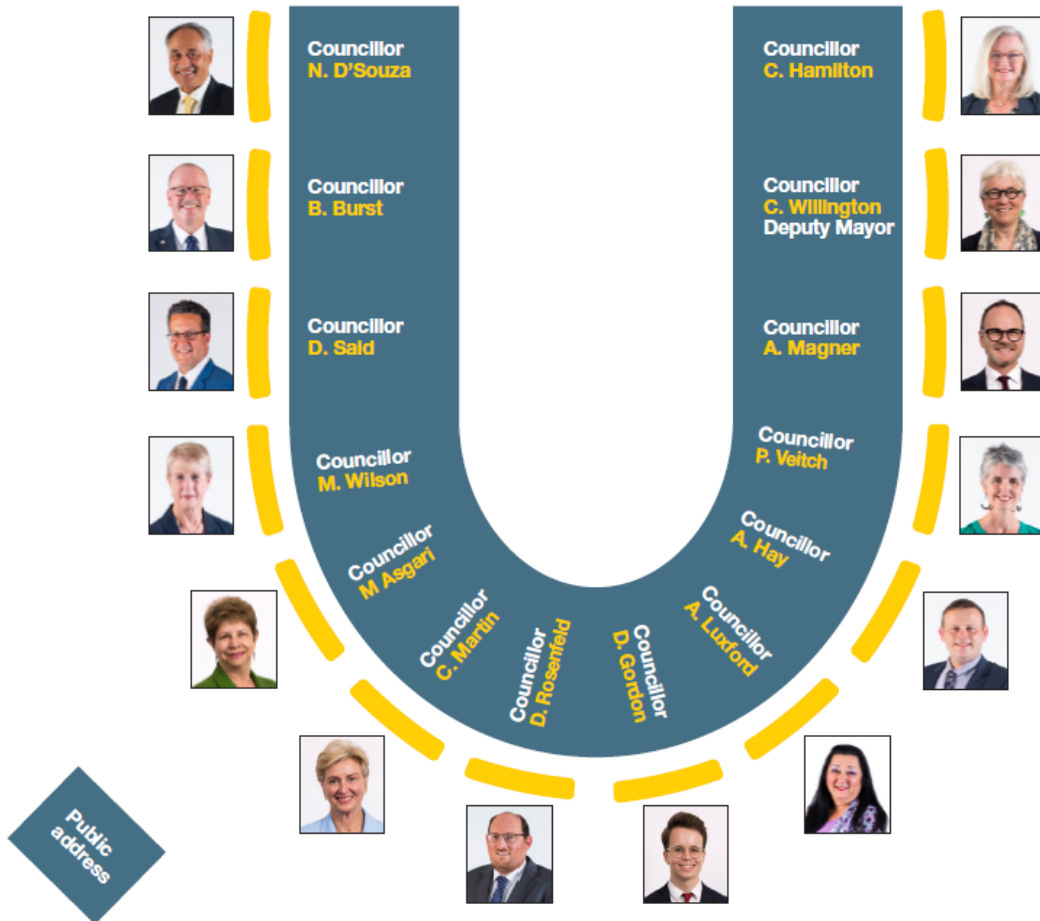


Governance Advisory Committee Meeting

Tuesday 14 April 2026

Governance Advisory Committee Seating Plan



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.



GOVERNANCE ADVISORY COMMITTEE MEETING

Notice is hereby given that a Governance Advisory Committee meeting of Randwick City Council will be held in the Council Chamber, 1st Floor, 90 Avoca Street, Randwick on Tuesday, 14 April 2026 at 6:45pm

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

Apologies/Granting of Leave of Absences

Requests to attend meeting by audio-visual link

Confirmation of the Minutes

Governance Advisory Committee - 10 March 2026

Declarations of Pecuniary and Non-Pecuniary Interests

Governance Advisory Committee Reports

GAC8/26	Draft Operational Plan 2026-27	1
GAC9/26	Disability Inclusion Action Plan	25

Ray Brownlee, PSM
GENERAL MANAGER

Governance Advisory Committee Report No. GAC8/26

Subject: Draft Operational Plan 2026-27





Executive Summary

- This presentation provides an overview of the Draft Operational Plan and Budget 2026-27 including:
 - summary of changes to Operational Plan activities for 2026-27
 - the timeline for the adoption of the 2026-27 Operational Plan and Budget
- Attachment “Draft 2026-27 Operational Plan Activity Updates”:
 - lists updated activities from last year’s Operational Plan

Recommendation

That the information be received and noted.

Attachment/s:

1.   Presentation - Draft Operational Plan 2026-27
2.   Draft 2026-27 Operational Plan Activity Updates

Responsible officer: Edel Dickson, Coordinator Corporate Planning and Performance

File Reference: F2026/03000

GAC8/26

Draft 2026-27 Operational Plan

Governance Advisory Committee

14 April 2026



Content

- Purpose
- Context
- Detail
- Risk
- Summary and next steps



GAC8/26

Purpose

This presentation will:

- **Inform** councillors about the draft 2026-27 Operational Plan
- **Provide the timeline** for the adoption of the 2026-27 Operational Plan

Context

The Operational Plan is **Council's one-year action plan** for achieving the community priorities outlined in the 2025–35 Community Strategic Plan (CSP).



Under the NSW Integrated Planning and Reporting (IP&R) Framework, Council is required to prepare an **annual Operational Plan** that gives effect to its four-year Delivery Program.

The Operational Plan must include:

- The **activities** which will be carried out to achieve the 4 year 2025-29 Delivery Program
- A detailed **annual budget**
- The **statement of revenue policy**
- The **fees and charges** schedule.

Detail

Some Operational Plan activities or indicators have been adjusted for the new financial year.



Activities have been:

- **Added, revised or completed** based on progress
- **Consolidated** based on capital works or government priorities
- **Reworded** to align with newly adopted policy, frameworks or plans

Indicators may have been **revised** to align with amended activity scope

Examples

Clarifications, revisions based on progress, aligning with strategies and consolidation into a funded program to be reported on.

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Arts and Culture	A2.9 Research and analyse existing and potential future events.	A2.9.1 Analyse existing and future events across the Economic Development and Placemaking portfolio	Reworded
Environment	A16.1 Manage access to our coastline by constructing and maintaining a coastal walkway and associated facilities to provide a continuous walkway along our beautiful coastline.	A16.1.1 Undertake a stage 2 study to assess ocean impacts on a potential coastal walkway at Lurline Bay. Target Value: 100% Progress	Completed
Inclusive Randwick	A24.1 Take a leadership role in implementing a regional approach for the Disability Inclusion Action Plan (DIAP).	A24.1.5 Deliver specific training to leader and customer services staff in LCBTQIA+ and trans affirming workplaces to support meaningful employment by all. Deliver specific training to council staff to support a diverse and inclusive workforce affirming our workplaces' support of meaningful employment accessible to all. Target >= 1 session	Revised
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.2 Complete detailed construction design of Stage 1 of the Anzac Parade cycleway/ footpath project.	Consolidated



Revised Targets

Strategy	2026/27 Operational Plan Activity	Revised Target
Environment	A12.1.3 Deliver community planting activities, such as Plant With Us, in accordance with the Urban Forest Policy, Strategy and Green Grid Strategy Framework.	Target Value: 100% Progress >= 10 activities
Environment	A13.1.1 Work with residents, businesses and other organisations to increase resource recovery and reduce waste generation per capita.	New indicator added Target Value: 100% progress towards Review of Council Trade Waste Scheme
Environment	A13.4.2 Provide residents with 6 free household clean-up collections each year including one scheduled clean-up collection and five booked (on-call) clean-up collections.	Target Value: Number of missed on-call clean-up services 85% of missed On Call cleanups responded to within SLA
Open Space and Recreation	A32.6.4 Undertake scheduled and reactive cleaning of the City's beaches and ocean pools in accordance with established service level agreements.	Target Value: 90% 85% of customer service requests for cleaning of beaches and ocean pools responded to within SLA Target Value: 90% 85% New Indicator: Percentage of customer service requests for cleaning of ocean pools responded to within SLA Target Value: 85%

Risks

Risk	Description	Mitigation
Legal/Governance Risk	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 endorsement 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, exhibit in May and potential revisions before June 2026 meeting for endorsement will meet requirements.

Summary and next steps

1

28 April 2026, Council meeting

Business Paper requesting to place the Draft 2026-27 Operational Plan and Budget on exhibition

2

30 April – 28 May 2026

Draft 2026-27 Operational Plan and Budget on legislated 28-day exhibition

3

30 June 2026, Council meeting

Business Paper requesting the adoption of the 2026-27 Operational Plan and Budget

Draft 2026/27 Operational Plan Activity - Completed Activities

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Arts and Culture	1.5 Diversify Council's program of cultural activities and events to allow broad coverage across the local area.	A1.5.1 Develop a list of existing and potential future cultural events across the local government area.	Completed
Arts and Culture	A3.4 Increase visitation of the La Perouse Museum through a diverse set of programming and exhibitions by 2032.	A3.4.1 Improve marketing through suite of LPM branding platforms	Completed
Economic Development	A4.5 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	A4.5.3 Investigate Supply Nation membership. Target Value: 100% Annual Membership established	Completed
Economic Development	A6.1 Continue to implement changes to the planning framework, as per the Nighttime Economy Study, to encourage organisations to host cultural/creative experiences in retail or commercial spaces such as a shop hosting a performance, art exhibition or public talk.	A6.1.1 Undertake research as part of the Comprehensive DCP review to investigate opportunities to support the night time economy and encourage a diverse mix of business and cultural activities.	Completed
Environment	A12.6 Provide our community with support to improve resilience to shocks and stressors.	A12.6.1 Develop a Resilience Strategy in accordance with the approved roadmap A12.6.2 Create a community readiness dashboard for Council's website	Completed
Environment	A16.1 Manage access to our coastline by constructing and maintaining a coastal walkway and associated facilities to provide a continuous walkway along our beautiful coastline.	A16.1.1 Undertake a stage 2 study to assess ocean impacts on a potential coastal walkway at Lurline Bay. Target Value: 100% Progress	Completed
Housing	A18.1 Develop a city-wide planning framework (e.g. LEP and DCP amendments) to provide a range of housing typologies to meet demand.	A18.1.1 Review and exhibit amendments to the Randwick DCP addressing housing mix Target Value: Progress 100%	Completed
Housing	A18.2 Create a long-term strategic approach to land use by developing consistent policies for land development in line with community goals and housing needs.	A18.2.3 Develop, implement and review Council's developer contribution plans to ensure appropriate and timely provision of public benefits from the development process. This includes development contributions, affordable housing contributions, and planning agreements.	Completed
Housing	A18.3 Implement planning controls that will increase the proportion of new housing for families and can meet changing household needs.	A18.3.1 Prepare planning controls to encourage a greater proportion of family friendly apartments Target Value: 100% Progress in exhibiting and finalising DCP amendments addressing design of family friendly developments	Completed
Housing	A18.4 Prepare and implement town and strategic centre strategies to support increased densities in appropriate locations	A18.4.2 Review the Randwick Junction town centre and surrounds	Completed
Housing	A20.2 Continue to require design excellence and sustainability principles in all new developments	A20.2.1 Update the Randwick DCP to strengthen design excellence and sustainability requirements and introduce local character provisions for new development. Target Value 100% Progress	Completed
Inclusive Randwick	A23.1 Develop a business plan for the Library	A23.1.2 Consider opportunities for additional physical access points to library resources, including kiosks and pop-up libraries.	Completed

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Integrated Transport	A26.5 Improve accessibility through large blocks and/or large developments, so as to enhance and strengthen our walking and bike riding networks.	A26.5.1 Develop a set of principles/guidelines to inform appropriate development controls that will improve permeability in the walking and cycling network. Target Value: 100% Progress	Completed
Integrated Transport	A26.5 Improve accessibility through large blocks and/or large developments, so as to enhance and strengthen our walking and bike riding networks.	A26.5.2 Report, exhibit and finalise provisions for stage 2 of the new Comprehensive DCP that will improve accessibility through large blocks and/or large developments across the LGA. Target Value: 100% Progress	Completed
Integrated Transport	A28.1 Require the provision of electric vehicle and electric bicycle charging stations in new residential and commercial buildings, and provide subsidies to encourage installation of charging stations in existing residential and commercial buildings.	A28.1.1 Report, exhibit and finalise controls for stage 2 of the new Comprehensive DCP that require the provision of electric vehicle and electric bicycle charging stations in new residential and commercial buildings across the LGA. Target Value: 100% Progress	Completed
Integrated Transport	A30.5 Review DCP car parking rates, particularly in areas with regular public transport services.	A30.5.1 Review DCP car parking rates, particularly in areas with regular public transport services. Target Value: 100% Progress	Completed
Open Space and Recreation	A31.2 Identify and action opportunities for acquisition, repurposing or redevelopment of land for public open space or recreation.	A31.2.1 Acquire and repurpose identified strategic land parcels within Kensington and Kingsford town centres and the Randwick Junction town centre as public open space. Deliver Council's regular program of signature events (>5000 attendees) Target Value: 100% Progress	Completed
Open Space and Recreation	A32.2 Implement the wayfinding strategy for the Coastal Walk with a focus on activation opportunities by creating points of interest along appropriate sections of the Coastal Walk including public art and heritage to reduce land use conflict	A32.2.1 Undertake the coastal walkway wayfinding implementation program for 2025-26 Target Value: 100% Progress	Completed
Open Space and Recreation	A32.4 Improve inclusive access to beaches, reserves, ocean pools and other open space areas	A32.4.1 Conduct an access audit for Randwick City beaches, reserves and ocean pools to improve accessibility (e.g. beach wheelchair, beach matting, stairs and railings), particularly at entry points at ocean pools and key snorkelling and diving locations Target Value: 100% Progress	Completed
Open Space and Recreation	A32.4 Improve inclusive access to beaches, reserves, ocean pools and other open space areas	A32.4.2 Activate appropriate regional parks at night with creative and smart lighting, to increase use and safety. Target Value: 100% Progress	Completed
Open Space and Recreation	A32.8 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.	A32.8.4 Manage the booking, allocation and approval process for activities within Council's beaches and parks. This includes private ceremonies, corporate activities, filming, still photography, busking, fundraising, mobile food vending, community information banners, licences to conduct fitness classes and commemorative seats/plaques.	Completed

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Open Space and Recreation	A32.9 Plan, prepare, coordinate and implement emergency/incident management and response in the LGA, including managing catchments within the LGA to reduce the risk of flooding to people and properties.	A32.9.1 Plan, prepare, coordinate and implement emergency/incident management and response in the LGA, including managing catchments within the LGA to reduce the risk of flooding to people and properties.	Completed
Open Space and Recreation	A33.1 Subject to quadruple bottom line assessment, provide additional multipurpose synthetic fields in appropriate locations to increase capacity of existing fields in high demand.	A33.1.1 Undertake a research study, that considers the quadruple bottom line, to assess the appropriateness of additional synthetic fields, and their locations. Target Value: 100% Progress	Completed

Draft 2026/27 Operational Plan Activity - Activity Updates

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Arts and Culture	A1.3 Work in partnership with state, national and local stakeholders - including UNSW - to promote arts and culture in the area.	A1.3.1 Collaborate on partnership projects and programs with key cultural stakeholders within City of Randwick Target Value: 2 partnerships collaborations	Reworded
Arts and Culture	1.4 Transform La Perouse Museum into a First Nations Cultural Precinct by 2032.	A1.4.1 Commence Continue the Feasibility Study and Masterplan Process, and Community Consultation for the La Perouse First Nations Cultural Precinct. Target Value: 100% progress	Revised
Arts and Culture	1.5 Diversify Council's program of cultural activities and events to allow broad coverage across the local area.	A1.5.2 Support the City of Randwick's creative sector to raise awareness and promote local creative events. Target Value = 100% Progress	New
Arts and Culture	A2.3 Establish a baseline of access across Council venues and recommendations to improve accessibility.	A2.3.1 Continue to document accessibility status and needs for council venues to inform an accessibility plan and baseline	Revised
Arts and Culture	A2.9 Research and analyse existing and potential future events.	A2.9.1 Analyse existing and future events across the Economic Development and Placemaking portfolio	Reworded
Arts and Culture	A3.1 Recognise, value and celebrate First Nations histories through a minimum of 5 targeted events, activities or programs each year.	A3.1.2 Digitise, preserve and promote stories of the history and heritage of the community using Recollect Digital Asset Management System (DAMS). Indicator: Increase number of digitised assets on Recollect (>0 digitised assets)	Consolidated
Economic Development	A4.4 Support the sustainability and growth of local businesses and institutions through advocacy to national and state agencies, and through promotion of external community events that build visitation and vibrancy of our local area.	A4.4.2 Work with state and national and neighbouring councils to identify, encourage and advocate for investment. Target Value: >= 4 meetings	Consolidated
Economic Development	A6.1 Continue to implement changes to the planning framework, as per the Nighttime Economy Study, to encourage organisations to host cultural/creative experiences in retail or commercial spaces such as a shop hosting a performance, art exhibition or public talk.	A6.1.4 Create a Special Entertainment Precinct in Randwick City Target Value: Progress in evaluating, exhibiting and reporting a Special Entertainment Precinct >= 50%	New
Economic Development	A6.2 Work with the NSW state government through representation on relevant state committees and working groups to share resources and collaborate on night time initiatives.	A6.2.1 Participate in Investment NSW 24-hour Economy Advisory Group quarterly meetings. Target Value: >= 4 meetings	Reworded

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Economic Development	A7.1 Identify laneways that can be revitalised and activated by incorporating infrastructure that brings people together such as. mirrors for dancing, play spaces, half courts and other recreation activities.	<p>A7.2.1 Complete designs of town centre upgrades including WSUD in accordance with Masterplans.</p> <p>Implement town centre upgrades including Water Sensivite Urban Design (WSUD) in accordance with Masterplans as per the capital works program</p> <p>Target Value: >= 90%</p>	Revised
Economic Development	A7.2 Government reforms to streamline planning processes and make it easier for creative and cultural uses to operate in town centres	<p>A7.2.1 Review the DCP to incorporate/update provisions for public art, connecting with country, night time economy and footpath dining.</p> <p>Target Value: 100% Progress</p> <p>Progress in drafting provisions and engaging with the local Aboriginal Community on the Connecting with Country DCP Chapter</p> <p>Target Value: >= 50%</p>	Revised
Economic Development	A7.3 Investigate opportunities with local commercial property owners and relevant agencies to provide façade displays or short-term pop-up uses in vacant tenancies (e.g. home based, business start-ups, seasonal offerings).	<p>A7.3.1 Audit of Activate empty shops and undertake study to assess effective short-term occupancy to enhance town centres</p> <p>Target Value: 100% Progress</p>	Revised
Environment	A11.3 Improve preservation of native habitat through the mapping and conducting of various flora or fauna surveys of 10% of Council's managed bushland each year, particularly measuring the density and extent of threatened native flora and fauna species against that of introduced or competing pest plant or animal species (e.g. foxes).	<p>A11.3.2 Collect weed density data for selected bushland sites suitable for mapping.</p> <p>Collection of data, related to weed density for Councils GIS mapping layer</p> <p>Target Value: >= 3 Layers for bushland with updated weed density on Councils GIS mapping layer</p>	Revised
Environment	A12.1 Create and implement a green grid framework that prioritises projects that connect areas, provide shade and cooling and improve amenity.	<p>A12.1.1 Actively engage and collaborate with neighbouring councils, State Government and major local landholders to deliver regional open space Green Grid connections.</p> <p>Target Value: Progress 100%</p> <p>Implement Greening Randwick initiatives as per the capital works program</p> <p>Progress 90%</p>	Revised

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Environment	A12.1 Create and implement a green grid framework that prioritises projects that connect areas, provide shade and cooling and improve amenity.	A12.1.4 Deliver a network of walking paths by 2031 informed by the Green Grid strategy Target Value: Increase length of walking paths delivered under the Green Grid Strategy	Consolidated
Environment	A12.4 Implement community energy saving programs to achieve direct and indirect greenhouse emission reductions across those participating by 20% by 2035.	A12.4.2 Provide grants / rebates and financial assistance to support the delivery of sustainability outcomes including: - Sustainability rebates - School sustainability grants - Sustainability Venue Hire Fee Waiver - Discounted compost bins and worm farms through the Compost Revolution Target Values: Leverage from Sustainability Rebates (investment from Council expenditure) >= 10X Total solar installed through sustainability rebates: >= 8,000kW	Revised
Environment	A12.4 Implement community energy saving programs to achieve direct and indirect greenhouse emission reductions across those participating by 20% by 2035.	A12.4.3 Implement a range of educational initiatives, including those listed below, to equip others for delivery of sustainability outcomes: - Rooftop solar and battery installation on community organisations - Water saving initiatives in multi-unit dwellings - School incursions and excursions on sustainability - Sustainability and eco-themed events include Events and workshops on sustainability (including Eco Living Festival, Saturday Circle, Plant with Us) - Randwick Sustainability Hub - Environmental volunteers (including Permabee volunteers) - Community Tree Planting events	Revised

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Environment	A12.6 Provide our community with support to improve resilience to shocks and stressors.	<p>A12.6.3 Review and update Council's Climate Change Risk Assessment Indicator: 100% Progress</p> <p>A12.6.4 Develop research and innovation projects to apply evidence-based approaches to resilience activities such as social infrastructure mapping and data, measuring and tracking community connection. Indicator: >= 4 projects</p> <p>A12.6.5 Undertake community engagement and education to increase understanding and preparedness for identified risks Indicators : >= 300 participants; >= 10 activities</p> <p>A12.6.6 Build community networks and foster partnerships with local organisations and businesses to enhance community risk awareness and response capacity. Indicator: >= 10 partnerships</p> <p>A12.6.7 Provide technical support to internal business units to increase their capability and facilitate the uptake of resilience practices Indicator: >= 5 project partnerships</p>	New
Environment	A14.2 Expand circular economy initiatives and programs to reduce resource use by council and our community.	A14.2.1 Develop a Circular Economy plan Roadmap for Council, including measuring and monitoring approach.	Reworded
Environment	A16.1 Manage access to our coastline by constructing and maintaining a coastal walkway and associated facilities to provide a continuous walkway along our beautiful coastline.	<p>A16.1.2 - Develop concept plans based on outcome of ocean impact study for a coastal walkway at Lurline Bay.</p> <p>Target Value: 90% Progress</p>	New
Housing	A17.1 Continue to identify appropriate areas to apply an affordable housing contributions scheme requiring a proportion of all development to be dedicated as affordable housing.	A17.1.1 Report, exhibit and finalise an affordable housing plan for Randwick Junction and Maroubra Junction Town centres.	Revised
Housing	A17.2 Develop and implement actions to provide housing for key workers.	<p>A17.2.1 Progress in finalising a draft Affordable Housing Strategy</p> <p>Target Value: Progress in finalising a draft Affordable Housing Strategy</p> <p>Report, exhibit and finalise a City wide Affordable Housing Planning Proposal</p> <p>Target Value: 50% progress in finalising a draft Affordable Housing Planning Proposal</p>	Revised

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Housing	A18.1 Develop a city-wide planning framework (e.g. LEP and DCP amendments) to provide a range of housing typologies to meet demand.	A18.1.2 Liaise with key NSW agencies to improve increase social and affordable housing Target Value: >= 1 submissions / meetings with NSW agencies relating to affordable housing	Reworded
Housing	A18.2 Create a long-term strategic approach to land use by developing consistent policies for land development in line with community goals and housing needs.	A18.2.2 Assess site specific planning proposal (rezoning) applications. Target Value: >= 90% of site specific planning proposals (PPs) supported by Council that are determined within Department of Planning, Housing and Industry (DPHI) timeframes	Consolidated
Housing	A20.1 Preserve local character and heritage by implementing planning provisions to guide development while maintaining Randwick's identity.	A20.1.2 Undertake the Anzac Pde Heritage Interpretation Study Target Value: 80% Progress in preparing and reporting the Anzac Pde Heritage Interpretation Study	New
Inclusive Randwick	A21.1 Develop and implement a series of community and social plans to address the needs of our diverse community.	A21.1.1 Launch RCG Implement the Reflect Reconciliation Action Plan Target Value: 100% Progress	Revised
Inclusive Randwick	A21.1 Develop and implement a series of community and social plans to address the needs of our diverse community.	A21.1.2 Commence preparation of Implement the Social Cohesion Plan Target Value: 100% Progress	Revised
Inclusive Randwick	A21.1 Develop and implement a series of community and social plans to address the needs of our diverse community.	A21.1.3 Commence preparation of Develop the Randwick Youth Plan Target Value: 100% Progress	Revised
Inclusive Randwick	A22.2 Review terms of reference, recruitment strategies, vision and objectives to increase the activity of Council's committees.	A22.2.1 Recruit, convene and run Convene Community Advisory Committees in accordance with the respective terms of reference	Revised
Inclusive Randwick	A24.1 Take a leadership role in implementing a regional approach for the Disability Inclusion Action Plan (DIAP).	A24.1.1 Implement Launch and implement Council's Disability Inclusion Action Plan 2026-2030 . Target Value: >=25% progress towards implementing DIAP recommendations	Revised

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Inclusive Randwick	A24.1 Take a leadership role in implementing a regional approach for the Disability Inclusion Action Plan (DIAP).	<p>A24.1.5 Deliver specific training to leader and customer services staff in LGBTQIA+ and trans affirming workplaces to support meaningful employment by all.</p> <p>Deliver specific training to council staff to support a diverse and inclusive workforce affirming our workplaces' support of meaningful employment accessible to all.</p> <p>Target >= 1 session</p>	Revised
Inclusive Randwick	A24.4 Advocate on behalf of community to State and Federal Government on matters of social policy and service provision, including accessible childcare	<p>A24.4.4 Advocate for welfare and support payments that keep people out of poverty and do not place unfair administrative burdens on those seeking assistance.</p> <p>Advocate on behalf of residents experiencing complex vulnerability or hardship</p> <p>Target Value: 100% of relevant requests responded to</p>	Revised
Integrated Transport	A26.2 Implement the Active Transport Plan actions.	<p>A26.2.1 Continue implementing actions arising from ATP.</p> <p>Target Value: 100% Progress</p>	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	<p>A26.3.1 Deliver Construction of Section 3 of Kingsford to Centennial Park walking and cycling improvements project</p> <p>Target Value: 50% Progress</p>	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.2 Complete detailed construction design of Stage 1 of the Anzac Parade cycleway/ footpath project.	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.3 Develop a concept design for the Randwick to Coogee cycleway project.	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.4 Complete a detailed construction design for the Randwick to Coogee cycleway project.	Consolidated

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.5 Complete a detailed construction design for the South Coogee to Kingsford pedestrian and cycling improvements project.	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.6 Complete design and installation of signalised intersection at Avoca Street / Bundock Street/ Sturt Street, dependent on completion of Sydney Water works	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.7 Develop a concept and detailed design for the Todman Avenue / Lenthall Street cycleway project.	Consolidated
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.8 Review other opportunities for funding internal / external (TfNSW funding) and if funded, develop concept and detailed construction designs for additional projects and implement.	Revised
Integrated Transport	A26.3 Provide additional safe cycling routes, prioritising fully separate bicycle lanes where possible, in locations informed by our Bicycle Route Construction Priority plan and the TfNSW Principal Bicycle Network plan as soon as possible following allocation of funding from TfNSW (or other agencies).	A26.3.9 Implement additional cycleway projects following consultation, subject to internal and/or external funding. Delivery of cycleway improvement projects as per the capital works program. Target: >= 1 scheduled project delivered	Consolidated
Integrated Transport	A26.4 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.	A26.4.2 Seek funding to construct new traffic facilities to increase safety for those who choose to walk or ride within the Council area. Target Value: 100% Progress	Reworded
Integrated Transport	A26.6 Provide 200 new bicycle parking spaces across our beaches, local centres and key destinations across the LGA by 2032.	A26.6.1 Identify suitable locations for the provision of new bicycle parking spaces across the LGA in consultation with Council bicycle committee and community requests. A26.6.2 Provide bicycle parking spaces at identified suitable locations, in consultation with Council bicycle committee and community requests. Target: >= 40 bicycle parking spaces	Consolidated

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Integrated Transport	A27.1 Engage with Transport for NSW and other key agencies to implement the public transport related activities by 2029.	A27.1.3 Work with TfNSW, bus operators and neighbouring Councils to improve public transport including on-demand transport and rapid bus links identified in the South East Sydney Transport Strategy and Future Transport 2056. Target Value: 100% Progress	Consolidated
Integrated Transport	A27.2 Continue to implement the program of transport upgrades to improve accessibility and amenity at public transport stops such as lighting, shelter, and wayfinding signage, to improve overall customer experience of public transport by 2029.	A27.2.1 Complete the bus shelter and bus stop amenity upgrade program. Implement bus stop amenity upgrades as per the capital works program Target Value: 100% Progress	Consolidated
Integrated Transport	A29.1 Develop a procedure for road space allocation on Randwick LGA streets to support the delivery of future walking space and cycle routes, including pop-up routes.	A29.1.1 Develop a procedure for road space allocation on Randwick streets to support the delivery of future walking space and cycle routes, including pop-up routes by 2029 and apply the principles for road space allocation in 100% of local centre upgrade plans by 2031 Target Value: 100% Progress	Consolidated
Integrated Transport	A29.2 Work with Transport for NSW to achieve the target of zero fatalities and serious injuries by 2056, under the Safe System approach.	A29.2.1 Identify current crash locations, Star Rate and make submissions to TfNSW for funding of remedial treatments under the Black Spot Program, Road Safety Program, or similar programs. Target Value: 100% Progress	Consolidated
Integrated Transport	A29.2 Work with Transport for NSW to achieve the target of zero fatalities and serious injuries by 2056, under the Safe System approach.	A29.2.2 Identify current crash locations, Star Rate and make submissions to TfNSW for funding of remedial treatments under the Black Spot Program, Road Safety Program, or similar programs. Target Value: >=50% Progress	Consolidated
Integrated Transport	A29.3 Work with TfNSW to review speed limits (differentiating between town centres and residential areas) in 2 identified areas each year by 2035.	A29.3.1 Review speed limits in two priority areas using developed methodology and refer results to traffic committee Local Transport Forum and Transport for NSW Target Value: >=2 Reviews	Reworded

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Integrated Transport	A29.3 Work with TfNSW to review speed limits (differentiating between town centres and residential areas) in 2 identified areas each year by 2035.	A29.3.2 Implement speed limit changes subject to TfNSW Approval and funding availability Target Value: >=1 speed limit change	Consolidated
Integrated Transport	A29.3 Work with TfNSW to review speed limits (differentiating between town centres and residential areas) in 2 identified areas each year by 2035.	A29.3.3 Collaborate with councils, State Government Agencies and industry to understand emerging transport modes and technologies by 2031. Target Value: >=2 Meetings	Consolidated
Integrated Transport	A29.4 Manage the operation, provision, projects and issues of facilities and services for all modes of transport to achieve safe, efficient, comfortable, convenient, economical and environmentally friendly movement of people and goods and to attain behavioural change.	A29.4.2 Maintain existing facilities for cyclists and pedestrians across the LGA, including consideration of new/updated signage and line marking. Traffic committee Target Value: >=80%	Consolidated
Integrated Transport	A29.4 Manage the operation, provision, projects and issues of facilities and services for all modes of transport to achieve safe, efficient, comfortable, convenient, economical and environmentally friendly movement of people and goods and to attain behavioural change.	A29.4.3 Manage public parking arrangements in the LGA, including operation of the Resident Parking Scheme and the provision of specific parking restrictions such as works zones and mobility impaired persons parking spaces.	Consolidated
Integrated Transport	A30.3 Investigate emerging parking / guidance systems and implement solutions to balance accessibility and turnover, and reduce congestion and emissions from circulating vehicles by 2029. A30.4 Work with stakeholders to better manage parking with the aim of reducing private vehicle trips, in the local area.	A30.3.1 Implement digital parking permit system for the resident parking scheme. Target Value: 100% progress towards procurement of new digital system	New
Open Space and Recreation	A32.7 Work with the Local Aboriginal Land Council and Aboriginal Elders to develop and implement projects to increase knowledge and awareness of the local Aboriginal culture, traditions and connection to country through open space	32.7.1 Commence preparation of an engagement plan for an Aboriginal Cultural Heritage Study informed by recommendations from the Reconciliation Action Plan. To commence 2027/28	Revised

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Open Space and Recreation	A32.8 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.	A32.8.1 Review the Coogee Foreshore Plan of Management (POM). Target Value: 40% Progress in undertaking issues paper, engaging with relevant stakeholders, precinct mapping and reporting for public exhibition	Revised
Open Space and Recreation	A33.4 Continue to provide and enhance dog off-leash locations across the local area.	A33.4.1 Install fencing along a busy road of an off-leash dog park to improve safety. Design and install appropriate fencing and supporting amenities at designated off-leash dog parks to improve safety, functionality and amenity for dogs and their owners Target Value: Complete works at 1 park	Revised

Draft 2026/27 Operational Plan Activity - Revised Targets

Strategy	Delivery Program commitment	2026/27 Operational Plan Update	Update type
Environment	A12.1 Create and implement a green grid framework that prioritises projects that connect areas, provide shade and cooling and improve amenity.	A12.1.3 Deliver community planting activities, such as Plant With Us, in accordance with the Urban Forest Policy, Strategy and Green Grid Strategy Framework. Target Value: 100% Progress >= 10 activities	Revised
Environment	A13.1 Reduce waste generation per capita across the LGA by 10% by 2035, from a 2017/18 baseline, and increase resource recovery through a number of council and community programs targeting specific waste streams.	A13.1.1 Work with residents, businesses and other organisations to increase resource recovery and reduce waste generation per capita. New Indicator: 100% progress towards Review of Council Trade Waste Scheme	Revised
Environment	A13.4 Manage the collection and processing of residential, commercial and public place waste.	A13.4.2 Provide residents with 6 free household clean-up collections each year including one scheduled clean-up collection and five booked (on-call) clean-up collections. Target Value: Number of missed on-call clean-up services 85% of missed On Call cleanups responded to within SLA	Revised
Open Space and Recreation	A32.6 Clean the City's assets and infrastructure in business centres, beaches, parks and other public places.	A32.6.4 Undertake scheduled and reactive cleaning of the City's beaches and ocean pools in accordance with established service level agreements. Indicators: Target Value: Percentage of customer service requests for cleaning of beaches and ocean pools responded to within SLA Target Value: 90% 85% New Indicator: Percentage of customer service requests for cleaning of ocean pools responded to within SLA Target Value: 85%	Revised

GAC8/26

Governance Advisory Committee Report No. GAC9/26

Subject: Disability Inclusion Action Plan



Executive Summary

- 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 DIAP aligns to the NSW Disability Inclusion Framework which is structured around four key focus areas: attitudes and behaviours, liveable communities, employment, and systems and processes. The authorising body is NSW Department of Communities and Justice.
- At its Ordinary Council Meeting in December 2022, Council adopted its second DIAP, covering the period 2022–2026. 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 three 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.
- The draft DIAP 2026 – 2030 will be presented to Council to go on public exhibition with implementation from July 2026.

Recommendation

That the information be received and noted.

Attachment/s:

1.  Disability Inclusion Action Plan - April 2026
2.  DIAP 2022-2026 Outcomes Report - 31 March 2026

Responsible officer: Trina Soulos, Manager Community Development

File Reference: F2025/00374

GAC9/26

Disability Inclusion Action Plan

Governance Advisory Committee

APRIL 2026



Purpose

- A Disability Inclusion Action Plan (DIAP) is a practical plan that sets out how an organisation will improve access, inclusion and participation for people with disability in everything it does.
- The authorising body is NSW Department of Communities and Justice.
- Under the NSW Disability Inclusion Act 2014, all local governments prepare a DIAP every four years.
- 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.
- At its Ordinary Meeting on 13 December 2022, Council resolved to adopt the Disability Inclusion Action Plan 2022 – 2026. This was the second DIAP by Randwick City Council.
- This presentations provides the Governance Advisory Committee a summary of the work achieved under the DIAP 2022-2026, and overviews the work undertaken to inform drafting of the DIAP 2026-2030.

Context

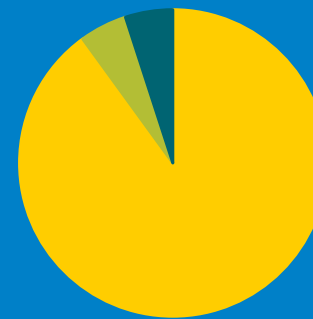


DIAP 2022-2026

The DIAP 2022-2026 committed to 59 actions across key focus areas:

1. Attitudes and behaviours
2. Liveable communities
3. Employment
4. Systems and processes

Of these 59 actions:



- 90% are completed
- 5% are discontinued
- 5% are in progress

Context



Achievements under the DIAP 2022-2026:

- New partnership established with the Australian Disability Network
- 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 established
- 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
- Draft Wayfinding strategy developed for the coastal walkway ready for Council endorsement

Context

Town Centre Kerb Ramp Review

- A review of kerb ramps at town centres is in progress
- Data is being collected to assess compliance of kerb ramps with current Australian Standards
- Inspections of kerb ramps at Maroubra Junction are complete
- Non – compliances with current standards were noted at majority of kerb ramps inspected at Maroubra Junction
- Kerb ramps at Matraville and Clovelly Town Centres will be inspected by mid 2026
- Outcome of reviews will be considered in planning and design for upcoming town centre masterplan upgrade works

Context



Access Audit at Beaches & Foreshores

An access audit is under way at our Beaches and foreshore areas involving:

- A review of existing infrastructure assets
- Assessment against Australian Standards
- Identification of assets that provide improved access (Clovelly Water Access Ramp, Malabar Beach Matting, etc)
- Identification and review of the accessibility of assets within the vicinity of these key areas (Accessible Parking, Amenities, etc)
- Use of criteria for continuous accessible paths of travel to identify potential future works (Ramps, Handrails, etc) to improve accessibility
- Development of guides for the community to provide information on existing accessible beach and foreshore locations

Context

Kerb Ramps

2025-2026:

24 kerb ramps have been constructed so far in the 2025-2026 financial year, with a further 11 due to be constructed by the end of financial year.

These kerb ramps are delivered as part of the:

- Footpath Program
- Kerb and Gutter Program
- Road Program
- Traffic Upgrades
- Town Centre Upgrades

2026-2027:

Inspections and scoping for 2026-2027 kerb ramp works is in progress.

Detail



Development of the DIAP 2026-2030:

Methodology:

- Desktop review of NSW legislation, DCJ requirements, broader policy and service context including systems reforms
- Randwick's community profile
- Learnings from Council's DIAP 2022-2026
- Community engagement

Consultation Insights:

- Growing need for increased understanding of hidden disability
- Safe and sensory-aware public spaces that support independence, mobility and connection are highly valued
- Gaps exist in work readiness and school transition programs
- Service systems are complex and difficult to navigate – community want clear, reliable and accessible information

Draft DIAP 2026-2030 Structure

Focus Areas	Outcomes
1. Attitudes and behaviors	<ul style="list-style-type: none"> 1.1 Community understanding of disability 1.2 Lived experience leadership 1.3 Disability confident Council
2. Liveable communities	<ul style="list-style-type: none"> 2.1 Safe and accessible public spaces 2.2 Inclusive and sensory-aware facilities and events 2.3 Accessible transport, parking and movement 2.4 Community spaces that support connection and belonging 2.5 Accessible and inclusive housing
3. Employment	<ul style="list-style-type: none"> 3.1 Strengthening pathways into meaningful employment 3.2 Modelling inclusive employment at Council 3.3 Building disability confident local employers
4. Systems and processes	<ul style="list-style-type: none"> 4.1 Clear and accessible information 4.2 Supported navigation of Council services 4.3 Meaningful codesign and lived-experience input 4.4 Stronger partnerships and system coordination

Risks

Risk	Mitigation
<p>Department of Communities and Justice has legislative requirements of the DIAP development process.</p>	<ul style="list-style-type: none"> • Engagement program consults people with disability, carers and family, disability organisations and advocates. • The DIAP structure aligns to the NSW Disability Inclusion Framework. • DIAP adopts a whole-of-organisation approach and actions are assigned across all Council Divisions.
<p>Ongoing sector reform and change creates uncertainty in a complex systems environment.</p>	<ul style="list-style-type: none"> • Council’s work to deliver Sector Support and Development has informed the consultation approach and informed the development of the DIAP 2026-2030.



Summary and next steps

The draft **Disability Inclusion Action Plan** is a NSW government legislative requirement. The draft is informed by a broad service and system review. The draft plan is developed through consultation and workshop with people with disability, their family, carers, support services and advocates.

Next steps:

- April 2026: Draft plan is presented to Council seeking endorsement for public exhibition
- May – June 2026: Public exhibition, further consultation
- June 2026: Final plan is presented to Council seeking endorsement for publication and implementation
- July 2026 – June 2030: Implementation

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.

	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	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>	Evaluate Council’s employment policy and practices to remove barriers and improve opportunities to support a diverse workforce	Completed in 2024-25	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.
	Increase work experience opportunities, entry level roles and unskilled roles in Council suitable for people with disability	In progress, to be rolled over to new DIAP	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.
	Consider setting employment targets and develop strategies to increase and support employment of people with disability	Discontinued	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.
	Strengthen diversity and inclusion in workforce planning	Completed in 2024-25	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.
	Undertake a workforce census to better understand the diversity of our workforce	In progress	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.
	Investigate and implement employment targets for people with disability through our Workforce and Inclusive Randwick Strategies	Discontinued	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.

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>	Completed and ongoing	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.
	Incorporate guidelines for maximising accessibility of Council publications into Council's Brand Guidelines	In progress to be rolled over to the new DIAP	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.
	Continue to provide hybrid information sessions both in-person and online) to better accommodate people with disabilities and chronic and complex illness	Completed 2023-24 and ongoing	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>4.3 Co-design</p> <p>People with disabilities have increased opportunities to participate in the design of Council initiatives</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	Completed in 2024-25	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>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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