the upgraded, more accessible visitor experience, and the findings of the audit are now informing Council's broader approach to event planning and delivery. This continual improvement process ensures that accessibility considerations such as physical access, sensory needs and clear information are embedded into future Council events and activations across the LGA.

	Promote and raise awareness of Council’s accessible activities, facilities and services in the region	Completed 2023-24 and ongoing	Council has continued to promote and raise awareness of its accessible activities, facilities and services to ensure the community knows what is available and how to access it. In 2023–24, a feature in the Summer edition of Scene magazine highlighted the availability of beach wheelchairs at Randwick’s beaches, and Council’s website was updated to provide clear, practical information on how to book and use this accessible infrastructure. Promotion of accessible playgrounds and outdoor gyms was also undertaken through social media and resident eNews, helping to increase visibility of inclusive recreation options across the LGA. This ongoing communication ensures that accessible facilities are well-publicised and easy for residents and visitors to find.
	Use more images in our promotions of people living with disability	Completed and ongoing	Council has continued to increase the use of images featuring people living with disability across its promotional materials, publications and digital channels, with this practice now embedded as Business-as-Usual. The Communications team has developed a substantial, approved image library showcasing people with diverse disabilities, enabling more authentic and inclusive representation in Council campaigns and community information. This ongoing approach ensures that Council’s visual communications reflect the diversity of the community and support positive, inclusive messaging.
	Review event management processes and procedures to increase the accessibility and inclusiveness of events held	Completed in 2024-25	Council has continued to review and strengthen event management processes and procedures to improve the accessibility and inclusiveness of Council-run events. In 2024–25, an Access Audit specific to Council events commenced, examining physical, sensory, communication and operational barriers that may affect participation. Implementation of the audit’s findings and recommendations is now underway, with further audits planned as part of a continual improvement cycle. This ongoing review process ensures that accessibility considerations are embedded into event planning, delivery and evaluation, supporting more inclusive experiences for people with disability across the LGA.
	Incorporate accessibility into our community engagement strategy	Completed in 2024-25	Council’s new Community Engagement Strategy was endorsed in April 2025. It includes an increased emphasis on reaching under-represented groups and facilitating accessible consultation. Section 4.3 of the Strategy outlines ways in which Council will undertake inclusive communications and engagement for people with disability, and other groups with diverse needs.
2.5 Advocacy State government departments are increasingly aware of housing and transport issues affecting people with disabilities in Randwick City	Continue to advocate to Department of Planning and Communities and Justice for increased diversity of housing stock that is affordable and accessible	Completed and ongoing	Council has continued to advocate to the Department of Planning and Communities and Justice for a greater diversity of affordable and accessible housing within Randwick City. The review of Council’s Affordable Housing Strategy has now been completed, strengthening the evidence base for this advocacy. Throughout the reporting period, Council prepared multiple submissions to State Government inquiries and State Significant Development Applications, consistently highlighting the need for accessible, adaptable and affordable housing across the LGA. This work is now embedded as Business-as-Usual for the Strategic Planning and Community Development teams, ensuring that advocacy for inclusive housing remains a sustained and coordinated priority.

	Continue to advocate to Transport for NSW for improved pick up zones for people with disability in Randwick	Completed in 2024-25	Council has continued to advocate to Transport for NSW for improved pick-up and set-down arrangements to support people with disability across Randwick City. As part of the current parking and access review of 20 key town centres, the City Services directorate has submitted a proposal to Transport for NSW seeking support for the introduction of additional Mobility Parking spaces and improved pick-up zones in high-demand locations. This advocacy forms part of Council's ongoing efforts to strengthen accessible transport options and ensure that people with disability can travel safely and independently throughout the LGA.
Focus area 3: Employment			
DIAP Outcome	DIAP Actions	Status or Year Completed	Comments
3.1 Local employment People with disabilities have more opportunities for meaningful employment	Partner with key Disability Employment agencies and local Councils in the region to host activities such as community information sessions where people with disabilities can connect with services	Completed in 2024-25	Council has continued to strengthen partnerships with Disability Employment Services, local Councils and regional networks to support people with disability to access information about employment and volunteering pathways. In 2024–25, Council endorsed a new Workforce Management Strategy that includes commitments to more inclusive recruitment practices, supported by a desktop review of advertising platforms and benchmarking against eight other councils to broaden the reach of talent. As part of this work, Council introduced a question in the recruitment application process to identify candidates requiring reasonable adjustments and sought specialist advice from a disability access provider to ensure online recruitment systems are accessible. These improvements complement ongoing collaboration with employment partners and support Council's broader aim of increasing meaningful local employment opportunities for people with disability.
	Establish partnerships with agencies that can support employment of people with disability	Completed in 2024-25	Council has continued to build partnerships with specialist organisations that can support the employment of people with disability. In 2024–25, Council formalised a partnership with the Australian Disability Network, strengthening access to expert guidance on inclusive employment practices and workplace adjustments. This partnership complements Council's broader efforts to improve recruitment processes and expand pathways into meaningful work for people with disability, and will continue to inform ongoing improvements led by the Human Resources and Community Development teams.
	Promote job vacancies through mediums to reach a range of diverse candidates	Completed and ongoing	Council has continued to promote job vacancies through a range of channels to reach diverse candidates, with this work now embedded as part of ongoing recruitment practice and considered during relevant strategy reviews. In 2024–25, Council endorsed a new Workforce Management Strategy that includes commitments to broaden recruitment reach and improve accessibility. This was supported by a desktop review of advertising platforms and benchmarking against eight other councils to identify opportunities to attract a wider and more diverse talent pool. Council also introduced a question in the application process to identify candidates requiring reasonable adjustments and sought specialist advice to ensure recruitment systems are accessible for people using assistive technologies. These improvements strengthen Council's ability to promote vacancies inclusively and support equitable access to employment opportunities.

<p>3.2 Inclusive Council employment and procurement</p> <p>Council’s workforce and recruitment policies and purchasing procedures support diversity and inclusion principles</p>	<p>Evaluate Council’s employment policy and practices to remove barriers and improve opportunities to support a diverse workforce</p>	<p>Completed in 2024-25</p>	<p>Council has continued to evaluate its employment policies and practices to remove barriers and support a more diverse workforce. In 2024–25, Human Resources sought specialist advice to ensure recruitment platforms are accessible for candidates using assistive technologies. All job advertisements now include an Equal Employment Opportunity statement and guidance for applicants with access requirements, and the candidate questionnaire asks whether reasonable adjustments are needed for interviews. An internal project group is progressing further inclusive employment initiatives, and a draft Menstrual and Menopausal Leave Policy has been developed to better support staff experiencing debilitating symptoms. These actions strengthen Council’s commitment to inclusive and barrier-free employment.</p>
	<p>Increase work experience opportunities, entry level roles and unskilled roles in Council suitable for people with disability</p>	<p>In progress, to be rolled over to new DIAP</p>	<p>Council has continued to explore ways to increase work experience, entry-level and unskilled roles suitable for people with disability. In 2024–25, new traineeships were identified as a priority, and Human Resources commenced work to ensure future traineeship and early-career pathways are inclusive of people with disability as part of planning for the 2026 program. This action remains in progress and will be carried forward into the new DIAP to support expanded and more accessible pathways into Council employment.</p>
	<p>Consider setting employment targets and develop strategies to increase and support employment of people with disability</p>	<p>Discontinued</p>	<p>Council has considered setting employment targets and based on review has discontinued the proposal for employment targets due to difficulty in determining appropriate numbers and a lack of data on existing levels of employees with disability. Strategies to increase and support employment of people with disability are underway, as per previous actions.</p>
	<p>Strengthen diversity and inclusion in workforce planning</p>	<p>Completed in 2024-25</p>	<p>Council has continued to strengthen diversity and inclusion in workforce planning. In 2024–25, Council endorsed the Workforce Management Strategy 2025–2029, which outlines commitments to recruit and retain a diverse workforce through inclusive practices, flexible work arrangements and appropriate workplace adjustments. The Strategy is reviewed annually as part of a dedicated Councillor Briefing, ensuring ongoing oversight and continuous improvement in embedding diversity and inclusion principles across workforce planning.</p>
	<p>Undertake a workforce census to better understand the diversity of our workforce</p>	<p>In progress</p>	<p>Council has progressed work to better understand the diversity of its workforce and identify barriers to inclusion. In preparation for the 2026 Insync all-staff survey, Council is reviewing the question set to incorporate diversity-related items that will provide clearer insights into staff needs and experiences. Human Resources is also exploring the inclusion of more detailed diversity questions in the onboarding module of the HR Management System, enabling early identification of support needs and reasonable adjustments for new recruits. This work remains in progress and will continue into the next DIAP cycle.</p>
	<p>Investigate and implement employment targets for people with disability through our Workforce and Inclusive Randwick Strategies</p>	<p>Discontinued</p>	<p>Council has discontinued the proposal for employment targets due to difficulty in determining appropriate numbers and a lack of data on existing levels of employees with disability. Strategies to increase and support employment of people with disability are underway, as per previous actions.</p>

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Provide Diversity and Inclusion awareness training (including in unconscious bias and reasonable adjustment) for all leaders involved in recruitment	Completed and ongoing	Council has continued to build the capability of leaders involved in recruitment through Diversity and Inclusion awareness training. In March 2025, Disability Awareness training was delivered by a lived-experience facilitator from People with Disability Australia to 18 recruitment leaders, with further sessions planned. This complements broader improvements to inclusive recruitment, including the introduction of reasonable-adjustment questions in the application process, accessibility reviews of recruitment platforms, and strengthened commitments under the Workforce Management Strategy 2025–2029. Council also provides a suite of online modules through the E-learning catalogue and LinkedIn Learning covering inclusive leadership, unconscious bias, fair interviewing and supporting staff with intellectual disability. Together, these initiatives ensure leaders have ongoing access to practical tools that support equitable and barrier-free recruitment.	
Support skill development opportunities and establish identified placements and traineeships for people with disability	Completed and ongoing	Council has continued to support skill development opportunities and explore identified placements and traineeships for people with disability. In 2024–25, Council developed a proposal for a new internship program for people with disability, to be implemented as a priority in future reporting periods. Council has also made a formal commitment to join the Australian Disability Network, strengthening access to specialist guidance on inclusive employment. In parallel, partnerships with Disability Employment Service providers are being explored to enhance pathways into Council roles. This work is ongoing and contributes to expanding accessible, supported entry points into Council employment.	
Develop awareness of diversity and inclusion with leadership group	Completed in 2024-25	Council has continued to build diversity and inclusion awareness within its leadership group. In 2024–25, Disability Awareness training was delivered by a lived-experience facilitator from People with Disability Australia to 18 leaders involved in recruitment, strengthening their understanding of inclusive practice and the barriers faced by people with disability. This training complements broader improvements to recruitment accessibility and leadership capability under the Workforce Management Strategy 2025–2029, supporting a more inclusive organisational culture.	
Ensure all key external procurement information is accessible on Council’s websites and documents Include information on Council’s Procurement section of Intranet to encourage Council’s managers to consider relevant social enterprise suppliers	Completed 2022-23	Council has strengthened the accessibility and inclusiveness of its procurement information across external websites and key documents. By 2022–23, accessibility and inclusion requirements were embedded into non-ICT procurement processes, ensuring clearer expectations for suppliers and improved access to information for people with disability. Relevant guidance has also been added to the Procurement section of the Intranet to encourage managers to consider social enterprise and disability-led suppliers when planning purchases. These improvements support more transparent, inclusive and socially responsible procurement practices across Council.	
Focus area 4: Systems and processes			
DIAP Outcome	DIAP Actions	Status	Comments

<p>4.1 Connectivity</p> <p>People with disabilities have improved connectivity and seamless pathways between Randwick City and neighbouring LGAs</p>	<p>Develop a communication process with adjoining councils to facilitate information exchange when implementing kerb and footpath construction projects with travel paths across shared LGA boundaries</p>	<p>Completed 2023-24 and ongoing</p>	<p>Council has strengthened coordination with neighbouring LGAs to support seamless travel paths for people with disability across shared boundaries. In 2023–24, a regional working group was established with Bayside, Waverley, Woollahra, Inner West and the City of Sydney councils to facilitate information exchange on Asset Management, Infrastructure and Operations, including kerb and footpath works along shared borders. The group meets quarterly and provides an ongoing mechanism for collaboration, ensuring greater consistency and accessibility in boundary-area infrastructure.</p>
	<p>Develop a wayfinding strategy for upgrading signage to meet the needs of people with a disability</p>	<p>Completed in 2024-25</p>	<p>Council has progressed work to improve wayfinding for people with disability across Randwick City. In 2024–25, a comprehensive Wayfinding Strategy was developed for the entire LGA coastal walkway—an iconic but previously inaccessible route for many people with disability. The Strategy outlines functional, informative and culturally sensitive wayfinding features that incorporate best-practice accessible design. It was prepared in partnership with local First Nations representatives and will be implemented from 2025, supporting safer, clearer and more inclusive navigation along one of Randwick’s most significant public assets.</p>
<p>4.2 More accessible Council services and information</p> <p>People with disabilities have greater access to and awareness of Council services and information about them</p>	<p>Investigate, report on and implement options for improving access to information and services on Council’s online services</p> <p>Ensure that as far as practicable, Council’s online services meet relevant Web Content Accessibility Guidelines for accessibility for those with disability</p>	<p>Completed and ongoing</p>	<p>Council has continued to improve the accessibility of its online services in line with WCAG guidelines. A comprehensive web accessibility audit was completed across Council’s three websites, resulting in an 80% reduction in A and AA criteria failures compared with the previous year. This work is now embedded as an ongoing practice, with annual follow-up audits scheduled to monitor progress and guide further improvements. These actions support more accessible, user-friendly online information and services for people with disability.</p>

	<p>Recognise and incorporate into systems design and specification that not all people will be able to access online services</p> <p>Continue to provide alternative access methods for those unable to use online services that meet the needs of the community</p>	<p>Completed and ongoing</p>	<p>Council has ensured that all online services are supported by accessible alternative channels for customers who cannot use digital platforms. Paper forms remain available, Council officers can take information over the phone on a customer’s behalf, and in-person assistance is provided at the Council Administration Building. The Information Management Team works closely with business units to maintain these options as more services transition online, ensuring that people who experience barriers to digital access can continue to engage with Council in ways that meet their needs.</p>
	<p>Incorporate guidelines for maximising accessibility of Council publications into Council’s Brand Guidelines</p>	<p>In progress to be rolled over to the new DIAP</p>	<p>Council has been progressing work to embed accessibility standards into its Brand Guidelines and communication processes. The Communications team is developing enhanced accessibility requirements across the Brand Guidelines, community engagement tools and communication platforms. This will include a dedicated “Accessible Communications” section outlining standards for layout, typography, colour contrast, inclusive language, alternative formats and digital accessibility. This work remains in progress and will be carried forward into the new DIAP to ensure consistent, accessible and inclusive Council publications.</p>
	<p>Continue to provide hybrid information sessions both in-person and online) to better accommodate people with disabilities and chronic and complex illness</p>	<p>Completed 2023-24 and ongoing</p>	<p>Council has continued to provide hybrid information sessions to ensure people with disability, mobility limitations and chronic or complex illness can participate in ways that meet their needs. By 2023–24, hybrid delivery was fully embedded into regular information sessions delivered by the Community Development Team, offering both in-person and online options to maximise accessibility and inclusion.</p>
<p>4.3 Co-design</p> <p>People with disabilities have increased opportunities to participate in the design of Council initiatives</p>	<p>Ensure that a group of people with expert knowledge and lived experience is available to provide Council with independent advice on access and inclusion issues</p>	<p>Completed in 2024-25</p>	<p>Council has strengthened its access and inclusion governance by establishing the Access and Older Persons Advisory Group, providing ongoing independent advice informed by lived experience. In 2024–25, Council confirmed that the DIAP review commencing in the second half of 2025 will be governed by a group that includes people with lived experience of disability, including unpaid carers. This ensures that future planning and decision-making continues to be shaped by expert community insight.</p>

	<p>Incorporate specific techniques and approaches are adopted to ensure that views of people with disability are considered as part of Council's Engagement Strategy</p>	<p>Completed in 2024-25</p>	<p>Council has strengthened its approach to inclusive engagement by embedding specific techniques to ensure the views of people with disability are actively considered. In 2024–25, Council's revised Community Engagement Strategy was endorsed, with an increased emphasis on reaching under-represented groups and facilitating accessible consultation. Section 4.3 of the Strategy outlines how Council will deliver inclusive communications and engagement for people with disability and others with diverse needs, ensuring their perspectives are systematically incorporated into planning and decision-making.</p>
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SOCIAL PLANNING

Interim Community Engagement Report Disability Inclusion Action Plan

31 March 2026



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randwick.nsw.gov.au

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Acknowledgment of Country

Randwick City Council pays respect to the Traditional Owners of the land, the Bidjigal and Gadigal people, and acknowledges the living and continuing culture of the Traditional Custodians of this land. We recognise that Traditional Custodians have occupied and cared for this Country over countless generations, and we celebrate their ongoing contributions to the life of this area.

Executive Summary

Randwick City Council is developing a new Disability Inclusion Action Plan (DIAP) 2026-2030. Under the *NSW Disability Inclusion Act 2014*, all local governments prepare a DIAP every four years. The plan outlines the actions and priorities for maintaining and improving access and inclusion for people with disability across the Local Government Area (LGA).

The DIAP framework, set by NSW Department of Communities and Justice, is structured around four focus areas:

1. Developing positive community attitudes and behaviours
2. Creating liveable communities
3. Supporting access to meaningful employment
4. Improving access to mainstream services through better systems and processes

In line with legislative requirements, Council undertook consultation with people with disability and their carers between December 2025 to February 2026. Engagement activities also involved community groups and organisations, service providers, and the broader community.

Feedback was analysed across the four focus areas. Key themes raised include:

- A growing need for community understanding of disability, neurodivergence and mental health, and for greater awareness of hidden disabilities
- Community place high importance on safe, accessible, sensory-aware and welcoming public spaces that support independence, mobility and connection
- Gaps exist in local work-readiness programs and transition supports for school-leavers
- Despite recent sector reforms, people with disability, their family and carers experience challenges when navigating complex systems and finding reliable, accessible information.

This report summarises the engagement approach and insights gathered from consultations conducted to-date. These directly inform the development of the DIAP 2026-2030, and further engagement will refine our Actions.

1. Introduction

Randwick City Council is developing a new Disability Inclusion Action Plan (DIAP) 2026-2030. The plan will set our commitment to improving inclusion and access for people with disability over the next four years and builds upon the work of previous plans. Local governments are required to prepare a DIAP in consultation with people with disability and their carers every four years in accordance with the *NSW Disability Inclusion Act 2014*.

The development of the 2026–2030 DIAP provides an important opportunity to reflect on progress to date, understand current barriers to participation, and identify practical actions that will strengthen inclusion across Council’s services, facilities, and community spaces. Meaningful engagement with people with disability, their families and carers, disability advocates, service providers, and the broader community is central to this process. Their insights help ensure the plan responds to lived experience and reflects the diverse needs of people who live, work, study, and visit Randwick City.

This engagement report summarises what we heard throughout the consultation period, including key themes, priorities, and areas for improvement. It outlines the methods used to gather feedback, who participated, and the issues raised across each engagement activity. The findings will directly inform the development of the DIAP 2026–2030 and guide Council’s ongoing commitment to creating a more inclusive, accessible, and equitable community for all.

2. Background

2.1. About Randwick City

Randwick City Council covers approximately 37 square kilometres from urban areas to saltwater beaches. The suburbs covered are Chifley, Clovelly, Coogee, Kensington, Kingsford, La Perouse, Little Bay, Malabar, Maroubra, Matraville, Phillip Bay, Port Botany, Randwick, South Coogee and part of Centennial Park. Randwick City is known for its extensive parkland and open spaces, including Centennial Park, Heffron Park, Kamay Botany Bay National Park, as well as 29 kilometres of coastline with the Coastal Walkway linking ten beaches and eight ocean pools.

As a local government organisation, Randwick City Council is dedicated to serving community through the provision of high-quality community services, programs, and infrastructure that supports the wellbeing, sustainability and development of our community.

2.2. Randwick Community Profile

In 2024, the usual resident population of Randwick City was 134,247 people.

The median age for Randwick City residents is 37 years. Approximately 16% of the population are aged over 65 years and approximately 18% are aged under 18 years.

Aboriginal and Torres Strait Islander residents make up approximately 2% of the population, although this is significantly higher in La Perouse where about 1 in 5 people identify as Aboriginal and Torres Strait Islander.

About 44% of the resident population were born overseas, and 28% speak a language other than English in their home.

43% of Randwick residents possess university qualifications, 14% participate in volunteering, and 4% are unemployed.

Approximately 4% of the resident population need assistance due to disability; and 26% report long-term health conditions and 6% report a mental health condition.¹

2.3. Policy and Service Context

Since Randwick's last DIAP was developed in 2022, the disability, aged care and employment systems have undergone major reform. These changes are influencing how people access supports, what they expect from services, and the kinds of issues raised through engagement. The summary below outlines the key shifts shaping people's experiences today.

National changes shaping everyday experience

- NDIS Review and Foundational Supports: Shifting toward stronger community-based supports, early intervention and clearer pathways for people not eligible for the NDIS-based supports, early intervention and clearer pathways for people not eligible for the NDIS
- Aged Care Act 2024: Introducing a new rights-based framework that changes how older people access support and navigate services

¹ 2021 ABS Census

- Disability Action Plan 2025–2030: NDIS Quality and Safeguards Commission released the Action Plan to improve NDIS governance and services
- Disability Employment Reform: Transition to Inclusive Employment Australia (IEA), reshaping work-readiness supports and employment pathways
- Disability Royal Commission: Raising expectations around safety, rights, communication and codesign-design
- Australia’s Disability Strategy 2021–2031: Updated in 2025 with new action plans and a revised data improvement plan
- National Autism Strategy 2025–2031: Developed through co-design with Autistic people, families, carers, experts and community groups and is supported by a First Action Plan for 2025–26
- National Carer Strategy 2024–2034: Released following a Parliamentary Inquiry into Carer Recognition

State and sector trends

Across NSW, councils and service providers are reporting:

- Rising carer strain and burnout
- Increased system navigation challenges and complexities
- More people falling between the NDIS, aged care and mainstream supports
- Growing demand for sensory-friendly and neuro-affirming environments and practice
- Greater expectations for accessible information available in alternative formats
- Greater expectations for consultation and co-design
- Increased pressure to diversify options for employment pathway programs and school-leaver supports
- Sector and policy reforms are requiring changes to the way services operate.

These trends mirror what is being observed nationally.

Local context

These broader shifts are influencing local experiences in Randwick. People are navigating a service system that feels more complex than it did in 2022, with many falling between the NDIS, aged care and mainstream supports. Older residents are adjusting to a new rights-based aged care framework, while families of autistic and neurodivergent children are responding to changing funding arrangements and supports. At the same time, national conversations about hidden disabilities, mental health and safeguarding are raising expectations around inclusion, communication and co-design.

Randwick’s local context amplifies these pressures. A diverse population, a high proportion of older residents, strong culturally and linguistically diverse (CALD) communities, and reliance on public transport all shape how people experience disability in everyday life. These factors help explain why the themes emerging from this early engagement differ from those identified in 2022. While physical accessibility remains important, people are now speaking more about navigating complex systems, finding reliable information, managing caring responsibilities, and seeking meaningful social connection.

This context provides an important foundation for understanding the insights that follow and highlights the needs for a DIAP that responds not only to local feedback but also to the broader policy and service environment shaping people’s lives.

3. How we Consulted

The early development of the DIAP 2026-2030 was informed by an engagement program designed to capture the experiences, priorities, and ideas of people with disability and those who support them. A mix of engagement methods was used to gather meaningful insights to support the initial shaping of the DIAP. Council acknowledges that this represents an early phase of engagement, and further consultation will be undertaken to ensure broader diversity of voices is represented.

3.1. Purpose of Engagement

The engagement process aimed to:

- Gather early insights from people with disability, their families and carers, disability organisations, service providers, and the wider community.
- Identify barriers to access and inclusion across Council services, facilities, and public spaces.
- Test community priorities against the four DIAP focus areas.
- Ensure the plan reflects lived experience and aligns with community expectations.

3.2. Engagement Program

The engagement activities were conducted between December 2025 to February 2026. Table 1 below summarises the engagement activities conducted.

Table 1: Summary of engagement activities

Consultation Method	Participant Profile	Participant Number
Focus groups	<ul style="list-style-type: none"> • People with disability • Carers • Service providers 	23
Drop-in consultations	<ul style="list-style-type: none"> • People with disability • Carers • Broader community 	30
Targeted in-person survey (at existing events)	<ul style="list-style-type: none"> • People with disability • Carers • LGBTQIA+ • Older people • Culturally and Linguistically Diverse people • Aboriginal and Torres Strait Islander people • Older people • Broad community 	375+
1-1 interviews	<ul style="list-style-type: none"> • Service Providers 	3
Online survey	<ul style="list-style-type: none"> • Council Staff 	36
Workshops	<ul style="list-style-type: none"> • DIAP Working Group • Access and Older Person's Community Advisory Committee 	18
Meetings	<ul style="list-style-type: none"> • Council staff 	16
TOTAL		501

3.3. Limitations of Engagement and Next Steps

The engagement completed to date provides a valuable early picture of the experiences and priorities of carers, service providers, older people, and members of the broader community. While these insights have helped shape the initial development of the DIAP, Council recognises that further engagement is needed to ensure a wider range of voices is reflected, particularly people with disability across different ages, disability types, cultural backgrounds, and lived experiences.

To build a more complete understanding, additional consultation will be undertaken up until and during the public exhibition period. This next phase will create further opportunities for people with disability, their families and carers, and community organisations to review and contribute to the draft DIAP before it is finalised.

Together, these engagement activities will provide a comprehensive picture of community experiences and expectations.

Table 2 below presents the engagement activities planned to further develop and proof the DIAP.

Table 2: Summary of proposed further engagement activities

Cohort	Engagement
LGBTQIA+ people with disability	Coogee Pride event
Aboriginal and Torres Strait Islander people with disability	
People from culturally and linguistically diverse backgrounds with disability	Lunar New Year event Ethnic community services Sydney Multicultural Community Services CASS Jewish House Greek Seniors Group
Young people with disability	
People with physical disability	Fit and Able Spinal Cord Injuries
People with sensory disability	
People with Intellectual disability	Windgap
People with psychosocial disability	Inside Out Recovery Flourish Australia Open Support Catholic Community Services
Schools (with speciality units)	Rainbow Street
Older persons with disability	Share survey with Mayor's Seniors Christmas party invitees

4. What we Heard

Across all engagement activities, participants shared insights into the barriers, priorities, and opportunities for improving access and inclusion in Randwick. As this represents an early phase of engagement, the findings reflect the perspectives of the groups who participated, particularly carers, service providers, older residents and families of autistic and neurodivergent children. While each group brought its own perspective, several themes consistently surfaced, with different levels of emphasis depending on who we spoke with. Importantly, the themes raised locally align closely with what other councils, state agencies and national disability organisations are observing, reflecting broader shifts in the disability, aged care and mental health systems.

These early insights offer a useful picture of how people are currently experiencing access and inclusion in Randwick, shaped by both local conditions and the broader changes occurring across disability and care systems. The themes below are organised around the four DIAP focus areas.

4.1. Developing Positive Community Attitudes and Behaviours

Feedback in this area came strongly from carers, service providers and families of autistic and neurodivergent children, who described how attitudes and assumptions shape everyday interactions. While perspectives varied, several themes were consistently shared across these groups.

Participants highlighted the need for:

- Greater understanding of invisible disabilities, including Autism, ADHD, psychosocial disability and chronic illness.
- Education for both staff and the wider community, especially around the Hidden Disabilities Sunflower program.
- More opportunities for people with lived experience to lead conversations, co-design programs, and speak publicly about their experiences.
- Reducing stigma, especially in health settings and in situations where carers advocate for adult children.

Staff echoed these themes, highlighting the need for clearer expectations, more inclusive communication, and training that strengthens understanding of invisible disability in the workplace.

These insights suggest that while attitudes are improving, there remains a strong desire for more visible, everyday demonstrations of respect, awareness and inclusion, particularly for people with hidden or less visible disabilities.

4.2. Creating liveable communities

Creating liveable, welcoming community spaces was one of the strongest themes raised, particularly among older residents, carers and families who rely heavily on local facilities, programs and public spaces for connection and support.

Participants told us they want:

- More regular, inclusive social activities, from Autism friendly morning teas to hobby based groups and parent/carer meet-ups.

- Accessible community facilities, including more seating, safer footpaths, better signage, and improved wayfinding.
- Safer shared paths, with concerns raised about e-bikes, blocked footpaths, and specific locations where access is compromised.
- Events that consider sensory needs, quiet spaces, and clear accessibility information.
- Ongoing access to Council venues for support groups and community programs.

For many people, social participation is central to wellbeing. They told us that when spaces are accessible and programs are inclusive, people feel more connected and supported.

4.3. Supporting Access to Meaningful Employment

Employment was raised less frequently by community in this early phase, but when it was discussed, primarily by service providers, the feedback was focused and aligned with current national reforms.

Key points included:

- The shift to Inclusive Employment Australia (IEA) and the need for person-centred, meaningful employment pathways.
- Work readiness supports, including travel training, resume writing, and school-leaver preparation.-leaver preparation.
- Partnerships with local job providers and clearer information about available supports.
- Interest in traineeships, mentoring, and career exploration, especially for young people with disability.

While not a dominant theme for the broader community, those working in the sector emphasised that employment remains a critical area where coordinated support can make a significant difference.

Staff emphasised the importance of supportive leadership, consistent expectations, and workplace cultures that enable participation and career progression for people with disability. Staff also highlighted the need for clearer internal processes and more accessible communication tools.

4.4. Improving Access to Mainstream Services through better Systems and Processes

Across all engagement activities, system navigation emerged as the most consistent and pressing theme. Participants described how recent changes to the NDIS, aged care and health systems are affecting their ability to access the supports they need.

Participants emphasised:

- The complexity of the NDIS, which was the single most repeated issue across all groups.
- The need for clear, accessible information, including Easy Read materials, digital wayfinding maps, visual guides, and centralised information hubs.
- Service navigation support, especially for CALD communities, older people, carers of young children, and people diagnosed with Autism later in life.
- Gaps in carer support, including sudden exits from the Carer Gateway, limited respite, and the emotional strain of full-time caring roles.

- Disjointed health pathways, particularly around GP referrals, palliative care, and mental health supports.
- Requests for more telehealth, advocacy support, and face-to-face information sessions.
- The need for accessible technology training, recognising that many carers and older people struggle with digital systems.

Across all groups, people expressed a strong desire for simpler, more coordinated systems, and for Council to play a clearer role in helping people find, understand, and access services.

4.5. What this means for Randwick

These early insights highlight how different groups are experiencing access and inclusion in distinct ways, shaped by both local conditions and broader system changes. While not yet representative of the full diversity of people with disability in Randwick, the feedback provides a clear indication of emerging priorities across the community. The themes raised locally are also strongly aligned with what other councils, state agencies and national disability organisations are observing, suggesting that Randwick is experiencing local expressions of broader sector-wide shifts. Service providers focused heavily on system complexity, service gaps, and employment pathways.

- Carers highlighted system navigation challenges, mental health strain, and the need for practical supports.
- People with disability, neurodivergent people and the broader community emphasised accessible environments, social connection, and clear information.
- Across all groups, the NDIS, service navigation, and access to information were the most consistently raised issues.

The feedback indicated Randwick needs to strengthen social connection, improve physical and digital accessibility, simplify pathways to services, and continue building a community where disability is understood, respected, and included. These early findings will be further tested and expanded during the public exhibition phase to ensure the DIAP reflects the full diversity of experiences across the community and remains responsive to both local needs and wider system reforms.

5. Conclusion

The early insights gathered through this engagement, viewed alongside the broader policy and service context and Randwick's community profile, highlight several areas where Council may need to focus its efforts in the next DIAP. While these insights reflect the perspectives of the groups who participated, they point to clear implications for how Council can strengthen access and inclusion across the four focus areas.

Table 3 below presents the key implications for Council's DIAP 2026-2030.

Table 33: Key implications for Council's draft DIAP 2026-2030

1. Developing Positive Community Attitudes and Behaviours

Feedback suggests a growing need for community understanding of disability, neurodivergence and mental health, and for greater awareness of hidden disabilities.

Implications for DIAP actions:

- Promote positive attitudes toward disability and neurodivergence through awareness raising initiatives and community education.
- Increase visibility of hidden disabilities through programs such as the Hidden Disabilities Sunflower initiative.
- Embed lived-experience voices in co-design, programming and communication.
- Support initiatives that reduce stigma and build understanding across diverse community groups.

2. Creating Liveable Communities

People described the importance of safe, accessible, sensory-aware and welcoming public spaces that support independence, mobility and connection.

Implications for DIAP actions:

- Improve footpaths, seating, lighting and wayfinding to support safe movement across the LGA.
- Address safety concerns related to e-bikes and shared paths.
- Increase accessible parking and improve access to transport hubs and community facilities.
- Incorporate sensory-friendly design features, quiet hours and inclusive event planning.
- Provide clear, consistent accessibility information for venues, events and public spaces.

3. Supporting Access to Meaningful Employment

Although raised less frequently, employment feedback aligned with national reforms and highlighted gaps in local work-readiness and transition supports.

Implications for DIAP actions:

- Strengthen pathways between school, training and employment for young people with disability.

-
- Partner with local employment providers to promote inclusive hiring and work-readiness programs.
 - Review and enhance Council's own inclusive employment practices, traineeships and workplace adjustments.
 - Improve access to information about local employment supports and transition programs.

4. Improving Access to Mainstream Services Through Better Systems and Processes

Across all cohorts, people described challenges navigating complex systems and finding reliable, accessible information.

Implications for DIAP actions:

- Improve the clarity, accessibility and consistency of Council information across digital and print channels.
- Provide more face-to-face information opportunities, particularly for older people and members of culturally and linguistically diverse communities.
- Strengthen partnerships with service providers to create clearer referral pathways and coordinated support.
- Explore options for centralised information hubs or navigation support.
- Advocate for improvements where people fall between the NDIS, aged care and mainstream systems.

These early insights suggest that Randwick's next DIAP will need to balance physical accessibility with a stronger focus on information access, social connection, inclusive attitudes and system navigation. The implications outlined above provide a foundation for shaping actions that respond to both local experiences and the broader policy and service environment.

A. Appendix – What we heard by cohort

This appendix summarises the feedback received through focus groups, drop-in sessions, intercept surveys and 1-on-1 interviews. To protect privacy, all insights are presented in de-identified, thematic form.

A.1. Service Providers

How we engaged

A joint focus group with disability, health and employment service providers was held in partnership with a neighbouring council. **Eleven providers** participated.

What we heard

Service gaps

- NDIS complexity leading to people becoming lost or giving up.
- Under-resourcing across the disability sector.
- Need for clearer, more accessible information and streamlined communication pathways.
- Older people needing support to understand the new Support at Home Program.
- Language and literacy barriers affecting system navigation.
- Need for peer-supported “buddy” models for autistic and ADHD participants.
- Difficulty linking carers and marginalised people to appropriate services.
- Concerns about council grant processes and limited funding for disability organisations.
- Demand for more telehealth options for carers and people with chronic or complex conditions.
- Tailored navigation support needed for CALD communities.
- Limited awareness of allied health services.
- Strong interest in a community-based “one-stop shop” for information and support.
- People on the NDIS or DSP missing out on free services due to system fragmentation.
- Need for better collaboration between employment and disability providers.
- Need for more accessible information about specialist mental health and disability employment supports.
- Need for more accessible community facilities and upgrades to buildings.
- Demand for more social inclusion opportunities and disability-focused expos.

Operational issues

- Ongoing complexity of the NDIS and concerns about long-term sustainability.
- Transition to Inclusive Employment Australia (IEA) shifting expectations around meaningful employment.
- Increasingly disjointed health and support systems, with GPs disconnected from disability pathways.

Emerging issues

- More people receiving autism diagnoses later in life.
- Growing need for social support and advocacy for families of people with ADHD.
- Stronger expectations for lived-experience involvement in co-design.
- Mental health needs of older people and carers.
- Need for more domestic violence and mental health supports for carers.
- Increasing pressure on older parent carers.
- Need for better GP education on referral pathways, palliative care and disability.
- Demand for end-of-life awareness and community networks.

- Need for more funding streams for hidden disabilities.
- Interest in the Sunflower Hidden Disabilities program.
- Demand for more youth programs, school-leaver supports and niche social activities (e.g., Dungeons & Dragons).
- Need for centralised information hubs and more themed information sessions.

A.2. Carers

How we engaged

A focus group was held with carers supporting people experiencing mental health concerns. Eight carers participated.

What we heard

Access and mobility

- Need for more seating across the LGA.
- Safety concerns about e-bikes and cyclists on shared paths.
- Footpaths blocked by signage, dumped e-bikes and uneven surfaces.
- Requests for clearer signage to prevent obstruction.

System navigation and support

- Carers being unexpectedly exited from the Carer Gateway, often during crisis periods.
- Respite described as inconsistent and difficult to access.
- Need for more mental health programs and emotional support.
- Younger and hidden carers require more targeted support.
- Ageing carers facing increasing mobility and health challenges.

Digital and accessible information

- Many carers struggle with technology and need digital literacy support.
- Hard-copy flyers remain important reminders for time-poor carers.
- Carers value Council's communication channels (e-news, Scene Magazine, posters).

Social connection

- Strong desire for more opportunities to connect with other carers.
- Need for more accessible community activities and support groups.

A.3. Broader Community

How we engaged

Two drop-in sessions were held at local libraries. Ten community members participated.

What we heard

Hopes for people with disability

- Better access to NDIS, My Aged Care and support services.
- More accessible transport, parking and wayfinding.
- Greater visibility and inclusion at community events.
- More social connection opportunities for all ages.
- Accessible housing and safe public spaces.
- Increased awareness of hidden disabilities and mental health.
- More programs for older people and people with disability.
- Improved digital access to information.

Big ideas

- More over-55s housing and intergenerational programs.
- Quiet hours at libraries and community facilities.
- Bookable shuttle buses for events.
- More sensory-friendly activities and spaces.
- Clearer accessibility information for events and venues.
- Timed disability parking in some locations.
- Regular feedback loops (e.g., surveys every 3–5 months).
- Better signage, wayfinding and accessible toilets.
- More neurodivergent-friendly programs (arts, crafts, social groups).

What matters most (dot poll)

- Mental health and emotional support
- Access to public transport and accessible parking
- Access to information in suitable formats
- Employment and volunteering
- Quiet/sensory-friendly spaces

A.4. Targeted Intercept Survey

How we engaged

Intercept surveys were conducted with older people, people with disability, carers and families at community events.

What we heard

Getting around

- Need for safer footpaths, better lighting and more seating.
- Strong concerns about e-bikes on footpaths.
- Requests for more disability parking and improved access to bus stops.
- Mixed views on public transport: light rail praised, buses seen as inconsistent.
- Desire for affordable community transport options.

Access to services

- Many find My Aged Care and NDIS confusing.
- Requests for clearer information about Council services.
- Some respondents reported good access and no issues.

Employment and transitions

- Need for more support for autistic young people transitioning to employment.

Information preferences

- Email, hard-copy flyers, posters, newsletters and face-to-face sessions.
- Many older people prefer postal information and in-person support.
- Strong desire for improved website accessibility.

A.5. 1-on-1 Interviews with Disability Service Providers

How we engaged

Individual interviews were held with providers supporting autistic people and their families.

What we heard

System pressures

- Carers experiencing chronic stress and burnout.
- NDIS funding cuts disproportionately affecting autistic children and families.
- Appeals processes costly and difficult to navigate.
- CALD families face additional barriers due to language and stigma.
- Increasing pressure on parents to seek alternative diagnoses to access support.

Support needs

- More advocacy and wellbeing programs for families.
- Need for social connection opportunities for adult carers.
- Greater clarity around new programs (e.g., Thriving Kids).
- High demand for ratio-based support due to behavioural needs.

Inclusion and community participation

- Council events need clearer accessibility information.
- Desire for designated quiet areas, accessible parking and community transport.
- Suggestions for VIP seating or acknowledgement of autistic community at events.
- Strong emphasis on involving parents, carers and siblings in co-design.
- Need for broader representation beyond autistic self-advocates alone.

A.6. Staff

How we engaged

Digital survey open to all Randwick City Council staff, accessible through the Intranet.

What we heard

Disability inclusion

- 60% of respondents feel 'very included' in work and everyday community life
- 40% of respondents feel 'somewhat included' in work and everyday community life

Workplace inclusion

- 50% of respondents reported Council information as 'easy' to understand
- Staff encourage training that strengthens understanding of invisible disability in the workplace
- Staff cited positive workplace culture and supportive leadership at Council as enablers for inclusion and career progression
- Staff asked for clear expectations and internal processes, as well as inclusive communication methods and devices / tools

Accessible public space

- Staff reported access challenges with Council buildings and lift reliability
- Almost 60% of respondents reported local parks, beaches, playgrounds as 'easy' to access, 40% as 'sometimes challenging', and 1 respondent doesn't use them
- 60% of respondents reported footpaths and crossings as either 'hard' or 'sometimes challenging' to use, 37% found them 'easy' to use, and 2 respondents don't use them
- 60% of respondents reported Council's buildings and Libraries as either 'hard' or 'sometimes challenging' to access, 40% find them 'easy' to access
- Staff encouraged the consistent application of accessibility design standards across all Council projects

A.7. Disability Inclusion Working Group

How we engaged

An in-person workshop was conducted with members of Council's internal Disability Inclusion Working Group.

What we heard

Attitudes and behaviours

- Collaboration with not-for-profit, charity and multicultural groups is encouraged
- Important for Council to acknowledge and celebrate dates of significance that raise the profile of people with disability in the community
- Practical toolkits to help teams produce more inclusive outcomes would be helpful
- Increasing the visibility of people with lived experience in the workplace needs to be done in a way that upholds dignity and isn't tokenistic

Liveable communities

- Collaboration across Council Divisions is essential to achieve outcomes
- Explore the application of technology that residents use to navigate their community in the design of public spaces and places
- Review what other Councils are doing to enhance liveability, like their What's On pages
- Public space and transport design needs to also consider people with sensory or invisible disability

Employment

- Discussions about staff performance and expectation need to provide clear instruction
- Flexible and part-time roles encourage support with neurodivergent people in the workforce
- Staff training on invisible disability would help prevent misunderstanding, misinterpretation of communication style and increase respect

Systems and processes

- Inclusive language and practical guides are helpful
- Clear internal referral pathways and consistent information sharing

A.8. Appendix Access and Older Persons Advisory Committee

How we engaged

A workshop was held with the Access and Older Persons Advisory Committee to gather feedback on access, inclusion and everyday experiences in Randwick. Committee members shared insights based on lived experience, caring roles and long-term use of local facilities and services. Their feedback focused on communication, accessibility of community spaces, and the importance of predictable, respectful interactions with Council.

What we heard

Communication and customer service

- Committee members called for Council to request and record resident communication preferences
- More predictable, consistent responses when contacting Council was encouraged

Access to facilities and programs

- Need for improved access to Council facilities for older people, including community halls and Heffron Pool
- There is strong interest in more age-friendly programming and accessible / low-sensory session times at Council's Leisure Centre
- Importance of facilities being physically accessible and easy to navigate

Mobility, safety and public spaces

- Concerns about footpath obstructions, signage, and shared-path safety
- Need for more seating, rest points and shaded areas to support older people's mobility
- Desire for clearer signage and wayfinding in high-use areas

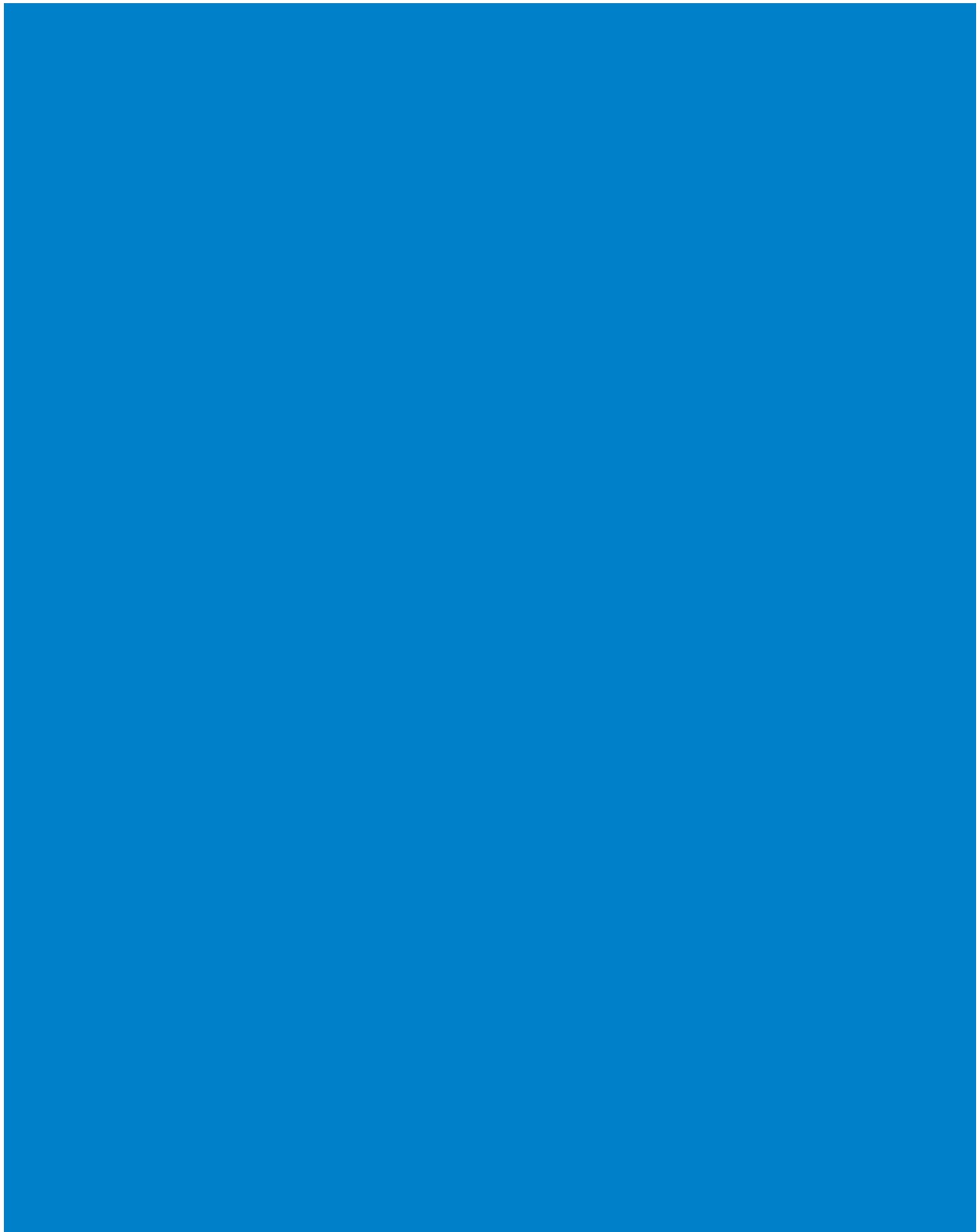
Information access

- Need for clearer, more accessible information about Council services, programs and facilities
- Recognition that printed materials remain important for many older residents
- Interest in simple, predictable pathways for finding information and contacting the right team at Council

Inclusion and representation

- Strong support for continued involvement of the Committee in shaping DIAP actions and Council's work
- Desire for older people and people with disabilities to be represented in co-design processes
- Recognition that the Committee provides valuable lived-experience insight but should be complemented by broader community engagement

CC7/26



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Director Corporate Services Report No. CO13/26

Subject: Draft 2026-27 Operational Plan and Budget

Executive Summary

- Our 2026-27 Operational Plan and Budget details the projects and activities that will be undertaken in the 2026-27 financial year to work towards achieving the commitments made in our 2025-29 Delivery Program. It includes a detailed budget for the activities, our 2026-27 Fees and Charges, and a Statement of Revenue Policy.
- The draft Budget for 2026-27 ensures a continued strong financial position, with a net operating result for the year, before grants and contributions for capital purposes, of \$1.3M.
- The draft Budget for 2026-27 is balanced.
- The draft 2026-27 Fees and Charges are also presented for council's consideration for exhibition.

Recommendation

That:

- a) the draft 2026-27 Operational Plan, including the 2026-27 Budget and associated 2026-27 Fees and Charges, including amendments arising from Council resolutions from meeting 28 April 2026, be endorsed for a period of public exhibition of not less than 28 days, from 30 April to 28 May 2026, inviting submissions from the public;
- b) Council receives a report at the conclusion of the period of public exhibition, providing the outcomes of public exhibition for consideration; and
- c) the General Manager be authorised to make any minor changes or changes relating to the domestic waste management charge if required.

Attachment/s:

1. [LINK TO VIEW](#) Draft 2026-27 Operational Plan and Budget
2. [LINK TO VIEW](#) Draft 2026-27 Fees and Charges

Purpose

The purpose of this report is to seek council endorsement to exhibit the draft Randwick City Council 2026-27 Operational Plan, including 2026-27 Budget and associated Fees and Charges.

Discussion

All councils in NSW are required to use the legislated Integrating Planning and Reporting (IP&R) framework to guide their planning and reporting activities.

The following diagram includes key elements from the legislated IP&R framework and locates the suite of Randwick City strategic plans. These plans ensure that we are working towards achieving the community’s goals as set out in the Community Strategic Plan.



The **Community Strategic Plan (CSP)** is Council's 10-year plan that forms the basis of our integrated planning and reporting framework. It incorporates state and regional planning priorities. The purpose of the CSP is to document our community’s main priorities and aspirations for the future and set the direction for all of Council’s activities. Although Council prepared this plan, it belongs to the community (not Council) and involves council working together with a range of partners across the community, business, and government to achieve the outcomes.

Council and our community worked together to create the suite of *Informing Strategies*, to capture community aspirations for the future across the following seven priority areas:

- Arts and Culture
- Economic Development
- Environment
- Housing
- Inclusive Randwick
- Integrated Transport
- Open Space and Recreation.

Each strategy consists of outcomes, objectives, strategic approaches, and principles. The objectives provide clear ways to achieve the outcomes. Our Informing Strategies link the high-level outcomes of the Community Strategic Plan with Council’s day-to-day operations.

The **Delivery Program and Operational Plan** covers the specific commitments and actions that Council will take to work towards achieving the outcomes of this CSP over the four-year term of council and one year planning period together with the activities to deliver ongoing day-to-day services to our community; ensure compliance with regulatory requirements; and provide the internal support services that are needed to keep Council operating efficiently and effectively.

2026-27 Operational Plan

Our *2026-27 Operational Plan* lists the projects and activities to be undertaken in the 2026-27 financial year to achieve, or work towards achieving, the commitments in our *2025-29 Delivery Program*. The Operational Plan includes the annual budget which is designed to fund the operations, projects and activities to deliver the commitments of the council to the community. It also includes our Statement of Revenue Policy.

The structure of the attached Draft 2026-27 Operational Plan & Budget is detailed below:

Part 1: About Randwick City

This part provides background information about our City and our Council

Part 2: About this Plan

This part explains the purpose and structure the Plan and well as lists the services on the 2025-29 Service Review Program

Part 3: 2025-29 Delivery Program and 2026-27 Operational Plan Activities

This part includes our 2025-29 delivery program commitments and 2026-27 operational plan activities. They are split into two sections:

- **Delivering the outcomes of the Community Strategic Plan** details how Council will work towards delivering the outcomes of the 2025-35 CSP
- **Support Services and Regulatory Functions** details how Council will provide the ongoing support services required by the organisation and comply with regulatory obligations

Part 4: Financial Information

This part provides the budget for planned activities in the 2026-27 financial year

Part 5: 2026-27 Statement of Revenue Policy

This part provides Council's Statement of Revenue Policy as required under the Integrated Planning and Reporting Guidelines

Part 6: Other Statutory and Supporting Information

This part provides additional information on Council's operations

Service Review Program and Continuous Improvement

The 2025-29 Delivery Program includes the Service Review program. Through this program, a comprehensive review of nominated Council services will be carried out. The service review process involves engaging with the community and key stakeholders to develop agreed priorities and expected levels of service. Council also reports on its continuous improvement initiatives in each Annual Report. Improving the experience of our customers is the key to the service review and continuous improvement programs.

The service reviews to be conducted over 2026-27 are:

- Maintaining footpaths
- Long term planning for the City (e.g. CSP)
- Asset operations, maintenance and capital works.

2026-27 activities

The **2026-27 Operational Plan** includes new activities and ongoing activities from the previous Operational Plan within the 2025-29 Delivery Program.

Previously adopted operational plan activities that reflect ongoing services delivered by Council, or projects that are not yet complete, have been carried over into the 2026-27 plan.

2026-27 Budget

In the context of our 2026-27 Budget, we will collaboratively engage with our community and stakeholders to maintain a financially robust and sustainable local government, dedicated to providing affordable services to our community both now and in the future.

The rate peg for 2026-27 is 5%. The proposed Domestic Waste Management (DWM) charge is to increase by 5% for current service provisions and may be subject to an additional 3% increase depending on the Council resolution on service delivery.

The formulation of the 2026-27 annual budget is set to ensure alignment with all financial performance indicators and benchmarks as prescribed by the Office of Local Government. The Draft Income Statement for 2026-27 forecasts a net operating result for the year before grants and contributions for capital purposes amounting to \$1.3M. Following adjustments for non-cash items, reserve transfers, capital expenditure, and loan funding, a balanced budget is presented.

We note the recent volatility in fuel prices and the potential flow-on impacts to operational and capital costs, particularly in areas such as waste services, construction, and maintenance activities. Like all budgets, the 2026–27 Draft Budget is based on assumptions at a point in time and is subject to change as economic conditions evolve.

We are actively monitoring these developments and assessing the impacts across both operational service delivery and the capital works program. Should these cost pressures persist into the medium to longer term, appropriate adjustments will be considered as part of the finalisation of the 2026–27 Budget for adoption in June 2026.

Any future material variations will be reported through Council’s regular financial reporting processes, including Quarterly Budget Review Statements and monthly financial reports, ensuring transparency and timely oversight.

The following tables list the source and application of funds.

Table: Source of funds

Revenue type	Amount (\$000)s
Rates and annual charges	164,418
User fees and charges	25,026
Grants and contributions	21,166
Other revenues	8,658
Other income	6,033
Reserves	642
Interest & Investment Revenue	6,506
Total	232,449

Table: Application of funds

Expenditure type	Amount (\$'000)s
Employee costs	96,498
Materials and contracts	80,839
Net Capital Expenditure	44,857
Other Operating expenses	6,502
Lease & Loan Repayments	3,745
Total	232,441

Council continues to have a high reliance on own source revenue with an anticipated Own Source Operating Revenue Ratio of 90.92% and maintains a reasonably strong unrestricted current ratio of 2.69X compared to a benchmark of 1.5X.

2026-27 Capital Expenditure

The Draft 2026-27 Budget includes a \$46.1M proposed capital works program which is detailed within the Operational Plan.

Borrowings

External borrowings of \$33.5 million were drawn down in 2021-22 and will enable works to be completed for the benefit of Randwick City Council residents and the greater community. No further borrowings are proposed for 2026-27.

Council’s principal and interest repayment for the 2026-27 financial year will be \$3.74M.

Statement of Revenue Policy

Rating structure

The Council’s ordinary rates are structured on an ad valorem basis in accordance with section 497 of the NSW Local Government Act 1993 (the Act), and subject to the minimum amounts in accordance with section 548 of the Act.

Permissible increases in rating revenue are determined by IPART through two distinct processes, including industry standard rate peg and council specific special variation. The rate peg is set by the Independent Pricing and Regulatory Tribunal (IPART). IPART has set the rate peg for the 2026-27 financial year using the new rate peg methodology. This methodology uses the base cost change for council groups, a productivity factor, a population factor, an Emergency Service Levy factor, and other adjustments. All councils are subject to the annual rate peg unless otherwise covered by an approved variation.

IPART determined a 2026-27 rate peg of 5%.

Domestic Waste Management Charge

Under section 496 of the Local Government Act 1993, Council must make and levy an annual charge for providing domestic waste management services. Under section 504 of the Act, income from the charge must not exceed the reasonable cost to the Council of providing those services.

The domestic waste management charge is proposed to increase by 5% from \$731.28 to \$767.84 for each residential service in 2026-27. This charge funds domestic waste collection services, including general waste, recycling, FOGO and household clean-up, the ongoing operations of the Perry St Recycling Centre, and the continuation of Council’s contaminated site remediation program.

It is noted, depending on Council's resolution relating to a future opportunities to change to service delivery, the domestic waste management charge may be increased by 3% above the current fee outlined in this report. That is, from \$767.84 to \$789.80 for each residential service in 2026-27. If required, this change will be incorporated prior to public exhibition.

Fees and Charges

The draft *2026-27 Fees and Charges* have been developed in accordance with our Pricing Policy. Fees and Charges are developed for user specific services and ensure that where possible, Council can recover the cost-of-service delivery.

Many fees and charges levied by Council are subject to statutory limits. For those that are not set by legislation, a review process is undertaken each year which considers market comparisons and service costs, including cost indexing.

Cost recovery is not applicable to some services which are considered to offer wider public good. These services are charged at partial or minimal cost recovery.

The draft fees and charges proposes to reduce the fees for a number of our community halls by 30% during off-peak times (12pm-3pm weekdays). A report will be presented to Council at the May council meeting. Should council not proceed with the proposed changes the fees and charges will be amended before final adoption.

The draft *2026-27 Fees and Charges* is attached for your consideration. Following exhibition and upon adoption, the fees and charges will commence 1 July 2026.

Stormwater Management Service Charge

The Stormwater Management Service Charge was introduced in the 2008-09 financial year to establish a sustainable funding source for providing improved stormwater management across Randwick City. The maximum amounts chargeable are prescribed in clause 125AA of the Local Government (General) Regulation 2021. The amount varies depending on the type of property and/or property owner.

Consultation

Council's draft 2026-27 Operational Plan is required to be publicly exhibited for a period of at least 28 days. The proposed exhibition period is 30 April to 28 May 2026.

Throughout the exhibition period, the draft documents will be on display via Council's website, and in hard copy at Council's Administration Building and three libraries.

- Online through Council's Your Say website
- By email
- By mail.

Residents will be informed and encouraged to engage through a range of communication and consultation activities including:

- Suburb-specific Information Sheets delivered to residents and available for download from our website
- Media release
- Promotion through social media
- Promotion through Randwick eNews distributed to more than 50,000 recipients
- Email notification to Council's Your Say Randwick subscribers
- Notification to local Precinct Committees
- Video content communicating the plan and encouraging people to have their say.

All submissions received during the exhibition will be considered before the 2026-27 Operational Plan and Budget is presented to Council for adoption in June 2026.

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.
Service area	Financial Management
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.

CO13/26

Risks

Strategic Risk Category/Objective	Risk Mitigation – report specific
Legal/Governance If NSW government legislated deadlines and/or time to exhibit are missed, council may demonstrate poor governance of the strategic planning process.	Presented to April meeting, exhibition in May and potential revisions before June 2026 meeting for adoption will meet legislated deadlines.
Reputational/Image Missing deadlines or poor community consultation may result in loss of confidence of the community.	Presented to April meeting, exhibition in May and potential revisions before June 2026 meeting for adoption will meet requirements.

Resourcing Strategy implications

The draft Budget for 2026-27 is balanced and sustainable, with a budget surplus of \$1.3M.

Policy and legislative requirements

Section 405 of the *Local Government Act* requires Council to have an Operational Plan ‘that is adopted before the beginning of each year that details the activities to be engaged in by the council during the year as part of the delivery program covering that year’.

The draft 2026-27 Operational Plan has been prepared in accordance with section 405 and the associated *Integrated Planning and Reporting Guidelines*.

Conclusion

Our draft *2026-27 Operational Plan and Budget* details the individual projects and actions that will be undertaken in the 2026-27 financial year to achieve, or work towards achieving, the commitments made in our 2025-29 Delivery Program. It includes a detailed budget for the actions, our 2026-27 Fees and Charges, and a Statement of Revenue Policy. The draft Budget for 2026-27 is balanced and sustainable.

Responsible officer: Edel Dickson, Coordinator Corporate Planning and Performance
File Reference: F2026/03004

Director Corporate Services Report No. CO14/26

Subject: Monthly Investment Report - March 2026

Executive Summary

- All investments have been managed in accordance with legislative requirements and Council's Investment Policy.
- As of 31 March 2026, Council's total investment and cash portfolio stood at \$222.0M. The portfolio generated \$0.88M in interest during March 2026.
- The investment portfolio delivered a sound return of +0.39% (actual) or +4.71% p.a. (annualised), outperforming the benchmark AusBond Bank Bill Index return of +0.32% (actual) or +3.81% p.a. (annualised).
- The portfolio continues to generate returns in line with policy objectives. Investment income for the year-to-date (YTD) as of 31 March 2026 is \$6.9M, representing 107% of the current budget.
- Council's cash and investments portfolio is substantially restricted in both internal (\$108.3M) and external (\$91.23M) 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 \$22.4M, providing for ongoing operational requirements.
- Cash flow continues to be closely monitored to meet sufficient liquidity for operational needs.

Recommendation

That Council receives and notes the Investment Report for March 2026.

Attachment/s:

1.  Certificate by Responsible Accounting Officer - March 2026

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.

Discussion

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.

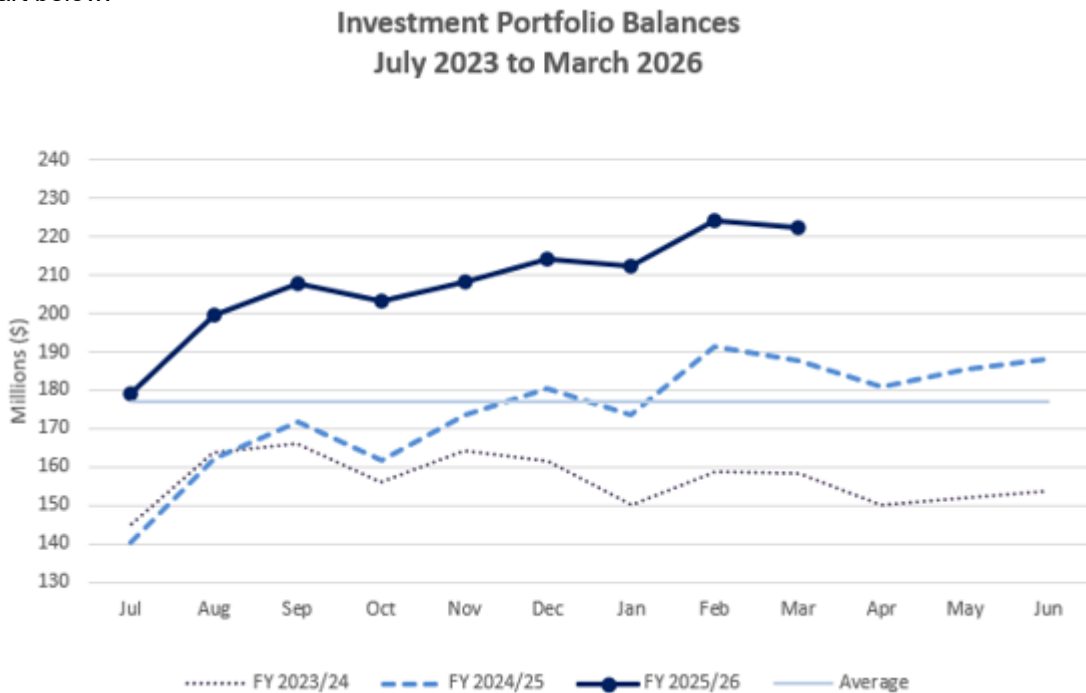
Cash flow is continuously monitored to ensure sufficient liquidity for day-to-day operations including the delivery of Council’s capital program through:

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

Portfolio Overview

As of 31 March 2026, Council’s total investment and cash portfolio stood at \$222.0M. The portfolio decreased slightly by ~\$2M in March. 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 movements in the investment portfolio value from July 2023 to March 2026 are shown in the chart below.



The majority of Council’s investment portfolio is allocated to term deposits, comprising 66.77% of the total portfolio. The remainder of the portfolio is held in the overnight cash accounts with CBA (0.13%), senior floating rate notes (FRNs) (23.46%) and senior and covered fixed bonds (9.64%).

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 period of March, the total portfolio (T/Ds, FRNs and Bonds) provided a sound return of +0.39% (actual) or +4.71% p.a. (annualised), outperforming the benchmark AusBond Bank Bill Index return of +0.32% (actual) or +3.81% p.a. (annualised).

Performance (% p.a.)	1 month	3 months	6 months	FYTD	1 year	2 years	3 years
Official Cash Rate	4.10%	3.85%	3.72%	3.71%	3.77%	4.04%	4.08%
AusBond Bank Bill Index	3.81%	3.73%	3.68%	3.69%	3.80%	4.13%	4.15%
Council's T/D Portfolio	4.64%	4.60%	4.60%	4.66%	4.74%	4.91%	4.75%
Council's FRN Portfolio	5.09%	4.92%	4.80%	4.79%	4.83%	5.13%	5.11%
Council's Bond Portfolio	4.31%	4.32%	4.32%	4.31%	4.23%	2.94%	2.33%
Council's Portfolio^	4.71%	4.64%	4.62%	4.65%	4.72%	4.93%	4.79%
Outperformance	0.91%	0.91%	0.93%	0.97%	0.92%	0.80%	0.64%

*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 March 2024 to March 2026.



YTD investment income as of 31 March 2026 is \$6.9M, representing 107% of the current budget.

Market Condition and Economic Overview

At its March meeting, the Reserve Bank of Australia decided to lift the official cash rate by 25bp to 4.10%. The decision reflects that there is a material risk that inflation remains above target for even longer than previously anticipated.

Investment Breakdown by Asset Type

On-Call Funds

- On-call funds are maintained to meet Council's immediate cash flow requirements. As of 31 March 2026, the on-call balance stands at \$0.29M, representing 0.13% of the total investment portfolio.

Counterparty	Rating	Balance 28 Feb 2026	Movement	Balance 31 Mar 2026	Interest Rate
CBA	AA-	6,052,282	(5,761,716.70)	290,565.3	4.10%

Term Deposits

- As at 31 March 2026, the portfolio included \$148.5M in term deposits, making up 66.77% of the total investment portfolio.
- Five term deposits, total valued at \$9.0M, matured in March 2026.
- Five term deposits, total valued at \$15.0M, were placed in March 2026.
- As at 31 March 2026, the term deposit portfolio yielded 4.51% p.a.
- Investments denoted with an asterisk (*) are those that do not have any exposure to fossil-fuel lending.

Counterparty	Rating	Balance 28 Feb 2026	Movement	Balance 31 March 2026	Date Invested	Date Maturity	Interest Rate
ING Bank (Australia) Ltd	A	2,000,000	(2,000,000)	-	18/02/2025	11/03/2026	4.81%
BOQ	A-	2,000,000	(2,000,000)	-	04/12/2024	11/03/2026	4.9%
Westpac	AA-	1,000,000	(1,000,000)	-	12/12/2024	18/03/2026	4.76%
NAB	AA-	2,000,000	(2,000,000)	-	10/06/2025	25/03/2026	4.2%
NAB	AA-	2,000,000	(2,000,000)	-	29/08/2024	25/03/2026	4.71%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	06/08/2025	01/04/2026	4.16%
Suncorp Bank	AA-	2,000,000	-	2,000,000	30/06/2025	01/04/2026	4.29%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	02/09/2025	08/04/2026	4.15%
Westpac	AA-	1,500,000	-	1,500,000	29/05/2025	08/04/2026	4.16%
ING Bank (Australia) Ltd	A	1,000,000	-	1,000,000	03/04/2025	08/04/2026	4.64%
Westpac	AA-	2,000,000	-	2,000,000	02/09/2024	15/04/2026	4.75%
Westpac	AA-	2,000,000	-	2,000,000	29/05/2025	22/04/2026	4.17%
Westpac	AA-	2,000,000	-	2,000,000	11/02/2025	22/04/2026	4.68%
NAB	AA-	2,000,000	-	2,000,000	01/09/2025	29/04/2026	4.14%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	17/12/2025	06/05/2026	4.43%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	27/02/2025	06/05/2026	4.74%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	17/12/2025	20/05/2026	4.43%
Westpac	AA-	2,000,000	-	2,000,000	05/02/2026	10/06/2026	4.5%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	06/08/2025	10/06/2026	4.16%
NAB	AA-	4,000,000	-	4,000,000	01/09/2025	17/06/2026	4.14%
Westpac	AA-	2,000,000	-	2,000,000	02/09/2024	24/06/2026	4.7%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	02/09/2025	01/07/2026	4.11%
Westpac	AA-	2,000,000	-	2,000,000	11/02/2025	01/07/2026	4.66%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	04/09/2025	08/07/2026	4.15%
NAB	AA-	2,000,000	-	2,000,000	09/09/2025	15/07/2026	4.16%
Westpac	AA-	2,000,000	-	2,000,000	29/08/2024	15/07/2026	4.55%

Counterparty	Rating	Balance 28 Feb 2026	Movement	Balance 31 March 2026	Date Invested	Date Maturity	Interest Rate
NAB	AA-	2,000,000	-	2,000,000	11/09/2025	22/07/2026	4.21%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	07/10/2025	29/07/2026	4.22%
NAB	AA-	2,000,000	-	2,000,000	11/09/2025	29/07/2026	4.21%
BOQ*	A-	2,000,000	-	2,000,000	11/02/2026	12/08/2026	4.75%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	30/10/2025	09/09/2026	4.28%
Westpac*	AA-	2,000,000	-	2,000,000	05/08/2025	09/09/2026	4.09%
Westpac*	AA-	2,000,000	-	2,000,000	05/08/2025	16/09/2026	4.09%
Westpac	AA-	2,000,000	-	2,000,000	28/08/2025	23/09/2026	4.14%
Westpac	AA-	2,000,000	-	2,000,000	11/02/2025	23/09/2026	4.63%
Westpac*	AA-	2,000,000	-	2,000,000	07/08/2025	30/09/2026	4.1%
Westpac*	AA-	2,000,000	-	2,000,000	12/08/2025	07/10/2026	4.12%
Westpac	AA-	1,000,000	-	1,000,000	04/10/2024	07/10/2026	4.55%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	22/08/2025	14/10/2026	4.12%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	02/09/2025	21/10/2026	4.08%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	19/08/2025	21/10/2026	4.11%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	22/08/2025	28/10/2026	4.12%
Rabobank Australia Limited*	A	4,000,000	-	4,000,000	17/12/2025	04/11/2026	4.57%
Commonwealth Bank	AA-	4,000,000	-	4,000,000	01/12/2025	05/11/2026	4.49%
Westpac*	AA-	2,000,000	-	2,000,000	03/11/2025	09/12/2026	4.32%
Westpac	AA-	1,000,000	-	1,000,000	10/11/2021	09/12/2026	1.88%
Commonwealth Bank	AA-	2,000,000	-	2,000,000	01/12/2025	16/12/2026	4.51%
Westpac*	AA-	2,000,000	-	2,000,000	03/11/2025	16/12/2026	4.32%
ING Bank (Australia) Ltd	A	1,000,000	-	1,000,000	12/12/2024	16/12/2026	4.72%
Westpac*	AA-	2,000,000	-	2,000,000	08/12/2025	23/12/2026	4.5%
Westpac*	AA-	2,000,000	-	2,000,000	08/12/2025	30/12/2026	4.5%
Westpac*	AA-	2,000,000	-	2,000,000	03/11/2025	30/12/2026	4.32%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	18/12/2025	06/01/2027	4.61%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	16/02/2026	13/01/2027	4.85%
Commonwealth Bank	AA-	2,000,000	-	2,000,000	11/12/2025	13/01/2027	4.63%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	19/01/2026	20/01/2027	4.61%
Rabobank Australia Limited*	A	3,000,000	-	3,000,000	19/01/2026	27/01/2027	4.61%

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Counterparty	Rating	Balance 28 Feb 2026	Movement	Balance 31 March 2026	Date Invested	Date Maturity	Interest Rate
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	19/02/2026	10/02/2027	4.89%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	26/02/2026	24/02/2027	4.91%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	27/02/2026	10/03/2027	4.93%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	26/02/2026	10/03/2027	4.91%
NAB	AA-	-	2,000,000	2,000,000	11/03/2026	17/03/2027	5.15%
ING Bank (Australia) Ltd	A	-	4,000,000	4,000,000	02/03/2026	24/03/2027	4.93%
ING Bank (Australia) Ltd	A	-	4,000,000	4,000,000	10/03/2026	24/03/2027	5.07%
Rabobank Australia Limited*	A	-	2,000,000	2,000,000	25/03/2026	31/03/2027	5.36%
NAB	AA-	-	3,000,000	3,000,000	13/03/2026	05/05/2027	5.23%
Rabobank Australia Limited*	A	2,000,000	-	2,000,000	19/09/2025	22/09/2027	4%
BOQ*	A-	2,000,000	-	2,000,000	14/10/2025	20/10/2027	4.14%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	19/11/2024	08/11/2027	5.07%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	20/11/2024	15/12/2027	5.07%
ING Bank (Australia) Ltd	A	2,000,000	-	1,000,000	05/03/2025	15/03/2028	4.62%
BOQ*	A-	2,000,000	-	2,000,000	02/12/2024	13/12/2028	4.95%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	19/12/2024	20/12/2028	4.81%
BOQ*	A-	2,000,000	-	2,000,000	05/12/2024	10/01/2029	4.75%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	19/11/2024	07/05/2029	5.19%
ING Bank (Australia) Ltd	A	2,000,000	-	2,000,000	19/12/2024	12/12/2029	4.89%
TOTAL		142,500,000	6,000,000	148,500,000			

Floating Rate Notes

- The portfolio includes \$52.1M in FRNs (indicative value), making up 23.46% 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 of 31 March 2026 decreased by ~\$96K 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.

Counterparty	Rating	Purchase Price (\$)	Indicative Value (\$) 31 March 2026	Date Invested	Maturity Date	Interest Rate
ICBC Sydney Branch	A	1,700,000	1,700,402	18/06/2021	18/06/2026	3m BBSW + 58 bps
Suncorp Bank	AA-	1,750,000	1,750,038	15/09/2021	15/09/2026	3m BBSW + 48 bps
Rabobank Australia Branch	A+	1,000,000	1,001,990	27/01/2022	27/01/2027	3m BBSW + 73 bps

Counterparty	Rating	Purchase Price (\$)	Indicative Value (\$) 31 March 2026	Date Invested	Maturity Date	Interest Rate
ING Bank (Australia) Ltd	A	500,000	502,022	22/03/2024	22/03/2027	3m BBSW + 95 bps
Bendigo and Adelaide*	A-	800,000	803,480	14/05/2024	14/05/2027	3m BBSW + 105 bps
Commonwealth Bank	AA-	1,750,000	1,763,497	17/08/2023	17/08/2028	3m BBSW + 95 bps
ANZ Bank	AA-	2,800,000	2,820,510	11/09/2023	11/09/2028	3m BBSW + 93 bps
NAB	AA-	3,200,000	3,231,676	16/11/2023	16/11/2028	3m BBSW + 103 bps
BOQ*	A-	2,500,000	2,496,825	20/11/2025	20/11/2028	3m BBSW + 77 bps
Rabobank Australia Branch	A+	2,250,000	2,275,798	21/11/2023	21/11/2028	3m BBSW + 115 bps
ANZ Bank	AA-	750,000	756,231	05/02/2024	05/02/2029	3m BBSW + 96 bps
Rabobank Australia Branch	A+	2,000,000	2,017,204	26/02/2024	26/02/2029	3m BBSW + 103 bps
Suncorp Bank	AA-	2,500,000	2,517,565	19/03/2024	19/03/2029	3m BBSW + 98 bps
NAB	AA-	1,800,000	1,812,677	22/03/2024	22/03/2029	3m BBSW + 90 bps
BOQ*	A-	2,500,000	2,529,620	30/04/2024	30/04/2029	3m BBSW + 128 bps
ANZ Bank	AA-	1,500,000	1,508,473	18/06/2024	18/06/2029	3m BBSW + 86 bps
Rabobank Australia Branch	A+	1,900,000	1,909,988	17/07/2024	17/07/2029	3m BBSW + 87.6 bps
ING Bank (Australia) Ltd	A	2,700,000	2,720,555	20/08/2024	20/08/2029	3m BBSW + 91 bps
Suncorp Bank	AA-	3,300,000	3,316,397	27/09/2024	27/09/2029	3m BBSW + 92 bps
NAB	AA-	2,000,000	2,007,852	14/11/2024	14/11/2029	3m BBSW + 82 bps
ING Bank (Australia) Ltd	AAA	1,400,000	1,404,880	20/11/2024	20/11/2029	3m BBSW + 80 bps
Bendigo and Adelaide*	AAA	3,500,000	3,514,259	28/11/2024	28/11/2029	3m BBSW + 83 bps
Commonwealth Bank	AA-	1,500,000	1,506,894	09/01/2025	09/01/2030	3m BBSW + 84 bps
NAB	AA-	1,200,000	1,204,870	18/03/2025	18/03/2030	3m BBSW + 83 bps
Suncorp Bank	AA-	700,000	703,066	21/05/2025	21/05/2030	3m BBSW + 93 bps
Commonwealth Bank	AA-	2,500,000	2,500,067	15/01/2026	15/01/2031	3m BBSW + 74 bps
Rabobank Australia Branch	A+	1,000,000	997,677	22/01/2026	22/01/2031	3m BBSW + 75 bps
ING Bank (Australia) Ltd	A	900,000	896,509	13/02/2026	13/02/2031	3m BBSW + 75 bps
TOTAL		51,900,000	52,171,031			

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

Fixed Bonds

- The portfolio includes \$21.4M in Bonds (indicative value), making up 9.64% of the total portfolio.
- The indicative value reflects the amount Council would receive on 31 March 2026 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 (\$) 31 March 2026	Date Invested	Maturity Date	Interest Rate
ING	AAA	1,794,762	1,775,055	19/08/21	19/08/26	1.10%
Westpac	AA-	2,495,875	2,398,497	19/06/25	19/06/30	4.30%
Suncorp (ANZ)	AA-	598,386	581,315	21/05/25	21/05/30	4.60%
NAB	AA-	1,199,268	1,166,912	18/03/25	18/03/30	4.60%
CBA	AA-	1,497,090	1,468,963	9/01/25	9/01/30	4.75%
Westpac	AA-	2,098,446	2,070,726	21/01/25	21/01/30	4.95%
Rabobank Australia Branch	A+	4,500,000	4,306,707	10/07/25	10/07/30	4.30%
Macquarie Bank	A+	8,000,000	7,677,608	17/07/25	17/07/30	4.37%
Total		22,183,827	21,445,785			

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	\$34,490,968	15.51%	15%	100%
✓	91-365 days	\$99,029,106	44.53%	15%	100%
✓	1-2 years	\$12,803,481	5.76%	0%	70%
✓	2-5 years	\$76,083,827	34.21%	0%	50%
✓	5-10 years	\$0	0.00%	0%	25%

Credit Quality

As at 31 March 2026, 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.

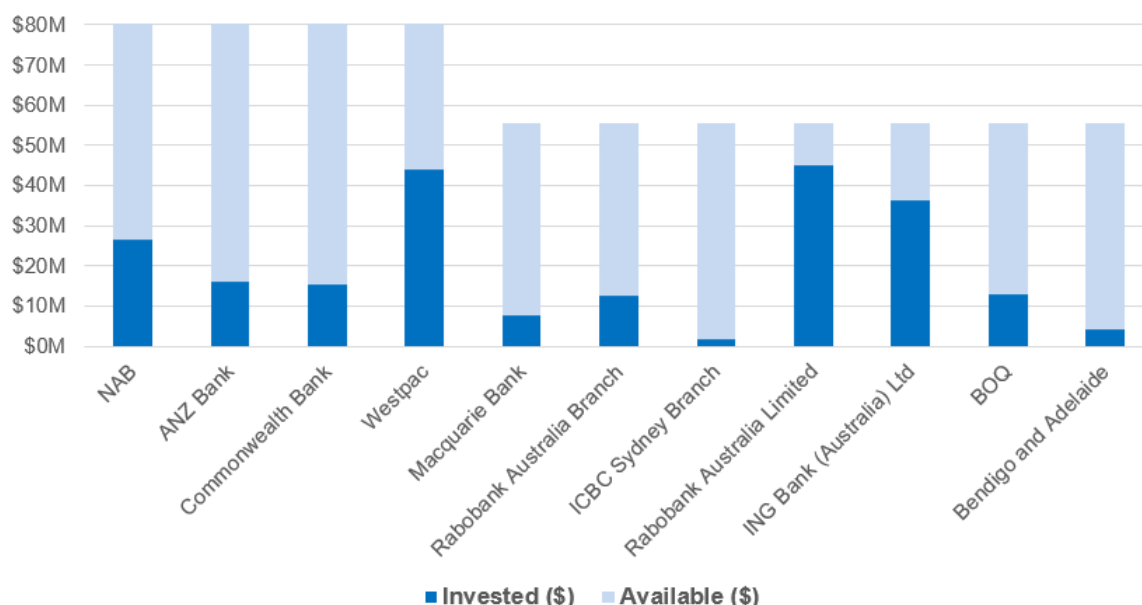
Compliant	Rating	Invested (\$)	Invested (%)	Max. Limit	Available (\$)
✓	AAA Category	\$6,694,195	3.01%	100%	\$215,713,187
✓	AA Category	\$101,876,799	45.81%	100%	\$120,530,583
✓	A Category	\$113,836,388	51.18%	80%	\$64,089,517
✓	Unrated ADIs	-	-	0%	-

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 (\$)
✓	Bendigo Covered	AAA	\$3,514,259	1.58%	40%	\$85,448,694
✓	ING Covered	AAA	\$3,179,936	1.43%	40%	\$85,783,017
✓	ANZ	AA-	\$15,953,598	7.17%	40%	\$73,009,355
✓	CBA	AA-	\$15,529,988	6.98%	40%	\$73,432,965
✓	NAB	AA-	\$26,423,989	11.88%	40%	\$62,538,963
✓	Westpac	AA-	\$43,969,224	19.77%	40%	\$44,993,729
✓	Macquarie	A+	\$7,677,608	3.45%	25%	\$47,924,238
✓	Rabo. Aus. Bran.	A+	\$12,509,365	5.62%	25%	\$43,092,481
✓	ICBC	A	\$1,700,403	0.76%	25%	\$53,901,443
✓	ING Bank	A	\$33,119,087	14.89%	25%	\$22,482,759
✓	Rabo. Aus. Ltd	A	\$45,000,000	20.23%	25%	\$10,601,846
✓	Bendigo-Adel.	A-	\$803,481	0.36%	25%	\$54,798,365
✓	BoQ	A-	\$13,026,445	5.86%	25%	\$42,575,401

Counterparty Exposure



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 at 31 March 2026, Council's ESG-aligned investments totaled \$62.3M, and have marginally decreased by \$17,465 in comparison to February 2026. Movements reflect the maturity and reinvestment of term deposits in accordance with Council's Investment Policy.

Institutions	Invested (\$)	Invested (%)
No exposure to fossil fuels	\$62,344,185	28.03%
Exposure to fossil fuels	\$158,362,794	71.20%
Not yet determined	\$1,700,403	0.76%

New climate-related disclosure requirements were introduced nationally during the 2024–25 reporting period. Council staff, together with Council's investment advisor, are reviewing these developments and considering how this information may be incorporated into future investment reports.

As part of Council's ongoing ESG assessment, climate disclosures published by major Australian banks have been reviewed. These disclosures indicate that climate-related risks are being incorporated into the banks' governance and risk management frameworks, with commitments to reduce emissions over time and support the transition to a lower-carbon economy.

While transparency at an institutional level has improved, detailed ESG information at the individual investment product level remains limited. This currently restricts Council's ability to report more specifically on the ESG characteristics of individual investments.

Some products provide clearer sustainability alignment. Council currently holds approximately \$18M in Westpac Social Term Deposits and \$45M in Rabobank term deposits, which support sustainable finance and agricultural lending respectively. Opportunities for similar investments remain limited and may involve slightly lower returns compared with other available options. The availability of comparable investment products remains limited at this time.

Restricted Funds (Local Government Act 1993 s409)

The Council has significantly 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 reallocated to 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 31 March 2026 are shown below.

Balance as at 31 March 2026	
Restricted Cash & Investments	\$
External restricted	91,237,069
Internal restricted	108,301,110
Total Restricted	199,538,179
Unrestricted Cash & Investments	22,482,988
Total Cash & Investments	<u>222,021,167</u>

Strategic alignment

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

Risks Analysis

Risk	Mitigation
Capital preservation risk	Council has implemented a diversification strategy by avoiding investment concentration in any single issuer. Council only engages 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 of 31 March 2026, the investment portfolio continues to perform strongly, with interest income totaling \$6.9M, representing 107% of the current budget.

Policy and legislative requirements

- Section 625 of the Local Government Act 1993.
- Local Government (General) Regulation 2021.
- Investment Ministerial Order 12 February 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 of 31 March 2026 have been made in full compliance with the Local Government Act 1993, relevant regulations, and Council's Investment Policy.

Responsible officer: Charlotte Vi, Assistant Accountant

File Reference: F2016/06527

CO14/26

Randwick City Council

Investments

for the period ending 31 March 2026

Certificate by Responsible Accounting Officer

made pursuant to Clause 212(1)(b) of the Local Government (General) Regulations 2021

I hereby certify that all investments as at 31 March 2026 have been made in accordance with Council's Investment Policy (adopted 25 Feb 2025).

I hereby certify that all investments as at 31 March 2026 meet the requirements of section 625 of the Local Government Act 1993 including the Ministerial Investment Order (2011).

I hereby certify that all investments as at 31 March 2026, and this investment report, meet the requirements of clause 212 of the Local Government (General) Regulation 2021.



Trang Banfield (Acting CFO)
RESPONSIBLE ACCOUNTING OFFICER

10 March 2026
Date

Director Corporate Services Report No. CO15/26

Subject: Monthly Financial Report - March 2026




Executive Summary

- Monthly Financial Reports are prepared to monitor Council's financial performance and to ensure that appropriate financial controls continue to be applied.
- Council's liquidity remains sound for the month of March, 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 Reports for March 2026 be received and noted.

Attachment/s:

1.  Income Statement - March 2026
2.  Balance Sheet Statement - March 2026
3.  Cash Flow Statement - March 2026

Purpose

Section 202 of Local Government (General) Regulation 2021 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 March 2026.

Income Statement (Attachment 1):

The 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.

The year-to-date Operating Result as of March 2026 is \$34.5m, including an Operating Result before Capital Grants and Contributions of \$8.9m.

- o Interest income received year to date has exceeded budget expectation. This favourable variance is primarily attributable to a higher investment portfolio balance and prevailing interest rates. As a result, it is proposed that the budget be adjusted upward in the March 2026 Quarterly Budget Review to reflect this outcome.

The investment balances reported on the Balance Sheet and the interest revenues reported on the Income Statement may differ between the monthly financial report and the Investment Report. These variances may occur because the monthly financial report is prepared using early cut-off dates to meet reporting deadlines, whereas the Investment Report is finalised after month-end close to meet the Local Government (General) Regulation 2021 – Clause 212.

2025-26 Financial Performance Summary

	Original Budget (\$'000)	Current Budget (\$'000)	March 2026 YTD Actuals (\$'000)
Revenue from continuing operations	\$217,064	\$247,929	\$186,618
Expenses from continuing operations	\$206,480	\$208,786	\$152,141
Net Operating result	\$10,584	\$39,143	\$34,477
Net Operating result before Capital	\$1,089	\$2,053	\$8,920

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 March 2026, Council's current ratio stands at 4.46, which exceeds the Office of Local Government's benchmark of 1.5, indicating that Council's liquidity position remains sound.

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.

CO15/26

Resourcing Strategy implications

The Current Budget for 2025-26 is balanced and sustainable with an operating result before capital contributions of \$8.9m as of March 2026. Council's current financial position remains sound. Council continues to have a strong balance sheet demonstrated through the robust working capital and adequate liquidity.

Policy and legislative requirements

Section 202 of Local Government (General) Regulation 2021.

Conclusion

The Responsible Accounting Officer confirms that Council's financial position for March 2026 is sound, with liquidity and operating results continuing to meet statutory and policy requirements.

Responsible officer: Jason Peters, Coordinator Financial Management

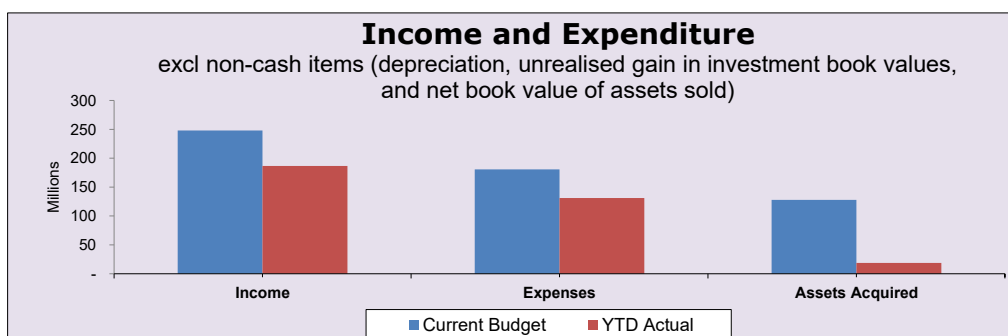
File Reference: F2021/00364



INCOME STATEMENT

For the period ended 31 March 2026

	Original Budget (\$'000s)	Current Budget (\$'000s)	YTD Actuals (\$'000s)	% Spent or Earned
EXPENSES FROM CONTINUING OPERATIONS				
Employee Costs	91,454	91,624	66,461	72.5%
Borrowing Costs	472	472	362	76.7%
Materials and Contracts	76,306	78,300	56,633	72.3%
Depreciation and Amortisation	28,063	28,063	21,047	75.0%
Other Operating Expenses	5,685	5,828	5,709	98.0%
Loss on Disposal of Infrastructure Assets	4,500	4,500	1,929	42.9%
Total Expenses from Continuing Operations	206,480	208,786	152,141	72.9%
INCOME FROM CONTINUING OPERATIONS				
Rates and Annual Charges	155,573	155,193	116,682	75.2%
User Charges and Fees	24,913	25,157	20,941	83.2%
Interest	5,220	6,835	7,235	105.9%
Other Revenues	8,180	8,266	6,631	80.2%
Other Income	6,095	6,095	3,969	65.1%
Operating Grants and Contributions	7,588	8,190	5,381	65.7%
Capital Grants and Contributions	9,495	37,090	25,557	68.9%
Gain on Disposal of Plant & Fleet Assets	-	1,103	224	20.3%
Total Income from Continuing Operations	217,064	247,929	186,618	75.3%
Net Operating Result - Surplus/(Deficit)	10,584	39,143	34,477	
FUNDING STATEMENT*				
SOURCE OF FUNDS				
Surplus/(Deficit) from Operations - Accrual	10,584	39,143	34,477	
Adjust for Non-Cash Items included in Income & Expenses Items above				
- Depreciation & Pre-paid lease income recognition	27,431	27,431	20,077	
- Written down value of assets sold / renewed	7,055	7,055	2,324	
- Unrealised (Gain)/Loss on Market Value of Investments	-	-	790	
Reserve Movements				
- Transfer from Internal Reserves	14,239	64,462	9,382	
- Transfer from External Reserves	18,043	73,174	39,773	
Net Funds Available	(77,353)	(211,265)	(106,823)	
APPLICATION OF FUNDS				
Assets Acquired	46,799	127,750	18,718	
Loan Principal Payment	3,270	3,270	1,626	
Transfer to Internal Reserves	11,970	12,487	7,157	
Transfer to External Reserves	15,302	66,152	61,381	
Total Funds Applied	77,342	209,660	88,882	
Total Funds Surplus/(Deficit)	11	1,605	17,941	



* Percentage indicators have been omitted from the Funding Statement as the statement reflects movements between reserves and funding sources rather than operating performance, and percentage comparisons do not provide a meaningful representation of these movements



BALANCE SHEET

	Actual as at 31 March 2026 (\$'000s)	Actual as at 30 June 2025 (\$'000s)
CURRENT ASSETS		
Cash, Cash Equivalents & Investments	199,021	164,505
Receivables	7,162	9,787
Inventories & Other	1,348	2,135
TOTAL CURRENT ASSETS	207,531	176,427
NON-CURRENT ASSETS		
Investments	23,000	24,000
Receivables	566	566
Infrastructure, Property, Plant & Equipment	2,069,219	2,070,369
Right of Use Asset	220	220
TOTAL NON-CURRENT ASSETS	2,093,006	2,095,155
TOTAL ASSETS	2,300,537	2,271,582
CURRENT LIABILITIES		
Payables & Prepayments	17,435	20,920
Income received in advance	5,616	3,733
Contract liabilities	6,394	6,772
Lease liabilities	3	3
Borrowings	3,307	3,270
Provisions	22,330	24,248
TOTAL CURRENT LIABILITIES	55,085	58,946
NON-CURRENT LIABILITIES		
Income received in advance	19,006	19,006
Borrowings	17,674	19,336
Lease Liabilities	230	230
Provisions	819	819
TOTAL NON-CURRENT LIABILITIES	37,729	39,391
TOTAL LIABILITIES	92,814	98,337
NET ASSETS	2,207,723	2,173,245
EQUITY		
Retained Earnings	992,199	957,722
Revaluation Reserves	1,215,524	1,215,523
TOTAL EQUITY	2,207,723	2,173,245

CO15/26



STATEMENT OF CASH FLOWS

	For the period ended 31 March 2026 (\$'000)	Actual for the year ended 30 June 2025 (\$'000)
Cash Flows from Operating Activities		
Receipts:		
Rates and annual charges	123,338	149,171
User charges and fees	21,414	29,809
Interest received	7,958	8,319
Grants and contributions	30,454	44,213
Bonds, deposits and retentions received	2,375	2,920
Other	7,565	25,563
Payments:		
Payments to employees	(71,546)	(85,723)
Payments for materials and services	(57,971)	(93,053)
Borrowing Costs	(362)	(545)
Bonds, Deposits & retentions refunded	(1,852)	(2,604)
Other	(3,835)	(9,058)
Net cash flows from (or used in) Operating Activities	57,539	69,012
Cash Flows from Investing Activities		
Receipts:		
Sale of investments	128,633	111,863
Proceeds from sale of IPPE	618	1,437
Payments:		
Purchase of investments	(166,140)	(150,143)
Payments for IPPE	(22,218)	(33,131)
Net cash flows from (or used in) Investing Activities	(59,107)	(69,974)
Cash Flows from Financing Activities		
Payments:		
Repayment of borrowings	(1,626)	(3,199)
Net cash flows from (used in) Financing Activities	(1,626)	(3,199)
Net Increase/(Decrease) in Cash and Cash Equivalents	(3,194)	(4,161)
plus: Cash and cash Equivalents - beginning of year	6,099	10,260
Cash and cash Equivalents - end of the year	2,904	6,099
Additional Information:		
plus: Investments on hand at end of year	219,117	182,406
Total cash, cash equivalents and investments	222,021	188,505

Motion Pursuant to Notice No. NM26/26

Subject: Notice of Motion from Cr Rosenfeld - Street Banners
Commemorating Easter

Motion:

That Council ask for a report into having street banners erected for Easter on a yearly basis as part of the community commemoration and celebration of this holiday. The report is to:

- a) detail appropriate street banner coverage for all Easter celebrations ie. Catholic, Anglican, Orthodox etc;
- b) specify the appropriate strategy for those years where Easter falls close to Anzac Day;
- c) detail the banner design to be used; and
- d) come back to Council by the October 2026 meeting in order to allow enough time to have banners set up in 2027.

Background:

A number of councils have street banners celebrating and commemorating Easter and it would be fitting given the large Christian population in Randwick LGA for us to follow suit. Easter is a significant holiday and needs to be marked as such.

Source of funding:

Included as part of Council's Communications (banners) budget.

Attachment/s:

Nil

Submitted by: Councillor Rosenfeld, Central Ward

File Reference: F2004/06257

Motion Pursuant to Notice No. NM27/26

Subject: Notice of Motion from Cr Veitch - Energy Security and Affordability

Motion:

That Council:

- a) notes that rapidly escalating energy costs are leading to significant pressures on households and businesses;
- b) write to the Premier of the NSW State Government the Hon Chris Minns MP, and the Australian Prime Minister the Hon Anthony Albanese, calling on them to take all possible steps to safeguard energy security and affordability by:
 - i. increasing and extending support and subsidies for the purchase and installation of rooftop solar and batteries for households;
 - ii. directly supporting the uptake of affordable renewables for apartment dwellers, residential and commercial tenants and small businesses;
 - iii. extending the rollout of electric vehicle charging stations and increasing support and subsidies for the purchase of electric vehicles;
 - iv. extending schemes to subsidise power bills, especially for pensioners, Centrelink recipients and other low-income households;
 - v. supporting calls by the Rail, Bus and Tram Union (RBTU) to make public transport free or lower cost, and increase public transport services;
 - vi. supporting the uptake of active transport by lowering speed limits and funding the design and installation of separated bike paths;
- c) acknowledges that these measures will help reduce demand for petrol, diesel and power from the grid, as well as dependence on fragile global supply chains during periods of disruption.

Attachment/s:

Nil

Submitted by: Councillor Veitch, West Ward

File Reference: F2019/01264

Motion Pursuant to Notice No. NM28/26

Subject: Notice of Motion from Cr Veitch - Support Community Radio

Motion:

That Council:

- a) acknowledges the importance of community radio stations, which serve to amplify local voices and artists, promote cultural diversity, foster community engagement, and provide grassroots information that is often overlooked by mainstream media;
- b) notes that 2SER FM (Sydney Educational Radio), which has operated successfully for 45 years, may be forced to close following Macquarie University's decision to withdraw funding; and
- c) write to the Federal Minister for Communications the Hon Anika Wells MP, the NSW Minister for the Arts the Hon John Graham MLC, and the Vice Chancellors and CEOs of Macquarie University, UTS, UNSW, AFTRS, The University of Sydney and Western Sydney University, calling on them to urgently provide funding and support to ensure that 2SER FM can continue to operate and broadcast as a community and student run radio station.

Background:

For 45 years 2SER has provided a platform for student journalists, emerging broadcasters, and diverse community voices, while supporting Australian artists and musicians outside mainstream commercial media. Its uncertain future has prompted concern among staff, volunteers, and listeners who see the station as a vital training ground and cultural institution within Sydney's media landscape.

Owned and funded by two Sydney universities, UTS and Macquarie, 2SER has broadcast out of both campuses, and has provided hands-on media training for journalism students and others looking to gain first hand experience in broadcasting. Its future has been thrown into doubt following Macquarie University's decision to withdraw funding.

Thousands of volunteers have worked at the station since the station first went to air in October 1979. and its alumni includes Social Services Minister Tanya Plibersek, Michael Rowland of *ABC News Breakfast*, BBC China correspondent Stephen McDonell, Eleanor Hall from ABC's *The World Today*, ex 702, JJJ & Radio National manager Cath Dwyer, SMH journalist Michael Koziol, *Four Corners* Supervising producer Alice Brennan as well as ABC presenters Sarah Dingle, Richard Kingsmill, Sarah Macdonald, and countless others. 2SER provides an unparalleled training ground for its students and volunteers and is a priceless cultural asset for Sydney. It must be protected.

<https://www.smh.com.au/national/nsw/it-s-the-station-where-i-got-my-first-sydney-broadcasting-shift-now-it-could-all-be-over-20260416-p5zozj.html>

<https://honisoit.com/2026/04/community-radio-station-2ser-at-risk-of-closure/>

<https://www.smh.com.au/business/companies/sydney-community-radio-station-2ser-could-shutter-in-july-as-funds-run-out-20260414-p5znsd.html>

Attachment/s:

Nil

Submitted by: Councillor Veitch, West Ward
File Reference: F2012/00347

Motion Pursuant to Notice No. NM29/26

Subject: Notice of Motion from Cr Gordon - Improving amenity and built form outcomes in low-density residential areas

Motion:

That the General Manager submit a report to Council that investigates the following:

- a) a review of the planning controls for dual occupancies in R2/R3 zones with the aim of encouraging design and built form outcomes that suit the character of the streetscape and the neighbourhood;
- b) in areas of the City where the Low and Mid-Rise planning provisions apply, consideration is given to reviewing the planning controls in R2/R3 zones to encourage the development of low scale multi-dwelling houses (terraces, town houses and manor houses); and
- c) outline the approach and process for the review of the Local Strategic Planning Statement and Housing Strategy with the aim of rezoning land to R3 in well-located areas.

Background:

Stage 1 of the Low and Mid-Rise Housing reforms was launched by the NSW Government in 2024, with the stated objective of increasing the diversity of housing types permitted within R2 (Low Density Residential) areas. However, these controls have largely led to the proliferation of dual occupancies only. Councillors and residents have also raised concerns that dual occupancies built in recent years contain visually imposing features that are incompatible with the existing character of low-density residential areas.

Reviewing planning controls to encourage other types of low-scale, multi-dwelling houses such as terraces, town houses and manor houses would improve housing choice and affordability by providing a diversity of housing types. A considered review of our long-term planning statements, with the aim of rezoning land to R3 in areas with good access to transport and amenities, would also help provide alternatives to detached homes and dual occupancies for families given escalating cost-of-living pressures.

Source of funding:

Report to be prepared using existing operational resources.

Attachment/s:

Nil

Submitted by: Councillor Gordon, Central Ward

File Reference: F2025/00814

Motion Pursuant to Notice No. NM30/26

Subject: Notice of Motion from Cr Said - New PA at Coogee Oval

Motion:

That Council:

- a) notes that the existing public address (PA) system at Coogee Oval is outdated, subject to reliability issues, and does not adequately service the needs of sporting clubs, community users, and large-scale events;
- b) acknowledges that Coogee Oval is a key community and sporting asset within Randwick City, hosting regular local competitions, training, and major events, and requires fit-for-purpose infrastructure to support these uses;
- c) recognises the importance of a modern PA system to:
 - Deliver clear and consistent audio coverage across the entire venue
 - Support emergency communication and public safety requirements
 - Improve accessibility, including audibility for all patrons
 - Enhance the overall experience for participants, officials, and spectators;
- d) requests Council Officers prepare a report for Council within three (3) months that:
 - Assesses the current condition and limitations of the existing PA system
 - Provides detailed cost estimates for renewal and upgrade
 - Identifies funding options, including inclusion in the 2026/27 Capital Works Program
 - Outlines procurement and delivery timeframes
 - Considers integration with contemporary technologies (e.g. digital control, wireless capability, and emergency alert systems);
- e) further recognises the importance of accessibility and safety within the grandstand, particularly for elderly and frail patrons, and the need for appropriate handrails to support safe movement and seating access; and
- f) undertakes consultation with key stakeholders, including local sporting clubs, schools, and community groups, to ensure the upgraded system meets operational and user requirements.

Attachment/s:

Nil

Submitted by: Councillor Said, South Ward

File Reference: F2010/00106

Motion Pursuant to Notice No. NM31/26

Subject: Notice of Motion from Cr Said - Notification of Sydney Water Sewage Overflow Events Impacting Randwick's Botany Bay Beaches

Motion:

That Council:

1. Notes:
 - a) The increasing volume and frequency of untreated wastewater discharges into Botany Bay from the Millstream Emergency Relief Structures operated by Sydney Water during wet weather events.
 - b) That 1,285 megalitres of untreated sewage were discharged in 2025 across 23 separate overflow events, occurring over a total of 61 days.
 - c) That these discharges flow into Botany Bay and adversely impact water quality at Frenchmans Bay and Yarra Bay beaches within the Randwick local government area.
 - d) That monitoring by NSW Beachwatch shows elevated enterococci levels following rainfall events, consistent with sewage contamination.
 - e) That neighbouring Bayside Council is notified of these overflow events, while Randwick City Council is not.
2. Expresses Concern:
 - a) At the environmental and public health impacts of repeated untreated sewage discharges into Botany Bay.
 - b) That Randwick residents and beach users are not adequately informed of pollution events affecting local Botany Bay beaches.
 - c) That Randwick City Council is excluded from notification and consultation processes despite direct impacts on its Botany Bay beaches.
3. Requests:
 - a) That Sydney Water formally recognise Randwick City Council as a key stakeholder and include Council in all notification and consultation processes relating to Millstream overflow events.
 - b) Immediate notification to Council of any overflow events with potential to impact beaches within the Randwick LGA.
 - c) Improved transparency and timely public reporting of overflow incidents.
4. Advocates:
 - a) For accelerated infrastructure investment to increase system capacity and reduce reliance on emergency overflows.
 - b) For coordinated regional engagement with affected councils.
5. Writes to:
 - a) The Chief Executive Officer of Sydney Water requesting immediate inclusion of Randwick City Council in notification protocols.
 - b) Adjacent councils to seek a coordinated advocacy response.

Background:

Significant population growth in Western Sydney has increased wastewater volumes entering the Southern & Western Sydney Ocean Outfall Sewer system. During wet weather, system capacity is exceeded, resulting in authorised emergency discharges of untreated sewage into Botany Bay at Millstream.

In 2025, these discharges occurred on 23 occasions over 61 days. The discharge point at Millstream flows past Foreshore Beach and into Botany Bay, with tidal movement affecting water quality at Frenchmans Bay and Yarra Bay. Water quality data from NSW Beachwatch indicates frequent spikes in faecal contamination following rainfall events. Despite these impacts, Randwick City Council is not currently included in notification arrangements, unlike Bayside Council.

Attachment/s:

Nil

Submitted by: Councillor Said, South Ward

File Reference: F2004/06144

Motion Pursuant to Notice No. NM32/26

Subject: Notice of Motion from Cr Martin - Coogee Oval Audio System Upgrade

Motion:

That Council:

- a) notes that Coogee Oval is the premier sporting oval within the Randwick LGA, hosting significant local, national and international events across multiple sporting codes, including Cricket, Rugby League and Rugby Union;
- b) acknowledges recent major events held at Coogee Oval, including an international rugby union fixture featuring a Japanese side, a high-profile Randwick Rugby Club match and a significant tribute event attended by dignitaries, including the NSW Police Commissioner and members of Council;
- c) recognises that the current public address (PA) system at Coogee Oval is inadequate, with sound levels and clarity insufficient for players, officials and spectators to clearly hear speeches & announcements on the field and within the venue;
- d) notes that this limitation presents not only an amenity issue but also a potential safety risk, particularly in circumstances where urgent communication is required to clear the field or manage emergencies;
- e) requests the General Manager to:
 - i. Investigate the current audio system at Coogee Oval, including performance, coverage and compliance with contemporary standards;
 - ii. Prepare a report on options to upgrade or replace the system to ensure clear, consistent and adequate sound across the entire venue;
 - iii. Provide cost estimates and identify potential funding sources for the upgrade; and
 - iv. Report back to Council with recommendations at the May Meeting

Background:

Coogee Oval is a premier sporting venue in the Randwick LGA, hosting major local and international events some of which are televised.

At recent high-attendance matches and a significant community tribute event for Peter “Marzo” Meagher, which could not be heard, it was evident that the current public address system lacks sufficient volume and clarity.

Announcements are difficult to hear across the ground.

This impacts both the spectator experience and the ability to communicate important information effectively.

The system's limitations pose a potential safety risk, particularly in circumstances where urgent communication is required to clear the field or manage emergencies.

An upgraded/ replacement fit-for-purpose audio system is necessary to meet the standard expected of a venue of this significance.

Attachment/s:

Nil

Submitted by: Councillor Martin, East Ward

File Reference: F2010/00106

NM32/26

Motion Pursuant to Notice No. NM33/26

Subject: Notice of Motion from Cr Magner - Burnie Park and Burnie Park Community Centre: Scoping Study and Upgrade

Motion:

That Council:

- a) recognises the community value of Burnie Park and the Burnie Park Community Centre;
- b) notes that Burnie Park has no public toilet and no drinking water fountain. The Community Centre amenity falls below the standard of comparable parks across the LGA;
- c) notes Council's resolution NM64/25 (29 July 2025), which requested officers investigate options for activating Burnie Park Community Centre to increase its utilisation. This motion addresses the physical infrastructure and amenity of the park and Centre, and is intended to complement that earlier resolution;
- d) requests the Council Officers prepare a scoping study covering:
 - i. condition, accessibility, and capacity of the Burnie Park Community Centre;
 - ii. amenity options for Burnie Park, including a public toilet and a drinking water bubbler;
 - iii. costed delivery options, staging, and grant opportunities.
- e) commits to consider a funded capital line in the next Long Term Financial Plan, informed by the study.

Background:

Burnie Park Community Centre sits within Burnie Park, Clovelly. It hosts Clovelly Playgroup and is one of Council's most booked smaller venues for children's parties and community gatherings.

Despite heavy use, Burnie Park lacks basic outdoor amenities. There is no public toilet on site. There is no drinking water tap or bubbler. This falls below the standard provided at comparable Randwick parks.

The 2025–26 capital works program delivered upgrades at several comparable parks, including Wills Reserve, Woomera Reserve, Fred Williams Reserve, Bieler Park, Finucane and Hurley Reserves, and Coral Sea Park. Burnie Park is listed as a future basketball court site between 2025 and 2027. The Community Centre itself does not appear in current capital works plans.

In July 2025, Council resolved (NM64/25) to investigate options for activating Burnie Park Community Centre to increase its utilisation, noting resident enquiries about its potential as a small local arts hub. This motion is distinct from and complementary to that resolution: NM64/25 addressed programming and activation; this motion addresses the physical infrastructure and amenity required to support a well-functioning, well-attended community facility. A scoping study that assesses the Centre's condition, capacity, and retrofit options will also inform any future activation decisions.

This motion proposes a staged approach: a scoping study now, a considered capital commitment next, informed by evidence. It aligns with Council's resilience, accessibility, and community cohesion objectives.

Source of funding:

Scoping study to be funded from existing operational budgets, subject to advice from the Director Corporate Services. Future capital works to be considered through the next Long Term Financial Plan.

Attachment/s:

Nil

Submitted by: Councillor Magner, North Ward

File Reference: F2006/00570

NM33/26

Motion Pursuant to Notice No. NM34/26

Subject: Notice of Motion from Cr Hay - Proposal for Avoca/Bundock/Sturt Traffic Lights

Motion:

That Randwick Council conduct a public consultation on traffic lights at Avoca Street, Bundock Street and Sturt Street, with a view to being delivered as soon as possible, with a target construction start date in 2027 in advance of the remainder of the cycleway project.

Background:

In the June 2019 business paper item CS22/19 there was a report on a cycleway upgrade that includes the Avoca/Bundock/Sturt intersection traffic lights.

The traffic lights proposed are pictured in image 3.7 in attachment 5 of that report (see below), and full details of how the signalised intersection would operate are in Appendix A of Attachment 5 in CS22/19.

NM34/26

Figure 3.7: Sturt Street/ Avoca Street conversion to signalised intersection



Source: GroupGSA

There was a large consultation done with that report, but that report covered multiple topics, including whether a new cycleway would remove parking spaces or remove trees from the south side of Bundock St. Subsequently, a lot of submissions were to address that issue, rather than the traffic lights.

It is also true that resident have been waiting seven years for the lights they were consulted on.

In the March 2026 Council meeting, the council voted to proceed to consultation on three other cycleway projects (against my personal vote) meaning that the Bundock & Sturt cycleway project will be many years away from delivery.

For this reason, if we wait until a cycleway is delivered, I would estimate that residents will probably have to at least another ten years or more for these lights if they are delivered with a cycleway. The purpose of this motion is to see the cycleway delivered as soon as possible, and separating the traffic light construction from the rest of the cycleway is the best way to achieve that goal.

While I do not support the Bundock & Sturt Cycleway, I do appreciate there are many residents who have trouble getting through that intersection and the traffic on Sturt Street is backed up heaving during peak hour. There are also people from Safe Streets to School who have children at Rainbow Street Public or Randwick High who would appreciate a signalised intersection.

I also concede there are people who will feel that additional lights so close to Rainbow street would be too many lights close together. This is why public consultation is warranted.

Source of funding:

Attachment/s:

Nil

Submitted by: Councillor Hay, West Ward

File Reference: F2004/07226

Motion Pursuant to Notice No. NM35/26

Subject: Notice of Motion from Cr Martin - Coogee Nights Program and Future Winter Activation

Motion:

That Council:

- a) acknowledges the outstanding success of the Coogee Nights program, noting the strong community attendance, positive feedback from residents and local businesses, and the significant contribution the event made to activating Coogee's night-time economy and community connection;
- b) thanks and commends the Council staff and all stakeholders involved in the planning and delivery of the program across its four event nights;
- c) requests the General Manager to investigate and report on funding opportunities, including grants and partnerships, to support the continuation of the Coogee Nights program for the 2026-27 period; and
- d) undertakes to investigate the feasibility of introducing a winter activation event, such as a "Winter Nights " or similar themed program, in consultation with the Businesses and Chamber, to be held over one or two nights in 2026, aimed at supporting local businesses and maintaining community engagement during the quieter winter months, with a report to be provided to Council prior to the June 2026 meeting.

Background:

The Coogee Nights program has proven to be a highly successful community activation, drawing strong attendance across all four nights and generating overwhelmingly positive feedback from residents, visitors, and local businesses. The program created a vibrant and welcoming atmosphere in Coogee, supporting local traders while fostering community connection and engagement.

Given its success, there is clear merit in exploring opportunities to continue and expand similar activations. Securing external funding or grant support will be important to ensure the program's sustainability.

Additionally, introducing a smaller-scale winter activation, such as a "Winter Nights " or themed event, would help maintain momentum, support local businesses during quieter months, and further enhance Coogee's reputation as a vibrant destination year-round.

Source of funding:

To be funded via savings in the 2026-27 budget and/or future grant opportunities.

Attachment/s:

Nil

Submitted by: Councillor Martin, East Ward

File Reference: F2025/00457

Motion Pursuant to Notice No. NM36/26

Subject: Notice of Motion from Cr Said - Paddy Bastic Pavilion, Maroubra Beach

Motion:

That Council:

- a) notes the condition of the Paddy Bastic Pavilion at Maroubra Beach, including ongoing maintenance issues and ageing infrastructure;
- b) acknowledges that the facility plays an important role in;
 - i. supporting Council Lifeguards to ensure the safety of beachgoers;
 - ii. providing amenities to visitors to the beach, housing public change rooms, showers, toilets, café and kiosk facilities.
- c) notes that Council is progressing plans to replace the pavilion roof to address current leakage issues, as an interim measure;
- d) notes Council's ongoing commitment to investing in and upgrading coastal infrastructure and public facilities across the Randwick Local Government Area to meet the expectations of its growing community and in response to increasing visitation numbers;
- e) requests Council officers to prepare a report on the future of the Paddy Bastic Pavilion, including;
 - i. options for major renovation or full replacement of the facility;
 - ii. opportunities to improve and expand lifeguard facilities, including storage and operational space;
 - iii. consideration of improved public amenities, accessibility and capacity to meet future demand;
 - iv. a proposed resourcing strategy, including potential staging, alignment with existing capital works programs, and any external funding opportunities.

Background:

The Paddy Bastic Pavilion at Maroubra Beach is a well-used community facility, supporting one of Randwick City's popular coastal destinations. The Pavilion supports Council's lifeguards to keep the public safe and provides essential public amenities, including change rooms, showers and toilets, as well as café and kiosk offerings that contribute to the vibrancy of the beachfront.

The pavilion was built in the mid 1980s after the previous facility was destroyed in a fire. Later renamed in honour of local identity Patrick "Paddy" Bastic, the building is a central piece of infrastructure at Maroubra Beach, but its condition has significantly deteriorated.

Ongoing maintenance issues, including water ingress, highlight the limitations of the current structure and the need for a long-term solution. While the planned roof replacement will address immediate leakage concerns, it is a temporary measure and does not resolve broader structural and functional constraints.

Council has made significant investments in recent years to improve coastal infrastructure, public amenities and open spaces across the Randwick Local Government Area. These projects reflect Council's commitment to ensuring that the City's beaches and foreshore areas remain accessible, safe and welcoming, while accommodating increasing visitation and community use.

Maroubra Beach is one of Sydney's major coastal destinations, attracting large numbers of residents and visitors year-round. The Pavilion supports this activity, as well as the operational needs of lifeguards and other beach services.

Given the significance of the site there is an opportunity to consider the future of the pavilion facility meets the needs of the community.

Source of funding:

No financial implications as a result of the motion in preparation of a report

Attachment/s:

Nil

Submitted by: Councillor Said, South Ward

File Reference: F2019/01043

Question with Notice No. QN4/26

Subject: Question with Notice from Cr Asgari - Council Fuel Reserves and Operational Resilience

Questions:

1. What are the current fuel (petrol and diesel) reserves held by Council for standard operations and essential services, including but not limited to waste collection, road maintenance (including grading) and mowing?
2. What is the average fuel consumption required to maintain these services under normal operating conditions?
3. Are existing fuel reserves adequate in the event of supply disruptions and how long could essential services be maintained in the event of disruptions?
4. Are there any contingency plans currently in place to manage fuel shortages and ensure continuity of critical services?
5. What are the opportunities to improve fuel resilience are being investigated (e.g. alternative fuel sources, electrification of fleet assets, or on-site fuel storage capacity)?
6. What is being done to enhance Council's preparedness for potential fuel supply disruptions?

Response from Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Asgari, East Ward

File Reference: F2023/00240

Question with Notice No. QN5/26

Subject: Question with Notice from Cr Magner - Fleet Electrification, Fuel Security and progress toward the 2030 Net Zero Fleet Target

Questions:

1. What is the current composition of Council's vehicle fleet, and what progress has been made against the adopted 2030 net zero fleet target?
2. What operational and budget exposure does Council face from the current fuel supply disruption and sustained diesel price rises?
3. What charging infrastructure, procurement changes, and grant opportunities are in train to accelerate the transition to a zero emission fleet?
4. Can Council Officers provide an update on any other measures Council has brought forward in response to the current fuel supply crisis?

Background:

With the closure of the Strait of Hormuz and the Middle East conflict disrupting global oil flows Australia is in the grip of a serious fuel supply crisis.

The crisis has exposed the operational risk carried by diesel and petrol dependent fleets. Electrifying Council's fleet advances our 2030 net zero target. It also reduces exposure to oil price shocks and supply shocks. Fleet electrification is both a climate measure and a risk mitigation measure.

Response from Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Magner, North Ward

File Reference: F2006/00075

Question with Notice No. QN6/26

Subject: Question with Notice from Cr Veitch - Progress Update - Electrification of Council Fleet

Questions:

1. What is the makeup of the council vehicle fleet, including quantity and percentage by:
 - a. Vehicle class;
 - b. Electric;
 - c. Hybrid;
 - d. Petrol;
 - e. Diesel;
2. What is the council fleet's annual fuel / energy consumption, for each year in the period 2020-2025 for;
 - a. Electric;
 - b. Hybrid;
 - c. Petrol;
 - d. Diesel.
3. What is the status of council plans to increase the percentage of electric vehicles in our fleet? What is our 2030 target?
4. What is the status of council plans to reduce the fleet's annual consumption of petrol and diesel fuel? What is our 2030 target?

Response from Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Veitch, West Ward

File Reference: F2006/00075

Question with Notice No. QN7/26

**Subject: Question with Notice from Cr Martin - Coogee Playground
(Stan Windon Memorial Playground)**

Question:

1. What is the current status of the children's playground at Stan Windon Memorial Playground, Coogee?
2. What works have been identified or approved for a partial upgrade, renewal or maintenance of this playground?
3. What is the anticipated timeline for commencement of any planned works?
4. What is the expected completion date for the playground works?
5. What funding allocation has been made for this playground in the 2025/2026 Capital Works Budget?
6. Are there any future budget allocations planned for 2026/2027 or external funding sources identified?
7. What is the total estimated cost of the proposed works?
8. Will the upgrade include improvements such as shade, accessibility, inclusive play equipment and seating for parents/carers?

Response from Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Martin, East Ward

File Reference: F2023/00175

Question with Notice No. QN8/26

Subject: Question with Notice from Cr Hamilton - Parking Meters

Questions:

1. Will parking meters be deactivated during the winter period? If so, for what dates and locations will this apply?
2. Are there any other times of the year (e.g. public holidays, off-peak periods) when parking meters will be turned off?
3. With the proposed installation of parking meters in areas surrounding beaches, will parents or guardians transporting children to activities such as Nippers be required to pay for parking during those times?
4. What is the total annual revenue generated by existing parking meters in Coogee?
5. If parking meters are introduced in additional locations, will there be any changes to the current pricing structure for parking meters in Coogee?
6. How many residential parking permits are currently provided free of charge per household?
7. What is the cost of additional parking permits for Randwick residents beyond the allocated free permits?
8. Do we have an indicative cost of installing parking meters, and how much is it?

Response from Director City Services:

To be distributed in a supplementary business paper.

Submitted by: Councillor Hamilton, North Ward

File Reference: F2025/00797