



# Agenda

## Council Meeting

Tuesday 11 March 2025, 7:00 pm  
Dandenong Civic Centre, 225 Lonsdale Street,  
Dandenong, Victoria 3175





## Council Meeting Details

At the time of printing this Agenda, the Council Meeting to be held on Tuesday 11 March 2025, will be open to the public to attend in person but will be subject to venue seating capacity. This will be a hybrid meeting consisting of Councillors attending in person and remotely.

If we are unable to accommodate you indoors, you will still be able to watch the webcast live on the Urban Screen in Harmony Square. To view the webcast and stay informed about the status of Council Meetings please visit Council's [website](#).

***The Civic Centre basement carpark will be opened to all members of the public during library opening hours. Any parking in this area will be subject to availability and time limits as notified by any signage posted.***

## Your Councillors

[Mayor Jim Memeti](#)

[Cr Bob Milkovic](#)

[Deputy Mayor Sophaneth \(Sophie\) Tan](#)

[Cr Sean O'Reilly](#)

[Cr Phillip Danh](#)

[Cr Loi Truong](#)

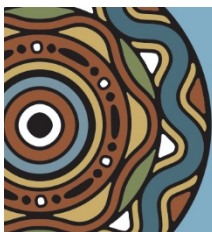
[Cr Isabella Do](#)

[Cr Melinda Yim](#)

[Cr Lana Formoso](#)

[Cr Rhonda Garad](#)

[Cr Alice Phuong Le](#)



We acknowledge the Traditional Owners and Custodians of this land, the Bunurong People, and pay respect to their Elders past and present.

We recognise and respect their continuing connections to climate, Culture, Country and waters.

 (03) 8571 1000

 [council@cgd.vic.gov.au](mailto:council@cgd.vic.gov.au)

 [greaterdandenong.vic.gov.au](http://greaterdandenong.vic.gov.au)



TTY: 133 677

Speak and listen: 1300 555 727

Online: [relayservice.gov.au](http://relayservice.gov.au)



TIS: 13 14 50



Acknowledging  
Bunurong Country

Follow us:





---

## COUNCIL OBLIGATIONS AND AGENDA REPORTS

Council has several obligations in relation to its Community Vision, Council Plan, Instruments of Legislation and Council policy. These are summarily considered in each Agenda report and further details are added as required. The obligations are as follows:

### **Community Vision 2040 (Community Vision | Greater Dandenong Council)**

After consultation with the Greater Dandenong community on what kind of future they wanted for themselves and our city, the Greater Dandenong People's Panel developed a new Community Vision for 2040:

*The City of Greater Dandenong is a home to all.  
It's a city where you can enjoy and embrace life through celebration and equal opportunity.  
We harmonise the community by valuing multiculturalism and the individual.  
Our community is healthy, vibrant, innovative and creative.  
Our growing city is committed to environmental sustainability.  
Welcome to our exciting and peaceful community.*

Reports in this Agenda will identify when any of the above principles are relevant.

### **The Council Plan 2021-25 (Council Plan 2021-25 | Greater Dandenong Council)**

The Council Plan describes the kind of future the Council is working for, and how Council will do this over four years. The Council Plan has the following key strategic objectives:

- *A socially connected, safe and healthy city*
- *A city that respects and celebrates diversity, our history and the arts*
- *A city of accessible, vibrant centres and neighbourhoods*
- *A green city committed to a sustainable future*
- *A city that supports entrepreneurship, quality education and employment outcomes*
- *A Council that demonstrates leadership and a commitment to investing in the community.*

Reports in this Agenda will identify when any of the above principles are relevant.

### **The Overarching Governance Principles of the Local Government Act 2020**

Section 9 of the *Local Government Act 2020* states that a Council must in the performance of its role give effect to the overarching governance principles. These are:

- a) Council decisions are to be made and actions taken in accordance with the relevant law;
- b) priority is to be given to achieving the best outcomes for the municipal community, including future generations;
- c) the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted;
- d) the municipal community is to be engaged in strategic planning and strategic decision making;
- e) innovation and continuous improvement are to be pursued;
- f) collaboration with other Councils and Governments and statutory bodies is to be sought;
- g) the ongoing financial viability of the Council is to be ensured;
- h) regional, state and national plans and policies are to be taken into account in strategic planning and decision making;
- i) the transparency of Council decisions, actions and information is to be ensured.

Also, in giving effect to the overarching governance principles above, a Council must take into account the following supporting principles:

- a) the community engagement principles (section 56);
- b) the public transparency principles (section 58);
- c) the strategic planning principles (section 89);
- d) the financial management principles (section 101);
- e) the service performance principles (section 106).

Reports in this Agenda will identify when any of the above principles are relevant.



---

## The Gender Equality Act 2020

The *Gender Equality Act 2020* came into operation on 31 March 2021 and requires councils to take positive action towards achieving workplace gender equality and to promote gender equality in their policies, programs and services. The objects of the Act are as follows:

- a) to promote, encourage and facilitate the achievement of gender equality and improvement in the status of women; and
- b) to support the identification and elimination of systemic causes of gender inequality in policy, programs and delivery of services in workplaces and communities; and
- c) to recognise that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes; and
- d) to redress disadvantage, address stigma, stereotyping, prejudice and violence, and accommodate persons of different genders by way of structural change; and
- e) to enhance economic and social participation by persons of different genders; and
- f) to further promote the right to equality set out in the Victorian Charter of Human Rights and Responsibilities and the Convention on the Elimination of All Forms of Discrimination against Women.

Council is obligated to think about how its programs and services affect different people and different communities and how we can avoid reinforcing unintentional inequalities. Reports authors must consider the requirements of the *Gender Equality Act 2020* and Council's Diversity, Access and Equity Policy when asking Council to consider or review any issues which have a direct or significant impact on members of the Greater Dandenong community.

## Victorian Charter of Human Rights and Responsibilities

Council, Councillors and members of Council staff are a public authority under the *Charter of Human Rights and Responsibilities Act 2006* and, as such, are all responsible to act in accordance with the *Victorian Charter of Human Rights and Responsibilities 2006* (the Charter). The Charter is founded on the following principles:

- human rights are essential in a democratic and inclusive society that respects the rule of law, human dignity, equality and freedom;
- human rights belong to all people without discrimination, and the diversity of the people of Victoria enhances our community;
- human rights come with responsibilities and must be exercised in a way that respects the human rights of others;
- human rights have a special importance for the Aboriginal people of Victoria, as descendants of Australia's first people, with their diverse spiritual, social, cultural and economic relationship with their traditional lands and waters.

Given this municipality's diversity and inclusiveness, when developing or preparing a report for Council consideration, report authors are required to ensure their report is consistent with the standards set by the Charter.





---

## Consideration of Climate Change and Sustainability

One of the overarching governance principles of the *Local Government Act 2020* is that the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted.

In January 2020, this Council joined a growing number of cities around Australia and declared a “Climate and Ecological Emergency” and committed this Council to emergency action on climate change. Council has developed a Climate Change Emergency Strategy and Action Plan 2020-30 to help the City of Greater Dandenong become a resilient, net zero carbon emission city with an active community prepared for the challenges of changing climate.

When developing or preparing a report for Council consideration, report authors are required to consider what impacts their issue has on Council's Declaration on a Climate and Ecological Emergency, Council's Climate Change Emergency Strategy and the requirements of the *Local Government Act 2020* in relation to the overarching principle on climate change and sustainability.

### Related Council Policies, Strategies or Frameworks

Report authors will consider how their report aligns with existing Council policies, strategies, frameworks or other documents, how they may affect the decision of this report or are relevant to this process.



---

## TABLE OF CONTENTS

<b>1</b>	<b>MEETING OPENING</b> .....	<b>8</b>
1.1	OPENING OF MEETING BY CHAIR .....	8
1.2	ATTENDANCE .....	8
1.3	ACKNOWLEDGEMENT OF TRADITIONAL CUSTODIANS OF LAND .....	9
1.4	OFFERING OF PRAYER, REFLECTION OR AFFIRMATION .....	9
1.5	CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS .....	10
1.6	DISCLOSURES OF INTEREST .....	10
<b>2</b>	<b>OFFICERS REPORTS - PART 1</b> .....	<b>11</b>
2.1	PETITIONS AND JOINT LETTERS .....	11
2.1.1	Petitions and Joint Letters.....	11
2.2	STATUTORY PLANNING APPLICATIONS .....	13
2.2.1	Town Planning Application - No. 211-215 Thomas Street, Dandenong (Planning Application No. PLN24/0089) .....	13
<b>3</b>	<b>PUBLIC QUESTION TIME</b> .....	<b>53</b>
<b>4</b>	<b>OFFICERS REPORTS - PART 2</b> .....	<b>55</b>
4.1	PROCUREMENT .....	55
4.1.1	2021-11 (A-E) Parks and Open Space Maintenance Services – Contract Extension .....	55
4.2	OTHER .....	59
4.2.1	Proposed MAV and ALGA Notice of Motions .....	59
4.2.2	Family Violence - Council Response .....	77
4.2.3	Keysborough South Community Hub - Strategic Update.....	138
4.2.4	List of Registered Correspondence to Mayor and Councillors.....	215
4.2.5	Chief Executive Officer's Annual Review 2025 .....	218
<b>5</b>	<b>NOTICES OF MOTION</b> .....	<b>220</b>
5.1	NOTICE OF MOTION NO. 4 - RESCISSION MOTION IN RELATION TO DANDENONG WELLBEING CENTRE - RECOMMENDED CONTRACT AWARD .....	220
5.2	NOTICE OF MOTION NO. 5 - TOWARDS UNITY: A MOTION FOR INCLUSIVE, RESPECTFUL AND PEACEFUL ENGAGEMENT IN THE THOMAS STREET NAMING ISSUE.....	221



---

5.3	NOTICE OF MOTION NO. 6 - STRONGER TOGETHER: TOWARDS PEACE AND COHESION IN OUR COMMUNITY.....	222
6	REPORTS FROM COUNCILLORS/DELEGATED MEMBERS AND COUNCILLORS' QUESTIONS.....	224
7	URGENT BUSINESS .....	225
8	CLOSE OF BUSINESS .....	226





---

## **1 MEETING OPENING**

### **1.1 OPENING OF MEETING BY CHAIR**

### **1.2 ATTENDANCE**



---

### 1.3 ACKNOWLEDGEMENT OF TRADITIONAL CUSTODIANS OF LAND

*Those who wish to stand for the acknowledgement to country are welcome to do so.*

We acknowledge the Traditional Custodians of this land, the Bunurong People, and pay respect to their Elders past and present.

We recognise and respect their continuing connections to climate, Culture, Country and waters and we also pay our respect and acknowledge all Aboriginal and Torres Strait Islander peoples and their Elders present here today, in acknowledging their journey.

### 1.4 OFFERING OF PRAYER, REFLECTION OR AFFIRMATION

As part of Council's commitment to recognising the cultural and spiritual diversity of our community, the prayer, reflection or affirmation this evening will be offered by Pastor David Owen, a member of the Greater Dandenong Interfaith Network.



---

## 1.5 CONFIRMATION OF MINUTES OF PREVIOUS MEETINGS

Meeting of Council held 24 February 2025.

### Recommendation

**That the Minutes of the Meeting of Council held 24 February 2025 be confirmed.**

## 1.6 DISCLOSURES OF INTEREST

Any interest that a Councillor or staff member has deemed to be significant and has disclosed as either a material or general interest is now considered to be a conflict of interest. Conflict of Interest legislation is detailed in Division 2 – Conflicts of Interest: sections 126, 127, 128, 129 & 130 of the *Local Government Act 2020*. This legislation can be obtained by contacting the Greater Dandenong Governance Unit on 8571 5216 or by accessing the Victorian Legislation and Parliamentary Documents website at [www.legislation.vic.gov.au](http://www.legislation.vic.gov.au).

If a Councillor discloses any interest in an item discussed at any Council Meeting (whether they attend or not) they must:

1. complete a disclosure of interest form prior to the meeting;
2. advise the chairperson of the interest immediately before the particular item is considered (if attending the meeting); and
3. leave the chamber while the item is being discussed and during any vote taken (if attending the meeting).

The Councillor will be advised to return to the chamber or meeting room immediately after the item has been considered and the vote is complete.





## 2 OFFICERS REPORTS - PART 1

### 2.1 PETITIONS AND JOINT LETTERS

#### 2.1.1 Petitions and Joint Letters

**Responsible Officer:** Manager Governance, Legal & Risk  
**Attachments:** 1. Petitions Joint Letters [2.1.1.1 - 1 page]

#### Officer Recommendation

**That this report and its attachment be received and noted.**

#### Executive Summary

1. Council receives a number of petitions and joint letters on a regular basis that deal with a variety of issues which have an impact upon the City.
2. Issues raised by petitions and joint letters will be investigated and reported back to Council if required.
3. A table containing all details relevant to current petitions and joint letters is provided in Attachment 1. It includes:
  - a) the full text of any petitions or joint letters received;
  - b) petitions or joint letters still being considered for Council response as pending a final response along with the date they were received; and
4. the final complete response to any outstanding petition or joint letter previously tabled along with the full text of the original petition or joint letter and the date it was responded to.

#### Petitions and Joint Letters Tabled

5. Council received no new petitions and no joint letters prior to the Council Meeting of 11 March 2025.

Date Received	Petition Text (Prayer)	No. of Petitioners	Status	Responsible Officer Response
7/02/2025	<p><b>Petition to City of Greater Dandenong to Rename “Afghan Bazar” to “Little Bamyan”</b></p> <p><a href="https://www.change.org/p/petition-to-city-of-greater-dandenong-to-rename-afghan-bazar-to-little-bamyan">https://www.change.org/p/petition-to-city-of-greater-dandenong-to-rename-afghan-bazar-to-little-bamyan</a></p>	-	In Progress	Responsible Officer: Executive Manager Strategic Growth & Advocacy
7/02/2025	<p><b>Petition to keep the name “Afghan Bazar”</b></p> <p><i><b>NB Small extract of prayer from one petition only:</b></i></p> <p>We, the undersigned business and property owners in Dandenong, strongly oppose the proposed renaming of Afghan Bazar to Bamyan Bazar. Afghan Bazar is an established name that holds significant cultural, historical, and economic value for our businesses and the wider community.</p>	-	In Progress	Responsible Officer: Executive Manager Strategic Growth & Advocacy



## 2.2 STATUTORY PLANNING APPLICATIONS

### 2.2.1 Town Planning Application - No. 211-215 Thomas Street, Dandenong (Planning Application No. PLN24/0089)

<b>Responsible Officer:</b>	Executive Director City Futures
<b>Attachments:</b>	1. Council Report Attachment – Assessed Plans and Documents [2.2.1.1 - 22 pages]

#### Application Summary

<b>Applicant:</b>	Ahmadiyya Muslim Association Australia
<b>Proposal:</b>	Use of the land for a place of assembly and a reduction in the car parking requirement
<b>Zone:</b>	Comprehensive Development Zone (CDZ) - Schedule 2
<b>Overlay:</b>	Design and Development Overlay (DDO) - Schedule 2
<b>Ward:</b>	Dandenong

1. This application has been brought before Council because it has received six (6) objections.
2. The application proposes to use the existing building on the land as a place of assembly for the Ahmadiyya Muslim Association. The place of assembly will serve as a community centre for the organisation and will serve as a satellite site to their existing place of worship located outside the municipality in Langwarrin. The proposal also seeks a car parking reduction equal to 52 (fifty-two) car parking spaces.
3. A permit is required pursuant to the following clauses of the Greater Dandenong Planning Scheme:
  - a. Clause 37.02-1 (Comprehensive Development Zone) – a permit is required to use the land for a Place of Assembly; and
  - b. Clause 52.06 (Car Parking) – a permit is required to reduce the car parking requirement.
4. This report recommends to issue, a Notice of Decision to grant a permit for the purpose of the use of the land for a place of assembly (community centre), the display of business identification signage and a reduction in the car parking requirement.

#### Objectors Summary

5. The application was advertised to the surrounding area through the erection of a notice on-site and the mailing of notices to adjoining and surrounding owners and occupiers. Six (6) objections were received to the application. Issues raised generally relate to matters of:
  - a. Traffic and Car Parking; and
  - b. Overcrowding





## Recommendation Summary

6. As assessed, the proposal is consistent with and appropriately responds to the provisions of the Greater Dandenong Planning Scheme. Council officers are of the view that on balance, the proposal's degree of compliance with the Planning Scheme justifies that the application should be supported. Therefore, it is recommended that a permit be granted a Notice of Decision (which provides appeal rights to objectors) to grant a permit be issued containing the conditions as set out in the recommendation.
7. If the application was to be appealed to the Victorian Civil and Administrative Tribunal (VCAT) it is the officer's view that it is highly likely that VCAT would also issue a planning permit for this proposal. The cost to Council to defend the application if council officers recommendation is not carried out would start at approximately \$35,000.

## Subject Site and Surrounds

### *Subject Site*

8. The subject land is limited to one parcel of land, being 211-215 Thomas Street, Dandenong.
9. The site is located on the western side of Thomas Street.
10. The site is rectangular in shape with a west to east orientation and has a frontage of 20.12 metres to Thomas Street, a maximum depth of 38.1 metres and a total area of approximately 766.2 square metres. The site is relatively flat in topography and does not contain any significant vegetation.
11. The site is occupied by an existing two-storey building office building, built boundary to boundary to the north and south. The site was previously used as an office by the Headspace National Youth Mental Health Foundation and is currently vacant.
12. An existing on-site external car parking area is located to the rear of the property the car park includes 8 on-site car parking spaces with access from Oldham Lane to the rear. An on-site 3.5-metre-wide internal driveway can be accessed via Thomas Street at the site's south-eastern boundary which also has access through to 8A Oldham Lane to the rear via a ramp.

### *Surrounding Area*

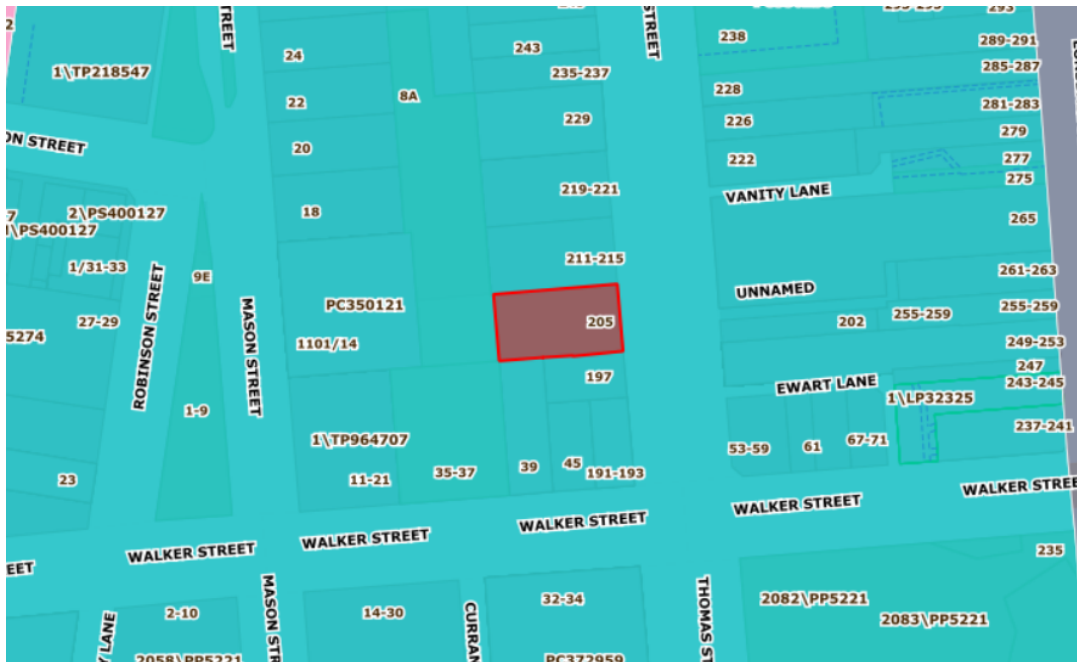
13. The subject site is surrounded by a mix of office and retail uses within a Comprehensive Development Zone in central Dandenong.
14. The nearest residential zone is located approximately 150 metres to the north-west.
15. The nearest bus stop is located approximately 100 metres to the north-west, near the corner of Mason Street and Hutton Street.
16. The Dandenong Train Station and Bus Exchange is located approximately 270 metres to the south-west.
17. There is substantial on-street parking located adjacent to the site's frontage, and along neighbouring streets. Parking spaces are metred and restricted to one and two hours per day during business hours Monday to Friday and Saturdays. There are also many paid parking facilities in the immediate area, including a number of privately owned multideck car parks. The site also has direct access to the public parking area at 8A Oldham Lane at the rear.

### Locality Plan

18. The map of the subject site and the surrounding area is provided below.



19. A zoning map of the the subject site and the surrounding area, with the site highlighted in red, is located below (Nearmap October 2024).





20. An aerial photograph of the subject site and the surrounding area, with the site highlighted in red, is located below (Nearmap October 2024)



## Background

### *Previous Applications*

21. A search of Council records revealed the following planning applications have been considered for the subject site.

<b>Permit Number:</b>	<b>Permit Details:</b>
No. 38712	<i>Issued 20 May 1965 for the construction of a two-storey building.</i>
No. 1088	<i>Issued 23 May 1978 for an alteration of an existing building.</i>
No. 60605	<i>Issued 24 August 1987 for a temporary office and the display of business signage.</i>
PLN05/0218	<i>Issued 15 September 2005 for the development of the land incorporating an extension to an existing office, in accordance with the endorsed plans.</i>

## Proposal

22. The application proposes to use the existing building on the land as a place of assembly for the Ahmadiyya Muslim Association. The place of assembly will serve as a community centre for the organisation.





**Land Use**

23. The layout of the proposed community centre is as follows:

- a. The ground floor is to include a front foyer and reception area, a multipurpose hall, a meeting room/library, three office rooms, an ancillary prayer room and amenity facilities.
- b. The first floor is to include a female multipurpose hall, an ancillary women’s prayer area, two office rooms, a kids play area, an IT room and amenity facilities.
- c. The following activities are proposed to be undertaken as part of the use:
- d. Community meetings, group discussions, and seminars for the group;
- e. Use of the library and exhibition hall containing religious books and journals;
- f. Limited ancillary indoor recreation activities (i.e. table tennis) and physical health sessions;
- g. Ancillary prayer sessions; and
- h. Use of office spaces for administration and auxiliary organisation.

24. The community centre will be open to the public, and the various events organised at the site will be able to access and participated in by the wider public, as well as community members.

25. The proposed operating hours and patron numbers are as follows:

<b>Day</b>	<b>Operating Hours</b>	<b>Maximum Patronage</b>
<b>Monday - Thursday</b>	<b>9:00am – 5:00pm</b>	<b>70 patrons</b>
	<b>5:00pm – 10:00pm</b>	<b>70 patrons</b>
	<b>10:00pm – 11:00pm</b>	<b>40 patrons</b>
<b>Friday</b>	<b>9:00am – 5:00pm</b>	<b>100 patrons</b>
	<b>5:00pm – 10:00pm</b>	<b>70 patrons</b>
	<b>10:00pm – 11:00pm</b>	<b>40 patrons</b>
<b>Saturday – Sunday</b>	<b>9:00am – 2:00pm</b>	<b>100 patrons</b>
	<b>2:00pm – 10:00pm</b>	<b>200 patrons</b>
	<b>10:00pm – 11:00pm</b>	<b>40 patrons</b>

26. Proposed staff will include volunteers, administrative and housekeeping staff for day-to-day operations. A maximum of twenty (20) staff will be on site at any one time.

**Development**

27. Buildings and works are limited to minor internal works that do not require a planning permit and is therefore not a consideration under this application.



### **Car Parking**

28. The proposal generates a car parking requirement of 60 car parking spaces. Eight (8) spaces are provided on site at the rear of the property. The proposal benefits from a car parking credit associated with the previous use of the land as an office. The previous office use generated a requirement of 25 spaces and had access to 8 spaces at the rear of the site. This results in a car parking credit of 17 spaces that is appropriate to apply to the proposed use of the land as a place of assembly.
29. Therefore, the proposal seeks a car parking reduction of 35 spaces.

### **Signage**

30. A 2.16 square metre sign, measuring 2.4 metre wide by 0.9 metre high, business identification sign is proposed on the existing building's eastern elevation, facing Thomas Street. It is not proposed to be internally illuminated, animated or electronic. The sign does not require a planning permit.
31. A copy of the submitted plans is provided in Attachment 1 to this report.

## **Financial Implications**

32. There are no financial implications associated with this report.

## **Planning Scheme and Policy Frameworks**

33. Pursuant to the Greater Dandenong Planning Scheme the following planning permit triggers apply:
34. Clause 37.02-1 (Comprehensive Development Zone) - a permit is required to use the land for a place of assembly.
35. Clause 52.06-5 (Car Parking) - a permit is required to reduce the car parking requirement.

### **Zoning Controls**

36. The subject site is located in a **Comprehensive Development Zone (Schedule 2)**, as is the surrounding area.
37. The purpose of the Comprehensive Development Zone outlined at Clause 37.02 is:
- To implement the Municipal Planning Strategy and the Planning Policy Framework.
  - To provide for a range of uses and the development of the land in accordance with a comprehensive development plan incorporated in this scheme.

### **Overlay Controls**

38. The subject site is subject to the **Design and Development Overlay (Schedule 2)**, as is the surrounding area.
39. The purpose of the Design and Development Overlay outlined at Clause 43.02 is:
- To implement the Municipal Planning Strategy and the Planning Policy Framework.
  - To identify areas which are affected by specific requirements relating to the design and built form of new development.



### **State Planning Policy Framework**

40. The **Operation of the State Planning Policy Framework** outlined at Clause 10 seeks to ensure that the objectives of planning in Victoria are fostered through appropriate land use and development planning policies and practices which integrate relevant environmental, social and economic factors in the interests of net community benefit and sustainable development. The objectives of Planning in Victoria are noted as:
- a. To provide for the fair, orderly, economic and sustainable use, and development of land.
  - b. To provide for the protection of natural and man-made resources and the maintenance of ecological processes and genetic diversity.
  - c. To secure a pleasant, efficient and safe working, living and recreational environment for all Victorians and visitors to Victoria.
  - d. To conserve and enhance those buildings, areas or other places which are of scientific, aesthetic, architectural or historical interest, or otherwise of special cultural value.
  - e. To protect public utilities and other facilities for the benefit of the community.
  - f. To facilitate development in accordance with the objectives set out in paragraphs (a), (b), (c), (d) and (e).
  - g. To balance the present and future interests of all Victorians.
41. In order to achieve those objectives, there are a number of more specific objectives contained within the State Planning Policy Framework that need to be considered under this application.
42. **Clause 11 (Settlement)** states that planning is to anticipate and respond to the needs of existing and future communities through provision of zoned and serviced land for housing, employment, recreation and open space, commercial and community facilities and infrastructure. The following sub-clauses are also applicable to this application:
43. **Clause 11.03-1S (Activity Centres)** seeks to encourage the concentration of major retail, residential, commercial, administrative, entertainment and cultural developments into activity centres that are highly accessible to the community.
44. **Clause 11.03-1R (Activity Centres – Metropolitan Melbourne)** seeks to locate significant new education, justice, community, administrative and health facilities that attract users from large geographic areas in or on the edge of the Metropolitan Activity Centres or Major Activity Centres with good public transport.
45. **Clause 15 (Built Environment and Heritage)** states that planning should ensure that all land use and development appropriately responds to its surrounding landscape and character, valued built form and cultural context.
46. **Clause 17 (Economic Development)** contains two (2) key objectives and can be summarised in emphasising the need for planning to provide for a strong and innovate economy, and to contribute to the economic wellbeing of the state to allow for municipalities to build upon regional strengths and economic potential.
47. **Clause 19 (Infrastructure)** states that planning is to recognise social needs by providing land for a range of accessible community resources, such as education, cultural, health and community support (mental health, aged care, disability, youth and family services) facilities. The following sub-clauses are also applicable to this application:
48. **Clause 19.02-3S (Cultural Facilities)** seeks to develop a strong cultural environment and increase access to arts, recreation and other cultural facilities.



49. **Clause 19.02-3R (Social and Cultural Infrastructure)** seeks to provide fairer distribution of and access to, social and cultural infrastructure.

#### ***Local Planning Policy Framework***

50. The **Local Planning Policy Framework (LPPF)** includes the Municipal Strategic Statement (MSS) and Local Policies.

51. The **MSS** is contained within **Clause 21** of the Scheme. The MSS at **Clause 21.02** focuses on the Municipal Profile, within which the following is noted:

- a. To encourage a mix of complimentary land uses that increase an activity centre's commercial variety without compromising its core commercial strengths.
- b. To create positive social, cultural and economic perceptions of all activity centres.

52. **Clause 21.02-3 (Land Use)** notes that:

53. 'Greater Dandenong is the most culturally diverse locality in Victoria, with residents from over 150 different birthplaces including Vietnam, Cambodia, China, Italy, Greece, India, Sri Lanka, Sudan, Ethiopia and Bosnia. Over half its population were born overseas, and nearly half in nations where English is not the main spoken language compared with less than one quarter across metro Melbourne.

54. **A Vision for Greater Dandenong** is outlined at **Clause 21.03**, within which the following strategies are included:

55. **Diverse Community** – Strategies that recognise and celebrate diversity as a significant strength of Greater Dandenong, strategies that promote opportunities for inclusion, participation, and involvement of all citizens in the social, civic, economic life of our communities.

56. **Sustainable Community** – Strategies that improve the prosperity and contribute to employment growth, attractive and cared for natural and heritage areas; strategies to promote access to high quality sports and recreation venues, cultural expression and community services; strategies that facilitate employment and investment in Greater Dandenong's key economic areas and stimulate growth of industrial and business opportunities unique to the area.

57. Under **Clause 21.07 – Infrastructure and Transportation** matters of: physical, community and cultural infrastructure; public transport; walking and cycling; cars and parking; and, transport services are covered.

58. Within **Clause 21.07-2** where the matter of public transport is considered, the following relevant objective and strategies are noted:

- a. To integrate transport and land use; and
- b. To ensure residential, commercial and industrial development provides for safe and accessible pedestrian/bicycle movement to the public transport network.

59. Within **Clause 22.07 Central Dandenong Local Planning Policy** notes that increases in local population numbers will require consideration of the cultural and recreational needs of these populations. Central Dandenong will offer a mix of cultural and recreational activities.

60. Furthermore, **Clause 22.07-5** outlines (amongst other things) that easily accessible community services are a very important element of a viable mixed use Activity Centre. They offer vital services to employees, residents, students and visitors to Greater Dandenong.



### *Particular Provisions*

#### **Clause 52.06 (Car Parking)**

61. Clause 52.06 Car Parking needs to be considered to determine the appropriateness of the car parking provision of the development. The purpose of this Clause is:
- a. To ensure that car parking is provided in accordance with the Municipal Planning Strategy and the Planning Policy Framework.
  - b. To ensure the provision of an appropriate number of car parking spaces having regard to the demand likely to be generated, the activities on the land and the nature of the locality.
  - c. To support sustainable transport alternatives to the motor car.
  - d. To promote the efficient use of car parking spaces through the consolidation of car parking facilities.
  - e. To ensure that car parking does not adversely affect the amenity of the locality.
  - f. To ensure that the design and location of car parking is of a high standard, creates a safe environment for users and enables easy and efficient use.
62. The following car parking rate applies to the site:
- a. Place of assembly: 0.3 car parking spaces required to each patron permitted.
63. Given a maximum of 200 patrons are proposed at any one time, the car parking requirement for the subject proposal is equal to 60 parking spaces. A maximum of 20 staff are also proposed however this does not impact the statutory parking requirements in this instance.
64. The subject site has eight (8) car parking spaces located within the on-site car parking area at the rear, therefore a parking reduction of 52 spaces is sought.

### *General Provisions*

65. **Clause 65 – Decision Guidelines** need to be considered, as is the case with all applications. For this application the requirements of Clause 65.01 for the approval of an application or plan are of relevance. This Clause outlines the requirements that the responsible authority must consider when determining the application.

### *Operational Provisions*

66. **Clause 71 – Operation of the Planning Policy Framework** is also applicable. Clause 71.02--1 states that the Planning Policy Framework must change as the needs of the community change. Furthermore, it is noted that the objectives of planning in Victoria are fostered through appropriate land use planning policies and practices that integrate relevant social and economic factors in the interests of net community benefit.

## **Diversity, Access and Equity**

67. It is not considered that the planning assessment of this application raises any diversity issues. The application itself does not have a direct and significant impact on the wider Greater Dandenong community.





## Community Safety

68. It is considered that there would be no adverse community safety implications in permitting the proposal subject to strict conditions on any planning permit issued.

## Safe Design Guidelines

69. Consideration of the relevant requirements of these Guidelines has been undertaken within the Assessment of this application.

## Referrals

- The application was externally referred to:

External Authority	Response
APA VTS Aust (Operations) [Gas Authority]	Referred due to proximity of gas line to proposal. They have no objection to the proposal.

- The application was internally referred to the following Council Departments for their consideration (summarised):

Council Referrals	Response
Community Wellbeing	No objection
Health	No objection
Transport Planning	No objection, subject to conditions
Planning Compliance	No objection, subject to conditions
Building Services	No objection

## Advertising

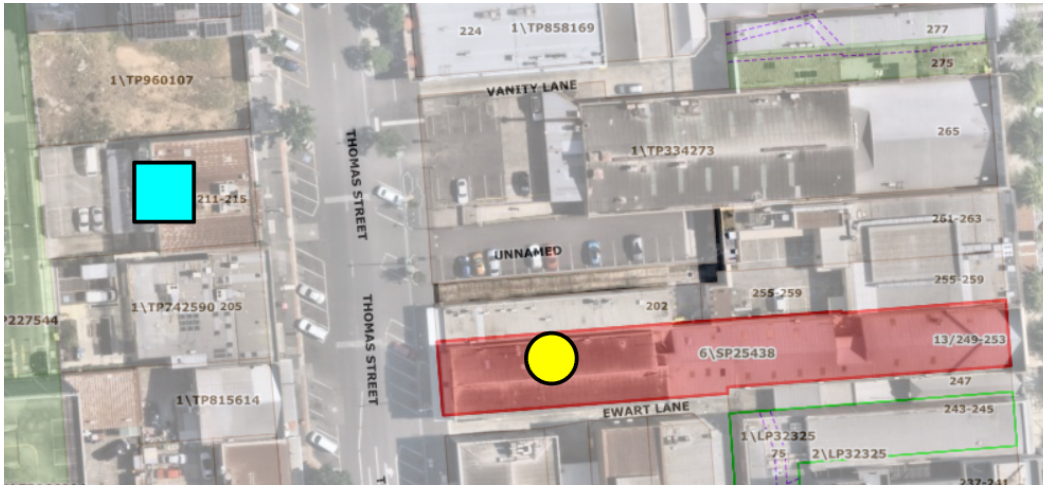
70. The application has been advertised pursuant to section 52 of the *Planning and Environment Act 1987*, by:

- sending notices to the owners and occupiers of adjoining land; and
- placing two (2) signs on site – one sign facing Thomas Street and one sign facing the rear building elevation facing 8A Oldham Lane.

71. The notification has been carried out correctly. Council has received six (6) objections to date.



72. The location of objectors/submitters are shown in the map below. All objectors/submitters are located within the various tenancies within Vanity Court at 249 Lonsdale Street, to the south-east of the subject site. The subject site is shown in blue below and the location of objectors shown in yellow:



### Summary of Grounds of Submissions/Objections

73. The objections are summarised below (**bold**), followed by the Town Planner's Response (*italics*).

#### **Traffic and Car Parking**

74. Concerns have been raised that the proposed reduction in car parking would result in street traffic congestion and limited availability of public car parking.

*The length of time patrons may remain on site and in the immediate locality will be limited by existing on-street parking controls which are metred and generally limited to 15 minutes to two hours. All other nearby public parking includes long term paid parking facilities. There are also a number of privately operated multi deck parking complexes in the immediate area. If a permit is granted, conditions on the permit will require that on-site activities are limited to two hours Monday to Friday 9:00am to 5:00pm, and the number of patrons are restricted during weekdays. This will ensure traffic congestion during standard business hours are minimised. Furthermore, the application was referred to Council's Transport Planning department who raised no objection to the proposal, subject to permit conditions. It is therefore considered that the proposal will not result in unacceptable traffic and/or parking issues.*

#### **Overcrowding**

75. Concerns have been raised that the proposed place of assembly will result in the overcrowding of persons within the immediate locality surrounding the site.

76. *If a permit is granted, conditions of permit will ensure that the maximum number of patrons at any given time are controlled and within limits that will not result in overcrowding or adverse amenity impacts to adjoining properties or third parties. All patrons will also be required to leave the site by 11pm daily. In addition, an enforceable Patron Management Plan will be endorsed to the permit to ensure any such impacts are properly managed and mitigated. For example, a team of security marshals and staff members will manage patron numbers and ensure orderly behaviour, including when entering and exiting the site. They will make the necessary arrangements to control crowds and undertake emergency procedures when required.*



## Assessment

### Use

77. The proposed place of assembly (community and cultural centre) has been assessed against the relevant provisions of the Greater Dandenong Planning Scheme (the Scheme), including the Planning Policy Framework, Local Planning Policy Framework, the Comprehensive Development Zone and the relevant Particular Provisions relating to car parking and signage.
78. The subject site has been previously used and developed as an office and therefore the proposal would not be taking away commercial or retail space from the city. The place of assembly also includes an array of ancillary office and administrative components that are essential to day-to-day operations, similar to the previous use of the site. Furthermore, the Scheme seeks to ensure ground level streetscape activation is maintained and encouraged within Central Dandenong – given the office building is existing, the proposal is not considered to be at odds with this desired outcome.
79. The Scheme seeks to provide cultural and community focused uses, services and activities that cater to the cultural needs of the local diverse communities that live in and frequent central Dandenong and surrounds. In addition, the Scheme seeks to accommodate appropriate land uses that provide outcomes with a net community benefit. It is considered that the proposal fulfils these outcomes.
80. The application documentation clearly indicates that the proposal is to specifically cater for a local community, being the Ahmadiyya Muslim Association. Furthermore, the community and cultural centre and the various events to be held would be accessible to the public, therefore also accommodating the wider local population.
81. The proposed prayer rooms are considered ancillary to the primary use of the land as a place of assembly. Such rooms are commonly found within other, similar cultural and community centres and gathering places.
82. The applicant has indicated they have their primary place of worship outside the municipality in Langwarrin, and that the proposal site would only serve as a satellite community centre.
83. The proposal would allow for an additional 220 persons (including staff) on weekends to central Dandenong, helping to stimulate economic growth and activity within the municipality, and to support surrounding local businesses.
84. The proposal has also demonstrated that the place of assembly would have appropriate house management protocols in place to ensure the amenity of the area and of third parties will be protected. Permit conditions also ensure effective compliance in perpetuity.
85. The application proposes for the use to operate 24 hours a day, 7 days a week, however the application material does not stipulate what activities will be occurring on site after 10pm. A permit condition will limit operating hours on all days to 11pm. Given other similar uses in the area such as other community centres and restaurants, generally close around 11pm, this condition is considered justified.
86. Conditions on permit will also prohibit amplified music to be played on site, to help further mitigate third party amenity impacts. All noise emanating from the site will also be required to align with the relevant EPA noise guidelines.



87. Patron management procedures proposed by the applicant as part of their Patron Management Plan include:
- a. A team of security marshals and staff members (4-6 persons) will be deployed to manage patron numbers and ensure orderly behaviour, including when entering and exiting the site. They will make the necessary arrangements to control crowds and undertake emergency procedures when required.
88. Signage will be installed to ensure patrons respect the amenity of neighbouring residents and to remind patrons to minimise noise.
89. An acoustic report will be required to be prepared and endorsed on any permit issued to ensure noise impacts are minimised and do not result in material detriment to third parties.
90. Overall, it is considered that the proposed use is acceptable when having regard to the purpose and broader requirements of the Planning Scheme, by providing a service with benefit to the community and the wider municipality, without compromising the local amenity of the area.

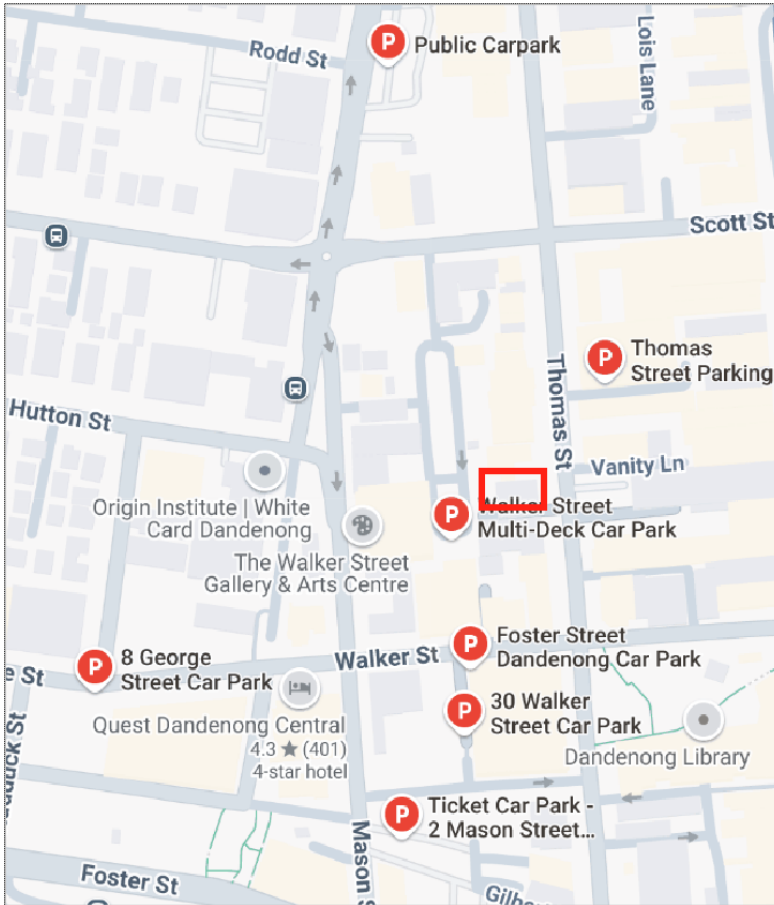
### **Car-Parking**

91. Pursuant to the car parking rates outlined at Clause 52.06 (Car Parking), a place of assembly located within the Principal Public Transport Network area requires 0.3 parking spaces to be provided to each patron permitted on site.
92. Given a maximum of 200 patrons are proposed, the maximum car parking requirement for the subject proposal is equal to 60 parking spaces. A maximum of 20 staff members are also proposed however this does not impact the statutory car parking requirement in this instance.
93. The proposal benefits from a car parking credit based on the previous use of the land as an office. The previous office use generated a requirement of 25 spaces and had access to eight (8) spaces at the rear of the site. Therefore a car parking credit of 17 spaces is appropriate to consider and apply to the proposed use of the land as a place of assembly.
94. Therefore, the car parking requirement is as follows:

<b>Required</b>	<b>Provided</b>	<b>Shortfall</b>
60 spaces	8 spaces	35 spaces

95. Council officers consider the reduction to be appropriate given:
96. Two hundred (200) patrons are the maximum number of patrons to be accommodated on the site, and a maximum of 20 staff members. According to the application documentation, 200 will only be located on site between 2pm and 10pm Saturdays and Sundays. Significantly fewer people will utilise the community and cultural centre for the remainder of the week, with a maximum of 70 patrons being on site Monday to Thursday and a maximum of 100 on Fridays.
97. The maximum number of patrons on site has been simplified via permit conditions to allow 100 patrons on site during peak business hours from 9am to 5pm, and a maximum of 200 patrons from 5pm to 10pm via permit conditions. This would ensure that the shortfall of 35 spaces generated by the use is able to be accommodated when demand for public car parking is more available.
98. The length of time patrons may remain on site will also be limited by existing on-street parking controls. For example, the on-street, metred parking spaces located adjacent to the site's frontage and along Thomas Street and neighbouring streets are limited to a maximum of 2 hours, with many limited to 15 minutes or 1 hour.

99. Driving patrons wishing to remain on site longer than two hours will need to utilise the paid parking facilities in the locality.
100. A map showing all paid parking facilities within relative walking distance of the subject site, is located below (Google Maps). The subject site is shown in red.



101. Other patrons may wish to utilise public transport options to travel to the site, who would not impact local road networks and parking facilities.
102. The applicant has provided a Traffic and Transport Assessment, that demonstrates the suitability of the extent of car parking proposed, when considering the proposed community centre and cultural centre and the context of the area.
103. The application was reviewed by Council's Transport Planning department, who had no concerns regarding the proposal, subject to permit conditions to limit the duration of activities held on site to between 9am and 5pm Monday to Friday to a maximum of 2 hours. This condition will ensure that the local parking network is not impacted during peak periods and the amenity of the surrounding area and businesses is not adversely affected.
104. Overall, the proposed reduction in parking is considered appropriate in this instance for the reasons listed above and is unlikely to be detrimental to the amenity, traffic flow and road safety of the site and surrounding businesses.



## Conclusion

105. The application has been assessed against the relevant sections of the Greater Dandenong Planning Scheme, including the Planning Policy Framework, Local Planning Policy Framework, Municipal Strategic Statement, Zones, Overlays, Clause 52.06 and Clause 65.
106. Council officers consider that the proposed place of assembly (community and cultural centre) if approved, would provide a net community benefit via the provision of cultural and community focuses uses, services and activities that cater to the cultural needs to the city's diverse local population, whilst encouraging persons visiting the site to support surrounding local businesses, therefore stimulating economic growth.
107. Overall, it is considered that the proposal is appropriate having regard to the site's location within the Central Dandenong Activity Centre.

## Officer Recommendation

**That Council resolves to issue a Notice of Decision to grant a planning permit in respect of the land known and described as 211-215 Thomas Street DANDENONG VIC 3175 for the purpose of the use of the land for a place of assembly (community centre) and a reduction in the car parking requirement in accordance with the plans submitted with the application subject to the following conditions:**

<b>Planning scheme clause</b>	<b>Matter for which the permit has been granted</b>
Clause 37.02-1	Use the land for a place of assembly
Clause 52.06-5	Reduce the number of car parking spaces

- 1. Before the development starts, amended plans to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. The amended plans must be drawn in scale with dimensions. The amended plans must be generally in accordance with the plans submitted and assessed with the application but modified to show:**
  - 1.1. Location of the directional signage referenced in the Patron Management Plan.**
  - 1.2. Any changes required by the amended Patron Management Plan pursuant to Condition 15.**
- 2. The use of the land as shown on the endorsed plans must not be altered without the written consent of the Responsible Authority.**
- 3. Once the use has commenced the premises shall only be used for the permitted purpose, to the satisfaction of the Responsible Authority.**
- 4. The use hereby approved must not be occupied until the conditions of this permit have been complied with, unless with the written consent of the Responsible Authority.**
- 5. Except with the prior written consent of the Responsible Authority, the building must not be used as a function centre for hire to any third parties or the public.**





6. **Except with the prior written consent of the Responsible Authority, the use must only operate during the following hours, with the maximum number of patrons on site at anyone (1) time as per the table below:**

6.1.

<b>Day</b>	<b>Operating Hours</b>	<b>Maximum Patronage</b>
<b>Monday to Sunday</b>	<b>9:00am – 5:00pm</b>	<b>100 patrons</b>
<b>Monday to Sunday</b>	<b>5:00pm – 11:00pm</b>	<b>200 patrons</b>

7. **Except with the prior written consent of the Responsible Authority, the maximum duration of all activities on site between 9:00am and 5:00pm, Monday to Friday, must not exceed two hours.**
8. **Except with the prior written consent of the Responsible Authority, the approved use and any associated activity must only be undertaken within the confines of the building, as shown on the endorsed plans.**
9. **The operator or staff must take reasonable steps to ensure that patrons leaving the premises act in an orderly manner and to the extent reasonably practicable must discourage patrons from loitering within the vicinity of surrounding properties.**
10. **The permit holder must ensure adequate security and surveillance staff are provided as to control the behaviour of patrons.**
11. **Goods, materials, equipment and the like associated with the use of the land must not be displayed or stored outside the building, without the further written consent of the Responsible Authority.**
12. **Concurrent with endorsement of plans pursuant to Condition 1, an acoustic report prepared by a suitably qualified person or firm to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. The report must:**
- 12.1. **Identify all potential noise sources associated with the subject premises that will impact on adjoining noise sensitive premises, having regard to the maximum operating conditions.**
  - 12.2. **Identify all potential noise sources associated with nearby commercial and public transport premises that will impact on the subject premises, having regard to the maximum operating conditions of these premises.**
  - 12.3. **Provide details of all noise control measures to be incorporated into the development required to achieve compliance with the relevant State Environment Protection Policies.**
13. **When approved, the Acoustic Report will be endorsed and will then form part of this permit.**
14. **The provisions, recommendations and requirements of the endorsed Acoustic Report must be implemented and complied with to the satisfaction of the Responsible Authority.**



- 15. Concurrent with endorsement of plans pursuant to Condition 1, an amended Patron management plan to the satisfaction of the Responsible Authority, generally in accordance with the report originally submitted (prepared by 'Egron Design Studio', dated June 2024), must be submitted and approved by the Responsible Authority. The Patron Management Plan must be amended to show:**
  - 15.1. The maximum number of staff to be on site at any one time.**
  - 15.2. The maximum number of patrons in accordance with Condition 6.**
  - 15.3. Reference to operating hours in accordance with Condition 6.**
  - 15.4. Training of staff in the management of patron behaviour.**
  - 15.5. Measures to manage queuing patrons.**
  - 15.6. Procedures to be undertaken by staff in the event of a complaint by a member of the public, the Victoria Police, an authorised officer of the Responsible Authority.**
  - 15.7. Details of any measures to work with neighbours and other residents to address complaints and general operational issues.**

**When approved, the Patron Management Plan will be endorsed and will then form part of this permit.**

**The provisions, recommendations and requirements of the endorsed Patron Management Plan must be implemented and complied with to the satisfaction of the Responsible Authority.**
- 16. The provisions, requirements and recommendations of the endorsed Waste Management Plan (prepared by 'onemilegrid' dated 6 June 2024) must be implemented and complied with to the satisfaction of the Responsible Authority.**

**During event days or days where the operator would be aware that the use of the site would be at its peak or large crowds are expected, the operator shall ensure that:**

  - 16.1. Suitable persons are employed in the control of traffic to and from the site, and conjunction with advice from the Victoria Police, so that the normal flow of traffic along Thomas Street (and the surrounding road network) is not adversely affected.**
  - 16.2. The on-site car parking is utilised to its maximum and there is no unreasonable restriction for visitors to access the car parking area.**
- 17. The car parking provided on the land must always be kept available for its intended purpose at all times. No measures must be taken to restrict access to the car park.**
- 18. The car parking area must be lit during the hours of darkness and all lights must be designed and fitted with suitable baffles. The lighting must be positioned to prevent any adverse effect on adjoining land and must not considered excessive for the area, all the the satisfaction of the Responsible Authority. The site must not operate during any hours of darkness when the car park is not lit.**
- 23. The amenity of the area must not be detrimentally affected by the use or development of the land, through the:**
  - 23.1. Transport of materials, goods or commodities to or from the land.**
  - 23.2. Appearance of any buildings, works or materials.**
  - 23.3. Emission of noise, artificial light, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste, waste products, grit or oil.**



- 23.4. Presence of vermin.**
- 23.5. Behaviour of patrons to and from the premises**

**All to the satisfaction of the Responsible Authority.**

- 24. Noise levels emanating from the land must not exceed the permissible noise levels stipulated in the Environment Protection Regulations under the Environment Protection Act 2017 and the Incorporated Noise Protocol (Publication 1826.4, Environment Protection Authority, May 2021) as may be amended from time to time to the satisfaction of the Responsible Authority.**
- 25. The site shall be kept in a neat and tidy condition at all times, to the satisfaction of the Responsible Authority.**
- 26. External sound amplification equipment and loud speakers must not be used for the purpose of announcement, broadcast, playing of music or similar purpose.**
- 27. All wastes must be disposed of to the satisfaction of the Responsible Authority and no liquid waste or polluted waters shall be discharged into a sewer or stormwater drainage system.**
- 28. All rubbish from the premises must be immediately collected and disposed of in an appropriate receptacle to the satisfaction of the Responsible Authority.**
- 29. The permit will expire if:**
  - 29.1. The use does not start within two (2) years of the date of this permit, or**
  - 29.2. The use is discontinued for a period of two (2) years.**

**The Responsible Authority may extend the periods referred to if a request is made in writing before the permit expires or within six (6) months afterwards.**

## **NOTES**

**Except where no permit is required under the provisions of the Planning Scheme, no sign, flashing or intermittent lights, bunting or advertising device may be erected or displayed on the land without the permission of the Responsible Authority.**

**ERGON DESIGN STUDIO**

June 2024

## **SITE/PATRON MANAGEMENT PLAN**

**PLANNING APPLICATION # PLN24/0089**

**211-215 Thomas Street, Dandenong 3175**

## **Introduction**

This Site/patron management plan is prepared for planning permit number PLN24/0089, for “Change of Use (Place of Assembly), Signage (Business Identification) & Reduction in Car Parking Requirements DECLARED AREA.” It elaborates all operation management measures required to carefully utilize the area while minimising any impact on the neighbouring properties.

### **Subject Site:**

The subject site is located on the west side of Thomas Street, Dandenong. The site has two frontages, one frontage to Thomas Street along the eastern boundary and the other towards the laneway at the rear of the property along the western boundary. The site is a 2 storey building with the main hall and community centre situated in the middle of the site. Main building is provided with 8 car space at the rear of the site accessible from the laneway.

The pedestrian entrance of the subjected site leads into an open foyer area with the facilities of lift, stair case and reception.



**ERGON DESIGN STUDIO**

a. 211-215 Thomas Street , Dandenong



b. Existing Car park 211-215 Thomas Street , Dandenong

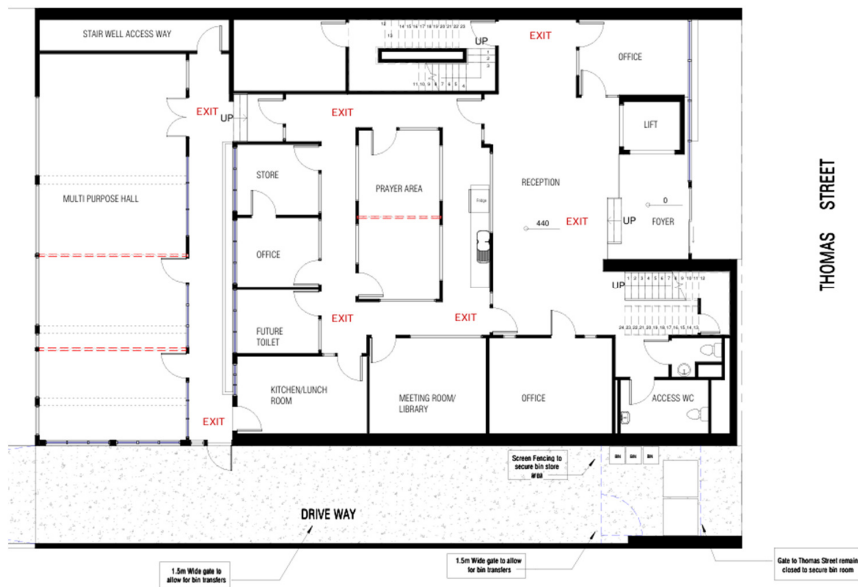
**Site/Patron Management Plan**

- In case of any unexpected event, with the help of on duty marshals, patrons will be guided to designated emergency assembly area outside of the building.



**ERGON DESIGN STUDIO**

- Emergency evacuation plans will be installed on the key locations inside the building.
- Illuminated exit signage will be installed on the exit door and at the end of each door to guide the patrons towards the exit as shown in below images.



**ERGON DESIGN STUDIO**

- A team of security marshals and staff members will perform duties to make necessary arrangements to control the crowd and aforementioned emergency procedures.
- 4-6 marshals/staff member will be deployed to manage patron numbers and behaviour.
- These appointed staff members will be briefed on their duties and responsibilities prior to any large gatherings.
- These marshals and staff members will ensure the orderly arrival and departure of the patrons by directing them to right place/entry or exit location.
- No amplified music will be played.
- No outdoor loudspeaker will be installed on the premises.
- A series of signs will be installed at appropriate places advising users to respect the amenity of neighbouring residents.
- Series of sign will be placed inside and outside the premises to reminding all patrons to keep the noise level minimum.

Site is situated in busy shopping area, office buildings, restaurants, community halls, multi-level car park areas and hotel style developments. The proposed use of the building is appropriate for the precinct and doesn't create any negative amenity impact on neighbouring properties.

Based on above, we submit that the proposed patron management plan satisfies the council requirements

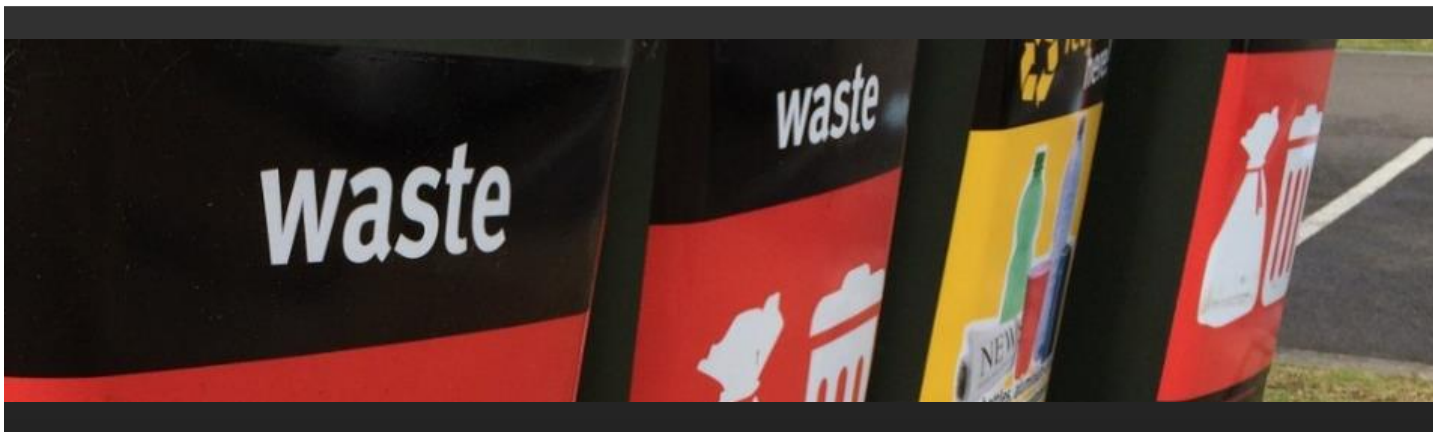
Your Sincerely

Usman Mati

Registered building practitioner (Building Design) VBA



## **211-215 Thomas Street, Dandenong** Waste Management Plan



240081WMP001A-F.docx

6 June 2024

[onemilegrid.com.au](http://onemilegrid.com.au)

• Wurundjeri Woiworung Country

• (03) 9939 8250



## onemilegrid

ABN: 79 168 115 679

(03) 9939 8250  
 Wurundjeri Woiworung Country  
 56 Down Street  
**COLLINGWOOD, VIC 3066**  
[www.onemilegrid.com.au](http://www.onemilegrid.com.au)



### DOCUMENT INFORMATION

<b>Prepared for</b>	SongBowdenPlanning		
<b>File Name</b>	240081WMP001A-F.docx	<b>Report Date</b>	6 June 2024
<b>Prepared by</b>	HS	<b>Reviewed by</b>	JS

**onemilegrid** operates from Wurundjeri Woiworung Country of the Kulin nation. We acknowledge and extend our appreciation to the Wurundjeri People, the Traditional Owners of the land. We pay our respects to leaders and Elders past, present and emerging for they hold the memories, the traditions, the culture, and the hopes of all Wurundjeri Peoples.

© One Mile Grid Pty Ltd. This document has been prepared by **onemilegrid** for the client as per the terms of engagement. It may not be modified or altered, copied, reproduced, sold or transferred in whole or in part in any format to any person other than by agreement. **onemilegrid** does not assume responsibility or liability to any third party arising out of misuse of this document.



**CONTENTS**

1 INTRODUCTION..... 4

2 EXISTING SITE CONDITIONS..... 4

3 DEVELOPMENT PROPOSAL..... 5

3.1 General ..... 5

3.2 Waste Management..... 5

4 WASTE GENERATION..... 6

4.1 Sustainability Victoria Recommended Rates ..... 6

4.2 Expected Waste Generation ..... 6

4.2.1 Garbage and Recycling ..... 6

4.2.2 Green Waste ..... 6

4.2.3 Hard Waste ..... 6

4.2.4 Soft Plastics ..... 7

4.2.5 Electronic Waste (E-Waste) ..... 7

5 BIN REQUIREMENTS ..... 8

5.1 Bin Provision and Specifications ..... 8

5.2 Bin Storage..... 8

5.3 Bin Collection ..... 9

5.4 Bin Cleaning ..... 9

6 WASTE MANAGEMENT ..... 10

6.1 Best Practice Waste Management ..... 10

6.2 Bin Usage ..... 11

6.3 Signage ..... 11

6.4 Noise Control..... 11

6.5 Staff Information ..... 12

7 OCCUPATIONAL HEALTH & SAFETY RESPONSIBILITIES..... 12

8 CONTACT INFORMATION..... 12

8.1 Council..... 12

8.2 Contractors..... 12

8.3 Others..... 13

**TABLES**

Table 1 Sustainability Victoria Recommended Rates – Commercial ..... 6

Table 2 Expected Waste Generation ..... 6

Table 3 Bin Provision (Weekly Collection) ..... 8

Table 4 Bin Specifications ..... 8

**FIGURES**

Figure 1 Site Location..... 4

Figure 2 Bin Storage Room and Collection Details ..... 5

Figure 3 Bin Storage Room Layout ..... 9

Figure 4 Resource Flows in a Circular Economy ..... 10

Figure 5 Example Waste Signage ..... 11

# 1 INTRODUCTION

onemilegrid has been requested by SongBowdenPlanning to prepare a Waste Management Plan for the proposed community centre (place of assembly) at 211-215 Thomas Street, Dandenong.

The preparation of this management plan has been undertaken with due consideration of the Sustainability Victoria Better Practice Guide for Waste Management and relevant Council documentation.

# 2 EXISTING SITE CONDITIONS

The [subject site](#) is located on the western side of Thomas Street between Scott Street to the north and Walker Street to the south and is addressed as 211-215 Thomas Street, Dandenong. The site location is shown in Figure 1.

**Figure 1 Site Location**



Copyright Melway Publishing

The site is currently occupied by Headspace Dandenong which offers free medical health and support services for teenagers and younger adults aged 12 – 25 years old.

The site has a frontage of approximately 20 m to Thomas Street and a frontage of approximately 20 m to Oldham Lane to the rear.



### 3 DEVELOPMENT PROPOSAL

#### 3.1 General

The proposed development for the subject site is for the Darul Barakaat Community Centre (place of assembly use) to be operated under the Ahmadiyya Muslim Association (AMA) of Australia.

As advised by the operator, the proposed community centre is intended to offer a range of services for members including but not limited to seminars, educational sessions, and school holiday programs. The development will accommodate for up to 70 - 200 patrons on-site at any time with the peak patronage capacity expected to occur during weekend operating periods.

The subject site has an approximate floor area of 687 m<sup>2</sup>.

#### 3.2 Waste Management

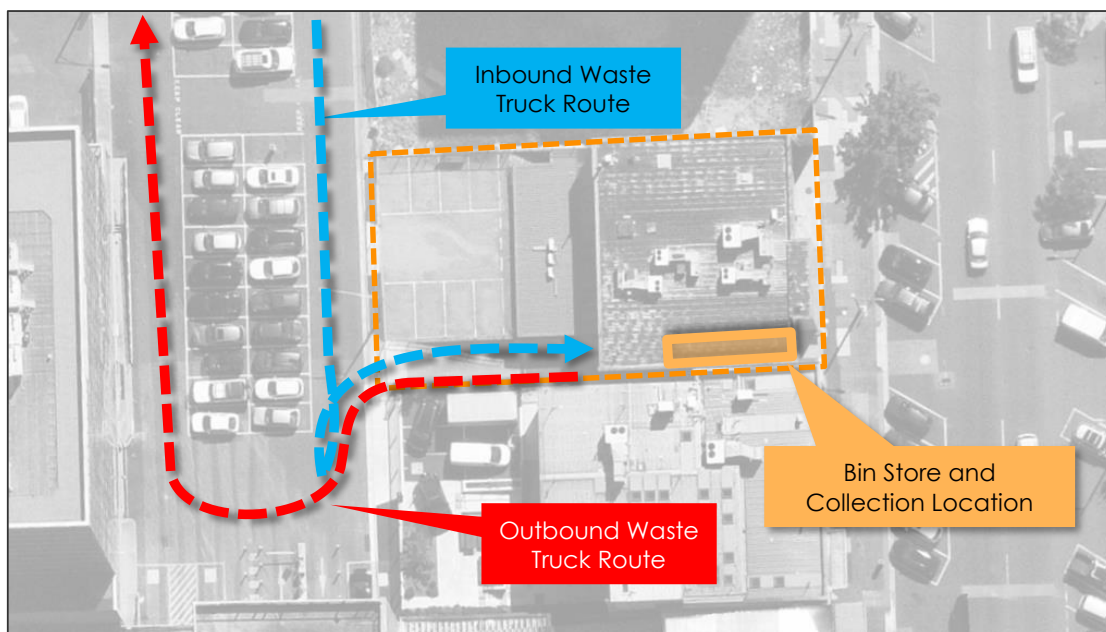
As Greater Dandenong City Council does not provide a kerbside pick-up service for commercial businesses, it is proposed to utilise a private contractor to manage the collection and disposal of all waste streams associated with the development, as per the current arrangements for the existing development.

It is proposed to store bins within the southern driveway within a screened area secure from the public. On collection days, the private waste truck (a 6.4 m rear-lift mini-loader waste collection vehicle) will reverse into the driveway via Oldham Lane and prop within the subject site whilst the private waste contractor will transfer bins to and from the waste truck for collection. After collection, bins will immediately be returned back to the bin store area with the private waste truck exiting the site in a forward direction towards Oldham Lane.

A swept path assessment for waste collection has been undertaken utilising a 6.4 m rear-lift waste collection vehicle (mini-loader) with diagrams provided in Appendix A.

The collection location and expected transfer route is shown in Figure 2.

**Figure 2 Bin Storage Room and Collection Details**



## 4 WASTE GENERATION

### 4.1 Sustainability Victoria Recommended Rates

Waste generation rates published within Sustainability Victoria's "Better Practice Guide for Waste Management and Recycling in Multi-unit Developments" suggest the following rates for commercial uses, based on the rates published by the City of Melbourne.

**Table 1 Sustainability Victoria Recommended Rates – Commercial**

Use	Garbage Rate	Recycling Rate
Religious/Social	50 L per 100 m <sup>2</sup> per day	10 L per 100 m <sup>2</sup> per day

### 4.2 Expected Waste Generation

#### 4.2.1 Garbage and Recycling

Based on the Sustainability Victoria rates provided in Table 1 above, the proposed development is expected to generate the following weekly waste volumes based on a 7-day operation.

**Table 2 Expected Waste Generation**

Stream	Generation Rate	Site GFA	Weekly Generation Rate
Garbage	50 litres per 100 m <sup>2</sup> per day	687 m <sup>2</sup>	2,405 litres per week
Recycling	10 litres per 100 m <sup>2</sup> per day		481 litres per week

#### 4.2.2 Green Waste

Given the nature of the proposed development, it is expected that green waste generation will be minimal or negligible, and therefore a green waste collection service is not expected to be required.

It is expected that any maintenance and gardening undertaken on common property will be managed by a contractor appointed by the operator. The appointed contractor will be responsible for the disposal of any green waste accumulated during the course of their duties.

#### 4.2.3 Hard Waste

It is anticipated that hard waste generation will be minimal considering the proposed community centre use. Regardless, hard waste services will be provided by the private contractor on an as-needs basis.

Additional to the above, hard waste may be disposed of independently by staff, at Council's Recycling Centre/Transfer Station.



#### 4.2.4 Soft Plastics

Soft plastic waste is estimated to contribute approximately 20% of landfill waste volumes, and includes such things as bread bags, plastic bags, bubble wrap and snap lock bags.

Previously, soft plastics were able to be recycled via REDcycle bins located at most Coles and Woolworths supermarkets. However, REDcycle have since paused the recycling of soft plastic due to supplier/storage issues, therefore soft plastic should be disposed of using the garbage bins.

No specific bin provision is required for soft plastic recycling, though it is recommended that staff are made aware of soft plastic recycling, and operators are encouraged to enrol with RecycleSmart for regular collections.

For commercial quantities of soft plastic generation, a specialist private contractor should be engaged to undertake collection.

#### 4.2.5 Electronic Waste (E-Waste)

E-waste includes all manner of electronic waste, such as televisions, computers, cameras, phones, household electronic equipment, batteries and light bulbs. E-waste contains valuable materials that can be recovered and reused such as tin, nickel, zinc, aluminium, copper, silver and gold.

Council does not provide a residential kerbside pick-up service for E-waste, therefore E-waste must be taken by staff to the appropriate collection centre, as described below:

- Planet Ark operate a number of e-waste recycling drop-off locations throughout Victoria (<https://recyclingnearyou.com.au/electrical>);
- Officeworks stores accept small amounts of personal E-waste;
- Aldi stores accept batteries; and
- Some Bunnings stores accept batteries.

Additional recycling locations are provided at <https://recyclingnearyou.com.au/>

## 5 BIN REQUIREMENTS

### 5.1 Bin Provision and Specifications

It is proposed to utilise a private waste contractor, providing weekly waste and recycling collection.

Based on the expected waste generation specified in Table 2, the proposed development will require the following bin provisions for collection once per week, as shown in Table 3.

**Table 3 Bin Provision (Weekly Collection)**

<i>Stream</i>	<i>Total Waste/Week</i>	<i>Bin Size</i>	<i>Collection Frequency</i>	<i>Bins Required</i>
Garbage	2,405 litres	2 x 1,100 litre bin 1 x 240 litre bin	Once per week	3 bins
Recycling	481 litres	2 x 240 litre bin	Once per week	2 bins
<b>Total</b>				<b>5 bins</b>

Typical bin specifications for each bin size are provided in Table 4 below.

**Table 4 Bin Specifications**

<i>Capacity</i>	<i>Width</i>	<i>Depth</i>	<i>Height</i>	<i>Area</i>
120 litres	0.50 m	0.55 m	0.95 m	0.28 m <sup>2</sup>
240 litres	0.60 m	0.75 m	1.10 m	0.45 m <sup>2</sup>
1,100 litres	1.25 m	1.10 m	1.35 m	1.38 m <sup>2</sup>

Bin lids will be colour coded to the Australian Standard (AS4123) or to the standard colour specifications of the private contractor.

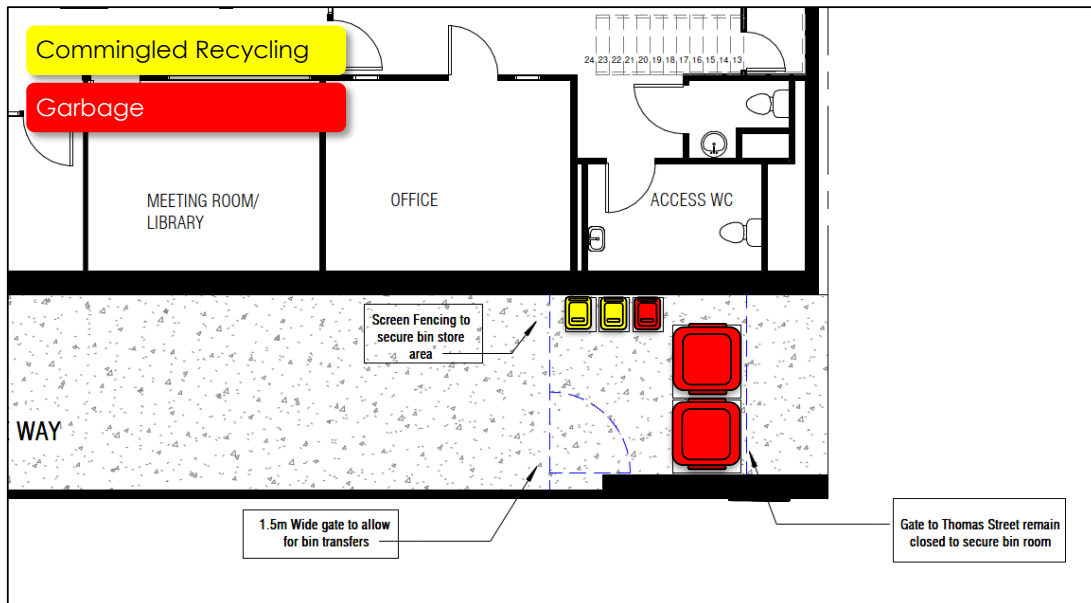
### 5.2 Bin Storage

As indicated in Figure 3, it is proposed to provide a secure bin store on the eastern end of the driveway which is capable of accommodating for the required bin provision, as calculated in Table 3.

Additional area is also provided within the secure bin store which allows for the temporary storage of bulk hard waste and packaging, under the control of the operator.

Furthermore, the bin store is located appropriately for access by staff and is secured from common areas. The bin store should also be vermin proof and provided with appropriate ventilation and lighting.

**Figure 3 Bin Storage Room Layout**



### 5.3 Bin Collection

Bins will be stored within a secured bin storage area on the eastern end of the existing driveway along the southern boundary of the site. The waste collection vehicle, a 6.4 m rear-lift waste collection vehicle (mini-loader), will reverse into the driveway via the existing access to Oldham Lane and prop within the driveway. The private waste contractor will be responsible for transferring bins to the truck for collection with bins immediately returned to the bin store after collection.

### 5.4 Bin Cleaning

The operator shall ensure that the bins are kept in a clean state, to minimise odours and to discourage vermin. This may include regular cleaning by a third party, cleaning by the waste contractor, bin swapping by the waste contractor, or maintenance by staff.

## 6 WASTE MANAGEMENT

### 6.1 Best Practice Waste Management

Best Practice Waste Management is an initiative designed to reduce the amount of waste generated through encouraging a change of behaviour and action on waste management and moreover recycling.

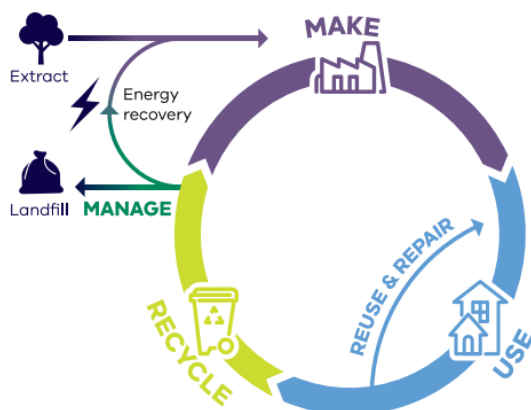
The benefits of reducing waste generation are far reaching and have been identified as significantly important by Council and the Victorian Government.

Recycling Victoria: A New Economy is a policy and 10-year action plan, prepared by the Victoria Government, to “deliver a cleaner, greener Victoria, with less waste and pollution, better recycling, more jobs and a stronger economy”.

Four overarching goals have been identified in order to achieve a circular economy in relation to waste, as below:

1. MAKE – Design to last, repair and recycle;
2. USE – Use products to create more value;
3. RECYCLE – Recycle more resources;
4. MANAGE – Reduce harm from waste and pollution.

**Figure 4 Resource Flows in a Circular Economy**



In relation to the proposed development, recycling is of key importance, and in this regard, the operator shall encourage staff to participate in minimising and reducing solid waste production by:

- Promoting the waste hierarchy, which in order of preference seeks to:
  - ✦ Avoid waste generation in the first place;
  - ✦ Increase the reuse and recycling of waste when it is generated;
  - ✦ Recover, treat or contain waste preferentially to; and
  - ✦ Its disposal in Land Fill (which is least desirable).
- Providing information detailing recyclable materials to ensure that non-recyclable materials do not contaminate recycling collections;
- Providing information regarding safe chemical waste disposal methods and solutions, including correct battery and electronics disposal methods; and
- Providing tips for recycling and reusing waste, including encouraging the disposal of reusable items in good condition via donations to Opportunity Shops and Charities.



## 6.2 Bin Usage

Commercial tenants will dispose of recyclables and bagged garbage into the appropriate bins which will be stored within the southern driveway. Cardboard boxes should be flattened, and containers rinsed and cleaned prior to disposal in the provided bins.

## 6.3 Signage

To avoid contamination between garbage streams, bin lids will be colour coded in accordance with contractor standards, to ensure the bin type is easily distinguishable. Furthermore, bins should include typical signage (preferably on the bin lid) to reinforce the appropriate materials to be deposited in each bin. Example signage is shown in Figure 5 below.

**Figure 5 Example Waste Signage**



## 6.4 Noise Control

To minimise the disturbance to the surrounding areas during waste collection, the collection should follow the criteria specified by the EPA, as below:

- Collections occurring once a week should be restricted to the hours:
  - + 6:30am to 8:00pm, Monday to Saturday;
  - + 9:00am to 8:00pm, Sunday and Public Holidays;
- Collections occurring more than once a week should be restricted to the hours:
  - + 7:00am to 8:00pm, Monday to Saturday;
  - + 9:00am to 8:00pm, Sunday and Public Holidays;
- Refuse bins should be located at sites that provide minimal annoyance to residential premises;
- Compaction should be carried out while the vehicle is moving;
- Bottles should not be broken up at the collection site;
- Routes which service predominantly residential areas should be altered regularly to reduce early morning disturbances; and
- Noisy verbal communication between operators should be avoided where possible.



## 6.5 Staff Information

To ensure all staff are aware of their responsibilities with regard to waste and bin management, an information package will be provided by the operator to all staff, including the following information:

- A copy of this Waste Management Plan;
- Methods and techniques for waste reduction and minimisation;
- Information regarding bin collection days and requirements;
- Staff responsibilities with regard to bin usage, storage, and collection; and
- Staff responsibilities with regard to litter and waste removal from the common property.

## 7 OCCUPATIONAL HEALTH & SAFETY RESPONSIBILITIES

---

The operator shall ensure compliance to all relevant OH&S regulations and legislation, including the following:

- Worksafe Victoria Guidelines for Non-Hazardous Waste and Recyclable Materials.

## 8 CONTACT INFORMATION

---

### 8.1 Council

Greater Dandenong City Council

Phone: (03) 8571 1000 (Customer Service)

Web: [www.greaterdandenong.com](http://www.greaterdandenong.com)

### 8.2 Contractors

Urban Waste

Services: Private contractor

Phone: 0429 309 269

Web: [www.urbanwaste.com.au](http://www.urbanwaste.com.au)

Email: [info@urbanwaste.com.au](mailto:info@urbanwaste.com.au)

JJ Richards & Sons

Services: Private contractor including bin tugs

Phone: (03) 9703 5222

Web: [www.jjrichards.com.au](http://www.jjrichards.com.au)

Email: [operations.melbourne@jjrichards.com.au](mailto:operations.melbourne@jjrichards.com.au)



#### WasteWise

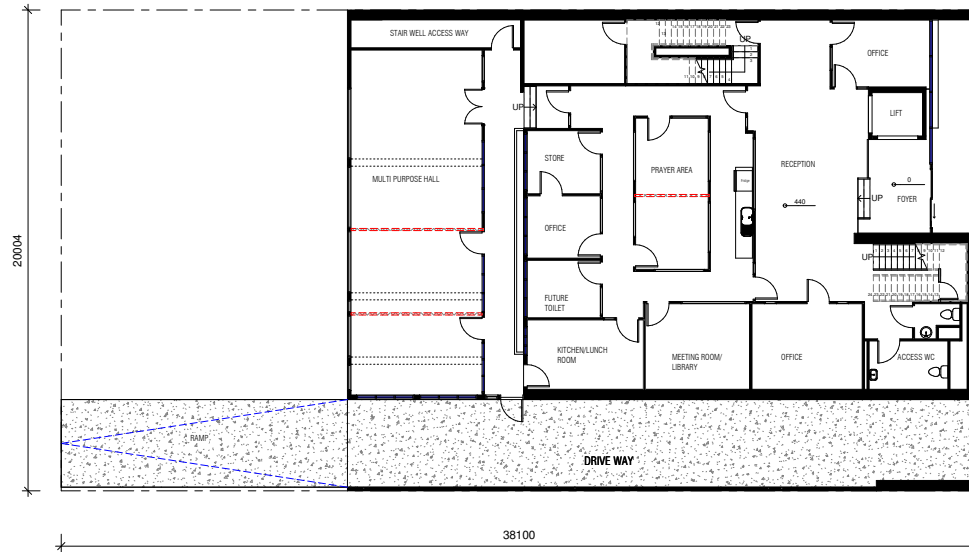
Services: Private contractor  
Phone: 1300 550 408  
Web: [www.wastewise.com.au](http://www.wastewise.com.au)

### 8.3 Others

#### Sustainability Victoria

Services: Sustainable Waste Management initiatives and information  
Phone: 1300 363 744 (Energy, Waste and Recycling)  
Web: [www.sustainability.vic.gov.au](http://www.sustainability.vic.gov.au)  
Email: [info@sustainability.vic.gov.au](mailto:info@sustainability.vic.gov.au)

**LEGEND:**  
  
 ——— EXISTING WALLS / STRUCTURE  
 - - - - - EXISTING WALLS / STRUCTURE TO BE DEMOLISHED



1 Ground Floor  
 1:100

**ERGON DESIGN STUDIO**



14/03/2024

THIS DRAWING AND DESIGN IS SUBJECT TO COPYRIGHT AND MAY NOT BE REPRODUCED WITHOUT THE WRITTEN CONSENT FROM ERGON DESIGN STUDIO. ALL LEVELS AND DIMENSIONS TO BE CHECKED AND VERIFIED BY THE CLIENT PRIOR TO CONSTRUCTION. ERGON DESIGN STUDIO IS NOT RESPONSIBLE FOR ANY CONSTRUCTION VARIATIONS OR DELAYS TO BE CAUSED TO THE WORKING DRAWINGS. ERGON DESIGN STUDIO IS NOT RESPONSIBLE FOR ANY DELAYS TO BE CAUSED TO THE WORKING DRAWINGS. NOTE PLANS ARE NOT TO BE SCALED.

No.	Description	Date
1	TOWN PLANNING	14/03/2024

PROJECT:  
**PLACE OF ASSEMBLY**  
 211-215 THOMAS STREET DANDENONG  
 CLIENT:  
**CLIENT**

**PRELIMINARY**  
 Drawing Title:  
**GROUND FLOOR PLAN**

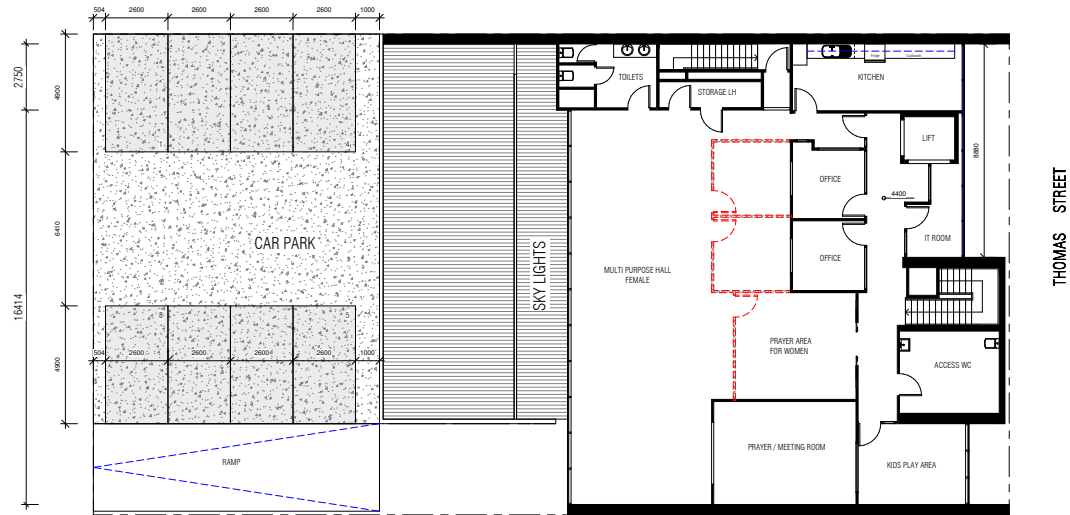


Scale: 1:100 @ A1

Date: **MAY-2024**  
 Drawn: --  
 Checked: --

Project No:  
**MEC**  
 Drawing No:  
**TP-04**  
 Revisor: --

**LEGEND:**  
 ——— EXISTING WALLS / STRUCTURE  
 - - - - - EXISTING WALLS / STRUCTURE TO BE DEMOLISHED



1 D1\_02-First Floor  
 1 : 100

**ERGON DESIGN STUDIO**



150 Adelaide Road  
 T4 60 2024

THIS DRAWING AND DESIGN IS SUBJECT TO COPYRIGHT AND MAY NOT BE REPRODUCED WITHOUT THE WRITTEN CONSENT FROM ERGON DESIGN STUDIO. ALL LEVELS AND DIMENSIONS TO BE CHECKED AND VERIFIED BY THE CLIENT PRIOR TO CONSTRUCTION. ERGON DESIGN STUDIO IS NOT RESPONSIBLE FOR ANY CONSTRUCTION VARIATIONS OR DELAYS CAUSED BY THE CLIENT OR OTHER THIRD PARTIES. ERGON DESIGN STUDIO IS NOT RESPONSIBLE FOR TAKE PRECEDENCE TO SCHEDULE DRAWINGS. NOTE PLANS ARE NOT TO BE SCALED.

No.	Description	Date

PROJECT:  
**PLACE OF ASSEMBLY**  
 211-215 THOMAS STREET DANDENONG  
 CLIENT:  
**CLIENT**

**PRELIMINARY**  
 Drawing Title:  
**FIRST FLOOR PLAN**



Scale: 1 : 100 @ A1

Date: **MAY-2024**  
 Drawn: **UM / KS**  
 Checked: **UM**

Project No:  
**MEC**  
 Drawing No:  
**TP-05**  
 Reviser:

**LEGEND:**

- EXISTING WALLS / STRUCTURE
- EXISTING WALLS / STRUCTURE TO BE DEMOLISHED



**1** ROOF PLAN  
1 : 100

**ERSON DESIGN STUDIO**



© 2024 ERSON DESIGN STUDIO  
14/05/2024

THIS DRAWING AND CONTENTS ARE SUBJECT TO COPYRIGHT AND MAY NOT BE REPRODUCED WITHOUT THE WRITTEN CONSENT FROM ERSON DESIGN STUDIO. ALL LEVELS AND DIMENSIONS TO BE CHECKED AND VERIFIED BY THE CLIENT PRIOR TO CONSTRUCTION. ERSON DESIGN STUDIO ACCEPTS NO LIABILITY FOR ANY DAMAGE OR LOSS OF ANY KIND, INCLUDING BUT NOT LIMITED TO, ARISING FROM THE USE OF THIS DRAWING OR ANY OTHER DOCUMENTS, INCLUDING BUT NOT LIMITED TO, ARISING FROM THE USE OF THIS DRAWING OR ANY OTHER DOCUMENTS. THE CLIENT SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS PRIOR TO CONSTRUCTION. ERSON DESIGN STUDIO ACCEPTS NO LIABILITY FOR ANY DAMAGE OR LOSS OF ANY KIND, INCLUDING BUT NOT LIMITED TO, ARISING FROM THE USE OF THIS DRAWING OR ANY OTHER DOCUMENTS.

No.	Description	Date

PROJECT:  
**PLACE OF ASSEMBLY**  
211-215 THOMAS STREET DANDENONG

CLIENT:  
**CLIENT**

**PRELIMINARY**

Drawing Title:  
**ROOF PLAN**

NORTH

Scale: **1 : 100 @ A1**

Date: **MAY-2024**

Drawn: **UM / KS**

Checked: **UM**

Project No: **MEC**

Drawing No: **TP-06**

Revised:







---

### 3 PUBLIC QUESTION TIME

**Question Time at Council meetings provides an opportunity for members of the public in the gallery to address questions to the Councillors, Delegates and/or officers of the Greater Dandenong City Council. Questions must comply with s. 4.5.8 of Council's Governance Rules.**

#### QUESTIONS FROM THE GALLERY

Questions are limited to a maximum of three (3) questions per individual. Where time constraints deem it likely that not all questions can be answered within the time allowed for Question Time, the Mayor at his/her discretion may determine only the first question may be presented verbally with others deferred to be managed in the same manner as public questions not verbally presented.

Priority will be given to questions that relate to items on the Council Agenda for that meeting. Questions including any preamble should not exceed 300 words.

- a) All such questions must be received in writing on the prescribed form or as provided for on Council's website and at Ordinary meetings of Council. Where there are more than three (3) questions received from any one individual person, the Chief Executive Officer will determine the three (3) questions to be considered at the meeting.
- b) All such questions must clearly note a request to verbally present the question and must be received by the Chief Executive Officer or other person authorised for this purpose by the Chief Executive Officer no later than:
  - i) the commencement time (7.00pm) of the Ordinary meeting if questions are submitted in person; or
  - ii) noon on the day of the Ordinary meeting if questions are submitted by electronic medium.
- c) A question can only be presented to the meeting if the Chairperson and/or Chief Executive Officer has determined that the question:
  - i) does not relate to a matter of the type described in section 3(1) of the *Local Government Act 2020* (confidential information);
  - ii) does not relate to a matter in respect of which Council or a Delegated Committee has no power to act;
  - iii) is not defamatory, indecent, abusive or objectionable in language or substance, and is not asked to embarrass a Councillor, Delegated Member or Council officer; and
  - iv) is not repetitive of a question already asked or answered (whether at the same or an earlier meeting).
- d) If the Chairperson and/or Chief Executive Officer has determined that the question may not be presented to the Council Meeting or Delegated Committee, then the Chairperson and/or Chief Executive Officer:
  - i) must advise the Meeting accordingly; and
  - ii) will make the question available to Councillors or Members upon request.
  - iii) The Chairperson shall call on members of the gallery who have submitted an accepted question to ask their question verbally if they wish.
- e) The Chairperson, Chief Executive Officer or delegate may then direct that question to be answered by a nominated Councillor or member of Council staff.



- 
- f) No debate on, or discussion of, a question or an answer will be permitted other than for the purposes of clarification.
  - g) A Councillor, Delegated Committee Member or member of Council staff nominated to answer a question may:
    - i) seek clarification of the question from the person who submitted it;
    - ii) seek the assistance of another person in answering the question; and
    - iii) defer answering the question, so that the answer may be researched and a written response be provided within ten (10) working days following the Meeting (the question thereby being taken on notice).
  - h) Question time for verbal presentations is limited in duration to not more than twenty (20) minutes. If it appears likely that this time is to be exceeded then a resolution from Council will be required to extend that time if it is deemed appropriate to complete this item.
  - i) The text of each question asked and the response will be recorded in the minutes of the Meeting.



## 4 OFFICERS REPORTS - PART 2

### 4.1 PROCUREMENT

#### 4.1.1 2021-11 (A-E) Parks and Open Space Maintenance Services – Contract Extension

<b>Responsible Officer:</b>	Executive Director City Futures
<b>Attachments:</b>	<ol style="list-style-type: none"><li>1. CONFIDENTIAL REDACTED - Citywide Service Solutions Business Profile Parks and Open Space Maintenance Services 2021 [4.1.1.1 - 2 pages]</li><li>2. CONFIDENTIAL REDACTED - Munns Parks and Gardens Business Profile Parks and Open Space Maintenance Services 2021 [4.1.1.2 - 2 pages]</li><li>3. CONFIDENTIAL REDACTED - Skyline Landscape Services Business Profile Parks and Open Space Maintenance Services 2021 [4.1.1.3 - 2 pages]</li></ol> <p>This report contains an attachment which is deemed confidential under s 3(1)(a) of the <i>Local Government Act</i> 2020. It contains council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released.</p> <p>This report contains an attachment which is deemed confidential under s 3(1)(g) of the <i>Local Government Act</i> 2020. It contains private commercial information, being information provided by a business, commercial or financial undertaking that relates to trade secrets; or, if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage.</p>

#### Officer Recommendation

##### That Council:

1. **Awards Contract 2021-11 Parks and Open Space Maintenance Services extension with Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens, Super Gardens & Urban Maintenance Systems from 10 May 2025 to 9 May 2027 (twenty-four (24) months); and**
2. **Authorises the Chief Executive Officer to execute the contract agreements, and any other associated documentation with the above contracts.**

#### Executive Summary

2. The report outlines the process and evaluation of the contract extension for experienced contractors for the provision Parks and Open Space Maintenance Services.
3. Council awarded Contract 2021-11 Parks and Open Space Maintenance Services to a panel of contractors including Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens, Super Gardens & Urban Maintenance Systems for the provision parks and open space maintenance services as a schedule of rates contract for an initial contract period of four years with two contract extension options of 24 months.
4. This report recommends that Council approves delegated authority to the CEO to execute the Parks and Open Space Maintenance Services for a 24-month contract extension to Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens. Super Gardens & Urban Maintenance Systems.



## Background

5. The services provided by the panel of contractors encompass horticulture and open space maintenance services including mowing of parks and road reserves, mulching, planting, pruning, weed control and playground and park infrastructure maintenance. Services are delivered by packages of programmed and reactive works to a current value of approx \$2.5M per annum to assist with the maintenance and improvement of amenity of Council's open space.
6. The five panel members were deemed to satisfy Council's service standards for the provision of parks and open space maintenance services and are recommended for contract extension.
7. Throughout the duration of the partnership, Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens, Super Gardens & Urban Maintenance Systems have consistently fulfilled all contract requirements, upheld superior customer service standards and delivered optimal value for Council.

## Key Issues and Discussion

8. Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens, Super Gardens & Urban Maintenance Systems prioritise works ensuring Council receives optimal value for its investment while maintaining a high standard of service delivery at all sites. The panel continues to deliver optimal value for Council by facilitating a competitive process. Prior to the contract extension, new work packages will be issued to the panel to ensure we maintain optimal value for service delivery.
9. Annual planned maintenance programs of various values are implemented successfully for each contractor within set budgets and timelines. Over the current contract period the panel have performed well in sometimes difficult circumstances due to excessive grass and weed growth caused by changing weather patterns.
10. The panel have consistently demonstrated satisfactory performance in work planning and control systems, showcasing a structured and proactive approach to service delivery. Works planning and control is measured by the accurate and timely reporting of contract requirements.
11. Over the Contract term the panel have submitted all required reports within the required time frames, including accurate and timely reporting on program compliance, allocation of staff hours and activities, any corrective action responses and the delivery of works orders and reactive service undertaken in accordance with schedule of rates.
12. The panel have demonstrated consistent, satisfactory performance in both quality management and resource management. Resources have been effectively allocated to respond to variations in seasonal workload ensuring parks, reserve, roadsides and open spaces are maintained within contract specifications.
13. Over the Contract term, random monthly audits and inspection have been undertaken. The panel have consistently met service quality specification requirements over the initial term of the contract to the overall satisfaction of the Contract Manager. Any areas identified requiring corrective actions have been addressed in a timely manner and discussed in monthly contract meetings with each contractor.



## Governance Compliance

### *Human Resource Implications (consider Workforce Planning and Service Statements)*

14. This item does not have an impact on existing human resources.

### *Financial/Asset Resource Implications (consider Service Statements, Budget, Long Term Financial Strategy and Asset Plan)*

#### *Operating Budget Implications*

15. This item does not have any impact on current operating budgets. The contract has a current spend in the order of approx \$2.5M per annum across the panel of providers, which is accommodated within existing Councils operating budgets.

16. Council conducted an independent financial and performance assessment on Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens. This assessment provides information on the business profile, directors, financial position, ability to service the contract, recently completed projects, and occupational health and safety and quality assurance. Following advice from Councils Contracts and Procurement team, a financial performance assessment for Super Gardens & Urban Maintenance Systems was considered unnecessary because of the low risk and minimal annual expenditure with these companies during the initial contract term.

17. Citywide Service Solutions, Skyline Landscape Services, Munns Parks and Gardens appear to be a well-established and capable Parks and Open space maintenance contractors with positive financial history and relevant project experience. The report emphasised on security bonds and adherence to payment terms. The summary for the report is provided as confidential attachment to this report.

#### *Asset Implications*

18. This item does not affect any existing assets.

#### *Legal/Risk Implications*

19. If these services were not provided Council would not be able to maintain all parks, open spaces and roadsides and would suffer significant reputational damage for failing to provide a green city that is safe, accessible and sustainable which meets the needs and expectations of our community.

#### *Environmental Implications*

20. Contract 2021-11 Parks and Open Space Maintenance Services focuses on maintaining and improving amenity of Council's parks, open spaces and roadsides. This contract encompasses activities aimed at maintaining and improving the health and sustainability of high-profile green spaces throughout Greater Dandenong for the benefit of the community.

## Community Consultation

21. There was no requirement for community consultation.





## Links to Community Vision, Council Plan, Strategy, Notice of Motion

22. This report is consistent with the following principles in the Community Vision 2040:

- Safe and peaceful community.
- Sustainable environment.

23. This report is consistent with the following strategic objectives from the Council Plan 2021-25:

- A socially connected, safe and healthy city.
- A green city committed to a sustainable future.

## Legislative and Policy Obligations

24. This report has considered Council's legislative and policy obligations (where applicable) as outlined in the Report Considerations section detailed in the front of this Agenda. The applicable obligations considered and applied are:

- Related Council Policies, Strategies or Frameworks.



## 4.2 OTHER

### 4.2.1 Proposed MAV and ALGA Notice of Motions

<b>Responsible Officer:</b>	Executive Manager Strategy Growth & Advocacy
<b>Attachments:</b>	<ol style="list-style-type: none"><li>1. Notice of Motions for Municipal Association of Victoria MAV [4.2.1.1 - 7 pages]</li><li>2. Notice of Motions for Australian Local Government Association ALGA [4.2.1.2 - 8 pages]</li></ol>

#### Purpose

1. For Council to consider the proposed draft motions to be submitted to both the upcoming Municipal Association of Victoria (MAV) State Council Meeting and the Australian Local Government Association (ALGA) National General Assembly.

#### Officer Recommendation

##### That Council:

1. **APPROVES** the proposed motions to the next State Council Meeting of the Municipal Association of Victoria (MAV) Attachment 1, with provision for Council's CEO to authorise any minor changes to improve the wording of the motion and/or to update the motion relative to any changes to the issue that may have occurred between the council meeting and the date of its lodgement with the MAV; and
2. **APPROVES** the proposed motions to the 2025 National General Assembly of the Australian Local Government Association (ALGA) Attachment 2.

#### Executive Summary

2. **Notice of Motions for MAV** - MAV has called for its member Councils to submit motions to be considered for adoption at its State Council Meeting on 16 May 2025.
3. **Notice of Motions for ALGA** - Likewise, ALGA has called for members to submit motions to be considered for adoption at its annual National General Assembly to be held in Canberra from 24-27 June.

#### Background

4. **MAV State Council** - Formed in 1879, the MAV is a membership association and the legislated peak body for Victoria's 79 local councils. The type of support offered by the organisation to its members include specialist policy advice and advocacy, governance and legislative advice, sector development, insurance and procurement services.
5. The State Council Meeting provides Greater Dandenong City Council with an opportunity to draw state-wide attention across the local government sector to Council's advocacy and engagement priorities that have state-wide relevance.
6. MAV has called for its members Councils to submit motions to be considered for adoption at its State Council Meeting on 16 May 2025. Motions are due to be submitted online by 17 March.
7. The proposed Notice of Motions conform to the requirements of MAV Guidance Notes.



8. **ALGA National General Assembly** -The Australian Local Government Association (ALGA) is the peak national body for local government, representing 537 councils nationwide. Formed in 1947, the ALGA is a federation of member state and territory associations.
9. Its mission is to achieve outcomes for local government through advocacy with impact and maximise the economic, environmental and social wellbeing of councils and their communities. Membership is comprised of state and territory local government associations, including the Municipal Association of Victoria.
10. Convened annually by ALGA, the National General Assembly is the peak annual event for Local Government, attracting over 800 Mayors and Councillors each year.
11. The National General Assembly provides a unique opportunity for Local Government to engage directly with the Federal Government to develop national policy and to influence the future direction of our councils and our communities.
12. The theme for the 2025 ALGA National General Assembly is 'National Priorities Need Local Solutions.

## Key Issues and Discussion

### **Proposed Notice for MAV State Council Meeting – (refer to Attachment 1 for full details)**

13. **Motion 1** – Supporting People Seeking Asylum Within Our Communities.
14. Other Victorian member councils of the Mayoral and Councillor Taskforce Supporting People Seeking Asylum (noting name change effective 26 February 2025) have been asked to notify of their support for this Motion by Close of Business 10 March.
  - a. As such, provision has been made in the endorsement recommendation to make provision for the Council's CEO to authorise any minor changes to improve the wording of the motion and/or to update the motion relative to any changes to the issue that may have occurred between the council meeting and the date of its lodgement with the MAV.
15. **Motion 2** – Increasing financial sustainability of local governments.
16. **Motion 3** - Increased funding support for Council's Emergency Management obligations.
17. **Motion 4** – Advocacy for a strong and competitive Victorian manufacturing industry.

### **Proposed motions to the 2025 National General Assembly of the Australian Local Government Association (ALGA) – (refer to Attachment 2 for full details)**

18. **Motion 1** - Supporting People Seeking Asylum Within Our Communities
19. **Motion 2** – Restoring the level of Financial Assistance Grants.
20. **Motion 3** – Implement recommendations of the Independent Review of Commonwealth Disaster Funding.
21. **Motion 4** - A strong and competitive Australian manufacturing industry.



## Governance Compliance

### *Human Resource Implications (consider Workforce Planning and Service Statements)*

22. This item does not have an impact on existing human resources.

### *Financial/Asset Resource Implications (consider Service Statements, Budget, Long Term Financial Strategy and Asset Plan)*

#### *Operating Budget Implications*

23. There are no financial implications associated with this report.

#### *Asset Implications*

24. This item does not affect any existing assets.

#### *Legal/Risk Implications*

25. There are no legal / risk implications relevant to this report.

#### *Environmental Implications*

26. There are no environmental implications relevant to this report.

## Community Consultation

27. There was no requirement for community consultation.

## Links to Community Vision, Council Plan, Strategy, Notice of Motion

28. This report is consistent with the following principles in the Community Vision 2040:

- Safe and peaceful community.
- Education, training, entrepreneurship and employment opportunities.
- Embrace diversity and multiculturalism.

29. This report is consistent with the following strategic objectives from the Council Plan 2021-25:

- A Council that demonstrates leadership and a commitment to investing in the community.

## Legislative and Policy Obligations

30. This report has considered Council's legislative and policy obligations (where applicable) as outlined in the Report Considerations section detailed in the front of this Agenda. The applicable obligations considered and applied are:

- The Overarching Governance Principles of the *Local Government Act 2020*.
- Related Council Policies, Strategies or Frameworks.

**Greater Dandenong City Council – Motions for 16 May 2025 MAV State Council Meeting**

**1. Name of motion**

Supporting people seeking asylum within our communities.

**Motion:** That the MAV write to the Minister for Immigration to call upon the Australian Government to:

1. Provide people seeking asylum with a valid visa and the opportunity to work while they await decisions on their protection application, including automating the bridging renewal process. By providing people work rights, they can contribute skills to Australia, remain independent in society and stay engaged in the process.
2. Expand the eligibility criteria of the Status Resolution Support Services program to ensure people's basic needs are met, including health care, accommodation, crisis support, so people in need can live safely and not in destitution and deep poverty.
3. Grant permanent visas to the 7,700 people who have been previously refused a visa via the unfair 'Fast Track' process. Ending the uncertainty, by providing them a pathway to permanency, will at last resolve the matter, enabling them to rebuild their lives.

**Other supporting councils**

Other Victorian member councils of the Mayoral and Councillor Taskforce Supporting People Seeking Asylum have been asked to notify of their support for this Motion by Close of Business 10 March.

**Strategic relevance to the MAV**

MAV Strategic Priority 8: Diversity, equity & inclusion

**Rationale for motion**

The Australian Federal Government has responsibility for providing people seeking refugee protection with a clear pathway to resolve their immigration status and adequate support mechanisms while they navigate the asylum process.

Four out of five people seeking protection in our communities are not eligible for federal-funded support and rely on support from local government and charities to keep food on the table. This places huge burdens on local government and their communities, families are facing poverty and trust in Government systems is eroded.

Financial assistance delivered through the Federally funded Status Resolution Support Services (SRSS) Program has been cut by 95% (from \$300 million in 2015-16 to \$16 million in 2023-24) and the number of people assisted has dropped to only 1,057 in 2024. State

governments have wound back support in expectation the Federal Government would step in.

Lengthy delays in visa processing have made the situation much worse. The lack of assistance, coupled with extended waiting times for decisions, have led to people waiting for over 12 years without access to basic health care, safe accommodation and the opportunity to work or study. There are still 8,000 people waiting for their immigration status to be resolved. This includes families with children who are Australian citizens and at risk of separation if the parents are told to engage in return processes to their homelands.

The prolonged uncertainty and harsh conditions experienced during the asylum process in Australia have led to immense trauma and isolation and prevents families living in our community from rebuilding their lives.

Since 2018, the Local Government Mayoral Taskforce Supporting People Seeking Asylum has been advocating for people seeking asylum. Established by Greater Dandenong Council, the Taskforce is made up of a growing membership of over 40 councils nationwide, who recognise that this issue is of significance to local government.



## 2. Name of motion

Increasing financial sustainability of local governments.

**Motion:** That the MAV:

1. Continues to advocate to the Federal Government to increase the Commonwealth Financial Assistance Grants to 1.0 per cent of Commonwealth Tax Revenue in a phased approach.
2. Calls upon the Victorian Government to fully implement the 48 recommendations made by the Legislative Council Economy and Infrastructure Committee in the Local Government Funding and Services Inquiry report.
3. Advocate to the Local Government Grant Commission to review and refine the methodology it uses to allocate Commonwealth Financial Assistance Grants to increase weighting for language, social-economic and regional cost adjustors, and increased service costs associated with responding to a community with complex vulnerabilities.

### **Strategic relevance to the MAV**

MAV Strategic Priority 4: Sustainable economy

### **Rationale for motion**

Commonwealth Financial Assistance Grants have been a fixture of local government funding since 1974. The grant is paid to local governments via their state or territory grants commissions according to an agreed formula set by the Federal Government.

The last time Financial Assistance Grants were equal to one per cent of Commonwealth taxation revenue was 1996. Since that time there has been a steady decrease in the percentage of revenue distributed and in 2023-24, Australian local governments received \$3.1 billion in federal Financial Assistance Grants, which is approximately 0.5 per cent of Commonwealth taxation revenue.

Financial Assistance Grants are untied, meaning that local governments can use this federal funding to address local issues and priorities.

The Local Government Funding and Services Inquiry conducted by the Victorian Legislative Council Economy and Infrastructure Committee published its report on 28 November 2024 which contains 47 findings and 48 associated recommendations as result of those findings.

A sampling of those findings indicates that the financial sustainability of Victorian local councils face ongoing challenges into the future.

**Finding 1:** The costs of infrastructure and service delivery have risen at a pace that outstrips the growth in grant funding.

**Finding 3:** Local councils are facing increased budget pressures due to cost shifting by state and federal governments. Without substantial changes, the financial sustainability of council operations is at risk, with some services already being reduced or discontinued entirely.

**Finding 7:** Expenditure has grown faster than council revenue in recent years.

**Finding 9:** Councils face increased asset renewal costs if they do not prioritise early and ongoing renewal in an asset's lifecycle.

**Finding 11:** The renewal and upgrade of roads and bridges are a significant cost pressure,

**Finding 14:** Extreme weather events driven by climate change are a significant cost pressure on Victorian councils

**Finding 19:** Victorian councils face a trend of deteriorating financial sustainability across all council types, a trend predicted to continue over the next five to ten years, due in part to cost shifting.

**Finding 20:** Rate capping and cost shifting has significantly constrained councils' revenue and is a key threat to ongoing financial sustainability.

### 3. Name of Motion

Increased funding support for Council's Emergency Management obligations.

**Motion:** That the MAV calls upon the Victorian Government to urgently review the Municipal Emergency Resourcing Program (MERP) to ensure provision of realistic funding allocations, indexed to inflation and commensurate with the actual risk profile of each Victorian council.

#### **Strategic Relevance to the MAV**

MAV Strategic Priority 9: Resilience & recovery

#### **Rationale for Motion**

Victorian councils play an essential legislated role in Victoria's Emergency Management arrangements. Through close community relationships, councils have identified many opportunities to enhance resilience, relief and recovery outcomes.

The sector understands that by investing in mitigation and resilience building programs (such as [www.emergencyprepare.com.au](http://www.emergencyprepare.com.au)) the return on investment is far greater than investment in response. Prevention is better than cure.

As populations grow and cost of living pressures continue to climb, the effects of climate change are also increasing experienced. The frequency and severity of emergencies and the ability of councils to support communities before, during and after crisis events is under huge financial strain. Despite ongoing calls for sustainable funding from the Victorian Government, funding has remained stagnant for years.

The [Municipal Emergency Resourcing Program \(MERP\)](#) is the only ongoing State Government program available. It is a small annual grant program available to only 64 of Victoria's 79 Councils. They share \$4.9 million (average \$76,500 each).

Greater Dandenong Council, despite being Australia's most multicultural Local Government Area with five major hazard facilities, extremely high heat vulnerability index and one of Victoria's most disadvantaged socio-economic communities only receives \$40,000 annually to support its emergency management obligations. This significant underfunding is mirrored in all other Local Government Areas with 15 municipalities receiving no funding at all from the MERP.

The current funding allocation is based on each Council's risk profile. Yet no information is provided about the municipality's actual risk profile, who determines it and the methodology of how it is assessed. The grant is not indexed to inflation.

Therefore, an urgent review of the MERP and a realistic allocation of funding needs to be prioritised.

#### **4. Name of Motion**

Advocacy for a strong and competitive Victorian manufacturing industry

**Motion:** That the MAV write to the Ministers for Industry, Innovation & Science, Economic Growth, and Local Government to:

1. Acknowledge the vital role of the manufacturing sector in South East Melbourne, which contributes \$54 billion to gross regional product and provides 24% of Victoria's total manufacturing output.
2. Recognise the increasing risks of manufacturing business closures due to rising operational costs, energy pricing instability, excessive regulatory burdens, and unfair competition from low-cost imports.
3. Call on the Victorian Government to strengthen enforcement of the Local Jobs First policy to ensure government-funded projects prioritise locally manufactured products that meet Australian safety and quality standards.
4. Highlight the growing competitive disadvantage for South East Melbourne's manufacturers due to stronger incentives and financial support provided by other states to attract manufacturing investment, which risks shifting business away from Victoria.
5. Support the State Government's focus on advanced manufacturing by ensuring dedicated funding for innovation, technology adoption, and industry transition to high-value manufacturing, with a specific focus on supporting metropolitan manufacturing hubs in addition to regional areas.
6. Advocate for a competitive tax framework and business cost relief, including reviewing corporate tax settings and ensuring a stable, affordable energy supply to enhance global competitiveness.
7. Urge collaboration between the Victorian and Federal Governments to reinstate and strengthen anti-dumping measures, ensuring fair trade and protecting Australia's sovereign manufacturing capability.
8. Encourage investment in research, skills development, and workforce training to future-proof the sector, ensuring alignment with Victoria's Economic Growth Statement initiatives supporting advanced manufacturing.

#### **Strategic Relevance to the MAV**

MAV Strategic Priority 4: Sustainable economy

#### **Rationale for Motion**

Victoria has long been the heartland of Australian manufacturing, yet without stronger support from the Victorian and Federal Governments, it risks losing businesses and jobs to other states offering more attractive incentives. South East Melbourne's manufacturers are

facing mounting challenges, including high operational costs, rising energy prices, skills shortages, and increased competition from both imports and interstate manufacturing hubs.

Victoria's Economic Growth Statement (2024) identifies advanced manufacturing as a priority sector, but support has been largely focused on regional areas, creating a competitive imbalance that disadvantages South East Melbourne.

Other states, such as Queensland, South Australia, and New South Wales, have introduced aggressive incentives, lower taxes, and infrastructure investment to attract manufacturers, pulling investment away from Victoria. Without a targeted response, this could lead to further closures and loss of skilled jobs.

Despite the Local Jobs First policy, major government infrastructure projects continue to source materials from overseas or interstate, bypassing local manufacturers and weakening sovereign capability. Stronger enforcement of local procurement policies is essential to ensuring Victoria retains its industrial strength.

Rising energy costs and regulatory barriers continue to undermine business confidence. Manufacturers require policy certainty to invest in advanced manufacturing, automation, and workforce training. The Economic Growth Statement supports industry development, but without additional support for South East Melbourne's manufacturing sector, the State risks falling behind.

To compete on a national and global scale, manufacturers need a sustainable corporate tax rate, affordable energy, and investment in workforce development. A strong and well-supported manufacturing sector will contribute to Victoria's long-term economic resilience, job security, and global competitiveness.

By advocating for these measures, MAV will help secure Victoria's manufacturing future, protect local jobs, and ensure that South East Melbourne remains a globally competitive manufacturing hub.

## **Greater Dandenong City Council – Motions for 2025 ALGA National General Assembly**

### **1. Name of motion**

Supporting people seeking asylum within our communities.

### **Category**

Community services

**Motion:** This National General Assembly calls on the Australia Government to:

1. Acknowledge Greater Dandenong City Council as Secretariat of the Mayoral and Councillor Taskforce Supporting People Seeking Asylum on behalf of the following councils that are members:
  - a. Executive Members – Blacktown City Council, Brimbank City Council, Casey City Council, Darebin City Council, Hume City Council, Kingston City Council, Monash City Council, Merri-bek City Council, Wyndham City Council, Yarra City Council
  - b. General Members – Ararat Rural City Council, City of Ballarat, Banyule City Council, Blue Mountains City Council, City of Canterbury Bankstown, Hawkesbury City Council, Hobsons Bay City Council, Maribyrnong City Council, Moonee Valley City Council, Newcastle City Council, Nillumbik Shire Council, Orange City Council, City of Port Adelaide Enfield, Randwick City Council, City of Whittlesea; and
  - c. Supporter Councils – Albury City Council, City of Greater Bendigo, Cardinia Shire Council, City of Greater Geelong, City of Port Phillip, City of Hobart, Macedon Ranges Shire Council, Queenscliffe Borough Council, Wellington Shire Council, City of Wagga Wagga; and
2. Provide people seeking asylum with a valid visa and the opportunity to work while they await decisions on their protection application, including automating the bridging renewal process. By providing people work rights, they can contribute skills to Australia, remain independent in society and stay engaged in the asylum process.
3. Expand the eligibility criteria of the Status Resolution Support Services program to ensure people's basic needs are met, including health care, accommodation, crisis support, so people in need can live safely and not in destitution and deep poverty.
4. Grant permanent visas to people who have been previously refused a visa via the unfair 'Fast Track' process. Ending the uncertainty, by providing a pathway to permanency to the 7,700 people, will at last resolve the matter, enabling them to rebuild their lives.

### **National Objective**

This motion addresses the Community Services priority area for submission as it recommends reforms in national community services, which would help local governments support the Australia Government to deliver on its national objectives.



The Australian Federal Government has responsibility for immigration policy and providing people seeking protection with a clear and efficient Refugee Status Determination process, with adequate support mechanisms for those in need.

People seeking refugee protection face major barriers in accessing federal-funded support programs. Most are currently ineligible for the Status Resolution Support Services Program, the only Federal support people seeking asylum whilst their application for protection is processed.

Consequently, they rely on support from local governments, community groups for charity or work in exploitative conditions. This places huge burdens on local government and their communities, needlessly places individuals and families in destitution and erodes trust in Government process and institutions. The temporary status of people seeking asylum adds further challenges, including ineligibility to women's refuges, homelessness services and education opportunities.

*'Arguably there is no greater obligation upon government than to maintain the trust that citizens have in meeting their community services obligations and promises, particularly to society's most vulnerable.'* (2024 National General Assembly ALGA discussion paper).

### **Summary of key arguments**

The Status Resolution Support Services (SRSS) Program has become so restricted that it fails to achieve its intended purpose. Financial assistance delivered through the SRSS Program has been cut by 95% (from \$300 million in 2015-16 to \$16 million in 2023-24) and the number of people assisted has dropped to only 1,057 in 2024.

Charities cannot meet the need for material aid and financial assistance. The demand for help far outstrips what local government and charities have been able to provide. Homelessness services are reporting an increase in the number of people seeking asylum sleeping on the streets.

State governments have wound back support in expectation that the Federal Government would step in. After providing short-term assistance to fill the gap created by the Federal government's cuts, assistance for plane arrivals has ended in Queensland and the NSW Government ended its assistance in 2023.

Lengthy delays in visa processing have made the situation much worse. Currently, 2,500 people seeking asylum do not have a valid visa and work rights. The lack of assistance, coupled with extended waiting times for decisions, have led to people waiting for over 11 years without access to basic support during resolution of their asylum application.

Local Government Response - Since 2018, the Local Government Mayoral Taskforce Supporting People Seeking Asylum (Taskforce) has been advocating for the rights of people seeking asylum to the Federal Government. Established and chaired by Greater Dandenong Council, the Taskforce is made up of a growing membership of over 40 councils nationwide, who understand that this is an issue of national importance – the advocacy for a fairer and swifter Refugee Status Determination system with adequate support systems in place for individuals and families at risk of destitution.

The Albanese Government's implementation of its 2022 election promise to end temporary protection has enabled more than 20,000 refugees on temporary visas to move to

permanent Resolution of Status visas, providing certainty for people who have been living and working in Australia for more than a decade.

However, there are close to 8,000 people waiting for their immigration status to be resolved. They arrived over a decade ago to seek refugee protection yet continue to live without safety and certainty. This includes families with children who are Australian citizens and will be separated from their parents due to temporary visa status.

The 'Fast Track' process, which was intended to expedite decisions, has proven to be unfair, as evidenced by the government's recent abolition of its review component. This inefficient, slow process has left 1,190 people waiting for a primary decision, with average wait times of 864 days. People who have been refused under the Fast Track process are told to engage in return processes even if country conditions have drastically changed.

The prolonged uncertainty and harsh conditions experienced during the asylum process in Australia have led to trauma and isolation and prevents families within our community from gaining the stability that refugee status provides.

**2. Name of motion**

Restoring the level of Financial Assistance Grants.

**Category**

Financial sustainability

**Motion:** This National General Assembly calls on the Australia Government to restore Financial Assistance Grants to 1 per cent of Commonwealth taxation revenue.

**National Objective**

This motion addresses that reality that the majority of Australian Local Governments are under severe financial strain with increased service demand through unfunded programs, increased costs mitigating and responding to climate related extreme weather events, and aging infrastructure that needs renewal.

Financial Assistance Grants are untied, meaning that local governments can use this federal funding to address local issues and priorities.

**Summary of key arguments**

Commonwealth Financial Assistance Grants have been a fixture of local government funding since 1974. The grant is paid to local governments via their state or territory grants commissions according to an agreed formula set by the Federal Government.

The last time Financial Assistance Grants were equal to one per cent of Commonwealth taxation revenue was 1996. Since that time there has been a steady decrease in the percentage of revenue distributed and in 2023-24, Australian local governments received \$3.1 billion in federal Financial Assistance Grants, which is approximately 0.5 per cent of Commonwealth taxation revenue.

### 3. Name of motion

Implement recommendations of the Independent Review of Commonwealth Disaster Funding.

#### **Category**

Emergency management

**Motion:** This National General Assembly calls on the Australia Government to implement the recommendations pertaining to resourcing and capacity building of local governments to prepare for and respond to disaster recovery as detailed in the Final Report of the Independent Review of Commonwealth Disaster Funding (The Colvin Review).

#### **National Objective**

This motion addresses the emergency management priority area for submission as it recommends reforms of the Commonwealth's Disaster Recovery Funding Arrangements (DRFA) to help local governments across the nation better prepare for and respond to disaster recovery.

Disaster preparation and recovery is a national issue, and Australian councils play an essential role in the nation's emergency management arrangements. Through close community relationships, councils have identified many opportunities to enhance resilience, relief and recovery outcomes.

The sector understands that by investing in mitigation and resilience building programs (such as [www.emergencyprepare.com.au](http://www.emergencyprepare.com.au)) the return on investment is far greater than investment in response. Prevention is better than cure.

As populations grow and cost of living pressures continue to climb, the effects of climate change are also increasing experienced. The frequency and severity of emergencies and the ability of councils to support communities before, during and after crisis events is under huge financial strain.

Victorian councils and the Municipal Association of Victoria (MAV) have been advocating for improvements to the DRFA and its predecessor NDRRA for more than a decade. It is too restrictive, too resource intensive and far too complicated for councils to complete.

#### **Summary of key arguments**

Nationally, the [Disaster Recovery Funding Arrangements \(DRFA\)](#) is a cost sharing arrangement between the Commonwealth and State governments to support certain relief and recovery activities following an eligible disaster. Councils may be eligible to make a claim post the emergency, and councils are expected to expend resources and incur costs.

On 25 October 2024 the Australian Government released the final report of the Colvin Review of Commonwealth Disaster Recovery Funding Arrangements. The Government is undertaking public feedback to the Review before providing a Government response.

The Review outlines the essential role of local governments in pre and post disaster recovery (pages 15-16 of Final Report).

“While it is understood that state and territory governments have primary responsibility for preparing for and responding to disaster, it is also a common view that locally led recovery is the best form of recovery. The Review has found that Australia is increasingly reliant on a local level of government, and community, which has the least capacity and often limited capability. While response and recovery from disaster events should be locally informed, it cannot be truly locally led under the current arrangements. Local governments reported a wide range of capabilities and capacities to the Review, as well as diverse assessments of their role and mandate. Given the critical role played by local governments in disaster management and as a recipient of Commonwealth funding, this apparent lack of capacity and capability, as well as expectation of role, should be cause for concern.

To support a comprehensive reform of current disaster funding arrangements, and to provide assurance that Commonwealth investment is targeted and has the best chance of success, uplifting local government capacity and capability, as part of system wide uplift is required.

Nationally, the Commonwealth should lead these efforts, however the responsibility to support the capability and capacity of local government still remains primarily a function of state and territory governments. Collaboration with state and territory governments is therefore essential, and regular assessments of local capacity and capability should be undertaken, combined with an enhanced national training and exercises regime.”

Full report can be downloaded at [The Australian Government commissioned the Independent Review of Commonwealth Disaster Funding \(also known as the Colvin Review\) to improve disaster funding arrangements. | NEMA](#)

#### **4. Name of motion**

A strong and competitive Australian manufacturing industry.

#### **Category**

Financial Sustainability

**Motion:** This National General Assembly calls on the Australia Government to:

1. Recognise the national significance of manufacturing as a key driver of Australia's economic strength, job creation, and sovereign capability.
2. Acknowledge the increasing risks of manufacturing closures due to high operating costs, competition from imported goods, and a lack of coordinated national support.
3. Call on the Federal Government to align support for Australian manufacturers with the goals of the A Future Made in Australia plan by increasing direct investment in local production, supply chain resilience, and skills training.
4. Ensure government procurement policies at all levels prioritise Australian-made products, particularly for infrastructure, health, energy, and defence projects, to strengthen sovereign manufacturing capability and protect jobs.
5. Support the transition to advanced and sustainable manufacturing by investing in clean energy technologies, automation, and digital innovation.
6. Advocate for competitive tax settings and policy incentives to ensure Australian manufacturers can compete on a global scale.
7. Urge stronger enforcement of anti-dumping measures to prevent unfair trade practices that disadvantage Australian manufacturers and undermine national industry.
8. Encourage national investment in workforce development, apprenticeships, and upskilling to build a highly skilled and future-ready Australian manufacturing workforce.

#### **National Objective**

To ensure the long-term viability, growth, and competitiveness of Australian manufacturing, enabling the sector to remain a key driver of economic resilience, employment, and sovereign manufacturing capability. This requires coordinated Federal Government action to support domestic manufacturers, strengthen sovereign supply chains, and ensure Australia retains the ability to produce essential goods domestically.

#### **Summary of key arguments**

Manufacturing is essential to Australia's economic stability, national security, and global competitiveness. It supports thousands of high-value jobs, drives innovation, and underpins key industries such as defence, energy, infrastructure, and medical supplies. A strong

domestic manufacturing sector reduces reliance on international supply chains, ensuring Australia can produce essential goods even in times of global disruption. While the A Future Made in Australia plan highlights manufacturing as a priority sector, further national investment and policy support are required to sustain and grow Australia's industrial capability.

The sector faces increasing risks from rising operating costs, energy prices, and regulatory burdens. Cheap imports and unfair trade practices have weakened Australia's industrial base, making it difficult for local manufacturers to compete. Without stronger national coordination, more closures could erode sovereign capability, leading to supply chain disruptions and economic vulnerabilities. Providing policy certainty, competitive taxation, and fair market conditions is essential to keeping Australian manufacturing globally competitive and ensuring businesses remain viable.

Government procurement must prioritise Australian-made products to strengthen sovereign manufacturing capability. Publicly funded projects continue to source materials from overseas, undermining domestic industries and supply chain resilience. Strengthening local procurement policies will ensure that taxpayer-funded projects directly support Australian businesses, workers, and supply chains. Additionally, investing in research, automation, and clean energy manufacturing will help modernise the sector and ensure its long-term sustainability.

A competitive policy framework is essential for attracting investment and supporting business growth. Simplifying regulations, offering tax incentives, and creating a stable energy pricing structure will allow manufacturers to innovate and expand. Aligning policies with the A Future Made in Australia plan will provide a strategic, coordinated approach to strengthening Australia's industrial base and maintaining its global competitiveness.

Workforce development is also critical for sustaining Australia's manufacturing capability. Expanding apprenticeships, training programs, and upskilling initiatives will equip workers with the skills needed for advanced manufacturing and emerging technologies. A highly skilled workforce will reduce reliance on foreign expertise, ensuring Australia remains a leader in industrial innovation and retains a strong domestic production base.

By supporting these measures, Australia can secure its position as a global leader in manufacturing, innovation, and sustainable industry growth. A well-supported manufacturing sector will not only protect jobs and drive economic prosperity but also enhance national security by ensuring self-sufficiency in producing critical goods. Stronger government action will create a resilient, competitive, and future-ready manufacturing industry, capable of adapting to global challenges while reinforcing Australia's sovereign capability.





## 4.2.2 Family Violence - Council Response

<b>Responsible Officer:</b>	Executive Director Community Strengthening
<b>Attachments:</b>	1. Challenge Family Violence booklet WEB ( A 3471436) [4.2.2.1 - 48 pages]

### Officer Recommendation

**That Council NOTES the broad range of activities and initiatives designed to address and prevent the instances of family violence affecting residents in the City of Greater Dandenong.**

### Executive Summary

1. At the Council meeting on Monday 25 November 2024, Councillors requested the development of a report outlining the extent to which Council supports initiatives for vulnerable families to address/prevent family violence, and the range of services available to victims of family violence.

### Background

2. Greater Dandenong City Council is committed to preventing violence against women in our communities. Council promotes equality and respect toward women. To live in a world where our families and communities are free and safe from violence, we must treat everyone with dignity, equality and respect.
3. To this end, Council's 2021-25 Council Plan established Strategic Objective 1: a socially connected, safe and healthy city. Within this strategic objective a specific action references *supporting the community and working with partner agencies to address and prevent family violence*.
4. Additionally, Council's Municipal Public Health and Wellbeing Plan (integrated into the 2021-25 Council Plan) has identified a key health and wellbeing focus area concerning Social Cohesion and Community Safety. Within this focus area an opportunity exists to prevent all forms of violence and improve safety in a respectful and inclusive community.
5. The State Government of Victoria's *Public Health and Wellbeing Act 2008* also requires that Council's Municipal Public Health and Wellbeing Plan incorporates *specific measures to prevent family violence and respond to the needs of victims of family violence in the local community*.

### Statistical Landscape

6. Violence within families, including the abuse of children, cannot be measured with accuracy. However, surveys of the general population offer the best available method for gauging the prevalence of such violence. One of the most important of these surveys is the 2021 Personal Safety Survey, conducted among 11,905 Australian adults.



### **Physical and Sexual Assault**

7. Since the age of 15:

- One-fifth (19.9%) of adult women have been sexually assaulted (compared with 5.1% of men), with 19.8% of women sexually assaulted by a male and 0.6% by a female.
- 34% of men and 27% of women had been physically assaulted. Among women, 24% had been assaulted by males and 7% by females.

### **Intimate Partner Violence**

8. Intimate partner violence had been experienced since age 15 by 23.3% of women and 7.3% of men.

### **Child Abuse**

9. One in seven (14%) people, including nearly 18% of women and 11% of men, stated that they had been abused before age 15.

10. 11% of women had been sexually abused, compared with 3.6% of men, and 10% were physically abused, compared with 8.3% of men.

### **Stalking**

11. As with intimate partner violence and sexual assault, women predominated among those who had experienced stalking, with 20.3% of women and 6.8% of men reporting that they had been stalked at some time since the age of 15.

12. Women were six times more likely to have been stalked recently, with 3.4% of women and 0.6% of men recalling such incidents in the previous 12 months.

### **Sexual Harassment**

13. During the previous 12 months, 12.6% of women had been sexually harassed - nearly three times the corresponding proportion of males, of 4.5%. 12.2% of women had been harassed by a male and 1.1% by a female. Among the incidents reported by women were inappropriate comments or written communication, and unwanted physical contact. The proportion of women who had been sexually harassed in the previous 12 months reached 35% among those aged 18-24 years, declining steeply with age. In addition to younger women, those who identified as LGBTIQ, were disabled, unemployed or experiencing financial problems, were more likely to have been sexually harassed than others. Asked about the location where incidents of harassment occurred, places of work, entertainment, residences and outside were each identified by about a quarter of the women who had been harassed.

### **Gendered Drivers of Family Violence**

14. Attitudes, beliefs and behaviours which are widespread in our society contribute to harassment and violence against women. The report 'Change the Story' by Our Watch explored this issue in detail, identifying four gender-related circumstances which cause family violence or aggravate the severity of such crimes:

- *Rigid gender roles and stereotyped constructions of masculinity and femininity*: men with conventional attitudes about the superior status and entitlement of males, and the differing roles of women and men are more likely than others to commit violence against women.



- *Men's control of decision-making and limits to women's independence in public and private life:* Men who feel entitled to control women or consider them to be of lower status, are more likely to inflict violence upon them, and, where they control women through financial means, fear, isolation or other means, may often do so with impunity.
- *Male peer relations that emphasise aggression and disrespect towards women:* social interactions among men who disrespect, belittle and dominate women tend to reinforce such patterns of thinking and accentuate violence.
- *Excusing or justifying violence against women:* beliefs and ideas that support, excuse or discount violence against women.

### **Reinforcing factors in family violence**

15. Our Watch (2015) maintains that other social and political circumstances influence gender inequality and the frequency, severity and prevalence of violence against women. Termed 'reinforcing factors' by its authors, these include a tendency to commit or excuse violence; aggravation of violence by alcohol and other drugs; and the impact of socioeconomic disadvantage.

### **Local Measures of the Incidence of Family Violence and Child Abuse**

16. Local measures of the incidence of family violence and child abuse are less reliable than population surveys, since they only reflect those instances of violence which reach the attention of responsible agencies, such as the police, the courts and child protection authorities.
17. The rate of family-related alleged violent offences (per 100,000 residents) in Greater Dandenong, stood at 770 per 100,000 residents in 2023/24 – the second highest rate in Melbourne and 30% more than the State level. Women accounted for 76% of these incidents.
18. The rate of such offences had risen in Greater Dandenong by 51% since 2010/11, and by 125% across Victoria in this period.
19. As stated at the beginning of this report, violence within families, including the abuse of children, cannot be measured with accuracy and it is understood that existing statewide and local data is grossly underrepresented.

## **Key Issues and Discussion**

### **Council's Response**

20. Council support for residents impacted by family violence (**FV**) covers both a prevention/education/ awareness raising role and direct service delivery for those referred to Family Services by partner agencies.
21. Council departments currently engaging in initiatives to support/address/prevent FV include:
- Youth and Family Services
  - Maternal and Child Health
  - Children's Services
  - Community Advocacy
  - Arts and Culture
  - Media and Communications
  - People and Culture
  - Safe, Active and Connected Communities.



### ***Greater Dandenong Annual Walk Against Family Violence***

22. All City of Greater Dandenong (CGD) staff, local partnerships, organisations and businesses are encouraged to participate in the Annual Walk to support efforts to promote awareness and understanding of family violence and prevention throughout the community, and services available to victims/survivors. The Walk typically attracts 500-700 residents and is accompanied by extensive promotion and publicity, which raises the profile of this issue in our community.

### ***Regional Collaborations - Challenge Family Violence Project***

23. Council partnered with the following organisations on the Challenge Family Violence Project:

- City of Casey
- Shire of Cardinia
- Monash Health.

24. The Department of Justice funded the project. The project addresses the needs of women experiencing family violence.

25. The project included community-strengthening activities including recruiting community leaders to address the underlying causes of family violence with a focus on issues, such as:

- gender stereotypes
- unequal power relationships between men and women.

26. Through the work directly with faith leaders a multi-faith resource kit was developed with nine separate religious focusses. The kit helps faith communities to respond to and prevent family violence within their own settings.

27. Additional information is available on Council's website [Family Violence - Faith Perspectives | Greater Dandenong Council](#) and the 'Challenge Family Violence' booklet has been attached to this report.

### ***Greater Dandenong Council – Website Information***

28. Information about family violence and gender equity, including the nature and impacts of family violence, sources of assistance and current Council initiatives, are maintained on Council's website.

- [Family Violence Support Services and Organisations | Greater Dandenong Council](#)
- [Family Violence Initiatives | Greater Dandenong Council](#)
- [Family Violence | Greater Dandenong Council](#)
- [Family Violence Definitions and Facts | Greater Dandenong Council](#)
- [Interfaith Collaboration on Preventing Family Violence | Greater Dandenong Council](#)
- [Family Violence - Faith Perspectives | Greater Dandenong Council](#)
- [Walk Against Family Violence 2024 | Greater Dandenong Council](#)

**Council Grants - To Support Community Projects**

29. In the past three years, Council has invested through a range of grants programs, with just under \$1 million for family violence projects. The grants awarded range from \$3000 to \$80,000 per year. Specifically:

Organisation	Funding Application Project	Awarded
Project Respect	Improving inclusion for women with experience in the sex industry	\$9,910
Dandenong South Primary School Community Hub	Annual Women's Health Forum 2024	\$4,037
Wellsprings for Women Inc	Migrant Women's Safety: Intensifying Efforts to Prevent Technology Facilitated Abuse	\$120,000
The Cambodian Association of Victoria Inc	Supporting Victims of Family Violence in the Cambodian Community	\$27,000
St Kilda Mums Inc/Our Village Network	Providing essentials for vulnerable babies and children	\$80,000
St Kilda Gatehouse Incorporated	Young Women's Program	\$80,000
Wellsprings for Women	Pathways to Recovery	\$160,000
South-east Monash Legal Service	Mothers Legal Help	\$160,000
South East Community Youth Links	"Women: Safe and Equal" project	\$160,000
Dandenong Church of Christ	Women for Hope	\$3,000
Wellsprings for Women	Know My Story	\$10,000
Launch Housing - Viv's Place	Healing together	\$5,000
South-East Monash Legal Service	Mothers Legal Help (MLH)	\$150,000
	<b>TOTAL</b>	<b>\$968,947</b>

**Youth and Family Services**

30. Council's **Family Support Services** is part of the South Melbourne Child and Family Services Alliance and provides intensive and specialised case management services to families referred directly by The Orange Door (southern region) (TOD) and Child Protection. The TOD is the triage service for family violence and child wellbeing services for the sector. It is the gateway for 'at risk and highly vulnerable families' to access the services they need.

31. The mandate is to provide intensive case management support to these families, where there has been identified a multitude of risk factors impacting on child wellbeing and safety – which can include both historical and/or current family violence risk.



33. CGD Family Support Services works closely with the TOD to undertake risk assessment and monitoring, the implementation of safety plans, and access to family violence brokerage and other support services – including *supported handover* transfer to FV Case Management services when required.
34. The service is also recognised as an Information Sharing Entity (**ISE**) under the *Family Violence Protection Act 2008* Information Sharing Protocols - to work with services seamlessly to ensure the protection of adult and child survivors are kept safe from harm.
35. Further, CGD is also a key partner of the Southern Melbourne Family Violence Regional Integrated Committee, whereby initiatives and funding opportunities within the Southern Melbourne Area (**SMA**) region are closely monitored, and advocacy to upper levels of government is endorsed. Currently the Manager Community Wellbeing is Council's representative on this Committee.
36. Youth and Family Services undertook in 2024 a family violence education campaign for young people that targeted three key advert messages:
  - understanding what 'intimate partner violence' is
  - bystander action
  - impact of family violence on child development.
37. Utilising a youth participation framework approach, whereby a group of young people worked with Youth Services and a film company designed, developed, and launched the three adverts across all social media platforms, as well as school digital communications.
38. Alongside the adverts, respectful relationship workshops were also developed and delivered within schools and sporting clubs across the locality to help promote family violence and respectful relationship education amongst young people – with a specific call to action for bystanders to recognise the signs and to call out/report the behaviour when they see it.
39. Youth and Family Services works closely with the youth services sector and schools on the delivery of respectful relationship education to our young people and communities to develop both awareness and understanding of all facets of family violence, its impacts and where to go for help.
40. The materials developed (point above) continue to be a resource for schools and be utilised via respectful relationship workshops.

### **Maternal and Child Health**

41. Council's Maternal and Child Health (MCH) program works with families within the community, to identify if family violence is suspected. If so MCH nurses would then be required to undertake information sharing under the **Family Violence Information Sharing Scheme** and then refer into services that support families experiencing family violence.
42. The **Maternal and Child Health Guidelines** state:
  - MCH Service providers are required to share information with prescribed organisations, proactively and in response to requests that meet the threshold for sharing. This facilitates a collaborative approach to early intervention and promotes the safety and wellbeing of families and children. Both information-sharing schemes enable information sharing without consent, *where a child is involved*. A child's right to safety and wellbeing is paramount. The schemes give precedence to the child's right to safety and wellbeing over any individual's right to privacy.





43. At the first Key Age and Stage (KAS) home visit, or at the consultation when asking family violence questions is appropriate, staff are required to undertake a mini-**MARAM** (Multiagency Risk Assessment and Management Framework) - see excerpt from MCH Guidelines below:
- The Family Violence Multiagency Risk Assessment and Management Framework (**MARAM**) was established by Part 11 of the *Family Violence Protection Act 2008*. The MARAM was implemented in 2020 following professional development of the MCH workforce.
  - The Royal Commission into Family Violence and the Education State Early Childhood Reform Plan highlighted MCH services as a key platform for identifying and responding to family violence. The transition to parenthood is a time of heightened family violence risk, and MCH service providers are in a unique position to identify and respond to family violence risk, as it has contact with almost every Victorian family in this high-risk period.
  - The MARAM is supported by a suite of risk identification, screening and assessment tools. It is important to note that across any consultation, screening and identification of family violence – it should not be undertaken if the person suspected of using violence is present. Under the MARAM, children are recognised as victim survivors *in their own right* and the MARAM practice guidance includes considerations about children.
44. Should staff determine that a child is at risk, under the requirements of the *Children, Youth and Families Act 2005*, staff are mandated to report to Child Protection. Should staff determine that the child is not in immediate danger, they may instead refer into The Orange Door whereby families can receive support and information related to FV.
45. During Group activities, including both First Time Parent Group and Sleep and Settling - discussions focus on parental wellbeing and respectful relationships is a common discussion point.
46. The MCH service has commenced a partnership with Uniting, delivering the Baby Makes 3 Program is a unique evidence-based health promotion and social change initiative – a respectful relationships program available for anyone with young babies, it builds understanding, appreciation and mutual respect amongst first time parents to foster equal and healthy relationships that optimise collaborative co-parenting of infants and children.
47. The MCH service has a partnership with both Monash Health for the secondment of a Senior Mental Health Practitioner and WAYSS for the secondment of a Family Violence Practitioner working within the Enhanced Maternal and Child Health Program. Family Violence and Mental Health are commonly linked. These positions offer support and secondary consultation to staff within the program as well as providing initial assessments for clients as well as follow up where required, streamlining processes and linking into services within the community.
48. The MCH service in partnership with Community Advocacy employs a Community Connection/Dad's Support Officer, whose hours in MCH are two days per week. This position works closely with the Refugee Health Nurse. These staff connect with new refugee's and asylum seekers, providing education and support as well as information related to services available to families new to Australia and/or CGD. This program also assists families to identify issues and refer to appropriate services.





---

## Children's Services

49. The Children's Services team participate in multiple partnerships:

- **The Southern Dhelek Dja Partnership Meetings** - as required to support the work of the Victorian Government and Aboriginal communities to address regional issues of Aboriginal family violence - [Dhelek Dja Partnership Forum | vic.gov.au](https://www.vic.gov.au/dhelek-dja-partnership-forum)
- **The Department of Families, Fairness and Housing (DFFH) Dandenong, Casey and Cardinia Vulnerable Infants and Families Partnership Meetings** – supporting the Best Start regional work alongside and in partnership with Community Service providers in the vulnerable infants and families' space.
- **The Southern Metro Area Intensive Infant Response Panel Meeting** - as part of the DFFHs commitment to maintaining the safety of the highest risk infants, these monthly Infant Intensive Response Panel meetings bring together senior leaders and service experts from across the local community to collaborate and ensure best outcomes are met for some of the most vulnerable children. This Panel considers working with infants in isolation and always considers the infant in the context of their wider family, and community. Hence many of the infants presented will be at risk of exposure to (or have already been exposed to) parental mental health, problematic drug and alcohol use, family violence, criminal activity and complexities secondary to disability and being part of a cultural or linguistically diverse population.
- **The Southern Metro Area Early Childhood Partnering Agreement Working Group Meetings** - their purpose is to ensure a coordinated response in the implementation of the Agreement across the area to improve the outcomes of young children in out-of-home care by maximising access to high quality funded kindergarten programs and health services, and to support their transition to primary school, as well as collectively identify gaps and considering systemic changes to address these.
- **The Aboriginal Advisory Group (AAG) for Bayside Peninsula Area (BPA) and Southern Metropolitan Area (SMA) The Orange Door** - to empower Aboriginal and Torres Strait Islander community and delivery of culturally appropriate services for community.
- Children's Services facilitates a **Best Start Child and Family Partnership Group Meeting** – to ensure that all Partnership members are connected and able to support children, young people, their families and community, to access and participate in all service delivery in early years services, supporting their health and wellbeing.
- **Mission Australia Communities for Children Greater Dandenong Executive Committee** - as a key partner supporting children and families to access and participate in equitable programs funded by the federal Department of Social Services (DSS) - family violence being one of the key focus areas to be addressed.



### **Community Advocacy and Other Initiatives**

- **Organisational Development** - as part of its first **Gender Equity Action Plan**, Council is implementing a range of measures to deter sexual harassment, to support staff experiencing family violence, and to promote gender equity in staff selection, development and promotion - advancing gender equity within Council and setting an example to the wider community.
- **Gender Impact Assessments** - Advocacy and Organisational Development units provide support for the preparation of Gender Impact Assessments by Council business units, to sharpen their focus upon consideration of gender equity and the prevention of family violence in their planning and conduct of public-facing services.
- **Monitoring and Dissemination of Research** - the Advocacy unit prepares and disseminates summaries and research commentary about key topics of relevance to the prevention of family violence, while monitoring and disseminating trends in police-reported family violence incidents and findings of relevant national surveys to business units and regional partners.
- **Support for Regional Professional Development and Collaboration** - the Advocacy unit and others, actively participate in, and support, professional development initiatives in the region, orchestrated by Women's Health in the South-East.
- **Public Information** - the Advocacy unit has developed:
  - Brochures about family violence for social media with sources of assistance in community languages - in collaboration with [Home - inTouch](#) - and is currently developing social media tiles on the subjects of family violence and gender equity, in selected community languages.
  - Public signs reading 'Say NO to Family Violence' have been installed and maintained at locations across the municipality.
- **Website Information** - Information about family violence and gender equity, including the nature and impacts of family violence, sources of assistance and current Council initiatives, are maintained on the Council website.
- **Informing Young People about Family Violence** - Youth and Family Services has undertaken a family violence education campaign – including a co-designed video – directed to young people to inform them about the nature of Intimate partner violence, bystander action, and the impact of family violence on childhood development.
- **Regional Coordination** - Greater Dandenong is a partner of the *Southern Melbourne Family Violence Regional Integrated Committee*, whereby initiatives and funding opportunities within the SMA region are closely monitored, and advocacy to upper levels of Government is endorsed.



---

### **Arts, Culture and Libraries Support and Programming**

- Throughout Council's libraries, galleries, theatres and cultural facilities there is alignment of public facing technology, market displays and civic spaces to support messaging including:
  - Annual display in Harmony Square Exhibition Windows leading up to Walk Against Family Violence and during *16 Days of Activism*.
  - Stars woven by community, vulnerable community and Council staff, contribute to the global movement One Billion Stars. This project advocates for the end of violence.
- **(Development Team)** Partnering with WAYSS (organisation in Dandenong which supports people at risk of family violence and homelessness due to family violence) to:
  - Deliver donation drives - campaign to community and businesses for support by donating items needed for women and children who have been displaced because of family violence (pyjamas, linen, shoes etc.).
  - Star Weaving workshops - in a safe and relaxing space for vulnerable community to discuss what healthy relationships look like. These sessions are supported by qualified staff from WAYSS, Dandenong.
  - Undertake workshops for Council staff to raise awareness.
  - Undertake workshops with local sporting clubs to raise awareness and promote healthy relationships.
- **(Cultural Precincts)** Liaison with relevant community agencies to facilitate:
  - Entitled families - access to Foodbank Services and Christmas Wishing Tree Donations.
  - 'Bring Your Bills Day' promoted to relevant community agencies.
- **(Drum Theatre)** The Drum illumination for causes:
  - 25 November - 10 December 2024 - *16 Days of Activism Against Gender Based Violence* (white light).
  - 1 May 2024 - *Safe Steps annual Candlelight Vigil* (purple) - to honour the memory of those lost as a result of domestic or family violence, as part of National Domestic Violence Remembrance Day.
- **(Libraries)** Facilitation includes:
  - Themed toddler time/story time with age-appropriate books during Awareness Week.
  - Working with Council's Child Safety Compliance Officer on recommendations of titles and resources to distribute to families during early years programs and outreach visits.
  - Exploring the potential to have Council's public computers (when logging on) directed to dedicated Council Family Violence information webpage during Awareness Week.
  - Appropriate signage displayed throughout the library.



- The Community Service Directory is accessible at both branches for staff to make referrals for enquiring clients.
- 'cyber-safety awareness' programs, which include financial tech abuse.
- Supporting funded playgroups (such as with Anglicare) - for mothers who have experienced family violence.
- Conducting financial literacy sessions for women – important for those seeking to establish their independence from financial abuse.

### **Media and Communications**

50. Council's Media and Communications role is transmitting and promoting the family violence messaging. This includes a social media campaign for 16 Days of Activism and broad communications to promote the Walk Against Family Violence in Council News, social media posts, website and internal communications to staff.
51. The unit arranges for advertisements about family violence, and short films depicting the Council-sponsored walks against family violence, to be regularly aired on the Big Screen in Harmony Square.

### **Safe, Active and Connected Communities**

52. There are considerations when providing Emergency Relief to families, women and children who have been impacted by local incidents. Such as:
- Referral by Victoria Police of any background concerns relating to individuals seeking relief.
  - When Council officers make referrals to the DFFH, The Salvation Army and the Red Cross – individual organisations also have internal checking processes (e.g. Child Protection unit).
  - Where possible, Emergency Relief Centre (ERC) plans have separate spaces for single women and children, unaccompanied minors etc.

### **Greater Dandenong Internal Family Violence Committee**

53. The **Greater Dandenong Internal Family Violence Committee** was established as a result of City of Greater Dandenong [Gender Equality Action Plan 2021-25](#). The purpose of the Committee is to set the direction for, guide and monitor initiatives to prevent violence against women within Council as a workplace and the community.
54. The Objectives of the Committee in the **Workplace** are:
- To raise awareness with Council staff about the causes, nature and effects of family violence through education, information and forums.
  - Develop materials and activities to inform staff of the nature of family violence and raise awareness of possible responses to family violence.
  - Develop organisational capacity to create a culture of equity and fairness where violence is not tolerated, and staff are supported in line with the family violence provisions in the City of Greater Dandenong Enterprise Bargaining Agreement.
  - Promote an agenda of a respectful workplace for all Council employees.
  - Determine an action plan for workplace activities.
  - The Walk against Family Violence, establishing Family Violence support training for managers and people leaders and promoting awareness of the leave provisions and other assistance available to staff under family violence circumstances are the examples of the outcomes.



- In the **wider Community**, the objectives are:
  - Support efforts to promote awareness and understanding of family violence and prevention throughout the community.
  - Lead activities to commemorate White Ribbon Day.
  - Encourage community discussion and support for initiatives to communicate opposition to family violence.

## Governance Compliance

### *Human Resource Implications (consider Workforce Planning and Service Statements)*

55. This item does not have an impact on existing human resources.

### *Financial/Asset Resource Implications (consider Service Statements, Budget, Long Term Financial Strategy and Asset Plan)*

#### *Operating Budget Implications*

56. There are no financial implications associated with this report.

#### *Asset Implications*

57. This item does not affect any existing assets.

#### *Legal/Risk Implications*

58. There are no legal / risk implications relevant to this report.

#### *Environmental Implications*

59. There are no environmental implications relevant to this report.

## Community Consultation

60. There was no requirement for community consultation.

## Links to Community Vision, Council Plan, Strategy, Notice of Motion

61. This report is consistent with the following principles in the Community Vision 2040:

- Safe and peaceful community.

62. This report is consistent with the following strategic objectives from the Council Plan 2021-25:

- A socially connected, safe and healthy city.



## Legislative and Policy Obligations

63. This report has considered Council's legislative and policy obligations (where applicable) as outlined in the Report Considerations section detailed in the front of this Agenda. The applicable obligations considered and applied are:

- *The Gender Equality Act 2020.*
- *Victorian Charter of Human Rights and Responsibilities 2006.*

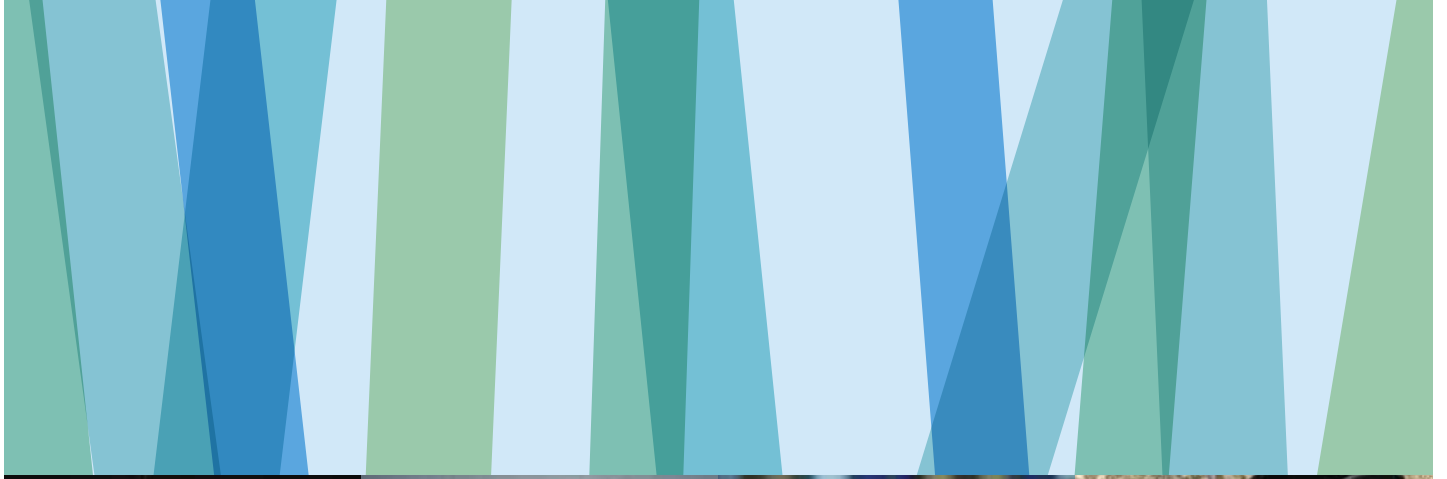
## Conclusion

64. In Conclusion, the rate of family-related alleged violent offences (per 100,000 residents) in Greater Dandenong, stood at 770 per 100,000 residents in 2023-24 – the second highest rate in Melbourne and 30% more than the State level. Women accounted for 76% of these incidents. To further clarify the current state, the rate of such offences had risen in Greater Dandenong by 51% since 2010-11, and by 125% across Victoria in this period.

65. Greater Dandenong City Council is committed to preventing family violence in our communities through the delivery of appropriate services and the promotion of equality and respect toward women. In collaboration with community leaders and people of faith from all traditions, and with the support of the Greater Dandenong Interfaith Network, Council calls upon all to address this scourge with our community through the steps outlined in Council's 'Challenge Family Violence Booklet:'

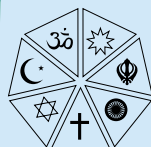
- a. Create awareness
- b. Have discussions
- c. Engage community initiatives
- d. Take action to promote gender equality
- e. Build partnerships, and
- f. Advocate for change.





# PROMOTING EQUALITY AND RESPECT:

An interfaith collaboration on preventing family violence





This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program – local solutions for local crime prevention issues.



This resource is supported by the City of Greater Dandenong Interfaith Network.





## WELCOME

The relationships we have with our husbands, wives, partners and families are an important part of our lives. Sadly, many women and children are abused, intimidated and degraded by their partners or family members. This is known as family violence and is used to control and dominate another person.

Family violence is a major social and human rights issue in our society. Family violence is largely experienced by women and their children, and largely committed by men. Some people think that alcohol, financial stress or poverty causes violence against women. But the key causes relate to the unequal power between men and women in public and private life, particular beliefs about how men and women should behave and certain social attitudes that excuse men's violence against women.

To prevent violence against women, we need to promote equality and respect toward women so that both women and men have equal value, treatment and opportunities in society.

This resource, *Promoting equality and respect: An interfaith collaboration on preventing family violence*, is designed to help faith and spiritual leaders to address and prevent family violence in the community.

Faith and spiritual leaders are influential role models in our community. People turn to their faith and spiritual leaders for moral guidance and ethics. As they play such an important role in the lives of many people, faith and spiritual leaders have an important part to play in preventing family violence.

This resource will help faith and spiritual leaders to understand the issue of family violence and its causes and how they can take action in the community to prevent and respond to it. It provides faith and spiritual leaders with many ideas and examples about actions that can be carried out in the community to promote equality and respect toward women. It guides faith leaders to create awareness and have discussions within their communities about family violence, violence against women and the importance of equality and respect toward women. The resource also supports faith and spiritual leaders to make changes in their communities by involving women in positions of leadership and responsibility and advocating for change.

The resource has been developed by City of Greater Dandenong in collaboration with leaders and people of faith from various traditions including Baha'i, Brahma Kumaris, Buddhist, Christian, Hindu, Islam, Jewish, Sathya Sai and Sikh. The resource is truly an interfaith collaboration. It has been produced as part of a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health on a project called CHALLENGE Family Violence, funded by the Department of Justice and Regulation.

## PROMOTING EQUALITY AND RESPECT

As leaders and people of faith, we oppose family violence and violence against women and their children in all its forms. Across our faith traditions, we declare that:

- Family violence and violence against women is wrong and unacceptable.
- Every human being should be seen as valued, important and equal. All should be treated with respect and equality.
- Sacred texts, scriptures and cultural traditions should not be used as a way to justify or excuse violence against women.
- True religion will use its sacred text with reverence and awe, not as a tool to justify imperfection and failing, but as an inspiration to live a better way.
- Our faiths affirm that love, respect, equality and living well together are ideals to aim for.

We are committed to preventing violence against women in our communities by promoting equality and respect toward women. To live in a world where our families and communities are free and safe from violence, we must treat all individuals – women, men, girls and boys – with dignity, equality and respect. Promoting equality and respect in our communities benefits us all and strengthens our communities. A strong community is one where we can all contribute and participate equally.

We invite you to use this resource kit to promote safer and more respectful and equitable communities.



## CONTENTS PAGE

### SECTION 1: KEY WORDS AND TERMS .... 4

### SECTION 2: FACT SHEETS .. 5

Fact Sheet: Family Violence.....	6
Fact Sheet: Violence against women .....	7
Fact Sheet: Common myths about violence against women.....	8
Fact Sheet: Violence against children.....	10
Fact Sheet: Violence against men .....	11
Fact Sheet: Impacts of family violence on our community.....	12
Fact Sheet: Supporting victims of family violence .....	13
Fact Sheet: What does the law say about family violence? .....	14
Fact Sheet: How do we stop violence against women occurring? .....	15
Fact Sheet: The importance of gender equality in preventing violence against women.....	16

### SECTION 3: IDEAS FOR PROMOTING GENDER EQUALITY ACROSS YOUR COMMUNITY..... 17

**3.1** Creating awareness..... 18

**3.2** Having discussions with your community.....23

**3.3** Engaging in community initiatives ..... 25

**3.4** Taking action to promote gender equality in your community ..... 28

**3.5** Building partnerships and advocating for change..... 32

### SECTION 4: FAITH PERSPECTIVES ..... 33

### SECTION 5: RESOURCE GUIDE ..... 38

**5.1** List of services and organisations ..... 38

*Domestic/family violence crisis and outreach services..... 38*

*Information and resource agencies .....39*

*Relationship support ..... 39*

*Women's health and wellbeing organisations ..... 40*

*Men's organisations..... 40*

*Legal services..... 41*

*Useful websites ..... 42*

*Your own resources..... 43*

**5.2** Further readings and resources..... 44

## SECTION 1: KEY WORDS AND TERMS

Some key words and terms used in this resource include:

### Family violence

Family violence refers to violence between family members such as between partners, siblings, parent and child, and other relatives. It is any behaviour that is physically, sexually, emotionally or psychologically abusive, or threatening. It is behaviour that controls or dominates a family member and makes them fearful.

### Gender equality

Gender equality does not mean that women and men are the same. It means that women and men have equal value, treatment and opportunities in society.

### Gender equity

Gender equity means making sure that resources, opportunities and decision-making is fair to both men and women. This may result in more resources, opportunities or power of decision-making given to women.

Sometimes gender equality and gender equity are thought to mean the same thing. But gender equity are the things that we do to achieve gender equality.

### Gender stereotypes

Gender stereotypes are those expectations held by our society about how men and women should behave in public and private life.

### Primary prevention

Primary prevention includes practices that are used to prevent violence against women before it occurs in the first place. Promoting equality and respect between women and men is a key way to prevent violence against women.

### Respect

Respect means considering another person's feelings, wishes and rights.

### Secondary prevention

Secondary prevention includes actions that are used to intervene early when there are early signs of violent behaviour.

### Social norms

Social norms are attitudes held in our society about appropriate and expected behaviour of particular individuals and groups.

### Tertiary prevention

Tertiary prevention includes support and treatment for individuals who have experienced violence.

### Violence against women

Violence against women is any act of violence that causes harm or suffering to women, including threats or deprivation of liberty, whether occurring in public or private life.

## SECTION 2: FACT SHEETS

### THIS SECTION CONTAINS TEN FACT SHEETS ABOUT:

- Family violence.
- Violence against women.
- Common myths about violence against women.
- Violence against children.
- Violence against men.
- Impacts of family violence.
- Supporting victims of family violence.
- What does the law say about family violence?
- How do we stop violence against women occurring?
- The importance of gender equality to prevent violence against women.

The purpose of this section is to provide faith and spiritual leaders with information about family violence, its causes and its impacts on the community. The Fact Sheets will guide faith and spiritual leaders to gain a greater understanding of the issues and the causes that need to be addressed if we want to prevent violence against women.

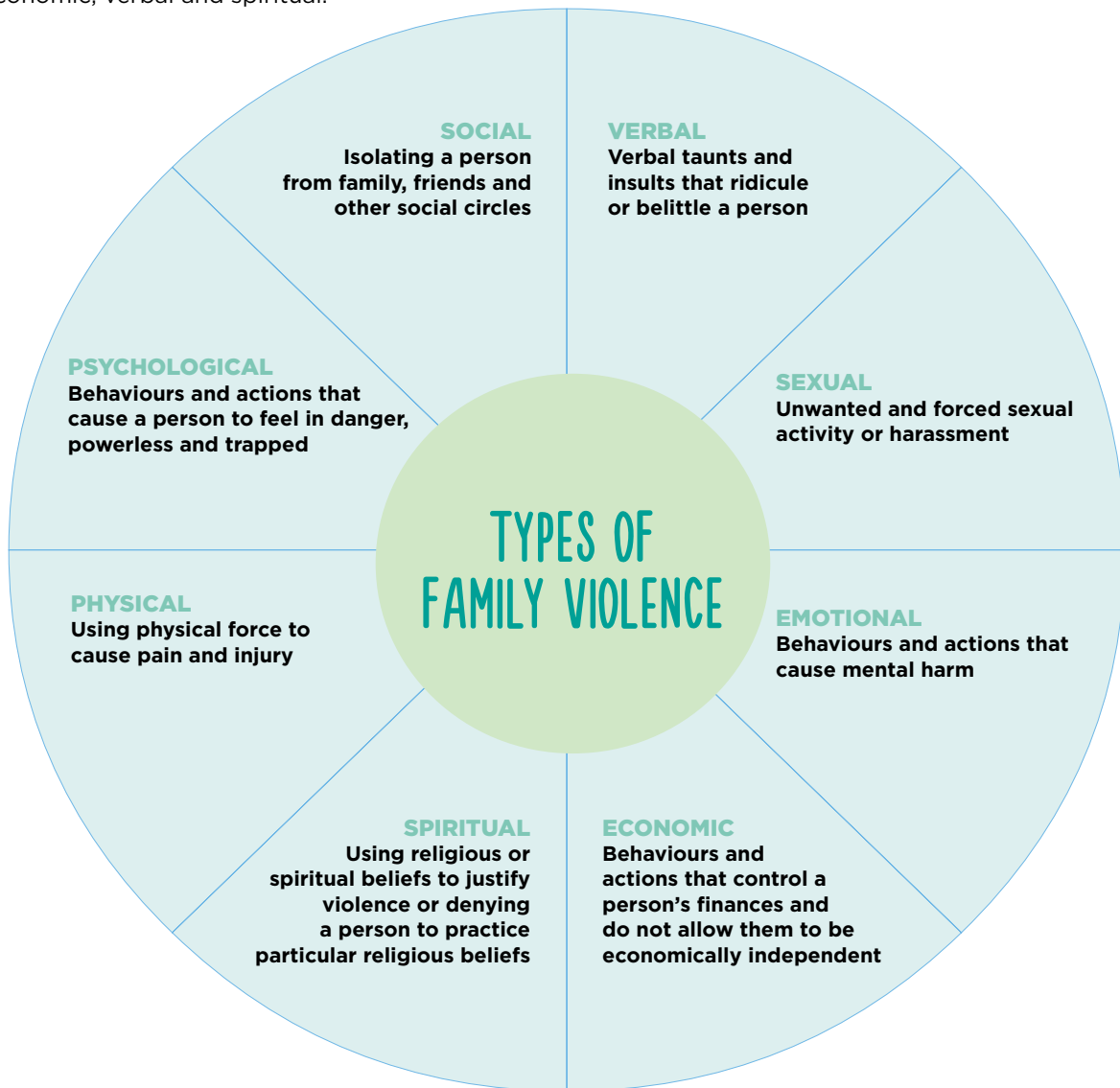
Section 3.1 on creating awareness will give you ideas about how to use these Fact Sheets in the community.



# FACT SHEET: FAMILY VIOLENCE

Family violence is any behaviour that is physically, sexually, emotionally or psychologically abusive, threatening, or in any other way controls or dominates the family member or makes them fearful. Violence is used to gain power and control over a family member.

Violence is not just physical. Family violence can also be sexual, emotional, psychological, social, economic, verbal and spiritual.



**Source:** National Council to Reduce Violence against Women and their Children. (2009). Background paper to Time for Action: The National Council's Plan for Australia to Reduce Violence against Women and their Children, 2009-2021. National Council to Reduce Violence against Women and their Children. Canberra.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.





## FACT SHEET: VIOLENCE AGAINST WOMEN

Violence against women is any kind of violence that causes harm or suffering to women.

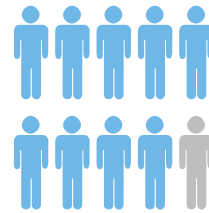


Most family violence victims are women and most perpetrators are men.

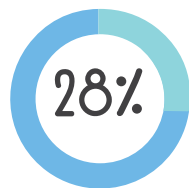


**MORE THAN 9 OUT OF 10**

perpetrators of family violence against women are male.



Women are most likely to experience this violence from a current or former **MALE PARTNER**



28 per cent of women have experienced violence from a male current or former partner, boyfriend or date

**Sources:**

Australian Bureau of Statistics. (2012). *Personal Safety Survey*. Canberra: Australian Bureau of Statistics.

Diemer, K. (2012). *Measuring family violence in Victoria: Victorian family violence database (Volume 5)*. Melbourne, Victoria: Department of Justice.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: COMMON MYTHS ABOUT VIOLENCE AGAINST WOMEN

MYTH  
1

**MEN SHOULD MAKE THE DECISIONS AND TAKE CONTROL IN RELATIONSHIPS.**

**FACT: Violence is more common in families and relationships in which men control decision making, and less so in those relationships where women have a greater degree of independence.**

The belief that men and women have different roles or characteristics (whether in relationships or society in general) is known as gender stereotyping. International studies have shown time and again that belief in such stereotypes is one of the most significant predictors of violence. That is, individuals who hold such beliefs are more likely to perpetrate violence against women and countries where gender stereotyping is more accepted have higher levels of violence against women.

We know that in societies where men and women are more equal in their relationships, and where they are not expected to play different roles based on their sex, violence is less common. Greater equality and more flexible gender roles give everyone more opportunities to develop to their full capacity.

MYTH  
2

**FAMILY VIOLENCE IS ACCEPTABLE IF SOMEONE GETS SO ANGRY THEY LOSE CONTROL.**

**FACT: Violence against women is about something more than just losing your temper.**

There are no excuses for violent behaviour. Ever. Violence is caused by an individual's attitudes towards women and the social attitudes that say men's violence against women is OK.

MYTH  
3

**WOMEN COULD LEAVE A VIOLENT RELATIONSHIP IF THEY WANTED TO.**

**FACT: Women are at risk of extreme violence including murder when trying to leave or after leaving a violent relationship. Women find it extremely difficult to leave a violent relationship because of fear for safety and the safety of children.**

We must not place the blame for the violence on women if they do not leave.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: COMMON MYTHS ABOUT VIOLENCE AGAINST WOMEN



### WOMEN ARE MOST LIKELY TO BE RAPED BY A STRANGER IN A PUBLIC PLACE.

**FACT: Both men and women are more likely to be sexually assaulted by someone they know than by a stranger.**

According to the Australian Bureau of Statistics 15 per cent of all women and 3 per cent of all men aged 18 years and over have been sexually assaulted by a known person. This is in comparison to the 3.8 per cent of all women and 1.6 per cent of all men who had been

sexually assaulted by a stranger.

The stranger danger myth is one of the reasons that women are less likely to report a sexual assault perpetrated by someone they know. They may fear no one will believe them or that they encouraged the perpetrator in some way. Once this myth is busted, women may be more willing to come forward and report a known attacker.



### MANY WOMEN MAKE FALSE CLAIMS ABOUT DOMESTIC VIOLENCE OR SEXUAL ASSAULT.

**FACT: False claims of domestic violence or sexual assault are extremely rare.**

80 per cent of women who experience current partner violence don't contact the police about the violence.

The same is true with sexual assault; 80 per cent of women do not report sexual assault to police.

It can be so difficult for women to tell someone about the violence so it is important that we believe them.

**Source:**

Our Watch. (2015). Myths about violence. Retrieved from [www.ourwatch.org.au/Understanding-Violence/Myths-about-violence](http://www.ourwatch.org.au/Understanding-Violence/Myths-about-violence)

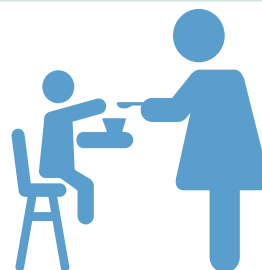
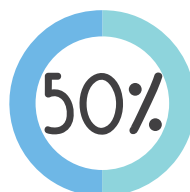
This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: VIOLENCE AGAINST CHILDREN



Children are often present when there is family violence in the home.



Over 50 per cent of Australian women who experience family violence during their lives are caring for their children during this time.



One in four young people (aged 12 to 20 years) have witnessed violence against their mother or step-mother.

When children experience violence and abuse, this is known as **CHILD ABUSE.**

### WHEN MOTHERS EXPERIENCE VIOLENCE,

their children are likely to be suffering from abuse also. This is because the same person is violent toward the mother and child or the child may be injured when caught in acts of violence. Children can also be neglected by their parents.

#### Sources:

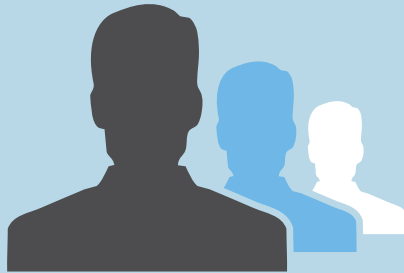
Australian Bureau of Statistics. (2006). *Personal Safety Survey*. Canberra: Australian Bureau of Statistics.

Laing, L. (2003). *Domestic violence in the context of child abuse and neglect*. Issues paper, Australian Domestic and Family Violence Clearinghouse, UNSW, Sydney.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



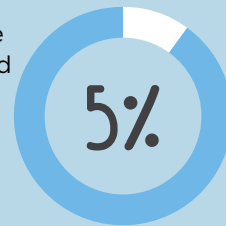
## FACT SHEET: VIOLENCE AGAINST MEN



Violence against men is most likely to be committed by other men, usually a male stranger or male friend or acquaintance.



Only 5 per cent of violence towards men is perpetrated by a current or former female partner and 3.5 per cent by a girlfriend (or date).



When men are victims of family violence, it is usually committed by **MALE RELATIVES** such as fathers, brothers or other relatives in-law.

**Source:**  
Australian Bureau of Statistics. (2012). *Personal Safety Survey*. Canberra: Australian Bureau of Statistics.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: IMPACTS OF FAMILY VIOLENCE ON OUR COMMUNITY

Family violence has serious impacts on a person's health and wellbeing.



In Victoria, intimate partner violence against women is the biggest contributor to preventable ill-health and premature death in women aged 15 to 44 years than any other risk factor including high blood pressure, obesity and smoking.



Violence against children can cause injuries and disabilities.

The total cost of domestic violence on the Australian economy is estimated at

# \$13.6 BILLION



Women who have experienced violence are more likely to have anxiety and depression and/or eating disorders. They are more likely to have alcohol problems, to smoke and use non-prescription drugs.

Children who experience or see family violence can experience depression, anxiety, trauma, aggression, anti-social behaviour, low self-esteem, fear, mood problems and conflict with peers.

### Sources:

Braaf, R. (2012). *Health impacts on domestic and family violence*. Sydney, Australian Domestic and Family Violence Clearinghouse, UNSW.

National Council To Reduce Violence Against Women and their Children. (2009). *Economic Costs of Violence against Women and their Children*. Commonwealth Government of Australia, Department of Families, Housing, Community Services and Indigenous Affairs, Canberra,

Richards, K. (2011). Children's exposure to domestic violence in Australia. *Trends and issues in crime and criminal justice*, No. 419, June 2011.

Vichealth. (unknown). *How violence against women affects health*. Retrieved from [www.vichealth.vic.gov.au/Programs-and-Projects/Freedom-from-violence/PVAW-overview.aspx](http://www.vichealth.vic.gov.au/Programs-and-Projects/Freedom-from-violence/PVAW-overview.aspx)

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: SUPPORTING VICTIMS OF FAMILY VIOLENCE

People turn to their faith leaders and communities for guidance and support often in difficult times. Those who have experienced family violence may seek support and advice from their faith communities. It can be difficult to know what to say or do, but it is important to remember to be sensitive and give help and support. Remember to:

BELIEVE THE PERSON AND LET THEM KNOW YOU BELIEVE THEM.

LISTEN TO THEIR EXPERIENCES.

BE NON-JUDGEMENTAL.

TELL THEM THEY ARE NOT TO BLAME FOR THE VIOLENCE.

KEEP THE PERSON'S STORY PRIVATE AS TELLING OTHERS MAY PUT THEM AT RISK OF FURTHER VIOLENCE.

RESPECT THE PERSON'S DECISIONS.

PROVIDE APPROPRIATE INFORMATION ABOUT SUPPORT SERVICES SUCH AS 1800 RESPECT (1800 737 732) OR SAFE STEPS FAMILY VIOLENCE (1800 015 188).

Supporting someone who has experienced family violence can be distressing. It is important to look after yourself and remember:

**Your help and support is important.**

**Do not pressure yourself to provide more support than you can give.**

**Talk to a service if you are unsure or feeling overwhelmed.**

Adapted from: Domestic Violence Resource Centre Victoria (<http://www.dvrcv.org.au/help-advice/guide-for-families-friends-and-neighbours>)

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



## FACT SHEET: WHAT DOES THE LAW SAY ABOUT FAMILY VIOLENCE?

Everyone has the right to live a safe life free from violence and abuse. It is against the law for someone to physically hurt, threaten, or coerce or force another into sexual contact.

If someone is in immediate danger, or if has been physically or sexually assaulted, threatened or stalked, the person can call the police on 000.

In Victoria, if someone needs protection from further violence, they can apply for an Intervention Order. The police can also apply for an Intervention Order on a person's behalf. An Intervention Order is a court order that may state the abuser must follow various conditions such as they cannot hurt or threaten the person, or cannot come near or contact the person. If the abuser does not follow the Intervention Order, they can be charged with a criminal offence.

### REPORTING FAMILY VIOLENCE

In Victoria, people in certain positions must report if a child has suffered or is at risk of physical harm or sexual abuse. These people include medical practitioners, nurses, midwives, teachers, principals, registered psychologists or anyone who has post-secondary qualifications in youth, social or welfare work who works in health, education, community or welfare services.

If a religious leader occupies one (or more) of these positions, then they are required to report the risk of physical or sexual harm to a child.

In Victoria, religious leaders are not legally required to report family violence toward adults.



#### Sources:

Domestic Violence Resource Centre Victoria. (<http://www.dvrcv.org.au/help-advice/are-you-happy>)

Australian Institute of Family Studies.

(<https://www3.aifs.gov.au/cfca/publications/mandatory-reporting-child-abuse-and-neglect>)

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.





## FACT SHEET: HOW DO WE STOP VIOLENCE AGAINST WOMEN OCCURRING?

We can take action to stop violence against women before it occurs in the first place. This is known as primary prevention.

We must first understand why violence against women occurs.

So what are the key factors that cause violence against women?

- Unequal power between men and women.
- Rigid gender roles and stereotypes.
- Social attitudes that excuse violence by men.

### UNEQUAL POWER BETWEEN MEN AND WOMEN

The power and influence that men and women have is not equal. Often, men have greater power in public and private life. For example, men most often have leadership positions in politics, business and religion. They may also have greater power in their relationships and at home.

### SOCIAL ATTITUDES THAT EXCUSE VIOLENCE BY MEN

These social norms are beliefs in our society that feel it is acceptable for men to be violent. These kinds of social norms can be seen across our society such as in sport, in the media and in the way men are described as 'tough' and 'strong'.

### RIGID GENDER ROLES AND STEREOTYPES

Gender roles and stereotypes are beliefs about what it means to be a 'man' and a 'woman'. This includes what is appropriate behaviour for men and women in regards to, for example, work, domestic roles, parenting, leisure and dress.

These key factors support beliefs and actions that lead to women being treated with less respect and dignity in their relationships.

Other factors such as poverty, alcohol, seeing violence as a child or having violent friends are factors in violence against women. These factors can contribute to violence against women, but do not cause it.

## TO PREVENT VIOLENCE AGAINST WOMEN, WE MUST ADDRESS GENDER INEQUALITY.

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government's Community Crime Prevention Program - local solutions for local crime prevention issues.



# FACT SHEET: THE IMPORTANCE OF GENDER EQUALITY IN PREVENTING VIOLENCE AGAINST WOMEN

Research shows that countries with greater gender equality between women and men have lower levels of violence against women.

We can address gender inequality as individuals, in our communities and in our societies more broadly.

	EXAMPLES
<b>Individual</b>	<ul style="list-style-type: none"> <li>• Speaking out against gender stereotypes.</li> <li>• Challenging attitudes that support men’s violence against women.</li> <li>• Promoting respectful relationships.</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• Involving women in decision-making positions.</li> <li>• Involving women in leadership positions.</li> </ul>
<b>Society</b>	<ul style="list-style-type: none"> <li>• Advocating for change to structures and practices that are unequal for women.</li> </ul>

**Sources:**

United Nations Development Fund for Women. (unknown).  
*Investing in gender equality: Ending violence against women and girls.* Retrieved from [www.endvawnow.org/uploads/browser/files/genderequality\\_vaw\\_leaflet\\_en\\_web.pdf](http://www.endvawnow.org/uploads/browser/files/genderequality_vaw_leaflet_en_web.pdf)

This resource has been developed as part of the CHALLENGE Family Violence project, a partnership between City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health. This project has been funded under the Reducing Violence against Women and their Children grants program, part of the Victorian Government’s Community Crime Prevention Program – local solutions for local crime prevention issues.



## PROMOTING EQUALITY AND RESPECT

# SECTION 3: IDEAS FOR PROMOTING GENDER EQUALITY ACROSS YOUR COMMUNITY

The purpose of this section is to provide faith and spiritual leaders with ideas about how to promote equality and respect toward women in the community. It is broken up into five parts:

### Creating awareness

This section will give you ideas on how to create awareness about family violence, violence against women and the importance of equality between men and women in preventing violence against women in your community. For example, one way that your community could do this is to display posters that demonstrate the links between violence against women and gender inequality. See Section 3.1 for more ideas about how to create awareness.

### Having discussions

This section will give you ideas on how to begin having discussions with the community about violence against women and gender equality. An example of this is to devote some time to talking about these issues in a weekly sermon. See Section 3.2 for more ideas about how to have discussions.

### Engaging in community initiatives

This section gives examples of community initiatives that work to prevent violence against women such as HeForShe campaign and White Ribbon Day. Your community could participate in these kinds of initiatives. See Section 3.3 for more community initiatives.

### Taking action to promote gender equality

This section contains useful ideas about how you can promote respect and equality between men and women in your community. Some examples that are provided include: developing

a community plan to promote gender equality, educating young people or involving both women and men in making decisions in the community. See Section 3.4 for more ideas about how to take action to achieve equality in your community.

### Building partnerships and advocating for change

This section provides ideas about how to build partnerships with other faith communities or community groups to work together to promote gender equality in the community and advocate for change. For example, your community could contact a peak faith or interfaith network to advocate for greater inclusion of women in decision-making positions. See Section 3.5 for other ideas about how to build partnerships and advocate for change.

**You will see a number of examples featured in this section that show how faith communities have carried out some of these activities.**

**Your community may already be involved in these activities in some way.**



## PROMOTING EQUALITY AND RESPECT

### 3.1 CREATING AWARENESS

Creating awareness about the links between violence against women and gender inequality in the community is an important part of preventing violence against women. This section will look at different ways of creating awareness about the need to promote equality between women and men to prevent violence against women in the community. These include:

- Ideas for using fact sheets, posters and checklists.
- Examples of posters.
- Examples of checklists.

#### Example from the community on creating awareness:

##### **Anglicans Promoting Respectful Relationships for Violence Prevention – Anglican Diocese of Melbourne**

The Anglican Diocese of Melbourne has introduced a number of activities and strategies to create awareness about violence against women, violence prevention and respectful relationships to clergy and lay leaders as part of *Anglicans Promoting Respectful Relationships for Violence Prevention project*.

The Diocese has created a poster with facts and figures about violence against women and ways to prevent it. Church leaders have been invited to display the poster in church buildings.

Another way that the Diocese has created awareness is by producing a monthly bulletin about the prevention of violence against women. This is sent to all clergy and lay leaders in the Diocese.

The fact sheets in Section 2 could be inserted into community newsletters or distributed as flyers to increase community knowledge about family violence and violence against women and its causes.

Posters can be displayed around your place of worship.

Some important messages to include on posters are:

- **Violence against women is unacceptable:** Send a strong message that violence against women is unacceptable and will not be tolerated.
- **Faith leaders are committed to promoting gender equality as a way to prevent violence against women:** Show a commitment to gender equality in your community. This is important because faith leaders are role models who can have a positive influence in the community.
- **Show links between gender inequality and violence against women:** Identify the link between violence against women and gender inequality. Consider using examples of how we can address inequality between men and women.
- **What makes a respectful, equal and healthy relationship:** Display a checklist about what makes a respectful and equal relationship. See the checklist at the end of this section.
- **Lists of services and helplines:** Make sure any information you display has a list of phone numbers for services who support victims of family violence. It may encourage someone who has experienced violence to ask for help. Use the List of Services and Organisations in Section 5.1 to get this information.



### **Faith pledge / declaration to prevent violence against women by promoting gender equality**

Creating a faith pledge or declaration to prevent violence against women is one way that you can raise awareness and show your community's commitment to achieving gender equality.

You could adopt this common understanding and display it in your community.

#### **We recognise:**

- Family violence is any behaviour that is physically or sexually abusive, emotionally or psychologically abusive, threatening or coercive or in any other way controls or dominates the family member.
- Family violence is a gendered crime. This means that most of the perpetrators are men, while the majority of victims are women.
- The primary causes of violence against women are unequal power between men and women, violent social norms and attitudes and cultures of violence.
- Promoting equality between men and women is important in stopping violence against women before it occurs (primary prevention).

#### **We declare:**

- Violence against women is wrong and unacceptable.
- Violence against women is to be resisted, taught against, abhorred, and rejected.
- All faith traditions should see every human being as valued and important and equal. All should be treated with respect and equality.
- Any abuse of sacred texts that try to justify violence against women by misquoting aspects of those ancient religious writings is unacceptable. Authentic religion will use its sacred text with reverence and awe, not as a tool to justify imperfection and failing, but as an inspiration to live a better way.

- Any appeal to “cultural traditions and ways” as an excuse to justify violence against women is unacceptable. Authentic religion will rise above cultural traditions and norms, expose the ones that are lacking or sinful, and aspire to live to a higher way.
- Our faiths affirm that love, respect, and living well together are ideals to aim for.

#### **We are committed to:**

- Creating awareness and having conversations about the roles of men and women and the importance of promoting gender equality in our communities.
- Taking action to change or challenge structures, practices, beliefs and misuse of sacred texts in our communities that justify violence against women and foster inequality between men and women.
- Developing partnerships with other faith communities and community organisations to work together to advocate for change.
- Above all, promoting equality in our communities.

Examples of declarations from Australia and overseas include:

#### **Religious for Peace – European Council of Religious Leaders**

<http://www.regionalinterfaith.org.au/upload/sarajevao-restoring-dignity.pdf>

#### **National Declaration by Religious and Spiritual Leaders to Address Violence Against Women**

[www.faithtrustinstitute.org/take-action/declaration](http://www.faithtrustinstitute.org/take-action/declaration)

#### **Faith Communities Council of Victoria – Faith communities condemn violence against women**

[www.faithvictoria.org.au/news-a-articles/95-violence-against-women](http://www.faithvictoria.org.au/news-a-articles/95-violence-against-women)



# PROMOTING EQUALITY AND RESPECT





## INEQUALITY BETWEEN WOMEN AND MEN CAUSES VIOLENCE AGAINST WOMEN.

What does inequality between men and women look like?

- Men often have decision-making roles in private life and in society.
- Men often have leadership roles in private life and in society.
- Men often have power and control in their relationships.

This leads to women being treated with less dignity and respect.

## OUR COMMUNITY PROMOTES EQUALITY BETWEEN WOMEN AND MEN.

Faith leaders in our community are committed to encouraging equality between women and men in our community.

If you or someone you know is experiencing family violence, services such as 1800 RESPECT (1800 737 732) are available to provide help and support.

## CHECKLIST

### WHAT MAKES A RESPECTFUL, EQUAL AND HEALTHY RELATIONSHIP

- Each person values the other and respects who they are.
- You trust each other and feel trusted.
- You can share your thoughts and opinions openly without being disrespected.
- You can talk about how you feel and listen to the other person express their feelings.
- You share decision-making with the other person. You make decisions in your relationships by compromising.
- You feel safe.



## 3.2 HAVING DISCUSSIONS WITH YOUR COMMUNITY

Most faith communities have some kind of delivery of a message or address such as a formal sermon. These can be used as an opportunity to talk about violence against women and the importance of equality between men and women in preventing violence against women. This discussion can also reflect on the role of women in your faith community and how there can be greater inclusion of women in the community.

The purpose of this section is to provide faith and spiritual leaders with ideas on how to have discussions with the community about the need for equality and respect toward women and its links to preventing family violence. These include:

- Including women, men and young people in discussions.
- Inviting experts to speak to your community.
- Discussing the role of women in your community.
- Example of an address or statement.

When talking about violence against women and respect and equality in your community, think about whether your community is ready to hear about this kind of address. These are difficult ideas to understand and explain so you might like to ease your community into this discussion by starting off with some basic facts about violence against women. (Use the fact sheets in this resource). Or, you could use a case of violence against women featured in the newspaper as a 'conversation starter'.

### **Including women, men and young people in the discussion**

We can all play a part in promoting equality in our communities, so it is important to involve everyone - women, men and young people - in discussions about these issues. Think about having separate discussions with women, men and young people to create comfortable and safe spaces for individuals to freely talk before coming back to a larger group discussion.

### **Inviting experts in the area to speak**

Your community could invite an expert on the area to speak. There are many organisations that you could contact and ask for someone to talk with your community (remember there may be a cost involved). See Section 5.1 for organisations that you could contact.

### **Discussing the role of women in your faith community**

Considering the role of women in your faith community should be an important part of the discussion. You can engage your community to reflect on the role that women have and how this is different to the position/s that men possess. This could lead to a conversation about how women could be included further in, for example, worship practices, leadership and decision-making. Make sure women are involved in these discussions. Use the faith perspectives in Section 4 to reflect on how your faith tradition fosters respect and equality between women and men.

### **Other ways to have discussions**

As a faith leader, if you feel uncomfortable delivering an address about violence against women and equality and respect, there are other ways to have these discussions. Leaders could have conversations in a less formal setting such as in smaller groups where people can interact with each other.

## PROMOTING EQUALITY AND RESPECT

### Example of an address or statement:

Taken from: World Conference of Religions for Peace. (2009). *Restoring Dignity: A toolkit for religious communities to end violence against women*. New York, World Conference of Religions for Peace.

Our faith celebrates life. It calls on us to treat one another as we would like to be treated—with respect, compassion and kindness—however inequalities are abundant in our communities. Women and girls are often treated with far less respect, compassion and kindness than they deserve. In our community and in communities around the world, violence is used to perpetuate power inequalities and violence against women. The terrifying physical, psychological and spiritual devastation that is a reality for too many of our sisters is an affront to our core values and beliefs. Violence against any member of the human family can never be justified.

And so today, we join together in one voice as women and men of faith, ready to speak out in solidarity with those who have been silenced; we must advocate for their right to live healthy and dignified lives. We must prevent the violence from persisting unaddressed.

Many of us are already actively engaged with ending poverty, caring for the sick, and resolving conflict. We know that transformation is possible with these problems, and therefore we know there is reason for hope that our efforts to eliminate violence against women can also effect change. We will remember and draw

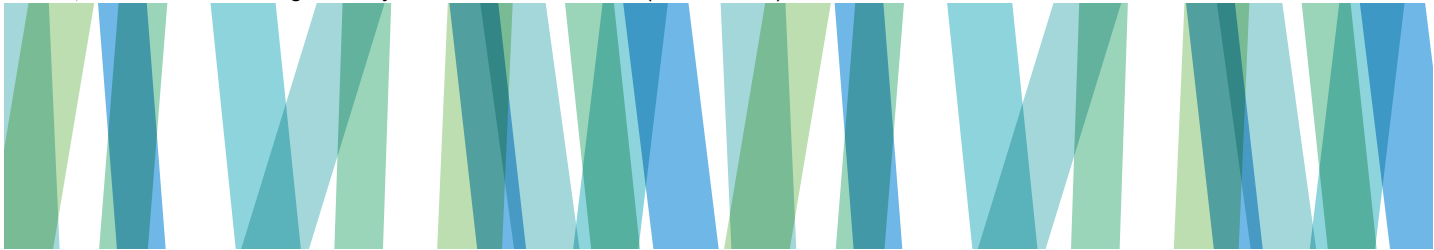
lessons from our community's long tradition of promoting peaceful and healthy relationships, as we continue to work together to promote justice and provide a safe environment for all.

[This could be a good place to highlight examples of past or ongoing actions within your community.]

In speaking out against violence against women and caring for survivors, we are not alone. Many religious communities and individual people of faith are committed to ending violence against women, and our actions will be stronger and more effective if we join together. We are all affected by a culture of violence, and we can all respond by creating a multi-religious community that is safe and healthy for all—women, men, girls and boys.

As a multi-religious front within our own community, we must speak out against violence against women and girls in our sermons and religious instructions to ensure that the violence and suffering stops here and now.

We resolve to make violence against women and girls history, so that future generations of young women and young men can grow up in harmony, non-violence and peace.



### 3.3 ENGAGING IN COMMUNITY INITIATIVES

There are many excellent community initiatives that are committed to preventing and reducing violence against women. Faith communities can take advantage of the good work that these initiatives have been doing and use them in their own settings.

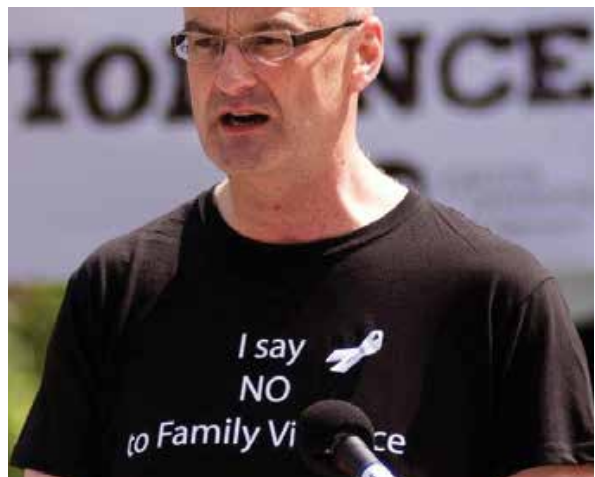
This section gives details of some initiatives and campaigns that your community can be involved in including:

- Our Watch
- HeForShe campaign
- YWCA Week Without Violence
- 16 Days of Activism against Gender Violence
- International Day for the Elimination of Violence against Women
- White Ribbon
- White Ribbon Ambassador Program

#### Example from the community:

##### **City of Greater Dandenong Interfaith Network - Involvement in Walk Against Family Violence**

Members of the City of Greater Dandenong Interfaith Network have participated in Walk Against Family Violence held by City of Greater Dandenong. The purpose of the Walk Against Family Violence is to show that our community is united in opposing violence against women and children, and in supporting those who have experienced violence.



## PROMOTING EQUALITY AND RESPECT

### **Our Watch**

[www.ourwatch.org.au](http://www.ourwatch.org.au)

Our Watch is a national initiative to change the culture, behaviours and attitudes that underpin and create violence against women and children.

### **HeForShe campaign**

[www.heforshe.org](http://www.heforshe.org)

HeForShe is a campaign by United Nations Women to encourage men to speak out against the inequalities faced by women and girls.

### **YWCA Week Without Violence**

[www.ywca.org](http://www.ywca.org)

Week Without Violence is held in the third week in October. It is an initiative created by YWCA United States of America nearly 20 years ago to mobilise people in communities to take action against all forms of violence.

### **16 Days of Activism against Gender Violence**

The international campaign, 16 Days of Activism against Gender Violence, begins on November 25. It seeks to raise awareness about gender violence as a human rights issue.

### **International Day for the Elimination of Violence against Women**

The United Nations General Assembly has dedicated November 25 as the International Day for the Elimination of Violence against Women. The purpose of the day is to raise awareness about violence against women across the world.

### **White Ribbon**

[www.whiteribbon.org.au](http://www.whiteribbon.org.au)

White Ribbon is a national, male-led movement to end violence against women. It engages in primary prevention activities involving raising awareness and education and programs with young people, schools, workplaces and across the community.

### **White Ribbon Ambassador program**

[www.whiteribbon.org.au/ambassadors](http://www.whiteribbon.org.au/ambassadors)

White Ribbon Ambassadors are men who take a leadership role in preventing men's violence against women. They are representatives of White Ribbon Australia who have the knowledge, skills and determination to influence men to think about their attitudes and behaviours toward women.







## PROMOTING EQUALITY AND RESPECT

### 3.4 TAKING ACTION TO PROMOTE GENDER EQUALITY IN YOUR COMMUNITY

As a faith leader, you can take action to promote gender equality by making changes in your community and its everyday practices. This section has many useful ideas and examples of activities that your community can do to encourage equality and respect between women and men. These are:

- Create a gender equality/preventing violence against women community action plan.
- Encourage young women to be involved in leadership.
- Educate and train leaders in your community.
- Encourage women to become involved in leadership and decision-making positions.
- Create a gender equality / preventing violence against women action group.

#### Examples from the community:

##### **Jewish Taskforce Against Family Violence (Victoria)**

The Jewish Taskforce Against Family Violence have arranged for Rabbis to be trained about family violence and how to support those who have experienced such violence.

##### **Anglicans Promoting Respectful Relationships – Anglican Diocese of Melbourne**

As part of the *Anglicans Promoting Respectful Relationships for Violence Prevention project*, the Anglican Diocese of Melbourne has provided violence prevention training for clergy across the Diocese.

#### **Gender equality/preventing violence against women community plan**

Your community could develop a plan that commits to encouraging gender equality and preventing violence against women. The plan could state what your community stands for and what you will do. A community plan could include:

- Information about family violence and violence against women including definitions, different forms of violence and the significance of the issue. Use the fact sheets in Section 2 of this resource to help.
- Information about the causes of violence against women. Use the fact sheets in Section 2 of this resource to help.
- What is prevention and why is it important.
- How the values of your community align with primary prevention of family violence.
- A plan of activities your community will undertake to promote gender equality within its own practices (use an example of the community action plan below to help do this).

Once you have developed the plan, ask your leadership team and others who have decision-making responsibilities in the community to sign or endorse it. It is important to make sure that women contribute to the plan. You might like to present the plan to the rest of the community by making hard copies available or uploading it to your website.



### **Encouraging young women to be involved in leadership**

Many faith communities run programs or groups for young people and children often for the purposes of social interaction, mentoring or leadership, such as youth camps, youth resorts or Sunday school. These could be used as settings for ensuring that young women are given opportunities for leadership.

You could set up a youth leadership program or a youth committee in your community and ensure that young women are encouraged to be involved in these groups. This will give both girls and boys an opportunity to contribute to decisions that are made within their community and present ideas to senior faith leaders.

### **Training for leaders**

Some faith communities already provide new leaders with training about healthy relationships. You might like to consider participating in community education or training for leaders to gain knowledge about primary prevention of violence against women and how to promote equality and empower women in the community.

### **Involving women in leadership and decision-making**

Involving women in leadership and decision-making in your community is an important step in moving toward equality between the roles of women and men. In some faith traditions, it is not practice for women to become leaders, but there are other ways that women can be given more opportunities for leadership and decision-making in the community such as:

- Making sure women are represented on faith committees and boards.
- You could make sure that your community's committee has an equal number of women and men. Ensure that women and men are able to contribute equally to discussions.
- Giving women an opportunity to take on senior roles in education.

### **Gender equality/preventing violence against women action group**

An action group is another way of making sure that the work your community does to promote equality in order to prevent violence against women continues. An action group could include members in the community who hold positions of leadership, decision-making and educating/teaching as well as community members more generally. This should include both men and women.

The purpose of an action group is to talk about ideas for promoting equality in the community and how actions will be carried out. It also gives an opportunity to think about prevention actions in your community - Are these working well? What impacts are they having? How could they be improved?

The action group should meet regularly to keep the issue on the agenda.



## PROMOTING EQUALITY AND RESPECT

### Example of a community action plan

#### An example of a community plan is:

#### Our community's plan to promote gender equality and prevent violence against women

##### Introduction

Violence against women is any kind of violence that causes harm or suffering to women. It is a significant issue in our community.

- One in three Australian women are estimated to have experienced violence from a male in their lifetime.
- Over half of all women have experienced at least one incident of physical and/or sexual violence in their lifetime.

Women are most likely to experience violence in the home and from someone that they know, usually a male partner or a male relative.

- Since the age of 15, almost 34 per cent of Australian women have experienced violence from a male known to them.

##### Causes of violence against women

The key factors that cause violence against women:

- Unequal power between men and women.
- Rigid gender roles and stereotypes.
- Social norms that condone violence by men.

##### Unequal power between men and women

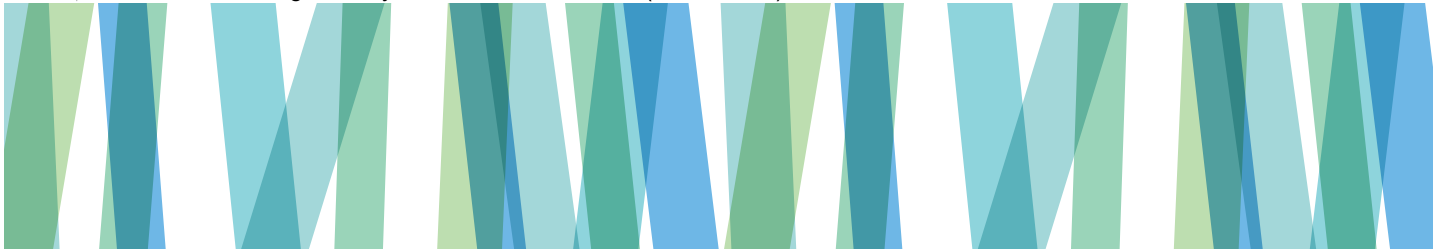
The power and influence that men and women have is not equal. Often men have greater power in public and private life. For example, men most often have leadership positions in politics or in business. They may also have greater power in their relationships and at home.

##### Rigid gender roles and stereotypes

Gender roles and stereotypes are beliefs about what it means to be a 'man' and a 'woman'. This includes what is appropriate behaviour for men and women in regards to, for example, work, domestic roles, parenting, leisure and dress.

##### Social norms that condone violence by men

These social norms are beliefs in our society that feel it is acceptable for men to be violent. These kinds of social norms can be seen across our society such as in sport, in the media and in the way men are described as 'tough' and 'strong'.



**So what does this mean?**

These key factors support beliefs and actions that lead to women being treated with less respect and dignity in their relationships.

It is important to remember that not all men are violent. Other factors such as poverty, alcohol, seeing violence as a child or having violent friends are factors in violence against women. These factors can contribute to violence against women, but do not cause it.

**Preventing violence against women**

We can take action to stop violence against women before it occurs in the first place. This is known as **primary prevention**. We must do this by addressing gender inequality between women and men.

ACTIVITIES	WHAT WILL WE NEED?	WHEN WILL WE DO THIS?	WHAT DID WE ACHIEVE?
e.g., <b>Encourage the involvement of women in leadership</b>	Invite women to be involved; Offer leadership training for women	<ul style="list-style-type: none"> <li>• 2016-2017</li> </ul>	<ul style="list-style-type: none"> <li>• Equal number of men and women on our committee</li> </ul>

## PROMOTING EQUALITY AND RESPECT

### 3.5 BUILDING PARTNERSHIPS AND ADVOCATING FOR CHANGE

Building partnerships and networks with other communities and organisations can strengthen the work your community does to prevent violence against women. You can learn from each other and combine to work together as well as advocate for change to peak faith bodies. There is great benefit in sharing.

This section gives ideas about how your community can build partnerships by, for example:

- Connecting with other faith leaders.
- Connecting with other interfaith networks.
- Connecting with other community groups.

#### Examples of partnerships from the community:

##### **Interfaith Forum on Family Violence (Victoria)**

To recognise International Day of Elimination of Violence Against Women, the Islamic Council of Victoria organised an interfaith forum on family violence. Leaders from various faiths including Islam, Jewish and Christian came together to speak about the issue of family violence and bring their own perspectives.

**Connecting with other faith leaders and communities:** Connecting with other faith leaders and their communities shows that, while different faith traditions have different beliefs and practices, all faiths are committed to promoting equality between men and women.

##### **Collaborating with interfaith networks:**

Interfaith activities can be organised through local or state interfaith (or multi-faith) councils. Think about arranging a time to present your community's activities to promote equality to the council(s) or attend interfaith events to encourage support from diverse traditions.

Consider contacting the lead inter- or multi-faith agency in your state (e.g., Faith Communities Council of Victoria) or the lead agency representing your faith tradition (e.g., The Buddhist Council of Victoria) to tell them about your activities. Ask them to send information about these activities in their mail-outs or newsletters.

##### **Connecting with other community groups:**

Some local communities have 'action groups' involving community members who are working to address gender inequality to prevent violence against women.

You could arrange a meeting with local community groups to work together on activities.

**Advocating for change:** As a faith leader, you can advocate for change by connecting with peak faith or interfaith bodies. You can advocate for the need to change practices and systems to be more inclusive of women. You could present the actions that your community has been taking to encourage equality between women and men.

## SECTION 4: FAITH PERSPECTIVES

The following section draws upon sacred texts, scriptures and practices from particular faith and spiritual traditions which can be used to guide the activities outlined in this resource so far.

**These can be used to reflect upon:**

- What your faith or spiritual tradition says about the roles of men and women.
- What your faith or spiritual tradition says about equal relationships between women and men.
- What your faith or spiritual tradition says about gender equality.

**This section can be used by the following faith traditions:**

- Baha'i.
- Brahma Kumaris.
- Buddhist.
- Christian.
- Hindu.
- Islam.
- Jewish.
- Sathya Sai.
- Sikh.

The statements, quotes and passages have been contributed by community faith and spiritual leaders involved in the project working group and from City of Greater Dandenong Interfaith Network.

### BAHA'I

Equality between woman and man forms one of the cardinal beliefs of the Bahá'ís around the world.

...The world of humanity is possessed of two wings — the male and the female. So long as these two wings are not equivalent in strength the bird will not fly. Until womankind reaches the same degree as man, until she enjoys the same arena of activity, extraordinary attainment for humanity will not be realized...

*The Promulgation of Universal Peace: Talks Delivered by 'Abdu'l-Bahá during His Visit to the United States and Canada in 1912, p 375*

The emancipation of women, the achievement of full equality between the sexes, is one of the most important, though less acknowledged prerequisites of peace. The denial of such equality perpetrates an injustice against one half of the world's population and promotes in men harmful attitudes and habits that are carried from the family to the workplace, to political life, and ultimately to international relations. There are no grounds, moral, practical, or biological, upon which such denial can be justified. Only as women are welcomed into full partnership in all fields of human endeavour will the moral and psychological climate be created in which international peace can emerge...

*The Universal House of Justice, The Promise of World Peace, p 9*

## PROMOTING EQUALITY AND RESPECT

### BRAHMA KUMARIS

The Brahma Kumaris recognise the intrinsic worth of every human being. We seek to help everyone rediscover his or her potential for greatness by encouraging and facilitating a process of spiritual awakening through B.K. meditation. Today, the BK's worldwide organisation continues to follow the understanding that equality and respect between men and women is based on the awareness that we are all peaceful souls.

*"When you use the power to oppose the family, the family does not become powerful. Even if you do not like something, you should still have respect and regard for one another, you should not cut off someone's idea or words at that time.*

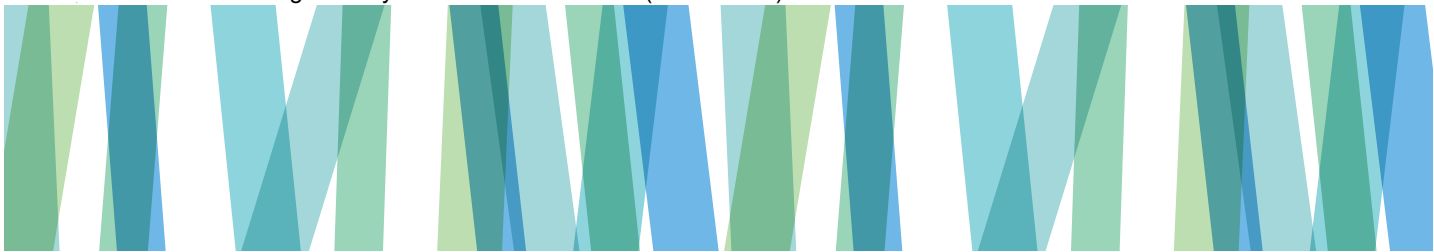
Therefore, you now have to imbibe the power to accept. There should be closeness and unity within the family. (*Avyakt 9.12.75*).

### BUDDHIST

Equality is promoted in Buddhism. Buddha said anyone can be a Buddha as long as you practice mindfulness. It is recognised that people are different due to their physical and psychological factors, but we all need to be treated equally. It is a classroom of various strengths and the teacher has different ways to reach these students but she/he does care for everyone in the class and help them to succeed. It is not just equality but equity, and it is respected in Buddhism.

In the Lotus Sutra, Shakyamuni Buddha stated: *"At the start I took a vow, hoping to make all persons equal to me, without any distinction between us, and what I long ago hoped for has now been fulfilled."*

*(The Lotus Sutra, translated by Burton Watson, p.36)*



## CHRISTIAN

Christianity teaches that love is the greatest of all virtues, that God is love, and that we must love others as we would want to be loved. We are called to be peacemakers, to forgive, and to treat others with dignity and respect. The Christianity Scriptures teach:

*“However you want people to treat you, so treat them” (Jesus, recorded in Matthew 7:12)*

*“Let us not love with just words or with our speech, but in deed and truth!” (1 John 3:18)*

*“There is neither Jew nor Greek, there is neither slave nor free man, there is neither male nor female, for you are all one in Christ Jesus” (Paul, in Galtians, 3:28)*

*“Let all bitterness, wrath, anger, clamor, and evil speaking be away with you, with all malice. And be kind to one another, tenderhearted, forgiving one another, even as God in Christ forgave you” (Ephesians 4:31-32)*

## HINDU

The Hindu (Vedic) tradition holds a high regard for and the greatest respect to women within its tradition as seen in the honour it gives for the Goddess, who is portrayed as the feminine embodiment of important qualities and powers. Throughout the many years of Hindu (Vedic) tradition and culture, women have always been given the highest level of respect and freedom, but also protection and safety.

*“Women must be honored and adorned by their fathers, brothers, husbands, and brothers in law, who desire their own welfare. Where women are honored, there the gods are pleased; but where they are not honored, no sacred rite yields rewards. Where the female relations live in grief, the family soon wholly perishes; but that family where they are not unhappy ever prospers. The houses on which female relations, not being duly honored, pronounce a curse, perish completely, as if destroyed by magic. Hence men who seek (their own) welfare, should always honor women on holidays and festivals with (gifts of) ornaments, clothes and (dainty) food.”*

*(Manu Smriti III.55-59)*

## PROMOTING EQUALITY AND RESPECT

### ISLAM

Islam teaches us that in the sight of God, Allah Almighty says that all people are equal, regardless of gender. Although, people are not necessarily identical. There are differences of abilities, potentials, ambitions, wealth and so on. Reference is made to men and women through their attributes and deeds. Spiritual equality, responsibility and accountability for both men and women, is a well-developed theme in the Quran. Spiritual equality between men and women in the sight of God is not limited to purely spiritual or religious issues, but is the basis for equality in all temporal aspects of human endeavour.

*I shall not lose sight of the labour of any of you who labours in My way, be it man or woman; each of you is equal to the other.*  
(3:195) Surah Ali Imran(Family of Imran)

*The Believers, men and women, are protectors one of another* (At-Tawbah 9:71)

### JEWISH

The Jewish tradition views all human beings - men, women and children - as being created in God's image. Undermining the dignity and autonomy of women through control and violence is morally repugnant and has no place in Judaism. Jewish law fosters the belief that men and women are equal partners within the family unit, and men must behave with the utmost respect to their partners.

*A husband should love his wife as much as he does himself and should respect her more than he respects himself.* Yevomot 62b

*A sage said that a man should be meticulous in giving proper respect to his wife, because the blessing of the household is by virtue of the wife.* Bava Metzia 59a





## SATHYA SAI

Sathya Sai promotes respect and equality of men, women and children through a feeling of connection to one's religion, to maintain the love, peace and harmony in the family circle. The key themes in Sri Sathya Sai teachings are living the five human values of truth, peace, love, right conduct and non-violence. To quote Sri Sathya Baba:

*"LOVE IS THE KEY...Love is all embracing; it cannot be confined to one person and denied to another. It is a current that flows through all both men and women. Love leads to expansion. Hatred leads to fear..."*

*[Sathya Sai Baba]*

*"When there is harmony in the home, there will be order in the nation. When there is order in the nation, there will be PEACE in the world." [Sri Sathya Sai Baba]*

Sri Sathya Sai Baba teaches of the value of women, stating that 'women have a vital role to play in the world...'

## SIKH

Sikhism is built on the foundation of equality for all human, irrespective of gender, faith, caste, or creed. Women have equal status in social, cultural and religious matters in the Sikh faith, where women play as an important role as any male in the Sikh faith.

*"We are born of woman, we are conceived in the womb of woman, we are engaged and married to woman. We make friendship with woman and the lineage continued because of woman. When one woman dies, we take another one, we are bound with the world through woman. Why should we talk ill of her, who gives birth to kings? The woman is born from woman; there is none without her. Guru Nanak says, Only the One True Lord is without woman" (Var Asa, pg. 473)*

## PROMOTING EQUALITY AND RESPECT

# SECTION 5: RESOURCE GUIDE

This final section provides details of useful services, organisations and websites that faith and spiritual leaders can contact for advice, support or to pass onto others who may need assistance.

## 5.1 LIST OF SERVICES AND ORGANISATIONS

Below is a list of some services and organisations that may be useful when talking about violence against women in your community and taking action to prevent violence before it occurs.

These services and organisations can give further information about family violence and violence against women. You may also pass on the information and support numbers to those who tell you that they are experiencing violence and would like help. They can also give you support if you are feeling overwhelmed.

### DOMESTIC/FAMILY VIOLENCE CRISIS AND OUTREACH SERVICES

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>1800 Respect</b>	24 hours a day, 7 days a week service for those experiencing sexual assault or family violence	1800 737 732	<a href="http://www.1800respect.org.au">www.1800respect.org.au</a>
<b>Safe Steps Family Violence Response Centre</b>	24 hours a day, 7 days a week response line for victims of family violence providing emergency accommodation and referral to local support services	1800 015 188	<a href="http://www.safesteps.org.au">www.safesteps.org.au</a>
<b>InTouch Multicultural Centre Against Family Violence</b>	Support and advice for culturally and linguistically diverse women	1800 755 988	<a href="http://www.intouch.asn.au">www.intouch.asn.au</a>
<b>Centres Against Sexual Assault (CASA)</b>	24 hours a day, 7 days a week crisis and support line for survivors of sexual assault	9635 3610 (Counselling and support line)	<a href="http://www.thewomens.org.au/SexualAssault">www.thewomens.org.au/SexualAssault</a>



## INFORMATION AND RESOURCE AGENCIES

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>Domestic Violence Resource Centre</b>	<ul style="list-style-type: none"> <li>• Telephone support and referral to services for those experiencing family violence</li> <li>• Online information for those have experienced family violence</li> <li>• Training courses for professionals to improve skills in supporting survivors of family violence</li> <li>• Pamphlets and booklets to assist survivors of family violence</li> </ul>	9486 9866 (Mon-Fri 9am-5pm)	<a href="http://www.dvrcv.org.au">www.dvrcv.org.au</a>
<b>Women's Information and Referral Exchange</b>		1300 134 130 (Telephone Support Service - Monday 9am-5pm)  9348 9416 (Women's Information Centre)	<a href="http://www.wire.org.au">www.wire.org.au</a>

## RELATIONSHIP SUPPORT

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>Family Relationship Centres (FRC)</b>	Support for separating families with parenting arrangements		To find your nearest FRC, visit: <a href="http://www.familyrelationships.gov.au">www.familyrelationships.gov.au</a>
<b>Relationships Australia (Victoria)</b>	Offers counselling for relationship matters	1300 364 277	<a href="http://www.relationshipsvictoria.com.au">www.relationshipsvictoria.com.au</a>

## PROMOTING EQUALITY AND RESPECT

### WOMEN'S HEALTH AND WELLBEING ORGANISATIONS

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>Women's Health Victoria</b>	<ul style="list-style-type: none"> <li>Provides online information about issues related to women's health</li> <li>Offers workshops and forums on issues such as violence against women and prevention</li> </ul>	9664 9300	<a href="http://www.whv.org.au">www.whv.org.au</a>
<b>YWCA Victoria</b>	<ul style="list-style-type: none"> <li>Advocates for women's equality</li> <li>Supports women to obtain accommodation and housing</li> <li>Offers mentoring program for young women</li> </ul>	8341 8700	<a href="http://www.ywca.net">www.ywca.net</a>
<b>Victorian Women's Trust</b>	<ul style="list-style-type: none"> <li>Advocates for the rights of women and girls</li> <li>Offers grants to projects that improve conditions for women and girls</li> </ul>	9642 0422	<a href="http://www.vwt.org.au">www.vwt.org.au</a>

### MEN'S ORGANISATIONS

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>Mens Referral Service</b>	Telephone counselling, information and referrals for men to help them to stop using violent and controlling behaviour	1300 766 491	<a href="http://www.mrs.org.au">www.mrs.org.au</a>
<b>No To Violence</b>	Provides information and training for professionals working with men to change their violent behaviour	1300 766 491	<a href="http://www.ntv.org.au">www.ntv.org.au</a>



## LEGAL SERVICES

SERVICE/ORGANISATION	PURPOSE	PHONE	WEBSITE
<b>Aboriginal Family Violence Prevention and Legal Service</b>	<ul style="list-style-type: none"> <li>• Support for Aboriginal and Torres Strait Islander victims of family violence</li> <li>• Provides free legal advice</li> <li>• Support with issues such as intervention orders, Family Law and Child Protection</li> </ul>	1800 105 303	<a href="http://www.fvpls.org">www.fvpls.org</a>
<b>Community Legal Centres</b>	Provides free legal advice, information and representation	To find your nearest Community Legal Service, phone 9652 1500	To find your nearest Community Legal Service: <a href="http://www.fclc.org.au">www.fclc.org.au</a>
<b>Muslim Legal Services Victoria</b>	Provides legal advice and services within the Muslim community	9386 6804	
<b>Refugee and Immigration Legal Centre</b>		9413 0101	<a href="http://www.rilc.org.au">www.rilc.org.au</a>
<b>Women's Legal Service Victoria</b>	<ul style="list-style-type: none"> <li>• Provides legal services for the needs of women and their children</li> <li>• Provides women with information about the legal system</li> </ul>	8622 0600	<a href="http://www.womenslegal.org.au">www.womenslegal.org.au</a>
<b>Victoria Legal Aid</b>	Provides free legal information	9269 0234	<a href="http://www.legalaid.vic.gov.au">www.legalaid.vic.gov.au</a>
<b>Youthlaw</b>	Free community legal centre for young people under 25 years of age	9611 2412	<a href="http://www.youthlaw.asn.au">www.youthlaw.asn.au</a>

## PROMOTING EQUALITY AND RESPECT

### USEFUL WEBSITES

#### **Berry Street**

[www.berrystreet.org.au](http://www.berrystreet.org.au)

Berry Street supports children, young people and families with complex issues arising from their experiences of abuse, neglect or violence.

#### **Bursting the Bubble**

[burstingthebubble.com](http://burstingthebubble.com)

Bursting the Bubble is a website for young people. It has information about what to do if someone in the family is abusing another member such as making a safety plan and services to contact for help. Bursting the Bubble also has true stories from young people about how they coped with family violence in their families.

#### **FaithTrust Institute**

[www.faithtrustinstitute.org](http://www.faithtrustinstitute.org)

FaithTrust Institute is a multifaith and multicultural training and education organisation working to end sexual and domestic violence. The website has many resources about domestic violence from the perspectives of faith and action to be taken by faith communities to address domestic violence.

#### **Love: The good, the bad and the ugly**

[lovegoodbadugly.com](http://lovegoodbadugly.com)

Love: The good, the bad and the ugly is a guide about abusive relationships for young people. The website has information about abuse and violence in relationships and how to know if you or someone you know is in an abusive relationship.

#### **Take a stand campaign – South African Faith and Family Institute**

[www.saffi.org.za](http://www.saffi.org.za)

South African Faith and Family Institute calls upon faith leaders to 'take a stand' against intimate partner violence and gender based violence. It calls for faith communities to prioritise the issue of violence against women and children.

#### **Youth Central**

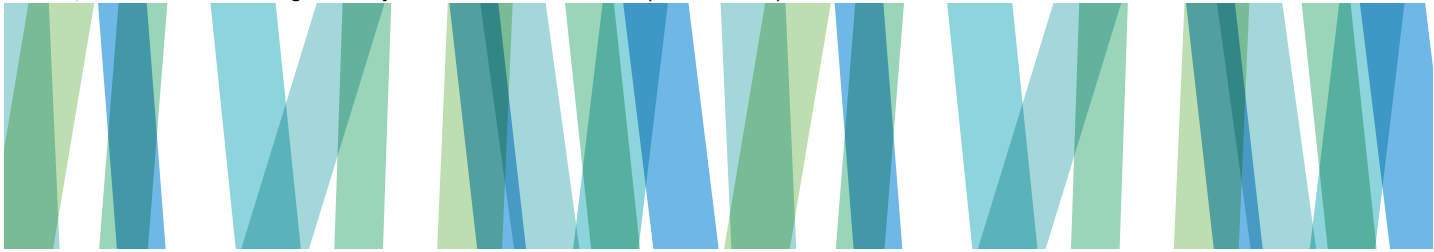
[www.youthcentral.vic.gov.au](http://www.youthcentral.vic.gov.au)

Youth Central is a website that has information on a range of topics for young people. It includes information about health and relationships.

#### **Our Watch**

[www.ourwatch.org.au](http://www.ourwatch.org.au)

Our Watch is nation-wide organisation established to change cultures, behaviours and attitudes that underpin violence against women and children.



## YOUR OWN RESOURCES

You may come across other resources. Fill in the blank table below and keep them for your records.

SERVICE/ORGANISATION	PHONE	WEBSITE





## PROMOTING EQUALITY AND RESPECT

### 5.2 FURTHER READINGS AND RESOURCES

VicHealth. (2007). *Preventing violence before it occurs: A framework and background paper to guide primary prevention of violence against women in Victoria*. Melbourne, VicHealth.

#### **Faith-based resources**

Anglican Diocese of Melbourne - Preventing violence against women

(see many documents on the work the Anglican Diocese of Melbourne has done to prevent violence against women)

[www.melbourneanglican.org.au/ServingCommunity/src/Pages/Prevention-of-Violence-Against-Women.aspx](http://www.melbourneanglican.org.au/ServingCommunity/src/Pages/Prevention-of-Violence-Against-Women.aspx)

Australian Muslim Women's Centre for Human Rights. (2011). *Muslim women, Islam and family violence: A guide to changing the way we work with Muslim women experiencing family violence*. Melbourne, Australian Muslim Women's Centre for Human Rights.

Australian Muslim Women's Centre for Human Rights. (2011). *Islam and Muslims oppose violence against women: A guide for Muslim women*. Melbourne, Australian Muslim Women's Centre for Human Rights.

Australian Muslim Women's Centre for Human Rights. (2013). *Working with Muslim women on the effects of family violence and child sexual abuse on children*. Melbourne, Australian Muslim Women's Centre for Human Rights.

Holmes, S. (2012). *Promoting equal and respectful relationships in faith communities: A manual and tool kit - Working together to prevent violence against women before it occurs*. Melbourne, Darebin City Council, VicHealth.

Immigrant Women's Domestic Violence Service. (2007). *Responding to domestic violence: Faith leader handbook*. Melbourne, Immigrant Women's Domestic Violence Service.

Jewish Taskforce Against Family Violence. (2011). *Will my rabbi believe me? Will he understand?: Responding to disclosures of family violence in a rabbinic context*. Caulfield, Jewish Taskforce Against Family Violence.

Sheerattan-Bisnauth, P., and Peacock, P. V (eds.). (2010). *Created in God's Image - From Hegemony to Partnership - A Church Manual on Men as Partners: Promoting Positive Masculinities*, World Communion of Reformed Churches, Geneva 2010.

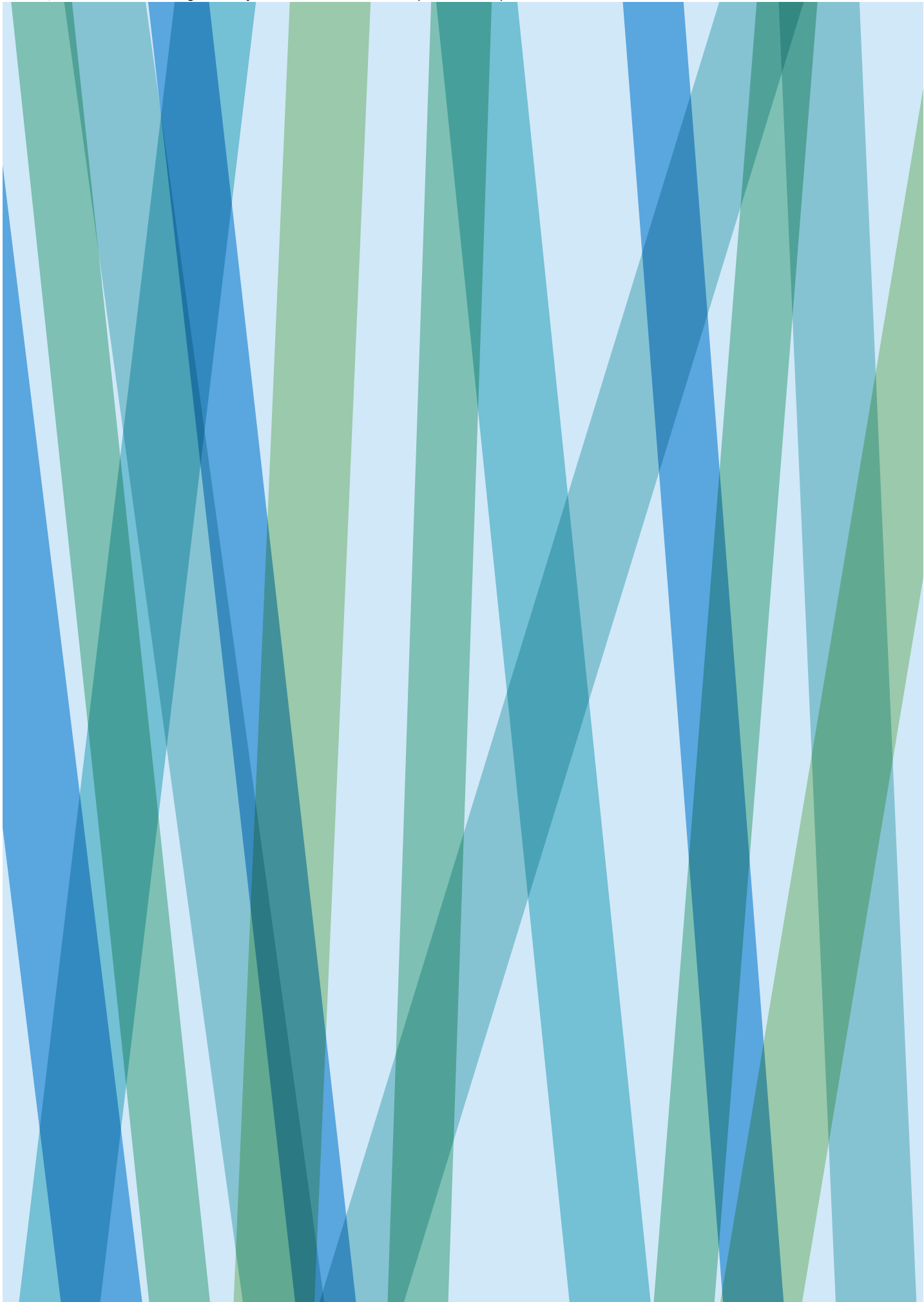
Transforming Communities: Technical Assistance, Training and Resource Center. (2010). *One in spirit: Domestic violence advocates and faith and spiritual leaders working in partnership to end domestic violence*. San Rafael, California, Transforming Communities: Technical Assistance, Training and Resource Center.

Trocaire and Raising Voices. (2013). *Through the voice of faith - Learnings to inspire DV prevention through faith communities*. Kildare, Ireland, Trocaire.

United Nations Population Fund. (2012). *A mapping of faith-based responses to violence against women and girls in the Asia-Pacific region*.

World Conference of Religions for Peace. (2009). *Restoring Dignity: A toolkit for religious communities to end violence against women*. New York, World Conference of Religions for Peace.







## 4.2.3 Keysborough South Community Hub - Strategic Update

<b>Responsible Officer:</b>	Executive Director Community Strengthening
<b>Attachments:</b>	<ol style="list-style-type: none"><li>1. Draft Keysborough South Community Hub Strategic Plan [4.2.3.1 - 6 pages]</li><li>2. KSCH Strategic Plan Summary of Community Submissions and Responses [4.2.3.2 - 11 pages]</li><li>3. KSCH Strategic Plan Full Community Consultation [4.2.3.3 - 34 pages]</li><li>4. Hubs Advisory Committee Terms of Reference [4.2.3.4 - 16 pages]</li></ol>

### Officer Recommendation

#### That Council:

1. **APPROVES** the draft Keysborough South Community Hub (KSCH) Strategic Plan as an Interim Plan;
2. **ENDORSES** a Review of the Community Hub Framework, Springvale Community Hub (SCH) Strategic Plan and KSCH Strategic Plan with a view to incorporating these into an overarching Community Hub Strategic Framework for the purposes of community consultation and engagement;
3. **ENDORSES** the draft Terms of Reference for a combined Hubs' Advisory Committee for the purposes of community consultation and engagement;
4. **ENDORSES** proceeding to community consultation and engagement regarding the naming of the Keysborough South Community Hub; and
5. **NOTES** operational planning is underway, including a review of the proposed opening hours, potential café operations, and will form part of the 2025-2026 budget approval process.

### Executive Summary

1. This report advises on the outcomes of the community consultation relating to the draft Keysborough South Community Hub (KSCH) Strategic Plan and seeks endorsement for related actions, including the development of an overarching Community Hub Strategic Framework, the establishment of a combined Hubs' Advisory Committee Terms of Reference and further consultation regarding the Hub's naming.

### Background

2. KSCH project commenced in 2011, in response to increased population growth in the area, along with demand for localised community services and community development activities, with a particular emphasis on access to early years services.  

The hub will incorporate these services, plus a range of multi-purpose spaces, providing opportunities for a wide variety of activities and programs to be offered for the community.
3. The KSCH management model was endorsed by Council on 22 January 2022.
4. Councils' management model will take a proactive place-based community development approach, working with individuals, community groups and other stakeholders to fulfil the vision of the Hub.



5. Following the success of the Springvale Community Hub (SCH) Strategic Plan, the development of the draft Keysborough South Community Hub (KSCH) - Strategic Plan occurred in 2022 to guide the directions and expectations of the hub.
6. The Strategic Plan was prepared by taking on all previously provided community feedback, its alignment to the Council Plan and Vision, relevant strategies. It also incorporates feedback from all relevant internal departments and any learnings from SCH.
7. The Strategic plan will be monitored through Action Plans, which capture the goals and accompanying measures and are informed by the community feedback gathered during the consultation period and feedback received from the community over the life of the project.
8. The draft Strategic Plan was presented to a Councillor Briefing Session in October 2022, identifying a vision and 4 objectives.
9. Due to delays with the commencement of construction, the public consultation was placed on hold until March 2024 until the construction was underway.
10. An updated draft strategic plan including the community consultation was prepared. See attachment 1 – KSCH Draft Strategic Plan.
11. The Strategic Plan was originally prepared for a period of 3 to 4 years, dependent on the opening of the hub, approximately from 2023 to 2026. Officers presented the Draft KSCH Strategic Plan to a Councillor Briefing Session on 2 September 2024
12. Ideally the timing of the Strategic Plan should align with the Council Plan, as per the SCH Strategic Plan, to ensure that the vision and objective are reflective and connected to Council's current Plan.

## Key Issues and Discussion

### *Keysborough South Community Hub Strategic Plan Consultation Findings and subsequent updates*

13. The public consultation period for the draft KSCH Strategic Plan occurred for an extended period of time from 24 March to 24 May 2024, with the aim to receive as much feedback as possible from the community:
  - Options were available for the community to get involved via online and in person consultation sessions.
  - Options includes opportunities for direct feedback on the Strategic Plan inviting input whether the vision resonated with them, suggestions for improvement or if anything was missing.
  - Participants were also asked about what programs and activities they would like to see at the hub, to assist in informing the development of accompanying Action Plans.
  - Sessions with local primary and secondary schools also asked how the spaces could be more inviting to encourage children and youth participation.
  - A total of 261 participants participated in providing feedback.
14. Feedback provided by the community around the strategic plan was overwhelmingly positive, and only some small changes were required wording and additional measures.



15. All responses were reviewed and assessed as to whether there was an amendment required to:
  - the Strategic Plan
  - future development of Action Plans
  - related to operational items
  - other items (such as Naming)
  - or whether they were comments for noting.
16. The community feedback was considered and grouped into common topics of feedback:
  - Vision
  - Informal Programs and Activities (Action Plan)
  - Cafe
  - Opening Hours (including request for 24/7 to community / library lounge)
  - Advisory Committee
  - Partnerships
  - Lounge and Makers Space
  - Safety and Sustainability
  - History and Displays
  - General Feedback
17. Summary of responses and feedback is provided in Attachment 2 and all Community Feedback raw data is provided in Attachment 3.
18. The Strategic Plan proposed a draft vision for KSCH. The community feedback acknowledged that the vision is positive and resonates well within the community.
19. There were some suggested changes to the vision to encompass the word '*welcoming*', therefore the proposed updated vision is:

*'A vibrant, welcoming, and accessible community-led hub that supports life-long learning and connection, with flexible spaces that inspire active and creative living for all ages and abilities.'*
20. The Strategic Plan also identifies 4 objectives (Engagement and Activation, Connectedness & Health and Wellbeing, Learning and Creative Living and Safety and Sustainability).
21. Based on community feedback there are proposed changes to the following objectives:
  - **Engagement and Activation:** *A welcoming community space for all ages and abilities, that promotes learning, participation and engagement through programs, activities and partnerships.*
  - **Learning and Creative Living:** *The hub will provide pathways for lifelong learning, literacy and creativity, through a contemporary reading **community** lounge, **makers space**, digital engagement and flexible adaptable community spaces and programs.*
  - **Safety and Sustainability:** *The Hub will provide safe spaces that enhance community pride and promote sustainable practices for building users, the local community and **surrounding environment**.*





### ***Community Hub Strategic Documents – review, consultation and consolidation***

22. Council currently has a range of strategies and plans that guide the development and objectives of Community Hubs in Greater Dandenong, including:
- Community Hub Framework (2021)
  - Springvale Community Hub Strategic Plan 2020-2025
  - Draft Keysborough South Community Hub Strategic Plan
23. Excluding the current draft KSCH Strategic Plan, the other two documents are due for review and renewal in 2025.
24. The objectives for SCH and KSCH are quite similar, reflecting the community's desires for both sites. A review of current and draft strategies shows that many of the community's goals at both hubs are closely aligned, with some e unique attributes to each venue also identified.
25. The objectives within the Community Hub Framework (2021) are to:
- Promote a consistent understanding and approach for the development and activation of community spaces to inform decision making, build relationships and strengthen communities.
  - Realise sustainable social, physical, and emotional health and wellbeing outcomes that benefit the community and reflect their involvement and participation in community spaces, with a key focus on the most marginalised and vulnerable communities.
  - Build belonging, social connections, networks, and relationships so residents can live rewarding, healthy and socially connected lives.
26. Based on community feedback and the upcoming review of the Community Hub Framework and SCH Strategic Plan, it is proposed to:
- Complete an overarching review of the plans that support the development and objectives of Community Hubs in Greater Dandenong.  
This review would enable a plan that strengthens an overall connection between our community and hubs, while building upon a consistent community development approach at all hubs.
  - Develop an overarching Community Hub Strategic Plan / Framework, that:
    - Incorporates overall objectives, vision and principles for Community Hubs (both Council managed, and community run).
    - Incorporates specific actions for the Springvale Community Hub and Keysborough South Community Hub (and provision for any future hubs to be added).
    - Develops accompanying action plans, across community hubs collectively and individualised actions for each hub.
    - Incorporates all consultation information from the recent Keysborough South Community Hub Consultation period (including current objectives and measures).
27. In accordance with Councils' community engagement policy, the draft consolidated Community Hub Framework would be undergo community consultation prior to endorsement.
- It is therefore proposed that the current Draft Keysborough South Community Hub Strategic Plan be put into place for an initial interim period until the review of the Community Hub Strategic Framework is developed and endorsed.





### ***Advisory Committee – community feedback, proposal and consultation***

28. During the consultation period it was evident that community would like to have an advisory committee for KSCH, similar to the current SCH committee.
29. This has also been added as an additional measure to the Draft Strategic Plan.
30. Alongside this there has been feedback from the current SCH Committee, that they would like to see an overarching Hubs Advisory Committee.
31. On 29 August 2024, the Committee voted unanimously to recommend having one Advisory Committee for Community Hubs.
32. This recommendation from the Committee supports the development of an overarching Community Hub Framework and an Advisory Committee that supports this holistic approach.
33. The current SCH membership term completes in May 2025 and with the opening of KSCH mid-year, its recommended to immediately progress to community consultation on the draft Hubs Advisory Committee Terms of Reference.
34. A draft Hubs Advisory Committee - Terms of Reference (Attachment 4) has been prepared, for Councillor review and approval to proceed to community consultation.
35. This consultation is proposed to occur from mid-March for a period of 28 days.
36. Once this consultation closes, Officers will review and provide feedback to Council for endorsement.
37. Following this endorsement a call for memberships, review and endorsement of membership will then follow.

### ***Community Hub Naming – community feedback, proposal and consultation***

38. These was community feedback around the current naming of Keysborough South Community Hub, with some residents not supportive of adding the word 'South', when there is no Keysborough South suburb.
39. There has also been subsequent feedback received from residents directly to the Council, requesting advice on the same topic.
40. This feedback includes inquires why there hasn't been an official naming process for the hub since the project commenced.
41. In comparison, all other new Council buildings, including Springvale Community Hub have undertaken a process, including community consultation on the naming.
42. Each of these processes needs to follow Council's Naming of Places and Naming and Numbering of Roads Policy. The policy ensures that Council acts within the guidelines provided in Guidelines for Geographic Names 2010 as set out by the Registrar of Geographic Names (Victoria) and in accordance with the Local Government Act 1989 and the Subdivision (Procedures) Regulations 2011.
43. Officers therefore propose to:
44. Undertake a community consultation process from Mid-March for a period of 28 days, requesting community feedback on the name.
45. Undertake consultation with Bunurong Land Council, for the development of a Traditional name.
46. Officers will collate this feedback and return to Council with community feedback and a final recommendation to Council for name endorsement.



### High Level Operational Items – Café and Opening Hours

47. There has been significant community feedback on the Café and opening hours, below is an update on both items.

**The Café** is a unique space in that:

- There is a request to have an operating café from the site
- Request for strong community involvement
- And the desire for the community kitchen to be used by community groups and hirers.

A review is currently occurring to determine the Health Safety requirements, alongside those requirements under a potential Café lease arrangement.

Once this review is completed an Expression of Interest process will be undertaken to gauge interest from the community and businesses.

48. **Opening hours** – there was significant community feedback on a request to have the hub open from 9am to 10pm.

49. Officers are currently reviewing:

- The original proposed staffing structure, the current endorsed operating budget and if this is viable, or if there is a difference within the budget required to support this community request.
- The current community use at Springvale Community Hub in the evenings and use at other community facilities across Greater Dandenong.

50. Once this is complete an update will be provided to Council. The final operating budget will be subject to Council approval in the 25/26 budget process.



**Indicative Timeline for the Community Hub**

51. Below is an estimated timeline for opening elements and associated tasks / processes.

*\*Please note these timelines are indicative only - subject to construction practical completion, as well as other external factors. (including but not limited to State Government licensure checks.)*

*Key Item	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	2026
Anticipated Practical Construction Completion (building only)									
Building fit-out commences									
Anticipated 'Soft' opening									
Anticipated official opening									
Childcare anticipated Opening									
Kindergarten anticipated opening									
Opening Hours Review									
Café Review and EOI					EOI awarded				
Early years Tender process					Tender awarded				
State Licensure requirement Early years									
Community Hub Framework		Consultation period					Framework endorsed		
Naming Process		Consultation period		Name endorsed					
Advisory Committee		Consultation period	Membership call	Membership endorsement					



---

## Governance Compliance

### *Human Resource Implications (consider Workforce Planning and Service Statements)*

52. A draft operational budget was prepared and presented to Executive in 2022, which incorporated a draft staffing structure of approximately 10.9 EFT new positions.

This staffing structure is currently being finalised and will be subject to future Council approval.

### *Financial/Asset Resource Implications (consider Service Statements, Budget, Long Term Financial Strategy and Asset Plan)*

#### *Operating Budget Implications*

53. A draft operational budget was prepared and presented Executive in 2022, it was factored into the Long-Term Financial budget in 2022 and includes staffing, programming, building maintenance, cleansing and cleaning services costs for proposed opening hours.

This budget has been increased to capture EBA and CPI increases, a final review is occurring now to ensure the budget meets the current financial climate and expected expenditure.

The final budget detailed budget will be presented to Council as part of the 25/26 Budget process.

#### *Asset Implications*

54. This item increases the use of council assets.

55. Maintenance teams have been involved and provided estimates on the operational costs to maintain the hub. These costs have been incorporated into the long-term financial plan and will be refined prior to the opening of the hub.

#### *Legal/Risk Implications*

56. There are no legal / risk implications relevant to this report.

#### *Environmental Implications*

57. There are no direct environmental implications relevant to this report.

58. Feedback provided by the community in relation to Environmental or sustainable items has been incorporated where relevant into the Strategic Plan.



## Community Consultation

<b>Purpose</b>	To test the strategic objectives of the draft strategic plan are still relevant to the community, including: <ul style="list-style-type: none"> <li>• Exploring community thoughts on the draft Strategic Plan</li> <li>• Gathering current community feedback to inform the creation of the Action Plan attached to delivering the Strategy.</li> <li>• Creating positive conversation around the hub, after a range of delays.</li> </ul>
<b>Engagement period</b>	24 March to 24 May 2024
<b>Level of Influence:</b>	Consult
<b>Engagement Activities:</b>	Online social media / website / newsletters Letters to local residents Your Say internet survey Stakeholder interviews with key groups (i.e. Keysie Collective) School consultation sessions Pop up sessions at Keysie Big Picnic, Springvale Community Hub, Springers Leisure Centre and Parkmore Shopping Centre.
<b>Communication reach and engagement numbers:</b>	Total direct feedback: 261 Primary and Secondary Schools - 133 Parkmore Shopping Centre - 20 Keysie Big Picnic – 50 Keysie Collective – 7 Springers Leisure Centre - 7 Online Feedback – 35 Direct Feedback - 9
<b>Summary of feedback:</b>	Information provided by the community was very diverse and extensive and will inform the future planning of the Keysborough South Community Hub.

## Links to Community Vision, Council Plan, Strategy, Notice of Motion

59. This report is consistent with the following principles in the Community Vision 2040:

- Safe and peaceful community.
- Embrace diversity and multiculturalism.
- Sustainable environment.
- Mind, body and spirit.
- Art and culture.



---

60. This report is consistent with the following strategic objectives from the Council Plan 2021-25:

- A socially connected, safe and healthy city.
- A city that respects and celebrates diversity, our history and the arts.
- A city of accessible, vibrant centres and neighbourhoods.
- A green city committed to a sustainable future.
- A city that supports entrepreneurship, quality education and employment outcomes.

## Legislative and Policy Obligations

61. This report has considered Council's legislative and policy obligations (where applicable) as outlined in the Report Considerations section detailed in the front of this Agenda. The applicable obligations considered and applied are:

- *Victorian Charter of Human Rights and Responsibilities 2006.*



# Keysborough South Community Hub

Strategic Plan / 2022-2026



## Vision

A vibrant, welcoming community-led Hub that supports life-long learning and connection, with flexible spaces that inspire active and creative living for all ages and abilities.



## Acknowledgement of Country

Greater Dandenong City Council acknowledges and pays respects to the Bunurong people of the Kulin Nation, as the Traditional Custodians of the lands and waters in and around Greater Dandenong.

We value and recognise local Aboriginal and Torres Strait Islander cultures, heritage, and connection to land as a proud part of a shared identity for Greater Dandenong.

Greater Dandenong City Council pays respect to Elders past, present and emerging, and recognises their importance in maintaining knowledge, traditions, and culture in our community.

Greater Dandenong City Council also respectfully acknowledges the Bunurong Land Council as the Registered Aboriginal Party responsible for managing the Aboriginal cultural heritage of the land and waters where Greater Dandenong is situated.



## Background

The **Keysborough South Community Hub** is bounded by Villiers Road to the south, Chapel Road to the east, Dandenong Bypass to the north and extends into Tattersson Park to the west.

Keysborough South has experienced significant housing development and population growth over recent years, having increased from 5,516 residents in 2012 to 11,840 in 2022.

This surge in population has led to a significant increase in the demand for community services and community development activities, in particular early years services. The Keysborough South Community Hub will incorporate these services, plus a range of multi-purpose spaces, to provide opportunities for a wide variety of activities and programs to be offered for the community.

### The Hub will be a place for community connection

To achieve this Council will facilitate management of the Hub, working closely with local community. This will involve taking a proactive place-based community development approach, working with individuals, community groups and other stakeholders to fulfil the vision of the Hub.

This Strategic Plan aims to provide a direction for the Hub over the first 4 years, incorporating goals, aspirations and expectations. This will be monitored through Annual Action Plans, which captures the goals and accompanying measures.

## Consultation

The following key principles were identified as priorities from the feedback:



A range of significant community consultations were undertaken which led to the development of the Keysborough South Community Hub:

- ▶ Greater Dandenong Community Plan Imagine 2030 (Last updated 2016) and Greater Dandenong People's Panel Community Vision and Principles 2040
- ▶ Keysborough South Community Hub Feasibility Study (2013)
- ▶ Keysborough South Community Hub Final Report – Planisphere (2016)
- ▶ Keysborough South Community Hub Site Selection, Concept and Design Draft 2019/2020

### Active

- ▶ Areas for all ages to be active
- ▶ Flexible spaces indoors and outdoors for physical activity

### Connection

- ▶ Variety of places for people to meet and socialise
- ▶ Programming and activities to be responsive to community need

### Family friendly

- ▶ Spaces and amenities to suit families
- ▶ Child friendly spaces and programs

### Flexible spaces

- ▶ Spaces that can change and evolve to respond to community need
- ▶ Spaces suitable for all ages

### Learning

- ▶ Education and information
- ▶ Facilities to support life-long learning





# Council Strategic Objectives

The Keysborough South Community Hub responds to the Community's Vision for 2040:

- ▶ The City of Greater Dandenong is a home to all. It's a city where you can enjoy and embrace life through celebration and equal opportunity!
- ▶ Our growing city is committed to environmental sustainability.
- ▶ We harmonise the community by valuing multiculturalism and the individual. Our community is healthy, vibrant, innovative and creative.
- ▶ Welcome to our exciting and peaceful community.

And all of the Council Plan objectives:

- ▶ A socially connected, safe and healthy city
- ▶ A city that respects and celebrates diversity, our history and the arts
- ▶ A city of accessible, vibrant centres and neighbourhoods
- ▶ A green city committed to a sustainable future
- ▶ A city that supports entrepreneurship, quality education and employment outcomes



The objectives, delivery and programming within the Keysborough South Community Hub will be informed by relevant Council Documents. These include the following strategies, plans and frameworks:

- |   |  |
|---|--|
| ▶ Greater Dandenong People's Panel Community Vision and Principles 2040   | ▶ Community Hub Framework  |
| ▶ Council Plan 2021-25  | ▶ Community Development Framework                                  |
| ▶ Children's Plan 2021-2026   | ▶ Community Engagement Planning Framework 2022                     |
| ▶ Discover, Create, Share – Arts, Culture and Heritage Strategy 2022-2026 | ▶ Engage, Active and Connected – Youth and Family Strategy 2021-26 |
| ▶ Greater Dandenong Library Strategy 2022-2026                            | ▶ Open Space Strategy 2020-2030                                    |
| ▶ Activity Centre's Placemaking Framework                                 | ▶ Sustainability Strategy 2016-2030                                |
| ▶ Greater Dandenong People Seeking Asylum and Refugees Plan 2018-21       | ▶ Waste and Litter Strategy 2015-2020                              |
|   | ▶ Greater Dandenong Climate Emergency Strategy 2020-30             |

These plans guide the City of Greater Dandenong's strategic framework.



## Keysborough South Community Hub Strategic Objectives

### 1. Engagement & Activation



A welcoming community space for all ages and abilities, that promotes learning, participation and engagement through programs and activities and partnerships.

### 2. Connectedness & Health and Wellbeing



The community is connected, people participate, celebrate and have a sense of belonging.

### 3. Learning & Creative Living



The Hub will provide pathways for lifelong learning, literacy and creativity, through a community lounge, makers space, digital engagement and flexible adaptable community spaces and programs.

### 4. Safety & Sustainability



The Hub will provide safe spaces that enhance community pride and promote sustainable practices building users, the local community and surrounding environment.

## Strategic Objective 1

# Engagement & Activation

A welcoming community space for all ages and abilities that promotes learning, participation and engagement through programs and activities and partnerships.



## Strategic Objective 2

# Connectedness & Health and Wellbeing

The community is connected, people participate, celebrate and have a sense of belonging.



### We will:

Provide welcoming, inspiring and safe spaces and programs for the community to connect.

Develop partnerships with external stakeholders, including early years services to support community engagement.

Develop a year-round calendar of programmed activities across the Hub.

Identify partnerships, sponsorships or grants to broaden service offering and programs for the community.

Consult with the community including, children, young people and their families to identify future need for services and programs delivered at the Hub.

Provide programs and activities that enhance health and wellbeing opportunities for the community.

Implement and monitor the provision of long day care and funded kindergarten programs operating at the Hub.

Provide support to local community groups to deliver programs, hire spaces or improve capacity.

### How will we know we have been successful:

Collaborative programs delivered (internal and external partners), that cover all demographics and age groups.

The community are supported to apply for grants to deliver inclusive programs, events and services each year to support strategic priorities.

Grants applied to support the delivery of programs at the Hub.

Programs and activities delivered are reflective of the communities needs and have received positive feedback.

Community groups identify programs, events and services that they can deliver collaboratively or independently at the Hub each year.

Feedback from the community is used to plan programs and activities to meet their needs.

Informal activation of all areas of the Hub including open space areas.

Maternal and Child Health service actively connecting families to Council and broader community services.

An early years' service provider is engaged to operate a high-quality long day care and funded kindergarten program.

Explore the creation of a Keysborough South Community Hub Advisory Committee or reference group.

### We will:

Connect people to Council information, events and services, through up-to-date information and responsive practices.

Promote and enhance opportunities for community participation, including those that support connections and reduce isolation and exclusion.

Provide flexible spaces that enable a range of programs, services and venue hire options for the community.

Actively engage with children and young people to inform programs and activities at the Hub.

The community are connected to quality services and programs that support positive health and wellbeing outcomes.

Provide Maternal and Child Health Services (MCH) to support child and family health, wellbeing and safety. Including offering Key Age and Stage consultations, first time parent groups and sleep and settling information sessions.

### How will we know we have been successful:

Number of community participation opportunities offered.

Number of support services or programs (formal or informal) available to the community including pop up, outreach or interview services.

Enable delivery of programmed events or activities that celebrate children and young people.

Regular and ongoing programs designed for young people, children and senior members of the community. Programs and opportunities that increase health and wellbeing opportunities delivered.

Community is engaged in the MCH service, including attending Key Age and Stage consultations, first time parent groups and sleep and settling information sessions.



### Strategic Objective 3

## Learning & Creative Living

The Hub will provide pathways for lifelong learning, literacy and creativity, through a contemporary community lounge, makers space, digital engagement and flexible adaptable community spaces and programs.



#### We will:

- Deliver satellite community and library lounge that responds to community feedback, trends and needs.
- Develop partnerships that assist in delivering literacy, learning and creative opportunities.
- Extend and encourage learning opportunities within the open space aspects of the Hub.
- Connect the community with lifelong learning opportunities within the Hub and broader community.
- Explore opportunities for historic and creative displays and exhibitions, and creative making opportunities.

#### How will we know we have been successful:

- Learning and creative opportunities delivered in the buildings of the precinct.
- Learning and creative opportunities delivered in the open space of the precinct.
- The community engage with library services including borrowing of resources and attendance at programs.
- Delivery of a funded kindergarten program and childcare options for families.
- Provide information sessions for families on the importance of early child education and child development.
- Delivery of a range of exhibitions and cultural programs exploring the local identity and history.

### Strategic Objective 4

## Safety & Sustainability

The Hub will provide safe spaces that enhance community pride and promote sustainable practices building users, the local community and surrounding environment.



#### We will:

- Provide welcoming, safe spaces for the community.
- Engage in proactive programs and security measures to reduce anti-social behaviours.
- Identify programs and outreach providers that can assist with public health and welfare.
- Ensure the Hub is always presented to a high standard.
- Achieve a 5-star Green Star Rating, representing Australian Excellence for sustainable buildings.
- Ensure the Hub caters for activities that promote environmentally sustainable practices to users and visitors.
- Work towards a Hub that is adaptive to the changing climate.
- Identify sustainable education programs to deliver within the Hub and surrounding environment, in conjunction with partners.

#### How will we know we have been successful:

- The community have a sense of pride and ownership of the site.
- Strong partnerships with Victoria Police and security personnel are developed.
- Vandalism and graffiti is promptly resolved through monitoring CCTV and security presence. Programs and outreach occur at the Hub when required to support public health and welfare.
- The community have the opportunity to regularly provide suggestions for improvement on the presentation of the site.
- Actively measure the deliverables of the Green Star Rating and community benefit.
- Programs and activities related to environmental sustainability held at the Hub and surrounding area..
- No physical disruptions during significant weather events and programs/activities held in the Hub that educate and empower community to respond to climate change.
- Increased sustainability and environmental awareness in the local community.



(03) 8571 1000	TTY: 133 677	Acknowledging Bunurong Country
council@cgd.vic.gov.au	Speak and listen: 1300 555 727	Follow us:
greaterdandenong.vic.gov.au	Online: relayservice.gov.au	
	TIS: 13 14 50	

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<p><b>Summary of Submissions</b>  <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i></p>	<p><b>Amend Strategic Plan</b></p>	<p><b>Amend Action Plan or Operational</b></p>	<p><b>Feedback is Noted</b></p>	<p><b>Response</b></p>
<p><b>VISION</b></p>				
<p>1. Need to be a wider range of community of all ages.                      All hubs should have a common element, people shared knowledge. Generic vision should be written in simply language that all community can understand.</p> <p>2. Flexible spaces                      All ages - feels like it is targeting older people, needs to target young people.                      Bringing backgrounds together                      Vibrant community, good people, good vibes                      Life long learning - always learning.                      Keysborough doesn't have a community hub                      Great to see a place for people to come together                      Lower income households can access tech and computers, that they don't have at home.                      Safe place to meet others / good role models.                      Need the world / vibe 'welcoming'</p> <p>3. Community led                      Flexible Spaces                      Creative living for all ages and children                      Inspire Active Living</p> <p>4. Lifelong learning                      Active and Creative Living                      Vibrant, don't have colours that don't match                      Creative                      Connection                      Inspire</p> <p>5. Largely (agree) yes but replace vibrant with accessible. It needs to be accessible and the core success factor of this is opening hours.</p> <p>6. where is the space for children to be active as a human race we are not designed to sit still we should be moving and active</p>	<p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>1. Comments and feedback noted</p> <p><b>Council acknowledges general feedback that the vision is positive and resonates well with the community.</b></p> <p><b>The vision has been developed with a line of sight to the other community hubs and ensuring some common elements.</b></p> <p>2. Comments are noted and amendment included in the Strategic Plan for the vision:</p> <p><b><i>Vision: A vibrant, welcoming, and accessible community-led hub that supports life-long learning and connection, with flexible spaces that inspire active and creative living for all ages and abilities.</i></b></p>



Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<p><b>Summary of Submissions</b>  <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i></p>	<p><b>Amend Strategic Plan</b></p>	<p><b>Amend Action Plan or Operational</b></p>	<p><b>Feedback is Noted</b></p>	<p><b>Response</b></p>
<p>7. Please please have a proper library. There is a need to have a functional library considering Keysborough is a family oriented suburb</p> <p>8. DISCRIMINATION BASED ON CHILDHOOD VACCINATION STATUS                      Thank you for sharing the vision for the Keysborough South Community Hub. While the vision for inclusivity and support for all ages and abilities is commendable, it should also extend to all children, regardless of vaccination status. Currently, the kindergarten's policy discriminates based on this criterion, which contradicts the inclusive spirit of the Hub. To truly foster a community that supports lifelong learning and connection, we must ensure that every child is welcomed and included, promoting unity and diversity. I urge you to review this policy to align with the Hub's broader inclusive vision.</p> <p>9. It would be great to set up a neighbourhood watch branch on our area so we can come together and keep a look out on the suburb. Also a progress association to keep our area looking great. Also a place for local residents to meet socially and make our suburb safer. Willing to volunteer as much as possible. Thank you.</p> <p>10. Very much needed for our community</p> <p>11. Good place to meet to connect and learn from each other about our community. A good place to improve life here where we live.</p> <p>12. It must have a open cafe as the area is popular with people walking riding exercising enjoying the wild life lakes</p> <p>13. The term 'flexible spaces that inspire active and creating learning' seems a bit unusual.</p> <p>14. I believe it is perfect the way it is and encourages residents of all ages to be a part of the community activities.</p> <p>15. The Vision is inclusive of all the community</p> <p>16. The vision is fairly generic and similar to many vision statements from other strategies/plans/mission statements. This is not so important to the community. What is important is what will actually happen at the Hub and how it will serve the community.</p>		<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	



Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<p><b>Summary of Submissions</b>  <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i></p>	<p><b>Amend Strategic Plan</b></p>	<p><b>Amend Action Plan or Operational</b></p>	<p><b>Feedback is Noted</b></p>	<p><b>Response</b></p>
<p><b>INFORMAL PROGRAMS AND ACTIVITIES</b></p>				
<p>1. Engagement and Activation need not only be delivered by programmed activities. In fact, due to the financial constraints of Council, too much focus on programmed activities and creating an expectation for them is not financially viable going forward.</p> <p>2. I get no sense of what approach is going to be used to "Actively engage with children and young people to inform programs and activities at the Hub". Utilising local schools (Keysborough Gardens Primary School, Haileybury, Sirius College, Mount Hira College, and Lighthouse Christian College) is vital inc. creating win-win opportunities (i.e. don't rely on their goodwill- there needs to be something in it for them). However, for older children there will need to be a social media campaign and also direct mail invites. The consultation talks about displays appealing to youth IN the hub - we need to tell people in parallel about the hub's existence so that people don't think of it as a children and family centre.</p> <p>3. As discussed last night during the pop-up information session, there is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. In fact, there is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.</p> <p>4. There is a strong emphasis on programmed activities in the strat plan and consultation. But we know that council has limited budget and only so many people can book into planned sessions. There needs to be a greater emphasis on community and informal usage. Attracting some 'lead tenant' community groups could be a good way to grow this aspect of the hub. Keysborough Neighbourhood house and Springers Leisure Centre and obvious candidates for partnership here.</p> <p>5. Not clear from the plan exactly how children and young people are going to be engaged with to inform programming etc. An issue we've</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>1. All feedback is noted</p> <p><b>Council has received significant feedback from the community on the types of activities and programs the community would like to see at the hub.</b></p> <p><b>This feedback currently relates to a number of measures within the Strategic Plan and this detail will be incorporated into the Action Plan development.</b></p> <p><b>The Action Plan will also identify specific actions around recommended groups to partner with, how we can increase informal use and promotions to support the programs planned.</b></p> <p><i>Note that local schools have been directly engaged to provide feedback on what they would like to see at the hub.</i></p> <p><i>See below for comments specifically on Community Lounge.</i></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>seen with the Springvale hub has been very limited engagement/ promoting of hub events in local schools. So this sort of relationship building needs to be done intentionally, we can trust that it will happen organically.</p>				
<p><b>CAFE</b></p>				
<ol style="list-style-type: none"> <li>1. The absence of a comprehensive approach for the café and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success (exact response provided 6 times by the community).</li> <li>2. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.</li> <li>3. Café/ coffee cart will play a big role in promoting informal usage, but challenge to get right. Worth going back to the community to see if they value café over the kitchen for hirers as it seems difficult to fit both in the building.</li> <li>4. It must have a open cafe as the area is popular with people walking riding exercising enjoying the wild life lakes.</li> <li>5. Needs a full functioning Café A new space, kids play, cafe - somewhere to enjoy a coffee while kids are busy.</li> </ol>		<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>		<p>1. Comments are noted</p> <p><b>Council acknowledges the feedback from the Community around a Café and will utilise this feedback when a model for the Café is being determined.</b></p>
<p><b>OPENING HOURS</b></p>				
<ol style="list-style-type: none"> <li>1. As this is a community of largely full-time workers, it is opening hours on weeknights (till 10pm at least) and weekends (9am-10pm) that will be crucial to its use. Because otherwise most residents of Keysborough South will not be able to use it.</li> <li>2. This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to</li> </ol>		<p style="text-align: center;">✓</p>		<p>1. Comments are noted</p> <p><b>Council acknowledges the feedback from the community around having longer hours at the hub, that encompass evening and weekend hours.</b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub (Response provided 5 times).</p> <p>3. Considering that the area has many full-time workers, it feels odd to not have a hub that is more accessible as these workers wouldn't be able to use it during the day. To ensure the successfulness of the hub, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.</p> <p>4. For the hub to be a success it needs to have extensive opening hours (evenings and weekends) to cater to the large number of residents who work 9-5. We've seen an issue at the Springvale hub of rooms not being available for hire late enough for many community groups – opening to 10pm is core to allowing people to actually use the facility.</p> <p>5. I note that neighbouring Dingley library has been trialling 24 hour access to library members. I think it would be great for the hub and its usage to trial 24 hour access and/ or unguarded usage (to some level of members eg library card holders) to maximise uptake of the space.</p> <p>6. I would also love to see the hub open from 9am each work day to ensure people working can start working asap. Also that the hub stays open until At least 7pm on a work day</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p><b>Hours will be further identified in line with the available budget and promoted closer to the opening of the hub.</b></p> <p>2. Comment is noted around 24/7 access to the library lounge area.</p> <p><b>Council acknowledges the feedback around accessing the library collection or lounge areas 24/7. Council has previously investigated this model for other venues and can look to investigate this for the hub in the future.</b></p>
<p><b>ADVISORY COMMITTEE</b></p>				
<p>1. There is no section on how this will be reported, nor the formation and role of a Keysborough South committee analogous to the Springvale Hub Committee.</p> <p>2. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide (response provided 6 times)</p>	<p>✓</p> <p>✓</p> <p>✓</p>			<p>1. Council notes this feedback and an additional measure has been added to the plan:</p> <p><b>“Explore the creation of a Keysborough South Community Hub Advisory Committee or reference group”</b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>3. Will the hub have its own committee similar to the Springvale Hub committee? I think that this is important for activation, promoting resident ownership and oversight.</p> <p>4. I believe there needs to be one advisory committee that is responsible for all community hubs with representatives from each of the hubs as community representatives on the one committee otherwise there will be bad blood between the hubs with different individual committees wanting different rules and regulations and no standard controls over operation hours KS Villiers Rd residents will be the most severely impacted. This will have to be managed stringently and what has been learnt from SCH applied. KS residents in that small pocket surrounded by Donnici, Grevillea, Vilkiars do not want young youth tearing up their neighbourhoods entering and exiting KS hub for instance.</p>	✓			<p><b>Council will also consider the feedback provided around combining and / or learning from the Springvale Community Hub Committee.</b></p>
<b>PARTNERSHIPS</b>				
<p>1. But even in the pursuit of some degree of programming, why is there not the mention of specific partners that could offer programmed activities like Keysborough Neighbourhood House (expected to be a partner in earlier Council planning in 2015-2019) or Springers Leisure Centre. The community activity rooms would be a great place for taster programs (like yoga, tai-chi) for later, more extensive programs at Springers Leisure Centre. Springers is a Council owned facility - we should be looking for synergies. I think in a time-limited plan that it should identify key partners.</p> <p>2. One partnership type specifically missing is schools. Keysborough South Gardens Primary School, just further down Chapel Rd, are a perfect match for the hub and would provide an organic promotion opportunity. Springers Leisure Centre (who may benefit from linkages and the hub benefiting vice versa) and also reaching out to community groups that cover this area (Rotary Club of Noble Park - Dingley who meet nearby at Keysborough Golf Club and Lions Club of Noble Park-Keysborough). Even more generic references to community groups (not just the 'community' in the broadest sense)</p>	✓	✓		<p>1. Council notes this feedback and has made an amendment to the following strategic objective and measure:</p> <p><b>Engagement and Activation objective:</b></p> <p><b><i>“A welcoming community space for all ages and abilities, that promotes learning, participation and engagement through programs, activities and partnerships”.</i></b></p>
	✓	✓		<p><b>Updated measure:</b></p> <p><b><i>“Identify partnerships, sponsorships or grants to broaden service offering and programs for the community”.</i></b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>would be good, but for a 4-year plan for a very specific hub I would have thought some specific references would be good - especially relevant place-based partnerships.</p> <p>3. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond (Response provided 6 times).</p> <p>4. No mention of partnerships with schools is made in the strategic plan despite extensive consultation with neighbouring schools. Formal and informal partnerships with schools are an obvious way to build awareness and use of the hub that should be explicitly mentioned in the plan.</p>	✓	✓		<p><b>New Measure:</b></p> <p><b><i>“Provide support to local community groups to deliver programs, hire spaces and improve capacity”</i></b></p> <p>Council has already commenced building a direct partnership with local schools and Springers Leisure Centre, including holding student voice sessions at the schools as part of this consultation round.</p> <p>During the development of the Action Plan, the groups or schools seen as a priority to partnership development will be identified at this point.</p>
<p><b>LOUNGE &amp; MAKERS SPACE</b></p>				
<p>1. In particular, what is the plan for engaging and activating the community lounge and makers space? Promoting cost free informal use of spaces is consistent with a true community development approach and also caters for those that don't want to be locked into some forms of programmed activities (like signing up for a class for 12 weeks).</p> <p>2. The Makers Space in particular needs a defined approach for creative activities in the plan. See comments in Strategic Objective 3 - Learning and Creative Living.</p> <p>3. Concerned by the language "contemporary reading lounge" on p5. Doesn't reflect those previous consultations which strongly supported a broad-based community lounge, only part of which would be a library lounge. The informal space shouldn't be so monopolised by the library service that informal social interactions and the meeting of small community groups can't use the community lounge area. A key</p>		✓		<p>1. Council notes this feedback and has made an amendment to the following strategic objective:</p> <p><b><i>Learning and Creative Living objective: “The hub will provide pathways for lifelong learning, literacy and creativity, through a contemporary reading community lounge, makers space, digital engagement and flexible adaptable community spaces and programs.”</i></b></p> <p><b>Council will also consider the feedback provided around incorporating more around</b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<p><b>Summary of Submissions</b>  <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i></p>	<p><b>Amend Strategic Plan</b></p>	<p><b>Amend Action Plan or Operational</b></p>	<p><b>Feedback is Noted</b></p>	<p><b>Response</b></p>
<p>action should be making the community lounge a success as an informal meeting space. The reference on p8 to "satellite community and library lounge" gives no comfort or clarity as the word satellite relates to library lounge not community lounge.</p> <ol style="list-style-type: none"> <li>4. The Makers Space in particular needs a defined approach for creative activities in the plan. The Makers Space at Springvale Community Hub has suffered for having no specific vision for its use.</li> <li>5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future (Response repeated 4 times)</li> <li>6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities (Response repeated 6 times)</li> <li>7. As discussed last night during the pop-up information session, there is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. In fact, there is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.</li> <li>8. Maker space needs its own clear goals and plans for activation. E.g. ideas emerging from the community consultation re having free drawing/ craft materials available for drop in is an excellent idea – it's something Westall library does in their childrens area and was a big reason we'd go there when my daughter was little.</li> <li>9. Need for clear activation strategy for the maker space.</li> <li>10. The 'library lounge' seems to have grown to take over most if not all of the informal meeting space. There is a need for space that people can meet up in that feels physically distinct to the library – i.e. space</li> </ol>		<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">✓</p>	<p><b>informal use, makerspace activation / use and how the community lounge can be used. This will be incorporated into the Action Plan.</b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>for a coffee and a chat where people don't feel that they are disturbing library users.</p> <p>11. A makerspace is a wonderful idea I already love the one at the library at the docks, a tools library would also be good for new families who need to do diy or assemble furniture. community garden and chickens might be good too.</p> <p>12. The hub needs to have desks with tall sides (partitions) so that people working from the library can take phone calls or Web calls and not disturb others. Also, all desks must have accessible power outlets.</p>			<p>✓</p> <p>✓</p>	
<b>SAFETY &amp; SUSTAINABILITY</b>				
<p>1. Safety and Sustainability are unrelated objectives that should be separated</p> <p>2. Previous consultations indicated this could be a place of environmental education due to its physical proximity of remnant vegetation and wetlands to the immediate west and the Greater Dandenong Green Wedge to the immediate south. So to meet the aspirations of Greater Dandenong Sustainability Strategy 2016-2030, Greater Dandenong Climate Emergency Strategy and Action Plan 2020-2030 a focus on promoting environmentally sustainable practices for building users and the local community is vital, this hub is particularly relevant to the delivery of the Greater Dandenong's Biodiversity Action Plan 2023-2025 and Green Wedge Management 2015-2035 Action Plan</p> <p>3. I don't know what "Actively measure the deliverables of the Green Star Rating and community benefit" means/looks like - it is so vague that is not meaningful. Agree with the need but what is specifically going to be delivered needs to be specified</p> <p>4. Particular gaps are any connection to the neighbouring remnant vegetation in Tatterson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge (Response repeated 5 times).</p> <p>5. Not clear why these objectives are lumped together</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	<p>1. Council notes this feedback and has made an amendment to the following strategic objective and measure:</p> <p><b>Safety and Sustainability:</b>  <i>"The Hub will provide safe spaces that enhance community pride and promote sustainable practices building users, the local community and surrounding environment"</i></p> <p><b>New measure:</b>  <i>"Identify sustainable education programs to deliver within the hub and surrounding environment, in conjunction with partners"</i></p> <p>2. Council notes the feedback around sustainable Café</p>



Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<b>Summary of Submissions</b> <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i>	<b>Amend Strategic Plan</b>	<b>Amend Action Plan or Operational</b>	<b>Feedback is Noted</b>	<b>Response</b>
<p>6. The setting of the hub and strong community interest in bush/ nature play suggests there is a great opportunity to make the KS hub unique as a showcase/ resource centre for residents interested in sustainable living. Wellington Reserve Community Centre in Monash serves a similar role for that municipality and has e.g. information panels about the centres solar panels, water tanks , home composting etc. These were all added to the building post-hoc so would not require design changes to implement.</p> <p>7. The proximity to wetlands/ remnant bush also provides opportunities for environmental activities and programming that would align well with the sustainability focus suggested about.</p> <p>8. Any planned cafes on-site should have clear plans to minimise waste, such as serving in crockery for eat in customers.</p> <p>9. Environmental education. It would be an awesome backdrop to learn more about indigenous flora and fauna.</p>		<p>✓</p>		<p><b>Council will review the feedback provided around sustainability and the Café, and will review this when the model is developed for the Café.</b></p>
<b>HISTORY &amp; DISPLAYS</b>				
<p>1. The hub should also incorporate the history (market gardens) but also current identity of Keysborough South (which has a strong sense of identity now distinct from the rest of Keysborough. There is currently no action relating to building the local identity of the area into the hub via specific displays. The green wedge only a couple of kilometres south of the hub is important to the identity of this area too.</p> <p>2. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1 (Response repeated 5 times).</p> <p>3. Unclear how the local identity of the area will be reflected and fostered through the hub. E.g. plans for historical exhibitions, but also through explicit steps to foster informal usage of the hub as a 'third space' for serendipitous meet-ups. Ideas such as offering free art materials in the maker space will support this end.</p>	<p>✓</p>			<p>1. Council notes this feedback and has made an added an additional measure under Learning and Creative Living:</p> <p><b><i>Learning and Creative Living:</i></b></p> <p><b><i>“Explore opportunities for historic and creative displays and exhibitions, and creative making opportunities”</i></b></p>

Attachment 2 - Summary of Community Submission and Responses Keysborough South Community Hub Strategic Plan

<p><b>Summary of Submissions</b>  <i>All responses are verbatim and were reviewed and assessed as to whether there was an amendment required to the Strategic Plan or not, or whether some of the feedback would be considered in operational items or the development of the Action Plan.</i></p>	<p><b>Amend Strategic Plan</b></p>	<p><b>Amend Action Plan or Operational</b></p>	<p><b>Feedback is Noted</b></p>	<p><b>Response</b></p>
<p><b>GENERAL FEEDBACK</b></p>				
<p>1. Timeframe 2022-2026 should be changed to 2025-2029 to reflect when the hub will first be available to the community.                  2. Actions on p6-9 should be labelled x.y where x is Strategic Objective and y is the Action (eg Action 1.1, 3.2 etc) so actions can be easily referenced.                  3. Also, what is the purpose of the amphitheatre that makes up part of the hub. It is not referenced in this document.                  4. There is mention that the plan will be monitored through Annual Action Plans. Are these internal documents - if so, that gives no transparency to the community.                  5. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different (Response repeated 6 times).</p>		<p style="text-align: center;">✓</p>	<p>✓ ✓ ✓ ✓</p>	<p>1. Comments are noted</p> <p><b>Council acknowledges the feedback provided and notes that the Action Plans will be developed and made available to the local community, along with the completed reviews as per the current model at Springvale Community Hub.</b></p> <p><b>The feedback around being similar to Springvale Community Hub is noted, however the plan has been developed based on the feedback provided for Keysborough South Community Hub – in some instances this feedback from the community is very similar to that provided for Springvale, so there are some similarities to requests from the community.</b></p>

### Attachment 3 - Keysborough South Community Hub Strategic Plan – Community Feedback raw data

Please note that all information is verbatim from the community.

#### Keysborough South Community Hub Consultation – Have your say online feedback

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
1	Yes			Kids activities for school holidays		Would like a venue for kids birthday parties	Noble park
2	Yes		where is the space for children to be active as a human race we are not designed to sit still we should be moving and active	an active space for movement indoors and outdoors			Noble Park
3	Yes			Supported Playgroup, cooking classes for the community of all ages, first aid courses, yoga.			Noble park
4	Yes		Please please have a proper library. There is a need to have a functional library considering Keysborough is a family oriented suburb.	School holiday programs	A good Library	Library	Keysborough South

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
5	Yes		DISCRIMINATION BASED ON CHILDHOOD VACCINATION STATUS Thank you for sharing the vision for the Keysborough South Community Hub. While the vision for inclusivity and support for all ages and abilities is commendable, it should also extend to all children, regardless of vaccination status. Currently, the kindergarten's policy discriminates based on this criterion, which contradicts the inclusive spirit of the Hub. To truly foster a community that supports lifelong learning and connection, we must ensure that every child is welcomed and included, promoting unity and diversity. I urge you to review this policy to align with the Hub's broader inclusive vision.	Inclusivity of all children, unvaccinated and vaccinated, at the Kindergarten and Childcare Centre.	Playgroup on weekends for Fathers and children.	Kindergarten and Childcare	Keysborough South
6	Yes		Looking forward to a library lounge	Library, computer room, get together space to discuss security and activities of our area	No	Getttig together with the community to discuss what is 3u	Keysborough

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
7	Yes		<p>The hub needs to have desks with tall sides (partitions) so that people working from the library can take phone calls or Web calls and not disturb others. Also, all desks must have accessible power outlets.</p> <p>I would also love to see the hub open from 9am each work day to ensure people working can start working asap.</p> <p>Also that the hub stays open until At least 7pm on a work day</p>	Men's clubs, game nights, kid clubs		Actually using it!!	Keysborough
8	Yes			Playgroup, pilates, Cafe			Keysborough
9	Yes		For the architecture of the building to use some curly lines. Google ideas, find some elegant examples, and enrich the appearance of Melbourne government buildings that all the same poverty of triangular designer fascinations for the effect.	Foringe language schools: library with books on foreign languages	Language schools	Concert/ lecture auditoriums of elegant interior and with windows	Chelsea
10	Yes		It would be great to set up a neighbourhood watch branch on our area so we can come together and keep a look out on the suburb. Also a progress association to keep our area looking great. Also a place for local residents to meet socially and make our suburb safer.	Meetings and get together where everyone can be herd and provide feedback to the council. One night a week a ganes night like chess for a place to have fun. Hope			South Keysborough

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
			Willing to volunteer as much as possible. Thank you.	we can make use of computers to gain access to the large libraries			
11	Yes		Very much needed for our community	Early childhood programs. Maternal support. Eg breastfeeding support projects	Yes, early childhood programs. Sustainability, teaching about recycling gardening etc hands on for childreb	Early childhood support and learning activities	Keysborough
12	Yes		I would like detailed information on what it has to offer for teenagers especially those aged 16-18.	Programs or spaces for teenagers that are low cost and also have low cafe prices for them.	I think a teenage space is missing. Where can teenagers go so they can socialise without having young children or older people around.	Hopefully it brings a space for teenagers to feel safe to gather at.	Keysborough
13	Yes		Good place to meet to connect and learn from each other about our community. A good place to improve life here where we live.	Regular get togethers to discuss our area and community input.	Need to see what's on offer	Meeting like minded people to connect and help the community and areay	Keysborough

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
14	Yes		Please incorporated a childcare and kinder. A cafe with a play space for children would be good too.	Parent groups for young kids, storytime and songs for toddlers			Keysborough
15	Yes		It must have a open cafe as the area is popular with people walking riding exercising enjoying the wild life lakes	A Cafe that is a focal point for people to meet	A cafe	A place to meet friends and enjoy a coffee and light lunch	Keysborough
16	Yes			Toddler activities, learning and play			Keysborough South
17	Yes		To stop calling it Keysborough south considering it's designed to service the whole of Keysborough	New mum's groups			Keysborough



Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
18	Yes		<ul style="list-style-type: none"> <li>- needs a full functioning cafe</li> <li>- library events, such as toddler story time</li> <li>- rental event space for other activities</li> <li>- nature based playground</li> </ul>	More kids classes	I hope so	Close and safe space for the kids and community	3173
19	Yes			Lapidary club and other assorted hobby groups			Edithvale
20	Yes		A strong need for children based programs given the number of young families in the area Reading spaces Game nights /trivia School holiday program Excursions Outdoor learning programs	Care, school holiday program, Easter and Christmas	School holiday program	Library and learning spaces	Keysborough south
21		No	Springers offers lots of activities for the younger generations in Keysborough South yet feel the council is not providing anything for ageing population	Man Cave activities. None in area	Man Cave	Worried about parking that will effect dog park	Keysborough
22	Yes		The term 'flexible spaces that inspire active and creating learning' seems a bit unusual.	Board games, role playing games, card games and dice games.	I'm not familiar with the objectives. Is it the same as the vision or something different?	Meeting new people by playing board games and role playing games.	Parkdale

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
23	Yes		The building looks amazing and I can't wait to see it when it's completed. However I have concerns about the size of the early childhood spaces. I understand the need to create as many vacancies as possible to cater for the growing needs of the area. However, large group sizes result in low quality care and education. The group sizes are a huge concern to me as an early childhood professional and a parent myself.	Play groups on the weekend for working parents and their children to connect and socialise		More community connections	Keysborough
24	Yes		I would like the hub to be more like the springvale library hub. A place for VCE and other students to go and meet and study. Being an option close to home.	Internet, tables and chairs, really the basics	LARGE library space	Seeing what it can bring to the community	Keysborough
25	Yes			Art programs for kids, crafts. Yoga for kids.		A new space, kids play, cafe - somewhere to enjoy a coffee while kids are busy	Keysborough South
26		No	Where is the money for Springvalley Reserve? For 25 years you have spent f*&# all on this park!!!!!!	None		Nothing: it's a waste \$\$\$	Springvale South

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
27	Yes		I think some rooms to be used to cater to diversity would be nice, some universities and councils have queer rooms, women only rooms, Sensory Room which offer refuge for neurodivergent young people.	A makerspace is a wonderful idea I already love the one at the library at the docks, a tools library would also be good for new families who need to do diy or assemble furniture. community garden and chickens might be good too.	yes	the makerspace, I hope it has 3d printers, soldering stations and sewing machines	Springvale south
28	Yes			Youth activities age between 13-18			Keysborough
29	Yes		I can see that there is a quiet space allocated in the plan. Having this space for sensory needs is really important but would be great if this space could be multifunctional for prayer needs also, or breastfeeding space also. The space looks really family friendly. It would be great to make sure that it is also a place that teenagers can safely spend time together and engage in Council & library youth services.	Live music, adult library programs like book club, multicultural community celebrations.			Noble Park

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
30	Yes		I would love to see lots of indigenous vegetation incorporated into the design!	Environmental education. It would be an awesome backdrop to learn more about indigenous flora and fauna		The inclusion of indigenous vegetation which will link to surrounding reserves and bring in all sorts of important native wildlife for everyone to be able to enjoy the area	Noble Park
31	Yes		No, I believe it is perfect the way it is and encourages residents of all ages to be a part of the community activities.	I would run an "Imagine & Connect" program proposing a tabletop roleplay community at the Hub, fostering social connections, creativity, and problem-solving skills among participants of all ages and abilities.	Looks good to me.	Really looking forward to everything in the Engagement section of the strategic plan.	Keysborough (Princeton Drive)
32	Yes			Activities, classes, kids workshops which can be booked		Library services	Keysborough

Online Submission Number	Do you believe the vision is still relevant for Keysborough South Community Hub?		Do you have any feedback on the vision for Keysborough South Community Hub?	What activities and programs would you like to see at the Hub?	Do the objectives in the Keysborough South Community Hub Strategic Plan reflect what you would like to see at the Hub? Is there anything missing?	What are you looking forward to the most about the new hub?	Suburb
	Yes	No					
33		No	i believe there needs to be one advisory committe that is responsible for all community hubs with representatives from each of the hubs as community representatives on the one committe otherwise there will be bad blood between the hubs with different individual committees wanting different rules and regulations and no standard controls over operation hours KS Villiers Rd residents will be the most severely impacted. This will have to be managed stringently and what has been learnt from SCH applied . KS residents in taht small pocket surrounded by Donnici , Grevillea, Vilkiers do not want young youth tearing up their neighbourhoods entering and exiting KS hub for instance	programs for older people because since the core group who agitated for this hub in the wrong location they have well and truly moved on so know those who are left have to deal with the ripple effect	stricter controls on who can use and behaviour	I just hppe teh facilities will be respected and used efficiently without becomung another liability as if there is trouble the offenders can get away quickly before any enforcement can reach the facility	keys
34	Yes		The Vision is inclusive of all the community	Drawing and art classes, playgroups, book clubs, craft, volunteer groups	Can't think of anything missing	Participating	Noble Park
35	Yes		The vision is fairly generic and similar to many vision statements from other strategies/plans/mission statements. This is not so important to the community. What is important is what will actually happen at the Hub and how it will serve the community.	Bush playgroup. School holiday activities for younger ages (kindergarten).		Outdoor playspace	Keysborough



<b>Attachment 3 - KSCH Strategic Plan Consultation Feedback - Community Popups and Sessions</b>							
<b>Session</b>	<b>Location</b>	<b>Details</b>	<b>Participant Numbers</b>	<b>Does the vision resonate with you?</b>	<b>What programs and activities would you like to see?</b>	<b>Other Feedback</b>	<b>What's important to Youth Voice and Engagement</b>
Session 1	Keysie Bic Picnic	Sunday 24 March 11am to 4pm	50	Need to be a wider range of community of all ages. All hubs should have a common element, people shared knowledge. Generic vision should be written in simple language that all community can understand.	School holiday activities Outdoor movies/cinema Kids activities – story time Creative programs for children Library programs for preschool ages during holidays Activities for children of all ages Library programs Yoga Social groups for older residents and connection opportunities Café shop – Coffee van Free study group and workspace Space for teenagers to meet for social interaction, chess club or board games. Playground enables bush, or nature play. Space for carers’ group Activities for people with sensory needs- quiet space Cooking club for all ages Dance and singing club- gymnastics. Community compost station More books- bi lingual children’s books- Vietnamese Craft activities. Community kitchen for community garden Sport workshop Environmental and educational	Skate parks for all levels. Dog park Support for community group to use the space. Kid swimming pool	Not asked in this session



					<p>awareness programs                  Allied health support psychology for children                  Op shop to help people in need.</p>		
Session 2	Keysie Collective	Wednesday 24 April 6pm to 7.30pm	7	<p>Like:                  Flexible spaces                  All ages - feels like it is targeting older people, needs to target young people.                  Bringing backgrounds together                  Vibrant community, good people, good vibes                  Life long learning - always learning.</p> <p>Other:                  Keysborough doesn't have a community hub                  Great to see a place for people to come together                  Lower income households can access tech and computers, that they don't have at home.                  Safe place to meet</p>	<p>Reading club                  Tutoring for school subjects                  Playstation / gaming tournaments                  Food of the World                  Cheese Club                  Computer Accessibility                  Mentorship                  Safe space for help / assisting youth space to ask for help</p>	<p>Weekend Café, would drop by and grab a coffee if going for a walk.                  May get a lot of use near playground / sporting ground.                  Parks, outdoor area, walking trails.                  Keysie Collective would like to be involved, would use for sporting events, accessible for community.                  Enabler / barriers, costs.                  Reasons to come networking, meeting people in the area, want to hold more sports.                  Homework space good, free from distraction and can get help.                  Is the hub on a bus route?</p>	<p>Colourful bright                  Booking rooms                  Metal detectors staff                  sufficient lighting / security systems                  Consult room                  lounge areas                  quiet areas                  difference in variety of programmes daily                  artwork / pieces from different cultures                  Local arts                  Perpetual trophie</p>

				others / good role models.  Suggestions: Need the world / vibe 'welcoming'			
Session 3	Chandler Park Primary	Wednesday 3 May 2pm to 3.30pm	35	Not asked in this session	Soccer competition Café / restaurant Library Mini Golf Street / basketball comp volleyball court skate park Park Waterpark Rugby competition Movie night at the hub ninja course obstacles Badminton Arcade Sports equipment to borrow Games / pool Garden (pretty flower garden, therapy, vegetable and fruit) Computers clothing or book swaps Clubs (gardening, soccer club) Meet up rooms (for playdates) Help for the homeless (soup kitchen or shelter) Chill out area Tutoring space Ninja courses	Asthma friendly BBQ Area Shaded Area Toilets Giant Shrek Statue Vending Machine Dinosaur statues Pool Playground Clocks Stuffed toy room Fountain Things to climb on Rugby course Netball courts Stuff to climb on sprinklers running track path for skating dog park (with tricks) First aid shed Trampoline gravity walls Foam / ball pit Tree houses benches really big slide	Not asked in this session

					<p>sitting place to eat food                  local kindergarten                  rugby comps                  Coloring comp                  Free things like clothes / food                  lost property area                  storage area - lockers</p>	
Session 4	Resurrection Primary School, Keysborough	Monday 6 May 3pm to 3.30pm	28	Not asked in this session	<p>Libraries, a playground, music classes, a gaming area and hotels                  Sensory/Safe space, café, Community computers, laundromat, tree house, Cinema (small room), playground                  Arts room, little garden area, café, greenhouse, park, outdoor volleyball court                  Toddlers/babies/little kids area, Indoor volleyball court, Instrument room, study room with a canteen, WiFi                  More FOOTY PITCHES, trampoline park, tree surfing, escape room                  Free drawing area, picnic area for picnic, a pond                  Downball Court (fullsize)                  Animal farm, trampoline (indoors), arcade/bowling, spa room, swing to launch into a pool                  Roller skating, ice skating, baby animal farm, go karts, Sephora                  Escape Room, Laser Tag, Karaoke, Sensory Room, Target, Cooking classes                  An outdoor Vegetable garden for the kitchen, a public pool and slide                  Arcade/bowling, Karaoke room                  I think we can have little id machines that have games that help you learn and a dog exercise room where they can jump and learn tricks. A mini playground at</p>	Not asked in this session

					<p>Dandy library, like Springvale                  Local FNCS competition (Fortnite)                  Yoga, music classes, 4 square court                  A race track (athletics track), Bigger playground                  Soccer pitch, BMX riding track, running track bowling, tree surfing                  I would like to play volleyball. Little kids area with tablets. Skate park. Outdoor movie theatre                  Golf course. Swings. Wi-Fi area.                  Instrument room. Café. Ice skating.                  Boba.</p>		
Session 5	Springers Leisure Centre	Wednesday 8 May 4pm to 7pm	7	Not asked in this session	<p>Programming into parklands                  Dads groups, after hours and weekends                  Consider programs for men                  Study spaces                  Central meeting point                  Non-sports based activities for teens and primary school aged children                  Kids activities after school (i.e. badminton, basketball, tennis, netball, karate)                  Workshops with something tangible                  Free / low cost activities                  Alternative work space to home or office                  A space for a variety of activities to include art classes, etc.                  Eco-hub (see Wellington Reserve Community Centre)                  Coding Club (school age primary and secondary)</p>	<p>Advisory Committee                  Informal use of space encouraged and promoted, not just for structured activities                  Smaller classes work better but understand its not cost effective                  Concern about street parking and impact on residents. Esp during pick up and drop off times                  Committee groups meetings</p>	Not asked in this session

				<p>Dancing, playgroup and mens group - spaces to use</p> <p>Chinese groups</p> <p>Set up table top gaming, up to 6 per group</p> <p>Activities for teenagers</p> <p>Activities after 6.30pm</p> <p>Activities timed for working families</p> <p>Consider activties for men (38 to 55 years) Book club / ted talk</p> <p>Social group activities for individuals with additional needs</p> <p>Outdoor performing shows</p> <p>After hours activities</p> <p>Activities in Makers space (3D printing, coding, free sewing classes, podcast)</p> <p>Attract allied health specialists to operate out of rooms</p> <p>Guest speakers special interest with meet and greet coffee</p> <p>More mindful after hours inexpensive</p> <p>Shared meals regular cooking club</p> <p>Sensory feeding classes in community kitchen</p> <p>Council facilitated support groups</p> <p>Separate student area and adult work area</p> <p>U3a programs, coming down for younger age groups</p>	<p>More extended opening hours</p> <p>Extend hours up to 9pm and weekends</p> <p>Mount Hira (Perry Road) consult with</p> <p>Opening hours longer on Sunday then Springvale</p> <p>Facebook</p> <p>Keysborough South Hub Consulting (Closed group paused since 11/9/23)</p> <p>Extended hours</p> <p>Cafe zone not correct</p> <p>3rd space for observation of outdoor area</p>	
--	--	--	--	--	---	--

Session 6	Parkmore Shopping Centre	Thursday 16 May 10am to 1pm	20	No feedback provided	<p>Exercise Classes</p> <p>Social Group x 3</p> <p>Outdoor Movies</p> <p>Playground</p> <p>Computer Games</p> <p>Craft</p> <p>Art classes x 2</p> <p>Flower arranging</p> <p>First Nations</p> <p>Cervical screening checks</p> <p>Menopause groups</p> <p>Young mums groups</p> <p>Physical Activity Classes</p> <p>Cooking classes</p> <p>Baby sensory activities</p> <p>Support for employment opportunities</p> <p>Playgroup / Childcare</p>	<p>Would like to see kinder (non-vaccinated programs)</p> <p>Looking forward to Library onsite</p> <p>Would like to see badminton court or programs onsite</p> <p>Community bus to do activities</p> <p>Bus transport to get to the hub</p> <p>Ability to rent a hall / space</p>	Not asked in this session
Session 7	Keysborough Gardens Primary School	Thursday 16 May 2pm to 3.30pm	30	Not asked in this session	<p>Roller skating</p> <p>More events, festivals (like Lunar NY) and community sports</p> <p>More local clubs for laser tag and tree surfing</p> <p>Endurance running course/races</p> <p>Outdoor band/performances</p> <p>Flower planting session</p> <p>Outdoor stretching</p> <p>Riddle club/escape room</p> <p>Sports and area (indoors/outdoors)</p> <p>Yoga classes</p> <p>You could have a place where people could be social</p> <p>Having sport clubs like footy or soccer</p> <p>A place where it's free for all and fun</p> <p>A game place</p> <p>An arcade</p> <p>There could be a place where kids can</p>	<p>You should build a church for people local to pray somewhere</p> <p>You should add a sport field for soccer/footy/basketball</p> <p>I think we should have a dog park so people who live nearby can walk their dog in a nearby place</p> <p>You should add a massive golf course</p> <p>We should add a disabled children's area</p>	Not asked in this session

				<p>learn new things like science or maths and English</p> <p>Athletics</p> <p>Culture club</p> <p>A place for younger people</p> <p>Geometry</p> <p>A dog playground and have contests of which dog can do the close first (?)</p> <p>A place to get better at school subjects like math or science</p> <p>Free food room or free stuff room for the poor people</p> <p>Learning inspiration</p> <p>Holiday activities</p> <p>Children/little kids space</p> <p>Make parks and school accessible for disabled kids.</p> <p>Celebrate a lot of different cultures such as Diwali, Chinese New Year, Dragon Festival</p> <p>A Science Club, yoga club, painting, art club, chess, cooking club, sports clubs, STEAM festivals to celebrate different cultures</p> <p>Music club and room</p> <p>Kids club</p> <p>Toddler area</p> <p>Dog park</p> <p>Knitting and crochet club</p> <p>Competitions</p> <p>Festivals for Chinese New Year/Diwali</p> <p>Kids club for kids to make friends</p> <p>Running cars (?)</p> <p>Footy clinics that just teach you how to kick and handball</p> <p>Racing cars</p> <p>Puppy centre</p> <p>Movies indoor and outdoor</p>	<p>We should add a car auction</p> <p>Shelter</p> <p>Soccer field</p>	
--	--	--	--	---	---	--



					<p>Mindfulness Workshops Playground Aboriginal visit Child friendly books Sport carnival Child book area Baking classes A puppy pit The kids can do a competition of who can do the best sculpture out of clay Small stores like farmers markets Theatre Rec and game room</p>		
Session 8	Keysborough Secondary College - Banksia College	Monday 20 May 2pm to 3.15pm	16	<p>Important: Community led Flexible Spaces Creative living for all ages and children Inspire Active Living</p>	<p>Group Study, Tutoring, homework Childcare / Kinder Photography / Media Groups Art Program Facilitated programs (music, dance and yoga) Cooking programs Eating area, canteen, open kitchen Gaming areas (electronic / non gaming, tournaments, board games) Group reading (youth) Religious programs (prayer rooms) Language courses Cultural introductions / information History boards (Australian History, US, etc) Bean bags around places (comfy) Toys for kids Social programs Dark room (chill) Interactive TV for toddlers (like learning games, abc's, etc) Activities outside of school hours Breakfast club</p>	<p>Free Wifi Cup holders on table Chargers Free Wifi Café needs more than coffee, canteen food, prepackaged food and vending machines Square tables, easier to work and for groups outdoor bbq (already use one in the area) Shade and sitting areas Charging station food vendor (sandwiches, coffee cart) Canteen (burgers,</p>	<p>Good signage (art room, outdoor, theatre) Advertisting for youth programs Bulletin board Information about fashion design training Information on wheer you can go fro specific, mental health, facilities and programs A swing (circular ones) Accessible kitchen Posters (intro people, who regularly come - eg. art person) Anonymous, submission box for ideas</p>

				<p>Job board                  Ping pong table                  Environmental events, fetes, food event, movie night, open air cinemas, farmers market.                  Permanent scavenger hunt, geo cache (point for kids / up to find), prizes available.                  Activities                  Family picnic, face painting, musics for young people                  festivals with rides, carnival games</p> <p>Outdoor craft, painting, bright colours are more welcoming                  Music and dance performers - young people / paid, random dance for people to join                  Like Narre Warren, once a month performer, Freeza.                  Art on the floor and walls would look more appealing, art would make the building look less boring, anything.</p>	<p>breakfast, soda / drinks)                  tap for refills, water bottle, pet water bowl                  Like Basketball and big spaces at Springvale                  Small playground for kids                  Springvale Cafe is expensive, like that its big but not close for a walk.                  toilets outside                  taps around the easy to get to                  Microwave</p>	<p>Food, Wifi                  Nice smell (new house / new car)                  TV - big                  Playstation, xbox, gym equipment, beanbags, comfy chairs, exercise place)                  Sport equipment to borrom                  Headphones                  First aid / sick bay                  AC / Heater                  Quiet room, loud room, relax, sleep, sleep pods, swinging chairs                  Community made artworks (even if 3.y.o)                  Staff who are down to earth, interested in getting to know you.                  Staff to help people who have additional needs / a disability                  Colour - bright                  open area                  artwork by young people and community, not from the internet                  Cater for older people                  Staff member who engages</p>
--	--	--	--	---	---	---

					Speakers outside, bluetooth connectivity - borrow with a library card Hampton Park / Narre Warren - stats for people to find schools to make them		What's on activities - dong put news
Session 9	Keysborough Secondary College - Acacia College	Thursday 23 May 9am to 10.30am	24	Lifelong learning Active and Creative Living Vibrant, don't have colours that don't match Creative Connection Inspire  No suggestions for inclusion	Access to play sport Shady areas, water filters, seating benches, sit together and separate trees More trees, more nature, places to climb trees be with family and friends, and alone BBQ's family to spend time and with friends Access to nature for children helps promote creativity and get off devices Holding camps for children, young people and horse riding team building and survival skills visits by guest speakers, how to survive in the wild Exercise, bars, outdoor exercise equipment in a private area Welcome sign, different languages User ID for lockers volleyball, badminton, multi use court Greenhouse, near nature play for food garden and programs Mini gallery Outdoor art work, changing art more, vote on what should be on display. Bonfire at night More taps / water fountain Sport tournaments, carnival games, holiday based events big screen for sports	Zen garden, fountain, rocks, coy / fish pond Water window like at the NGV (take photos, more popular spot) Animal pet day care Flower wall, make builds more vibrant convicne people to come and stand out Bike path - around general area, bike shed, security, bike chains Driving school, practice area. Closing time 9-10pm Staff and security at night Colourful LED's Bathroom (sanitary stuff) Vending machine Wifi, charging ports, USB Round table layout Colours to match	Location points entry, signage Food - options Play sports Meet people with same passion Big open area seeing people engaged and seemingly enjoying Quiet room Movie area Music classes, music room, Community activities Kitchen Sports outside Bright colours and curvy shapes open spaces, nature, community gardens Bean bags, video games, relaxing music Friendly staff sports courts Safe play areas First aid station, kiosk with information

ATT 4.2.3.3 KSCH Strategic Plan Full Community Consultation

					Cafe (hot / cold foods and drinks Movie nights or popcorn / beanbags. Wellbeing space Workshops Tutoring, VCE space, Study groups / spaces Music / band Place to eat (cafe)	the environment Public transport close by	Free food areas, water raps, prayer room Movie nights quiet rooms for study Library Active Area Social clubs on display office looking building Easy public transport
--	--	--	--	--	--	---	--

					<p>books / book week                  Lounge and sleeping areas /pods                  Careers advice space                  snippets of university courses (learning)                  Notice board for jobs                  card games                  Dungeon &amp; Dragons / games                  Playgroup, daycare or play areas                  Games club - chess                  Woodwork workshop                  Mothers group                  Area for kids who have trouble learning                  Active events                  Video game arcade                  Bird and reptile programs                  Bowls club                  Social clubs                  Robotics (events) - STEM                  Battle of the bands                  borrow sports equipment and devices                  active groups, hiking and sailing clubs                  piano, music nights                  bike riding                  pop up shops                  market stalls                  charity events and displays</p>		<p>Tutors on site in study spaces                  Event / digital boards (maps, news)                  Interactive boards                  Entrance maps                  Smaller and larger desks, friendship desks                  someone to greet customers                  Colour / led lights                  Fun activities                  Hangout space, fire safety / cafe.                  Statues and art gallery</p>
--	--	--	--	--	---	--	---

## **Keysborough South Community Hub – Strategic Plan Consultation**

### **Additional Community Feedback**

---

#### **RESIDENT 1**

#### **VISION**

***Q: Do you believe the vision is still relevant for Keysborough South Community Hub?***

Largely yes but replace vibrant with accessible. It needs to be accessible and the core success factor of this is opening hours.

#### **HOURS OF OPERATION**

As this is a community of largely full-time workers, it is opening hours on weeknights (till 10pm at least) and weekends (9am-10pm) that will be crucial to its use. Because otherwise most residents of Keysborough South will not be able to use it.

### **FEEDBACK ON KEYSBOROUGH SOUTH COMMUNITY HUB STRATEGIC PLAN**

#### **GENERAL**

- a) Timeframe 2022-2026 should be changed to 2025-2029 to reflect when the hub will first be available to the community.
- b) Actions on p6-9 should be labelled x.y where x is Strategic Objective and y is the Action (eg Action 1.1, 3.2 etc) so actions can be easily referenced.

#### **STRATEGIC OBJECTIVE 1: ENGAGEMENT AND ACTIVATION**

- Engagement and Activation need not only be delivered by programmed activities. In fact, due to the financial constraints of Council, too much focus on programmed activities and creating an expectation for them is not financially viable going forward.
- In particular, what is the plan for engaging and activating the community lounge and makers space? Promoting cost free informal use of spaces is consistent with a true community development approach and also caters for those that don't want to be locked into some forms of programmed activities (like signing up for a class for 12 weeks).
- The Makers Space in particular needs a defined approach for creative activities in the plan. See comments in Strategic Objective 3 - Learning and Creative Living.
- But even in the pursuit of some degree of programming, why is there not the mention of specific partners that could offer programmed activities like Keysborough Neighbourhood House (expected to be a partner in earlier Council planning in 2015-2019) or Springers Leisure Centre. The community activity rooms would be a great place for taster programs (like yoga, tai-chi) for later, more extensive programs at

Springers Leisure Centre. Springers is a Council owned facility - we should be looking for synergies. I think in a time-limited plan that it should identify key partners

- One partnership type specifically missing is schools. Keysborough South Gardens Primary School, just further down Chapel Rd, are a perfect match for the hub and would provide an organic promotion opportunity. Springers Leisure Centre (who may benefit from linkages and the hub benefiting vice versa) and also reaching out to community groups that cover this area (Rotary Club of Noble Park - Dingley who meet nearby at Keysborough Golf Club and Lions Club of Noble Park-Keysborough). Even more generic references to community groups (not just the 'community' in the broadest sense) would be good, but for a 4-year plan for a very specific hub I would have thought some specific references would be good - especially relevant place based partnerships.

## **STRATEGIC OBJECTIVE 2: CONNECTEDNESS AND HEALTH AND WELLBEING**

- I get no sense of what approach is going to be used to "*Actively engage with children and young people to inform programs and activities at the Hub*". Utilising local schools (Keysborough Gardens Primary School, Haileybury, Sirius College, Mount Hira College, and Lighthouse Christian College) is vital inc. creating win-win opportunities (i.e. don't rely on their goodwill- there needs to be something in it for them). However, for older children there will need to be a social media campaign and also direct mail invites. The consultation talks about displays appealing to youth IN the hub - we need to tell people in parallel about the hub's existence so that people don't think of it as a children and family centre.
- The hub should also incorporate the history (market gardens) but also current identity of Keysborough South (which has a strong sense of identity now distinct from the rest of Keysborough. There is currently no action relating to building the local identity of the area into the hub via specific displays. The green wedge only a couple of kilometres south of the hub is important to the identity of this area too.

## **STRATEGIC OBJECTIVE 3: LEARNING AND CREATIVE LIVING**

- Concerned by the language "contemporary reading lounge" on p5. Doesn't reflect those previous consultations which strongly supported a broad-based community lounge, only part of which would be a library lounge. The informal space shouldn't be so monopolised by the library service that informal social interactions and the meeting of small community groups can't use the community lounge area. A key action should be making the community lounge a success as an informal meeting space. The reference on p8 to "satellite community and library lounge" gives no comfort or clarity as the word satellite relates to library lounge not community lounge.
- The Makers Space in particular needs a defined approach for creative activities in the plan. The Makers Space at Springvale Community Hub has suffered for having no specific vision for its use.

- Also, what is the purpose of the amphitheatre that makes up part of the hub. It is not referenced in this document.

#### **STRATEGIC OBJECTIVE 4: SAFETY AND SUSTAINABILITY**

- Safety and Sustainability are unrelated objectives that should be separated
- Previous consultations indicated this could be a place of environmental education due to its physical proximity of remnant vegetation and wetlands to the immediate west and the Greater Dandenong Green Wedge to the immediate south. So to meet the aspirations of Greater Dandenong Sustainability Strategy 2016-2030, Greater Dandenong Climate Emergency Strategy and Action Plan 2020-2030 a focus on promoting environmentally sustainable practices for building users and the local community is vital, this hub is particularly relevant to the delivery of the Greater Dandenong's Biodiversity Action Plan 2023-2025 and Green Wedge Management 2015-2035 Action Plan
- I don't know what "Actively measure the deliverables of the Green Star Rating and community benefit" means/looks like - it is so vague that is not meaningful. Agree with the need but what is specifically going to be delivered needs to be specified

#### **MONITORING AND REPORTING**

- There is no section on how this will be reported, nor the formation and role of a Keysborough South committee analogous to the Springvale Hub Committee.
- There is mention that the plan will be monitored through Annual Action Plans. Are these internal documents - if so, that gives no transparency to the community.

---

#### **RESIDENT 2**

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.

2. Particular gaps are any connection to the neighbouring remnant vegetation in Tatterson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.

3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1.

4. This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main



demographic of the area to be able to actually utilise the hub.

5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.

6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities.

7. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.

8. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.

9. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.

---

### **RESIDENT 3**

With regards to the up and coming community centre hub there are a few things that should be looked at:

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.

2. Particular gaps are any connection to the neighbouring remnant vegetation in Tattersson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.

3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1.

4. This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.

5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.
  6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities.
  7. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.
  8. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.
  9. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.
- 

#### **RESIDENT 4**

Please find below feedback:

1. Considering that the area has many full-time workers, it feels odd to not have a hub that is more accessible as these workers wouldn't be able to use it during the day. To ensure the successfulness of the hub, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.
2. As discussed last night during the pop-up information session, there is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. In fact, there is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.
3. There is no inclusion of a well-defined strategy for the makerspace and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities. Consider using the following as references: Brimbank libraries, Library at The Dock, and Kathleen Syme Library and Community Centre.
4. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.
5. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.

In addition,

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.
2. Particular gaps are any connection to the neighbouring remnant vegetation in Tattersson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.
3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1
4. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.

---

**Resident 5**

The draft strategic plan that will drive the operations of the building has serious shortcomings - getting them fixed is not just important for the Keysborough South Community Hub but also new and existing community

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.
2. Particular gaps are any connection to the neighbouring remnant vegetation in Tattersson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.
3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1.
4. .This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.
5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.

6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities.

7. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.

8. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.

9. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.

---

### **Resident 6**

## **HOURS OF OPERATION**

For the hub to be a success it needs to have extensive opening hours (evenings and weekends) to cater to the large number of residents who work 9-5. We've seen an issue at the Springvale hub of rooms not being available for hire late enough for many community groups – opening to 10pm is core to allowing people to actually use the facility.

I note that neighbouring Dingley library has been trialling 24 hour access to library members. I think it would be great for the hub and its usage to trial 24 hour access and/ or unguarded usage (to some level of members eg library card holders) to maximise uptake of the space

## **FEEDBACK ON KEYSBOROUGH SOUTH COMMUNITY HUB STRATEGIC PLAN**

### **GENERAL**

Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.

### **STRATEGIC OBJECTIVE 1: ENGAGEMENT AND ACTIVATION**

- There is a strong emphasis on programmed activities in the strat plan and consultation. But we know that council has limited budget and only so many people can book into planned sessions. There needs to be a greater emphasis on community and informal usage. Attracting some 'lead tenant' community groups could be a good way to grow this aspect of the hub.

Keysborough Neighbourhood house and Springers Leisure Centre and obvious candidates for partnership here.

- Maker space needs its own clear goals and plans for activation. E.g. ideas emerging from the community consultation re having free drawing/ craft materials available for drop in is an excellent idea – it's something Westall library does in their childrens area and was a big reason we'd go there when my daughter was little.
- No mention of partnerships with schools is made in the strat plan despite extensive consultation with neighbouring schools. Formal and informal partnerships with schools are an obvious way to build awareness and use of the hub that should be explicitly mentioned in the plan.

## STRATEGIC OBJECTIVE 2: CONNECTEDNESS AND HEALTH AND WELLBEING

- Not clear from the plan exactly how children and young people are going to be engaged with to inform programming etc. An issue we've seen with the Springvale hub has been very limited engagement/ promotion of hub events in local schools. So this sort of relationship building needs to be done intentionally, we can trust that it will happen organically.
- Unclear how the local identity of the area will be reflected and fostered through the hub. E.g. plans for historical exhibitions, but also through explicit steps to foster informal usage of the hub as a 'third space' for serendipitous meet-ups. Ideas such as offering free art materials in the maker space will support this end
- Café/ coffee cart will play a big role in promoting informal usage, but challenge to get right. Worth going back to the community to see if they value café over the kitchen for hirers as it seems difficult to fit both in the building.

## STRATEGIC OBJECTIVE 3: LEARNING AND CREATIVE LIVING

- Need for clear activation strategy for the maker space.
- The 'library lounge' seems to have grown to take over most if not all of the informal meeting space. There is a need for space that people can meet up in that feels physically distinct to the library – i.e. space for a coffee and a chat where people don't feel that they are disturbing library users.

## STRATEGIC OBJECTIVE 4: SAFETY AND SUSTAINABILITY

- Not clear why these objectives are lumped together
- The setting of the hub and strong community interest in bush/ nature play suggests there is a great opportunity to make the KS hub unique as a showcase/ resource centre for residents interested in sustainable living. Wellington Reserve Community Centre in Monash serves a similar role for that municipality and has e.g. information panels about the centres solar panels, water tanks , home composting etc. These were all added to the building post-hoc so would not require design changes to implement.

- The proximity to wetlands/ remnant bush also provides opportunities for environmental activities and programming that would align well with the sustainability focus suggested about.
- Any planned cafes on-site should have clear plans to minimise waste, such as serving in crockery for eat in customers.

## MONITORING AND REPORTING

- Will the hub have its own committee similar to the Springvale Hub committee? I think that this is important for activation, promoting resident ownership and oversight.

---

### **Resident 7**

I am writing to communicate a number of concerns regarding the Keysborough South Community hub:

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.
2. Particular gaps are any connection to the neighbouring remnant vegetation in Tattersson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.
3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1
4. .This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.
5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.
6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities.
7. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.
8. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.
9. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated

committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.

---

**Resident 8**

1. Keysborough South is a unique community and it has a distinct array of features that sets itself apart from other hubs in Greater Dandenong. Unfortunately, the Strategic Plan fails to capture and represent these unique and distinctive qualities. It is far too similar to the Springvale Community Hub Strategic Plan, which is a regional hub with a major library and no children's services, and is demographically very different.
2. Particular gaps are any connection to the neighbouring remnant vegetation in Tattersson Park (its great location makes it an excellent opportunity for environmental education) or to the nearby Green Wedge.
3. Unlike the Paddy O'Donoghue Centre in Noble Park, there are no mentions of any plans for displays that showcase the rich history and environment of the area, which is closely linked to point 1
4. This is an area of mainly full-time employees who would be unable to use the hub during the day. For the hub to be successful, we should extend the opening hours til at least 10pm on weeknights and 9am to 10pm on weekends. This will allow the main demographic of the area to be able to actually utilise the hub.
5. There is a notable lack of focus and value on informal use, and in particular, there is no strategy to activate the community lounge. There is little mention of the community lounge in general in the document. Instead, there seems to be an excessive emphasis on programmed activities, disregarding the likely challenges that Council may face in terms of funding and organising these activities in the future.
6. There is no inclusion of a well-defined strategy for the maker's space and it also fails to outline what specific arts activities could be offered at the hub. Instead, it only vaguely references creative opportunities.
7. The absence of a comprehensive approach for the cafe and community kitchen, including their environmental sustainability, is evident. Both these facilities play a crucial role in supporting informal use, yet the plan fails to address their importance to hub success.
8. Surprisingly, the plan neglects to mention a potential partnership with the neighbouring Keysborough Gardens Primary School, which could bring significant benefits and foster a stronger community bond.
9. Unlike the Springvale Hub Committee, there is no commitment to establish a dedicated committee made up of Keysborough South residents. This omission disregards the valuable local input and representation that such a committee could provide.

# **(DRAFT) Community Hubs Advisory Committee Terms of Reference**

**Date Adopted:**  
**Review Date:**





## Contents

<b>1. Purpose .....</b>	<b>1</b>
<b>2. Objectives.....</b>	<b>1</b>
<b>3. Term of Appointment .....</b>	<b>1</b>
<b>4. Role of Advisory Committee.....</b>	<b>2</b>
<b>5. Membership.....</b>	<b>2</b>
Membership.....	2
Community and community hub tenant representatives .....	2
Councillor Representative .....	2
Senior Council Officer Representative Role The role of the Senior Council Officer representative is to: .....	3
Resignation, Removal and Vacancies .....	3
Co-opted Members and Non-Member Attendance.....	4
<b>6. Appointment.....</b>	<b>4</b>
Community Representatives .....	4
Community hub tenants .....	4
<b>7. Chairperson.....</b>	<b>5</b>
<b>8. Committee Member Responsibilities.....</b>	<b>5</b>
Induction .....	5
Conflicts of Interest.....	6
Media Protocols .....	6
Terms and Conditions .....	6
Disclosure of Personal Details .....	6
Code of conduct .....	7
Authority Constraints .....	7
<b>9. Selection Criteria for Community Members.....</b>	<b>7</b>
<b>10. Community Representation Selection Process.....</b>	<b>8</b>
<b>11. Community Member Selection Panel.....</b>	<b>8</b>
<b>12. Voting Rights and Decision Making.....</b>	<b>8</b>
Quorum .....	8
Voting .....	9
<b>13. Scheduled Meetings and Participation.....</b>	<b>9</b>
<b>14. Administration and Reporting of Minutes and Recommendations to Council.....</b>	<b>9</b>
Administration Support and Distribution of Agendas and Minutes.....	9

Attendance and Record of Meetings.....	10
<b>15. Working Groups.....</b>	<b>10</b>
<b>16. Reporting and Requirements .....</b>	<b>10</b>
<b>17. Policy Adherence.....</b>	<b>11</b>
Confidentiality.....	11
Freedom of Information .....	11
Breaches .....	11
<b>18. Evaluation and Review.....</b>	<b>11</b>
<b>19. Contact .....</b>	<b>12</b>

## 1. Purpose

The City of Greater Dandenong manages various community hubs across the municipality, which serve as central points for community development, civic engagement, and local services. These hubs are designed to enhance community connectivity, engagement, and well-being by promoting programs, activities, and partnerships tailored to local needs.

The establishment of the Community Hubs Advisory Committee aligns with the Greater Dandenong Council Plan and the objectives of Council's Community Engagement Policy and Framework, ensuring that the committee operates within the levels of "Involve" and "Collaborate" on the public participation spectrum. This committee contributes to Council's commitment to genuine and meaningful community engagement across multiple hubs within the municipality.

The purpose of the Community Hubs Advisory Committee is to provide strategic advice to the Council of the City of Greater Dandenong on matters related to community development, engagement, and the promotion, evaluation, and development of all community hubs within the municipality.

## 2. Objectives

The objectives of the Community Hubs Advisory Committee are to:

- Advise Council on strategic opportunities to enhance community connection and access to all community hubs within Greater Dandenong.
- Identify opportunities to promote engagement, programs, and activities across the hubs.
- Ensure effective communication between community representatives and Council.
- Identify opportunities for partnerships, improvement initiatives, programs, and activities at the hubs.
- Contribute to the achievement of community development goals across multiple hubs.
- Provide feedback on the review of strategic plans, action plans, policies, programs, and services related to the hubs.
- Address emerging issues impacting the hubs.
- Promote a positive profile for all community hubs in the municipality.

## 3. Term of Appointment

The Community Hubs Advisory Committee will be appointed for a two-year period from the date endorsed by Council unless otherwise resolved by Council.

An individual who has held membership for 3 consecutive terms must take a 12 month break before being eligible for re-appointment.

Requirements for re-appointment of Advisory Committee Members will follow the same selection process as set out in this Terms of Reference.

Members terms of appointment are to be endorsed at an Ordinary Meeting of Council.

#### 4. Role of Advisory Committee

The committee provides strategic advice to Council on the needs of the community concerning the implementation of relevant strategies and policies.

Recommendations proposed by the Committee are to be evidence based, meet the objectives of the Committee and to be within the authority constraints of the Committee. If a recommendation meets the former criteria, it will require approval of Council's Executive Team before considered for endorsement at an Ordinary Meeting of Council.

#### 5. Membership

##### Membership

The Committee will comprise:

- Up to 2 Councillor Representatives.
- One representative from each community hub tenant (for example Springvale ad District Historical Society)
- At least one Council Officer from the Community Services Directorate.
- Up to 9 community representatives, including at least 4 local residents from different suburbs of the municipality that have a community hub, appointed by Council. Members will be drawn from diverse backgrounds, reflecting the multicultural fabric of Greater Dandenong.

##### Community and community hub tenant representatives

Committee members are expected to:

- Prepare for, attend, actively participate and be punctual to meetings
- Act in accordance with the Advisory Committee's Terms of Reference and Council Code of Conduct

##### Councillor Representative

The nominated Councillor Representatives to the Community Hubs Advisory Committee will:

- Be appointed by Council in accordance with the annual statutory Council appointments.
- Act as a link between the Council and the Community Hubs Advisory Committee.
- Consistently adhere to the most current version of the Councillor Code of Conduct.

### **Senior Council Officer Representative Role**

The role of the Senior Council Officer representative is to:

- Prepare for, attend, actively participate and be punctual in Advisory Committee Meetings
- Foster a positive working relationship amongst Advisory Committee members and Council
- Keep members informed of developments and activities between meetings
- Review Committee recommendations and where relevant, present recommendations and feedback to Council's Executive Team and Council as required
- Advise the committee on the progress or outcomes of matters before Council
- Act in accordance with the Advisory Committee's Terms of Reference and Council Code of Conduct

### **Resignation, Removal and Vacancies**

Members of the Hubs Advisory Committee may resign from their position on the committee at any time by providing written notice to the Chairperson of their intention to resign.

Council reserves the right to remove members from their Advisory Committee positions when there is a demonstrated failure to meet the obligations outlined in the Terms of Reference.

Should a vacancy arise, during the tenure of the Committee, the vacancy shall be addressed through the formation of a Selection Panel by Council Officers and the Selection Process set out in Terms of Reference.

The term for any member appointed part way through the tenure of the Community Hubs Advisory Committee shall expire in line with the other members of the Advisory Committee.

If Council receives a request for membership in addition to the appointed members such a request will only be considered if a vacancy exists, or Council resolves otherwise.

Vacancies of organisational or group representatives will be filled by direct nomination of the relevant organisation or group.

If a vacancy arises less than six months before the end of the term, the Committee may resolve to leave the vacancy unfilled for the interim.

### **Co-opted Members and Non-Member Attendance**

The Advisory Group may invite suitably skilled persons (either professional or community based) to join the group in an advisory capacity for a specific purpose and period of time.

Relevant senior officers across Council Departments may be invited to attend the Advisory Committee to provide advice and input as needed to assist the Committee in their deliberations.

Co-opted members, invited community members and invited council officers do not have any voting rights.

## **6. Appointment**

### **Community Representatives**

Community representatives will be called for by advertising in the local media and on Council's website and other suitable channels. Suitably qualified, connected and experienced community representatives may also be invited to nominate.

A nomination form must be completed by interested representatives and all nominations will be assessed against the Criteria for Community representatives and recommended to Council for appointment. Officers may seek further information from nominees or their referees as part of the selection process.

Membership on the Community Hubs Advisory Committee is voluntary, and all members must be at least 18 years old.

Community Representatives will be appointed by Resolution of Council following recommendation by a Selection Panel. Successful nominees will be formally notified in writing as soon as possible following Council's endorsement.

### **Community hub tenants**

A representative will be appointed by any community organisation who is a tenant of a Council operated community hub and Council will be advised in writing of their nominated representative.

## 7. Chairperson

The Chairperson will be an external non-Council member elected by the Committee, elected at the commencement of the committees endorsed term and will remain the chair throughout the appointment term. In the absence of the Chairperson from a meeting, the meeting will appoint an acting Chairperson, who shall be a non-council member.

The role of the Chairperson is to ensure:

- All meetings are conducted in accordance with Council's Governance Rules
- Liaise with Council's Creative and Engaged City management, Business Support Officer and other Council Officers for the purpose of Agenda and Minute preparation
- Obtain consensus from all advisory committee members when developing recommendations to Council and ensure recommendations meet requirements.
- Foster a positive working relationship amongst all Advisory Committee members
- Ensure all members are given equal opportunity to participate in Committee discussions
- Keep members informed of developments and activities between meetings
- Act in accordance with the Committee's Terms of Reference and Council Code of Conduct
- Ensure that meetings are conducted in accordance with the objectives of the Committee.

## 8. Committee Member Responsibilities

### Induction

New members will be required to undergo an induction process as soon as possible after their appointment to the Committee to ensure they are familiar with relevant Council documents, process and operating requirements, including but not limited to:

- Overview of Council
- Current Council Plan
- Community Plan 2030
- Budget Process
- Reporting Requirements
- Community Engagement Policy and Framework
- Transparency Policy
- Conflicts of Interest
- Privacy and Personal Data Policy
- Victoria Charter of Human Rights and Responsibilities
- Media Policy
- Appropriate Workplace Behaviours Policy

- Diversity, Access, and Equity Policy
- Code of Conduct – Staff
- Governance Rules
- Relevant policies and strategies involving Community Hubs
- Reconciliation Action Plan

### **Conflicts of Interest**

Any matter deemed by a member to represent a Conflict of Interest shall be reported to the Chairperson either prior to a meeting or before the specific item is discussed. Disclosure must include the nature of the relevant interest.

A member who has a direct or indirect conflict of interest (i.e. Interest by close association, financial interest, conflicting duty, personal gain or loss) regarding an item to be considered or discussed by the Committee, must leave the meeting and remain absent until the conclusion of the discussion.

The conflict of interest, including the nature of the interest will be recorded in the meeting minutes including the time the member left the meeting and the time they re-joined the meeting.

If a community member nominates for Local, State or Federal elections, they must stand down from their position from the time they declare they have nominated until the results of the election are announced. If a member is elected, they will be required to resign from their current position on the Committee.

### **Media Protocols**

All Advisory Committee members must act in accordance with Council's Media Policy and refer all media enquiries to Council's Media and Customer Experience Department for a response.

The Mayor of the day remains the spokesperson for all Council activities, Advisory Committee members are not to represent the Committee or Council to the media or on social media, unless approved by the Manager Media and Communications.

### **Terms and Conditions**

All members of the Community Hubs Advisory Committee will be required to accept and sign the agreed Terms and Conditions as part of their membership.

### **Disclosure of Personal Details**

In accordance with Council's Transparency Policy, member's name, qualifications, and current committee position will be listed on Council's website.



### **Code of conduct**

All members of the Community Hubs Advisory Committee will be required to abide by Council's Code of Conduct - Staff (which includes volunteers) or Code of Conduct - Councillors.

### **Authority Constraints**

The Community Hubs Advisory Committee has no authority to:

- Act on decisions or advice without Council Approval
- Expend money on behalf of Council
- Commit Council or its resources to any arrangements
- Consider any matter outside its area of reference
- Direct Council Officer in the performance of their duties.

## **9. Selection Criteria for Community Members**

Community representatives of the Springvale Community Hub Committee must be able to demonstrate:

- A genuine interest in community development and engagement within Greater Dandenong.
- Awareness of key activities, interests, and community concerns relevant to the hub, such as arts, sustainability, and health and wellbeing.
- Strong skills, experience, and competency to contribute valuable input to the Committee.
- The ability to work collaboratively and effectively as part of a team, be able to understand different perspectives and embrace differences
- A commitment to embracing diversity and fostering inclusivity.
- Broad connections within the community.
- A solid understanding of local social, cultural, linguistic, environmental, and economic factors.
- Willingness to provide informed advice to Council on trends and opportunities related to community engagement, development, and programs within the municipality.
- Familiarity with the priorities outlined in Council's strategic plans and policies relating to community hubs.
- Preparedness to actively participate in and contribute to scheduled meetings.
- The capacity to act in the best interest of the community, putting collective concerns above personal interests.
- Commitment to the required term and attendance of the majority of scheduled meetings.

## 10. Community Representation Selection Process

Community representatives will be called for by advertising in the local media and on Council's website and other suitable channels. Suitably qualified, connected and experienced community representatives may also be invited to nominate.

A nomination form must be completed by interested representatives and all nominations will be assessed against the Criteria for Community representatives and recommended to Council for appointment. Officers may seek further information from nominees or their referees as part of the selection process.

Membership on the Community Hubs Advisory Committee is voluntary, and all members must be at least 18 years old.

A recommendation of preferred candidates will be submitted for consideration and approval at an Ordinary Meeting of Council. Successful nominees will be formally notified in writing as soon as possible following Council's endorsement.

## 11. Community Member Selection Panel

The selection panel will comprise:

- Manager Creative and Engaged City
- Coordinator Cultural and Community Hubs
- Coordinator Experience and Partnerships
- Community Hub Development Officer.

Once any nominations have been considered and a recommendation provided, the selection panel will be disbanded.

## 12. Voting Rights and Decision Making

It is preferable that recommendations of the Community Hubs Advisory Committee are made by consensus however there may be circumstances where a matter is decided by a vote.

### **Quorum**

The quorum for the Advisory Committee must be half plus one, which is the majority of the number of Committee Members with voting rights.

If a quorum is not present within 30 minutes of the scheduled start of the meeting the meeting may reconvene at a suitable time or proceed but without any votes being conducted.

A quorum must be maintained for voting purposes.

### **Voting**

Each member is entitled to one (1) vote. The Chairperson may exercise a casting vote should this be necessary.

Votes shall be taken by a show of hands and recorded in the minutes of the meeting.

Councillors, Council Officers, and guest who are not members of the committee are not entitled to vote.

## **13. Scheduled Meetings and Participation**

The Community Hubs Advisory Committee will be scheduled quarterly. Additional meetings may be scheduled as agreed by the Committee.

It is intended that each meeting shall not exceed two (2) hours in duration. If a meeting is to extend beyond this time a vote shall be taken by show of hands to decide if the meeting shall continue or be reconvened at another time.

Under special circumstances a meeting may be cancelled, re-scheduled or extended.

All meetings shall be held at a pre-advised location or in a virtual environment as required.

It is anticipated that members will be required to commit a minimum of two hours per month to the activities of the advisory committee.

It is expected that each member of the Community Hubs Advisory Committee will attend at least three of the four scheduled meetings each year.

## **14. Administration and Reporting of Minutes and Recommendations to Council**

### **Administration Support and Distribution of Agendas and Minutes**

The management of the Advisory Committee will be overseen by the Manager, Creative and Engaged City.

Administration support will be provided by Council staff to assist the Advisory Committee to function efficiently and effectively, including but not limited to servicing all scheduled Advisory Committee meetings and the timely preparation and distribution Agendas and Minutes.

All Committee Members are able to submit an Agenda item in accordance with the Terms of Reference.

Agenda items must be submitted to Council (either by the Committee Chairperson or a nominated Council Contact) no less than ten (10) working days prior to the finalisation and distribution of the agenda.

The Chairperson in consultation with the (Council Officer Representative with voting rights) will be responsible for coordinating the preparation and distribution of Agendas.

Agendas will be made available to Committee Members no less than five (5) working days prior to a scheduled committee meeting.

Minutes will be distributed in a timely manner to all members to ensure accuracy prior to formal endorsement by the Committee at a subsequent meeting.

Unconfirmed Minutes will be reported to an Ordinary Meeting of Council for noting.

### **Attendance and Record of Meetings**

All attendance, apologies, conflicts of interests, recommendations and outcomes will be recorded in the Minutes of all meetings held where a quorum is present.

The meeting will be recorded for minute taking purposes. The minutes will provide a summary of key discussions, decisions, and action items, rather than a verbatim transcript.

Administrative Support and distribution of agendas and will be overseen by Council staff in the Creative and Engaged City department.

## **15. Working Groups**

Working Groups of the Advisory Committee may be established at the discretion of the Community Hubs Advisory Committee.

Working Groups may be developed to implement particular actions or roles of the Advisory Committee. The establishment of a working group will be conducted under specific objectives and/or expected outcomes and timelines, which will be determined by the Advisory Committee.

The Advisory Committee will determine the role, responsibility, and resourcing of working groups. It will retain the ability to conclude a working group or the group's formal relationship with the Advisory Committee at its discretion and/or at the achievement of its objectives.

## **16. Reporting and Requirements**

The minutes of meetings where a quorum is present must be routinely reported to an Ordinary Meeting of Council for noting.

Periodic progress reports on the activities and outcomes of the Advisory Committee will be reported to a Councillor Briefing Meeting or via the Councillor's weekly newsletter (Infosum).

Additional advice and/or recommendations by the committee may also be provided to Council through Infosum or a scheduled Councillor Briefing Session where appropriate.

## 17. Policy Adherence

### **Confidentiality**

Information discussed, received, used or created by the Community Hubs Advisory Committee deemed confidential, must not be disclosed to any person who is not a member of the committee.

Any member who discloses information that they know or should reasonably know to be confidential will be found in breach of the Terms of Reference.

The Community Hubs Advisory Committee must act in accordance with Council's Transparency Policy and the Public Transparency Principles as outlined in the Local Government Act 2020.

### **Freedom of Information**

All documents produced by or relating to the Advisory Committee that are not publicly available or deemed confidential are subject to the *Freedom of Information Act 1982*.

### **Breaches**

The City of Greater Dandenong by resolution of Council may terminate a Committee member's appointment for breaching the Terms of Reference set out in this document and/or Council's Code of Conduct – Staff/Councillor.


All members of the Community Hubs Advisory Committee will be required to accept and sign the Terms and Conditions statement.

## 18. Evaluation and Review

A review of the Advisory Committee will be undertaken as required to ensure the purpose, membership and operations of the committee remain effective and in line with Council objectives.

Appropriate changes to the purpose and outcomes of the Committee and amendments to the Terms of Reference may be made as part of the review process.

The Community Hubs Advisory Committee Terms of Reference will be reviewed prior to the appointment of a new committee by the Creative and Engaged City



department and if there are changes to the document, re-endorsed at an Ordinary Meeting of Council, unless otherwise advised by Council.

Council has the right to conclude the Advisory Committee by resolution of Council at any time if it is found that the Committee is no longer beneficial to the needs of the Community.

## 19. Contact

Natasha Petkovic Jeremic  
Manager Creative and Engaged City  
City of Greater Dandenong  
225 Lonsdale Street, Dandenong  
PO Box 200  
Dandenong 3175  
Tel: 8571 1000  
[council@cgd.vic.gov.au](mailto:council@cgd.vic.gov.au)



# Terms and Conditions

I agree to:

- ✓ Attend the Community Hubs Advisory Committee meetings and provide apologies in advance where attendance is not possible.
- ✓ Act in an advisory capacity by disseminating authorised information within the community and to provide insight and advice to inform Council.
- ✓ Respect the ideas and beliefs of all members and provide an atmosphere where all members feel comfortable to participate.
- ✓ Contribute in a positive way to finding solutions to issues or concerns.
- ✓ At all times act in good faith, with honesty and integrity and apply the skills and expertise I possess with diligence and care.
- ✓ Represent the views of my organisation, interest group or community and not individual views at odds with my organisation, group or community.
- ✓ Notify Council of any potential conflict of interest that may arise with respect to my participation on the Community Hubs Advisory Committee.
- ✓ Allow my comments from the meetings to be noted in the written and recorded minutes.
- ✓ Allow Council to promote my participation in the Community Hubs Advisory Committee in order to facilitate community feedback and participation.
- ✓ Not disseminate confidential or personal information that is discussed at the Community Hubs Advisory Committee meetings as advised by the Community Hubs Advisory Committee Chair.
- ✓ Act in accordance with Council's Media Policy and not make any media comment on behalf of Council or the LGBTIQ+ Advisory Committee unless approved by the Media and Communications Department
- ✓ Adhere to the relevant Council Policies and Guidelines.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_ Date: \_\_\_\_\_



#### 4.2.4 List of Registered Correspondence to Mayor and Councillors

<b>Responsible Officer:</b>	Manager Governance, Legal & Risk
<b>Attachments:</b>	1. List of Registered Correspondence to Mayor and Councillors [4.2.4.1 - 2 pages]

#### Officer Recommendation

**That the listed items for the period 17 – 28 February 2025 provided in Attachment 1 to this report be received and noted.**

#### Executive Summary

1. Subsequent to past Council resolutions in relation to the listing of registered incoming correspondence addressed to the Mayor and Councillors, Attachment 1 to this report provides a list of this correspondence for the period 17 – 28 February 2025.



# Objective

CONNECTED. COLLABORATIVE. COMMUNITY.

## Correspondences addressed to the Mayor and Councillors received between 17/02/25 & 28/02/25 - for officer action - total = 0

Correspondence Name	Correspondence Dated	Date Record Created	Objective ID	User Assigned
---------------------	----------------------	---------------------	--------------	---------------

NB: Users assigned may have changed by the time of the Council Meeting. Correct at time of report production only.

# Objective

CONNECTED. COLLABORATIVE. COMMUNITY.

## Correspondences addressed to the Mayor and Councillors received between 17/02/25 & 28/02/25 - for information only - total = 3

Correspondence Name	Correspondence Dated	Date Record Created	Objective ID	User Assigned
A letter to the Mayor from The Winston Churchill Trust regarding applications for Churchill Fellowships.	24-Feb-25	24-Feb-25	A11788865	Mayor & Councillors
An email from the Victorian Local Governance Association regarding the Victorian Councillor Census - Results Launch.	25-Feb-25	25-Feb-25	A11789509	Mayor & Councillors
An email from the Alpine Shire Council regarding the Future Homes Planning Response.	25-Feb-25	25-Feb-25	A11790710	Mayor & Councillors

NB: Users assigned may have changed by the time of the Council Meeting. Correct at time of report production only.



## 4.2.5 Chief Executive Officer's Annual Review 2025

<b>Responsible Officer:</b>	Manager Governance, Legal & Risk
<b>Attachments:</b>	<ol style="list-style-type: none"><li>CONFIDENTIAL REDACTED - Remuneration Options Report 2025 v 1.0 [4.2.5.1 - 2 pages] This report contains an attachment which is deemed confidential under s 3(1)(f) of the <i>Local Government Act</i> 2020. It contains personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.</li></ol>

### CEO Employment and Remuneration Committee Recommendation

#### That Council:

- NOTES** that a comprehensive review of the performance of the Chief Executive Officer (CEO) has been undertaken by the CEO Employment and Remuneration Committee in line with Council's CEO Employment and Remuneration Policy; and
- ENDORSES** an increase of 2.75% to the salary component of the CEO's Total Remuneration Package (effective from 19 December 2024).

### Executive Summary

- Council is required to review the performance of the Chief Executive Officer (CEO) annually as outlined in its CEO Employment and Remuneration Policy.
- The review was completed in February 2025 with Councillors invited to participate in the process and provide feedback to the CEO.
- This report recommends an increase of 2.75% to the salary component of the CEO's total remuneration package (TRP) based on positive performance review results for the 2024 calendar year.

### Background

- The annual review of the Chief Executive Officer's (CEO) performance is managed by the CEO Employment and Remuneration Committee (CERC). The 2024 annual review was facilitated by independent adviser, Margaret Devlin, from the Centre for Organisation Development.
- The CERC is comprised of the following Councillors: Mayor Jim Memeti, Deputy Mayor Sophie Tan, Cr Sean O'Reilly, Cr Rhonda Garad, Cr Melinda Yim, Cr Isabella Do, Cr Lana Formoso and Cr Alice Phuong Le.
- The performance review of the CEO is based on six key performance measures. These are:
  - Financial sustainability
  - Customer experience
  - People and culture
  - Communication, engagement and advocacy
  - Systems and processes
  - General



7. The CERC was pleased with the overall performance of the CEO in her second year across all six key performance measures. Average ratings across all measures were either meeting expectations or strong performance.

### Financial Implications

8. There are no financial implications associated with this report. The proposed increase is in line with the allocated budget for the current and next financial years.

### Community and Stakeholder Consultation

9. The CERC is comprised of: Mayor Jim Memeti, Deputy Mayor Sophie Tan, Cr Sean O'Reilly, Cr Rhonda Garad, Cr Melinda Yim, Cr Isabella Do, Cr Lana Formoso and Cr Alice Phuong Le.

### Legislative and Policy Obligations

10. This report has considered council's legislative and policy obligations (where applicable) as outlined in the report considerations section detailed in the front of this agenda. The applicable obligations considered and applied are:
  - *Local Government Act 2020 (s45)*
  - Council's Chief Executive Officer Employment and Remuneration Policy.

### Conclusion

11. The annual review of the CEO's performance for the 2024 calendar year has been undertaken in line with the relevant council policy requirements. The review highlighted that the CERC is pleased with the performance of the CEO and the positive impact she has had on the organisation to date.
12. The CERC recommends an increase of 2.75% to the salary component of the CEO's total remuneration package (TRP) based on the positive performance review results for the 2024 calendar year. This increase would be effective from the first anniversary of 12 months service, being 19 December 2024 (backdated).



## 5 NOTICES OF MOTION

### 5.1 NOTICE OF MOTION NO. 4 - RESCISSION MOTION IN RELATION TO DANDENONG WELLBEING CENTRE - RECOMMENDED CONTRACT AWARD

**Responsible Officer:** Executive Director City Futures  
**Author:** Cr Rhonda Garad

#### Rescission Motion

That Council rescinds its decision carried at the Council Meeting of 24 February 2025 in relation to Dandenong Wellbeing Centre – Recommended Contract Award:

“That Council:

1. **NOTES** the procurement / public tender process for the Dandenong Wellbeing Centre facility has been completed and a tender recommendation report submitted to Council for consideration;
2. **AWARDS** Contract 2425-05RFT for the construction of the Dandenong Wellbeing Centre to ADCO Constructions Pty Ltd – ABN 46 001 044 391, totalling One Hundred Eight Million, One Hundred Thirty Thousand (\$108,130,000) inclusive of GST, (\$98,300,000.00 exclusive of GST);
3. **AUTHORISES** the Chief Executive Officer to execute the contract agreements, and any associated documentation;
4. **DELEGATES** the Chief Executive Officer to make expenditure variations up to and not exceeding the contract contingency amount as specified in the funding strategy; and
5. **APPROVES** the total project cost of \$122.15 million as detailed in the financial implications section of this report.”



## 5.2 NOTICE OF MOTION NO. 5 - TOWARDS UNITY: A MOTION FOR INCLUSIVE, RESPECTFUL AND PEACEFUL ENGAGEMENT IN THE THOMAS STREET NAMING ISSUE

**Responsible Officer:** Executive Manager Strategy Growth & Advocacy  
**Author:** Cr Rhonda Garad

### Preamble

1. On 21 February 2025, the Mayor convened a select group of individuals to meet and sign a pre-formulated statement calling for peace within the community, without informing councillors or including petitioners from Thomas Street.
2. The meeting raised several concerns, including insufficient notice to councillors, unclear objectives, and the implication that those not present were contributing to conflict. This implication was further underscored by the inclusion of police authorities, which is particularly sensitive within a migrant community where criminal charges can profoundly affect citizenship security. Additionally, there were criticisms about the lack of representation, which instead of promoting peace and calm, has heightened tensions within the community.

### Motion

**That Council will:**

1. **host an inclusive peace meeting: organize a new peace meeting that ensures inclusive representation from key stakeholders involved in the Thomas Street precinct naming issue;**
2. **encourage diverse participation: include Councillors, community leaders from both sides of the naming petition, and independent facilitators to ensure a balanced and impartial dialogue; and**
3. **provide opportunity for direct representation: allow a leader from each group for and against the removal of the name of the Thomas Street precinct to briefly state their positions at the beginning of the meeting.**

**Objective of the Meeting:** Focus not on seeking immediate consensus on the naming issue but on agreeing to a statement that emphasizes the importance of engaging respectfully with one another at all times.

**Ensuring Transparency and Openness:** Ensure that the proceedings of the meeting are transparent and open for the public to observe, fostering greater trust and understanding within the community.



## 5.3 NOTICE OF MOTION NO. 6 - STRONGER TOGETHER: TOWARDS PEACE AND COHESION IN OUR COMMUNITY

**Responsible Officer:** Executive Manager Strategy Growth & Advocacy  
**Author:** Cr Phillip Danh

### Preamble

1. In response to recent concerns regarding community safety and tension arising from the name of the Thomas St precinct, the Mayor brought together a diverse group of community leaders and elders across different backgrounds on 21 February 2025 to promote peace, calm and respect in our community.
2. The community leaders and elders recognise the sensitivity of this issue and the strongly held views of community members stemming from deeply personal and traumatic experiences, and committed to working together in bringing unity and cohesion back to our communities.
3. The meeting culminated in a signed joint statement to call for calm and peace.

### Motion

**That Council:**

1. **ACKNOWLEDGES** the diverse and genuinely held views in the community regarding the name 'Afghan Bazaar' and that while the term 'Afghan' is widely understood in the broader Australian community to include all people originating from Afghanistan, not everyone understands the word that way;
2. **NOTES** that the name "Afghan Bazaar" has never been formally adopted on the Register of Geographic Place Names Victoria, and the area remains formally named as Thomas St, Dandenong. "Afghan Bazaar" was a term adopted by Council used for marketing and economic development promotion to the broader Melbourne community to attract tourists and visitors;
3. **ACKNOWLEDGES** the deep and rich contribution of the Hazara community to Greater Dandenong including in community and business life, and the ethnic and religious persecution of Hazaras in Afghanistan and other countries over many decades;
4. **AFFIRMS** that everyone in the City of Greater Dandenong should feel a sense of belonging and inclusion, and that the formal naming of public places should be undertaken through proper processes that seek to build consensus, not divide the community;
5. **NOTES WITH CONCERN** reports of some ethnic divisions in the community, including amongst younger people and **ENDORSES** the Mayor's initiative to bring together community leaders who issued a signed, written statement calling for peace, calm and respect;



- 6. NOTES that the CEO has formally requested external resources and funding to engage a thorough and independent consultation process to objectively examine the multiple issues surrounding this matter and provide recommendations for a constructive resolution. This initiative seeks to bridge divisions and enhance links to the broader Australian community by actively engaging youth, women, community leaders and wider public participation. Consideration should also be given to collaboration with relevant neighbouring Councils, State and Commonwealth governments; and**
- 7. REQUESTS the CEO to provide further advice to Council on a broader, longer-term community development initiative, facilitating dialogue between the various parts of the community of people of all ethnic backgrounds in Afghanistan living in the City of Greater Dandenong.**





---

## **6 REPORTS FROM COUNCILLORS/DELEGATED MEMBERS AND COUNCILLORS' QUESTIONS**

The principal purpose of this item in the Council Meeting Agenda is for Councillors to report on their attendance, observations or important matters arising from their liaison or representation with groups for which the Councillor has been formally appointed by Council. In accordance with the documented 'protocol' that applies to either liaisons or representatives, Councillors should raise matters of importance during this item. Other matters may also be reported.

If a Councillor chooses to speak, the name of the conference/event and the Councillor will be noted in the Minutes for that meeting. If a Councillor requires additional information on the conference/event to be listed in the Minutes, they must submit it in writing to a Governance staff member by 12.00pm the day following this Council Meeting.

Question time is provided to enable Councillors to address questions to members of Council staff. The guidelines for asking questions at a Council meeting are included in the current Governance Rules.

Councillors have a total of 15 minutes each to report on their attendances at meetings, conferences or events and to ask questions of Council staff.



---

## 7 URGENT BUSINESS

No business may be admitted as urgent business unless it:

- a) relates to or arises out of a matter which has arisen since distribution of the Agenda; and
- b) cannot safely or conveniently be deferred until the next ordinary meeting and unless agreed to by a majority of those Councillors present at the meeting.



---

## 8 CLOSE OF BUSINESS