



## ***Ordinary Meeting of Council***

***Virtual Meeting***

***21 September 2020***

### **ATTACHMENTS**

#### **3.1 Adoption of Social Enterprise Strategy & Action Plan 2020-2025**

Attachment 1. Public Exhibition Summary .....	3
Attachment 2. Final Social Enterprise Strategy 2020-2025 .....	13
Attachment 3. Final Social Enterprise Action Plan 2020-2025 .....	27
Attachment 4. Summary Flyer .....	33

#### **3.2 Adoption of Inclusive Local Jobs Strategy & Action Plan 2020-2025**

Attachment 1. Public Exhibition Summary .....	35
Attachment 2. Final Inclusive Local Jobs Strategy 2020-2025 .....	49
Attachment 3. Final Inclusive Local Jobs Action Plan 2020-2025 .....	77
Attachment 4. Summary Flyer .....	83

#### **5.2 Waterdale Road, Ivanhoe - Proposal to place permanent barriers**

Attachment 1. Waterdale Road, Ivanhoe - Benchmark Examples.....	85
---	----

#### **5.3 73 Devon Street, EAGLEMONT - Proposed Four dwelling development (P117/2020)**

Attachment 1. Technical Consideration .....	91
Attachment 2. Advertised Documents.....	95
Attachment 3. Advertised Plans.....	169
Attachment 4. Landscape Plan.....	181

#### **5.4 1 Vasey Street, Ivanhoe East - Amendment to liquor licence hours at Ivanhoe Public Golf Course (P110/2020)**

Attachment 2. Existing On-premises Liquor Licence.....	183
--	-----

#### **6.1 Banyule Community Engagement Policy 2020 (for adoption)**

Attachment 1. Final Draft Banyule Community Engagement Policy 2020 .....	185
Attachment 2. Community Engagement Policy Public Exhibition Report Verbatim Comments .....	207

---





**Draft Social Enterprise  
Strategy and Action Plan**  
Public Exhibition Feedback and Response

**Table of Contents**

1. Introduction .....2

2. Overview of community feedback and Council response .....2

3. Demographic data of respondents .....2

4. Draft Social Enterprise Strategy – Community feedback & Council response.....3

5. Draft Social Enterprise Action Plan – Community feedback & Council response.....6

## 1. Introduction

At the Council meeting of 6 July, Council endorsed the draft Social Enterprise Strategy & Action Plan 2020-2025 for public exhibition for four weeks. From 7 July to 4 August, the draft Social Enterprise Strategy & Action Plan was exhibited on the Shaping Banyule website and on other digital platforms, and public comment was invited. This report summarises the feedback received, and details Council response.

## 2. Overview of community feedback and Council response

- 19 respondents.
  - 18 respondents support the Draft Social Enterprise Strategy & Action Plan.
  - 1 respondent does not support the Draft Social Enterprise Strategy & Action Plan.
- Overall, public feedback is highly supportive and positive toward the Draft Social Enterprise Strategy & Action Plan, noting a strong alignment to community needs.
- Council notes feedback and minor changes are incorporated throughout the final Strategy and Action Plan to enhance formatting and better reflect and consider the current economic environment due to COVID-19. In addition, a summary flyer will be developed to improve accessibility for community members.

## 3. Demographic data of respondents

- Gender:
  - 8 respondents identify as *male*.
  - 8 respondents identify as *female*.
  - 3 respondents *did not disclose*.
- Age:
  - 3 respondents identify as *25-34*.
  - 3 respondents identify as *34-44*.
  - 4 respondents identify as *45-54*.
  - 4 respondents identify as *55-64*.
  - 4 respondents identify as *65-80*.
  - 1 respondent *did not disclose*.
- Relationship to Banyule:
  - 8 respondents *live in Banyule*.
  - 3 respondents *work in Banyule*.
  - 7 respondents *other*.
  - 1 respondent *did not respond to this question*.

## 4. Draft Social Enterprise Strategy – Community Feedback &amp; Council Response

Respondent	Feedback		Council Response
	Question 1: Do you support the overall direction of the draft Social Enterprise Strategy 2020 – 2025?	Question 2: Please provide comments to support your answer	
1	Yes	<p>A few comments:</p> <ul style="list-style-type: none"> <li>• Social enterprise presents a big opportunity for Banyule to respond to local unemployment. Congratulations on your leadership.</li> <li>• Great to see targets included!</li> <li>• Acknowledge your photo sources - this is a good opportunity to promote the social enterprises included.</li> <li>• Page 3: one of the impact circles is duplicated. Maybe something was pasted incorrectly?</li> <li>• Page 5: I would argue that given we are now in recession, Banyule's local economic prospects may not be as good - and the future is unknown. What we do know is that youth unemployment is skyrocketing. There is no mention of procurement. What has Council already been doing to create jobs through its purchasing.</li> <li>• Page 11: this sentence is out of place. Is it perhaps the first sentence of this section? "To realise the potential of Australia's growing social enterprise sector, support beyond financial grants is essential; a blended mix of capital and capacity building support is required." maybe it was copied/pasted incorrectly by your graphic designer.</li> <li>• Procurement is a BIG opportunity, glad to see it included. although, in Australia this is commonly referred to as Social Procurement not sustainable procurement. - Procurement is a BIG opportunity, glad to see it included. although, in Australia this is commonly referred to as Social Procurement not sustainable procurement.</li> <li>• Page 13: was the partnership with Brotherhood of St Laurence or with their Given the Chance social enterprise? assume needs correction.</li> <li>• Page 15: "In Victoria, efforts to increase community awareness of and engagement with social enterprise are supported by state policy." this sentence reads contradicting. Remove.</li> <li>• Good to see that you will evaluate the strategy and change things if they are not creating impact for Banyule.</li> </ul>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>• Photo sources captioned throughout.</li> <li>• Impact on page 3 updated to remove graphic design typing error.</li> <li>• Information updated to reference COVID impacts.</li> <li>• Information throughout document has been refined to improve accessibility. In addition, a summary flyer about the Strategy will be developed.</li> <li>• Reference made to Brotherhood of St Laurence on page 13 amended to refer to Given the Chance.</li> </ul>
2	Yes	Well thought out Strategy and Plan that makes sense, is achievable and can help support the local community.	Status: Noted.
3	Yes	Social Enterprises play an increasingly important role in local communities by "filling the gap" that is presently not met - for many reasons - by "main stream" commerce when it comes to providing meaningful and sustainable	Status: Noted.

		employment for many of our most marginalised, disadvantaged and vulnerable members within our local communities. It is for this reason that not only do I support the overall direction of the draft Social Enterprise Strategy 202-2025, but also commend Banyule for their leadership in developing the strategy.	
4	Yes	Idea is great - only concern is that outcomes don't seem very measurable - also unclear how this interacts with other strategies council has.	Status: Noted, no changes incorporated into final Strategy. <ul style="list-style-type: none"> <li>As demonstrated on page 17 of the Strategy, Council has committed to developing a monitoring and evaluation process.</li> <li>Page 6 of the Strategy sets out the context of how this Strategy supports and interacts with the Banyule City Council Plan 2017-2021 and other key policies, strategies and plans.</li> </ul>
5	Yes	[Local disability organisation] fully endorses the social enterprise strategy. We are committed to providing disability supports outside the traditional disability bubble. We are certain that our participants have skills that have an economic worth, consistent with the express goals of the strategy. We also believe that increased community engagement and awareness of disability and autism will Banyule a stronger, safer and more inclusive community.	Status: Noted.
6	Yes	The strategy goes beyond the traditional capacity and market building approach to include a focus on place based ecosystem development and community awareness. It has a community building approach that will enable innovation and outcomes to emerge from the ecosystem in addition to the top down interventions from Council.	Status: Noted.
7	Yes	Think that a locally based approach to issues is even more important in the current economic and health climate	Status: Noted.
8	Yes	We see the positive effects that Social Enterprise can have in the community of Banyule. Having been part of the Heidelberg community since 1986, we have seen a history of involvement with the precinct and we have a demonstrated history of positive involvement in the lives of many people who would otherwise be disenfranchised from involvement in wider society. We can see the benefits (and demonstrate them) from our long history of involvement in what is now seen as Social Enterprise.	Status: Noted.
9	Yes	Such strategies are part of overall economic and social development objectives. Simple for profit models are failing at all levels and pathways to longer term opportunities are becoming the preserve of selected groups.	Status: Noted.
10	Yes	This seems a worthwhile social initiative	Status: Noted.
11	Yes	Fantastic to see leadership in this from a local government. Banyule is a leader in this space and should be held up as an example for other local governments to follow.	Status: Noted.
12	Yes	I am a volunteer at a local club that works often with BCC and have come across many of councils partners in these roles that assist people to be able to have a go or provide an opportunity.	Status: Noted.

13	Yes	It's fantastic to see Banyule Council taking such a progressive and thoughtful approach to supporting the growth and sustainability of the social enterprise sector. The strategy is comprehensive and has clearly been developed in conjunction with a wide range of stakeholders. [Enterprise] fully endorses the great work that Banyule Council is doing in this area.	Status: Noted.
14	Yes	The Principles are important and fostering different ways of consumer and business in broadening employment opportunities is important. A key question that needs to be address is the net economic benefit. Removing barriers to employment is important. Providing work to one organisation over another also means someone else doesn't get a job in some circumstances. How is this reconciled?	Status: Noted, no changes incorporated into final Strategy. <ul style="list-style-type: none"> <li>As demonstrated on page 17 of the Strategy, Council has committed to developing a monitoring and evaluation process to help demonstrate economic benefit.</li> </ul>
15	Yes	This is a really important sector that will increase in value and relevance as Governments at all levels cannot meet the growing societal needs of our communities. Business needs to step up and assist community needs. Social enterprises have this target at the heart of their purpose.	Status: Noted.
16	Yes	The documents are well written and thoroughly researched. They broadly reflect the aspirations and achievements of the Social Enterprise and Local Jobs team and highlight the industry leading work that is being undertaken. The inclusion of targets within the documents is terrific to convey our commitment to the community, particularly the inclusive employment groups and the current and emerging local social enterprise sector. The documents speak to Banyule's strong economic prospects, based on an economic analysis that was undertaken prior to the Covid-19 pandemic. Given the impact of the pandemic in particular to the labour market, local businesses and industry, it is recommended that the documents are monitored with the scope to revise elements and respond to updated challenges and opportunities (e.g. the scope of businesses to employ additional staff or the delivery of large scale networking events if current restrictions are continued). It is likely that an updated economic analysis will be undertaken to inform the new Economic Development Plan, which could be a useful reference. It may also be beneficial to update the documents when the new Council Plan is developed as internal partnerships are further explored and a new group of Councillors are elected. As the documents are likely to be read by members of the community from the CALD community and those living with a disability, a summary document in plain language could be considered that is easily understood by these communities. The document could include (but not be limited to) the key achievements of the team, focus areas and targets. Terrific background and definition of what we mean by "social enterprise" noting there are varied definitions and interpretations. The continuum is also useful in supporting the interpretation. Is there any localized information for Banyule that could be included? E.g. the number and types of social enterprises operating in the municipality?	Status: Noted and changes incorporated into final Strategy. <ul style="list-style-type: none"> <li>Information updated to reference COVID impact.</li> <li>Key achievements updated to reference award.</li> <li>Information throughout document has been refined to improve accessibility. In addition, a summary flyer about the Strategy will be developed.</li> <li>As demonstrated on page 17 of the Strategy, Council has committed to developing a monitoring and evaluation process to help affirm approach and/or recommend re-calibration and/or new directions. This will support Council to monitor the scope and activities of this Strategy alongside a changing climate.</li> <li>As demonstrated on page 6 of the Strategy, this Strategy supports and interacts with the Banyule City Council Plan 2017-2021 and other key policies, strategies and plans including the Banyule Economic Development Plan. Continued alignment is an ongoing commitment.</li> <li>Several key initiatives included the Action Plan within Focus Area 4 demonstrate Council's commitment to promoting this information.</li> <li>Each target outlined in the Strategy aligns to a specific Focus Area. E.g. "Realise 50 inclusive employment and training outcomes through social enterprise innovation" relates to Focus Area 1. This target sets a goal for the number of inclusive employment and training outcomes to be stimulated through</li> </ul>



		<p>In the key highlights should the partnership with [local disability organisation] be noted in addition to mentions of specific Local Government Awards that Council has been awarded as well as the NBAA?</p> <p>Further clarification could be useful to distinguish between the targets, in particular –</p> <ul style="list-style-type: none"> <li>• “Realise 50 inclusive employment and training outcomes through social enterprise innovation” and</li> <li>• “Realise 200 inclusive employment and training outcomes through social enterprise development”.</li> </ul> <p>Are these overlapping or is one about creation of new social enterprises and the other about transitioning businesses?</p> <p>Is the Renew Australia, shopfront activation program for social enterprises, something that could be facilitated by the social enterprise and local jobs team as part of focus area one?</p>	<p>this Focus Area – the key initiatives to guide these efforts are outlined in the Action Plan.</p> <ul style="list-style-type: none"> <li>• A feasibility study completed in 2019 was unsuccessful in identifying vacant property and owners/agents committed to entering their property in a Renew Banyule project (limited study areas of Eaglemont Village and the Bell Street Mall).</li> </ul>
17	Yes	The social enterprise strategy is well-structured and (in a mostly covid-free) dynamic economic climate would provide services and workplace opportunities in the local community.	Status: Noted.
18	Yes	I like that council would actively work on raising awareness, assist with market access and help build capacity and capability.	Status: Noted.
19	No	Too expensive. The council shall spend more resources on how to improve local business. Please list the amount expected to be spent on this matter, and how much shall we pay by rate increasing. Clearer budgeting would be helpful.	<p>Status: Noted and changes incorporated into Strategy. Page 17 incorporates how funding will be realised.</p> <ul style="list-style-type: none"> <li>• Funding for the Strategy will be met using existing resources, as part of existing roles or through recurring budgets, and some key initiatives will be subject to securing additional resources. New key initiatives will be referred to Council's annual budgeting process for consideration, and where suitable, Council will seek appropriate external grants and funding.</li> <li>• Council is strongly committed to supporting local businesses through a range of Economic Development programs and initiatives including business grants; training and development programs; and online events and networking opportunities. Through Council's COVID-19 Economic Support Package, local businesses are currently able to access additional support.</li> </ul>

### 5. Draft Social Enterprise Action Plan – Community Feedback & Council Response

Respondent	Feedback		Council Response
	Question: Do you support the actions identified in the draft Social Enterprise Action Plan 2020 – 2025?	Question: Please provide comments to support your answer	
I	Yes	<p>Comments:</p> <ul style="list-style-type: none"> <li>• Title doesn't need work strategy in it again? confusing.</li> </ul>	Status: Noted and changes incorporated into the final Action Plan.

		<ul style="list-style-type: none"> <li>• Great to see you reimagining existing projects and council services with social enterprise</li> <li>• Good that support for not for profits is in here too - really feeling covid impacts.</li> <li>• Well done Banyule Council</li> </ul>	<ul style="list-style-type: none"> <li>• Title of document updated to improve clarity.</li> </ul>
2	Yes	Well thought out Strategy and Plan that makes sense, is achievable and can help support the local community.	Status: Noted.
3	Yes	A well balanced set of actions within the identified focus areas within the timeframes outlined. Bold and necessary action which will reward the community many times over.	Status: Noted.
4	Yes	Needs more detail here - bit vague	Status: Noted, no changes incorporated into final Action Plan. <ul style="list-style-type: none"> <li>• The key initiatives outlined in the Action Plan strategically respond to the Focus Areas outlined in greater detail in the Strategy.</li> </ul>
5	Yes	[Local disability organisation] fully endorses the social enterprise strategy. We are committed to providing disability supports outside the traditional disability bubble. We are certain that our participants have skills that have an economic worth, consistent with the express goals of the strategy. We also believe that increased community engagement and awareness of disability and autism will Banyule a stronger, safer and more inclusive community.	Status: Noted.
6	Yes	Love the focus on supporting a culture of social enterprise innovation and leading the local government sector. Reminds me of Scotland's strategy - taking a leadership role for the sector.	Status: Noted.
7	Yes	They demonstrate local knowledge so soundly based	Status: Noted.
8	Yes	The stated aims of the Action Plan mesh well with our ongoing plans for our future development. We already train various folk in on-the-job skills and are working with local agencies to ensure the possibility of job placements. We are also in a position to be able to share our skills in running and operating a social enterprise with the Banyule Council's Social Enterprise Officers, having completed a complete review of our operation with another Social Enterprise ([organisation name] - part of the [organisation name] group of not-for-profit enterprises). We are interested in the concept of shared procurement with other not-for-profits, but we already have some experience in this area ourselves and may be in a position to assist others too.	Status: Noted.
9	Yes	Provides a sensible and achievable pathway to achieve objectives	Status: Noted.
10	Yes	Encouraging development of Social Enterprises and then supporting with promotion and procurement policy/action seem practical ways to produce success.	Status: Noted.
11	Yes	No response provided.	Status: No response required.
12	Yes	Council has many resources and connections that can provide greater access to these opportunities than most others have the ability to.	Status: Noted.
13	Yes	While [organisation name] support all actions identified in the Action Plan, of particular interest is Focus Area 3 'Improve market access', as this is most closely aligned to our area of expertise. (At [organisation name] our mission is to foster social enterprise growth by helping	Status: Noted.

		them unlock and access the buying power of the Government and private sectors.) Banyule Council's priority actions to 'Embed a whole-of council procurement framework that leverages Council purchasing to support social and economic outcomes' and 'Connect social enterprises with buyers and supply chain opportunities' should be commended and demonstrate a genuine commitment to growing the sector.	
14	Yes	The Actions are worthy of support. There is little scope in the Yes / No answer above to provide a more informed and qualified answer when results to the above question are quoted in evaluation. Some the actions require further strengthening. Various initiatives are proposed which are good and sound, though the extent of these is not stated, nor ongoing commitment and Council relationship and responsibilities.	Status: Noted, no changes incorporated into final Action Plan. <ul style="list-style-type: none"> <li>The key initiatives outlined in the Action Plan strategically respond to the Focus Areas outlined in greater detail in the Strategy.</li> </ul>
15	Yes	At a high level these are all valid. Important that the time lines are realistic. The whole of Council need to 'walk the talk' and support this initiative and not just pay lip service to it being the 'right thing to do'.	Status: Noted.
16	Yes	We note there is an action to review existing small business and community grant programs to enable access for social enterprises. Are there any preliminary thoughts on how this may occur? There are terrific opportunities for local businesses with regards to procurement and supply chain opportunities. We would value the opportunity to provide input into activities that engage with local businesses e.g. The annual networking event to educate suppliers about sustainable procurement and develop partnerships with local businesses. Community awareness and engagement activities are important. Good communication and promotional activities are vital.	Status: Noted, no changes incorporated into final Action Plan. <ul style="list-style-type: none"> <li>Council's Social Enterprise team will collaborate with relevant Council teams responsible for the delivery of existing grants to review existing grants.</li> <li>Council's commitment to developing a Sustainable Procurement Framework includes local businesses. An active Sustainable Procurement Working Group includes representation from Council's Economic Development team.</li> <li>Council's Social Enterprise team have an existing commitment to work collaboratively with the Economic Development team.</li> </ul>
17	Yes	The actions are critical to the implementation of the strategy and it will be imperative that these actions continue as per target dates/years inspite of the setbacks created by covid.	Status: Noted and changes incorporated into the final Action Plan. <ul style="list-style-type: none"> <li>Timeframes for six key initiatives adjusted to consider COVID-19 impacts: <ul style="list-style-type: none"> <li>Develop and implement social enterprise training for Banyule City Council staff; changed to 2021-2025.</li> <li>Develop a Social Innovation Framework to consolidate Banyule City Council's approach to strengthening social impact creation through place-based social enterprise and inclusive employment initiatives; changed to 2022-2023.</li> <li>Develop and include sustainable procurement targets in Banyule's procurement policy and guidelines; changed to 2020-2025.</li> <li>Enhance Council's procurement training to educate Council staff about sustainable procurement; changed to 2020-2025.</li> <li>Host category specific tender briefings to educate suppliers about sustainable procurement, including opportunities to</li> </ul> </li> </ul>

			<p>create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses; changed to 2022-2025.</p> <ul style="list-style-type: none"> <li>○ Collaboratively host an annual networking event to educate suppliers about sustainable procurement in Banyule, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses; changed to 2022-2025.</li> </ul>
18	Yes	Support to start the social enterprise (to make the leap from a volunteer service to this) has been difficult. Support for this would be very helpful, as well as the all important marketing and getting known in the community.	Status: Noted.
19	No	We do hope a smaller amount can be spent on this. We, local residents, pay a lot on rates but receive lower quality service than other councils. We have to doubt the low efficiency of these council teams. When the economy in a downturn, everywhere has started to fire people. We do hope the council can reconsider the plan and make reasonable changes over its future budgeting plan. Also, for such important information, please try to let all residents know it. So far I only get to know this when I randomly visit the website. Please send out the flyers, emails and anything you can think of, just like the way you notify us about the rates notices.	<p>Status: Noted, no changes incorporated into final Action Plan.</p> <ul style="list-style-type: none"> <li>● Funding for the Action Plan will be met within existing operational resources. Some new key initiatives will be referred to Council's annual budget process for consideration. External grant funding will also be sought to fund new initiatives.</li> </ul>



Contents



Since 2013, Sports for All, a social enterprise sports store located in Bear Hill, has been providing training and employment pathways for young people experiencing barriers to employment.  
 Front cover: Asylum Seeker Resource Centre Cleaning.

A message from the Mayor	2
Strategy at a glance	3
Introduction	4
Background	5
Supporting the vision, values and key directions of Banyule Council	6
Strategic framework	7
Focus Area 1: Advance place-based social enterprise innovation	9
Priority Actions	10
Focus Area 2: Build business capacity and capability	11
Priority Actions	12
Focus Area 3: Improve market access	13
Priority Actions	14
Focus Area 4: Increase community awareness and engagement	15
Priority Action	16
Next steps	17
Implementing the Strategy	17
How will we know if the Strategy is working?	17
Definitions	18
References	19

A message from the Mayor



I am pleased to present the Social Enterprise Strategy, which outlines our vision and plan to drive employment participation and inclusive economic growth through social enterprise.

Banyule Council is committed to building a prosperous local economy that responds positively to local challenges and opportunities, where individuals and businesses are supported to reach their economic potential. Yet, some of the municipality's most pressing social challenges – including unemployment and disadvantage in the postcode 3081 area – cannot be solved by Council alone.

Social enterprises are an emerging innovation on traditional business models that reimagine what it means to operate in the economy. They are businesses led by an admirable mission to benefit the community, deriving a substantial portion of their income from trade and reinvesting most of their profits to fulfil their mission.

Despite strong social and economic value, social enterprises face barriers to growth and challenges to becoming sustainable and maximising their community impact. Overcoming these barriers is complex and requires a focus on the entire social enterprise ecosystem, which includes local government.

This Social Enterprise Strategy represents a new approach and is the result of extensive consultation with community and research. It is the start of a stronger partnership between Banyule Council, the social enterprise sector and broader business sector, and focuses on the unique role of Council as a facilitator of an inclusive economy where social enterprises start up, grow and thrive.

In this respect, the Strategy gives Banyule Council the opportunity and responsibility of developing the social enterprise sector which will strengthen Banyule's ability to innovatively meet local challenges and market needs, and create jobs and workforce participation outcomes for our most vulnerable community members.

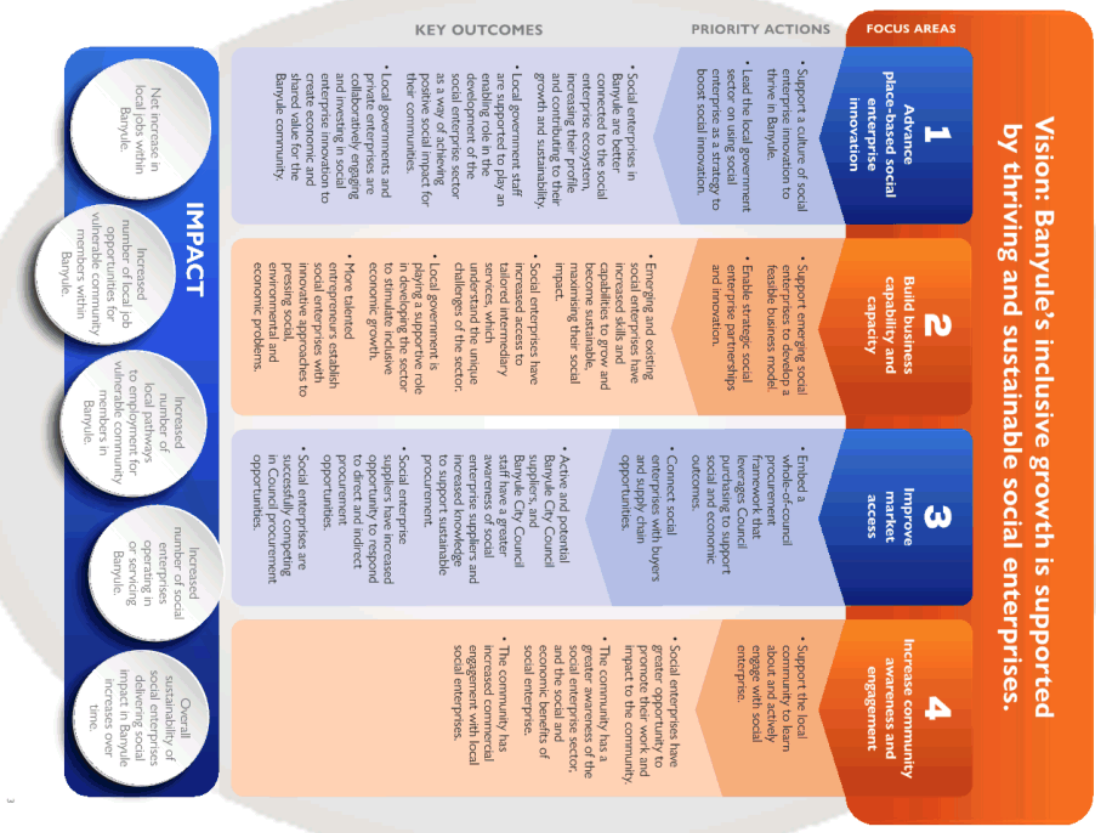
This is a leading strategy for local government, building on the strong foundation provided by the Victorian Government's Social Enterprise Strategy. By successfully implementing this Strategy, we hope to demonstrate to other councils the driving role local government can play in supporting the growth and sustainability of social enterprise, and the improvements in community and economic prosperity that result from this. Thank you to the community members, social enterprises, local organisations, subject matter experts, councillors and Council staff who contributed to the development of this Strategy. We look forward to your continued collaboration to make social enterprises a more common feature of the business landscape.

**Alison Champion**  
Mayor

Strategy at a glance



Vision: Banyule's inclusive growth is supported by thriving and sustainable social enterprises.



## Introduction

### Our Social Enterprise Strategy aims to drive employment participation and inclusive economic growth in Banyule by supporting the growth and sustainability of the social enterprise sector.

Whilst Banyule's local economic prospects are generally good, and the overall published unemployment rate is not significant compared with other municipalities, there are pockets of high disadvantage which sit well below the State average that are almost entirely disguised by the areas of affluence.

The impacts of COVID-19 on our economy and community have been significant, and the situation is changing rapidly. Unemployment rates are expected to continue to rise and the pandemic is challenging us to think and work in new ways.

Social enterprise in Banyule presents an opportunity to innovatively respond to local challenges and market needs, and lead the creation of new jobs and workforce participation opportunities that support local people facing barriers to employment to get and sustain meaningful work.

The Social Enterprise Strategy is the first-of-its-kind in local government, activating and enhancing the Victorian Government's Social Enterprise Strategy at the local level.

It pioneers a new place-based model of community and economic development that will build on Banyule's existing momentum and strategically lead the development of the social enterprise sector through four focus areas:

1. Advance place-based social enterprise innovation.
2. Build business capacity and capability.
3. Improve market access.
4. Increase community awareness and engagement.

#### What are social enterprises?

##### We define social enterprises as businesses that:

- are led by an economic, social, cultural, or environmental mission consistent with a public or community benefit.
- derive a substantial portion of their income from trade.
- reinvest the majority of their profits/surplus in the fulfilment of their mission.

Social enterprises are businesses that exist to benefit the public and community rather than shareholders and owners. They are established to innovatively help address complex social problems, serve various beneficiary groups, and often respond to the needs of their local community. Social enterprises aim to become financially self-sustainable and fulfil their purpose through trade, distributing them from charities. They sell and trade across almost every industry sector including retail, food and beverage, education, manufacturing and media.

The social enterprise sector is growing rapidly and making a positive contribution to the strength of our economy and communities. There are over 3,500 social enterprises in Victoria, and approximately 20,000 nationally. In Victoria, social enterprises contribute \$5.2 billion to the state economy and employ an estimated 60,000 people. More than 50 per cent of Victorian social enterprises were established in the last 10 years, and over a quarter of social enterprises identify their primary purpose as providing employment opportunities for disadvantaged groups.



Figure 1: Social enterprises are distinct from charities and corporations.

**Background**  
In developing a plan for the future, it is important to recognise the significant work and key achievements that have helped shape the focus and intent of this Strategy.

In June 2018, Council resolved that it was its job to do more to help vulnerable community members on a path to work and committed to developing innovative social enterprise projects to help achieve this. This led to the establishment of a dedicated Social Enterprise & Local Jobs business unit, that has worked with community to pioneer a new model for place-based community and economic development led by the local government sector.

By working with the social enterprise sector, 50 local job outcomes were created within a two-year period. Some of the key highlights to date include:

- Development of an industry award-winning Tailored Social Enterprise Partnerships program recognised for its excellence in facilitating strong economic outcomes.
- Implementation of several social enterprise partnerships and projects. For example, supporting Nomads Pizza & Cafe to transition to a social enterprise model that is now providing employment opportunities for local young people.
- Integrated and coordinated approaches to enhance planned capital works and procurement activity.



Nomads Pizza Shop & Cafe, Del Street Hall, West Heidelberg



## Supporting the vision, values, and key directions of Banyule City Council

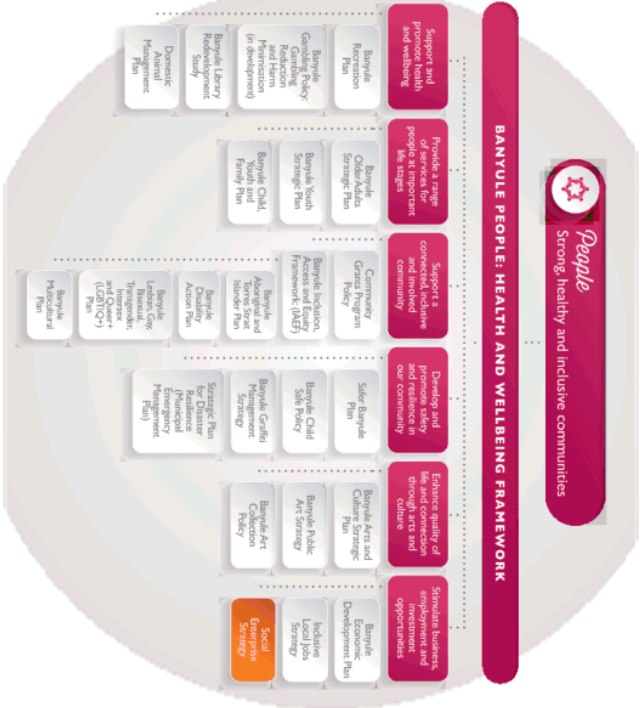
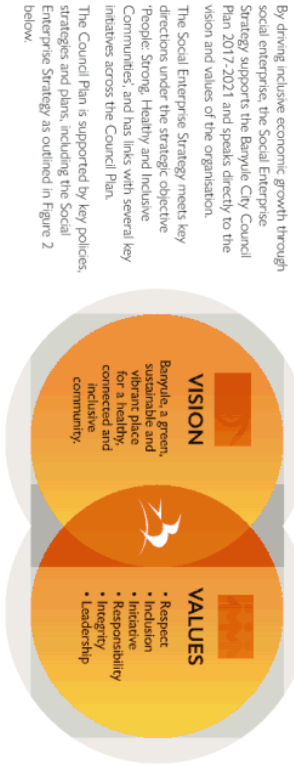


Figure 2 The Social Enterprise Strategy directly supports the People's Strategic Objective in the Council Plan

## Strategic framework

**Our vision is that: Banyule's inclusive growth is supported by thriving and sustainable social enterprises.**

The Social Enterprise Strategy is a new approach to growing the social enterprise sector in Banyule. The strategic framework has a place-based focus and takes a partnership approach with the sector to help develop a thriving social enterprise ecosystem that is contributing to strong community and economic development.

The Strategy is the result of extensive research and community consultation, and is informed by policy and evidenced best practice. The four focus areas of the Strategy, and their associated priority actions, are interconnected to provide cohesive support for the sector and deliver on our vision.





# FOCUS AREA 1 Advance place-based social enterprise innovation

**Creating a more coordinated and networked environment for social enterprises within the social enterprise ecosystem and across the broader business environment will support a culture of increased social innovation and impact within Banyule.**

A better-connected social enterprise ecosystem will help build a stronger identity for the social enterprise sector, offering more opportunities for collaboration and social innovation activity that is strategic in its response to local needs.

Social enterprises often have a local focus: over 70% of Victorian social enterprises trade in a local market and focus on addressing a localised social issue. Therefore, leading a collaborative approach to boosting place-based social enterprise innovation will support communities to grow one of the largest underutilised markets for social change and inclusive economic growth at a local level.



- By 2025
- Realise increased social enterprise, innovation activity and 25 local job outcomes through hubs, co-working spaces and local networks.
  - Increase the number of local governments and private enterprises engaged in social enterprise innovation.
  - Broker 25 local job outcomes through capacity building support provided to local councils.

### Chancez Café: *giving up opportunities*



A new social enterprise café at Heidelberg's Possum Hollow Playground is making a positive impact thanks to a partnership between Banyule City Council and Araluen.

Council saw an opportunity to convert the former netball changerooms into a social enterprise café and Araluen jumped at the chance to expand its hospitality program into Banyule.

Since opening in April 2019, Chancez Café has been serving up great coffee and food to playground visitors and passers-by.

More importantly, the new café has enabled people with intellectual disabilities to gain valuable hands-on skills and workplace experience.

Participants learn food handling, barista and customer service skills at the café. The opportunity allows them to make friendships, develop confidence and become more job ready, with the aim to be able to work more independently in the future. One of the participants, Molly, is relishing the picturesque location and new clientele.

"I love Possum Hollow Playground because people here are having fun and there are lots of trees and birds," says Molly, a Banyule resident. "Chancez Cafés are friendly places where we can talk to customers and serve great coffee."

Molly, like many other participants, finds the Chancez Café program caters to life-changing outcomes.

**FOCUS AREA 1:**  
Advance place-based social enterprise innovation

**Priority Action 1**

Support a culture of social enterprise innovation activity to thrive in Banyule.

The social enterprise ecosystem has many participants – social entrepreneurs, social enterprises, intermediaries, academic institutions, businesses, government and philanthropists. Each contribute to the development of the social enterprise sector and can influence social innovation activity that is more effective, efficient and sustainable.

Community consultation that informed the development of this Strategy highlighted a lack of sector identity, a need for peer-to-peer learning and collaboration, as well as improved interconnection and collaboration across the ecosystem.

In response, Banyule Council will work with the ecosystem to explore the development of a local social enterprise network and social innovation hub.

Social enterprise networks in Australia and internationally have been formed to facilitate peer support, bring collective voice and action to local issues and share resources.

This provides the foundation for Council to support the establishment of a community-led Banyule Social Enterprise Network that complements the Social Enterprise Network of Victoria (SENVIC) and is built on evidence and best practice.

**Priority Action 2**

Lead the local government sector on using social enterprise as a strategy to boost social innovation.

Local government is viewed as having an important role to play in market development for social enterprise. Should the value of social enterprises capabilities and connection to community be better understood by local government, and the capacity to jointly deliver solutions to local problems was subsequently embraced, place-based social innovation of shared value could be better realised.

Council is committed to opening opportunities for the social enterprise sector to present innovative proposals on planned capital works and other Council-identified projects of shared value.

When leveraged as an approach to stimulate economic and community development, placemaking is a catalyst for community revitalisation and place activation. Parks, community centres and vacant storefronts are real opportunities for placemaking in Banyule that can create local jobs and training opportunities for local people facing barriers to employment.

Through this Strategy, Council will improve its knowledge and contribute to information and support available across local government to better target resources and policy.



Co-working resident at Shop 48, Bell Street Mall, West Heidelberg

10 BANYULE SOCIAL ENTERPRISE STRATEGY 2020-2025

**FOCUS AREA 2** Build business capacity and capability

**Building the capability and capacity of emerging and existing social enterprises to become self-sufficient, and investment and tender-ready, will support them to compete and operate in the market. It will also contribute to developing a growing and sustainable sector, and new job creation for vulnerable community members experiencing barriers to employment.**

To realise the potential of Australia's growing social enterprise sector, support beyond financial grants is essential, a blended mix of capital and capacity building support is required.

Social enterprises in Victoria are predominantly small to medium enterprises (SMEs), and face similar issues to other SMEs and start-ups, including building business acumen, accessing funding, business planning, budgeting, tendering, and researching markets.

Many social enterprises also require specialist support with measuring and communicating their social impact. Social impact measurement is critical for social enterprises to understand if they are achieving their mission, to demonstrate value for money and to help them continue to develop and innovate. It also helps increase consumer awareness of, and engagement with, social enterprises; this can help them maintain and grow their customer base and partnerships.

Council is committed to helping existing and emerging social enterprises build their capacity and capability. Council will collaborate with specialist organisations to deliver programs and supports that meet the unique needs of the social enterprise sector – helping more businesses progress from ideation, incubation and start-up, through to procurement-ready and investment-ready stages.



By 2025:

- Increase the number of social enterprises servicing or operating in Banyule
- Realise 200 local job outcomes through social enterprise development capacity building, projects and partnerships.

*Cleaning services with a cause*



This is not your everyday cleaning service. Asylum Seeker Resource Centre (ASRC) cleaning service cleaners are people who have come from around the world seeking asylum and a brighter future.

ASRC Cleaning is a social enterprise that creates employment pathways for people seeking asylum through its domestic cleaning services. These opportunities help people seeking asylum build the skills and experience they need to improve their employability in the Australian workforce while helping them become financially independent as they rebuild their lives with dignity.

In 2019, Council entered a 12-month partnership with ASRC to help it establish a pilot program from its new base at Shop 48 in the Bell St Mall, Heidelberg West. Within two years, the social enterprise aims to provide up to eight jobs and more than 6,600 hours of employment for people seeking asylum, refugees and recently arrived humanitarian entrants residing within Banyule.

Bringing this social enterprise into Banyule gives people a springboard to get their lives back on track, and instill them with a real sense of purpose.

11

**FOCUS AREA 2:**  
Build business capacity and capability

**FOCUS AREA 3** Improve market access

- Priority Action 1** Support emerging social enterprises to develop a feasible business model.
- Priority Action 2** Enable strategic social enterprise partnerships and innovation.

Startup support is critical for individuals and organisations that want to establish a social enterprise, and do not have the skills, knowledge, networks, finance or experience to overcome barriers to entry.

Council will facilitate the creation of a social enterprise development program to support the ideation and testing of business ideas that promise to boost social innovation and impact in Banyule. The program will provide direct training to individuals and will develop their capacity to establish a feasible business model that seeks to be financially self-sustainable and is ready to attract social investment and participate in the market. Including young people in the program will develop their capacity as agents of change, while offering them opportunities to build skills and experience that are transferable to the mainstream labour market.

Many examples of social innovation have come from existing organisations learning to renew themselves. In consultations, charities located in Banyule continue to report growing interest in starting or transitioning to a social enterprise as a way of improving the sustainability of their organisation and/or impact. Yet, most of these organisations have expressed that social enterprise will be new terrain and that capacity building assistance to innovate their traditional business model is required. In response, Council will facilitate the delivery of support targeted at helping charities understand how social enterprise can be incorporated to generate income and support the sustainability of the organisation and its impact.

Through a continued focus on identifying and supporting strategic partnerships and innovation, Council will collaborate with the social enterprise sector to increase sustainability and fast track business growth that will deliver social impact.

Social enterprises, like other SMEs, require different forms of capital investment during different stages of their business lifecycle. They often face challenges securing capital for start-up and growth, particularly from traditional sources like the banking sector. With this challenge in mind, Council will review its existing grant programs to make financial support accessible for social enterprises looking to accelerate the establishment of their business, become more sustainable or grow their business and impact within the Banyule community. Further, through the continued delivery of the Tailored Social Enterprise Partnerships program, Council will support evidence-based social enterprises to access tangible growth opportunities through planned capital works and other Council-identified projects of shared value. This provides social enterprises with access to coordinated financial and specialist capacity building support that is tailored to appropriately respond to the partner's unique needs, challenges and opportunities for business and impact growth. Council will also provide social enterprise support services to existing and emerging local social enterprises seeking a better understanding of Council, the Banyule community, the social enterprise ecosystem and sector, and shared value creation opportunities such as procurement.



Powered by Youth Projects, The Little Social is a new social enterprise cafe coming to Rosanna Station early in 2021.

17 BANYULE SOCIAL ENTERPRISE STRATEGY 2020-2025

**Council will identify opportunities to use sustainable procurement mechanisms to improve market access for the social enterprise sector. This will focus on prioritising economic and social outcomes in Council's procurement and facilitating improved connections between social enterprises, buyers and suppliers.**

Procurement is considered the area of most opportunity for Victorian social enterprises, and government is a key customer. From a government perspective, the strategic use of procurement offers an opportunity to meet organisational needs while driving social, economic and environmental outcomes. Victorian Government procurement is one of the largest drivers of the Victorian economy; in 2018-19, Victorian local governments spent over \$9 billion. Of this, Banyule Council spent \$41 million on goods and services to support service delivery and an additional \$35 million on public construction and infrastructure. By leveraging even a small proportion of Council's total procurement expenditure to achieve social value, social enterprises and communities can benefit enormously. Procurement can secure jobs for community members experiencing disadvantage, supporting workforce diversity and economic inclusion for all people.



- By 2025:
- Increase number of social enterprise suppliers
  - Increase expenditure with social enterprise suppliers

*Using purchasing power for social benefit*



Councils working together to create employment opportunities for disadvantaged people and generate savings shows the power of procurement. Led by Banyule Council, the Northern Region Procurement Network, made up of five councils, has already achieved some great results. An example is a regional tender to deliver security services across more than 230 sites in the region, and collectively deliver social, economic, and value for money benefits for the residents and businesses in the region. The successfully awarded contract has delivered strong outcomes including:

- Significant financial benefits across all councils of over \$18 m over seven years
- A total of 135 EFT employment opportunities created for disadvantaged persons across the council regions in partnership with social enterprise, Given the Chance

This project has set the standard for other regions to follow and benefit from joint procurement linked with social enterprises.

18

**FOCUS AREA 3:**  
Improve market access

**FOCUS AREA 4** Increase community awareness and engagement

**Priority Action 1**  
Embed a whole-of-council procurement framework that leverages Council purchasing to support social and economic outcomes.

**Priority Action 2**  
Connect social enterprises with buyers and supply chain opportunities.

Improving the visibility of social enterprises is key to growing a sustainable social enterprise sector and realising the full social and economic potential of these businesses.

Council will develop a whole-of-council procurement framework that leverages purchasing to support social and economic outcomes. This aims to provide purchasing guidance to departments regarding opening more accessible procurement opportunities to social enterprises - either directly or indirectly.

To build on Council's strategic procurement policy, guidelines and practice, organisational-wide sustainable procurement targets and evaluation criteria will be established.

Council staff will have access to training, data and support to create sourcing tactics to include social enterprises in the supply chain. To make direct procurement from social enterprises easier, an online marketplace that links Council staff with social enterprises and other social benefit suppliers will be implemented in collaboration with partners.

Building a measurement and reporting tool to track targets and progress over time will help raise awareness of social enterprises and increase social enterprise spend.

Increasing market access for social enterprises requires a strategic approach to procurement that connects social enterprises with buyers and supply chain opportunities.

Social enterprises operate in every industry of the Australian economy, with 67% operating within the service economy. Despite the potential for shared value creation, social enterprises have mixed success in accessing and securing procurement opportunities. Many factors influence this success: social enterprises struggle to access procurement opportunities due to factors including their size, low profile, limited networks and capacity constraints. As most social enterprises are small businesses, matching future demand opportunities with the current scale and capabilities of social enterprises is vital.

Council commits to completing a targeted review of its historical spend and future needs that will identify opportunities to increase direct procurement from social enterprise, as well as indirect procurement opportunities that involve social enterprise through the supply chain.



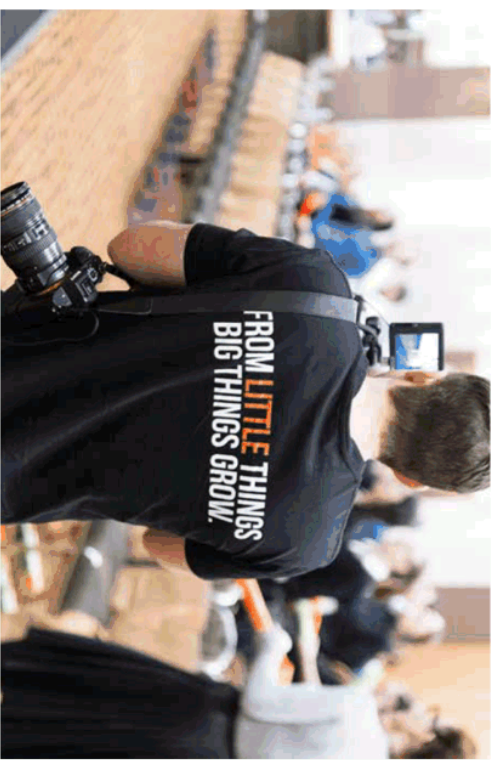
Green Chief provides a corporate office waste collection service that generates work for people facing barriers to employment.

14 BANYNUE SOCIAL ENTERPRISE STRATEGY 2020-2025



By 2025:

- Increase community awareness and commercial engagement with local social enterprises.



Lite Rocket is an Aboriginal owned and operated social enterprise delivering marketing, communications and creative agency support.

15

**FOCUS AREA 4:**  
**Increase community awareness and engagement**

**Next steps**

**Priority Action 1**  
**Support the local community to learn about and actively engage with social enterprise.**

Despite the quality of their services and products, social enterprises often suffer from a lack of visibility and awareness, which is found to be a major barrier to growth at all business life stages. Encouragingly, ninety-seven percent of community members who responded to a Banyule Council survey indicated that they want to learn more about social enterprises in the community so that they can buy their goods and/or services. To help promote local social enterprises, Council will deliver a place-based marketing campaign. Alongside providing social enterprises in Banyule with an opportunity to tell their stories and show the impact of their work, the initiative aims to increase consumer understanding about the social and economic value of purchasing from social enterprises. Through Council's Tailored Social Enterprise Partnership program, social enterprises will also be supported to increase their marketing capability and practice.



Since 1986, The Spynore Ties, a social enterprise cable located in Heidelberg, has been providing training pathways for local people experiencing barriers to employment.  
 16 BANYULE SOCIAL ENTERPRISE STRATEGY 2020-2025

**Banyule's first Social Enterprise Strategy represents the start of a stronger partnership between Council, the social enterprise sector and broader ecosystem. The Strategy engenders greater coordination across government and the broader ecosystem to support social enterprises, and will help create jobs, drive productivity and workforce participation, and contribute to improving community wellbeing.**

This is a leading strategy for local government that builds on the strong foundations provided by the Victorian Government's Social Enterprise Strategy. Banyule Council wants to demonstrate to other councils the driving role local government can play in supporting the growth, sustainability and impact of the sector and communities. Continuing to work in partnership with the social enterprise sector will see this Strategy effectively implemented.

**Implementing the Strategy**

The priority actions identified in this Strategy summarise the policy development, advocacy and actions that Council will deliver over a five-year period, with many important initiatives already underway across different Council departments, including partnerships with social enterprise and emerging sustainable procurement activity.

The Strategy is supported by an Action Plan that has been co-designed with community to harness the unique role of Council as a facilitator of an inclusive economy and to complement existing support and progress in a way that addresses place-based needs and opportunities.

The Action Plan details key initiatives that support the achievement of each priority action of the Strategy, and identifies the lead departments that will coordinate efforts under each initiative.

The Action Plan also outlines the funding arrangement for each initiative. Many key initiatives will be implemented using existing resources, as part of existing roles or through recurring budgets, and some key initiatives will be subject to securing additional resources. Where suitable, Council will seek appropriate external grants and funding to support the delivery of these pioneering efforts.

**How will we know if the Strategy is working?**

To govern success of this Strategy, a monitoring and evaluation framework will be developed, with success gauged against the following key measures:

- Net increase in local jobs in Banyule.
- Increased number of local job opportunities for vulnerable community members in Banyule.
- Increased number of local pathways to employment for vulnerable community members in Banyule.
- Increased number of social enterprises operating in or servicing Banyule.
- Overall sustainability of social enterprises delivering social impact in Banyule increases over time.

An ongoing monitoring and evaluation process will be established, with an annual Council report outlining progress on implementing this Strategy and outcomes achieved. Evaluation of key initiatives may lead to re-calibration, new directions or affirmation of approach, and will inform future policy development. Flexibility is critical; this is the first Social Enterprise Strategy for Council and this evaluation approach enables Council to respond to new opportunities as they present themselves and embed continuous improvement.



The Boomerang Bag Community Group at Shop 48 in the Hill, West Heidelberg

Definitions

Term	Definition
<b>Charities</b>	A charity is an entity established to raise funds for, or offer support to, the disadvantaged in society and to operate for the public good. In Australia, there is a statutory requirement that charities are not for profit and so the terms 'charity' and 'not for profit' are often used interchangeably.
<b>Community revitalisation</b>	Community revitalisation, also known as neighbourhood revitalisation, aims to improve community assets such as physical structures and spaces or community services to improve the long-term quality of life for residents.
<b>Corporation</b>	A corporation is a company or group of companies that act as a single legal entity. Corporations are a common type of business model. They are owned by shareholders who share in the corporation's profits and losses.
<b>Place-based approaches</b>	A place-based approach is defined as a collaborative, long-term approach to build thriving communities delivered in a defined geographic location. This approach is ideally characterised by strong relationships between diverse stakeholders, including community members, government and businesses, who come together to work towards shared outcomes.
<b>Picnicking</b>	A collaborative process through which a community, including social enterprises, can shape public spaces in order to maximise shared value.
<b>Place activation</b>	Place activation involves projects and/or infrastructure that creates a public space and brings people to that space. In doing so, it encourages social connections and can improve perceptions of safety. Place activation can be expressed in many ways, for example through community revitalisation projects, food, art, play and performance.
<b>Shared value</b>	Shared value is the creation of economic value in a manner that also creates value for society by addressing its needs and challenges.
<b>Social benefit supplier</b>	A supplier that is an Aboriginal business, Australian Disability Enterprise (ADE) or social enterprise.
<b>Social enterprise</b>	Social enterprises are businesses that: <ul style="list-style-type: none"> <li>• are led by an economic, social, cultural, or environmental mission consistent with a public or community benefit;</li> <li>• derive a substantial portion of their income from trade and</li> <li>• reinvest the majority of their profits/surplus in the fulfilment of their mission.</li> </ul>
<b>Social enterprise ecosystem</b>	A social enterprise ecosystem is the environment in which social enterprises operate, and which can contribute to their success. This includes networks of people, organisations, expertise and capital. There are many participants in the social enterprise ecosystem, including social entrepreneurs, social enterprises, intermediaries, academic institutions, businesses, government and philanthropists.
<b>Social enterprise sector</b>	An area of the economy consisting of social enterprises.
<b>Sustainable procurement</b>	Strategic use of procurement to drive social, economic, and environmental outcomes.

References

Banyule City Council 2019, *Annual Report 2018/19 – Part Three Financial Report*, <https://www.banyule.vic.gov.au/files/assets/public/about-us-strategies/annual-report-2018-2019.pdf>

Barraket, J, Barth, S and Mason, C 2015, *Resourcing Social Enterprises: Approaches and challenges*, [https://www.csiedu.au/media/uploads/Social\\_Impact\\_Series\\_Issue\\_2\\_Resourcing\\_Social\\_Enterprises\\_Approaches\\_and\\_Challenges.pdf](https://www.csiedu.au/media/uploads/Social_Impact_Series_Issue_2_Resourcing_Social_Enterprises_Approaches_and_Challenges.pdf)

Barraket, J, Mason, C and Bain, B 2016, *Finding Australia's Social Enterprise Sector 2016 Final Report*, <https://www.socialtraders.com.au/wp-content/uploads/2016/07/FASES-2016-final-report-final.pdf>

Burkett, J 2010, *Financing Social Enterprise: Understanding needs and realities*, Foresters Community Finance, Spring Hill

Castells E, Barraket, J, Hiny, K and Sutonoverka, R 2017, *Map for Impact: The Victorian Social Enterprise Mapping Project*, [https://mapforimpact.com.au/wp-content/uploads/2017/11/Map-for-Impact-FINAL-REPORT\\_2.pdf](https://mapforimpact.com.au/wp-content/uploads/2017/11/Map-for-Impact-FINAL-REPORT_2.pdf)

Dart, J 2018, *Place-based Evaluation Framework: a guide for evolution of place-based approaches in Australia*, [https://www.dss.gov.au/sites/default/files/documents/06\\_2019/place-based-evaluation-framework-final-accessible-version.pdf](https://www.dss.gov.au/sites/default/files/documents/06_2019/place-based-evaluation-framework-final-accessible-version.pdf)

Maitland City Council 2016, *Maitland Place Activation Strategy*, <https://www.maitland.vic.gov.au/play-explore/arts-and-culture/place-activation>

Mulgan, G 2007, *Social Innovation: What it is, why it matters and how it can be accelerated*, [http://eur01.safelinks.com/S11Social\\_Innovation.pdf](http://eur01.safelinks.com/S11Social_Innovation.pdf)

OECD 2015, *Building enabling ecosystems for social enterprises*, [https://www.oecd.org/els/lead/CBS\\_ecosystem-22-23-Apr15-Sum-report.pdf](https://www.oecd.org/els/lead/CBS_ecosystem-22-23-Apr15-Sum-report.pdf)

Porter, M and Kramer, M 2011, 'Creating Shared Value', *Harvard Business Review*, January-February 2011, <https://shereadvalue.org.au/wp-content/uploads/2015/12/Harvard-Business-Review-Creating-Shared-Value.pdf>

Project for Public Spaces 2007, *What is placemaking?* <https://www.pjps.org/article/what-is-placemaking>

Queensland Government 2019, *Queensland Social Enterprise Strategy*, <https://destd.qld.gov.au/small-business/strategies-documents/social-enterprise-strategy>

Victoria Auditor-General's Office, *Results of 2018-19 Audit: Local Government*, November 2019, <https://www.audit.vic.gov.au/sites/default/files/2019-11/20191127-Local-Government-report.pdf>

Victorian Government 2017, *Victorian Social Enterprise Strategy*, <https://jobs.vic.gov.au/about-jobs-victoria/our-programs/victorian-social-enterprise-strategy>

Victorian Government 2020, *Designing place-based approaches*, <https://www.vic.gov.au/framework-place-based-approaches-start-conversation-about-working-differently-better-outcomes/place>

Ward-Christie, L 2015, *Mind the Gap: Why social enterprise in Australia needs more than impact investment*, <https://www.socialtraders.com.au/mind-the-gap-why-social-enterprise-in-australia-needs-more-than-impact-investment/>

*Notes ...*

20 MANITOU SOCIAL ENTERPRISE STRATEGY 2020-2025





## How to contact your Council

For all enquiries or information about any Council services:

Telephone: **9490 4222**

Email: [enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)

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

Fax: 9499 9475

If your hearing or speech is impaired, you can call us through the National Relay Service on **133 677** (TTY) or **1300 555 727** (ordinary handset) and ask for 9490 4222.

### Postal Address:

PO Box 94, Greensborough 3088

### Council Service Centres:

Greensborough: Level 3, 1 Flintoff Street

Ivanhoe: 4 Bond Street

Rosanna: 72 Turnham Avenue (inside Rosanna Library)

### Office Hours of Opening:

Greensborough & Ivanhoe: Monday – Friday 8.30am – 5pm

Rosanna: Monday – Friday 10am – 12noon and 1pm – 4pm

### Interpreter service:

If you need an interpreter, please contact TIS National on 131 450 and ask to be connected to Banyule Council on 9490 4222.

إذا كنتم بحاجة إلى مترجم، الرجاء الاتصال بالخط القومي لخدمة الترجمة الهاتفية TIS على الرقم 131 450. واطلبوا إيصالكم ببلدية بانبول على الرقم 9490 4222.

若你需要口譯員，請致電131 450聯絡TIS National，要求他們為你致電9490 4222接通Banyule市政廳。

Ako vam je potreban tumač, molimo vas, nazovite TIS National na broj 131 450 i zatražite da vas se spoji sa Vijećem općine Banyule na broj 9490 4222.

Αν χρειάζεστε διερμηνέα τηλεφωνήστε στην Εθνική Υπηρεσία Διερμηνέων Μεταφραστών στον αριθμό 131 450 και ζητήστε να σας συνδέσουν με τη Δημαρχία Banyule στο 9490 4222.

Se hai bisogno di un interprete chiama TIS National al numero 131 450 e chiedi di essere messo in comunicazione con il Comune di Banyule al numero 9490 4222.

Ако ви треба преведувач ве молиме јавете се на TIS National на 131 450 и замовете да ве поврзат со Banyule Council на 9490 4222.

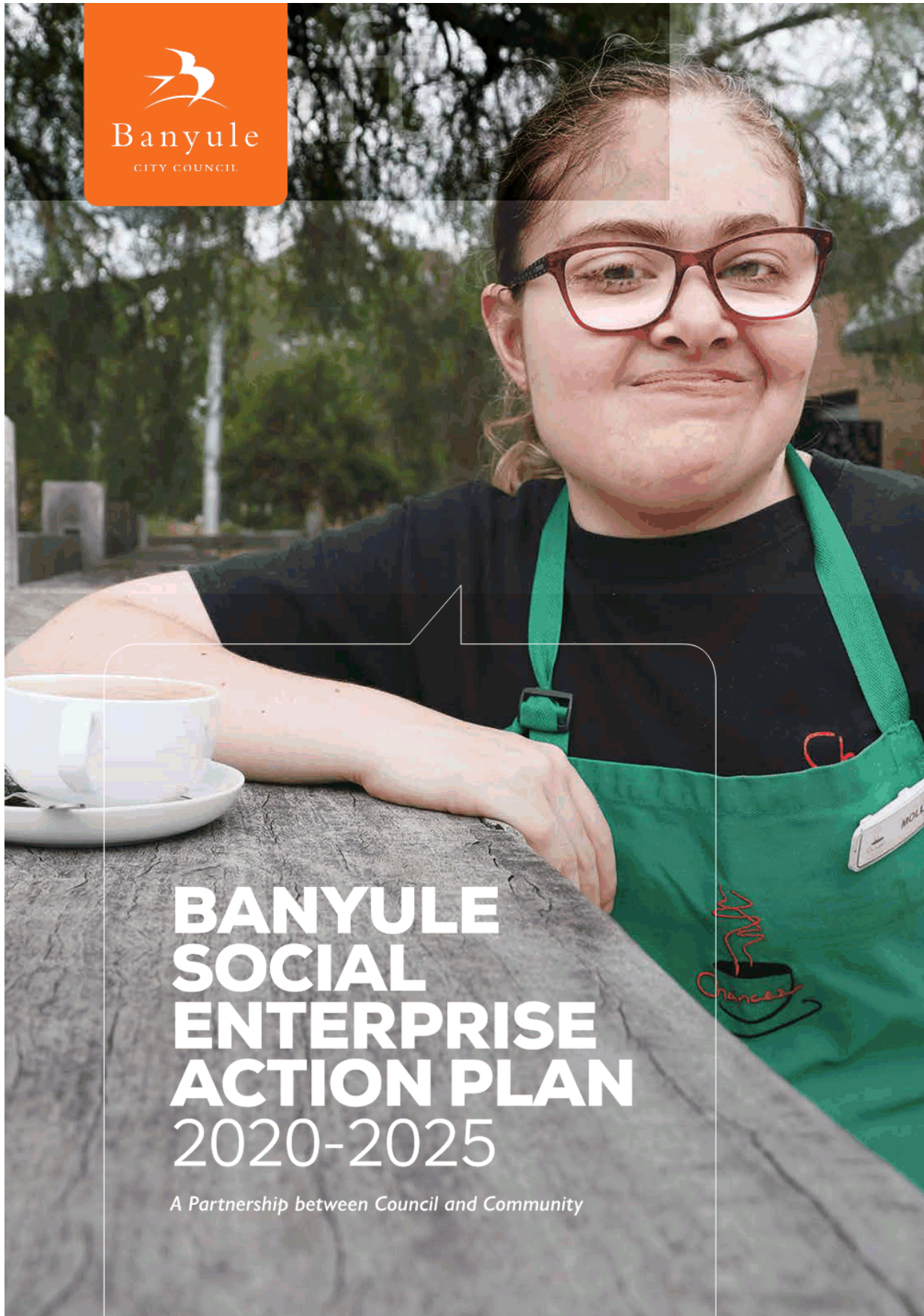
如果你需要一名翻译，请打电话到国家电话翻译服务处 (TIS National) 131 450，再转接到Banyule市政府9490 4222

Haddii aad u baahan tahay mutarjum wac khadka qaranka oo ah TIS 131 450 weydiina in lagugu xiro Degmada Banyule tel: 9490 4222.

Nếu cần thông dịch, xin gọi cho TIS Toàn Quốc qua số 131 450 rồi nhờ họ gọi cho Hội Đồng Thành Phố Banyule theo số 9490 4222 giúp quý vị.







## Social Enterprise Action Plan 2020-2025

Focus Area 1: Advance place-based social enterprise innovation				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Support a culture of social enterprise innovation to thrive in Banyule.	1.1 Support the establishment of a community-led Banyule Social Enterprise Network.	SE&LJ	2022-2025	Refer to future budgets
	1.2 Actively support existing hubs and co-working spaces to provide space for social enterprise activity.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.3 Scope the establishment of a social innovation hub.	SE&LJ	2024-2025	Refer to future budgets
2. Lead the Local Government sector on using social enterprise as a strategy to boost social innovation.	2.1 Work across Council to facilitate opportunities for social enterprises to develop innovative solutions that deliver value for Council and address identified local social issues.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.2 Develop and implement social enterprise training for Banyule City Council staff.	SE&LJ	2021-2025	Existing Resource/ Budget
	2.3 Provide advice and guidance for other Councils wanting to work on social enterprise strategies.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.4 Develop a Social Innovation Framework to consolidate Banyule City Council's approach to strengthening social impact creation through place-based social enterprise and inclusive employment initiatives.	SE&LJ	2022-2023	Existing Resource/ Budget
	2.5 Develop a Social Innovation Strategy and Action Plan to strengthen social impact creation in Banyule.	SE&LJ	2024-2025	Existing Resource/ Budget

## Social Enterprise Action Plan 2020-2025

Focus Area 2: Build business capability and capacity				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Support emerging social enterprises to develop a feasible business model.	1.1 Co-design and host a free social enterprise development program for local people that want to start a social enterprise, in collaboration with partners.	SE&LJ	2022-2025	Refer to future budgets
	1.2 Co-design and host a free social enterprise development workshop for local NFP organisations seeking support to renew their business model, in collaboration with partners.	SE&LJ	2023-2025	Refer to future budgets
2. Enable strategic social enterprise partnerships and innovation.	2.1 Continue delivery of Social Enterprise Partnership Program to implement Council-identified shared value projects.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.2 Provide social enterprise support services to existing and emerging social enterprises in Banyule.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.3 Review existing small business and community grant programs to enable access for social enterprises.	SE&LJ	2022	Refer to future budgets

## Social Enterprise Action Plan 2020-2025

Focus Area 3: Improve market access				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Embed a whole-of-council procurement framework that leverages Council purchasing to support social and economic outcomes.	1.1 Develop and include sustainable procurement targets in Banyule's procurement policy and guidelines.	Proc	2020-2025	Existing Resource/ Budget
	1.2 Develop and implement a measurement and reporting tool to track procurement targets.	Proc	2020-2025	Refer to future budgets
	1.3 Implement a marketplace to support Council staff purchasing from social benefit suppliers.	Proc	2020-2025	Refer to future budgets
	1.4 Enhance Council's procurement training to educate Council staff about sustainable procurement.	Proc	2020-2025	Refer to future budgets
2. Connect social enterprises with buyers and supply chain opportunities.	2.1 Review Banyule City Council's historical spend and future needs to identify and enable potential sustainable procurement opportunities.	Proc (SPWG)	2020-2025	Refer to future budgets
	2.2 Host category specific tender briefings to educate suppliers about sustainable procurement, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Existing Resource/ Budget
	2.3 Collaboratively host an annual networking event to educate suppliers about sustainable procurement in Banyule, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Refer to future budgets

## Social Enterprise Action Plan 2020-2025

Focus Area 4: Increase community awareness and engagement				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Support the local community to learn about and actively engage with social enterprise.	1.1 Promote and publish insights and case studies with the community.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Promote activities and events being run by social enterprises in Banyule.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.3 Create and maintain a social enterprise page, including a directory on the Banyule City Council website.	SE&LJ	2021-2025	Existing Resource/ Budget
	1.4 Run a social enterprise campaign inclusive of an event to enable direct engagement with social enterprises.	SE&LJ	2024-2025	Refer to future budgets

**KEY:**

.....

**Proc** - Procurement

**SE&LJ** - Social Enterprise and Local Jobs

**SPWVG** - Sustainable Procurement Working Group

Funding status of 'Existing Resource/Budget' is on the basis that existing EFT and operational budget is ongoing.





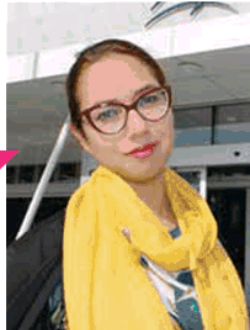
# 1000 jobs for 1000 locals by 2025

Work is a fundamental part of most people's lives. For some people, finding a job – particularly their first job – is very difficult due to the barriers they face because of their background or disability.

In 2018, Banyule Council decided it was our job to do more to help local people on a path to work. We committed to creating 100 job opportunities within a three-year period for Aboriginal & Torres Strait Islanders, Culturally & Linguistically Diverse people, people living with disability, and young people.

By working with the community, Council created 102 jobs by 2020 – one year ahead of schedule. This is a great result and we're encouraged to do more. So, we now have a new aspirational target: **1000 jobs for 1000 locals by 2025.**

*"The experience of volunteering brought so much to my life... it was the first feeling of being accepted. The feeling of being at home... I am now able to earn on my own and contribute to my family's financial requirements. Psychologically, I feel that I am important, and I can do so much that is of value. This is the best thing that has happened in my life."*



Through innovative labour market programs, Banyule Council will continue to stimulate new local job outcomes.

Uzma and her husband arrived from Pakistan nearly 5 years ago with their two young children. After a difficult first year in Australia, Uzma began volunteering with Banyule Council. This led on to her participation in Banyule's Inclusive Employment Program. After the program, Uzma secured ongoing employment at Council.

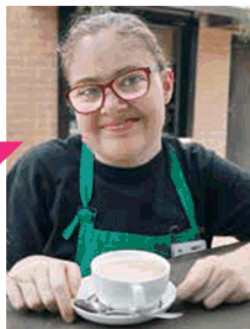
*"It has been such a great experience. I have learnt so much at Council. It is something I never thought I would do...I can write a proper resume and have some good experience to put into it."*



By working with suppliers, Banyule Council will continue to stimulate new local job outcomes through procurement.

Nicholas was struggling to find employment because he had limited work experience. Through a recent capital works project, Nicholas was successful in securing a Capital Works & Major Projects Administration Support Officer role. The experience helped him build on his skills and experience, and has inspired him to pursue a career in local government.

*"Chancez Cafés are friendly places where we can talk to customers and serve great coffee."*



Banyule Council are driving the creation of new local job outcomes through the development of social enterprises.

A partnership with Araluen's Chancez Cafe has enabled the business to scale their impact and operating in Banyule. Through this partnership, each year, the social enterprise provides 15 placements for people with an intellectual disability to gain hands-on training and work experience. This includes Molly.

# How we are going to work with community to create 1000 jobs for 1000 local people by 2025

*Banyule Council has pioneered a new model for leading community and economic development*

## Inclusive Local Jobs Strategy

**FOCUS AREA 1:**  
**Stimulate inclusive employment opportunities.**

405 jobs

Priority actions:

- Partner with local employers, agencies and other organisations to build inclusive employment opportunities.
- Proactively create inclusive employment opportunities within Banyule Council.
- Realise more inclusive employment opportunities through procurement.

**FOCUS AREA 2:**  
**Strengthen pathways to employment.**

160 jobs

Priority actions:

- Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.
- Grow pathways to employment within Banyule Council that are inclusive and accessible.

**FOCUS AREA 3:**  
**Grow business ownership and entrepreneurship.**

35 jobs

Priority actions:

- Assist people to participate in business activities with the skills to generate income.

**FOCUS AREA 4:**  
**Advance inclusive employment practices across the local government sector and private sector.**

150 jobs

Priority actions:

- Advocate for inclusive employment opportunities to create a stronger economy in the Northern region.
- Support our workplace to be inclusive and diverse.

## Social Enterprise Strategy

50 jobs

**FOCUS AREA 1:**  
**Advance place-based social enterprise innovation.**

Priority actions:

- Support a culture of social enterprise innovation to thrive in Banyule.
- Lead the local government sector on using social enterprise as a strategy to boost social innovation.

200 jobs

**FOCUS AREA 2:**  
**Build business capability and capacity.**

Priority actions:

- Support emerging social enterprises to develop a feasible business model.
- Enable strategic social enterprise partnerships and innovation.

**FOCUS AREA 3:**  
**Improve market access.\***

Priority actions:

- Embed a whole-of-council procurement framework that leverages Council purchasing to support social and economic outcomes.
- Connect social enterprises with buyers and supply chain opportunities.

**FOCUS AREA 4:**  
**Increase community awareness and engagement.\*\***

Priority actions:

- Support the local community to learn about and actively engage with social enterprise.

\* Jobs for these focus areas are already projected within shared priority actions or support the infrastructure required for job creation to be successful.  
 \*\* Targets represent the diversity of 'local job outcomes' contributing to Council's Social Enterprise Strategy and Inclusive Local Jobs Strategy.

For more information about the strategies, visit [banyule.vic.gov.au](http://banyule.vic.gov.au) or call (03) 9490 4222 or email [localjobs@banyule.vic.gov.au](mailto:localjobs@banyule.vic.gov.au)





**Draft Inclusive Local Jobs  
Strategy and Action Plan  
2020 – 2025**

**Public Exhibition Feedback and Response**

**Table of Contents**

1. Introduction .....3

2. Overview of community feedback and Council response .....3

3. Demographic data of respondents .....3

4. Draft Inclusive Local Jobs Strategy – Community Feedback & Council Response.....4

5. Draft Inclusive Local Jobs Action Plan – Community Feedback & Council Response..... 11

### 1. Introduction

At the Council meeting of 6 July, Council endorsed the draft Inclusive Local Jobs Strategy & Action Plan 2020 – 2025 for public exhibition for four weeks. From 7 July to 4 August, the draft Inclusive Local Jobs Strategy & Action Plan was exhibited on the Shaping Banyule website, and on other digital platforms, and public comment was invited. This report summarises the feedback received, and details Council response.

### 2. Overview of community feedback and Council response

- High level of community engagement – 16 respondents.
  - 14 respondents *support* the Draft Inclusive Local Jobs Strategy & Action Plan.
  - 2 respondents *do not* support the Draft Inclusive Local Jobs Strategy & Action Plan.
- Overall, public feedback is highly supportive and positive toward, noting a strong alignment to community needs.
- Council notes feedback and changes are incorporated throughout the final Strategy and Action Plan to:
  - enhance formatting;
  - reflect the current economic environment due to COVID-19;
  - adopt a place-based approach that supports all local people experiencing barriers to employment;
  - provide well-defined and consistent terminology when referring to local job targets; and
  - ensure all timeframes are achievable despite COVID-19 impacts.
- In addition, a summary flyer has been developed to improve accessibility for community members.

### 3. Demographic data of respondents

- Gender
  - 7 respondents identify as *female*.
  - 6 respondents identify as *male*.
  - 1 respondent identify as *Non-binary/Gender fluid*.
  - 2 respondents *did not disclose*.
- Age
  - 2 respondents identify as 25 – 34.
  - 1 respondent identifies as 35 – 44.
  - 5 respondents identify as 45 – 54.
  - 5 respondents identify as 55 – 64.
  - 1 respondent identify as 65 – 84.
  - 2 respondents *did not disclose*.
- Relationship to Banyule City Council
  - 6 respondents *live in Banyule*.
  - 9 respondents *work in Banyule*.
  - 1 respondent indicated *other*.

#### 4. Draft Inclusive Local Jobs Strategy – Community Feedback & Council Response

Respondent	Feedback		Council Response
	Question 1: Do you support the overall direction of the draft Inclusive Local Jobs Strategy 2020 – 2025?	Question 2: Please provide comments to support your answer	
1	Yes	I commend Banyule for their leadership in drafting this Inclusive Local Jobs strategy 2020-2025 and for deeply understanding the critical role local government can and must play in order to sustainably deliver place-based inclusive employment outcomes. Given the significant positive impact employment has on community social and economic outcomes - along with the enhanced well-being, self determination and agency for individuals that flow from meaningful and sustainable employment - makes this strategy a must for any just and inclusive society to truly function for all its constituents.	Status: Noted.
2	Yes	[Disability Support Service] is in total support of the local jobs strategy and action plan. We are thrilled to read of Banyule's commitment to actively supporting vulnerable people, including people with disabilities. We are also pleased to see that Banyule understands "jobs" is a broad concept that embraces volunteerism, career development and training. We often speak of vocational opportunities which often commences at TAFE moves to work based placement, volunteerism and then possibly paid employment. This strategy's approach is consistent with our vocational philosophy.	Status: Noted.
3	Yes	<p>Well done Banyule on your leadership in creating inclusive employment opportunities that are place-based. This will be more important than ever as we recover from COVID impacts. People who were facing barriers to employment pre-covid, are more vulnerable than ever before. I hope other councils follow your lead. A place-based approach to supporting the people most vulnerable in the Banyule community is exactly what our Council should be investing in - this will strengthen outcomes for individuals, our community and our economy.</p> <p>Whilst there is a lot of quantitative data that supports Council's four community groups listed, there are other community groups that are also facing barriers to employment but a lack of this data isn't available.</p> <p>It is suggested that this strategy support: Unemployed or underemployed local residents (and potentially those within the Northern region) that are experiencing disadvantage and barriers to obtaining work.</p> <p>Target community groups include:</p> <ul style="list-style-type: none"> <li>• Aboriginal &amp; Torres Strait Islanders</li> <li>• Culturally and linguistically diverse residents; including recently arrived refugees</li> <li>• People with disability</li> <li>• Young people not engaged in education or training (aged 16–25)</li> <li>• Older adults (aged 45+)</li> <li>• Women</li> <li>• Public housing residents</li> <li>• LGBTIQ+</li> <li>• People exiting the justice system.</li> </ul> <p>Good to see that you will evaluate the strategy and change things if they are not creating impact for Banyule. Your procurement efforts are to be congratulated - well</p>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>• Information updated to reference COVID impact.</li> <li>• Information updated to adopt a place-based approach that supports all local people experiencing barriers to employment.</li> <li>• Reference made to Brotherhood of St Laurence on page 11 amended to refer to Given the Chance.</li> </ul>

		done, big opportunity. The case study included suggests Brother of St Laurence was partnered with - was this BSL or their social enterprise Given the Chance.	
4	Yes	We at [local social enterprise] have real-life and lived experience of supporting those differently abled to work towards incorporation into the wider work force and to also provide a space for those who wish to enter into the workforce at a slower pace than perhaps normally expected by the wider world.	Status: Noted.
5	Yes	It will be great to have more opportunities for jobs and inclusivity.	Status: Noted.
6	Yes	I teach young people with learning needs at [education institute] and we welcome any strategy that would assist our students gain employment or somewhere to facilitate on site training. Youth unemployment is high, unemployment for young people with learning needs is higher still.  [educational institute] has been training for over 100 years. We have students from the Banyule and surrounding areas all trained to industry standard. We offer a wide selection of skills and skill training.	Status: Noted.
7	Yes	I have mentored 2 participants of the current program and have seen positive outcomes such as 1 participant being able to secure an apprenticeship.	Status: Noted.
8	Yes	The Inclusive Local Jobs Strategy is an important initiative that will help from several angles deliver employment opportunities to those that face challenges in our communities. As an business, we look forward to becoming involved and participating. Our hope is that we may be able to offer opportunities for employment, training and skills development for those from an Aboriginal and Torres Strait Islander background and those from culturally and linguistically background. We would also hope to create training opportunities for young people to gain skills that will help them build careers and/or businesses. Our business, we believe can open full and part time as well as casual opportunities.	Status: Noted.
9	Yes	I've read the documents linked below and they look very comprehensive. I've also passed them onto [colleagues] that work with job seekers from the Banyule LGA. It looks like a similar approach to Hume and Wyndham, however, more strategic and detailed. They look good.  From a cohort perspective, the makeup of our caseload in the Banyule LGA is predominantly: <ul style="list-style-type: none"> <li>• Mature Age</li> <li>• Single Parents</li> <li>• Youth</li> </ul> We have a small number of refugees and Indigenous clients. Getting into more detail, work experience for parents, with parent friendly hours that leads to employment would be a beneficial strategy, similarly with youth.  Happy to discuss further, I think it's a really good launching pad for the region.	Status: Noted.
10	Yes	It meets the strategic objective "People: Strong, Healthy and Inclusive Communities"	Status: Noted.
11	No	This Strategy has missed a significant opportunity to include a review of the Local Jobs Taskforce initial decision for which 'vulnerable communities' are included in the Strategy. Upon reviewing the document, there is no rationale given as to how or why the four chosen 'vulnerable communities' (or cohorts) were originally selected back in 2018 and what research and consultation was conducted to inform that original decision. On Shaping Banyule it states that the Strategy has been informed by community consultation and research, which drives the specific direction and priorities the Strategy takes.	Status: Noted and changes incorporated into final Strategy. <ul style="list-style-type: none"> <li>• Information updated to adopt a place-based approach that supports all local people experiencing barriers to employment.</li> <li>• As demonstrated on page 20 of the Strategy, to govern success of the Strategy, Council has committed to developing a monitoring and evaluation framework that</li> </ul>

	<p>However that body of work has been purely from the lens of the original cohorts that were chosen in 2018 which include people that identify as Aboriginal and Torres Strait Islanders, culturally and linguistically diverse people (including refugees and asylum seekers), people living with disability or young people. The supporting document titled 'Inclusive Employment in Banyule: Community Consultation 2019' is considered a key driver of the Strategy. It states under the heading 'Next Steps' that the report finding will be used to develop the Inclusive Local Jobs Strategy and Action Plan, however that process was also from the lens of the four already identified groups only.</p> <p>There is important evidence to support the fact that there are significant barriers to employment for other groups, specifically the LGBTIQ+ community. Whilst this evidence has not factored strongly in previous consultations lead by Council staff when developing the current LGBTI Plan, Council was first advised of the issue in October 2019 via the LGBTIQ+ Advisory Committee, specifically in relation to commenting on the Inclusive Employment Program at Council. There are a number of factors as to why this issue was not evident to Council at an earlier stage however the most critical factor is that LGBTIQ+ people continue to be invisible in data collecting processes that informs key statistics that relate to employment. The Strategy cites the Australian Bureau of Statistics as a key source for employment data however the ABS and the Census actively discriminate against LGBTIQ+ people by not including specific questions so as to appropriately identify this cohort within the data. Limited information is available on Same Sex Couples that are living in the same household together. In the 2016 Census people could identify as trans however unnecessary and discriminatory barriers were put in place, such as requiring individuals to ring up the ABS separately in order to report their trans identity, as the question was not available as part of the online form. This is exclusionary and creates barriers for reporting. Similarly, there has never been an opportunity in Australian census' to record that a respondent is intersex and despite the ABS consulting the intersex community regarding the upcoming census, no questions have been included to capture the existence of this community, let alone generate data about their lives. Data from the Census that includes LGBTIQ+ people is restricted to the two areas mentioned above, meaning it is extremely limited and does not capture the LGBTIQ+ community properly at all. Comparative data is simply not available for this community and it is unfair to rely on employment statistics to drive this strategy alone.</p> <p>Banyule Council has been actively advocating on the issue of missing LGBTIQ+ data to the ABS for the last 18 months and made numerous submissions to the Federal Government. Other factors that have contributed to this issue remaining hidden within the LGBTIQ+ community include:</p> <ul style="list-style-type: none"> <li>• Previous consultation conducted by Banyule indicates that priority issues for LGBTIQ+ people include safety in public, mental health, general visibility/awareness and access to LGBTIQ+ friendly services (predominantly health services). As is with Maslow's Hierarchy of needs, if you are unable to meet essential needs such as safety and well-being how can we expect this community to be talking to us about a need that belongs at the top of the pyramid hierarchy?</li> <li>• The LGBTIQ+ Community is relatively new and emerging group when compared to our knowledge and understanding of the needs of the four other groups, which is an additional disadvantage</li> </ul>	<p>will help affirm approach and/or recommend re-calibration and/or new directions.</p> <ul style="list-style-type: none"> <li>• Council's commitment to supporting the LGBTIQ+ community is guided by the LGBTI Plan 2017 – 2021. This includes the delivery of and engagement with a variety of LGBTIQ+ events, provision of tailored resources and services, and the convening of the Banyule LGBTIQ+ Advisory Group.</li> </ul>
--	---	---



		<ul style="list-style-type: none"> <li>• As such is the diversity within the LGBTIQ+ community itself, and considering other intersectional factors, there are significant pockets of high disadvantage within this community. As factored into the Strategy when referencing Banyule's overall affluence- the success and affluence of some members of the LGBTIQ+ community masks the disadvantage experienced by others.</li> </ul> <p>These factors outlined above highlights the critically important role the LGBTIQ+ Advisory Committee plays in providing guidance and advice to Council on such matters. An Advisory Committee such as this one was set up by Council because we know that their voice must be elevated, due to the inherent barriers that exist in society that is causing Council to overlook the needs of this community. In the absence of comparative data, the lived experiences of committee members must be considered in equal measure to the data that supports the other cohorts.</p> <p>The Committee gave feedback in October 2019 and in February 2020, specifically in relation to the Inclusive Employment Program and the need for LGBTIQ+ inclusion in that program. The committee was not made aware of the Inclusive Local Jobs Strategy until June 2020 when it was already in draft form. Feedback given by the LGBTIQ+ Advisory Committee on barriers to employment includes:</p> <ul style="list-style-type: none"> <li>• There remains significant barriers to employment for many members of the LGBTIQ+ community</li> <li>• The LGBTIQ+ community continues to be invisible in data sources and cannot be relied upon alone to direct and influence Councils work</li> <li>• People spoke about experiences of being unsafe at work and not being able to be 'out' with their identity and having to hide themselves</li> <li>• Members spoke of the fear of applying for a job because of not knowing if that workplace would have an accepting culture and if it would be safe for them. People had to conduct extensive additional research about an organisation to try to understand its policies about diversity, which would inform if they did or did not apply for a job. Having to worry about this creates additional stress on unemployed LGBTIQ+ people and also means they miss out on job opportunities</li> <li>• People reported either experiencing or hearing from friends about workplace bullying and harassment due to their LGBTIQ+ identity which results in people quitting their jobs</li> <li>• Specific issues for the trans and gender diverse community who are unfairly discriminated against in the workplace or when applying for jobs. Physical barriers such as employee paperwork with cisgender options only, cisgender toilet options, and particularly behavioural and attitudinal issues of staff interviewing/employing trans and gender diverse people and associated discriminatory practices and personal biases</li> <li>• Specific barriers for the Intersex community, in particular due to the fact that in a number of Intersex variations, there are associated learning difficulties connected with that variation as well as biases towards Intersex people</li> <li>• Cited in the Strategy was some of the barriers that the four existing groups experience; similarly the LGBTIQ+ community also experience issues such as lack of support networks, internal drivers such as low self-</li> </ul>	
--	--	---	--

	<p>esteem and socioeconomic factors. In fact, the LGBTIQ+ community has some of the lowest mental health outcomes compared to any other diversity groups. To ensure Council stays responsive to community needs and emerging issues, this feedback should have been prioritized in the context of this Strategy and associated Action Plan when it was in development. Whilst comparative data is not available, there is some smaller sets of data available that can begin to paint a picture about employment issues for the LGBTIQ+ community. A quick benchmarking exercise against the data provided in Figure 1 of the Strategy, demonstrates that there is in fact comparable experiences of disadvantage and barriers to employment for member of the LGBTIQ+ community. The Private Lives 2 report surveyed nearly 4,000 members of the LGBTIQ+ community in 2011 with the majority of respondents from Victoria (33.5%). The finding of this report includes:</p> <ul style="list-style-type: none"> <li>• The overall unemployment rate of the LGBTIQ+ community was 7.6%, however trans men were reported as having an unemployment rate of 15.2% and trans women 16.4%</li> <li>• 58% of respondents had engaged in some form of volunteer work in the previous 12 months, which was much higher than the general populations volunteer rates at that time (38% of women and 34% of men have undertaken voluntary work in the past 12 months according to the Australian Bureau of Statistics 2010)</li> <li>• 38.8% of respondents reported occasionally or usually hiding their LGBTIQ+ identity in the work place • 47.8% of respondents were engaged in full time work, which was lower than the general population The Discussion Paper attached to the State Government LGBTIQ Strategy consultation that is currently open also includes some statistics that relate to employment, including:             <ul style="list-style-type: none"> <li>• Workplaces are not safe for all LGBTIQ people and rates of full-time employment income are less than in the general community</li> <li>• 12% of people with an intersex variation are unemployed</li> <li>• Research on discrimination against people at work identified rates as 23.2% for TGD people, 18.8% for people with an intersex variation and 16% for LGB people.</li> </ul> </li> </ul> <p>This data demonstrates that the LGBTIQ+ community, and in particular trans, gender diverse and people with an intersex variation experience significant barriers to employment. It is important to note that Private Lives 3, the next edition of that report will be out later this year and will provide more up to date information from surveys conducted in 2019.</p> <p>In response to the LGBTIQ+ Advisory Committee feedback here has been an attempt to retrofit this Strategy to include LGBTIQ+ people intersectionally, however they are not included as a category of its own. In its current format the Strategy will still require a person to identify with one of the other four cohorts to be included in the Actions that support the Strategy. The LGBTIQ+ Advisory Committee do not believe this is an appropriate response to their feedback and are using this platform to reinforce the message that LGBTIQ+ should be its own priority category within this Strategy.</p>	
--	---	--

		<p>Lastly, the Strategy cites the Inclusion, Access and Equity Framework (IAEF) as part of its Policy Context, however it is not aligned to the priority groups identified in that Framework. The IAEF has identified ATSI, Disability, Multicultural and LGBTIQ+ communities as people who experience higher levels of discrimination and exclusion. The IAEF has been adopted by Council and the organisation has been committed to improving outcomes for the LGBTIQ+ community since 2014. If the Strategy is going to cite the IAEF in its Policy Context it is reasonable to expect that the Strategy is aligned to supporting the LGBTIQ+ community, which is a priority of the IAEF and Council. If Council decides to not include LGBTIQ+ as its own cohort in this Strategy, to ensure transparency of decision making the Strategy must include a rationale that explains specifically why the other four groups were chosen, that includes benchmarking. That will enable comparisons to be made against other cohorts to see how they rate against the ones chosen.</p> <p>The Strategy should also describe how it intends to be reviewed in the future and under what timelines. It should also factor in considerations for identities that are invisible in data collecting mechanisms such as the Census, which in its current format is inherently bias towards LGBTIQ+ people. The Federal Government ignored the findings of the consultation and testing done in preparation for the 2021 Census, that related to the inclusion of LGBTIQ+ specific questions and continues to enforce invisibility on this community. This means we have to wait at least another 7 years until we may have the chance to receive proper employment data from the ABS on the LGBTIQ+ community.</p>	
12	Yes	It is really important for a council to show this leadership and have a goal to improve the statistics so heavily weighted against disadvantaged and minority groups. A healthy community should be reflective of all its members in all areas, work, play, leadership, business.	Status: Noted.
13	Yes	<p>We commend Banyule for this inclusive jobs strategy, particularly if it commits to leveraging Council's procurement spend to achieve social impact.</p> <p>[social enterprise name] is a large not for profit commercial cleaning social enterprise supplier that operates as a division of [organisation name]. Over 50% of [organisation name]'s workforce is considered disadvantaged employing people with mental illness, refugee or asylum seekers, long term unemployed, older people and indigenous people.</p> <p>We would be pleased to partner with Council around cleaning contracts and job creation.</p>	Status: Noted.
14	Yes	The links with employers is essential.	Status: Noted.
15	No	<p>The plan sounds good, however, in the situation like the financial crisis approaches, where the council can get this budget? Will the rate be increased again? Will the unvulnerable communities be discriminated? We are a small business losing income stream. How will the council try to help us? Given that the budget have to be increased, the rate has to be decreased, may I know how the budget plan can be without breaching local residents' benefits? We cannot see the issue be resolved in the plan. Disappointed.</p>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>Funding for the Strategy &amp; Action Plan will be met within existing operational resources. Some new key initiatives will be referred to Council's annual budget process for consideration. External grant funding will also be sought to fund new initiatives.</li> <li>Council is strongly committed to supporting local businesses through a range of Economic Development services and initiatives including grants schemes; training and development programs; and events and networking opportunities. Through Council's COVID-19 Economic</li> </ul>

			Support Package, local businesses are currently able to access additional support.
16	Yes	<p>The documents are well written and thoroughly researched. They broadly reflect the aspirations and achievements of the Social Enterprise and Local Jobs team and highlight the industry leading work that is being undertaken. The inclusion of targets within the documents is terrific to convey Banyule's commitment to the community, particularly the inclusive employment groups and the current and emerging local social enterprise sector.</p> <p>The documents speak to Banyule's strong economic prospects, based on an economic analysis that was undertaken prior to the Covid-19 pandemic. Given the impact of the pandemic in particular to the labour market, local businesses and industry, it is recommended that the documents are monitored with the scope to revise elements and respond to updated challenges and opportunities (e.g. the scope of businesses to employ additional staff or the delivery of large scale networking events if current restrictions are continued).</p> <p>Updated economic analysis and the new Economic Development Plan, may be a useful reference. It may also be beneficial to update the documents when the new Council Plan is developed as new partnerships are further explored and a new group of Councilors are elected.</p> <ul style="list-style-type: none"> <li>As the documents are likely to be read by members of the community from the CALD community and those living with a disability, a summary document in plain language could be considered that is easily understood by these communities. The document could include (but not be limited to) the key achievements of the team, focus areas and targets.</li> <li>Given that a key outcome is to increase the number of job opportunities for vulnerable community members in the Northern region, it is recommended that consultation occurs with NORTH Link and the six Council's in Melbourne's north. These documents will have particular relevance to each Council's social enterprise, local jobs and economic development teams. Please disregard this comment is such consultation has already occurred.</li> <li>Given the impact of the Covid-19 pandemic and the State's rising unemployment, there may be a need to broaden the scope of inclusive jobs beyond the four minority groups as the needs of additional diversity groups increase. It is noted that these diversity groups are acknowledged, however it appears that they are only offered support when they are also part of one of the key four focus groups.</li> <li>We are already seeing the significant impact that the Covid-19 pandemic is having on local businesses. No doubt this will impact on future job creation, in particular the capacity for local businesses to employ additional staff. Ensure that forecast projections that are stated in the document are still current for example, the projected jobs growth in Banyule increasing from 8,000 to 15,000 jobs from now to 2036 (page 9).</li> <li>The case studies in this document are terrific and strongly highlight the successes of the inclusive employment activity. Given the nature of the labour market facilitation officer role, it might be beneficial to include some imagery and quotations from local businesses that have demonstrated inclusive employment practices and how it has impacted on their</li> </ul>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>Information updated to reference COVID impacts. Additionally, timeframes for 9 key initiatives within the Action Plan are adjusted to consider COVID-19 impacts: <ul style="list-style-type: none"> <li>Develop and deliver an event with employers to broker external transitional employment opportunities for Banyule Inclusive Employment Program participants (2022 – 2025)</li> <li>Develop and deliver an event with employers to broker opportunities for vulnerable community members (2022 – 2025)</li> <li>Host category specific tender briefings to educate suppliers about sustainable procurement, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses (2022-2025)</li> <li>Collaboratively host an annual event to educate suppliers about sustainable procurement in Banyule, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses (2022-2025)</li> <li>Create and implement a Volunteer Engagement Strategy that facilitates more inclusive and accessible volunteering opportunities (2022-2025)</li> <li>Develop an inclusive employment toolkit to support inclusive employment outcomes in the local government sector (2020-2021)</li> <li>Develop an inclusive employment toolkit to support inclusive employment outcomes in the private sector (2021-2022)</li> <li>Development and implement mandatory cultural awareness training for all Banyule Council staff (2021-2022)</li> <li>Develop and implement mandatory diversity and inclusion training for all Banyule Council staff (2021-2022)</li> </ul> </li> <li>Information throughout document has been refined to improve accessibility. In addition, a summary flyer about the Strategy will be developed.</li> <li>Information updated to adopt a place-based approach that supports all local people experiencing barriers to employment.</li> <li>As demonstrated on page 20 of the Strategy, Council has committed to developing a monitoring and evaluation framework to help affirm approach and/or recommend re-calibration and/or new directions including review of labour force data.</li> </ul>

	<p>workforce productivity, innovation, customer service etc.</p> <ul style="list-style-type: none"> <li>The procurement sections across the local jobs strategy and action plan are excellent, and no doubt will be broadened through the activities of Banyule's sustainable procurement group and reinforced through the new Council plan.</li> <li>The volunteer activities listed in the document (page 13) will greatly support disadvantaged job seekers and also Council business. Is Council likely to engage with other organizations including local businesses to provide volunteer opportunities for the disadvantaged jobseekers and build the capacity of these organisations?</li> <li>The Grow Business and Entrepreneurship section (page 15) has a target to "assist 35 vulnerable community members to access business training and support". Is this a reference to the Stepping Stones Program? If not, how is it going to be measured?</li> </ul>	<ul style="list-style-type: none"> <li>As demonstrated on page 6 of the Strategy, this Strategy supports and interacts with the Banyule City Council Plan 2017-2021 and other key policies, strategies and plans including the Banyule Economic Development Plan. Continued alignment is an ongoing commitment.</li> <li>Focus Area 2, Priority Action 1 in the Strategy provides an overview of Council's commitment to strengthening volunteer participation within Banyule Council and the community. The development of a Volunteer Engagement Strategy is proposed as a key initiative in the Action Plan has not yet commenced, as a result, consultation has not yet been completed to confirm the scope of this work.</li> <li>Specific programs relating to Focus Area 3 of the Strategy will be considered in alignment with the delivery of this key initiative.</li> </ul>
--	---	--

### 5. Draft Inclusive Local Jobs Action Plan – Community Feedback & Council Response

Respondent	Feedback		Council Response
	Question 1: Do you support the overall direction of the draft Inclusive Local Jobs Action Plan 2020 – 2025?	Question 2: Please provide comments to support your answer	
1	Yes	Well balanced set of challenging yet I believe achievable focus areas within the action plan given the timeframes outlined.	Status: Noted.
2	Yes	See above	Status: Noted.
3	Yes	<p>1000 jobs is very ambitious. Solid action plan to help you get there, but will need the partnership approach with community to get close to the 1000 job outcomes. Suggest that council considers having two overarching goals instead one of: e.g. 1. a target for 'pathways to labour market participation' and 2. a target for local job creation - which add up to your current 1000 target. This approach would be a stronger summary that community partners would be able to understand and collaboratively support; and is a more accurate reflection of some of your job outcomes listed e.g. volunteering, work experience and student placements.</p> <p>Evidence suggests that a dedicated employment program for Aboriginal &amp; Torres Strait Islanders is required - as opposed to trying to engage them through the Inclusive Employment Program. It isn't likely council will have success due to perceived competition. Darebin City Council and many other Council's can be looked to as an example for a dedicated Aboriginal Employment Program. It is suggested that Banyule Council invest in having dedicated resources and program to support Aboriginal &amp; Torres Strait Islander people, but it should not be restricted to Banyule residents only, as this community do not view land boundaries the same way that white people or council does.</p> <p>Council should also look at how their general recruitment practices can be improved to enhance equity - you've highlighted the benefits of this but cannot see an action</p>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>Information updated to include a job readiness continuum that illustrates the journey of securing and maintaining suitable employment; and acknowledges that all targets outlined in this Strategy contribute to Council's aspiration target.</li> <li>Aspirational target consistently referred to as '1000 local job outcomes for local people experiencing barriers to employment by 2025'; and individual targets updated throughout the Strategy to better reflect the type of outcomes they aim to support. All of which, collectively contribute to the '1000 local job outcomes for local people experiencing barriers to employment by 2025' target.</li> <li>As demonstrated on page 20 of the Strategy, Council has committed to developing a monitoring and evaluation framework to help affirm approach and/or recommend re-calibration and/or new directions to the Strategy and Action Plan.</li> </ul>

		<p>item that would support this outside of the Inclusive Employment Program.</p> <p>Great to see council investing in procurement to create employment. This is a big opportunity.</p> <p>Congratulations on creating this action plan with your community. A lot of what was discussed in workshops is included here and this is something we can all feel proud of.</p>	<ul style="list-style-type: none"> <li>Key initiatives included the Action Plan within Focus Area 4 demonstrate Council's commitment to review the organisations recruitment practices and increase equity and accessibility of employment within Banyule Council.</li> </ul>
4	Yes	<p>We at the [local social enterprise] already provide an inroad for the differently abled and diverse who are often excluded from job opportunities. We have many years experience in on the job training and have seen successful transitions from our workplace to waged earning opportunities. We also provide a safe space for those within the wider LGBTQI+ community to learn and develop their skills.</p>	Status: Noted.
5	Yes	<p>Actions support both business/employers and job seekers with clearly outlined initiatives. What about having peer mentoring programs and employing people with disabilities and CALD people as part of the initiatives for training and supporting businesses to employ and work successfully with new employees that live with a disability and/or are CALD.</p> <p>What initiatives are in place to minimise the risk to individuals being a long term volunteer but then not being supported or given opportunities to move into paid employment? For example, there are a lot of adults who volunteer at the [local social enterprise] but do not have the supports in place to help them move into paid employment. It would be good to partner the volunteer roles with peer mentoring and local businesses that could employ them.</p>	<p>Status: Noted and changes incorporated into final Strategy.</p> <ul style="list-style-type: none"> <li>Information updated to include a job readiness continuum that illustrates the journey of securing and maintaining suitable employment; which often includes volunteering.</li> <li>As demonstrated by existing key initiative 'Engage with and support local employers to create inclusive employment programs and opportunities' within Focus Area 1 in the Action Plan, Council is committed to supporting local businesses to employ local people facing barriers to employment.</li> <li>Many existing key initiatives within the Action Plan, particularly those outlined in Focus Area 1, support local people facing barriers to employment to transition from volunteering from paid employment.</li> </ul>
6	Yes	<p>As mentioned above [local educational institute] is a well respected provider of training and produces industry standard skilled workers. We would be a value partner for this Banyule strategy as we offer relevant courses to respond to future needs.</p>	Status: Noted.
7	Yes	<p>I agree with actions as highlighted. I think opportunity has been missed by not highlighting how Banyule staff will receive training and what type of training support program participants when they are on placement within Banyule. Happy to discuss further.</p>	<p>Status: Noted, no changes incorporated into final Action Plan.</p> <ul style="list-style-type: none"> <li>Focus Area 4 in the Action Plan outlines the training Banyule staff will receive.</li> </ul>
8	Yes	<p>As a local employer we look forward to participating in the initiatives. We feel we can contribute, due the nature of our work and our relationship with Banyule City Council. The opportunities we can provide through the various levels of commercial cleaning operations is, we believe, an ideal step into the workforce and opportunity to develop work and cultural skills for participants.</p>	Status: Noted.
9	Yes	As above	Status: Noted.
10	Yes	The actions are practical and workable	Status: Noted.
11	No	<p>The actions do not provide enough support to the LGBTQI+ Community. Reasons that the LGBTQI+ community require support are outlined in the previous answer.</p>	<p>Status: Noted and changes incorporated into final Action Plan.</p> <ul style="list-style-type: none"> <li>Key initiatives updated to adopt a place-based approach that supports all local people experiencing barriers to employment. This excludes two evidence-based key initiatives that are designed to respond to identified needs of targeted community groups. However, an intersectionality approach is applied within targeted community groups.</li> </ul>

			<ul style="list-style-type: none"> <li>As demonstrated on page 20 of the Strategy, Council has committed to developing a monitoring and evaluation framework to help affirm approach and/or recommend re-calibration and/or new directions to the Strategy and Action Plan.</li> </ul>
12	Yes	No comments	Status: Noted.
13	Yes	Targets for direct employment with Council of diverse job candidates and targets for procurement spend with social outcomes are likely to be successful.	Status: Noted.
14	Yes	An event with employers would be great. Providing transitional employment is something we are trying to do and would value support for. I think pathways to employment are very important but I hear frustration from people doing volunteer work that this doesn't lead to paid work. Perhaps there are two sides - doing volunteer work for engagement and doing it specifically to get work. More concentrated work needs to be done in the latter. Raising awareness amongst employers is also essential.	Status: Noted.
15	No	Again, we need to know where the money comes from. We also hope the council can pay more attention on how to promote local business and how to decrease the rates, how to improve facilities for kids, how to improve the overcrowded schools, pools and gyms....When all these done successfully, more jobs will be created accordingly.	<p>Status: Noted, no changes incorporated into final Action Plan.</p> <ul style="list-style-type: none"> <li>Funding for the Strategy &amp; Action Plan will be met within existing operational resources. Some new key initiatives will be referred to Council's annual budget process for consideration. External grant funding will also be sought to fund new initiatives.</li> <li>Council is strongly committed to supporting local businesses through a range of Economic Development services and initiatives including grants schemes; training and development programs; and events and networking opportunities. Through Council's COVID-19 Economic Support Package, local businesses are currently able to access additional support.</li> <li>Council's Community Programs Directorate works closely with the community to provide services and programs directed to the elderly, babies, children, young people and families. It is also the Directorate responsible for recreational, leisure and cultural services and manages a range of facilities which provide activities and functions to the community. Community Programs is integral in meeting and responding to Council's strategic direction under People and Participation in the Council Plan.</li> </ul>
16	Yes	No response provided	Status: No response required

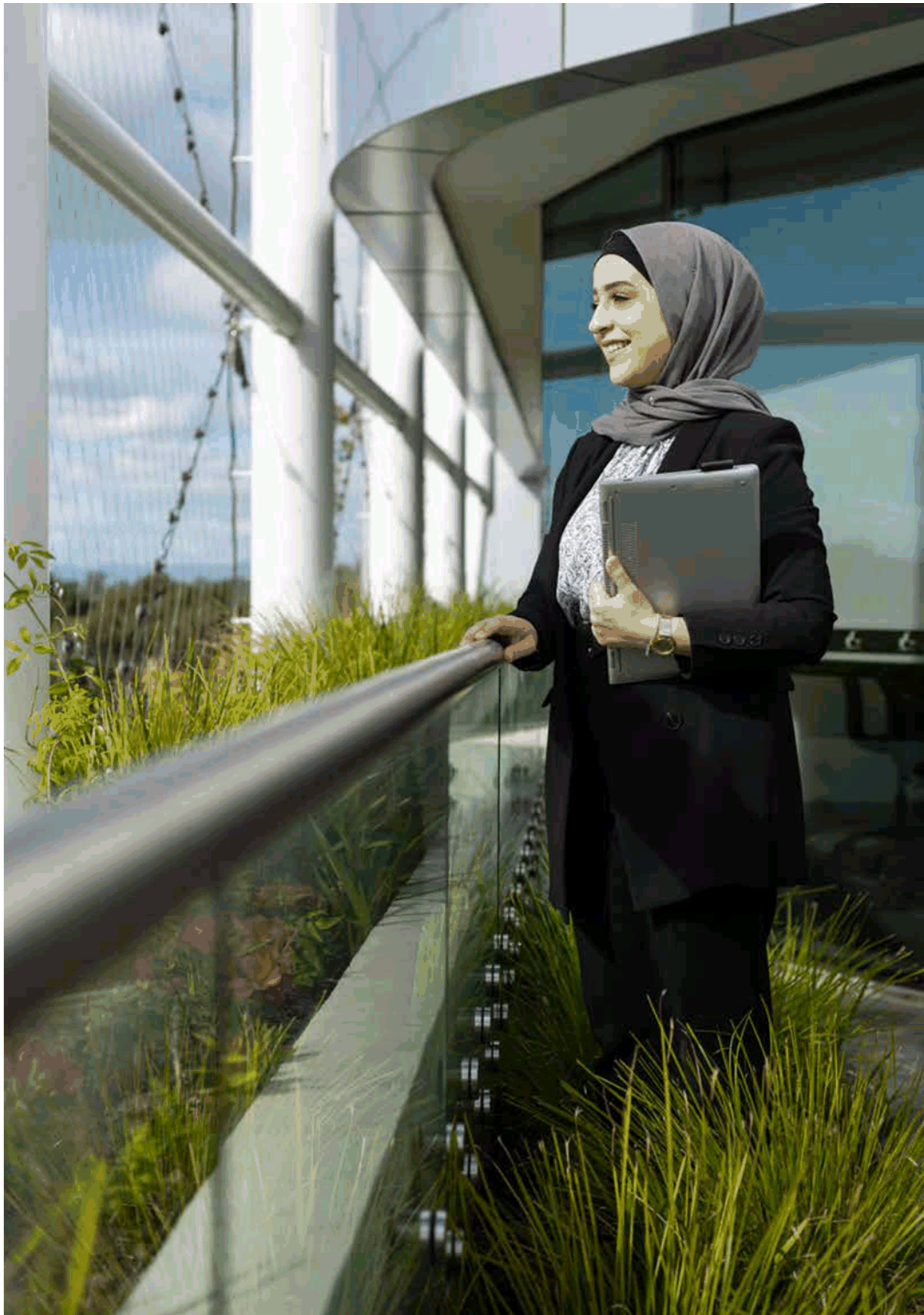




# BANYULE INCLUSIVE LOCAL JOBS STRATEGY 2020-2025

*A Partnership between Council and Community*





## Contents

<b>A message from the Mayor</b>	<b>2</b>
<b>Strategy at a glance</b>	<b>3</b>
<b>Introduction</b>	<b>4</b>
<b>Supporting the vision, values, and key directions of Banyule Council</b>	<b>6</b>
<b>Focus Area 1: Stimulate inclusive employment opportunities</b>	<b>8</b>
Priority Actions	9
<b>Focus Area 2: Strengthen pathways to employment</b>	<b>12</b>
Priority Actions	13
<b>Focus Area 3: Grow business ownership and entrepreneurship</b>	<b>16</b>
Priority Actions	17
<b>Focus Area 4: Advance inclusive employment practices across the local government sector and private sector</b>	<b>18</b>
Priority Actions	19
<b>Next Steps</b>	<b>21</b>
Implementing the Strategy	21
How will we know if the Strategy is working?	21
<b>Definitions</b>	<b>22</b>
<b>References</b>	<b>23</b>

## A message from the Mayor



I am pleased to present the Inclusive Local Jobs Strategy, which outlines our vision and plan to help provide a pathway for local people to participate in the opportunities of Banyule's economy and enjoy the financial and social benefits of employment – a focus needed now more than ever as we navigate the impacts of COVID-19.

There are some groups in our community that do not have equal access to employment or pathways to employment. As we begin to see the impacts of COVID-19 unfold, we recognise that an even greater number of people will face economic hardship and that those who faced disadvantage prior to this pandemic, now face even greater challenges.

The Inclusive Local Jobs Strategy represents a new approach and is the result of extensive research and consultation with the community. It focuses on the unique role of Council as a major employer and procurer in Banyule, and facilitator of an inclusive economy.

In this respect, the Strategy gives Banyule Council the opportunity and responsibility of role modelling the change that needs to happen across workplaces for them to become truly inclusive and diverse.

Thank you to the community members, local employers, employment service providers, subject matter experts, government representatives and Council staff who contributed to the development of this Strategy. It is a first for Banyule Council and leading the way for local government in Victoria.

**Alison Champion**  
Mayor

# Strategy at a glance

**Vision: Build opportunity and economic prosperity for vulnerable community members in Banyule.**

FOCUS AREAS

**1**  
Stimulate inclusive employment opportunities

**2**  
Strengthen pathways to employment

**3**  
Grow business ownership and entrepreneurship

**4**  
Advance inclusive employment practices across the local government sector and private sector

PRIORITY ACTIONS

- Partner with local employers, agencies and other organisations to build inclusive employment opportunities.
- Proactively create inclusive employment opportunities within Banyule Council.
- Realise more inclusive employment opportunities through procurement.

- Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.
- Grow pathways to employment within Banyule Council that are inclusive and accessible.

- Assist people to participate in business activities with the skills to generate income.

- Advocate for inclusive employment opportunities to create a stronger economy in the Northern region.
- Support our workplace to be inclusive and diverse.

KEY OUTCOMES

- Increased number of inclusive employment opportunities for vulnerable community members in the Northern region.

- More vulnerable community members accessing opportunities for career development and volunteering.
- More vulnerable community members completing pathways to employment with the skills to gain employment and foundations to pursue successful economic endeavours.

- Increased opportunities for vulnerable community members to generate income through business ownership and entrepreneurship.

- More support for councils and private enterprises to create inclusive employment opportunities.
- Growth in the number of councils and private enterprises creating inclusive employment opportunities.
- Improvement in the representation of vulnerable community members in the Banyule Council workforce.

**POLICY CONTEXT**

**Local:**  
Council Plan, Disability Action Plan, Youth Services Action Plan, Multicultural Plan, Aboriginal and Torres Strait Islander Plan, Inclusion, Access and Equity Framework, Economic Development Plan, Social Enterprise Strategy

**State:**  
Equal Opportunity Act 2010, Charter of Human Rights and Responsibilities Act 2006, Victoria's Social Procurement Framework

**National:**  
Disability Discrimination Act 1992 (Cth), Sex Discrimination Act 1984 (Cth), Racial Discrimination Act 1975 (Cth), Age Discrimination Act 2004 (Cth)

**International:**  
Sustainable Development Goals 8.3, 8.5, 8.6

## Introduction

### **Our Inclusive Local Jobs Strategy addresses inequalities of access to employment and aims to build opportunity and economic prosperity for local people experiencing barriers to employment.**

Local government has a critical role in fostering community and economic development through a range of strategies, plans and strategic initiatives that ensure the prosperity and wellbeing of their communities. To achieve its vision for the community, Banyule Council must advocate to address systemic barriers and the underlying causes of disadvantage through investment in employment, education, training, health and housing.

Whilst Banyule's local economic prospects are generally good, and the overall published unemployment rate is not significant compared with other municipalities, there are pockets of high disadvantage which sit well below the State average that are almost entirely disguised by the areas of affluence. Many vulnerable community groups are underrepresented in Banyule's labour market and they continue to face numerous barriers to full participation. This places them at greater risk of economic and social exclusion.

As we begin to see the impacts of COVID-19 unfold, we recognise that an even greater number of people will experience unemployment and face economic hardship. Those who faced disadvantage prior to this pandemic, now face even greater challenges. With unemployment rates expected to continue to rise, the pandemic is challenging us to think and work in new ways.

The Inclusive Local Jobs Strategy is the first-of-its-kind for Banyule and pioneers a new place-based model of community and economic development that harnesses Council's role to create local job outcomes for local people experiencing barriers to employment.

Informed by community consultation and evidenced best practice, this Strategy sets Council's agenda to:

1. Stimulate inclusive employment opportunities.
2. Strengthen pathways to employment.
3. Grow business and entrepreneurship.
4. Advance inclusive employment practices across the local government sector and private sector.

### *Recognising and celebrating diversity and inclusion*

Banyule Council recognises the diversity of and within all Banyule community members. This includes different cultures, beliefs, abilities, bodies, ages, sexualities, genders and identities. We are committed to creating economic opportunities where individuals are valued for their differences, experiences, knowledge and background, and the contributions they can make.

Central to our place-based approach and critical to ensuring that all local people have equity of access to employment is understanding and acknowledging that:

- the issue of unemployment and underemployment is complex and cannot be solved by Council alone or by any singular initiative;
- we must work collaboratively and in an integrated way with the labour market system;
- the path to job readiness and employment for a vulnerable community member is rarely linear;
- there are complex barriers people may face to becoming job ready and employed;
- identity is complex and multi-layered, and many people face overlapping barriers to access and inclusion for multiple reasons and in multiple ways; and
- we must take an intersectional approach to people's identity and individual experiences.



### Background and key achievements

In developing a plan for the future, it is important to recognise the life-changing work and key achievements that have helped shape the focus and intent of this Strategy.

In June 2018, Council resolved that it was its job to do more to help vulnerable community members on a path to work and committed to creating 100 local job outcomes for local people experiencing barriers to employment within a three-year period. This led to the establishment of a dedicated Social Enterprise & Local Jobs business unit, and the development of innovative labour market programs, social enterprise development projects, and enhanced planned capital works and sustainable procurement activity. This has pioneered a new model for place-based community and economic development led by the local government sector.

By working with the community, Council achieved 102 local job outcomes by 2020 – one year ahead of schedule.

These opportunities have helped many people to change their lives, build confidence and skills, form connections with others and their communities, contribute to a stronger economy, and achieve greater economic independence and security for themselves, their families and their community.

This is a great result, and the Inclusive Local Jobs Strategy affirms our commitment to do more. In partnership with the community, Council sets a new aspirational target of creating 1000 local job outcomes for local people experiencing barriers to employment by 2025.



Figure 1: The job readiness continuum.

# Supporting the vision, values, and key directions of Banyule Council

By building opportunity and economic prosperity for vulnerable community members in Banyule, the Inclusive Local Jobs Strategy supports the Banyule Council Plan 2017-2021 and speaks directly to the vision and values of Banyule Council.

The Inclusive Local Jobs Strategy meets key directions under the strategic objective 'People: Strong, Healthy and Inclusive Communities', and has links with several key initiatives across the Council Plan.

The Council Plan is supported by key policies, strategies and plans, including the Inclusive Local Jobs Strategy as outlined in Figure 2 below.

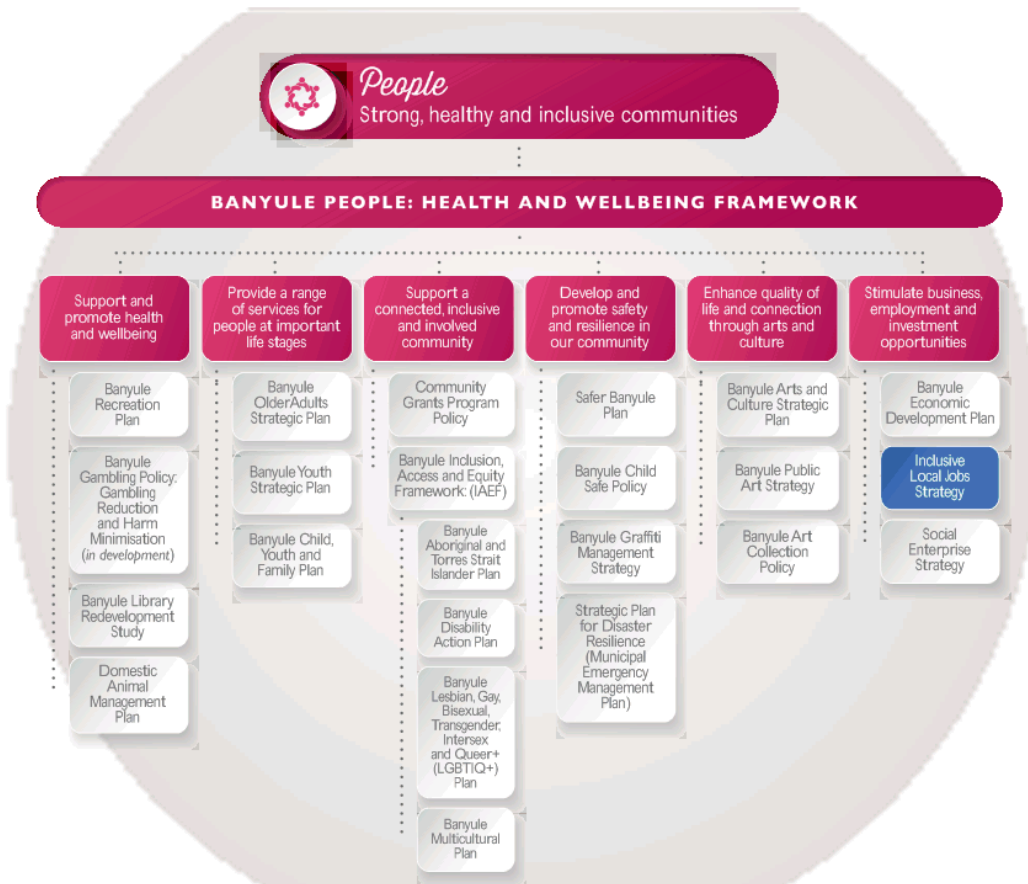


Figure 2. The Inclusive Local Jobs Strategy directly supports the 'People' Strategic Objective in the Banyule Council Plan.





# FOCUS AREA 1

## Stimulate inclusive employment opportunities



**An inclusive labour market mobilises the skills and resources of people who are underrepresented in the workplace, enabling them to contribute to and benefit from economic growth. Employers benefit too: workplaces that are diverse and inclusive can experience higher performance by increasing job satisfaction, improving customer service and enhancing innovation.**

A targeted effort is required to boost place-based inclusive job creation and equitable access to employment in the Northern region. Embedding Banyule Council's role as a facilitator of an inclusive economy that enables better outcomes for local people, the Strategy gives Council the opportunity and responsibility of role modelling the change that needs to happen across workplaces for them to become truly inclusive and diverse and helps better coordinate and strengthen collective efforts of the local community.

### *Targets*

By 2025:

- Deliver employment events to create and broker 25 local job outcomes.
- Support local employers to create 110 local job outcomes through inclusive employment programs and initiatives.
- Proactively create 150 local job outcomes through the Banyule Inclusive Employment Program.
- Realise 120 local job outcomes through procurement.

## Priority Action 1

### Partner with local employers, agencies and other organisations to build inclusive employment opportunities.

To better respond and direct efforts to localised unemployment, a systems approach to working with local employers, employment service providers, local networks, Aboriginal organisations and social enterprises is critical.

Working in partnership to harness jobs growth in the Northern region is key to maximising access to inclusive employment opportunities, and will support more sustainable skills development, jobs and businesses.

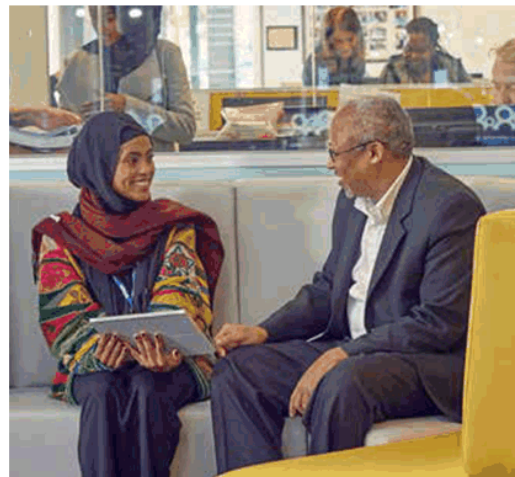
Since 2014/15 there has been strong jobs growth in health care and social assistance, construction, and education and training in Banyule. This is expected to continue as the population of Banyule grows; population growth of approximately 1000 people annually will increase the demand for healthcare services and facilities for older people, and educational institutions for younger people. Other industries and sectors with strong medium-term growth prospects include public administration and safety, professional, scientific and technical services, accommodation, and food safety.

Population growth in Banyule is also likely to stimulate demand for construction of private dwellings and social infrastructure such as aged care facilities and childcare centres. As well as major infrastructure projects to support this growth, such as the North East Link project. This will drive strong local job creation within the construction sector.

There are also growing opportunities across the community service sector, including in large not-for-profit organisations, Aboriginal businesses, and social enterprise.

This priority action will ensure that:

- Strong links with the labour market ecosystem are developed and maintained to better align efforts to improve employment outcomes for Banyule residents.
- There is a comprehensive response to the labour market needs of vulnerable community groups, addressing issues such as career development and future labour market skills priorities.
- There are place-based approaches to employment and economic participation that will provide a pathway into a job.
- Future growth industries and job opportunities can be accessed by local people facing barriers to employment.
- Local employers are supported to grow their workforce through employment strategies that effectively meet the needs of local vulnerable community groups.
- Large infrastructure and place-making projects are maximising inclusive employment opportunities.



# FOCUS AREA 1: Stimulate inclusive local employment opportunities

## Priority Action 2

### Proactively create inclusive employment opportunities within Banyule Council.

Banyule Council is committed to increasing the diversity and inclusion of vulnerable community members in its workforce.

Through the continued delivery of Banyule’s Inclusive Employment Program, Banyule residents experiencing barriers to employment will be supported with a six month job opportunity at Banyule Council in a role tailored to an individual’s area of interest, goals, strengths and ability. Participants are paid for their contribution while they learn new skills, build networks, and gain local government experience.


This is an evidence-based program that has been designed to respond to inequality in employment and the specific needs of four targeted community groups in Banyule: Aboriginal & Torres Strait Islanders, Culturally & Linguistically Diverse people, people living with disability, and at risk young people (aged 16-25). The overwhelming majority of these targeted community groups are disadvantaged, are underrepresented in the Banyule labour market and are experiencing significant barriers to securing suitable employment.

Aligned with an intersectionality approach, LGBTIQ+, women, older adults and people exiting the justice system are encouraged to apply.

To ensure that the program continues to respond to community needs overtime, Council will review the targeted community groups every two years – the first review occurring in the 2021-2022FY.

This priority action will ensure that:

- Vulnerable community members have access to suitable and meaningful paid employment opportunities within Banyule Council.
- Vulnerable community members advance their competency in the core skills they need to successfully participate in work and are more confident.
- Vulnerable community members develop their social and professional networks.
- Banyule Council staff understand the benefits of a diverse and inclusive workplace and adopt inclusive work practices.
- Banyule Council is considered an employer of choice and has access to a diverse talent pool.
- The Banyule Council workforce more accurately reflects the diversity of the Banyule resident population and is better able to meet the needs of diverse communities.



*Samatar thrives at Banyule Council*

.....

Samatar Yusuf 22, was born in Ethiopia and his family settled in Australia when he was 2 years old.

Over the last few years, the Heidelberg West resident has shown a real passion for community development, with a keen interest in building capacity among young people. Samatar supported his local community through various volunteering engagements and helped facilitate a youth leadership program. Although he enjoyed working in volunteer roles, Samatar found it challenging to secure paid employment. He feels his heritage and lack of qualifications worked against him.

This changed when he secured employment at Banyule Council through the Inclusive Employment Program – working in the Social Enterprise & Local Jobs business unit.

“This program has provided me with the abilities to gain transferable skills and qualities to progress in my career,” Samatar says. “It has also given me the confidence to take on challenging tasks and liaise with external and internal stakeholders... I am now working full-time at the Department of Health and Human Services in a permanent role.”

## Priority Action 3

### Realise more inclusive employment opportunities through procurement.

Council and its suppliers have a significant opportunity to generate social and economic benefits through procurement activity.

Procurement is one of the largest drivers of the Banyule economy; in 2018-19, Banyule Council spent \$41 million on goods and services to support service delivery, and an additional \$35 million on public construction and infrastructure.

By leveraging even a small proportion of the Council's total procurement expenditure to achieve social value, communities can benefit enormously.

Sustainable procurement can secure jobs for vulnerable community members, supporting workforce diversity and economic inclusion for all people.

This priority action will ensure that:

- Banyule Council develops and embeds a whole-of-council framework that enhances economic opportunities for vulnerable community members.
- Banyule Council departments and suppliers are engaged and supported to consider social and economic objectives as part of their market analysis.
- Banyule Council staff and suppliers are aware of the benefits and impacts possible through sustainable procurement.
- Businesses owned by vulnerable community members, or employing vulnerable community members, have access to procurement opportunities.

#### *Using purchasing power for social benefit*



Councils working together to create employment opportunities for disadvantaged people and generate savings shows the power of procurement.

Led by Banyule Council, the Northern Region Procurement Network, made up of five councils, has already achieved some great results.

An example is a regional tender to deliver security services across more than 230 sites in the region; and collectively deliver social, economic, and value for money benefits for the residents and businesses in the region.

The successfully award contract has delivered strong outcomes including:

- Significant financial benefits across all councils of over \$1.8 m over seven years.
- A total of 13.5 EFT employment opportunities created for disadvantaged persons across the council regions in partnership with social enterprise, Given the Chance.

This project has set the standard for other regions to follow and benefit from joint procurement linked with social enterprises.

# FOCUS AREA 2

## Strengthen pathways to employment



Completing pathways to employment helps people develop employability skills and build the foundations to pursue successful economic endeavours. Yet, vulnerable community members are experiencing barriers to participating in these activities, and this has a flow on effect to their economic outcomes.

Pathways to employment include student placements, work experience and volunteering. These pathways help people build skills, gain confidence, receive informal learnings from peers and colleagues, and develop experience that is necessary to get a job.

### *Targets*

By 2025:

- Assist 100 vulnerable community members to participate in volunteering opportunities at Banyule Council.
- Assist 60 vulnerable community members to participate in work experience and student placements at Banyule Council.
- Alignment with National Standards for Volunteer Involvement met by Banyule Council.

## Priority Action 1

**Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.**

Proactive policies and practices that target people from vulnerable communities and reflect an integrated systems approach to recruiting and supporting them are essential to creating equality of opportunity in volunteering.

Best practice volunteering policies and practices help provide a structured and quality volunteering experience for all community members, including those who are experiencing times of vulnerability.

Volunteering policy also provides the infrastructure that is essential for volunteering to realise its potential as a pathway to employment.

This priority action will ensure that:

- Banyule Council's commitment to volunteers is underpinned by a well-planned, thoughtfully designed and appropriately resourced volunteer program.
- Meaningful, appropriate, and clearly defined volunteer roles are made available to the community, and they balance organisational needs with the diverse skills, knowledge, and interests of community members.
- A consistent approach is employed for the engagement of volunteers involving inclusive recruitment and selection processes that respond to community diversity.
- Volunteers receive the information, training and support they need for positive and meaningful volunteer experiences.
- Banyule Council celebrates the contribution, value, and impact of volunteers within the community, ensuring volunteers are recognised for important role they play.



## Priority Action 2

### Grow pathways to employment within Banyule Council that are inclusive and accessible.

Well-designed and well-managed work experience and student placements can help people develop the transferrable skills and knowledge they need to be successful in the labour market.

These placements can be especially important for refugees and migrants who often arrive in Australia with a high level of education and professional expertise but face significant barriers to employment when their overseas qualifications are not recognised. Placements also provide an opportunity for people with a disability to promote their skills and abilities to a potential employer.

To successfully complete a placement, vulnerable community members may need tailored placements and supports, and workplaces need to adopt inclusive work practices. For organisations or sectors offering a diverse or large volume of placement opportunities, centralisation of this function can help ensure opportunities are inclusive and support people from vulnerable communities to successfully complete the placement.

Due to the array of activities Banyule Council undertakes and the size of its municipality, Council is well placed to offer diverse pathways to employment.

By redesigning and centralising opportunities for student placements, structured workplace learning, and work experience with a diversity and inclusion lens, Banyule Council will enhance the quality and number of local pathways to employment available for vulnerable community members.

This priority action will ensure that:

- All student placement, structured workplace learning and work experience opportunities at Banyule Council are accessible and inclusive, and align with individual skill, ability, interests and aspirations.
- All student placement, structured workplace learning and work experience opportunities at Banyule Council have clear learning outcomes and where possible are linked to trends in growth industries and the labour market.
- All student placement, structured workplace learning and work experience opportunities at Banyule Council can be tailored to support a vulnerable community members engagement.
- Banyule Council has access to a diverse talent pool.







### *Volunteering at Banyule Council*

.....

Uzma and her husband arrived from Pakistan nearly 5 years ago with their two children. She began her new life in Australia full of ambition and aspiration but was shocked to learn just how challenging it was to settle in a new country so different from her own. Following a difficult first year Uzma came across an opportunity to volunteer on the Banyule Multicultural Advisory Committee. Attending her first meeting on the committee she had “the first feeling of being accepted. The feeling of being at home” since arriving in Australia.

Uzma’s volunteering on the Multicultural Advisory Committee led on to her participation in Banyule’s Inclusive Employment Program and this in turn has led on to her current employment within Council.

*“The experience of volunteering brought so much to my life ... I am now able to earn on my own and contribute to my family’s financial requirements. Psychologically I feel that I am important, and I can do so much that is of value. This is the best thing that has happened in my life. I was with the right people, in the right place, doing the right thing.”*



**Opportunities for vulnerable community members to start or develop a business can act as an alternative income generation option, especially when their access to employment is blocked.**

However, there are barriers to entry for people from vulnerable communities, including limited understanding of how to set up a business, language barriers, limited or no access to finance, lack of awareness of markets, and competition from other business.



By 2025:

- Assist 35 vulnerable community members to access small business training and support.



## Priority Action 1

Assist people to participate in business activities with the skills to generate income.

Programs that are designed to tap into the entrepreneurial spirit of vulnerable community members through business development have been successful in enabling economic participation. Once established, these businesses often provide additional social and economic benefits by employing people from vulnerable community groups.

Through the collaborative design and delivery of business programs and business support, Banyule Council will continue to assist vulnerable community members to build enterprising skills and develop small businesses and social enterprises. This will also support individuals to participate in business activities and connect them with networks, organisations, events, procurement opportunities, and specialist business support.

This priority action will ensure that:

- Vulnerable community members have access to tailored business programs of support that address barriers to entry.
- Vulnerable community members build their networks and advance the business skills they need to participate successfully in business activities.
- Consumers have access to a diverse and inclusive marketplace.



### *Maria turned her skill into a business*

.....  
María Alejandra Valenzuela is the owner and creator of Kelkay Jewellery. Originally from Chile, she migrated to Australia with her husband for a better life.

*"I enjoyed being part of the business program. I was nervous at first because I wasn't confident with my English. I found the course flexible and the content suited my needs as a woman from a migrant background. I enjoyed being in a class full of women from migrant backgrounds, we all had a lot in common.*

*Before I attended the program, I had a skill, but I did not know how to turn that skill into a business that would be a source of income. The program helped me to understand everything I needed to know about Australian business culture and starting a business in Australia. The support, encouragement and knowledge that I received from the program gave me the confidence to turn my skill into a business".*

# FOCUS AREA 4

## Advance inclusive employment practices across the local government sector and private sector



There is clear evidence on the benefits of inclusive employment for economies and employers, however many organisations require a significant transformation in their culture, structures, and processes to adopt inclusive recruitment and work practices, and some need support with this.

Building awareness of the benefits of inclusive employment, capacity building tools to support inclusive employment outcomes, and support to develop targeted inclusive employment strategies will better position councils and private enterprises to create place-based inclusive employment opportunities that are responsive to their communities' needs.

### *Targets*

By 2025:

- Develop an inclusive employment program toolkit that supports local councils to create 100 local job outcomes.
- Increase the number of local councils and private enterprises engaged in inclusive employment programs and/or initiatives.
- Increase the representation of vulnerable community members in the Banyule Council workforce by 50 employees through traineeships, identified roles and other employment opportunities.

## Priority Action 1

### Advocate for inclusive employment opportunities to create a stronger economy in the Northern region.

While there is limited data on the number of inclusive employment opportunities currently available within the local government sector and private sector, unemployment rates for people from vulnerable community groups demonstrate that there is an opportunity for employers to do more in a systemic way to create targeted inclusive employment.

Whilst several councils and local businesses have expressed an interest to create inclusive employment opportunities for vulnerable community members, many of these employers have also expressed a lack of confidence and support to navigate inclusive job creation successfully.

Local businesses, for example, often have concerns over issues such as making workplace modifications, applying for funding for wage subsidies, and accessing information and advice on how to hire a person with a disability.

Underpinning an employer's ability to adopt inclusive work practices is an awareness of the needs of people from diverse backgrounds. Cultural awareness, and diversity and inclusion training can help build an inclusive workplace culture by increasing staff confidence, promoting the use of inclusive language, encouraging empathy, and dispelling myths and stereotypes.

Banyule Council is committed to expanding employment outcomes achieved through the Banyule Inclusive Employment Program. To support other Council's to implement this initiative and collaboratively create additional place-based inclusive employment opportunities, a practical toolkit will be developed.

Additionally, a series of capacity building tools will be developed to support local businesses to create inclusive employment programs and/or opportunities.

This priority action will ensure that:

- Banyule Council is contributing to the evidence base on best practice in inclusive employment.
- Councils and local businesses have practical support to develop and implement an inclusive employment program or opportunity in their workplace.
- Opportunities to promote inclusive employment are targeted to businesses and industries experiencing growth.



# FOCUS AREA 4: Advance inclusive employment practices across the local government sector and private sector

## Priority Action 2

Support our workplace to be inclusive and diverse.

Banyule is an increasingly diverse community, made up of people from different cultures, beliefs, abilities, bodies, ages, sexualities, genders and identities. This diversity enriches and improves the Banyule community.

A workforce that reflects this diversity will improve connections between Banyule Council and the community, enable better designed services, improve customer service, enhance innovation, and is likely to drive performance by increasing job satisfaction, leading to better outcomes for residents.

Through updates to policies and practice, Banyule Council commits to modelling the cultural change that needs to occur for workplaces to become inclusive and diverse.

This priority action will ensure that:

- Banyule Council's commitment to diversity and inclusion is underpinned by an equitable employment framework, cultural awareness, and diversity and inclusion training.
- Meaningful, appropriate, and clearly defined employment opportunities are made available to the community that balance organisational needs with the diverse skills, knowledge, and interests of community members.
- A consistent approach is employed for the engagement of staff involving inclusive recruitment and selection processes that respond to community diversity.
- Banyule Council is recognised as an employer of choice in the Northern Region and is better able to attract and retain a diverse talent pool.
- The Banyule Council workforce more accurately reflects the diversity of the Banyule resident population and is better able to meet the needs of diverse communities.



### *Diversity makes our organisation resilient, effective and creative*

Ellie Hall, Sustainability Officer at Banyule Council and participant of Cross Cultural Competency Training.

*“We love having diversity in our team, it makes us more versatile. The training helped me clarify the differences in the way diverse cultures may approach situations and relate to work. It also offered practical tips to help me be flexible in my leadership, set clear and reasonable expectations early, and positively contribute to a safe, happy and inclusive culture. Through this training, I reconnected with the fact that an individual's cultural background is just one of the aspects that makes up their identity and these different identities are what make our society strong and our organisation resilient, effective and creative”.*

## Next steps

**Banyule’s first Inclusive Local Jobs Strategy is a new approach to driving equity of economic opportunity for all residents. The priority actions in this strategy will help create local jobs, pathways to employment, drive workforce participation and productivity, and contribute to improving community wellbeing.**

Banyule Council recognises we cannot achieve this alone. This Strategy represents the start of a stronger partnership between Banyule Council and community that is based on trust, mutual respect and shared benefit. Continuing to work in partnership with the community will see this Strategy effectively implemented.

### Implementing the Strategy

The Inclusive Local Jobs Strategy is supported by an Action Plan that has been co-designed with community.

The Action Plan details key initiatives that support the achievement of each priority action of the Strategy and identifies the lead departments that will coordinate efforts under each initiative.

The Action Plan also outlines the funding arrangement for each initiative. Many key initiatives will be implemented using existing resources, as part of existing roles or through recurring budgets, and some key initiatives will be subject to securing additional resources. Where suitable, Council will seek appropriate external grants and funding to support the delivery of these pioneering efforts.

### How will we know if the Strategy is working?

To govern success of this Strategy, a monitoring and evaluation framework will be developed, with success gauged against key outcomes.

It will include an ongoing monitoring and evaluation process, and an annual Council report outlining progress on this Strategy. Every two-years, an evaluation that engages both internal and external stakeholders will be completed to review all key initiatives in the Action Plan. This may lead to re-calibration, new directions or affirmation of approach, and will inform future policy development. Flexibility is critical; this is the first Inclusive Local Jobs Strategy for Council and this evaluation approach enables Council to respond to new opportunities as they present themselves and embed continuous improvement.



## Definitions

Term	Definition
<b>At risk young people / At risk youth</b>	A young person that is 'at risk' of economic exclusion due to the barriers they are experiencing trying to access employment and/or are disengaging with education and/or training and/or employment and/or community.
<b>Economic participation</b>	The extent to which people are participating (or engaged) in education and/or employment. Key indicators of economic participation are education participation, educational attainment, unemployment, and under-employment.
<b>Inclusive Employment Program</b>	A structured workplace program that increases the number of inclusive employment opportunities available for vulnerable community members.
<b>Inclusive job / inclusive employment</b>	Employment in a competitive labour market, where people facing barriers to employment have equitable access to workplace benefits and career opportunities.
<b>Labour force participation</b>	When a person is employed or unemployed and looking for a job.
<b>Local</b>	Within the boundaries of the Northern region.
<b>Northern region</b>	The local government areas of Banyule, Nillumbik, Darebin, Hume, Mitchell Moreland, and Whittlesea.
<b>Pathway to employment</b>	An activity designed to lead to employment e.g. study, training, volunteering, work experience, student placement, and structured workplace learning.
<b>Place-based approaches</b>	There is no commonly agreed definition of place-based approaches. For the purposes of this Strategy, a place-based approach is defined as 'a collaborative, long-term approach to build thriving communities delivered in a defined geographic location.' This approach is ideally characterised by strong relationships between diverse stakeholders, including community members, government and businesses, who come together to work towards shared outcomes.
<b>Social benefit supplier</b>	A business that is a social enterprise, Aboriginal business or an Australian Disability Enterprise.
<b>Suitable employment</b>	Employment that an individual considers suitable for them based on their personal circumstances, interests, skills, abilities, and aspirations.
<b>Sustainable procurement</b>	Strategic use of procurement to drive social, economic, and environmental outcomes.
<b>Vulnerable community groups</b>	Groups of local community members that are experiencing a higher rate of social and economic exclusion than the general population.
<b>Vulnerable community members</b>	Individuals that reside in the Northern region and are experiencing social and economic exclusion.



## References

- Banyule City Council 2019, *Annual Report 2018/19 – Part Three Financial Report*, <https://www.banyule.vic.gov.au/files/assets/public/about-us/strategies/annual-report-2018-2019.pdf>
- Brimhall, K & Mor Barak, M 2018, 'The Critical Role of Workplace Inclusion in Fostering Innovation, Job Satisfaction, and Quality of Care in a Diverse Human Service Organization', *Human Service Organizations: Management, Leadership & Governance*, Vol. 42 No. 5
- Collins, J. 2017, *Ignite. From Refugee to Entrepreneur in Sydney in Less than Three Years: Final evaluation report on the SSI Ignite Small Business Start-Ups program*, University of Technology: Sydney, [https://www.ssi.org.au/images/stories/documents/Ignite/SSI\\_Ignite\\_evaluation\\_report\\_2017.pdf](https://www.ssi.org.au/images/stories/documents/Ignite/SSI_Ignite_evaluation_report_2017.pdf)
- Council of Small Business Organisations Australia 2018, *Making it Easier for Small Business to Employ People with Disability*, [https://www.dss.gov.au/sites/default/files/documents/11\\_2018/accessible\\_word\\_version\\_of\\_sme\\_research\\_report\\_-\\_making\\_it\\_easier\\_to\\_employ\\_people\\_with\\_disability.pdf](https://www.dss.gov.au/sites/default/files/documents/11_2018/accessible_word_version_of_sme_research_report_-_making_it_easier_to_employ_people_with_disability.pdf)
- Dart, J 2018, *Place-based Evaluation Framework: a guide for evaluation of place-based approaches in Australia*, [https://www.dss.gov.au/sites/default/files/documents/06\\_2019/place-based-evaluation-framework-final-accessible-version.pdf](https://www.dss.gov.au/sites/default/files/documents/06_2019/place-based-evaluation-framework-final-accessible-version.pdf)
- Haski-Leventhal, D. 2009, *Addressing social disadvantage through volunteering*, Centre for Social Impact, UNSW: Sydney, [https://www.researchgate.net/profile/Debbie\\_Haski-Leventhal/publication/255669718\\_Addressingsocialdisadvantagethroughvolunteering/links/55ae17db08ae98e661a46f96.pdf](https://www.researchgate.net/profile/Debbie_Haski-Leventhal/publication/255669718_Addressingsocialdisadvantagethroughvolunteering/links/55ae17db08ae98e661a46f96.pdf)
- Local Government Victoria and Municipal Association of Victoria 2017, *Beyond Value for Money: Social Procurement for Victorian Local Government*, [https://www.localgovernment.vic.gov.au/\\_\\_data/assets/pdf\\_file/0020/48512/Beyond-Value-for-Money-Social-Procurement-for-Victorian-Local-Government-2nd-edition-update-4-April-2019.pdf](https://www.localgovernment.vic.gov.au/__data/assets/pdf_file/0020/48512/Beyond-Value-for-Money-Social-Procurement-for-Victorian-Local-Government-2nd-edition-update-4-April-2019.pdf)
- Loosemore, M. and Denny-Smith, G. 2016, *Barriers to Indigenous Enterprise in the Australian Construction Industry*, <https://www.researchgate.net/publication/331701943>
- National Disability Services 2016, *A Pathway to Employment Framework*, [https://www.nds.org.au/images/resources/resource-files/The\\_Pathway\\_to\\_Employment\\_Framework\\_FINAL\\_2.pdf](https://www.nds.org.au/images/resources/resource-files/The_Pathway_to_Employment_Framework_FINAL_2.pdf)
- Oliver, D., MacDonald, P., Stewart, A. and Hewitt, A. 2016, *Unpaid Work Experience in Australia: prevalence, nature and impact*, [https://www.ag.gov.au/industrial-relations/industrial-relations-publications/Documents/unpaid\\_work\\_experience\\_report\\_-\\_december\\_2016.pdf](https://www.ag.gov.au/industrial-relations/industrial-relations-publications/Documents/unpaid_work_experience_report_-_december_2016.pdf), p. 18.
- Refugee Council of Australia 2010, *What works: Employment strategies for refugee and humanitarian entrants*, <https://www.refugeecouncil.org.au/what-works-report/>
- Ship, P., Funtera, C. and Hannah, B. 2017, *Economic Information Base, Municipal Report*. Urban Enterprise: Fitzroy, <http://banyulebusiness.com.au/wp-content/blogs.dir/976/files/2018/01/Banyule-Municipal-Economic-Information-Base.pdf>
- University of Melbourne 2018, *Facilitating Better Employment Opportunities for Refugee-Background Migrants and People Seeking Asylum in Australia*, [https://socialequity.unimelb.edu.au/\\_\\_data/assets/pdf\\_file/0008/2759687/Facilitating-better-employment-opportunities-for-refugee-background-migrants-and-people-seeking-asylum-in-Australia.pdf](https://socialequity.unimelb.edu.au/__data/assets/pdf_file/0008/2759687/Facilitating-better-employment-opportunities-for-refugee-background-migrants-and-people-seeking-asylum-in-Australia.pdf)
- VicHealth 2013, *How Cultural Diversity can be Good for Business*, <https://www.vichealth.vic.gov.au/-/media/ResourceCentre/PublicationsandResources/Discrimination/Race-based-fact-sheet.pdf?la=en&hash=AAFDD9F6513B82C8A1F87B4C671124D8228CDED6;>
- Victorian Auditor-General's Office 2019, *Results of 2018-19 Audits: Local Government*, <https://www.audit.vic.gov.au/sites/default/files/2019-11/20191127-Local-Government-report.pdf>
- Victorian Government 2020, *Designing place-based approaches*, <https://www.vic.gov.au/framework-place-based-approaches-start-conversation-about-working-differently-better-outcomes/place>



*Notes ...*

A series of horizontal dotted lines providing a template for handwritten notes.



## How to contact your Council

For all enquiries or information about any Council services:

Telephone: **9490 4222**

Email: **enquiries@banyule.vic.gov.au**

Website: **www.banyule.vic.gov.au**

Fax: 9499 9475

If your hearing or speech is impaired, you can call us through the National Relay Service on **133 677** (TTY) or **1300 555 727** (ordinary handset) and ask for 9490 4222.

### Postal Address:

PO Box 94, Greensborough 3088

### Council Service Centres:

Greensborough: Level 3, 1 Flintoff Street

Ivanhoe: 4 Bond Street

Rosanna: 72 Turnham Avenue (inside Rosanna Library)

### Office Hours of Opening:

Greensborough & Ivanhoe: Monday – Friday 8.30am – 5pm

Rosanna: Monday – Friday 10am – 12noon and 1pm – 4pm

### Interpreter service:

If you need an interpreter, please contact TIS National on 131 450 and ask to be connected to Banyule Council on 9490 4222.

إذا كنتم بحاجة إلى مترجم، الرجاء الاتصال بالخط القومي لخدمة الترجمة الهاتفية TIS على الرقم 131 450. واطلبوا إيصالكم ببلدية بانبول على الرقم 9490 4222.

若你需要口譯員，請致電131 450聯絡TIS National，要求他們為你致電9490 4222接通Banyule市政廳。

Ako vam je potreban tumač, molimo vas, nazovite TIS National na broj 131 450 i zatražite da vas se spoji sa Vijećem općine Banyule na broj 9490 4222.

Αν χρειάζεστε διερμηνέα τηλεφωνήστε στην Εθνική Υπηρεσία Διερμηνέων Μεταφραστών στον αριθμό 131 450 και ζητήστε να σας συνδέσουν με τη Δημαρχία Banyule στο 9490 4222.

Se hai bisogno di un interprete chiama TIS National al numero 131 450 e chiedi di essere messo in comunicazione con il Comune di Banyule al numero 9490 4222.

Ако ви треба преведувач ве молиме јавете се на TIS National на 131 450 и замовете да ве поврзат со Banyule Council на 9490 4222.

如果你需要一名翻译，请打电话到国家电话翻译服务处 (TIS National) 131 450，再转接到Banyule市政府9490 4222

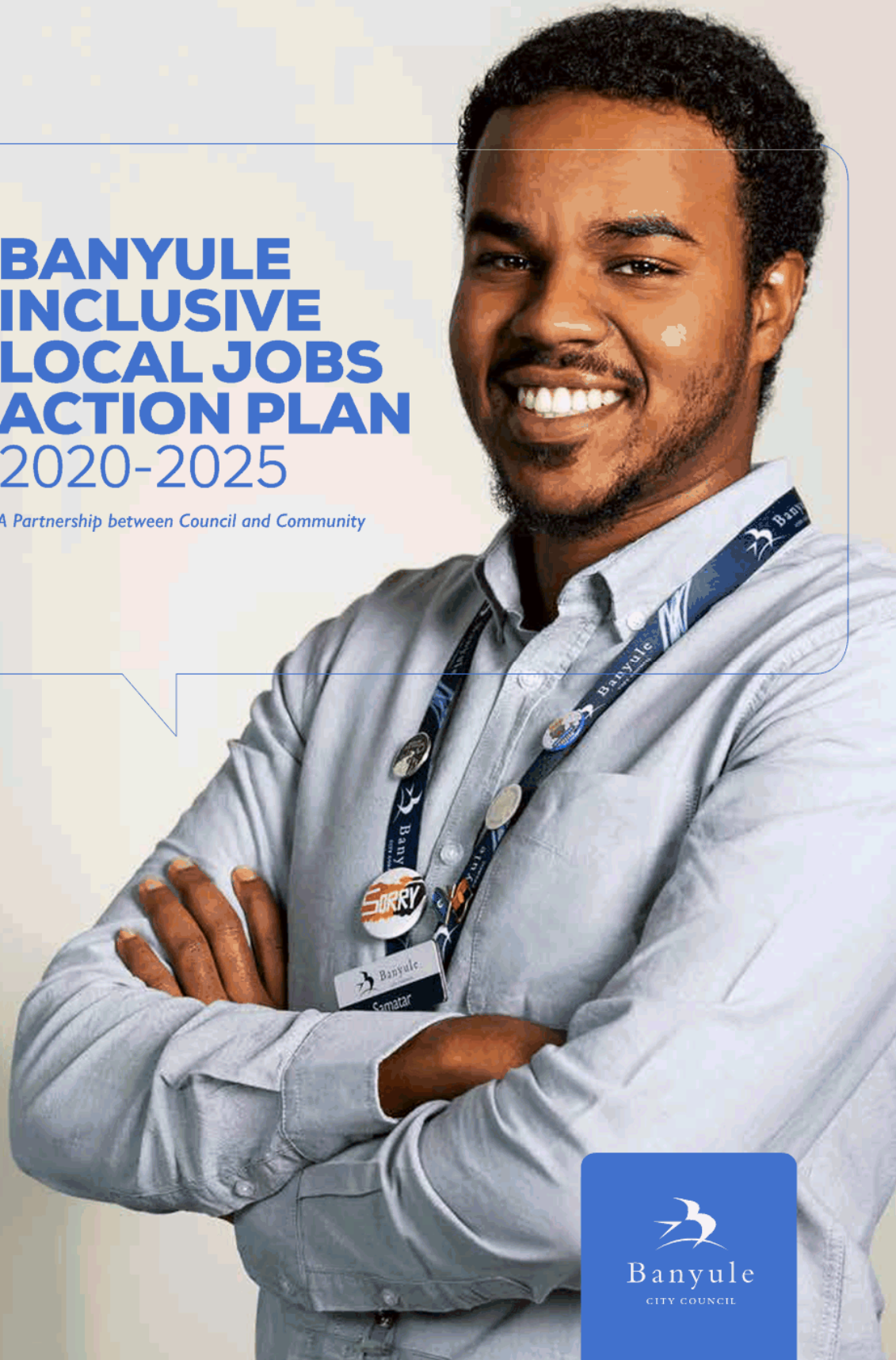
Haddii aad u baahan tahay mutarjum wac khadka qaranka oo ah TIS 131 450 weydiina in lagugu xiro Degmada Banyule tel: 9490 4222.

Nếu cần thông dịch, xin gọi cho TIS Toàn Quốc qua số 131 450 rồi nhờ họ gọi cho Hội Đồng Thành Phố Banyule theo số 9490 4222 giúp quý vị.



# BANYULE INCLUSIVE LOCAL JOBS ACTION PLAN 2020-2025

*A Partnership between Council and Community*



## Inclusive Local Jobs Action Plan 2020-2025

Focus Area 1: Stimulate inclusive employment opportunities				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Partner with local employers, agencies and other organisations to build inclusive employment opportunities.	1.1 Develop and maintain strong links with local employers, employment service providers, key networks, and other organisations.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Develop and deliver an event with employers to broker external transitional employment opportunities for Banyule Inclusive Employment Program participants.	SE&LJ	2022-2025	Existing Resource/ Budget
	1.3 Collaborate on the delivery of an employment event to broker opportunities for vulnerable community members.	SE&LJ	2022-2025	Existing Resource/ Budget
	1.4 Collaborate on the delivery of an Aboriginal employment event.	SE&LJ	2021-2022	Existing Resource/ Budget
	1.5 Engage with and support local employers to create inclusive employment programs and opportunities.	SE&LJ	2020-2025	Existing Resource/ Budget
2. Proactively create inclusive employment opportunities within Banyule Council.	2.1 Deliver the Banyule Inclusive Employment Program to support targeted community groups experiencing significant barriers to employment.	SE&LJ	2020-2025	Existing Resource/ Budget
	2.2 Deliver transitional employment opportunities within Banyule Council for Banyule Inclusive Employment Program participants.	SE&LJ	2020-2025	Existing Resource/ Budget

## Inclusive Local Jobs Action Plan 2020-2025

Focus Area 1: Stimulate inclusive employment opportunities				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
3. Realise more inclusive employment opportunities through procurement.	3.1 Develop and embed a whole-of-council procurement framework to enhance economic opportunities for vulnerable community groups. <ul style="list-style-type: none"> <li>• Include sustainable procurement targets in Banyule's procurement policy and guidelines.</li> <li>• Develop and implement a measurement and reporting tool to track procurement targets.</li> <li>• Implement a marketplace for Council staff to source from suppliers that adopt inclusive employment practices.</li> <li>• Enhance Council's procurement training to educate Council staff about sustainable procurement.</li> </ul>	Proc (SPWG)	2020-2025	Refer to future budgets
	3.2 Review Banyule Council's historical spend and future needs to identify and enable potential sustainable procurement opportunities.	Proc (SPWG)	2020-2025	Refer to future budgets
	3.3 Host category specific tender briefings to educate suppliers about sustainable procurement, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Existing Resource/ Budget
	3.4 Collaboratively host an annual event to educate suppliers about sustainable procurement in Banyule, including opportunities to create inclusive employment outcomes and partnerships with social benefit suppliers and local businesses.	Proc (SPWG)	2022-2025	Refer to future budgets

## Inclusive Local Jobs Action Plan 2020-2025

Focus Area 2: Strengthen pathways to employment				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.	1.1 Coordinate and strengthen Banyule Council's approach to volunteer management to meet the National Standards for Volunteer Involvement.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Create and implement a Volunteer Engagement Strategy that facilitates more inclusive and accessible volunteering opportunities.	SE&LJ	2022-2025	Refer to future budgets
2. Grow pathways to employment within Banyule Council that are inclusive and accessible.	2.1 Redesign and centralise Banyule Council's work experience program.	SE&LJ	2023-2025	Existing Resource/ Budget
	2.2 Redesign and centralise student placements and structured workplace learning placements at Banyule Council.	SE&LJ	2024-2025	Existing Resource/ Budget

Focus Area 3: Grow business ownership and entrepreneurship				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Assist people to participate in business activities.	1.1 Deliver a business skills and empowerment program to support vulnerable community members in collaboration with partners.	Eco Dev	2020-2025	Refer to future budgets
	1.2 Provide specialist business support targeted towards vulnerable community groups, including women.	Eco Dev	2020-2025	Existing Resource/ Budget



## Inclusive Local Jobs Action Plan 2020-2025

Focus Area 4: Advance inclusive employment practices across the local government sector and private sector				
Priority actions	Key initiatives	Lead	Timeframe	Funding status
1. Advocate for inclusive employment opportunities to create a stronger economy.	1.1 Promote and publish insights and case studies with the local government sector and broader community to build awareness of the benefits of inclusive employment.	SE&LJ	2020-2025	Existing Resource/ Budget
	1.2 Develop an inclusive employment toolkit to support inclusive employment outcomes in the local government sector.	SE&LJ	2020-2021	Existing Resource/ Budget
	1.3 Develop an inclusive employment toolkit to support inclusive employment outcomes in the private sector.	SE&LJ	2021-2022	Existing Resource/ Budget Required
2. Support our workplace to be inclusive and diverse.	2.1 Develop and implement mandatory cultural awareness training for all Banyule Council staff.	P&C	2021-2022	Refer to future budgets
	2.2 Develop and implement mandatory diversity and inclusion training for all Banyule Council staff.	P&C	2021-2022	Refer to future budgets
	2.3 Develop and implement an Equitable Employment Framework to improve accessibility of employment within Banyule Council.	P&C	2021-2022	Existing Resource/ Budget

**KEY:**

.....

**Eco Dev** - Economic Development

**P&C** - People & Culture

**Proc** - Procurement

**SE&LJ** - Social Enterprise and Local Jobs

**SPWG** - Sustainable Procurement Working Group

Funding status of 'Existing Resource/Budget' is on the basis that existing EFT and operational budget is carried forward.



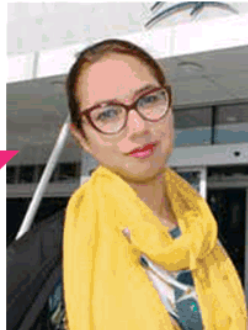
# 1000 jobs for 1000 locals by 2025

Work is a fundamental part of most people's lives. For some people, finding a job – particularly their first job – is very difficult due to the barriers they face because of their background or disability.

In 2018, Banyule Council decided it was our job to do more to help local people on a path to work. We committed to creating 100 job opportunities within a three-year period for Aboriginal & Torres Strait Islanders, Culturally & Linguistically Diverse people, people living with disability, and young people.

By working with the community, Council created 102 jobs by 2020 – one year ahead of schedule. This is a great result and we're encouraged to do more. So, we now have a new aspirational target: **1000 jobs for 1000 locals by 2025.**

*"The experience of volunteering brought so much to my life... it was the first feeling of being accepted. The feeling of being at home... I am now able to earn on my own and contribute to my family's financial requirements. Psychologically, I feel that I am important, and I can do so much that is of value. This is the best thing that has happened in my life."*



Through innovative labour market programs, Banyule Council will continue to stimulate new local job outcomes.

Uzma and her husband arrived from Pakistan nearly 5 years ago with their two young children. After a difficult first year in Australia, Uzma began volunteering with Banyule Council. This led on to her participation in Banyule's Inclusive Employment Program. After the program, Uzma secured ongoing employment at Council.

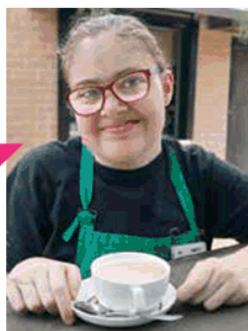
*"It has been such a great experience. I have learnt so much at Council. It is something I never thought I would do...I can write a proper resume and have some good experience to put into it."*



By working with suppliers, Banyule Council will continue to stimulate new local job outcomes through procurement.

Nicholas was struggling to find employment because he had limited work experience. Through a recent capital works project, Nicholas was successful in securing a Capital Works & Major Projects Administration Support Officer role. The experience helped him build on his skills and experience, and has inspired him to pursue a career in local government.

*"Chancez Cafés are friendly places where we can talk to customers and serve great coffee."*



Banyule Council are driving the creation of new local job outcomes through the development of social enterprises.

A partnership with Araluen's Chancez Cafe has enabled the business to scale their impact and operating in Banyule. Through this partnership, each year, the social enterprise provides 15 placements for people with an intellectual disability to gain hands-on training and work experience. This includes Molly.

# How we are going to work with community to create 1000 jobs for 1000 local people by 2025

*Banyule Council has pioneered a new model for leading community and economic development*

## Inclusive Local Jobs Strategy

**FOCUS AREA 1:**  
**Stimulate inclusive employment opportunities.**

405 jobs

Priority actions:

- Partner with local employers, agencies and other organisations to build inclusive employment opportunities.
- Proactively create inclusive employment opportunities within Banyule Council.
- Realise more inclusive employment opportunities through procurement.

**FOCUS AREA 2:**  
**Strengthen pathways to employment.**

160 jobs

Priority actions:

- Assist people to participate in volunteering activities and create enhanced opportunities for volunteer participation.
- Grow pathways to employment within Banyule Council that are inclusive and accessible.

**FOCUS AREA 3:**  
**Grow business ownership and entrepreneurship.**

35 jobs

Priority actions:

- Assist people to participate in business activities with the skills to generate income.

**FOCUS AREA 4:**  
**Advance inclusive employment practices across the local government sector and private sector.**

150 jobs

Priority actions:

- Advocate for inclusive employment opportunities to create a stronger economy in the Northern region.
- Support our workplace to be inclusive and diverse.

## Social Enterprise Strategy

50 jobs

**FOCUS AREA 1:**  
**Advance place-based social enterprise innovation.**

Priority actions:

- Support a culture of social enterprise innovation to thrive in Banyule.
- Lead the local government sector on using social enterprise as a strategy to boost social innovation.

200 jobs

**FOCUS AREA 2:**  
**Build business capability and capacity.**

Priority actions:

- Support emerging social enterprises to develop a feasible business model.
- Enable strategic social enterprise partnerships and innovation.

**FOCUS AREA 3:**  
**Improve market access.\***

Priority actions:

- Embed a whole-of-council procurement framework that leverages Council purchasing to support social and economic outcomes.
- Connect social enterprises with buyers and supply chain opportunities.

**FOCUS AREA 4:**  
**Increase community awareness and engagement.\*\***

Priority actions:

- Support the local community to learn about and actively engage with social enterprise.

\* Jobs for these focus areas are already projected within shared priority actions or support the infrastructure required for job creation to be successful.  
 \*\* Targets represent the diversity of 'local job outcomes' contributing to Council's Social Enterprise Strategy and Inclusive Local Jobs Strategy.

For more information about the strategies, visit [banyule.vic.gov.au](http://banyule.vic.gov.au) or call (03) 9490 4222 or email [localjobs@banyule.vic.gov.au](mailto:localjobs@banyule.vic.gov.au)



Waterdale Road, Ivanhoe – Pocket Park and Shared Zone - Benchmark Examples















**TECHNICAL CONSIDERATION**

	<b>Discussion</b>
<b>Strategic Framework</b>	The proposed development is consistent with Planning Policy Frameworks seeking urban consolidation and housing diversity in appropriate locations. Both levels of policy also require an appropriate response to neighbourhood character and residential amenity.
<b>Neighbourhood Character: Critical Design Responses</b>	<p><u>Site cover, tree planting and tree removal</u></p> <p>The proposed building site coverage (37%) satisfies the preferred maximum of 40% stated in the Garden Suburban Precinct (GS2).</p> <p>Two protected trees under the VPO are proposed to be removed.</p> <p>The existing substantial trees #2, 3, 6, 7, 8, 9 and 10 will be retained as part of the proposal.</p> <p>The proposal can meet the planting ratio requirement for the GS2 (1 medium to large tree per 400m<sup>2</sup>) and alternative planting species will be addressed through permit conditions.</p> <p><u>Front setbacks</u></p> <p>The proposed 9m setback is considered acceptable for the site.</p> <p><u>Vehicle car parking location, design and crossing thresholds</u></p> <p>A total of eight (8) spaces have been provided on site which is the ResCode standard.</p> <p>The existing western carriageway is used to access all dwellings.</p> <p>Vehicles are able to enter and exit the shared driveway in a forward's direction.</p>
<b>Neighbourhood Character: Other Variations</b>	<p><u>Visual Bulk and Design Detail</u></p> <p>The bulk of upper levels is situated toward the centre of the site away from western and southern secluded private open space of adjoining properties. As such, it is considered appropriate to include permit conditions requiring the deletion/reduction of the swimming pool areas to maximise planting between dwellings.</p> <p>Screen planting can be established along the side and rear boundaries, including the retention of significant large – medium trees at perimeter of the site to soften the built form at first floor.</p> <p>The proposed design is contemporary in form and includes flat roofs. This outcome is considered acceptable within an 'Incremental' area in the GS2 precinct where change is encouraged.</p>
<b>Tree planting</b>	<p>The subject site should provide a total of 4 large – medium canopy trees based on the lot size.</p> <p>The landscaping plan includes 3 large evergreen trees, 14 medium sized deciduous evergreen trees and 4 small deciduous</p>

	<p>trees. The frontage is defined by two Brachychiton populneus 'Kurrajong' trees. The rear setback is planted with two Allocasuarina verticillata 'Drooping She-oak' trees. The proposal includes six small – medium narrow deciduous trees in west setbacks.</p> <p>Small trees with screen planting along boundaries will contribute to the vegetated garden character of the area, as will the medium trees proposed within the private open spaces for Dwellings 1-4.</p> <p>The existing substantial trees #2, 3, 6, 7, 8, 9 and 10 will be retained as part of the proposal.</p> <p>The landscape plan will be secured via permit conditions.</p>
<p><b>Impact on trees</b> <b>Tree removal</b></p>	<p>No High Retention value trees are proposed for removal. All vegetation proposed for removal is considered appropriate and is supported being of low retention value</p> <p>Council's arborist has also advised that the proposal would have no detriment to neighbouring vegetation subject to the implementation of standard tree protection conditions.</p> <p>The large tree #3 in the centre of the site will be retained and tree root investigation and associated modified foundation will be required to ensure the canopy is protected during the construction phase. This will be secured via permit conditions.</p>
<p><b>Internal Amenity</b></p>	<p><u>Secluded Private Open Space</u></p> <p>Each dwelling is afforded in excess of 40m<sup>2</sup> of secluded private open space and appropriate solar access will be achieved.</p> <p><u>Access to Daylight</u></p> <p>Habitable rooms are provided with the appropriate light courts/setbacks to achieve the Standard.</p> <p><u>Parking Location</u></p> <p>Complies with the ResCode</p>
<p><b>External Amenity Impacts</b></p>	<p><u>Side and Rear Setbacks</u></p> <p>The proposal meets the minimum side and rear setbacks</p> <p><u>Walls on Boundaries</u></p> <p>No walls proposed on the boundaries.</p> <p><u>Overshadowing</u></p> <p>The Shadow Diagrams indicate that there will be no significant shade impacts to any adjoining areas.</p> <p><u>Overlooking</u></p> <p>Upper level balconies and windows have been treated in accordance with the Standard where overlooking within 9 metres of neighbouring secluded private open space may occur.</p> <p>Proposed boundary fencing is appropriate.</p> <p><u>Noise</u></p>

	The proposal is unlikely to give rise to noise levels above that usual to a residential property.
<b>Site Services</b>	Air conditioning, meter boxes, external storage areas, bin storage area have all been shown on the plans. Council requires that the site have private waste collection and a waste management plan to address private waste collection will be a condition on any permit to be issued.
<b>Car Parking</b>	The required number of car spaces has been provided.  52.06 Design Standards.
<b>ESD &amp; Cl. 53.18 (WSUD)</b>	The proposed development achieves a Best Practice BESS score of 54% with a pass mark in each of the four mandatory categories (Water, Stormwater, Energy and IEQ). Therefore, subject to a condition of permit for all sustainable design features indicated in the submitted Sustainable Design Assessment (SDA) to be shown/notated on the development plans, the proposal is considered to provide an appropriate outcome with regards to this Clause.
<b>Liveability</b>	Dwelling 1 has been specifically designed to meet Council's Liveable Housing Guidelines. Dwelling 2 and 4 also have living areas and bedrooms at ground level.
<b>Vegetation Protection Overlay (Clause 42.02)</b>	There are a total of nine established trees located on site that are protected by the applicable VPO3. There are 2 low retention value trees on the site which are proposed for removal. Both of the trees proposed for removal require a planning permit (trees #4 and #5). The removal of these trees is supported subject to replacement planting. All other site trees can be sufficiently protected subject to permit conditions.





## NOTICE OF AN APPLICATION FOR PLANNING PERMIT

The land affected by the application is located at:

73 Devon Street EAGLEMONT

*(Insert the location of the land)*

The application is for a permit to:

Development of four (4) dwellings & other vegetation removal

*(Insert the use, development, or other matter applied for)*

The applicant for the permit is:

Milenko Podnar Architect Pty Ltd

*(Insert name of applicant for the permit)*

The application reference number is:

P117/2020 PT1

*(Insert reference number)*

You can view the documents ONLINE at:

[www.banyule.vic.gov.au/Planning-building/Review-local-planning-applications/Planning-applications-on-public-notice](http://www.banyule.vic.gov.au/Planning-building/Review-local-planning-applications/Planning-applications-on-public-notice)

Alternatively, you can contact a Development Planning Officer on 9457 9808 (Option 1).

**Any person who may be affected by the granting of the permit may object or make other submissions to the Responsible Authority via post or Council's website.**

### **Objection Submission Details**

Lodge Online at: [www.banyule.vic.gov.au/planningpublicnotices](http://www.banyule.vic.gov.au/planningpublicnotices)

Or mail to: Banyule City Council  
**PO Box 94, Greensborough VIC 3088**  
 Phone: (03) 9457 9808

**An objection must:**

- \* be sent to the Responsible Authority in writing
- \* include the reasons for the objection, and
- \* state how the objector would be affected.

***Please be aware Council must make available copies of every objection/submission received at its office for any person to inspect during office hours free of charge until the end of the period during which an application may be made for review of a decision on the application.***

The Responsible Authority will not decide on the application before:

**ADVERTISED PLAN**

Application No. P117/2020

**11 August 2020**

*(Insert a date which is at least 14 days from the date the last notice under Section 52(1) of the Act is to be given)*

**This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.**

If you object, the Responsible Authority will tell you its decision

15708 13/5/19

Received  
14/7/2020



Planning Enquiries  
Phone: (03) 9490 4222  
Web: www.banyule.vic.gov.au

Office Use Only

Application No.:

Date Lodged: / /

# Application for an Amendment to a current Planning Application (Section 50 or 57A Application)

Use this form if you have an **existing** application with Council that you would like to change before Council makes its decision. This form can be used before or after an application has been notified, but not after Council has made a determination in respect of the application.

If you already have a permit, you cannot use this form. Instead, you will need the Application to Amend a Planning Permit form.

An application to amend a current application must include:

- This application form completed and signed;
- Three copies of the amended plans; and
- The relevant application fee, if a fee is applicable. You can find the relevant fee under Planning Fees on Council's website.

Please note if the application has already been notified, depending on the extent of the changes proposed, Council may require re-notification of the amended proposal before the application will be determined.

## The Land

Please provide the street address of the land.

Street No.:	Street Name:
73	Devon Street
Suburb/Locality: Eglemont	Postcode: 3 0 8 4

## The Current Planning Permit Application

Provide full details of the application being amended:

What is the reference number of the Planning Permit Application that is being amended?

What had you originally applied for?

Planning Permit Application No.:	P117/2020
What was the original proposal:	ADVERTISED PLAN Application No. P117/2020 4 TOWN HOUSES AND THE REMOVAL OF TREES

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Development Planning	CD16784 Section 50 or Section 57A Application Form (amendment to current planning application)	Last updated: 04/07/2017	Page 1 of 3
----------------------	--	-----------------------------	-------------



Received  
14/7/2020

**The Amendment Proposal**

This application is being lodged (tick one):

- Prior to notification commencing  
(Section 50 of the *Planning and Environment Act 1987*)
- After notification has commenced  
(Section 57A of the *Planning and Environment Act 1987*)

What changes are you seeking to make to the current application?

*Detail any changes sought to the plans or any other documents previously submitted with the Planning Permit Application.*

*Attach a supplementary page if more space is required.*

*Eg.*

1. *Removal of 1 dwelling from the multi dwelling development proposal (was previously 6 dwellings, now proposing 5)*
2. *The provision of new acoustic fencing and trellis to the west, south and east boundaries.*

The proposal has been reduced in size to meet the recommendations of the planning department. This has seen an increase to the side and rear setbacks of the 1st floor to each proposed dwelling and also an increase in the separation between dwellings 1 & 2 and 3 & 4.

The retention of all the trees nominated by the council arborist, primarily the retention of trees 2 & 3 which we had previously sought to remove.

The removal of tree 5 as recommended by the council arborist.

Why is the amendment to the current application required?

*State the reasons for the change.*

*Attach a supplementary page if more space is required.*

These amendments were made based on the recommendations provided to us by the planning department in order to gain council support prior to advertising.

**Contact details**

Contact

*The person or organisation you want Council to correspond with regarding the amendment to the current application.*

Name: Milenko Podbar

Organisation (if applicable): Milenko Podnar Architect Pty Ltd

Postal Address: 6A 617-643 Spencer Street

West Melbourne Postcode: 3 0 0 3

Contact phone: 0393266866

Mobile phone: 0425711833

Email: milenko@mparch.com.au

Fax:

**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

Indicate preferred contact method by numbering in order of preference

Development Planning	CD16784 Section 50 or Section 57A Application Form (amendment to current planning application)	Last updated: 04/07/2017	Page 2 of 3
----------------------	--	--------------------------	-------------

Received  
14/7/2020

**Applicant details**

Applicant  
*The person or organisation who is seeking the Planning Permit.*

Same as contact. If not, complete the details below.

Name: \_\_\_\_\_

Organisation (if applicable): \_\_\_\_\_

Postal Address: \_\_\_\_\_

Postcode: \_\_\_\_\_

**Owners Consent**

Has the owner of the land consented to the proposed changes?


Yes  No

**Declaration**

Remember it is against the law to provide false or misleading information, which could result in a heavy fine and cancellation of the permit.

I declare all the information in this application is true and correct; and the owner (if not myself) has been notified of the amendment application.

Name: Milenko Podnar

Signature  Date 14/07/2020

**Lodgement**

**Banyule City Council**  
Banyule Planning are now online - Any information now needs to be lodged through the website.

Lodge the completed and signed form and all documents online through the e-planning portal at:  
<https://www.banyule.vic.gov.au/Services/Planning/e-Planning/Submit-your-further-information>

For help or more information, please contact us:  
Email: [enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)  
Telephone: (03) 9457 9808  
Fax: (03) 9499 9475  
TTY: (03) 9432 7211  
DX: DX 97904 IVANHOE

**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Development Planning	CD16784 Section 50 or Section 57A Application Form (amendment to current planning application)	Last updated: 04/07/2017	Page 3 of 3
----------------------	--	--------------------------	-------------

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Form Name: Application for a Planning Permit  
 Submission Time: January 30, 2020 6:33 pm

### Need help with the application?

Has there been a pre-application meeting with a Council planning officer? Yes

Received  
31/01/2020

<b>If yes, with whom? If not known leave blank.</b> Walla Idris

### Title Information

Title information upload. [https://s3.amazonaws.com/files.formstack.com/uploads/2454570/45142305/576459176/45142305\\_title.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/2454570/45142305/576459176/45142305_title.pdf)

Does the proposal breach, in any way, an encumbrance on title such as a restrictive covenant, section 173 agreement or other obligation such as an easement or building envelope? No

### The Land

Street Number 73

Street Name Devon

Formal Land Description Street

Suburb/Locality Eaglemont

Postcode 3084

<b>Formal Land Description - this information can be found on the certificate of title.</b> Lot Number

Lot Number 1&2

lot 220910t

### Type of development

Select the type of development. Multi-unit development

### Applicant Details

First Name MILENKO

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Last Name	pODNAR
Organisation (if applicable)	MParch Pty Ltd
Apt/Flat/Unit Number	6A
Street Number	617-643
Street Name	Spencer
Street Type.	Street
Suburb/Locality	west melbourne
State	Victoria
Post Code	3003
Email 1	milenko@mparch.com.au
Phone	0425 711 833

Received  
31/01/2021

### Contact Persons Details

Is the contact person the same as the applicant? Yes

### Owner

Is the owner the same as applicant? No

First Name	Nancy
Last name	Kairouz
Street Number	252
Street Name	Gooch
Street Type.	Street
Suburb/Locality	Thornbury
State	Victoria
Post Code	3071
Email 3	danny@jaalx.com
Phone	0437 777 700

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

### Planning permit application fee structure

**Select the type of application** Other Development (including signage)

**Other Development (Classed depending on cost of works) - Select payment option.** 3413.70 | \$1,000,001 - \$5,000,000

**Subtotal one** 3413.70

Received  
31/01/2020

**Combined Permit Application - are there additional permit triggers?** No

### Existing Conditions

**Describe how the land is used and developed now.** Vacant land

### The Proposal

**For what use, development or other matter do you require a permit?** The development of four (4) two storey townhouse and the removal of three trees

**Estimated cost of the development for which the permit is required** 3000000.00

### Upload your supporting documents here

**Have you clicked the upload files button?** Have you clicked the above 'upload files' button?

### Planning Privacy Collection Notice

**Name** Milenko Podnar

**Signature** I agree

**Date** 30/01/20

### Total Due

**Total Due** 3413.70

ADVERTISED PLAN  
Application No. P117/2020

### Payment

**Payment Choice** Applicant/Consultant

**Cardholder Name**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Credit Card

---

Received  
31/01/2021

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



Copyright State of Victoria. This publication is copyright. No part may be reproduced by any process except in accordance with the provisions of the Copyright Act 1968 (Cth) and for the purposes of Section 32 of the Sale of Land Act 1962 (Vic) or pursuant to a written agreement. The information is only valid at the time and in the form obtained from the LANDATA REGD TM System. None of the State of Victoria, LANDATA REGD TM System, Victorian Land Registry Services Pty. Ltd. ABN 86 627 986 396 as trustee for the Victorian Land Registry Services Trust ABN 83 206 746 897 accept responsibility for any subsequent release, publication or reproduction of the information.

VOLUME 08110 FOLIO 043

Security no : 124081378948A  
Produced 30/01/2020 02:23 PM

Received  
31/01/2020

**LAND DESCRIPTION**

Lots 1 and 2 on Title Plan 220910T.  
PARENT TITLE Volume 04112 Folio 282  
Created by instrument A117626 24/02/1956

**REGISTERED PROPRIETOR**

Estate Fee Simple  
Sole Proprietor  
NANCY KAIROUZ of 252 GOOCH STREET THORNBURY VIC 3071  
AN071289M 02/09/2016

**ENCUMBRANCES, CAVEATS AND NOTICES**

MORTGAGE AN071290D 02/09/2016  
NATIONAL AUSTRALIA BANK LTD

COVENANT 0374428

Any encumbrances created by Section 98 Transfer of Land Act 1958 or Section 24 Subdivision Act 1988 and any other encumbrances shown or entered on the plan set out under DIAGRAM LOCATION below.

**DIAGRAM LOCATION**

SEE TP220910T FOR FURTHER DETAILS AND BOUNDARIES

**ACTIVITY IN THE LAST 125 DAYS**

NIL

-----END OF REGISTER SEARCH STATEMENT-----

Additional information: (not part of the Register Search Statement)

**ADMINISTRATIVE NOTICES**

NIL

eCT Control 16089P NATIONAL AUSTRALIA BANK LIMITED  
Effective from 22/10/2016

DOCUMENT END

**ADVERTISED PLAN**  
**Application No. P117/2020**  
  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



TITLE PLAN	EDITION 1	TP 220910T								
Location of Land Parish: KEELBUNDORA Township: Section: Crown Allotment: Crown Portion: 2(PT)  Last Plan Reference: LP6860 Derived From: VOL 8110 FOL 043 Depth Limitation: NIL	Notations     ANY REFERENCE TO MAP IN THE TEXT MEANS THE DIAGRAM SHOWN ON THIS TITLE PLAN									
Description of Land / Easement Information  <div style="background-color: #ffffcc; padding: 5px;"> <p><i>All that piece of Land, delineated and coloured red and blue on the map - in the margin being Lot 2 and part of Lot 3 on Plan of Subdivision No. 6860 lodged in the Office of Titles and being part of Crown Portion 2 Parish of Keelbundora - County of Bourke - Together with a right of carriage way over the roads coloured brown on the said Plan of Subdivision - - - - -</i></p> </div>		THIS PLAN HAS BEEN PREPARED FOR THE LAND REGISTRY, LAND VICTORIA, FOR TITLE DIAGRAM PURPOSES AS PART OF THE LAND TITLES AUTOMATION PROJECT COMPILED: 18/11/1999 VERIFIED: BE								
<div style="background-color: #ffffcc; padding: 5px; text-align: center;"> <p><b>ENCUMBRANCES REFERRED TO</b></p> <p>As to the land coloured blue - - - -</p> <p><u>THE CARRIAGE WAY EASEMENT</u> created by Instrument of Transfer No. 1913553 in the Register Book - - - - -</p> </div>		COLOUR CODE R = RED BL = BLUE								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="2" style="text-align: center;">TABLE OF PARCEL IDENTIFIERS</th> </tr> <tr> <td colspan="2" style="font-size: small;">WARNING: Where multiple parcels are referred to or shown on this title plan, this does not imply separately disposable parcels under Section 8A of the Sale of Land Act 1962.</td> </tr> <tr> <td style="width: 50%;">PARCEL 1 = LOT 2 ON LP6860</td> <td style="width: 50%;"></td> </tr> <tr> <td>PARCEL 2 = LOT 3 (PT) ON LP6860</td> <td></td> </tr> </table>			TABLE OF PARCEL IDENTIFIERS		WARNING: Where multiple parcels are referred to or shown on this title plan, this does not imply separately disposable parcels under Section 8A of the Sale of Land Act 1962.		PARCEL 1 = LOT 2 ON LP6860		PARCEL 2 = LOT 3 (PT) ON LP6860	
TABLE OF PARCEL IDENTIFIERS										
WARNING: Where multiple parcels are referred to or shown on this title plan, this does not imply separately disposable parcels under Section 8A of the Sale of Land Act 1962.										
PARCEL 1 = LOT 2 ON LP6860										
PARCEL 2 = LOT 3 (PT) ON LP6860										
LENGTHS ARE IN FEET & INCHES	Metres = 0.3048 x Feet Metres = 0.201168 x Links	Sheet 1 of 1 sheets								

Received  
31/01/2020

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



## Imaged Document Cover Sheet

The document following this cover sheet is an imaged document supplied by LANDATA® Victorian Land Registry Services.

Received  
31/01/2020

Document Type	<b>Instrument</b>
Document Identification	<b>0374428</b>
Number of Pages (excluding this cover sheet)	<b>4</b>
Document Assembled	<b>30/01/2020 14:27</b>

### Copyright and disclaimer notice:

© State of Victoria. This publication is copyright. No part may be reproduced by any process except in accordance with the provisions of the Copyright Act 1968 (Cth) and for the purposes of Section 32 of the Sale of Land Act 1962 or pursuant to a written agreement. The information is only valid at the time and in the form obtained from the LANDATA® System. None of the State of Victoria, LANDATA®, Victorian Land Registry Services Pty. Ltd. ABN 86 627 986 396 as trustee for the Victorian Land Registry Services Trust ABN 83 206 746 897 accept responsibility for any subsequent release, publication or reproduction of the information.

The document is invalid if this cover sheet is removed or altered.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

© State of Victoria. This publication is copyright. No part may be reproduced by any process except in accordance with the provisions of the Copyright Act 1968 (Cth) and for the purposes of Section 32 of the Sale of Land Act 1962 or pursuant to a written agreement. The information is only valid at the time and in the form obtained from the LANDATA® System. None of the State of Victoria, LANDATA®, Victorian Land Registry Services Pty. Ltd. ABN 86 627 986 396 as trustee for the Victorian Land Registry Services Trust ABN 83 206 746 897 accept responsibility for any subsequent release, publication or reproduction of the information.

827946 <sup>606</sup>

OFFICE OF TITLES  
TB  
8-SEP-03  
VICTORIA

*Adgison & Sulay* 374428  
Victoria  
MICROFILMED  
title to K. D. M. K.

paid Transfer of Land 2.5 pm

31/01/2020

0374428-1-8

**COLOUR CODE**  
Y=Yellow BR=Brown G=Green  
R=Red BL=Blue P=Purple  
H=Hatched CH=Cross Hatched

**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

The Eaglemont Estate Company Limited of 114 Brunswick Street Fitzroy being registered as the proprietor of an estate in fee simple in consideration of the sum of Five hundred pounds paid to it by Wilson Cameron of Bowmie Street - Melbourne Dock and Station Agents do hereby transfer to the said Wilson Cameron All its estate and interest in All that piece of land being part of Crown Domain Two Parish of Steelbinder County of Bowmie and being part of Lot Sixteen on plan of subdivision lodged in the Office of Titles No 2430 and being the land more particularly described in plan drawn in the margin hereof and thereon colored red Together with a right of carriage way over Main Street Ehrenberg and Carlsberg Roads colored brown on said plan and in consideration of the sum of Five hundred pounds paid to the said Wilson Cameron and to the intent that the covenant hereinafter contained shall be noted on and be referred to in the Certificate of Title for the land hereby transferred and in every instrument affecting the land so transferred (so as to bind himself his executors administrators and assigns while he or they shall actually be the proprietor or proprietors thereof) the said Wilson Cameron do hereby for himself his heirs executors administrators and assignees covenant with the said Eaglemont Estate Company Limited its successors or assigns (as owners for the time being of the residue of the land comprised in the Certificate of Title entered in the register Book 162 220 Fol 443 900 and every part thereof) that he or they shall not erect or cause or suffer to be erected on the land hereby transferred any dwelling house building or erection whatsoever to cost less than (£500) Five hundred pounds at the least (exclusive of fences and outbuildings relating thereto or to be used therewith) without the consent in writing of the said company its successor

Main Street  
Ehrenberg Road  
Carlsberg Road

220 part and 1/2  
9/25  
3-2-0  
Pr. Lot. 16. 29. 29. 29.  
Pr. Cam. Pr. 2. at Steelbinder  
2. Steelbinder City. Bowmie  
Pr. 2. D. 17/9/96

Ek. L. M.  
11/9/96

CMO  
Edwards

CMO  
7 96

L-11-11-1918

X

or assigns and he or they will not carry on or suffer to be carried on upon the said land hereby transferred or any part thereof any such making or quarrying or fellmongering or butchering or other noisome offensive or dangerous pursuits or operations or manufactures which shall be in any way a nuisance damage or annoyance to the said Eaglemount Estate Company Limited its successors and assigns or to the owners occupiers or tenants of any adjoining or neighboring land or property. And I the said transferee request that the above covenant may appear as an encumbrance on the Certificate of Title to be issued on this transfer and in every future Certificate of Title to be issued on any subsequent transfer or transfers and run with the land herebefore described

Received 31/01/2020

Dated this thirty first day of August One thousand eight hundred and ninety six

The Common Seal of the Eaglemount Estate Company Limited was hereby affixed by

*Chas. M. Davis* Managing Director  
 in the presence of  
*James Jackson* Director



Signed by the said Wilson Cameron in the presence of

*Wilson Cameron*  
*John Smith*  
 Clerk to Macgregor & Sinclair  
*Solomon*  
*Mittraine*

ADVERTISED PLAN  
 Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Received  
31/01/2020

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.



Received  
31/01/2020

Hodgson & Milner  
Solicitors  
100, 101, 102, 103  
Aberdeen

— Snowdon —  
to  
Mr Wilson Cameron  
The Eaglemont Estate  
Company Limited

Dated 31st 1918

MEMORIAL OF INSTRUMENT

NATURE OF INSTRUMENT	TIME OF ITS PRODUCTION FOR REGISTRATION	NAMES OF THE PARTIES THEREIN
Transfer with part and creation of easement	THE 8 <sup>th</sup> DAY OF September 1918 AT 2.5 O'CLOCK IN THE afternoon	The Eaglemont Estate Company Limited to Wilson Cameron

Edward David

ASSISTANT REGISTRAR OF TITLES

Check  
15.11.18

3 Certify THAT A MEMORIAL OF THE WITHIN INSTRUMENT WAS ENTERED, AT THE TIME FIRST ABOVE MENTIONED, IN THE REGISTER BOOK

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

2020/01/31 14:39:00

STATE REVENUE OFFICE  
PLANNING AND ENVIRONMENT ACT 1987

# Metropolitan Planning Levy (MPL)

## Certificate



Milenko Podnar Architect Pty Ltd

73 Devon Street

Eaglemont

AUSTRALIA

Certificate Number: MPLCERT15212

Received  
31/01/2020

Issue Date: 31 January 2020

Expiry Date: 30 April 2020

### PART 1 - APPLICANT DETAILS

#### Details of person who applied for this Certificate:

**Name:** Milenko Podnar Architect Pty Ltd

**Address:** 73 Devon Street  
Eaglemont  
AUSTRALIA

### PART 2 - LEVIABLE LAND DETAILS

#### Address of land to which the Metropolitan Planning Levy applies:

**Street Address:** 73 devon Street  
Eaglemont VIC 3084

#### Formal Land Description:

**Vol/Folio:** 8110 / 43      **Lot/Plan:** 1 / TP220910T      **Block/Subdivision:**

#### Crown Reference:

**Other:** Title also includes Lot 2 of TP 220910T

**Municipality:** Banyule City Council

**Estimated Cost of Development:** \$3,000,000

### PART 3 - MPL PAYMENT DETAILS

**MPL Application ID:** MPL15212

**MPL Paid:** \$3,900.00

**MPL Payment Date:** 30 January 2020

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The amount of the MPL has been paid for any purpose which may breach any copyright.  
**Paul Broderick**

Commissioner of State Revenue

### PART 4 - CERTIFICATION

The Commissioner of State Revenue confirms that the whole of the amount of the MPL has been paid in respect of the estimated cost of development.

**PART 5 – EXPLANATORY NOTES**

**General**

- The Metropolitan Planning Levy (MPL) is imposed for the privilege of making a leviable planning permit application.
- A leviable planning permit application is an application made to a responsible authority or planning authority under sections 47 and 96A of the *Planning and Environment Act 1987* (PEA) for a permit required for the development of land in metropolitan Melbourne, where the estimated cost of the development for which the permit is required exceeds the threshold amount (see MPL threshold amount).
- As a statutory requirement of making a leviable planning permit application, the applicant must give the responsible authority or planning authority a current MPL Certificate. The estimated cost of development stated in the MPL Certificate must be equal to or greater than the estimated cost of the development stated in the leviable planning permit application. If an applicant fails to comply with this requirement, the application for the leviable planning permit is void.
- The applicant for the leviable planning permit application is liable for the MPL.
- The Commissioner of State Revenue (Commissioner) has the general administration of the MPL.

**MPL threshold amount**

- The threshold amount is \$1 million for the 2015-2016 financial year.
- For the financial year beginning on 1 July 2016 and each subsequent financial year, the Consumer Price Indexed (CPI) adjusted threshold amount will be calculated in accordance with section 96R of the PEA.
- On or before 31 May each year, the Commissioner must publish the CPI adjusted threshold amount for the following financial year on the SRO website.

**How MPL is calculated**

- The amount of MPL is \$1.30 for every \$1000 of the estimated cost of the development for which the leviable planning permit is required.
- If the estimated cost of the development for which the leviable planning permit is required is not a multiple of \$1000, the estimated cost is to be rounded up or down to the nearest \$1000 (and, if the amount by which it is to be rounded is \$500, it is to be rounded up).

**Notification and Payment of MPL to the Commissioner**

- Before making a leviable planning permit application, the applicant must submit a completed Application for Metropolitan Planning Levy (MPL) Certificate and pay the whole MPL amount to the Commissioner. This Application must state the estimated cost of the development and any other information required by the Commissioner.
- If, after the Commissioner has issued a MPL Certificate which has not expired (see MPL Certificate), and the estimated cost of the development increases before the leviable planning permit application is made, the applicant must submit an Application for Metropolitan Planning Levy (MPL) Certificate (*Revised*) and pay the whole additional MPL amount to the Commissioner. This revised Application must state the increased estimated cost of the development and any other information required by the Commissioner.

**MPL Certificate**

- The Commissioner must issue a MPL Certificate if he is satisfied that the whole amount of the MPL has been paid in respect of the estimated cost of the development.
- Subject to section 96U(3) of the PEA, a MPL Certificate expires 90 days after the day on which it is issued.

Received  
31/01/2021

**Revised MPL Certificate**

- The Commissioner must issue a revised MPL Certificate if:
  - the Commissioner has issued a MPL Certificate, which has not expired;
  - the estimated cost of the development increases before the application for a leviable planning permit is made; and
  - he is satisfied that the whole amount of the MPL has been paid in respect of the increased estimated cost of the development.
- The Commissioner may also issue a revised MPL Certificate to:
  - Correct any error in the information listed in the MPL Certificate (except the estimated cost of development as explained below), or
  - the estimated cost of the development stated in the MPL Certificate is different from the estimated cost of the development stated in the Application for Metropolitan Planning Levy (MPL) Certificate lodged by the applicant.
- A revised MPL Certificate expires 90 days after the day on which it is issued.

**Refund of MPL**

- The only circumstance under which a person who has paid a MPL is entitled to a refund is where there has been a mathematical error in calculating the amount of the MPL by reference to the estimated cost of the development stated in the original or revised Application for Metropolitan Planning Levy (MPL) Certificate. Other than that, a person who has paid a MPL is not entitled to a refund of the whole or any part of the MPL.

**Certificate number**

- The Certificate number is on the top right corner on the front of this Certificate.
- Quoting this Certificate number will give you access to information about this Certificate and enable you to enquire about your application by phone.
- You should quote this number in any correspondence.

For more Metropolitan Planning Levy information please contact the State Revenue Office:

**Mail**

State Revenue Office, GPO Box 4376, MELBOURNE VIC 3001 or DX260090 Melbourne

**Phone**

13 21 61 (local call cost)

**Fax**

03 9628 6856

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.







Milenko Podnar Architect Pty Ltd  
ABN:76 614 253 002

6A, 617-643 Spencer Street  
West Melbourne, Vic 3003  
t. +61 3 9326 6866  
milenko@mparch.com.au  
www.mparch.com.au

Received  
31/01/2020

January 30, 2020

Planning & Building  
Banyule City Council  
PO Box 94  
Greensborough VIC 3088

Dear Sir/Madame,

**Re: TP Application , 4 Townhouse Development and subdivision, removal of 3 Trees**

**73 Devon Street, Eaglemont 3084.**

Please find enclosed our Town planning application and associated documents for the above project. We are applying for the construction of 4 townhouses, the removal of three (3) trees and also subdivision of the development. We undertook a pre application meeting (P975 2019) with Walla Idris and have included in our application amended documentation and a written response addressing Walla's assessment of our initial submission.

We have included the following documents with this application:

- Copy of current title and Covenant
- Feature Survey & Re-establishment survey
- Response to Clause 55
- Response to Clause 22.02
- Response to Schedule 3 Clause 42.02 VPO
- Response to Livable House Guidelines

Drawings:

- TP0.0 – FEATURE SURVEY, RE-ESTABLISHMENT SURVEY NEIGHBORHOOD DEVELOPMENT PLAN
- TP1.0 – EXISTING AND PROPOSED SITE PLAN
- TP2.0 – PROPOSED GROUND FLOOR PLAN
- TP3.0 – PROPOSED 1ST FLOOR PLAN
- TP4.0 – PROPOSED ROOF PLAN AND WSUD RESPONSE
- TP5.0 – PROPOSED ROOF PLAN AND WSUD RESPONSE
- TP6.0 – PROPOSED VEHICLE SWEEP ENTRY & EXISTING DRIVE
- TP7.0 – PROPOSED EAST & WEST ELEVATIONS
- TP8.0 – PROPOSED SOUTH ELEVATIONS
- TP9.0 – PROPOSED NORTH ELEVATIONS
- TP10.0 – PROPOSED FENCE ELEVATIONS
- TP11.0 – OVERLOOKING ANALYSIS
- TP12.0 – 22nd Sept SHADOW ANALYSIS
- CD01C – PROPOSED LANDSCAPE PLAN

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**mp\_arch**

Milenko Podnar Architect Pty Ltd  
ABN:76 614 253 002

6A, 617-643 Spencer Street  
West Melbourne, Vic 3003  
t. +61 3 9326 6866  
milenko@mparch.com.au  
www.mparch.com.au

**Received**  
**31/01/2020**

Should require any additional information, please contact me.

Yours Faithfully,



**MILENKO PODNAR**

(Director)

**ADVERTISED PLAN**  
**Application No. P117/2020**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**PROPOSED 4 TOWNHOUSE DEVELOPMENT**  
**73 DEVON STREET, EAGLEMONT**

**DESIGN RESPONSE TO RESCODE CLAUSE 55.**

**Received**  
**31/01/2021**



**ADVERTISED PLAN**  
**Application No. P117/2020**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

**CLAUSE 55.01 – NEIGHBOURHOOD AND SITE DESCRIPTION AND DESIGN RESPONSE**

*Please refer to the attached drawings submitted with this application TP01 – TP12.*

**Received  
31/01/2021**

The subject site – 73 Devon Street Eaglemont - is located in a General Residential Zone (2) and is subject to a Development Contribution Overlay (DCP01) and Vegetation Protection Overlay (VP03). The subject site is a single block with an area of approximately 1845m<sup>2</sup>. The site is located approximately 50m from the intersection with Mount Street. The frontage is approximately 27.43m wide and runs East/West. The site's long boundary is approximately 67m and runs North/South. The site is encumbered by a carriage way easement (Instrument 0374428) located in the North East corner of the lot, and joins with Devon Street.

The land falls from the south boundary (high point) to the north boundary/street (low point) at an approximated gradient of 5 %. There is also cross fall from the south west corner to the north east corner measuring approximately 7m.

The site is without any substantial structures apart from a remnant brick garage (refer image 1). The site does have 9 trees at varying stages of maturity and as identified in the attached arborist's report. We are seeking to remove three trees which are in poor health, of no retention value or prohibit and impeded the use of the carriage way easement.



(Image 1: subject site 73 Devon St, Street view)

The subject site's street frontage is open, having previously had a low level brick fence which is typical of the area. The adjoining property boundaries are delineated by 0.6-1.2m high brick or timber picket fences.

**ADVERTISED PLAN**  
**Application No. P117/2020**  
**This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.**

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

The immediate context is defined by a variety of building styles but predominantly post war 1960's & 1970's large established single residences on large block with mature tree canopies to the front and heavily altered rear yards designed to accommodate tennis courts or swimming pools (refer image 2).

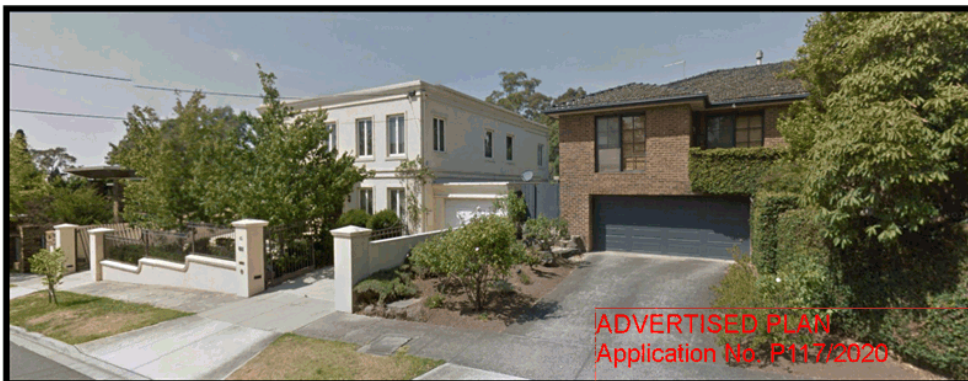
Received  
31/01/2021



(Image 2)

This building stock in the immediate surrounds is eclectic with post war nondescript brick residences adjacent to faux French provincial house with few buildings exhibiting a discernable architectural vernacular. This is particularly the case in Devon Street as evidenced by the dwelling immediately adjacent to the subject site (refer image 3)

Moreover, these residences are typical of the street displaying negligible degrees of articulation with no upper storey recessive form (refer Image 3)



(image 3 adjacent properties 65 & 67 Devon St)

Significantly, the area is characterized by large trees to the front, mature trees and established gardens to the rear. Contextually, this particular area of Eaglemont has few multi-unit developments. There is a three unit development located across from the subject site at 60 Devon Street but few other examples. This particular lack of housing diversity is incorporated into the Planning Environment Act 1987.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

and amenity in the area. Moreover, it runs counter to a growing need for greater housing stock and dwelling diversity in a popular precinct that has ostensibly failed to meet the basic planning precepts for a General Residential Zone:

*To encourage a diversity of housing types and housing growth particularly in locations offering good access to services and transport.*

Received  
31/01/2021

It is within this changing context and the broader Municipal Planning Strategy of diversity that our proposal sits. As such, we are seeking approval for 4 townhouses that have been designed with due consideration to the planning scheme and the preferred character for The Garden Suburban Precinct (3).

As such, our proposal complements the general scale and sense of separation between dwellings common in the street and surrounds. We have employed expansive setbacks to all boundaries and between dwelling to provide for separation of built forms and to accommodate planting and future tree growth. This is reflected in our submitted landscape plan.

We have also employed highly articulated architectural forms and materials that aim to create a discernable vocabulary that promotes a refined design response.

Our design has respected the surrounding residences by setting back the upper storeys, particularly at the interface with the neighbouring properties to the west on Mount st.

Due to the site's orientation, and gradient, our response allowed us to maximize the degree of northern exposure to living and private open space. To this end, we opted to utilize the existing driveway and carriageway easement to the eastern boundary. This enabled us to locate all the Private Open Spaces on the Western boundary and to allow them to have direct northern light or a northern aspect for a majority of the day. All the ground floor internal living spaces open directly to the P.O.S.

All the nominated materials were selected on the basis of being maintenance free and of a superior quality, commensurate with the neighbourhood's expectations and general standard of our design. Moreover, we chose materials which would allow the various element of the design to be contrasted or highlighted in a manner that enhanced the level of formal articulation. We avoided colours of forms that were perfunctory and simply predicated on a low cost outcome.

#### **CLAUSE 54.02 – NEIGHBOURHOOD CHARACTER AND INFRASTRUCTURE**

##### **Neighbourhood Character Objective**

The proposed residences have incorporated what we consider to be the major elements of the surrounding neighbourhood particularly in relation to the emerging patterns of development in the area.

- Significant setbacks to boundaries and provision for tree growth.
- There is no prevailing material palette to the broader area, rather a mix of materials ranging from brick and weatherboard in older housing stock to rendered board and colorbond cladding in new developments.
- Our design employed a material pallet focusing of low maintenance, high quality and significant articulation.
- There is a diversity of roof types and forms in the area with older stock having hip roofs and contemporary building primarily having flat roofs as evidenced in nearby Mount St. We adopted flat roofs but with a variety of parapet heights to create greater formal diversity within the development.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.  
The document must not be used for any purpose which may breach any copyright.

### Integration with the Street Objective

Our design is set back 9m to the street with a number of wall planes set further back so as to avoid a sheer wall to the street. The nature of proposed landscaping to the front setback with the provision of a number of large trees and significant ground cover is consistent with the general character of the street interface in the area. We have proposed a 1.2m high front fence made predominately from open pickets and posts. We feel this is contextually appropriate and ensure minimal encroachment into the tree protection zone of existing trees located in the front setback and nature strip. Our design intent was to create a street interface that respected the fabric and pattern of development in the street by maintaining a consistent front setback and scale.

Received  
31/01/2021

### STANDARD B6 – Street Setback objective

The proposed design's street set back is 9m. This set back meets the requirements of this standard. We have set upper storey other walls facing the street further back to prevent the presence of a sheer wall to the street. The surround to these upper storey forms was designed to create an eave to the large windows and does encroach into this front set back by approximately 450mm. We believe this is allowable encroachment as these forms function as eaves.

### STANDARD B7 – Building Height objective

The proposed development does not exceed an overall building height of approximately 9m above natural ground at any point on the site. Please refer to drawing TP07. Given that the site has a 5 degree gradient, our proposed building heights are ostensible well below the allowable building height of 10m

### STANDARD B8 – Site coverage objective

The proposed development has site coverage of 40%.  
Please refer to drawing TP-02.

### STANDARD B9 – Permeability objective

Permeable site area: 764m<sup>2</sup> (41.0%)  
Please refer drawing TP-05.

### STANDARD B10 – Energy efficiency protection objectives

The location and design of the proposed residences attempts to takes full advantage of their available northern exposure by locating all the POS along a north south Axis and by having no building form to the north of the POS's

The separation we have created between dwellings also means that all dwellings have their main living areas with direct northern exposure. This is accompanied with large expanses of window and integrated eave overhangs to allow for optimal passive solar gain.

The design also incorporates Solar water heating and PV cells.

For all other aspects of the proposal's energy efficiency performance please refer to the attached BESS report and STORM ratings.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

**STANDARD B11 – Open space objective**

The proposed dwellings have direct and unencumbered access to the common spaces of the site, and access to the letterboxes and street via a dedicated path so that pedestrian movement does not need to be along the driveway.

The proposed path and drive way offer unobscured views of all the dwelling frontages and clear access to them.

The nature of the dwelling with upper storey separation and individual POS's means that each unit has a direct outlook from all rooms.

Received  
31/01/2021

**STANDARD B12 – Safety objective**

Entry to the development is clearly visible and accessible only from the street via an internal dedicated path. Access to individual entries will be demarcated by a designated illuminated doorway and clearly articulated portico that directly addresses the shared path.

Planting adjacent to the path will be low level so as to prevent any unsafe spaces, or visual obstruction.

**STANDARD B13 – Landscaping objectives**

Please refer attached landscape plan. Landscape for the proposed development has been designed to provide a significant number of medium to large trees throughout the development, including the retention of 6 existing established trees. In this way the development greatly exceeds the requirement for 1 tree per 400 sqm of land. Overall the landscape proposal has been designed to reflected the natural character of the area and to create a significant tree canopy within the development.

**STANDARD B14 – Access objectives**

Vehicle access to the Units shall be via Devon Street. We are seeking to reuse and upgrade the existing cross over and carriage way easement along the eastern boundary, refer drawing TP01 & TP06.

**STANDARD B15 – Parking location objectives**

We have provided all dwellings with two car spaces. All dwellings will have double garages. The garages allow for direct access into each dwelling and are stationed away from habitable rooms. Please refer to drawing TP06 showing swept paths for exit and entry in accordance with AS2890.2-2004

**STANDARD B16 – Parking provision objectives**

All dwellings have double garages. The double garages are a minimum 5.5m (wide)x 6.0m deep.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd



**CLAUSE 55.04 – NEIGHBOURHOOD CHARACTER AND INFRASTRUCTURE****STANDARD B17 – Side and rear setbacks objective**

Please refer drawing TP02, TP03, TP07, TP08 & TP09.

We have met all the requirements of this standard with our proposal having expansive side and rear setbacks which greatly exceed the minimum standards of this objective

Received  
31/01/2020

**STANDARD B18 – Walls on boundaries objective**

We propose no walls on boundary..

**STANDARD B19 – Daylight to existing windows objective**

The design and orientation of the development complies with the requirement of providing a light court to an existing window opposite to the development and a minimum dimension 1m clear to the sky. In our proposed site plan drawings TP01, we have shown a minimum side setback of 4 thereby ensuring compliance with this standard.

**STANDARD B20 – North-facing windows objective**

Please refer to drawing TP01. The orientation and location of the adjoining property's north facing windows means that we comply with this stand.

**STANDARD B21 – Overshadowing open space objective**

The orientation of the site and the location of the POS on adjoining properties, coupled with the extent of our side and rear setbacks means that we do not impact on the sunlight exposure to existing secluded private open spaces, therefore allowing adjoining properties a minimum of 6hrs sunlight between 9am and 3pm on September 22<sup>nd</sup>.

Refer drawing TP012.

**STANDARD B22 – Overlooking objective**

Please refer drawing TP11

The extent of the setback of our 1<sup>st</sup> floor windows and the location of the adjoining properties habitable room windows and POS means that we do not overlook.

Ground floor windows are exempt from this standard as any landings and ground floor levels will be below natural ground levels.

**STANDARD B23 – Internal views objective**

The units have been designed so as to prevent any direct views into each other's habitable rooms or private open spaces..

**STANDARD B24 – Noise Impacts objective**

There shall be no noise impacts relating to this development, as it is proposed that any required mechanical plant (such as reverse cycle air conditioning) shall be located and concealed from view on roofs.

ADVERTISED PLAN  
Application No: P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

**CLAUSE 55.05 – ON-SITE AMENITY AND FACILITIES****STANDARD B25 – Accessibly objective**

Please refer to our Response to Liveable House Guidelines

The steep nature of the site with a gradient of 1:11 has meant that within the Liveable Australia guidelines we are exempt from providing a continuous 1:14 path to the entry of our dwellings. Nevertheless, we have attempted to satisfy a majority of the guidelines, including the provision of 1:14 paths where possible and lifts to all dwellings. In our responses we have detailed all the measures we have taken in accordance with the council's liveability guidelines.

Received  
31/01/2021

**STANDARD B26 – Dwelling Entry objective**

Front entrances are clearly visible from Devon Street and the main driveway due to the pronounced porticos provided to each dwelling. As such, they create an unambiguous address to each residence and are discernable from other public areas of the development. Each dwelling also has a front and side garden to help in distinguishing dwellings and the identifications of entrances.

**STANDARD B27 – Daylight to new windows objectives**

All habitable rooms within the development have windows with direct access to clear sky with a minimum area of 3m<sup>2</sup> of unencumbered opening.

**STANDARD B28 – Private open space objective**

All proposed units have their own north-facing private secluded open space with a minimum area of 66m<sup>2</sup>. The orientation of the site has meant that the POS are north south in direction with no walls to the north of these areas ensuring a high degree of solar ingress with minimal overshadowing for most of the day.

The P.O.S and S.O.S have a minimum width of 3m, thereby meeting the objectives of this standard.

**STANDARD B29 – Solar access to private open space objective**

As mentioned above, all the P.O.S has been designed on a north south axis, meaning direct solar access for most of the day. Please refer drawings TP02

**STANDARD B30 – Storage objective**

Each unit shall have a minimum of 6m<sup>3</sup> secure storage located in garages. Please refer drawings TP02. The expansive nature of the POS of each dwelling also means there is provision for additional external storage.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

**CLAUSE 55.06 – DETAILED DESIGN****STANDARD B31 – Detail design objective**

Our design was predicated on creating an architectural response that was highly articulated, employing forms and materials which aimed at reducing the sense of massing in the development and also afforded significant setbacks and separation between buildings for planting.

Received  
31/01/2021

Materially we sought to employ a restricted palette of low maintenance materials, mixing natural travertine stone and charred timber with highly refined manufactured materials such as VM zinc and porcelain. This allowed us to define particularly wall planes and forms in contrasting ways, providing greater articulation of form and increased recessiveness by limiting or preventing the creation of monolithic elements that contribute to visual bulk.

Given that we sought to provide a highly landscaped environment, with significant tree and ground cover planting, we felt that the design needed to employ expansive areas of glazing to create a natural outlooks from habitable rooms. This was coupled with our general approach to invite as much natural light into the individual dwelling as possible, primarily northern light whilst employing passive shading elements in the form of deep set eaves/surrounds to north facing windows and vertical blades to west facing windows.

Consequently the shading devices we employed served to define wall planes, and provided a considerable degree of articulation and depth to the various facades. Again, this was fundamental in reducing the sense of bulk in the design.

A further measure we employed in reducing the visual bulk of the design was the use of a number of different parapet heights. Typically, contemporary buildings in the area have employed flat roofs and parapets. This is especially evident in nearby Mount street and in the property to the rear of our site. In being able to wed different materials to walls or sections of the design having different parapet heights, we were able to add a dynamic quality to the overall appearance. This movement is ameliorated by the gradient or fall on the site which allowed us to step the individual dwellings in response to the prevailing topography.

Overall, the intent was to create a response that respected the immediate surrounds by enabling the establishment of significant gardens and the maintenance of a pronounced tree canopy. We were mindful of the fact that the immediate context was bereft of architectural character, made manifest in the profusion of faux French provincial houses being built in the street. As such, our intent was to create a highly refined architectural response that had a contemporary character, was compositionally balanced and elegant. We felt in this way we could promote a much higher design standard than which is presently being exhibited in the area.

**STANDARD B32 – Front fences objective**

The development will incorporate the use of a low-height (1200mm) brick fence and 1.2m tile faced brick letter box pier wall (refer drawings TP10). This is consistent with a number of low level fences along the street and is designed to emphasis the front gardens through their permeable design.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

**STANDARD B33 – Common property objectives**

There will be a common driveway and internal access path. We will employ permeable paving where possible and natural stone paving in other areas in conjunction with exposed aggregate concrete in those impermeable sections of the driveway.

Received  
31/01/2021

**STANDARD B34 – Site services objectives**

The considerable setbacks to all boundaries we have employed in our design ensures a high degree of accessibility for services and the location of services.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

**Response to 22.02**

**RESIDENTIAL NEIGHBOURHOOD CHARACTER POLICY**

**Garden Suburban Precinct 3**

**Received  
31/01/2021**

**Objectives and Design Responses**

*To encourage the retention of buildings that contribute to the character of the precinct.*

NA

*To ensure new buildings and extensions are sympathetic to the current building form and architectural style.*

As we have pointed out, Devon Street is characterized by the absence of any discernable architectural vernacular, with most buildings being post war speculative residences and newer buildings being faux period developments with an abject sense of appropriateness. The subject site is empty thereby we are unable to respond to any existing fabric or character. As such, the most relevant context would be the newer dwelling located along Mount street which show a contemporary response to the character of the precinct, employing a variety of materials and forms that attempt to portray a modern vernacular.

*To maintain consistency of current front setbacks whilst enable tree planting in front gardens.*

We have employed a 9m set back which meets the standards of rescode. We wish to point out that the adjacent building to the west at 30 Mount Street has a considerably lesser set back at approximately 6.5m. The front set back we have employed allows for the provision of a number of additional large trees as identified in our landscape plan.

*To ensure buildings and extensions do not dominate the streetscape or the building, and Second storey portions of buildings should be recessed from groundlevel wall surfaces, (including the front façade) incorporated within roof spaces where possible and minimised in height. do not adversely affect the outlook and amenity of neighbouring dwellings.*

This objective is utterly incongruous with the reality of the building stock surrounding our development. Almost uniformly in the street and particularly with the two storey buildings adjacent to our site, dwellings display either a negligible or no upper storey setback and a preponderance of sheer two storey walls on all facades. Nevertheless, with our proposal we have located all upper storey walls back from the ground floor walls. Where the interface with neighboring properties is most overt, such as to the west of the site, we have allowed the greatest upper storey setback and façade articulation to mitigate any loss of visual amenity to the neighbors.

The nature of our site with its considerable fall has also meant that we have stepped the development in order to follow the natural topography of the land thereby minimizing Site cut and fill.

Overall we have maintained considerable; side and rear setbacks capable of sustaining substantial planting throughout and as described in our landscape proposal.

*To ensure that household services are not a visually prominent feature.*

We have ensured that services are kept from being seen by employing underground water tanks. The nature of our parapet roof design also means that roof top solar systems can be concealed.

**ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.  
The document must not be used for any purpose which may breach any copyright.**



*To minimise loss of front garden space, and the dominance of vehicle access, storage facilities and built form as viewed from the street.*

Our design wishes to utilize an existing cross over and carriageway easement thereby not altering the current street frontage and making no additional impost on street car parking.  
All garages have been located to the side of the development and are not visible to the street.  
Where our driveway extends from the existing carriage way easement it has been curved and we have provided a 1m wide garden bed to the boundary for planting to soften the visual impact of the driveway. Our design employs exposed aggregate concrete and permeable paving in muted tones to compliment our proposed landscaping.

Received  
31/01/2021

*To maintain and strengthen the view of established front gardens, and tree lined streets and to reflect the predominant era of the dwellings.*

Please refer to our landscape plan. We have provided two large trees and a medium tree with considerable understorey planting to the front setback in the hope of creating a substantial front garden.  
All secluded private open spaces have been located behind the front dwelling façade and accommodate medium to large trees and additional planting.

*To maintain and strengthen the garden dominated streetscape character and landscaped setting of the precinct.*

Please refer to our Arborist's report and Landscape plan.

There are 9 trees on site and we seek to retain 6 of those trees. The trees which we wish to remove are either significantly compromised through root disturbance or are insignificant. We have also asked for the removal of a large established tree that encroaches on a carriage way easement. This tree compromises the use of this easement and makes its use potentially hazardous. The carriage way easement is used by two properties compounding any encroachment issues. Our intention is to provide substantial additional planting on the site to compensate for this tree. Please refer to our landscape plan.

Our landscape plan allows for 22 new trees on a site of 1845sqm. This greatly exceeds the requirement of 1 tree for every 400sqm of site. Three of these trees are large canopy trees, with at least 11 of being classified as medium with the remaining 8 trees classified as medium to small.

Our design also has separation between dwellings, a min of 3m to allow for small to medium tree planting between dwellings and ground cover plants.

Our design achieves a 40% site coverage.

*To ensure that developments on or near ridgelines retain existing trees, sit below the tree canopies, minimise excavation, and enable further tree planting to form a continuous canopy, so that the scenic quality is maintained and enhanced.*

NA

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

**Response to SCHEDULE 3 TO CLAUSE 42.02 VEGETATION PROTECTION OVERLAY**

**Vegetation protection objectives to be achieved:**

**Received  
31/01/2021**

*To retain and enhance the vegetation, and in particular the tall trees in the area, that contributes to the identified character of the area.*

Where possible we have retained trees on site. There are 9 identified trees on site, our application seeks to remove three trees. Please refer to our attached arborist's report. Two of these trees (trees 2:Casuarina cunninghamiana River Sheoak and 4:Melia azedarach White Cedar ) have been identified in our arborist's report as severely compromised and insignificant respectively. Tree 2, as identified in our arborist's report has had its root structure severely damaged by earth work on the adjoining property. If council deems that this tree is viable and not subject to collapse then we will not seek its removal.

The third tree which we are seeking to remove is an established (Tree 3) - Cupressus sempervirens (Italian Cypress). We are seeking the removal of this tree as it encroached on a carriage way easement, compromising the unimpeded use of this easement thereby making its use hazardous. It should be noted that this easement affects two properties and is the designated (via a covenant instrument 0374428) access point for both the subject site and the adjoining property at 71 Devon Street. Our intension is to utilize this easement as of right. This easement has always been used to access the two sites via a designated cross over. Tree 3's problematic initial placement on the easement line, has over time seen the tree grow and encroach into the easement to the point where vehicle movement is compromised, particularly for larger vehicles and almost impossible for service /delivery vehicles.

Significantly, this tree is an introduced species with a minimal canopy. We would argue that despite being large it has little in common with the identified character of the area and in many ways reflects an ill conceived understanding of the true natural character of the surrounds. It was often the case that this species, along with a number of European species, were introduced to obliterate or mask the authentic natural context, imposing a botanical regime that is neither environmentally appropriate nor contextually relevant. We wish to point out the Banyule City Councils own recommended schedule of trees eschews exotics in favor of native trees.

*To ensure that prior to removal of tall trees all alternatives are considered, including redesign of proposed buildings and associated works.*

For this development we attempted to reuse all of the existing available infrastructure including the existing cross over and carriageway easement. We did this in order to maintain the character of the street and retain the street's amenity. However for this plan to be effective, it entailed the efficient and safe long term accessibility of the existing carriageway. As we have already mentioned, the location of Tree "3" significantly compromises this carriageway easement to the point that cars already need to swerve or veer from a straight path. We believe this is of particular concern primarily because the carriageway in question is defined by a covenant and serves two properties. We further believe that the safe and unencumbered use of this instrument is a matter of both law and good planning.

Nevertheless, we did explore a number of alternative designs but in each instances avoiding any encroachment on the tree in question would require the creation of a second driveway and crossover. Invariably, a second drive way would occupy the front set back and compromise the effectiveness and quality of any front garden. Fundamentally, a second driveway and crossover would need to be located towards the centre of the site in order to be useable. Unfortunately this is also problematic due to a street tree located in the centre of the site's street frontage.

Alternately, locating any potential driveway on the western boundary would greatly compromise the location of potential private open spaces and the general orientation of any proposed dwellings. Importantly, the western boundary has a number of trees located on it. Making its consideration and works to accommodate a driveway on this boundary would undermine their integrity. Also it is a bad planning practice to locate a driveway adjacent to residence's private open spaces and living areas. In this instance there a number of properties adjacent to the western boundary of our site.

**ADVERTISED PLAN**  
Application No. 21/0020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a public process under the Planning Environment Act 1987.  
The document must not be used for any purpose which may breach any copyright.



Furthermore, there is an incredible inefficiency in having two driveways/carriageways on the one site. We feel this is counterproductive, greatly limiting the potential for additional tree planting by creating additional hard surfaces, and ultimately giving up a large portion of the site to vehicle access.

*To ensure that where a tree to be removed, comprehensive landscape plans are prepared and provision is made for substantial vegetation and trees elsewhere on the site.*

Received  
31/01/2020

Our landscape proposal offers a substantial improvement to the site and due compensation for any tree loss. We have made provision for 22 new trees on the site in addition with the 6 trees we wish to retain. Three of these trees are large canopy trees, with at least 11 being classified as medium with the remaining 8 trees classified as medium to small.

We have nominated two large trees and a medium sized tree to the front garden. At maturity these trees will better suit the natural context of the area as they create a considerable canopy that addresses the street in a more appropriate fashion. Our proposal will effectively fill the breadth of the street frontage providing a naturalistic outlook to the street.

It should be noted that we have proposed the planting of a number of medium sized trees to the west boundary to effectively screen the adjoining properties and to greatly improve the visual amenity of this interface. In addition to this we have provided trees between the proposed dwellings and to the frontage of each dwelling. We believe this fully meets the expectations of council and greatly improves the site by providing a densely landscaped context for our proposal. We feel this is in stark contrast to a number of adjoining properties which have either tennis courts or swimming pools filling much of the rear of their sites with little or no through planting.

Similarly, the provisions made in our landscape plan offer a substantially enhanced habitat for local flora and fauna. The trees we are asking to be removed are either in a poor state, exotic or an encumbrance to the most effective use of the site. They are part of a poorly realized site which is an eye sore and offers very little in terms of habitat. We believe that our considered approach adds to the natural quality of the street and the general precinct. The removals we are asking for are considered and practical and substantially compensated. Our sincere intent is to provide a high quality outcome that enhances both the architectural and natural context of the site and neighborhood.

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd



**Response to Liveable House Guidelines:****1. Access to the dwelling**

*A continuous accessible path of travel from the street to the dwelling entrance.*

*A continuous accessible path of travel from car parking areas to the main entrance or another dwelling entry.*

*The path of travel must be minimum 1000mm wide and at a maximum gradient of 1:14 and with a crossfall no greater than 1:40.*

Received  
31/01/2021

The nature of our site, which has an approximate 7m fall or 1:11 gradient from the high end on the southern boundary to the low end at the street prohibits the implementation of a continuous ramp that is practical or suitable. The length of ramp required to traverse a site with a nominal 5 degree fall is both onerous and outside the normal provision of a residential context. We wish to note that within the Livable Housing Australia guidelines they state in their Dwelling access performance statement:

*“Provide a safe, continuous step-free pathway from the front boundary of the property to an entry door to the dwelling. **This provision does not apply** where the average slope of the ground where the path would feature is steeper than 1:14.” pp18*

We believe the nature of our site excludes us from this provision. Nevertheless, in our design we attempted to create a high degree of livability and accessibility satisfying all the other guidelines. All dwellings have been provided with lifts and ground floor bedrooms and bathrooms with separate toilets. Throughout we have a min corridor width of 1000mm

**2. Entrance**

*At least one level (step free) entrance into the dwelling that provides:*

*Direct access from the accessible path of travel described above.*

As explained above the nature of the site with its considerable fall meant that a step free ramp was impractical and not expected with a site possessing a 1:11 gradient. Nevertheless with Dwelling 1 we incorporated a 1:14 ramp from the street to the entrance of the dwelling with the addition of two steps at the termination of the ramp. Although not ideal this was the best possible result given the limitation of the site. Moreover, this then allowed us a step free entrance into this dwelling.

*A level landing area of 1200mm x 1200mm, exclusive of the swing of the door.*

All of the dwellings in this development have level landings that are a minimum 1200x1200mm exclusive of door swings. We wish to note that all entrance halls are a minimum 1200mm wide allowing for this provision throughout.

*A minimum doorway width of 850mm.*

All of the entrance doors are shown to be a min width of 900mm

*The height difference between abutting surfaces must be no greater than 10mm*

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

With dwelling 1 we were able to achieve a zero height difference.

### 3. Corridors

*The width of internal corridors must be a minimum of 1000mm.*

Received  
31/01/2021

All corridors at ground and 1st floor are a min 1000mm in width. We wish to note that all dwellings are equipped with lifts

### 4. Doorways

*The width of doorways must be a minimum width of 850mm.*

At the ground floor all doorways are a min 850 wide. Each dwelling has a bathroom and toilet at the ground floor ensuring full amenity.

### 5. Toilet

*A toilet on ground floor that provides:*

*A clear width of 900mm and a space of 1200mm (length) forward of the pan (exclusive of the swing of the door) if toilet is located in a separate room.*

*Reinforced walls to allow for future installation of grab rails.*

All dwellings have a separate toilet. Each toilet is accessed with a sliding door and achieves a min with of 900mm and clear space in front of the pan of 1200mm.

All walls are typically structurally framed and can accommodate grab rails.

### 6. Bathroom and shower

*Access to a shower on the ground floor that provides:*

*A step free shower area of at least 900mm x 900mm in width and length.*

*A clear space in front of the shower that is 1200mm x 1200mm in width and length.*

*Reinforced walls to allow for future installation of grab rails.*

*Note: If the toilet and shower area are located in the same room the above dimensions and features should be maintained for both the shower and the toilet.*

We have provided bathrooms to all ground floors, these are ensuites attached to ground floor bedrooms. Each bathroom has an oversized shower with a min width of 900mm and min length of 1800mm. they are all step free and open to an unencumbered area of 1200x1200mm.

All walls are typically structurally framed and can accommodate grab rails.

### 7. Bedroom

A room on the ground floor that could be used as a bedroom that is at least 10m<sup>2</sup>.

Each dwelling has been equipped with a ground floor master bedroom with the minimum dimension, clear of any encumbrances being 4.5x4.0m or 18m<sup>2</sup>

In conclusion, we feel that this development has achieved a very high level of accessibility and liveability with provision being made in every dwelling to allow for independent accessible living.

Although hampered by the constraints of the site, we have nevertheless looked to provide an

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

ADVERTISED PLAN

Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

outcome that can accommodate most degrees of mobility and have provided amenities such as lifts to ensure a high degree of compliance to all four dwellings.

Received  
31/01/2021

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

**Response to Critical issues and issues requiring more information or change: Preliminary assessment of your application P975/2019.**

**Planning history and previous applications**

Received  
31/01/2020

- *P646/2017 - Vegetation Removal, protection and associated replacement planting must be considered as part of the proposal.*
- *Restrictive Covenant does not appear to effect the current proposed at the site.*

We have submitted an Arborist's report identifying all the Tree Protection Zones for trees adjacent to and on the subject site. Our proposal adheres to these TPZ. Our application seeks the removal of three trees, one of insignificant status, one whose root structure and stability have been critically undermined by earth works on an adjoining property and one that encroaches on a carriage way easement. Please refer to our response to SCHEDULE 3 TO CLAUSE 42.02 VEGETATION PROTECTION OVERLAY.

We have also submitted a comprehensive landscape plan identifying replacement planting that exceeds the planting requirements previously nominated by council.

**Strategic framework**

- *The site is located within an incremental area whereby single and medium density development must make a positive contribution to the desired future neighbourhood character with opportunities for vegetation protection and planting encouraged.*

Our proposal respects the TPZ of all adjoining trees and those on site that are to be retained. We have also proposed a comprehensive landscape plan and planting schedule that provides for a considerable number of new trees and a consolidation of the garden character of the precinct.

- *The site is considered to support the development of 4 dwellings however the scale should be reduced to satisfy neighbourhood character requirements.*

We have substantially reduced the scale of the development by setting back all upper storey walls and have provided an increased separation between all dwellings, including dwellings 2 & 3 which had previously been conjoined for their full length. As such, there is a minimum 3m continuous separation between dwellings 1 & 2 and 3 & 4 and a similar separation for a majority of the length of the conjoined dwelling 2&3. The upper storey separation is even greater, ameliorated by us setting back all upper storey walls from lower storey walls and removing all the sheer walls and cantilevers.

**Neighbourhood character (Clause 22.02)**

*Garden Suburban Precinct 3*

- *41% site coverage should be reduced to GS3 requirement*

We have reduced the size of our development and now have a maximum site coverage of 40%, refer drawings TP02

- *Minimum 9m front setback is satisfactory*

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

We have maintained this setback, noting that this increases at the 1<sup>st</sup> floor level.

- *Vehicle car parking and crossings – Landscape strip along eastern boundary required with addition of curves and bends to prevent appearance of gun barrel driveway.*

Received  
31/01/2021

Our proposal utilizes an existing carriage way easement which is typically straight. As such, we are prohibited from altering its direction or placing any landscape strips in it. However, at the point at which the carriage way easement ends and our proposed driveway begins we have now added a curve and 1m garden strip for the entirety of its length. Refer TP01 & TP02.

- *Visual Bulk - Significant horizontal bulk and sheer walls particularly dwelling 2 & 3 along east/west elevations.*

We have considerably amended dwellings 2 & 3 so that now all upper storey walls are setback from the ground floor walls. Moreover, to the west we have separated dwellings 2 & 3 with a 3m wide garden area, which increases to 4.2m at the upper storey. This has effectively eliminated the horizontal banding and bulk of these elevations. We also undertook the same upper storey recessive design approach to dwellings 1 & 4.

- *Insufficient dwelling separation is provided between dwellings to allow for planting of small to medium trees. Each dwelling should accommodate minimum 3m separation area clear to the sky. The provision of a pool to each dwelling reduces the ability for meaningful separation planting.*

We amended the design to allow for a min 3m continuous separation between dwellings 1 & 2 and 3 & 4 with a partial 3m separation between dwellings 2 & 3 as they address the adjoining properties to the west. All upper storey separation is greater than the lower storey ensuring unencumbered sky and capacity of medium tree planting as shown in our attached landscape plan.

In addition, we have approximately halved the length of all the pools to allow for no encroachment into the side setbacks of dwellings 2,3 & 4. This has provided significant opportunity for the dense planting of these setbacks with medium sized trees, creating screening to the properties on the west boundary. Refer attached landscape plan.

- *Sheer walls and cantilevered elements are not suitable in GR22. The bathroom and guest bedroom at upper level area should be reconfigured to reduce sheer and cantilevered elements. Five bedroom option is not supported.*

We have deleted the 5 bedroom option, now resulting in all the dwellings having only 4 bedrooms with one bedroom being on the ground floor. As previously mentioned, all upper storey walls have been set back from the ground floor walls and all cantilevers removed. The only continuous two storey component in the design that has been retained is the application of the entrance porticos on the east elevations and the north entry of dwelling 1.

- *Interface with 3 dwellings to the west of the site does not appear to have been sufficiently considered (26 - 39 Mount Street). Additional landscape buffer and meaningful separation required.*

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

ADVERTISED PLAN  
Application No. P17/2920

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

As mentioned above, we have now set back the upper storey of all the dwellings along the west interface and have increased the separation between dwellings. As such, there are no joined structures or dwellings along this elevation. Coupled with the reduction of the proposed pools and extensive use of screening plants, we believe that the visual amenity of this interface has been greatly improved.

Received  
31/01/2021

- *Although it is acknowledged the level of articulation in the perspective drawings present as a high architectural design the scale of the upper level must be reduced.*

Refer to previous comments about the increased reduction of the upper storey scale, the setting back of all walls and the removal of all cantilevers.

#### Detailed Design

- *Fencing details internally and external should be provided.*

Refer drawing TP10 from front and internal fence details.

- *Front garden area to each entry creates a sense of personal address to each dwelling.*

All the dwellings have both front and side garden areas that are engaged with along a dedicated common access path. Refer to Landscape plan

- *Weather protection at porch is encourage as well as surveillance windows.*

Each dwelling has a projecting portico and recessed entry alcove that provides weather projection and also articulates each entrance and identifies each dwelling. Refer elevations TP07, & TP08. Entrance doors are glazed with glazed side lights to enable clear surveillance of any approach.

#### Tree planting

- *1 large to medium tree required for every 400sqm – the subject site area generates requirement of 4 trees.*
- *The site appears capable of providing sufficient space for large tree in the frontage and medium tree in SPOS of each dwelling.*
- *You are encouraged to provide a landscape concept plan with any future submission.*

Please refer to the attached Landscape plan and our response to SCHEDULE 3 TO CLAUSE 42.02 VEGETATION PROTECTION OVERLAY.

Our proposal, as shown in the attached landscape plan, provide for 22 additional trees on site. Three of these trees are large canopy trees, with at least 11 of the trees being classified as medium with the remaining 8 trees classified as medium to small. As such, we have provided well in excess of these requirements, having understood the importance of creating a highly sympathetic and densely treed environment. Our intension is to create a premium development in which the most overt garden characteristics of the precinct and reinforced.

ADVERTISED PLAN  
Application No: P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

**Impact on trees and tree removal**

- *A number of neighbouring trees appear to be located in vicinity of proposed pool to Dwelling 3 and 4.*

Received  
31/01/2021

Please refer to the Arborist's report and Landscape plan. Our proposal adheres to all the Tree Protection zones relating to all adjoining property trees and those retained on site. This is particularly the case in relation to the trees to the west of the site and impacted by dwellings 3 & 4. In turn, we increased the rear setback of these dwellings and reduced the size of the initially proposed pools to ensure that there was no encroachment into any adjoining tree TPZ's.

- *The application appears to require a number of trees to be removed under VPO3. The extent of removal does not appear to be supported based on Councils arborist 2018 assessment for the site particularly Tree #26 (south-east corner) and #62 (north-west corner). Existing permit at the site also requires replacement planting in the form of 3 large, 6 medium trees and 8 small trees planted throughout the site.*

Please refer to our response to SCHEDULE 3 TO CLAUSE 42.02 VEGETATION PROTECTION OVERLAY. With this development we are ostensibly only seeking the removal of one established tree, an exotic cypress that encroaches on a carriage ways easement and greatly impedes the safe and practical use of this easement. The other two trees we are seeking to remove are either significantly damaged or insignificant due to their lack of maturity. All other trees (6) are being retained on site. It is our belief that the trees we are seeking to remove do not sufficiently contribute to the character of the area to prohibit their removal, particularly in light of the extensive tree replacement regime that is proposed in their place.

As already stated we are proposing the planting of 22 additional trees on site. Three of these trees are large canopy trees, with at least 11 of the trees being classified as medium with the remaining 8 trees classified as medium to small.

As such, what we are proposing greatly exceeds the nominated tree replacement requirements and will create a much more sympathetic and appropriate response to the area and in particular the street.

- *You are encouraged to provide a detailed arborist assessment with any future submission. No street trees appear the impacted by the proposal.*

Please see attached Arborists assessment.

**ESD**

- *ESD report required with a pass grade in eth mandatory water, energy, stormwater and IEQ categories.*

Please see attached STORM and BESS reports, both showing pass grades in the mandatory sections

**Site services**

- *Air conditioning, meter boxes, letter boxes to be indicated in plans*

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

mp\_arch  
Milenko Podnar Architect Pty Ltd

Please refer to drawings TP01, TP02 and TP04

#### Car parking

- *Adequate provision of parking has been provided*
- *It is noted the addition of landscaping strip to western boundary may impact manoeuvrability turning circles.*

Received  
31/01/2021

Refer drawings TP01, TP06 and Landscape plan. We have provided for a 1m wide landscape buffer to the driveway and have shown in our swept vehicle path diagrams that this buffer does not impede or restrict safe entry or exist in a forward motion from any of the proposed garages.

#### Livability

- *The proposal must demonstrate compliance with the Liveable Housing Guidelines*

Please refer to our response to Response to Liveable House Guidelines:

#### Waste Collection

- *Storage area*
- *Collection point – site frontage*
- *Private/council collection*

Please refer to Drawing TP01

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd



Received  
31/01/2021

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.

**mp\_arch**  
Milenko Podnar Architect Pty Ltd

Received  
31/01/2021

TREEMAP  
ARBORICULTURE



Arboricultural Assessment & Report  
73 Devon Street, Eaglemont

Treemap Arboriculture  
PO Box 465, Heidelberg VIC 3084  
ABN 20 325 463 261  
www.treemap.com.au

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.

The document must not be used for any purpose which may breach any copyright.  
Prepared for:  
Milenko Podmar



## 1 Name and address of consultant

Dean Simonsen  
Treemap Arboriculture  
PO Box 465, Heidelberg, Victoria 3084

Received  
31/01/2021

## 2 Instructions

- 2.1 The instructions provided to Treemap Arboriculture on 03/12/19 by Milenko Podmar were to provide an Arboricultural assessment and report for trees located on or adjacent to the subject site, the subject site being 73 Devon Street, Eaglemont.

## 3 Introduction

- 3.1 The owners of the subject site are undertaking investigations to develop the property. As part of the design and application process, the owners are undertaking a review of the vegetation located on or near the site. This report examines the arboricultural matters associated with this vegetation.
- 3.2 Under AS4970-2009 (Australian Standard – Protection of trees on development sites), the following report would be defined as an 'Arboricultural impact assessment'. The standard indicates that "*The report will identify possible impacts on trees to be retained. The report will explain design and construction methods proposed to minimize impacts on retained trees where there is encroachment into the calculated TPZ.*"

## 4 Key Objectives

- 4.1 To undertake a general assessment of trees located on or near the subject site.
- 4.2 To provide an assessment of the subject trees with respect to their overall condition, structure, safety and suitability for protection.
- 4.3 To provide recommendations on the suitability of the trees for protection, and provide approved methods of tree protection.

## 5 Method

- 5.1 A site and tree inspection were conducted on Wednesday 18<sup>th</sup> December, 2019.
- 5.2 The tree assessment consisted of a visual inspection, which was undertaken with regard to modern arboricultural principles and practices. The assessment did not involve a detailed examination of below ground or internal tree parts. The assessment was undertaken from the ground of the subject site to determine tree condition and species type. Measurements were taken to establish trunk and crown dimensions. No tree samples were taken unless specified. Trunk diameters for trees on adjacent properties were not taken due to site access limitations.
- 5.3 The trees have been allocated a retention value rating which combines tree condition factors with functional and aesthetic characteristics in the context of an urban landscape. The

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made  
available for the sole purpose of  
enabling its consideration and review  
as part of a planning process under the  
Planning Environment Act 1987.  
The document must not be used for  
any purpose which may breach any  
copyright.

retention or preservation of trees may not depend solely on arboricultural considerations; therefore, the ratings may act as a guide to assist in decisions relating to tree management and retention.

- 5.4 An existing and proposed site plan was provided by the client for analysis (Existing and Proposed Site Plan, prepared by Milenko Podmar Architect P/L, Job no. 19\_018, and dated 18/12/19). The assessed trees have been indicated on this plan and Tree Protection Zones are provided for specific trees (Appendix 3).

**Received  
31/01/2021**

## 6 Observations

- 6.1 The site under review presented as a large single residential allotment with an existing garage and sheds. The site adjoins residential properties to the east, west and south. Devon Street frontage is located to the north. The site was vacant and derelict, but it contained a few trees.



**ADVERTISED PLAN**  
**Application No. P117/2020**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



Received  
31/01/2021

- 6.2 Sixteen (16) trees or large shrubs were assessed in detail as part of the site review. This included 9 trees/shrubs on the site proper, 6 neighbouring trees and 1 street tree. The detail of each individual tree assessment is provided in table format at Appendix 1. Tree numbers within the assessment table correspond to those provided on the existing and proposed plan (Appendix 3).
- 6.3 The site is influenced by a local vegetation control. A City of Banyule Vegetation Protection Overlay (VPO) and Schedule 3 to that Overlay (VPO3). This is based on a planning property report for the site being obtained from [www.planning.vic.gov.au/](http://www.planning.vic.gov.au/) on 18/12/19. Under VPO3 Under VPO3, a permit is required to remove, destroy or lop any vegetation.

*This does not apply:*

*To the removal, destruction or lopping of native vegetation which has been planted for garden or horticultural purposes and which is less than 5 metres high and has a single trunk circumference of less than 0.5 metres at a height of 1 metre above ground level.*

*To the removal, destruction or lopping of exotic vegetation which is less than 5 metres in height and has a trunk circumference of less than 0.5 metres at a height of 1 metre above ground level.*

- *To the removal, destruction or lopping of vegetation identified as environmental weed species in Banyule Weed Management Strategy 2006, unless otherwise specified in Schedule 4 to the Environmental Significance Overlay*
- *To the removal or pruning of street trees in accordance with the Banyule Street Tree Strategy.*
- *To the pruning of vegetation to remove any branch which overhangs an existing dwelling or is within 2 metres of an existing dwelling*

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

- To the pruning of vegetation to maintain or improve its health or appearance.
- To the pruning or removal of vegetation to prevent damage to works when, damage to a pipeline, electricity or telephone transmission line, cable or other service has occurred or is likely to occur.
- To the removal, destruction or lopping of dead vegetation unless the dead vegetation is a habitat tree containing hollows.
- To the removal, destruction or lopping of vegetation carried out in accordance with a management plan prepared to the satisfaction of the responsible authority.

Received  
31/01/2021

- 6.4 The vegetation control that applies to the site is reasonably strict and a permit would be required to remove all of the assessed trees and shrubs, regardless of their small size or insignificance. Trees 2-10 require a permit under VPO3.
- 6.5 The proposed design indicates a 4 Townhouse development.

## 7 Discussion

The Australian Standard (AS4970-2009) – ‘Protection of trees on development sites’ puts forward a process for undertaking tree inspections and reports on property where development is being considered. It recommends a preliminary assessment be undertaken to help guide planners and property owners with regard to the preservation of existing trees; that is trees that might contribute to the completed proposal. The standard points out that the preliminary report ‘information is to be used by planners, architects and designers, in conjunction with any planning controls and other legislation, to develop the design layout in such a way that trees selected for retention are provided with enough space’.

These assessments typically reveal a range of trees with varying attributes for health, structure and overall value. Some trees may be considered insignificant for their size, age, species type or condition, but they might still be considered for retention because they are situated conveniently on the site. Conversely, some trees may be exceptional for various reasons but there may be no scope for their retention because of their location or other site constraints. An objective of the tree assessment is to determine the trees that may be preferable, in terms of preservation, and to identify poor or insignificant trees that might be easily replaced or replaced with better species.

The arborist must also exercise judgement and expertise with respect to the types of trees that are deemed suitable for retention, and they should also consider what stage the tree is at in its overall lifecycle.

The subject site contained 5-6 genuine canopy trees. The retention value of all vegetation on the site was rated ‘Low’ or ‘None’.

Tree 2 - *Casuarina cunninghamiana* (River She-oak) is located in the far north western corner of the site. The development to the west of this tree has largely disregarded the protection of this tree. A drainage pit has been installed less than a metre from the base of the trunk, but it is difficult to determine the level of damage from these works. It may be the case that the stability of this tree has been compromised. Tree 2 is recommended for removal given the extent of likely root damage.

Tree 3 - *Cupressus sempervirens* (Italian Cypress) is exposed to 16.9% Tree Protection Zone encroachment from the building footprint of Townhouse 1 & 2. Permeable paving to the south of the tree results in 16.2% TPZ encroachment but the existing conditions to the south of the tree

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.  
The document must not be used for any purpose which may breach any copyright.

consists of compacted crushed rock. The subject tree is probably unlikely to tolerate the level of proposed encroachment. Furthermore, the likelihood of services being required near or past this tree would add additional encroachment. Tree removal would probably need to be considered, given the awkward location of this tree in relation to the major access route for the site.

Tree 4 - *Melia azedarach* (White Cedar) is small and insignificant. Tree removal is recommended.

Tree 5 - *Corymbia maculata* (Spotted Gum) is exposed to 9.3% Tree Protection Zone encroachment. This is considered minor encroachment and would be tolerated by the tree provided that no services are installed between the tree and the building footprint.

Tree 6 - *Casuarina cunninghamiana* (River She-oak) is exposed to 12.2% Tree Protection Zone encroachment. This is barely considered to be 'major' encroachment and it is likely to be tolerated by the tree, provided that no services are installed between the tree and the building footprint.

Tree 7 - *Casuarina cunninghamiana* (River She-oak) is exposed to 5.6% Tree Protection Zone encroachment. This is considered minor encroachment and would be tolerated by the tree provided that no services are installed between the tree and the building footprint.

Tree 8, 9 & 10 are currently smaller trees. Tree 8, 9 & 10 are provided adequate clearance under the proposed design provided no services are installed between the dwelling and the trunk of Tree 9.

A further factor that may influence the proposed changes on the subject site will be the design in the vicinity of the neighbouring trees and street tree.

Street tree 1 - *Ulmus Xhollandica* 'Vegeta' (Huntingdon Elm) is distant from any proposed site changes and no harm is predicted to it.

Neighbouring tree 11 - *Pittosporum undulatum* (Sweet Pittosporum) is distant from any site changes. No harm is predicted to this weed.

Neighbouring tree 12 - *Eriobotrya japonica* (Loquat) is distant from any site changes. No harm is predicted to this tree.

Neighbouring tree 13 - *Malus* sp. (Apple) is distant from any proposed site changes and no harm is predicted to it.

Neighbouring tree 14 - *Syzygium paniculatum* (Magenta Cherry) and 15 - *Pittosporum eugenioides* 'Variegatum' (Variegated Tarata) are separated from the proposed site changes by a ROW easement, which is currently crushed rock. No harm is predicted towards these trees provided the ROW remains permeable and no services are installed by trenching in the easement.

Neighbouring tree 16 - *Cupressus sempervirens* (Italian Cypress) is also separated from the proposed site changes by a ROW easement. No harm is predicted towards this tree provided the ROW is permeable and no services are installed by trenching in the easement. The tree is exposed to 20% TPZ encroachment from the design but the proposed significant root growth in the footprint and work area of Unit 1 is very low.

There are no tree protection matters relating to vegetation on adjoining properties.

Received  
31/01/2021

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

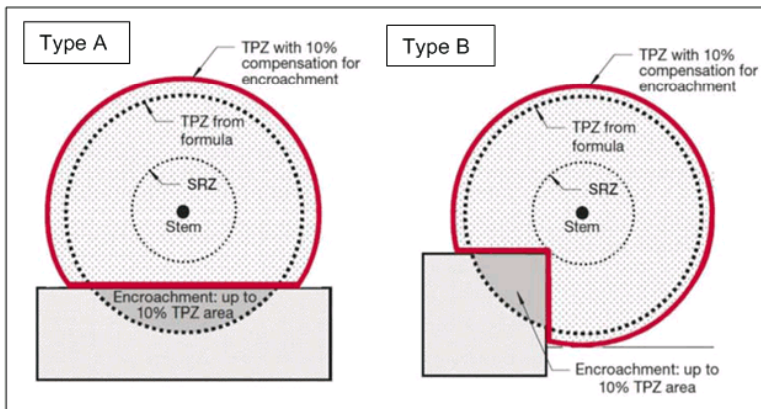
7.1 Tree protection zones on development sites

The level of encroachment and the impact to specific trees can be estimated by comparing standard or modified tree protection clearances with those clearances provided to trees in the development design (as discussed above). The overall impact towards a specific tree will be based on the severity of encroachment into the respective tree protection zones. The degree of root activity in the tree protection zone can vary significantly, which can result in more or less severe impacts to trees. The most accurate means of determining root activity in these zones is to undertake subsurface root investigations. The alternative to undertaking root investigations is to assign appropriate tree protection zones.

Received 31/01/2021

This report adopts AS4970-2009, Australian Standard – Protection of trees on development sites as the preferred tree protection method. The method provides a tree protection zone and a tree protection fencing distance (radial measurement from trunk centre) by using the width of the trunk at 1.4m above ground multiplied by 12. The prescribed TPZ distances are provided for each tree in Appendix 1 and tree protection zones are indicated for specific trees at Appendix 3.

There is scope to reduce the tree protection zone by an area of 10% without further investigations. The rationale for any reduced tree protection distance is detailed in AS4970-2009 (Australian Standard – Protection of trees on development sites). Under encroachment Type A, it is acceptable to reduce the Tree Protection Zone (TPZ) area by 10%. This translates to a reduction in radial clearance distance of approximately 33% on one side of the tree only. This can be applied if there is contiguous space around the tree for root development to occur. The following diagram, from AS4970-2009, is provided to illustrate the approach.



In conclusion, there are strict vegetation controls that influence the trees & shrubs on the site but the majority of assessed trees were undesirable species, which are located poorly on the site.

8 Recommendations

8.1 Tree 2 - Casuarina cunninghamiana (River She-oak) has been exposed to Structural Root Zone encroachment from works associated with the adjoining property. It may be the case that the stability of this tree has been compromised. Tree 2 is recommended for removal given the extent of likely root damage.

8.2 Tree 3 - Cupressus sempervirens (Italian Cypress) is exposed to Structural Root Zone encroachment from the building footprint of Townhouse 3. The encroachment of the tree results in a further 16.2% TPZ encroachment. The existing ground to the south of the tree consists of compacted crushed rock. The subject tree is likely to be damaged.

ADVERTISED PLAN Application No. P117/2020 This copied document is made available for the sole purpose of providing 10% Tree Protection Zone as part of a planning process under the Planning, Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



tolerate the level of proposed encroachment. Furthermore, the likelihood of services being required near or past this tree would add additional encroachment. Tree removal would probably need to be considered, given the awkward location of this tree in relation to the major access route for the site.

- 8.3 Tree 4 - *Melia azedarach* (White Cedar) is small and insignificant. Tree removal is recommended.
- 8.4 Tree 5 - *Corymbia maculata* (Spotted Gum) is exposed to 9.3% Tree Protection Zone encroachment. This is considered minor encroachment and would be tolerated by the tree provided that no services are installed between the tree and the building footprint.
- 8.5 Tree 6 - *Casuarina cunninghamiana* (River She-oak) is exposed to 12.2% Tree Protection Zone encroachment. This is barely considered to be 'major' encroachment and it is likely to be tolerated by the tree, provided that no services are installed between the tree and the building footprint.
- 8.6 Tree 7 - *Casuarina cunninghamiana* (River She-oak) is exposed to 5.6% Tree Protection Zone encroachment. This is considered minor encroachment and would be tolerated by the tree provided that no services are installed between the tree and the building footprint.
- 8.7 Tree 8, 9 & 10 are provided adequate clearance under the proposed design provided no services are installed between the dwelling and the trunk of Tree 9.
- 8.8 Street tree 1 - *Ulmus Xhollandica* 'Vegeta' (Huntingdon Elm) is distant from any proposed site changes and no harm is predicted to it.
- 8.9 Neighbouring tree 11 - *Pittosporum undulatum* (Sweet Pittosporum), 12 - *Eriobotrya japonica* (Loquat) and 13 - *Malus* sp. (Apple) are distant from any site changes. No harm is predicted to these trees.
- 8.10 Neighbouring tree 14 - *Syzygium paniculatum* (Magenta Cherry) and 15 - *Pittosporum eugenioides* 'Variegatum' (Variegated Tarata) are separated from the proposed site changes by a ROW easement, which is currently crushed rock. No harm is predicted towards these trees provided the ROW remains permeable and no services are installed by trenching in the easement.
- 8.11 Neighbouring tree 16 - *Cupressus sempervirens* (Italian Cypress) is also separated from the proposed site changes by a ROW easement. No harm is predicted towards this tree provided the ROW is permeable and no services are installed by trenching in the easement. The tree is technically exposed to 20% TPZ encroachment from the design but the prospect of significant root growth in the footprint and work area of Unit 1 is very low.
- 8.12 Any vegetation in the study area that was not assessed as part of this report was considered insignificant, generally undesirable or sufficiently clear of any expected works.
- 8.13 Any proposed development on the site should make provision for landscaping and the planting of new trees.

Received  
31/01/2021



Dean Simonsen (BAppSc Melb.)  
Consultant Arborist

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**9** References

Australian Standard AS 4970, 2009. *Protection of trees on development sites*. Standards Australia

Received  
31/01/2020

**10** Definitions

The TPZ and SRZ are defined in AS4970-2009, Australian Standard – Protection of trees on development sites as:

**Tree protection zone (TPZ)**

*A specified area above and below ground and at a given distance from the trunk set aside for the protection of a tree's roots and crown to provide for the viability and stability of a tree to be retained where it is potentially subject to damage by development.*

**Structural root zone (SRZ)**

*The area around the base of a tree required for the tree's stability in the ground. The woody root growth and soil cohesion in this area are necessary to hold the tree upright. The SRZ is nominally circular with the trunk at its centre and is expressed by its radius in metres. This zone considers a tree's structural stability only, not the root zone required for a tree's vigour and long-term viability, which will usually be a much larger area.*

ADVERTISED PLAN  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Appendix 1

Tree Assessment Table

No	Species	Common Name	DBH (cm)	TPZ AS4970 (m)	TPZr AS4970 (m)	SRZ AS4970 (m)	HxW (m)	Age	Health	Structure	Form	Comment	Tree Type	Retention value	Recommendation
1	<i>Ulmus</i> <i>Xhollandica</i> 'Vegeta'	Huntingdon Elm	60	7.20	4.90	2.78	12.5x12	Maturing	Fair to Poor	Poor	Manipulated	Previously lopped / pollarded	Exotic deciduous	Low	Remove Street tree
2	<i>Casuarina cunninghamiana</i>	River She-oak	65	7.80	5.30	2.87	19x13	Maturing	Fair to Poor	Fair	Minor asymmetry	Root damage from drain	Australian native	Low	Remove
3	<i>Cupressus sempervirens</i>	Italian Cypress	64	7.68	5.22	2.86	17x4	Maturing	Fair	Fair to Poor	Symmetric	Acute branch attachments, upper canopy crown separation	Exotic conifer	Low	Could be retained
4	<i>Melia azedarach</i>	White Cedar	15	2.00	1.36	1.55	3.5x4	Semi-mature	Fair	Poor	Symmetric		Australian native	Low	Remove
5	<i>Corymbia maculata</i>	Spotted Gum	48	5.76	3.92	2.53	15x12	Semi-mature	Fair	Fair to Poor	Symmetric	Acute primary branch attachment, Easement	Victorian native	Low	Remove
6	<i>Casuarina cunninghamiana</i>	River She-oak	57	6.84	4.65	2.72	17x7	Maturing	Fair to Poor	Fair	Asymmetric	Easement	Australian native	Low	Remove
7	<i>Casuarina cunninghamiana</i>	River She-oak	63	7.56	5.14	2.84	17x11	Maturing	Fair to Poor	Fair	Asymmetric	Easement	Australian native	Low	Remove
8	<i>Syzygium paniculatum</i>	Magenta Cherry	18	2.16	1.47	1.68	5.5x3	Semi-mature	Poor	Fair to Poor	Asymmetric	Easement	Australian native	Low	Remove
9	<i>Brachycticon populneus</i>	Kurrajong	29	3.48	2.37	2.05	8x5	Semi-mature	Fair	Fair	Minor asymmetry	Easement	Victorian native	Low	Could be retained
10	<i>Syzygium paniculatum</i>	Magenta Cherry	20	2.40	1.63	1.75	7x6	Semi-mature	Fair	Fair to Poor	Minor asymmetry	Easement	Australian native	Low	Could be retained
11	<i>Pittosporum undulatum</i>	Sweet Pittosporum	25	3.00	2.04	1.92	9x6	Semi-mature	Fair	Fair to Poor	Minor asymmetry	Woody weed	Victorian	None	Neighbour's tree
12	<i>Erobotrya japonica</i>	Loquat	40	4.80	3.26	2.34	10x9	Maturing	Fair to Poor	Fair	Minor asymmetry	This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.	Exotic deciduous	Low	Neighbour's tree
13	<i>Malus</i> sp.	Apple	19, 17 (25.5)	3.06	2.08	1.94	8x9	Maturing	Fair	Fair to Poor	Minor asymmetry	The document must not be used for any purpose which may breach any copyright.	Exotic deciduous	Low	Neighbour's tree

Received  
31/04/2020

**ESSENTIAL INFORMATION**  
Application Number 17/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.  
The document must not be used for any purpose which may breach any copyright.

Appendix 1

No	Species	Common Name	DBH (cm)	TPZ AS4970 (m)	TPZr AS4970 (m)	SRZ AS4970 (m)	HxW (m)	Age	Health	Structure	Form	Comment	Tree Type	Retention value	Recommend
14	<i>Syzygium paniculatum</i>	Magenta Cherry	40	4.80	3.26	2.34	10x7	Maturing	Poor	Poor	Minor asymmetry		Australian native	Low	Neighbour's tree <b>Received 31/01/2020</b>
15	<i>Ptilosporum eugenioides</i> 'Variegatum'	Variegated Tarata	18	2.16	1.47	1.68	5x5	Maturing	Poor	Poor	Asymmetric		Exotic evergreen	Low	Neighbour's tree
16	<i>Cupressus sempervirens</i>	Italian Cypress	60	7.20	4.90	2.78	14x5	Maturing	Fair	Fair to Poor	Symmetric		Exotic conifer	Low	Neighbour's tree

\*Descriptors in Appendix 2  
 DBH = Diameter at Breast Height in centimetres (bracketed dimension = modified diameter according to AS4970)  
 HxW= Height and Width of crown, in metres.  
 TPZ – optimum radial clearance distance as per AS4970.  
 TPZr – reduced radial clearance distance allowable on one side of tree as per AS4970.  
 SRZ – minimum radial clearance distance for tree stability as per AS4970.

**ADVERTISED PLAN**  
 Application No: P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

## Appendix 2 Descriptors (Version C - 2013)

Field name	Description
<b>No.</b>	Tree identification number. Unique numbers are assigned to each assessed individual tree or tree group.
<b>Species</b>	Identifies the tree using the international taxonomic classification system of binomial (or trinomial) nomenclature (genus, species, variety and cultivar).
<b>Common Name</b>	Provides the common name as occurs in current Australian horticultural literature. More than one common name can exist for a single tree species, or several species can share the same common name.
<b>DBH</b> (Diameter at breast height)	Indicates the trunk diameter (expressed in centimetres) of an individual tree usually measured at 1.4m above the existing ground level. Multiple stemmed trees are calculated using a formula to combine the stems into a single stem for tree protection zone calculations.
<b>TPZ</b> (Tree protection zone)	Tree protection zone expressed as a radial distance in metres, measured from trunk centre. Based on AS 4970
<b>TPZr</b> (Tree protection zone reduced)	Reduced tree protection zone expressed as a radial distance in metres measured from trunk centre and justified according to a standard (Usually AS4970) or other method.
<b>HxW</b> (Height x Width)	Indicates height and width of single tree and measurement generally expressed in whole metres

Received  
31/01/2021

Age	Description
<i>Young</i>	Sapling tree and/or recently planted
<i>Semi-mature</i>	Tree rapidly increasing in size and yet to achieve expected size in situation
<i>Maturing</i>	Specimen approaching expected size in situation, with reduced incremental growth
<i>Over-mature</i>	Tree is senescent and in decline

Health	Term assigned that provides a broad description of the health and vigour of the tree.					
<b>Ratings</b>	<i>Good</i>	<i>Fair</i>	<i>Fair to Poor</i>	<i>Poor</i>	<i>Very poor</i>	<i>Dead</i>

Structure	Term assigned that provides a broad description of the structure and stability of the tree.					
<b>Ratings</b>	<i>Good</i>	<i>Fair</i>	<i>Fair to Poor</i>	<i>Poor</i>	<i>Very poor</i>	<i>Failed</i>

Form	Description
<i>Symmetric</i>	Evenly balanced crown
<i>Asymmetric</i>	Crown biased in one direction; can be minor or major
<i>Stump re-sprout</i>	Adventitious shoots originating from stump or trunk
<i>Manipulated</i>	Hedge, pollard, topiary, windrow; managed for specific landscape use or aesthetic outcome

Comment	Additional comments that provide specific detail on the condition of the tree or management requirements

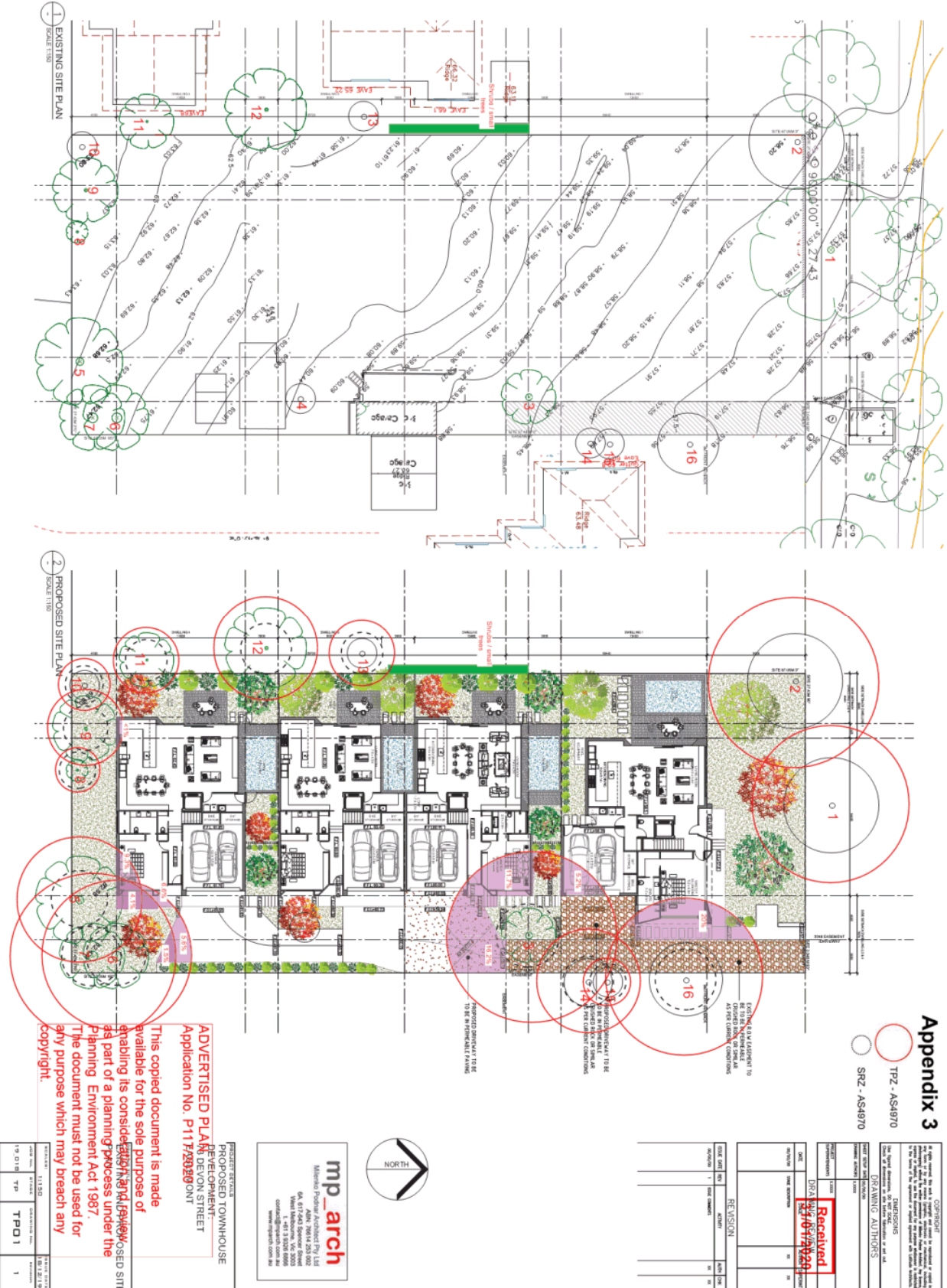
Tree type	Description
<i>Indigenous</i>	Occurs naturally in the area or region of the subject site
<i>Victorian native</i>	Occurs naturally within some part of Victoria (not exclusively) but is not indigenous
<i>Australian native</i>	Occurs naturally within Australia but is not a Victorian native or indigenous
<i>Exotic deciduous</i>	Occurs outside of Australia and typically sheds its leaves during winter
<i>Exotic evergreen</i>	Occurs outside of Australia and typically holds its leaves all year round
<i>Exotic conifer</i>	Occurs outside of Australia and is classified as a gymnosperm
<i>Native conifer</i>	Occurs naturally within Australia and is classified as a gymnosperm
<i>Palm</i>	Woody monocotyledon
<i>Other</i>	Other descriptions as indicated

Retention value	Qualitative rating provided on tree based on assessment factors. Provided as a guide for management decisions.		
<b>Ratings</b>	<i>High</i>	<i>Moderate</i>	<i>None</i>

Recommend	Recommended action based on condition of the tree and proposed site changes						
<b>Responses</b>	<i>Retain</i>	<i>Could be retained</i>	<i>Consider removal</i>	<i>Remove</i>	<i>Street tree</i>	<i>Neighbourhood tree</i>	<i>Transplant</i>

Descriptors reviewed annually and subject to change

**ADVERTISED PLAN**  
 Application No. P117/2020  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987.  
 The document must not be used for any purpose which may breach any copyright.



### Assumptions and limiting conditions of arboricultural consultancy report

1. Any legal description provided to Treemap Arboriculture is assumed to be correct. Any titles and ownerships to any property are assumed to be correct. No responsibility is assumed for matters outside the consultant's control.
2. Treemap Arboriculture assumes that any property or project is not in violation of any applicable codes, ordinances, statutes or other local, state or federal government regulations.
3. Treemap Arboriculture has taken care to obtain all information from reliable sources. All data has been verified insofar as possible; however Treemap Arboriculture can neither guarantee nor be responsible for the accuracy of the information provided by others not directly under Treemap Arboriculture control.
4. No Treemap Arboriculture employee shall be required to give testimony or to attend court by reason of this report unless subsequent contractual arrangements are made, including payment of an additional fee for such services.
5. Loss of this report or alteration of any part of this report not undertaken by Treemap Arboriculture invalidates the entire report.
6. Possession of this report or a copy thereof does not imply right of publication or use for any purpose by anyone but the client or their directed representatives, without the prior consent of the Treemap Arboriculture.
7. This report and any values expressed herein represent the opinion of the Treemap Arboriculture consultant and the Treemap Arboriculture fee is in no way conditional upon the reporting of a specified value, a stipulated result, the occurrence of a subsequent event, nor upon any finding to be reported.
8. Sketches, diagrams, graphs and photographs in this report, being intended as visual aids, are not necessarily to scale and should not be construed as engineering or architectural drawings, reports or surveys.
9. Unless expressed otherwise: 1) Information contained in this report covers only those items that were covered in the project brief or that were examined during the assessment and reflect the condition of those items at the time of inspection; and 2) The inspection is limited to visual examination of accessible components without dissection, excavation or probing unless otherwise stipulated.
10. There is no warranty or guarantee, expressed or implied by Treemap Arboriculture, that the problems or deficiencies of the plants or site in question may not arise in the future.
11. All instructions (verbal or written) that define the scope of the report have been included in the report and all documents and other materials that the Treemap Arboriculture consultant has been instructed to consider or to take into account in preparing this report have been included or listed within the report.
12. To the writer's knowledge all facts, matter and all assumptions upon which the report proceeds have been stated within the body of the report and all opinion contained within the report have been fully researched and referenced and any such opinion not duly researched is based upon the writers experience and observations.

Received  
31/01/2021

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made  
available for the sole purpose of  
enabling its consideration and review  
as part of a planning process under the  
Planning Environment Act 1987.  
The document must not be used for  
any purpose which may breach any  
copyright.

Received  
31/01/2020

# BESS Report



This BESS report outlines the sustainable design commitments of the proposed development at 73 Devon St Eaglemont VIC 3084. The BESS report and accompanying documents and evidence are submitted in response to the requirement for a Sustainable Design Assessment or Sustainability Management Plan at Banyule City Council.

Note that where a Sustainability Management Plan is required, the BESS report must be accompanied by a report that further demonstrates the development's potential to achieve the relevant environmental performance outcomes and documents the means by which the performance outcomes can be achieved.

73 Devon St, Eaglemont 3084 Eaglemont

Site area: 1841 m<sup>2</sup> · Building Floor Area: 1231 m<sup>2</sup> ·  
 Date of Assessment: 30 Jan 2020 ·  
 Version: V4, 1.6.1-B.258 ·  
 Applicant: milenko@mparch.com.au

Project Identifier

## 120D2BD3

Published

<http://bess.net.au/projects/120D2BD3-V1>

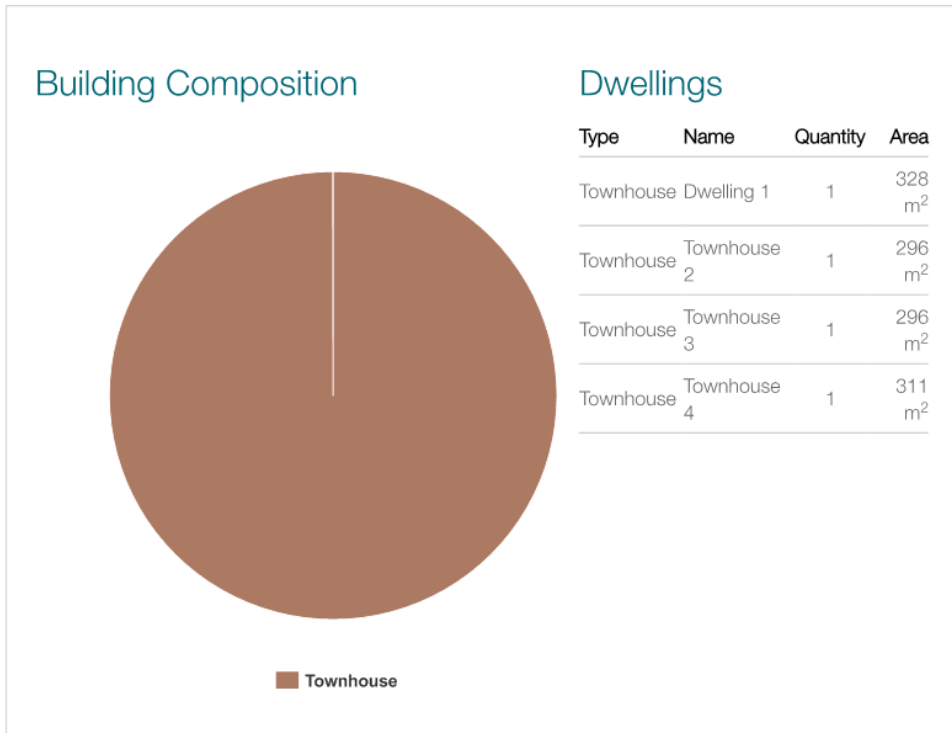
Your BESS score is

# + 54%

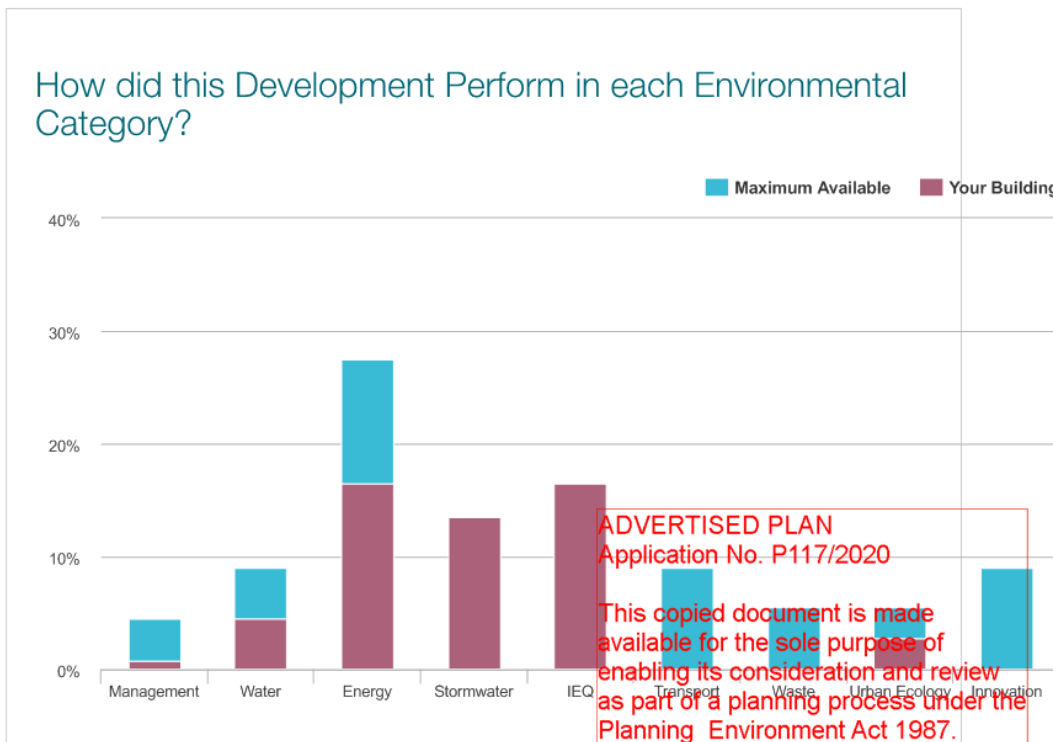
% of Total	Category	Score	Pass
1 %	Management	17 %	
4 %	Water	50 %	✓
16 %	Energy	60 %	✓
14 %	Stormwater	100 %	✓
16 %	IEQ	100 %	✓
0 %	Waste	0 %	
0 %	Innovation	0 %	

**ADVERTISED PLAN**  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.





**Received  
31/01/2020**



**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

### Sustainable design commitments by category

The sustainable design commitments for this project are listed below. These are to be incorporated into the design documentation and subsequently implemented.

## Management 17% - contributing 1% to overall score

Credit	Disabled	Scoped out	Score
Management 4.1 Building Users Guide			100 %
Management 4.1 Building Users Guide			100%
<b>Score Contribution</b>	This credit contributes 16.7% towards this section's score.		
<b>Aim</b>	To encourage and recognise initiatives that will help building users to use the building efficiently		
<b>Questions</b>			
Will a building users guide be produced and issued to occupants?			
Yes			

Received  
31/01/2020

## Water 50% - contributing 4% to overall score

Credit	Disabled	Scoped out	Score
Water 1.1 Potable water use reduction			40 %
Water 3.1 Water Efficient Landscaping			100 %
<b>Notes</b>	Refer to submitted landscape plan and water efficient/ drought resistant planting schedule		
<b>Water Approachs</b>			
What approach do you want to use Water?	Use the built in calculation tools		
Are you installing a swimming pool?	Yes		
Are you installing a rainwater tank?	Yes		
<b>Water fixtures, fittings and connections</b>			
	Dwelling 1	Townhouse 2	Townhouse 3
Showerhead	4 Star WELS (>= 6.0 but <= 7.5)	4 Star WELS (>= 6.0 but <= 7.5)	4 Star WELS (>= 6.0 but <= 7.5)

**ADVERTISED PLAN**  
**Application No. P117/2020**  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

	Dwelling 1	Townhouse 2	Townhouse 3
Bath	Medium Sized Contemporary Bath	Medium Sized Contemporary Bath	Medium Sized Contemporary Bath
Kitchen Taps	>= 5 Star WELS rating	>= 5 Star WELS rating	>= 5 Star WELS rating
Bathroom Taps	>= 5 Star WELS rating	>= 5 Star WELS rating	>= 5 Star WELS rating
Dishwashers	>= 5 Star WELS rating	>= 5 Star WELS rating	>= 5 Star WELS rating
WC	>= 4 Star WELS rating	>= 4 Star WELS rating	>= 4 Star WELS rating
Urinals	Scope out	Scope out	Scope out
Washing Machine Water Efficiency	>= 5 Star WELS rating	>= 5 Star WELS rating	>= 5 Star WELS rating
Which non-potable water source is the dwelling/space connected to?	Tank 4	Tank 4	Tank 4
Non-potable water source connected to Toilets	Yes	Yes	Yes
Non-potable water source connected to Laundry (washing machine)	Yes	Yes	Yes
<b>Townhouse 4</b>			
Showerhead	4 Star WELS (>= 6.0 but <= 7.5)		
Bath	Medium Sized Contemporary Bath		
Kitchen Taps	>= 5 Star WELS rating		
Bathroom Taps	>= 5 Star WELS rating		
Dishwashers	>= 5 Star WELS rating		
WC	>= 4 Star WELS rating		
Urinals	Scope out		
Washing Machine Water Efficiency	>= 5 Star WELS rating		
Which non-potable water source is the dwelling/space connected to?	Tank 4		
Non-potable water source connected to Toilets	Yes		
Non-potable water source connected to Laundry (washing machine)	Yes		

Received  
31/01/2020

Rainwater Tanks

	Tank 1	Tank 2	Tank 3
What is the total roof area connected to the rainwater tank? <small>Square Metres</small>	234.0	58.0	32.0
Tank Size <small>Litres</small>	1000	1000	1000
Irrigation area connected to tank <small>Square Metres</small>	234.0	58.0	32.0
Is connected irrigation area a water efficient garden?	Yes	Yes	Yes
<b>Tank 4</b>			

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

	Tank 4
What is the total roof area connected to the rainwater tank? <small>Square Metres</small>	153.0
Tank Size <small>Litres</small>	3000.0
Irrigation area connected to tank <small>Square Metres</small>	212.0
Is connected irrigation area a water efficient garden?	-

**Received  
31/01/2020**

Water 1.1 Potable water use reduction 40%

**Score Contribution** This credit contributes 83.3% towards this section's score.

**Aim** Water 1.1 Potable water use reduction (interior uses) What is the reduction in total water use due to efficient fixtures, appliances, and rainwater use? To achieve points in this credit there must be >25% potable water reduction. You are using the built in calculation tools. This credit is calculated from information you have entered above.

**Criteria** What is the reduction in total potable water use due to efficient fixtures, appliances, rainwater use and recycled water use? To achieve points in this credit there must be >25% potable water reduction.

Questions

Percentage Achieved ? Percentage %  
%

Calculations

Reference (kL)

1369

Proposed (excluding rainwater and recycled water use) (kL)

1086

Rainwater or recycled water supplied (Internal + External) (kL)

194

Proposed (including rainwater and recycled water use) (kL)

891

% Reduction in Potable Water Consumption Percentage %

34 %

Water 3.1 Water Efficient Landscaping

**Score Contribution** This credit contributes 16.7% towards this section's score. 100%

**ADVERTISED PLAN  
Application No. P117/2020**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

**Aim** Are water efficiency principles used for landscaped areas? This includes low water use plant selection (e.g. xeriscaping). Note: food producing landscape areas and irrigation areas connected to rainwater or an alternative water source are excluded from this section.

**Received**  
31/01/2020

**Questions**

Will water efficient landscaping be installed?

Yes

**Energy**

60% - contributing 16% to overall score

Credit	Disabled	Scoped out	Score
Energy 2.1 Greenhouse Gas Emissions			100 %
Energy 2.3 Electricity Consumption			100 %
Energy 2.4 Gas Consumption			100 %
Energy 2.5 Wood Consumption			N/A
Energy 3.2 Hot Water			100 %
Energy 3.3 External Lighting			100 %
Energy 3.4 Clothes Drying			100 %
Energy 3.5 Internal Lighting - Residential Single Dwelling			100 %
Energy 4.5 Solar PV - Houses and Townhouses			100 %

**Dwellings Energy Approachs**

What approach do you want to use for Energy?	Use the built in calculation tools
Are you installing a solar photovoltaic (PV) system?	Yes
Gas supplied into building	Natural Gas

**Dwelling Energy Profiles**

	Dwelling 1	Townhouse 2	Townhouse 3
Below the floor is	Ground or Carpark	Ground or Carpark	Ground or Carpark
Above the ceiling is	Outside	Outside	Outside
Exposed sides	4	4	4
NatHERS Annual Energy Loads - Heat MJ/sqm	100.0	100.0	100.0
NatHERS Annual Energy Loads - Cool MJ/sqm	20.0	20.0	20.0

**ADVERTISED PLAN**  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

	Dwelling 1	Townhouse 2	Townhouse 3
NatHERS star rating	6.0	6.0	6.0
Type of Heating System	A Gas space	A Gas space	A Gas space
Heating System Efficiency	5 Star	5 Star	5 Star
Type of Cooling System	Refrigerative ducted	Refrigerative ducted	Refrigerative ducted
Cooling System Efficiency	5 Stars	5 Stars	5 Stars
Type of Hot Water System	J Gas Instantaneous 6 star	6J Gas Instantaneous 6 star	6J Gas Instantaneous 6 star
% Contribution from solar hot water system	100 %	100 %	100 %
Clothes Line	D Private outdoor clothesline	D Private outdoor clothesline	D Private outdoor clothesline
Clothes Dryer	J Clothes dryer 5 stars	J Clothes dryer 5 stars	J Clothes dryer 5 stars

**Received  
31/01/2020**

	Townhouse 4
Below the floor is	Ground or Carpark
Above the ceiling is	Outside
Exposed sides	4
NatHERS Annual Energy Loads - Heat MJ/sqm	100.0
NatHERS Annual Energy Loads - Cool MJ/sqm	20.0
NatHERS star rating	6.0
Type of Heating System	A Gas space
Heating System Efficiency	5 Star
Type of Cooling System	Refrigerative ducted
Cooling System Efficiency	5 Stars
Type of Hot Water System	J Gas Instantaneous 6 star
% Contribution from solar hot water system	100 %
Clothes Line	D Private outdoor clothesline
Clothes Dryer	J Clothes dryer 5 stars

Solar Photovoltaic systems

	PV1	PV2	PV3
System Size (lesser of inverter and panel capacity) kW peak	6.0	6.0	6.0
Orientation (which way is the system facing)?	North	North	North
Inclination (angle from horizontal) Angle (degrees)	29.2	29.2	29.2
System Size (lesser of inverter and panel capacity) kW peak	6.0	6.0	6.0
Orientation (which way is the system facing)?	North	North	North
Inclination (angle from horizontal) Angle (degrees)	5.0	5.0	5.0

**ADVERTISED PLAN**  
**Application No. P117/2020**  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Energy 2.1 Greenhouse Gas Emissions

100%

<b>Score Contribution</b>	This credit contributes 10.0% towards this section's score.
<b>Aim</b>	Reduce the building's greenhouse gas emissions
<b>Criteria</b>	Are greenhouse gas emissions >10% below the benchmark?

**Received**  
31/01/2020

Questions

Criteria Achieved ?

-

Calculations

Reference Building with Reference Services (BCA only) kg CO2

29217.0

Proposed Building with Proposed Services (Actual Building) kg CO2

13598.5

% Reduction in GHG Emissions Percentage %

53 %

Energy 2.3 Electricity Consumption

100%

<b>Score Contribution</b>	This credit contributes 10.0% towards this section's score.
<b>Aim</b>	Reduce consumption of electricity
<b>Criteria</b>	Is the annual electricity consumption >10% below the benchmark?

Questions

Criteria Achieved ?

-

Calculations

Reference kWh

11945.6

Proposed kWh

5933.8

Improvement Percentage %

50 %

**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Energy 2.4 Gas Consumption

100%

<b>Score Contribution</b>	This credit contributes 10.0% towards this section's score.
<b>Aim</b>	Reduce consumption of electricity
<b>Criteria</b>	Is the annual gas consumption >10% below the benchmark?

**Received**  
31/01/2020

Questions

Criteria Achieved ?

-

Calculations

Reference MJ

319751.2

Proposed MJ

141037.5

Improvement Percentage %

55 %

Energy 2.5 Wood Consumption

N/A

This document : No wood heating system present

<b>Aim</b>	Reduce consumption of wood
<b>Criteria</b>	Is the annual wood consumption >10% below the benchmark?

Energy 3.2 Hot Water

100%

<b>Score Contribution</b>	This credit contributes 5.0% towards this section's score.
<b>Criteria</b>	Does the hot water system use >10% less energy (gas and electricity) than the reference case?

Questions

Criteria Achieved ?

-

Calculations

Reference kWh

25128.9

**ADVERTISED PLAN**  
Application No. P117/2020

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



Proposed kWh

231.8

Improvement Percentage %

99 %

**Received  
31/01/2020**

Energy 3.3 External Lighting

100%

**Score Contribution** This credit contributes 5.0% towards this section's score.

Questions

Is the external lighting controlled by a motion detector?

Yes

Energy 3.4 Clothes Drying

100%

**Score Contribution** This credit contributes 5.0% towards this section's score.

**Criteria** Does the combination of clothes lines and efficient dryers reduce energy (gas+electricity) consumption by more than 10%?

Questions

Criteria Achieved ?

-

Calculations

Reference kWh

3530.7

Proposed kWh

365.0

Improvement Percentage %

89 %

Energy 3.5 Internal Lighting - Residential Single Dwelling

100%

**Score Contribution** This credit contributes 5.0% towards this section's score.

**Aim** Reduce energy consumption associated with internal lighting

**ADVERTISED PLAN  
Application No. P117/2020**

**This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.**

Questions

Does the development achieve a maximum illumination power density of 4W/sqm or less?

Yes

**Received  
31/01/2020**

Energy 4.5 Solar PV - Houses and Townhouses 100%

<b>Score Contribution</b>	This credit contributes 10.0% towards this section's score.
<b>Aim</b>	To encourage the installation of on-site renewable energy generation
<b>Criteria</b>	Does the solar power system provide 30% of the estimated energy consumption of the building class it supplies?

Questions

Calculations

Solar Power - Energy Generation per year kWh

27989.5

% of Building's Energy Percentage %

62 %

**Stormwater** 100% - contributing 14% to overall score

Credit	Disabled	Scoped out	Score
<b>Stormwater 1.1 Stormwater Treatment</b>			100 %

Which stormwater modelling are you using? Melbourne Water STORM tool

Stormwater 1.1 Stormwater Treatment 100%

<b>Score Contribution</b>	This credit contributes 100.0% towards this section's score.
<b>Aim</b>	To achieve best practice stormwater quality objectives through reduction of pollutant load (suspended solids, nitrogen and phosphorus)
<b>Criteria</b>	Has best practice stormwater management been implemented?

**ADVERTISED PLAN**  
**Application No. P117/2020**  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning, Environment Act 1987.  
 The document must not be used for any purpose which may breach any copyright.

Questions

STORM score achieved

103

Flow (ML/year) % Reduction

-

Total Suspended Solids (kg/year) % Reduction

-

Total Phosphorus (kg/year) % Reduction

-

Total Nitrogen (kg/year) % Reduction

-

Calculations

Min STORM Score

100

Received  
31/01/2020

## IEQ

100% - contributing 16% to overall score

Credit	Disabled	Scoped out	Score
IEQ 2.2 Cross Flow Ventilation			100 %
IEQ 3.1 Thermal comfort - Double Glazing			100 %
IEQ 3.2 Thermal Comfort - External Shading			100 %
IEQ 3.3 Thermal Comfort - Orientation			100 %

IEQ 2.2 Cross Flow Ventilation 100%

**Score Contribution** This credit contributes 20.0% towards this section's score.

**Aim** To provide fresh air and passive cooling opportunities

**Notes** Refer to attached floor plans. all ground floor bedrooms open directly to a adjacent operable windows. All 1st floor bedrooms open directly to a living area with large windows, ensuring cross flow ventilation from window to window

**Questions**

Are all habitable rooms designed to achieve natural cross flow ventilation?

Yes

**ADVERTISED PLAN**  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

IEQ 3.1 Thermal comfort - Double Glazing

100%

<b>Score Contribution</b>	This credit contributes 40.0% towards this section's score.
<b>Aim</b>	To provide comfortable indoor spaces and reduce energy needed for heating and cooling

**Received  
31/01/2020**

Questions

Is double glazing (or better) used to all habitable areas?

Yes

IEQ 3.2 Thermal Comfort - External Shading

100%

<b>Score Contribution</b>	This credit contributes 20.0% towards this section's score.
<b>Aim</b>	To provide comfortable indoor spaces and reduce energy needed for heating and cooling

**Notes**

Refer to elevation drawings TP06 & TP07. all north facing windows have been provided with fixed overhang/eaves built into the fabric of the building or as in the case of 1st floor north facing windows are recessed, with the wall of the building creating an eave over the recessed windows. 1st Floor West facing windows have been fitted with integrated vertical blade functioning as louvers. These 1st floor west facing windows are recessed and when coupled with the integrated vertical louvers provide efficient passive shading . they have been designed to avoid teh use of adjustable applied shutters or screening devices. Ground floor west facing windows have been provided with retractable shading screens.

Questions

Is appropriate external shading provided to east, west and north facing glazing?

Yes

IEQ 3.3 Thermal Comfort - Orientation

100%

<b>Score Contribution</b>	This credit contributes 20.0% towards this section's score.
<b>Aim</b>	To provide comfortable indoor spaces and reduce energy needed for heating and cooling

**ADVERTISED PLAN**  
**Application No. P117/2020**  
**This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.**

Questions

Are at least 50% of living areas orientated to the north?

Yes

<b>Transport</b>	0% - contributing 0% to overall score
<b>Waste</b>	0% - contributing 0% to overall score
<b>Urban Ecology</b>	50% - contributing 3% to overall score
<b>Credit</b>	<b>Disabled</b> <b>Scoped out</b> <b>Score</b>
Urban Ecology 2.1 Vegetation	75 %
Urban Ecology 2.4 Private Open Space - Balcony / Courtyard Ecology	100 %
Urban Ecology 2.1 Vegetation	75%
<b>Score Contribution</b>	This credit contributes 50.0% towards this section's score.
<b>Aim</b>	To encourage and recognise the use of vegetation and landscaping within and around developments
<b>Criteria</b>	How much of the site is covered with vegetation, expressed as a percentage of the total site area?
<b>Questions</b>	
Percentage Achieved ?	Percentage %
28 %	
Urban Ecology 2.4 Private Open Space - Balcony / Courtyard Ecology	100%
<b>Score Contribution</b>	This credit contributes 12.5% towards this section's score.
<b>Aim</b>	Encourage plants to be grown on balconies and courtyards
<b>Questions</b>	
Is there a tap and floor waste on every balcony / in every courtyard?	

Received  
31/01/2020

ADVERTISED PLAN  
Application No. P117/2020  
This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Yes

---

**Innovation** 0% - contributing 0% to overall score

**Received  
31/01/2020**

### Items to be marked on floorplans

0 / 11 floorplans & elevation notes complete.

IEQ 2.2: Dwellings meeting the requirements for having 'natural cross flow ventilation'	Incomplete
IEQ 3.1: Glazing specification to be annotated	Incomplete
IEQ 3.2: Adjustable shading systems	Incomplete
IEQ 3.3: North-facing living areas	Incomplete
Urban Ecology 2.1: Vegetated areas	Incomplete
Urban Ecology 2.4: Taps and floor waste on balconies / courtyards	Incomplete
Stormwater 1.1: Location of any stormwater management systems used in STORM or MUSIC modelling (e.g. Rainwater tanks, raingarden, buffer strips)	Incomplete
Energy 3.3: External lighting sensors annotated	Incomplete
Energy 3.4: Clothes line annotated (if proposed)	Incomplete
Energy 4.5: Floor plans showing location of photovoltaic panels as described.	Incomplete
Water 3.1: Water efficient garden annotated	Incomplete

### Documents and evidence

0 / 7 supporting evidence documentation complete.

IEQ 2.2: A list of dwellings with natural cross flow ventilation	Incomplete
IEQ 3.1: Reference to floor plans or energy modelling showing specification (U-value and Solar Heat Gain Coefficient, SHGC)	Incomplete
IEQ 3.2: Reference to floor plans and elevations showing shading devices	Incomplete
IEQ 3.3: Reference to the floor plans showing living areas oriented to the north.	Incomplete
Stormwater 1.1: STORM report or MUSIC model	Incomplete

**ADVERTISED PLAN**  
**Application No. P117/2020**  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

30/01/2020

BESS - 73 Devon St, Eaglemont VIC 3084, Australia

Energy 3.5: Provide a written description of the average lighting power density to be installed in the development and specify the lighting type(s) to be used.	Incomplete
Energy 4.5: Specifications of the solar photovoltaic system(s).	Incomplete

**Received**  
**31/01/2020**

The Built Environment Sustainability Scorecard (BESS) has been provided for the purpose of information and communication. While we make every effort to ensure that material is accurate and up to date (except where denoted as 'archival'), this material does in no way constitute the provision of professional or specific advice. You should seek appropriate, independent, professional advice before acting on any of the areas covered by BESS.

The Municipal Association of Victoria (MAV) and CASBE (Council Alliance for a Sustainable Built Environment) member councils do not guarantee, and accept no legal liability whatsoever arising from or connected to, the accuracy, reliability, currency or completeness of BESS, any material contained on this website or any linked sites.

**ADVERTISED PLAN**  
**Application No. P117/2020**

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.



# STORM Rating Report

Received  
31/01/2020

TransactionID: 904079  
 Municipality: BANYULE  
 Rainfall Station: BANYULE  
 Address: 73 DEVON STREET

EAGLEMONT  
 VIC 3084

Assessor: MILENKO PODNAR  
 Development Type: Residential - Multiunit  
 Allotment Site (m2): 1,845.00  
 STORM Rating %: 103

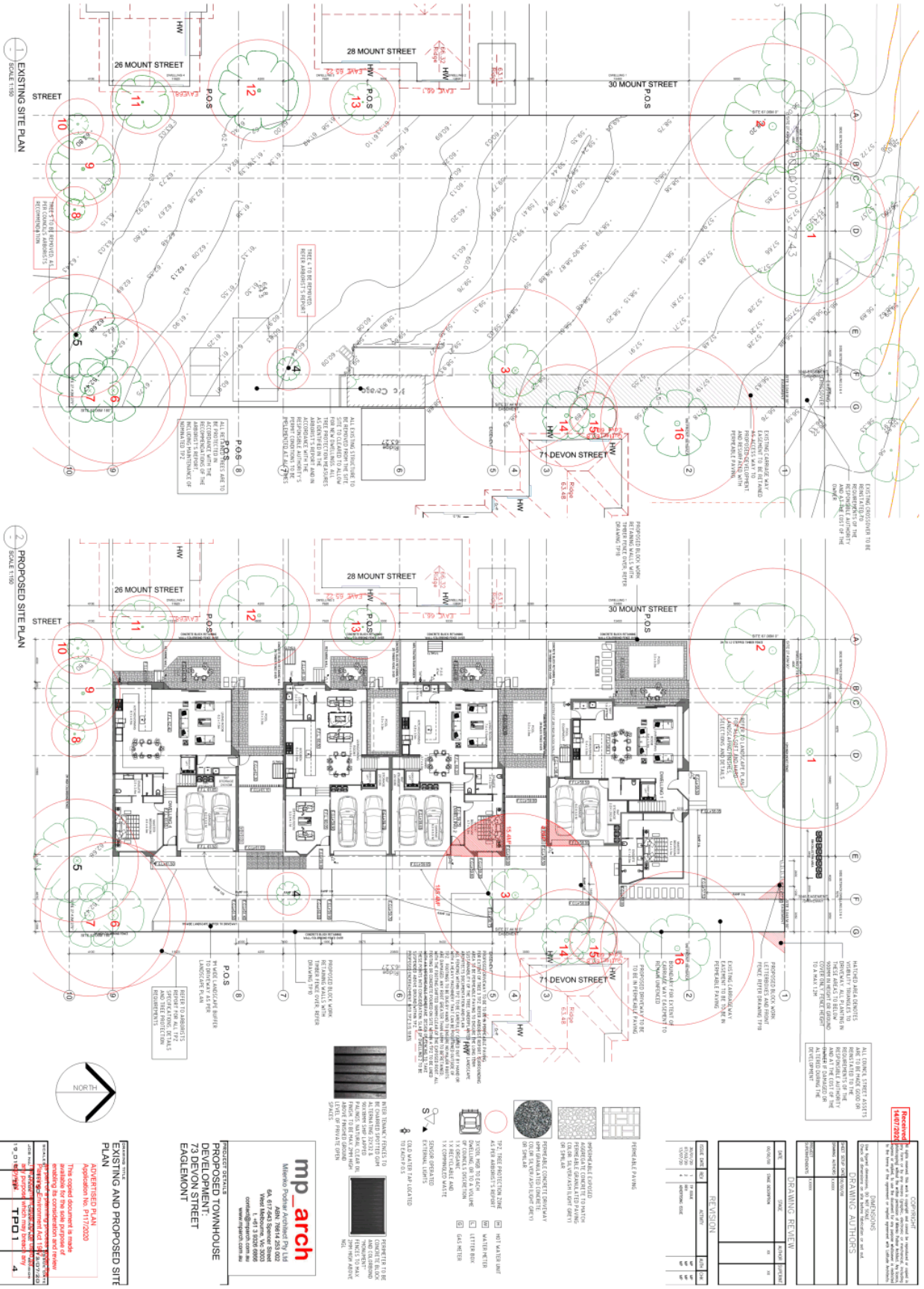
Description	Impervious Area (m2)	Treatment Type	Treatment Area/Volume (m2 or L)	Occupants / Number Of Bedrooms	Treatment %	Tank Water Supply Reliability (%)
DRIVEWAY 1	13.00	None	0.00	0	0.00	0.00
DRIVEWAY 2	18.00	None	0.00	0	0.00	0.00
COMMON PATH/STEPS	5.00	None	0.00	0	0.00	0.00
ENTRANCE PATH	9.00	None	0.00	0	0.00	0.00
DWELLING 1 ENTRANCE PATH	11.00	None	1.00	0	0.00	0.00
DWELLING 1 LANDING 4	4.00	Raingarden 100mm	1.00	0	134.00	0.00
DWELLING 1 ROOF 1	130.00	Rainwater Tank	3,000.00	4	130.00	90.40
DWELLING 1 ROOF 2	60.00	Raingarden 100mm	4.00	0	133.70	0.00
DWELLING 1 ROOF 3	10.00	Raingarden 100mm	1.00	0	134.00	0.00
DWELLING 2 ROOF 1	130.00	Rainwater Tank	3,000.00	4	130.00	90.40
DWELLING 2 ROOF 2	27.00	Raingarden 100mm	3.00	0	134.00	0.00
DWELLING 2 ROOF 3	22.00	None	0.00	0	0.00	0.00
DWELLING 3 ROOF 1	140.00	Rainwater Tank	3,000.00	4	124.00	92.00
DWELLING 3 ROOF 2	32.00	None	0.00	0	0.00	0.00

Date Generated: 30-Jan-2020

ADVERTISED PLAN  
 Application No. P117/2020  
 This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning Environment Act 1987. The document must not be used for any purpose which may breach any copyright.

Program Version: 1.0.0





**EXISTING SITE PLAN**  
SCALE 1:100

**PROPOSED SITE PLAN**  
SCALE 1:100

**3  
PROPOSED DEVELOPMENT**  
SCALE 1:100

**COMPROMISE**  
The proposed development is a compromise between the requirements of the Planning and Building Acts and the requirements of the Planning and Building Acts.

**CAUTION**  
The proposed development is a compromise between the requirements of the Planning and Building Acts and the requirements of the Planning and Building Acts.

**ADVERTISED PLAN**  
Agreement No: P1172020

This copied document is made available for the sole purpose of providing information to the public and is not to be used for any other purpose. If you require a copy of the advertised plan, please contact the relevant authority.

**TPD 1**  
4

**PROJECT DETAILS**  
PROPOSED TOWNHOUSE DEVELOPMENT  
73 DEVON STREET  
ENGLEMONT

**mp\_arch**  
Melbourne Planning Architects Pty Ltd  
60, 67 & 74, Skelton Street, Box 3002  
Yeast Melbourne, VIC 3003  
03 9347 6000  
info@mp-arch.com.au  
www.mp-arch.com.au

**REVISIONS**

NO.	DATE	DESCRIPTION	BY	CHKD BY
1				
2				
3				

**DRAWING REVIEW**

DATE	BY	REVISION

**DRAWING AUTHORITIES**

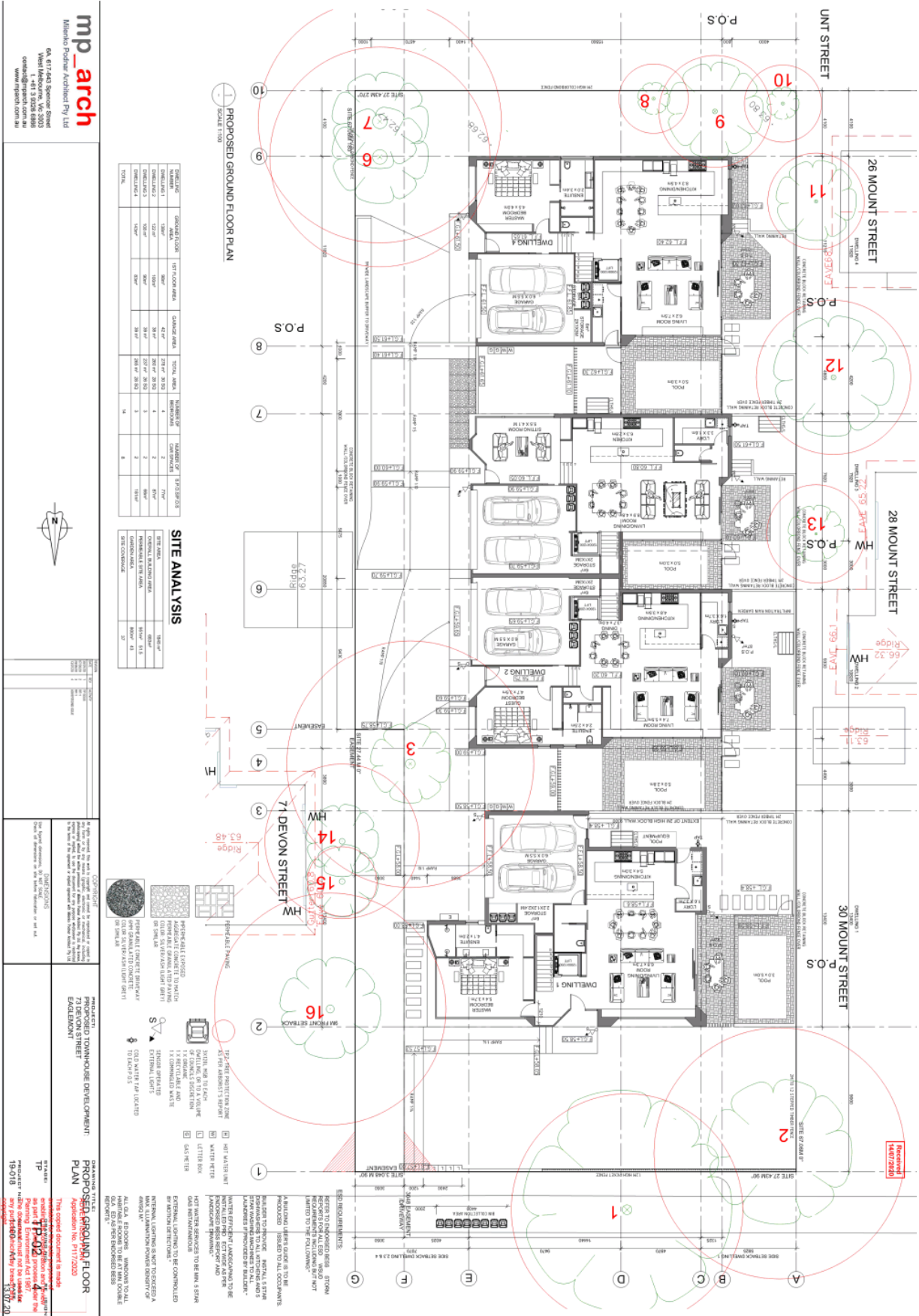
NAME	ROLE	DATE

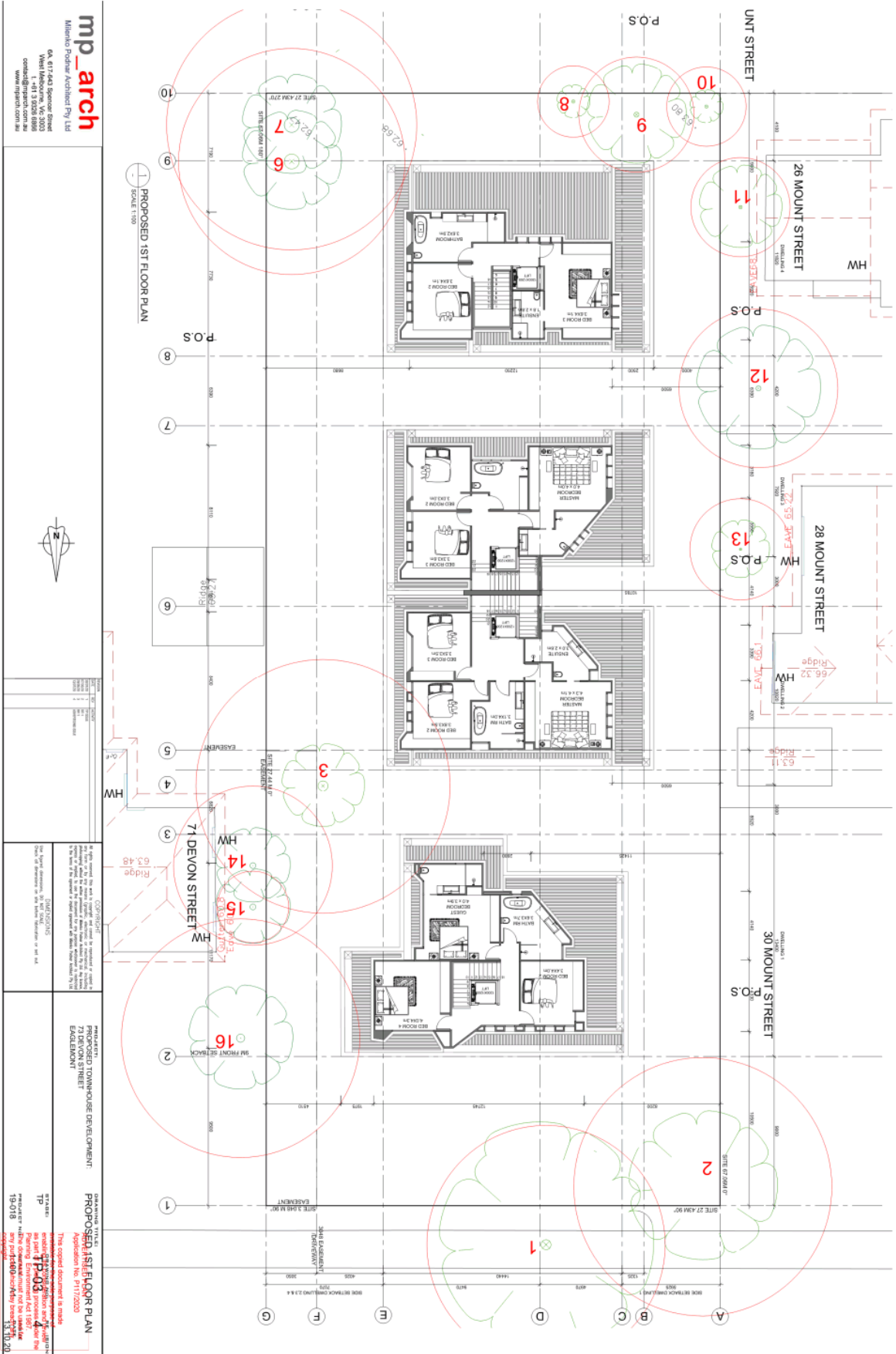
**LEGEND**

- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY
- PROPOSED CONCRETE DRIVEWAY

**NOTES**

- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.
- REFER TO THE PLANNING AND BUILDING ACTS AND REGULATIONS FOR THE REQUIREMENTS OF THE DEVELOPMENT.





Proposed  
19/09/2020

**mp\_arch**  
Millennia Planning Architects Pty Ltd  
OK, 617 Adair Square Street  
West Melbourne VIC 3003  
03 9487 1000  
central@millenia.com.au  
www.millenia.com.au

**PROPOSED 1ST FLOOR PLAN**  
SCALE: 1:100

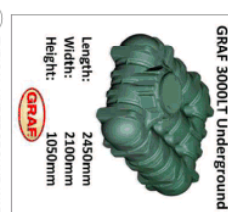
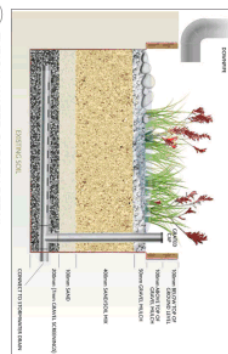
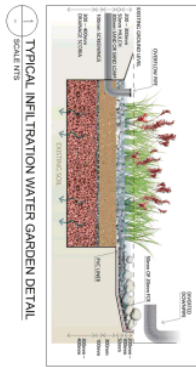
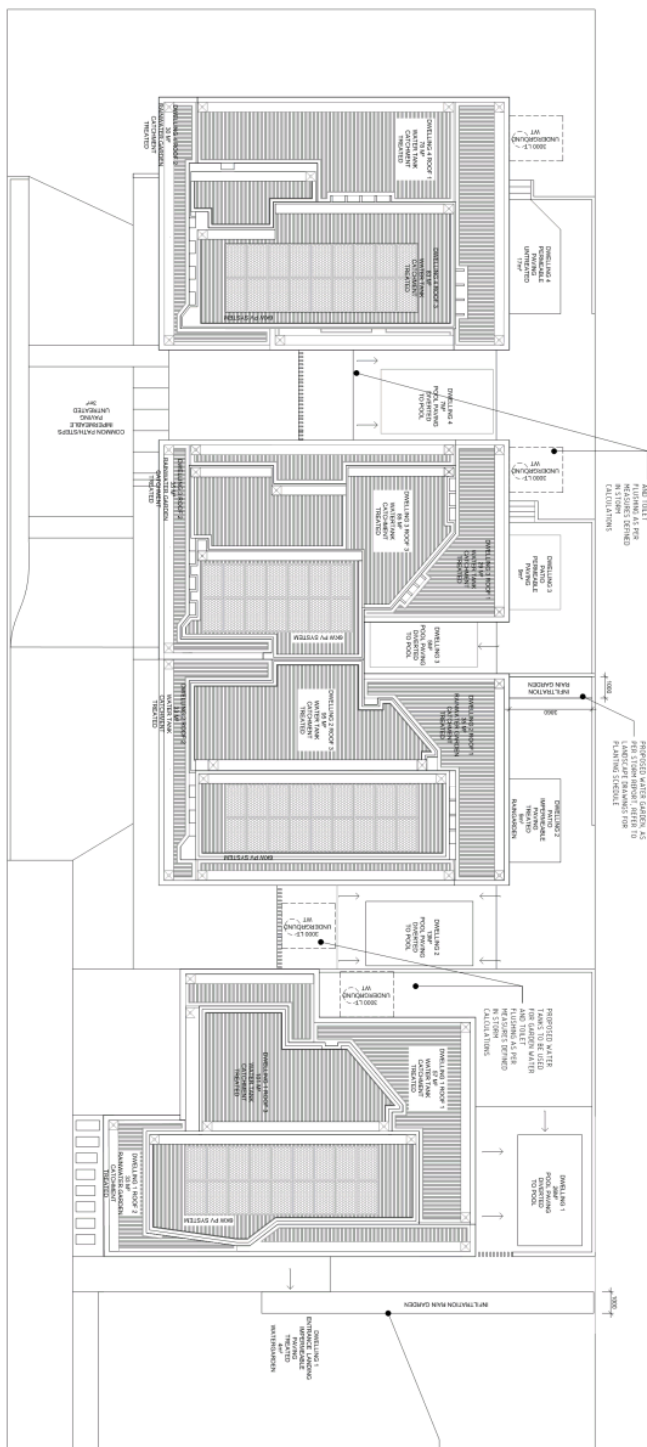
**PROPOSED TOWNHOUSE DEVELOPMENT**  
PROPOSED 1ST FLOOR PLAN  
Application No: P1172020

**DATE:** 19/09/2020  
**TP:** 19-018  
**PROJECT:** Millenia Planning Architects Pty Ltd  
**PREPARED BY:** Millenia Planning Architects Pty Ltd  
**DATE:** 19/09/2020

**REVISIONS:**  
1. Initial design  
2. Final design  
3. Final design  
4. Final design  
5. Final design  
6. Final design  
7. Final design  
8. Final design  
9. Final design  
10. Final design  
11. Final design  
12. Final design  
13. Final design  
14. Final design  
15. Final design  
16. Final design



1 PROPOSED ROOF WSUD RESPONSE  
SCALE: 1:100

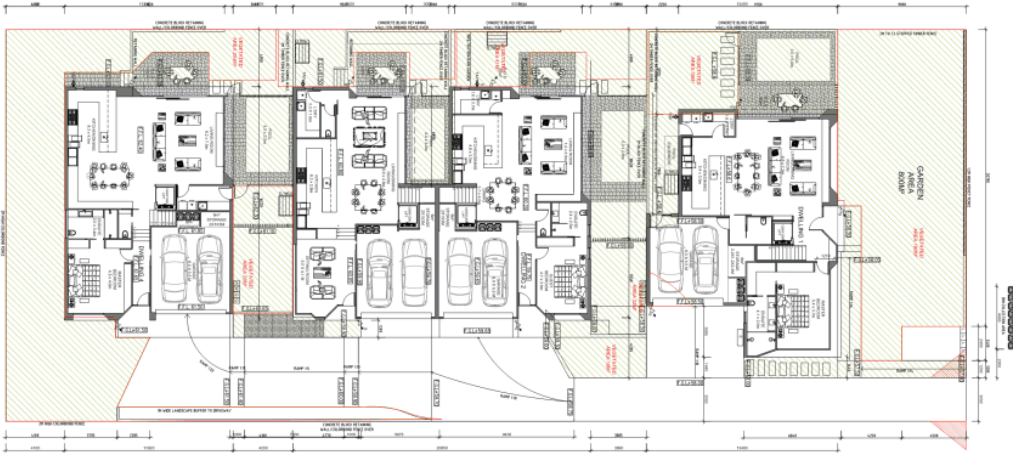


- RAINWATER CATCHMENT AREA: TO BE COLLECTED AS A SOURCE OF WATER FOR THE WSUD SYSTEM.
- INFILTRATION: TO BE COLLECTED AS A SOURCE OF WATER FOR THE WSUD SYSTEM.
- INFILTRATION WATER STORAGE: TO BE COLLECTED AS A SOURCE OF WATER FOR THE WSUD SYSTEM.
- INFILTRATION WATER STORAGE: TO BE COLLECTED AS A SOURCE OF WATER FOR THE WSUD SYSTEM.

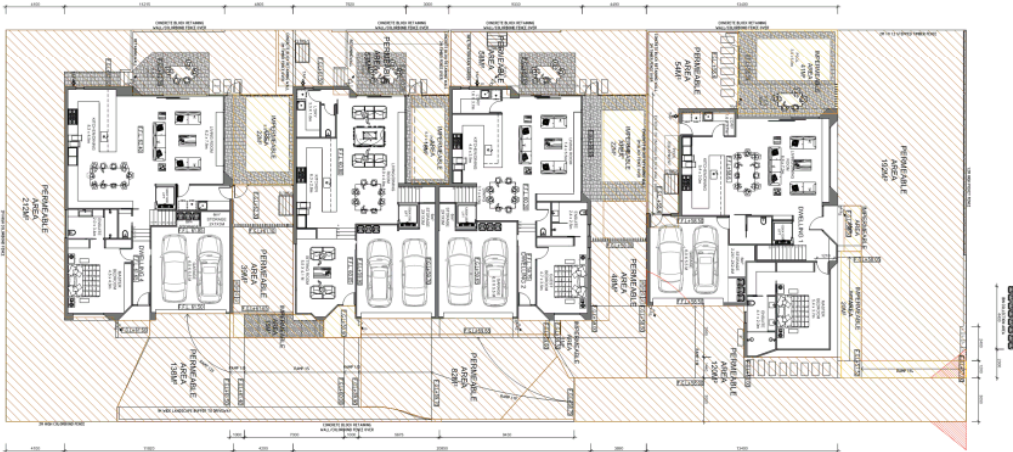


CONTRACTOR		DRAWING TITLE	
MILLINUM POSTWAR ARCHITECTS PTY LTD		PROPOSED ROOF PLAN AND WSUD RESPONSE	
PROJECT		PROPOSED TOWNHOUSE DEVELOPMENT AND WSUD RESPONSE	
DATE		19-01-20	
DRAWN BY		TP	
CHECKED BY		TP	
DATE		19-01-20	
PROJECT		MILLINUM POSTWAR ARCHITECTS PTY LTD	
DATE		19-01-20	

1 PROPOSED GARDEN AREA  
SCALE: 1/8" = 1'-0"



2 PROPOSED PERMEABLE AREA  
SCALE: 1/8" = 1'-0"



**SITE ANALYSIS**

SITE AREA	108,877
IMPERVIOUS AREA	82,987
PERMEABLE SITE AREA	25,890
GARDEN AREA	2,987
PERMEABLE PERCENTAGE	23.7%

- PERMEABLE SITE AREA
- IMPERVIOUS SITE AREA
- GARDEN AREA
- PERMEABLE PAVING
- PERMEABLE EXPOSED TO AIR-TIGHT PERMEABLE DRAINAGE PAVES TO PERMEABLE DRAINAGE (SLOTTED) OR PERMEABLE
- PERMEABLE EXPOSED TO AIR-TIGHT PERMEABLE DRAINAGE PAVES TO PERMEABLE DRAINAGE (SLOTTED) OR PERMEABLE



**mp\_arch**  
 Member of the  
 Mott MacDonald Group  
 6th Floor, 100 Broad Street  
 Bristol, BS1 2NS  
 Tel: +44 (0)117 325 8888  
 Email: mp.arch@mottmac.com

**PROMOTER DETAILS**  
 PROPOSED TOWNHOUSE  
 DEVELOPMENT:  
 73 DEVON STREET  
 EAGLEMONT

**PROJECT TITLE**  
 PROPOSED GARDEN AND  
 PERMEABLE  
 PLANE GROUND COVER  
 ADVERTISED PLAN

Application No. P117/2020

This copied document is made available for the sole purpose of providing information to the public. It is not to be used for any other purpose. If you have any queries, please contact the Planning Department on 0117 325 8888 or visit our website at [www.bristolcouncil.gov.uk](http://www.bristolcouncil.gov.uk)

**REVISION**

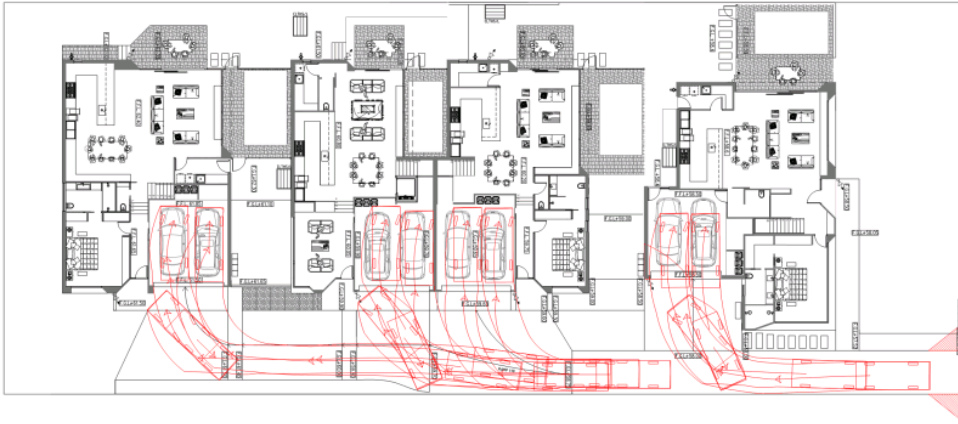
NO.	DATE	BY	REVISION
1	15/09/20	MP	ISSUED FOR ADVERTISING

**DESIGNING: MOTT MACDONALD**

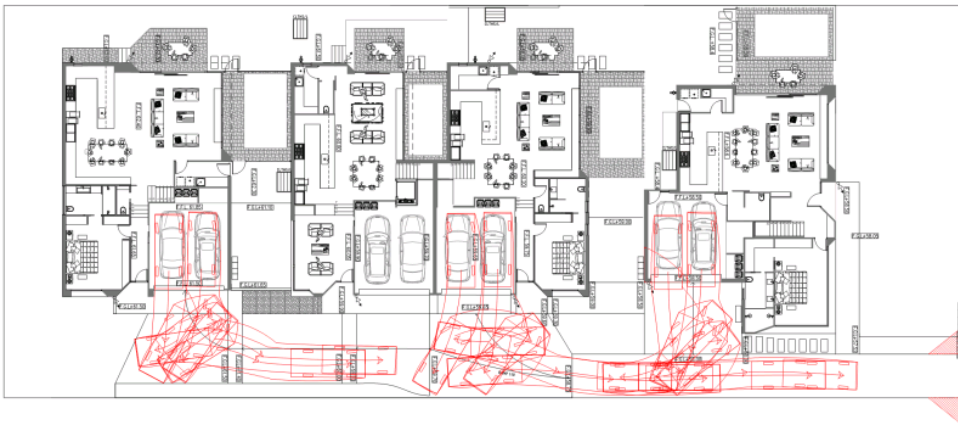
**PLANNING ATTACHEES**

**NOTICE**  
 This document is the property of Mott MacDonald. It is not to be used for any other purpose. If you have any queries, please contact the Planning Department on 0117 325 8888 or visit our website at [www.bristolcouncil.gov.uk](http://www.bristolcouncil.gov.uk)

1 PROPOSED VEHICLE ENTRY SWEEP PATH  
SCALE: 1:50

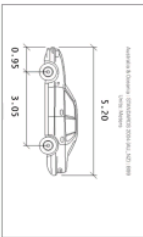


2 PROPOSED VEHICLE EXIST SWEEP PATH  
SCALE: 1:50



**NOTICE**  
This document is the property of the City of Cambridge. It is loaned to you for your information only. It is not to be distributed, copied, or used for any other purpose without the written consent of the City of Cambridge. If you are not the intended recipient, you should not disseminate, distribute or copy this document. If you have received this document by mistake, please notify the sender immediately by e-mail at [cambridge@cambridge.gov](mailto:cambridge@cambridge.gov) or by phone at 603-885-8000.

DATE	BY	REVISION



NOTE: VEHICLE SIZE PLANS ARE NOT TO BE USED FOR ANY OTHER PURPOSES. REVISIONS TO THIS PLAN SHALL BE ACCORDANCE WITH AS 2890.2:2004.



**mp\_arch**  
 MAPPING ARCHITECTURE  
 604 617-6434  
 1-888-333-3333  
 1-888-333-3333  
 1-888-333-3333

**PROPOSED TOWNHOUSE DEVELOPMENT:**  
 73 DEVON STREET  
 EAGLEMONT

**PROPOSED VEHICLE SWEEP ENTRY AND EXIT PATHS**

**ADVERTISED PLAN**  
 Application No. P172020  
 This document is made available for the sole purpose of providing information to the public. It is not to be used for any other purpose without the written consent of the City of Cambridge. If you are not the intended recipient, you should not disseminate, distribute or copy this document. If you have received this document by mistake, please notify the sender immediately by e-mail at [cambridge@cambridge.gov](mailto:cambridge@cambridge.gov) or by phone at 603-885-8000.

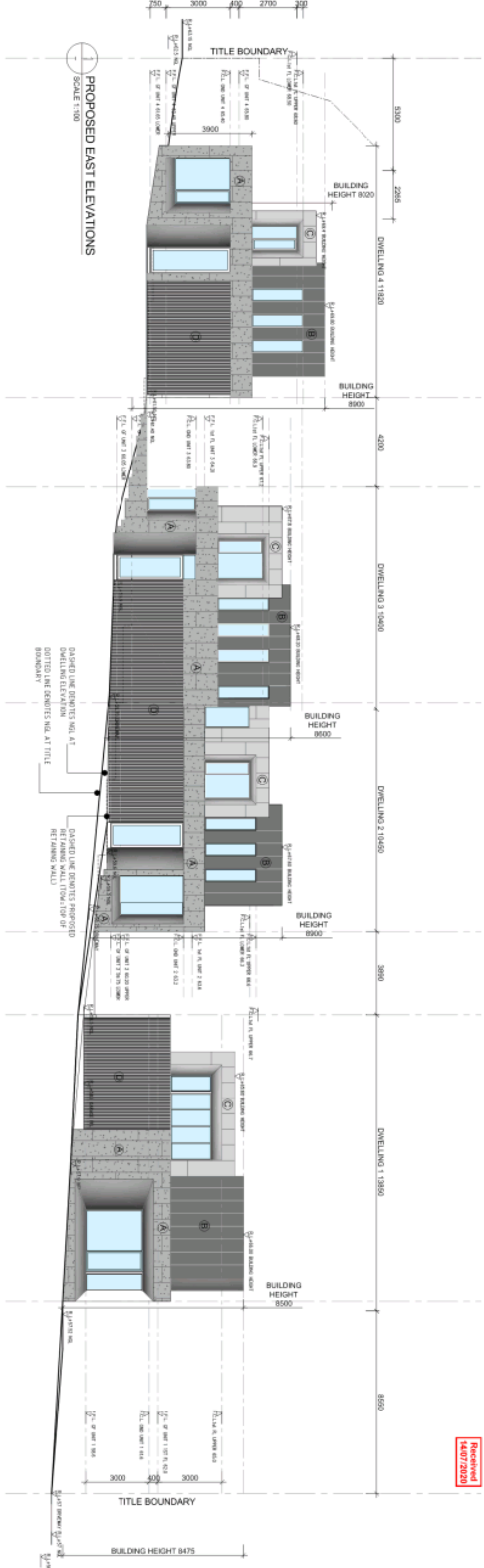
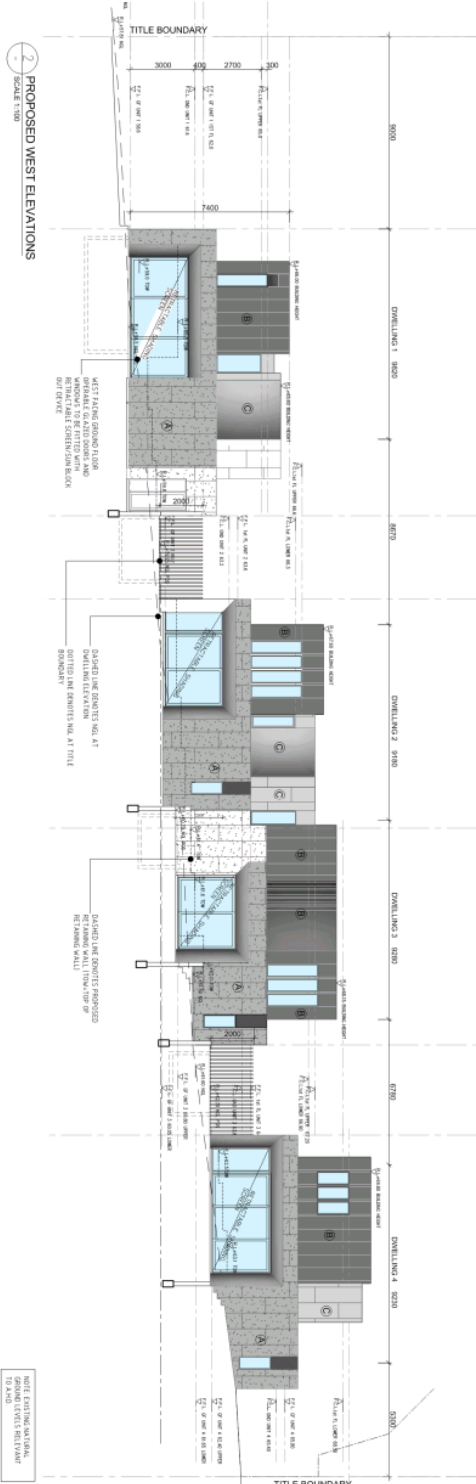


Milner Probar Architect Pty Ltd  
 9A, 817443 Governor Street  
 West Melbourne, Vic 3003  
 contact: 1-800-3-3000-8886  
 www.milnerprobar.com.au

DATE: 15/09/20  
 DRAWN BY: JH  
 CHECKED BY: JH  
 APPROVED BY: JH



<p><b>CONTRACT</b></p> <p>PROPOSED TOWNHOUSE DEVELOPMENT:          73 DEVON STREET          DOCKLAND</p>	<p><b>PROPOSED EAST AND WEST ELEVATIONS</b></p> <p>DATE: 15/09/20          DRAWN BY: JH          CHECKED BY: JH          APPROVED BY: JH</p>	<p><b>FINISHES SCHEDULE</b></p> <ul style="list-style-type: none"> <li>1 TILES: GREY TRANSPARENT STYLE TILES</li> <li>2 SPONGE STAINLESS STEEL GRABBAR</li> <li>3 VAPOR BARRIER: BLACK</li> <li>4 ALUMINIUM PANEL: ALCOBOND WHITE</li> <li>5 DANONE COOKING SPIRAL LAPPED CHAIRING</li> <li>6 NATURAL CLAY OIL FINISH</li> <li>7 CONCRETE BLOCK</li> <li>8 SHOWN ON SHEET: CONCRETE CHAIRING</li> <li>9 NATURAL PAINT AND FINISHES</li> <li>10 NATURAL OIL FINISH</li> <li>11 FINISH: ALCOBOND WHITE</li> <li>12 REPORTED DATA</li> <li>13 NATURAL CLAY OIL FINISH</li> <li>14 OCCUPATIONAL MONUMENT</li> <li>15 ODEY: ROOF SHEET</li> <li>16 OCCUPATIONAL MONUMENT: SHALE</li> <li>17 WINDOW AND DOOR FRAME FINISHES: WOOD CONCRETE BLOCK CHAIRING</li> <li>18 WINDOW AND DOOR FRAME FINISHES: COATED FINISH: BULUX - EYE BLACK</li> </ul>
--	--	---



**mp\_arch**  
 Millerko Pedraza Architect Pllc Ltd  
 6A, 617443 Spenser Street  
 West Melbourne, VIC 3203  
 contact: 1-861-3-3025-8986  
 www.mpaarch.com.au

**PROPOSED SOUTH ELEVATIONS**  
 Application No: P117/2020  
 18/07/20

**PROPOSED TOWNHOUSE DEVELOPMENT**  
 71 DEVON STREET  
 DICKENHURST

**CONTRACTOR**  
 The copy document is made available for the sole purpose of providing information to the public. It is not to be used for any other purpose and should not be relied upon for any legal or financial advice. The contractor is not responsible for any errors or omissions in this document.

**DATE**  
 18/07/20

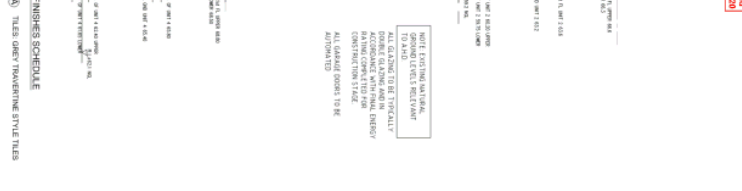
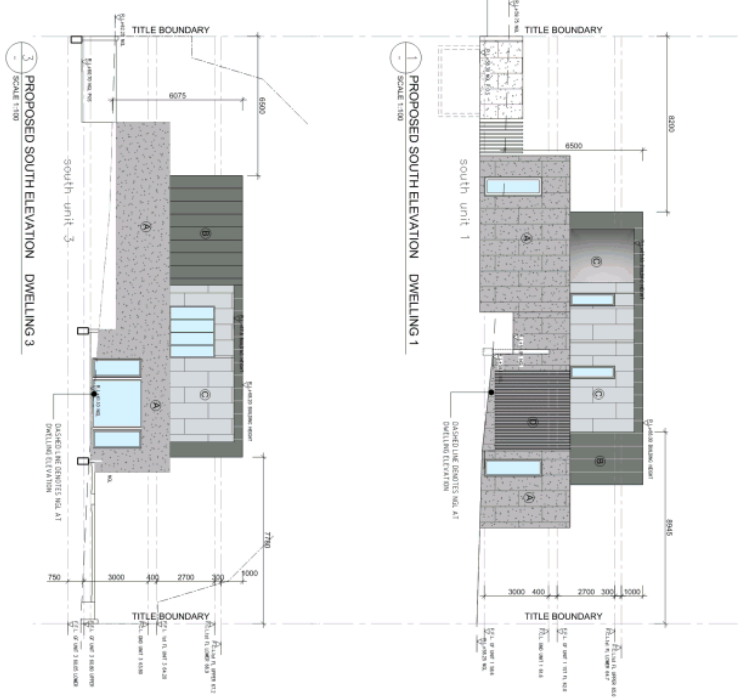
**PROJECT**  
 PROPOSED SOUTH ELEVATIONS

**PROJ. NO.**  
 P117/2020

**DATE**  
 18/07/20

**SCALE**  
 1:100

**DATE**  
 18/07/20



- FINISHES SCHEDULE**
- A TILES GREY TRANSPARENT STYLE TILES
  - B STANDING SEAM METAL CLADDING
  - C ALUMINIUM PANEL, ALCOBOND WHITE
  - D GRANITE DOORS SHIP LAYED GRABBER
  - E NATURAL CLEAN OIL FINISH
  - F CONCRETE BLOCK
  - G BROWN RESINER BLOCK CHARCOAL
  - H CHARRED SPOTTED OAK FENCE
  - I NATURAL OIL FINISH
  - J FENCE PALINGS TO BE AL, TERNATING
  - K SPOTTED OAK
  - L NATURAL CLEAN OIL FINISH
  - M COLOMBIA MOUNTAIN
  - N COLOMBIA MOUNTAIN
  - O SHALE
  - P COLOMBIA MOUNTAIN
  - Q GREY ROOF SHEET
  - R HONEYED CONCRETE BLOCK CHARCOAL
  - S WINDOW AND DOOR FRAME FINISHER
  - T COATED FINISH DOLIX
  - U EBS BLACK
  - V MNT
- NOT TO EXIST ON THIS PLAN**  
 TO BE ADDED TO THE FINISHES SCHEDULE
- ALL GLAZING TO BE FINICALLY**  
 ACCORDANCE WITH FINAL ENERGY  
 CERTIFICATE AND ENERGY  
 CONSTRUCTION PRACTICE  
 ALL GARAGE DOORS TO BE  
 AUTOMATIC



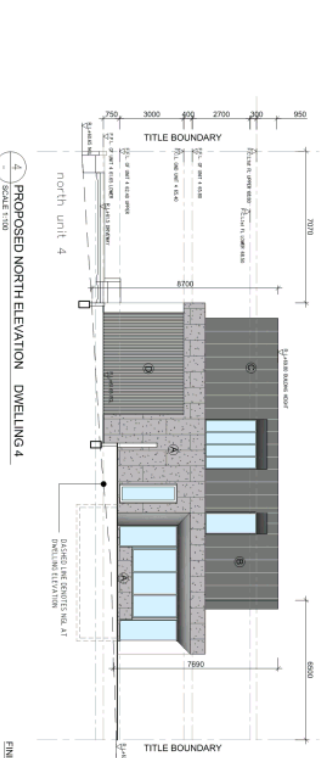
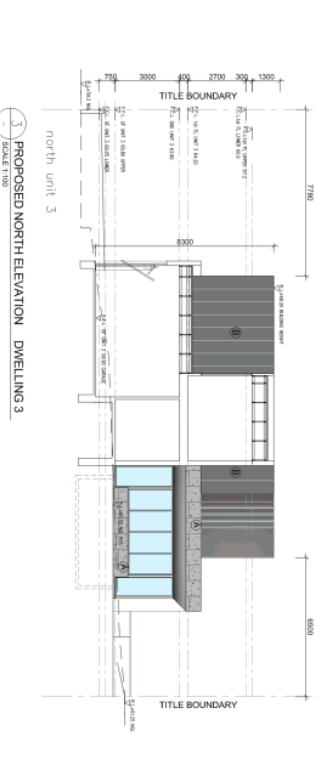
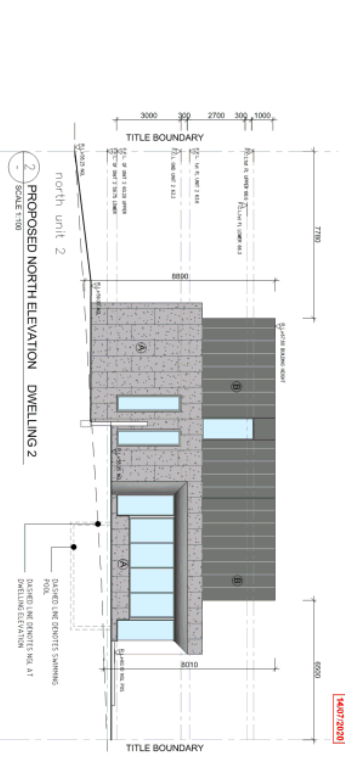
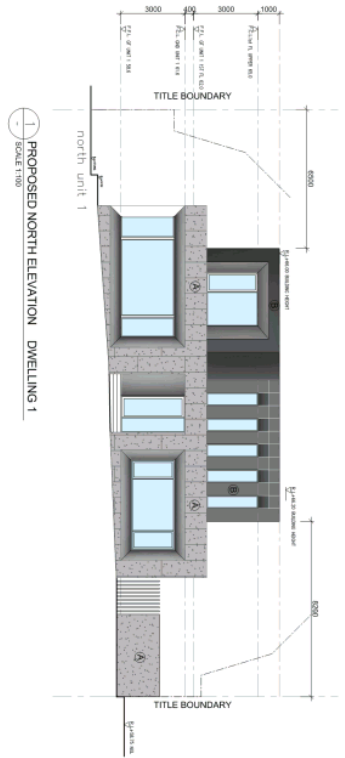
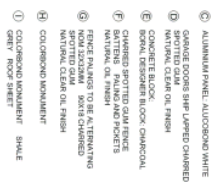


**mp\_arch**  
 Millenko Podnar Architect Pty Ltd  
 1/14-1/16 St James Street  
 West Melbourne, VIC 3003  
 Australia  
 t +61 3 9328 8986  
 e info@mparch.com.au  
 www.mparch.com.au

NO.	DATE	DESCRIPTION
1	13.07.20	PRELIMINARY
2	13.07.20	REVISED
3	13.07.20	REVISED
4	13.07.20	REVISED
5	13.07.20	REVISED
6	13.07.20	REVISED
7	13.07.20	REVISED
8	13.07.20	REVISED
9	13.07.20	REVISED
10	13.07.20	REVISED
11	13.07.20	REVISED
12	13.07.20	REVISED
13	13.07.20	REVISED
14	13.07.20	REVISED
15	13.07.20	REVISED
16	13.07.20	REVISED
17	13.07.20	REVISED
18	13.07.20	REVISED
19	13.07.20	REVISED
20	13.07.20	REVISED

**PROPOSED NORTH ELEVATIONS**  
 Application No. 171/2020  
 Approved on 13.07.20

This copied document is made available for the sole purposes of providing information to the public. It is not to be used for any other purpose. Any use of this document for any other purpose is strictly prohibited. Any use of this document for any other purpose is strictly prohibited. Any use of this document for any other purpose is strictly prohibited.



**FINISHES SCHEDULE**

- A) TELES COPY TRANSPARENT STYLE TILES
- B) STANDING SEAM METAL CLADDING
- C) ALUMINIUM PANEL, AUCCOORD WHITE
- D) GALVALUME SHEET LAPPED CHAMFER
- E) SPOTTED OIL
- F) CONCRETE BLOCK
- G) BRICK, DESIGNER BRICK, CHAMCOAL
- H) CHAMBER SPOTTED OIL FINISH
- I) BRICK, PALM AND PORTER
- J) BRICK, PALM AND PORTER
- K) FERRIS FINISH TO BE ALTERNATING NOMA STONEM 600'S CHAMBER
- L) NATURAL CLEAR OIL FINISH
- M) COLORBOND MONUMENT
- N) COLORBOND MONUMENT/ SHALE
- O) STONED CONCRETE BLOCK, CHAMCOAL
- P) WINDOW AND DOOR FRAME FINISHER MATTE
- Q) WINDOW AND DOOR FRAME FINISHER MATTE

ALL COLOR CODES TO BE

**NOTE:** EXISTING WALLS, EXISTING CEILING, EXISTING FLOOR, EXISTING ROOF, EXISTING DRIVE, EXISTING FENCE, EXISTING CONSTRUCTION TYPE

**Approved**  
 13.07.20

**mp\_arch**  
Milestone Podium Architect Pty Ltd  
9A, 817443 Spencer Street  
West Melbourne, VIC 3203  
Tel: 03 9320 8886  
www.mpa-arch.com.au

**PROPOSED FRONT FENCE PLAN**  
SCALE 1:50

**PROPOSED FRONT FENCE ELEVATION NORTH**  
SCALE 1:50

**PROPOSED EAST BOUNDARY FENCE AND RETAINING WALL ELEVATION**  
SCALE 1:100

**PROPOSED WEST BOUNDARY FENCE AND RETAINING WALL ELEVATION**  
SCALE 1:100

**PROPOSED INTER TENANCY FENCE ELEVATION**  
SCALE 1:50

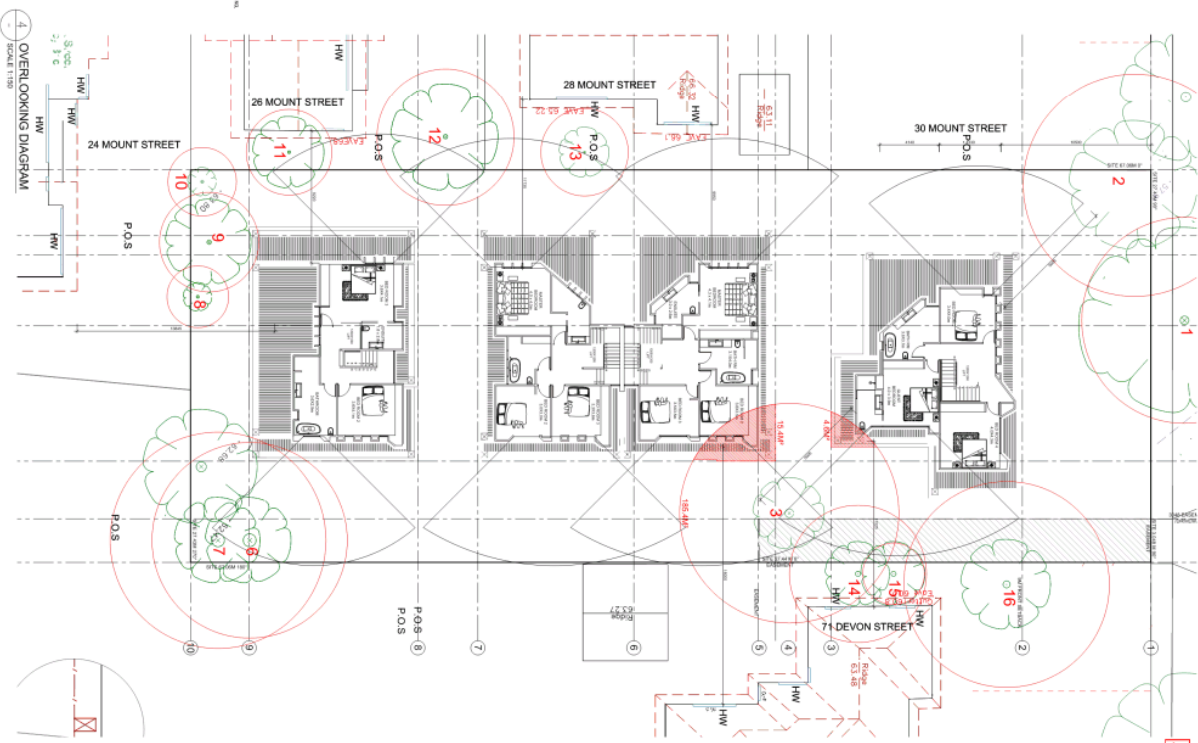
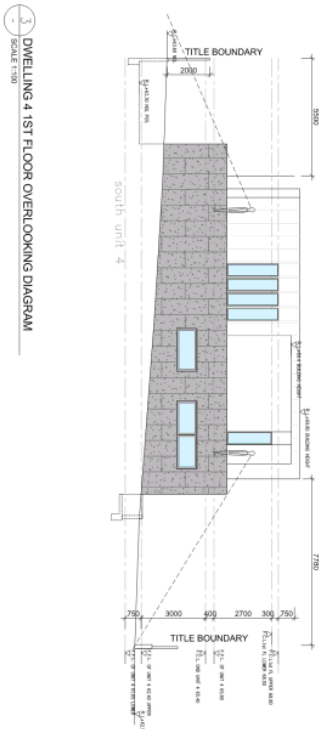
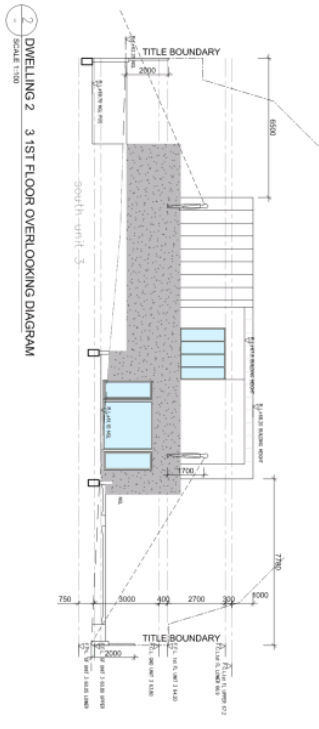
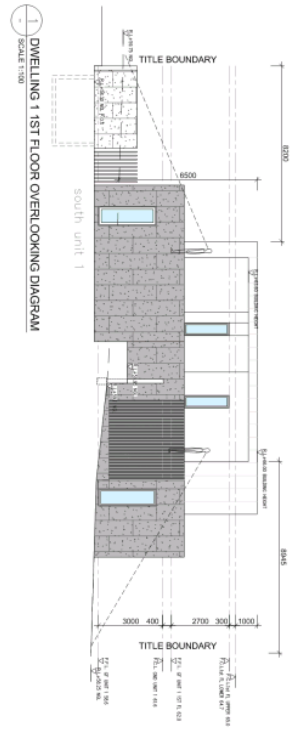
**FINISHERS SCHEDULE**

- Ⓐ TILES GREY TRAVERTINE STYLE TILES
- Ⓑ STANDING SEAM METAL CLADDING
- Ⓒ VJA MC ANTI-BLACK
- Ⓓ ALUMINIUM PANEL: ALUCOBOND WHITE
- Ⓔ GRANITE FLOOR: SHIP LAPPED CHAMFER
- Ⓕ SPOTTED OAK
- Ⓖ NATURAL CLEAR OIL FINISH
- Ⓗ CONCRETE BLOCK: CHAMCOAL
- Ⓘ CHAMBER SPITTED OAK FENCE
- Ⓜ BATTING: RAJING AND PICKETS
- Ⓝ RENDER PAINT: OIL FINISH
- Ⓞ NON-SLICKEN: NORTH CHAMBER
- Ⓟ NATURAL CLEAR OIL FINISH
- Ⓠ COLGOSOND NON-SLICKEN
- Ⓡ GREY ROOF SHEET
- Ⓢ HONED CONCRETE BLOCK: CHAMCOAL
- Ⓣ WINDOW AND DOOR FRAME: POWDER MATTE
- Ⓤ TINTED FINISH: BLOCK: RUS BLACK

**COMMENTS:**  
1. All work to be in accordance with the relevant Australian Standards and specifications.  
2. All work to be in accordance with the relevant Australian Standards and specifications.  
3. All work to be in accordance with the relevant Australian Standards and specifications.  
4. All work to be in accordance with the relevant Australian Standards and specifications.

**PROPOSED FENCE ELEVATIONS**  
Application No: P117/2020

**PROPOSER:** P117/2020  
P117/2020  
15/9/18  
13/07/20



**CONTRACT**  
 This drawing is the property of the Architect and shall remain their property. It shall not be used for any other purpose without the written consent of the Architect. The Architect shall not be responsible for any errors or omissions in this drawing.

**DRAWING AUTHORITIES**  
 The Architect is not responsible for any errors or omissions in this drawing.

**DRAWING REVIEW**

DATE	BY	REVISION
01/20/20	ARCHITECT	1
01/20/20	ENGINEER	2
01/20/20	LANDSCAPE ARCHITECT	3
01/20/20	PLUMBER	4



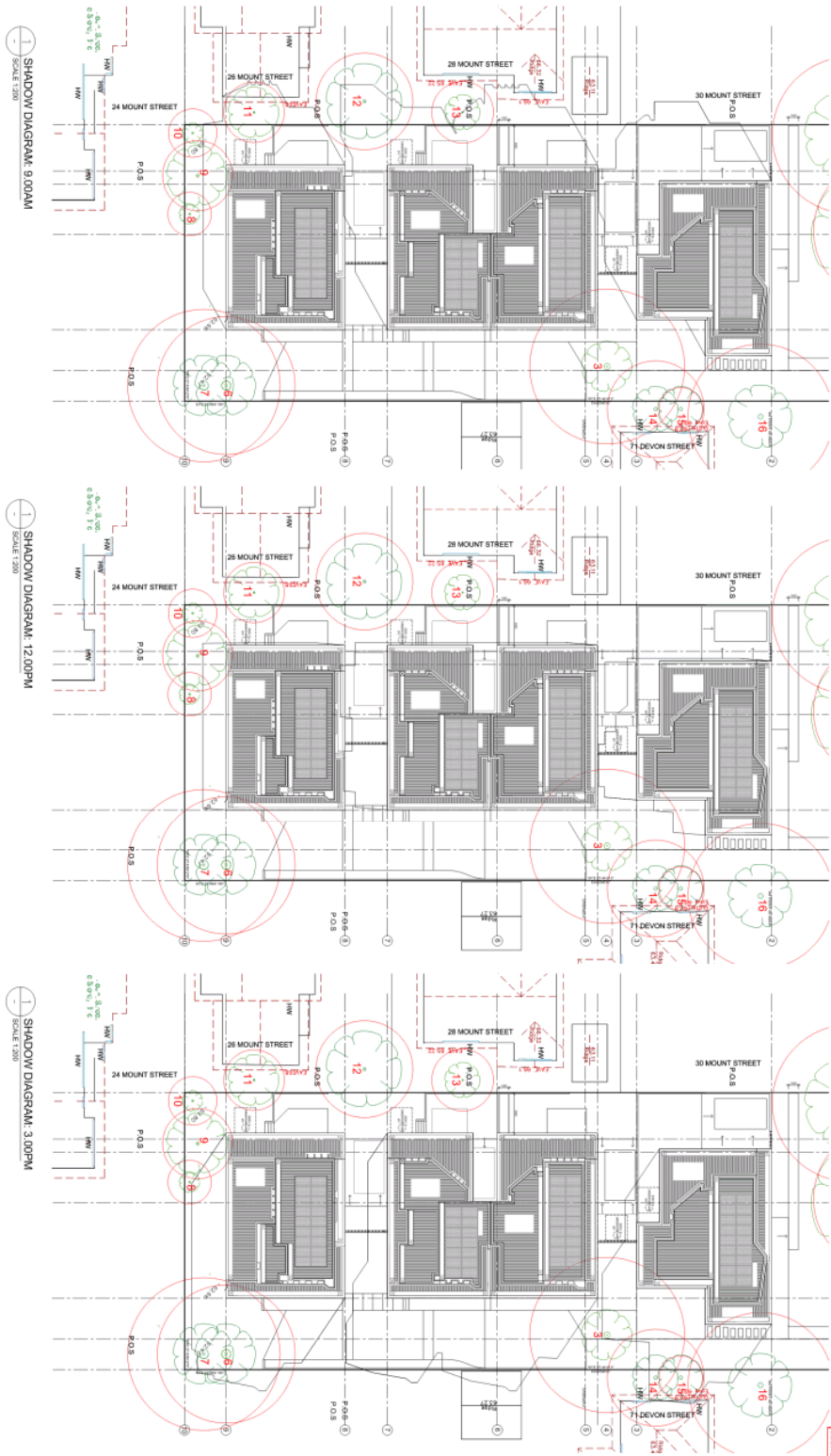
**mp-arch**  
 Malenko Podar Architects Pty Ltd  
 6A, 4th Floor, 100/102  
 Vauxhall Walk, Melbourne, VIC 3000  
 03 9493 8888  
 contact@mp-arch.com.au  
 www.mp-arch.com.au

**PROJECT DETAILS**  
 PROPOSED TOWNHOUSE  
 DEVELOPMENT:  
 73 DEVON STREET  
 ENGLEWOOD

**OVERLOOKING ANALYSIS**

**ADVERTISED PLAN**  
 Application No. P117/2020  
 This copied document is made available for the sole purpose of providing information to the public. It is not to be used for any other purpose. The information contained herein may be subject to change without notice.

**TP11**



**IMPORTANT NOTIFICATION**

Copyright © 2020 by mp-arch. All rights reserved. This document is confidential and intended solely for the use of the individual user to whom it is issued. It is not to be distributed, copied, or otherwise used for any other purpose without the express written consent of mp-arch. If you have received this document in error, please notify the sender immediately by email at [info@mp-arch.com.au](mailto:info@mp-arch.com.au).

**DRAWING AUTHORITIES**  
 DRAWING AUTHORITIES

**DRAWING REVISION**  
 DATE: 20/09/20  
 DRAWING REVISION

NO.	DATE	BY	REVISION
1	20/09/20	MP	ISSUE FOR PERMIT

NO.	DATE	BY	REVISION
1	20/09/20	MP	ISSUE FOR PERMIT

NO.	DATE	BY	REVISION
1	20/09/20	MP	ISSUE FOR PERMIT



**mp-arch**  
 Malenko Podar Architects Pty Ltd  
 6A, 6B, 6C, 6D, 6E, 6F, 6G, 6H, 6I, 6J, 6K, 6L, 6M, 6N, 6O, 6P, 6Q, 6R, 6S, 6T, 6U, 6V, 6W, 6X, 6Y, 6Z  
 73 Devon Street, Englewood VIC 3173  
 Tel: +61 (0)3 9594 1111  
 Email: [info@mp-arch.com.au](mailto:info@mp-arch.com.au)  
 Website: [www.mp-arch.com.au](http://www.mp-arch.com.au)

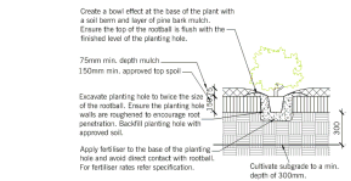
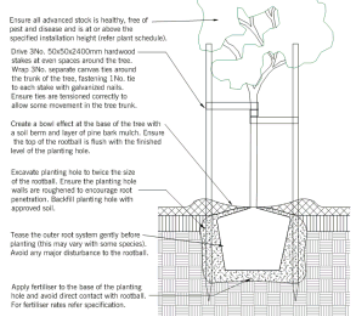
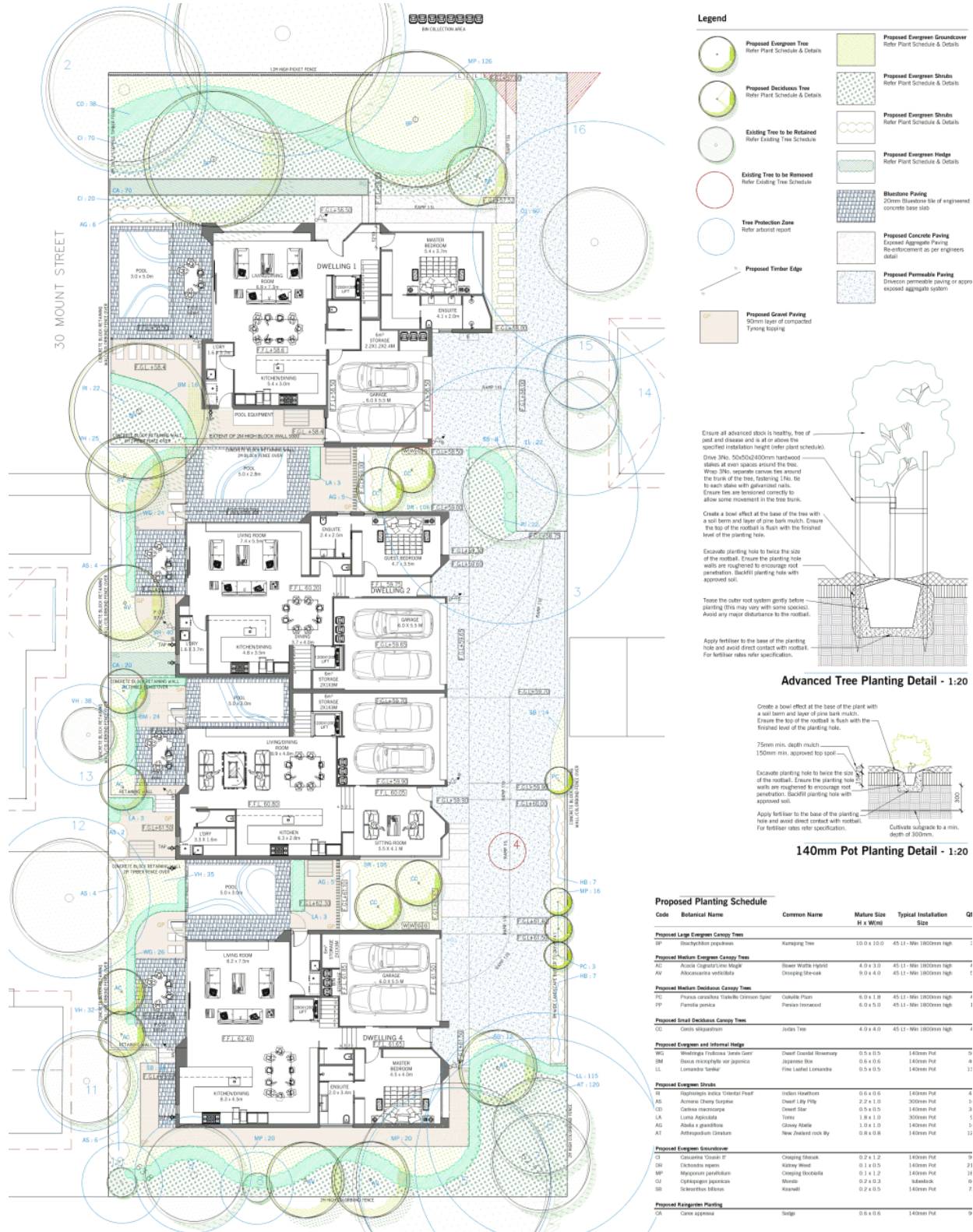
**PROJECT DETAILS**  
 PROPOSED TOWNHOUSE  
 DEVELOPMENT:  
 73 DEVON STREET  
 ENGLEWOOD

**PERMITTING**  
 OVERSHADOWING ANALYSIS  
 SEPT 22

**ADVERTISED PLAN**  
 Application No. P1172020

This copied document is made available for the sole purpose of providing information to the public. It is not to be distributed, copied, or otherwise used for any other purpose without the express written consent of mp-arch. If you have received this document in error, please notify the sender immediately by email at [info@mp-arch.com.au](mailto:info@mp-arch.com.au).

NO.	DATE	BY	REVISION
1	20/09/20	MP	ISSUE FOR PERMIT

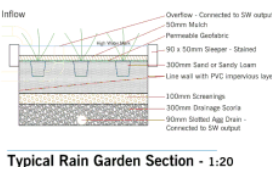


**Proposed Planting Schedule**

Code	Botanical Name	Common Name	Mature Size H x W(m)	Typical Installation Size	Qt
<b>Proposed Large Evergreen Canopy Trees</b>					
SP	<i>Shadychloa papilionacea</i>	Kangaroo Tree	10.0 x 10.0	45 L1 - Min 1800mm high	1
<b>Proposed Medium Evergreen Canopy Trees</b>					
AD	<i>Acacia Cognata</i> var <i>longa</i>	Slender Wattle (Height)	8.0 x 3.0	45 L1 - Min 1800mm high	1
AV	<i>Allocasuarina verticillata</i>	Creeping Sheoak	9.0 x 4.0	45 L1 - Min 1800mm high	1
<b>Proposed Medium Deciduous Canopy Trees</b>					
PC	<i>Fraxus coronata</i> / <i>Fraxus</i> / <i>Crucian Spire</i>	Crucian Plain	6.0 x 1.8	45 L1 - Min 1800mm high	4
PP	<i>Paniclea panicata</i>	Panicle Ironwood	6.0 x 5.0	45 L1 - Min 1800mm high	1
<b>Proposed Small Deciduous Canopy Trees</b>					
CC	<i>Casia siliquastrum</i>	Jadea Tree	4.0 x 4.0	45 L1 - Min 1800mm high	4
<b>Proposed Evergreen and Informal Hedge</b>					
BR	<i>Wittgenia floribunda</i> / <i>Japan Camellia</i>	Sheep Camellia / Camellia	0.5 x 0.5	140mm Pot	9
BL	<i>Buxus microphylla</i> var <i>glauca</i>	Japanese Box	0.5 x 0.6	140mm Pot	4
LL	<i>Lonicera tankardii</i>	Fire Laurel / Lorandera	0.5 x 0.5	140mm Pot	11
<b>Proposed Evergreen Shrubs</b>					
RI	<i>Rapanea indica</i> / <i>Oriental Peppercorn</i>	Indian Hawthorn	0.6 x 0.6	140mm Pot	4
AS	<i>Acacia</i> / <i>Claytonia</i> / <i>Synedra</i>	Sheep / Lay / Rily	2.2 x 1.0	300mm Pot	0
CD	<i>Carrham maculosa</i>	Sheep Star	0.5 x 0.5	140mm Pot	3
LA	<i>Lonicera ligustrina</i>	Torre	1.8 x 1.0	300mm Pot	1
AG	<i>Abutilon</i> / <i>gambosum</i>	Cloney Abutil	1.0 x 1.0	140mm Pot	0
AT	<i>Atropa</i> / <i>caerulea</i>	New Zealand Rock Lily	0.8 x 0.8	140mm Pot	12
<b>Proposed Evergreen Groundcover</b>					
CI	<i>Casuarina</i> / <i>Doona</i> / <i>IT</i>	Creeping Sheoak	0.2 x 1.2	140mm Pot	9
SI	<i>Sclerolaena</i> / <i>sp.</i>	Wattle Weed	0.1 x 0.5	140mm Pot	21
MP	<i>Myoporum</i> / <i>parviflorum</i>	Creeping Bookbulla	0.1 x 1.2	140mm Pot	12
OU	<i>Oxypetalum</i> / <i>japonicum</i>	Morone	0.2 x 0.3	140mm Pot	0
SB	<i>Schizanthus</i> / <i>littoralis</i>	Kawwali	0.2 x 0.5	140mm Pot	7
<b>Proposed Marginal Planting</b>					
CA	<i>Carex</i> / <i>sp.</i>	Sedge	0.6 x 0.6	140mm Pot	9

**Existing Tree Schedule**

Tree Number	Botanical Name	Common Name
1	<i>Ulmus</i> / <i>rubra</i> / <i>variegata</i>	Hortensia Elm
2	<i>Cassiope</i> / <i>canadensis</i>	River Sheoak
3	<i>Cassiope</i> / <i>variegata</i>	Yellow Sheoak
4	<i>Melia</i> / <i>indica</i>	Black Swallow
5	<i>Cassiope</i> / <i>canadensis</i>	River Sheoak
6	<i>Cassiope</i> / <i>canadensis</i>	River Sheoak
7	<i>Cassiope</i> / <i>canadensis</i>	River Sheoak
8	<i>Sparganium</i> / <i>angustifolium</i>	Swamp Paperbark
9	<i>Wittgenia</i> / <i>floribunda</i>	Japan Camellia
10	<i>Sparganium</i> / <i>angustifolium</i>	Swamp Paperbark
11	<i>Phytolacca</i> / <i>americana</i>	Blackberry
12	<i>Phytolacca</i> / <i>americana</i>	Blackberry
13	<i>Melaleuca</i> / <i>alternifolia</i>	Swamp Paperbark
14	<i>Phytolacca</i> / <i>americana</i>	Blackberry
15	<i>Phytolacca</i> / <i>americana</i>	Blackberry
16	<i>Cassiope</i> / <i>canadensis</i>	River Sheoak



**General Notes**

- Confirm extent of existing and proposed services prior to excavation.
- All tree stock used must be in accordance with AS3333-2015.

**Landscape Concept 022020 - CD01D**

Unit Development, 73 Devon St East

# 280120 - Preliminary Issue  
# 390120 - Planning Issue  
C - 300120 - Amended Planning Issue  
D - 160720 - Amended Planning Issue

Melbourne Studio - 6/617-643 Spencer Street - West Melbourne 3203  
Ballarat Studio - 123 Dowling Street North, Ballarat 3350  
Tasmania Studio - R. Brown Street - Tasmania 5240



*On Premises Licence*

Licence No. 31820615

Subject to the provisions of the Liquor Control Reform Act 1998 and any conditions specified in the licence, the licensee is authorised to supply liquor up to and including 31 December 2020

Licensee	LEISURE MANAGEMENT SERVICES PTY LTD (ACN:069 169 482)		
Address for service of notices	244 THE BOULEVARD IVANHOE 3079	Licensed premises address	244 THE BOULEVARD IVANHOE 3079
Trading as	IVANHOE PUBLIC GOLF COURSE		

## GENERAL INFORMATION

A liquor licence does not override local laws, planning schemes and conditions on planning permits. It is the licensee's responsibility to ensure they comply with these.

## TYPE OF LICENCE

This licence is an on-premises licence and authorises the licensee to supply liquor on the licensed premises for consumption on the licensed premises during the trading hours specified below.

## AMENITY

The licensee shall not cause or permit undue detriment to the amenity of the area to arise out of or in connection with the use of the premises to which the licence relates during or immediately after the trading hours authorised under this licence. The licensee shall ensure that the level of noise emitted from the licensed premises shall not exceed the permissible noise levels for entertainment noise as specified in the State Environment Protection Policy (Control of Music Noise from Public Premises) No.N-2.

Live bands shall not be permitted to play music on the premises.

The licensee shall monitor the carpark at night to ensure persons attending functions at the premises leave quietly and promptly.

## MAXIMUM CAPACITIES

Internal 266 patrons  
External 81 patrons

## TRADING HOURS

Sunday	Between 10 a.m. and 9 p.m.
Good Friday	Between 12 noon and 11 p.m.
Anzac Day (being Sunday to Tuesday)	Between 12 noon and 9 p.m.
Anzac Day (being Wednesday to Saturday)	Between 12 noon and 11 p.m.
Monday and Tuesday	Between 10 a.m. and 9 p.m.
Wednesday to Saturday	Between 10 a.m. and 11 p.m.

End of Conditions -Printed on 20/08/2020





***Banyule Community Engagement  
Policy 2020***





<b>Message from the Mayor</b>	<b>3</b>
<b>1 Introduction</b>	<b>4</b>
1.1 Understanding Community Engagement	4
1.2 Understanding the Community Engagement Spectrum	6
1.3 Our Commitment to Community Engagement	7
1.4 Purpose of Community Engagement Policy	7
<b>2 Our Approach</b>	<b>9</b>
2.1 Community Engagement Core Values	9
2.2 Community Engagement Principles	9
2.3 Community Engagement Stages	11
2.4 Inclusive Community Engagement	12
<b>3 Our People</b>	<b>15</b>
3.1 Role of Councillors and Council Officers	15
<b>4 Our Strategic Context</b>	<b>16</b>
4.1 Internal Strategic Context	16
4.2 External Strategic Context	18

**Definitions**

Collaboration	Two or more people or organisations work together to achieve a goal.
Communication	Imparting or exchanging information or ideas, utilising a range of channels and mediums.
Community	A group of people, the members of which reside in the same geographical area or have a shared background, interest, affiliation or membership.
Community engagement	A genuine process of working with people to build understanding, strengthen relationships and inform decisions.
Consultation	Seeking feedback or advice on a select topic or project.
Council	Refers to Banyule officers who are responsible for the practical development and delivery of policies, procedures, programs, projects and services to ensure identified community needs are met.
Deliberation	A method of engagement process with a select group of community members. The process focuses on a defined issue, weighs up options and provides recommendations to decision-makers.
Policy	A guiding document which sets out views with respect to a particular matter. Includes principles that sets direction for action.
Hard-to-reach	Individuals and groups that have multiple barriers to engagement and may require support to enable active participation in Council processes.
Process	A relationship between key steps, activities, tasks, policies and / or resources.
Public	Individuals who may not belong to a specific community relevant to the project, but they still have an interest in the project.
Stakeholders	Individuals or organisations, which affect, or can be affected by project decisions.
Toolkit	A resource developed to provide guidance and templates for Banyule employees to plan and evaluate community engagement initiatives.

**Acronyms:**

IAP2	International Association of Public Participation
VAGO	Victorian Auditor General's Office

# Message from the Mayor

Local government plays a significant role in people's lives every day. We plan and deliver essential services in health, planning and building control, business and economic development, waste and environmental management, and human and community services. In doing this, we engage continually with people. It is important that every one of these interactions are meaningful, accessible and work towards positive outcomes for individuals and the wider municipality.

In addition to engaging with people daily, in the delivery of programs and services and sharing of up to date information regarding Council's work, it is critical that community and stakeholders also have input to Council's planning, decision-making and advocacy processes.

Transparent and well managed community engagement is essential to inform our policies, strategies, programs and projects. We recognise the value that the community and stakeholders bring to understanding problems and risks, and together crafting solutions that are unique to Banyule's needs.

We recognise the important role the provision of community engagement opportunities plays in enabling active citizenship. Quality community engagement opportunities enable people to have a say on matters important to them and help them shape their local community. This is key to empowering and strengthening our community.

We are committed to working with community and stakeholders to continually improve our municipality and believe that in doing so, together we can create a better Banyule.

Over the past twelve months we have been working with community and stakeholders to develop the Banyule Community Engagement Policy. The Policy will replace Council's existing Community Engagement Framework which we have used over the past number of years.

The Policy is designed to comply with community engagement requirements within the Local Government Act 2020. It will guide how Council plans, delivers and evaluates engagement opportunities that are highly valued by all, and provides the opportunities needed for all voices to be heard and to have a say on issues that are important to them. The Policy guides how the information provided by community and stakeholders is to be used to inform decisions and how this information is reported back so that participants know how their feedback was used.

Evidence-based decision-making results in improved service delivery because it is informed by knowledge of community and stakeholder needs and expectations. It is this commitment that underpins the development of this Policy and the supporting Banyule Community Engagement Toolkit – an internal resource we've developed to provide guidance and templates for Council officers to plan, implement and evaluate community engagement initiatives.

I look forward to working in partnership with you on many community engagement activities over the years to come, and together we will build a better Banyule.

# 1 Introduction

This section covers:

- What is community engagement?
- What is the community engagement spectrum?
- What is Banyule's commitment to community engagement?
- What is the Banyule Community Engagement Policy?

## 1.1 Understanding Community Engagement

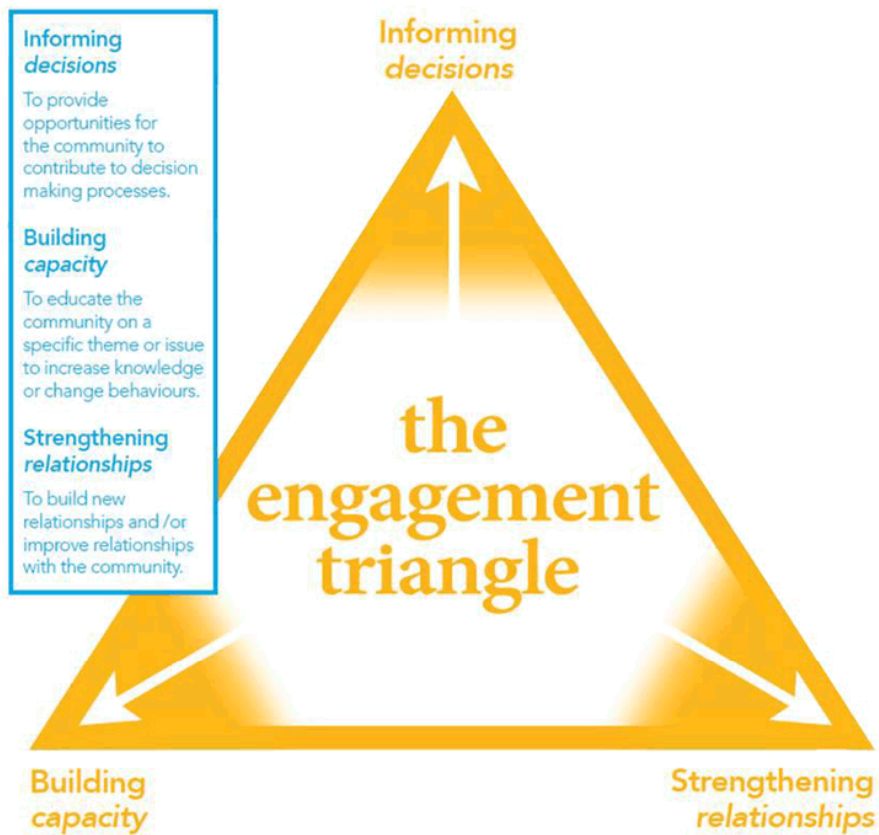
Community engagement refers to the many ways in which we connect with our community in day-to-day interactions and in the development and implementation of policies, programs, projects and services. High-quality community engagement enables us to make well-informed decisions at an operational and strategic level, as well as achieving effective and transparent governance. Genuine community engagement promotes dialogue and understanding between Council and our community.

Engagement covers a wide variety of Council-community connections, ranging from information sharing through to active participation in policy development, decision-making and advocacy processes (see Figure 1. Community Engagement Triangle).

Our practice of community engagement aims to result in stronger relationships and shared understanding, commitment to and capacity for working together towards mutually beneficial outcomes. Our definition of community engagement is:

***A genuine process of working with people to build understanding,  
strengthen relationships and inform decisions.***

Figure 1: Community Engagement Triangle



Source: [www.capire.com.au](http://www.capire.com.au)

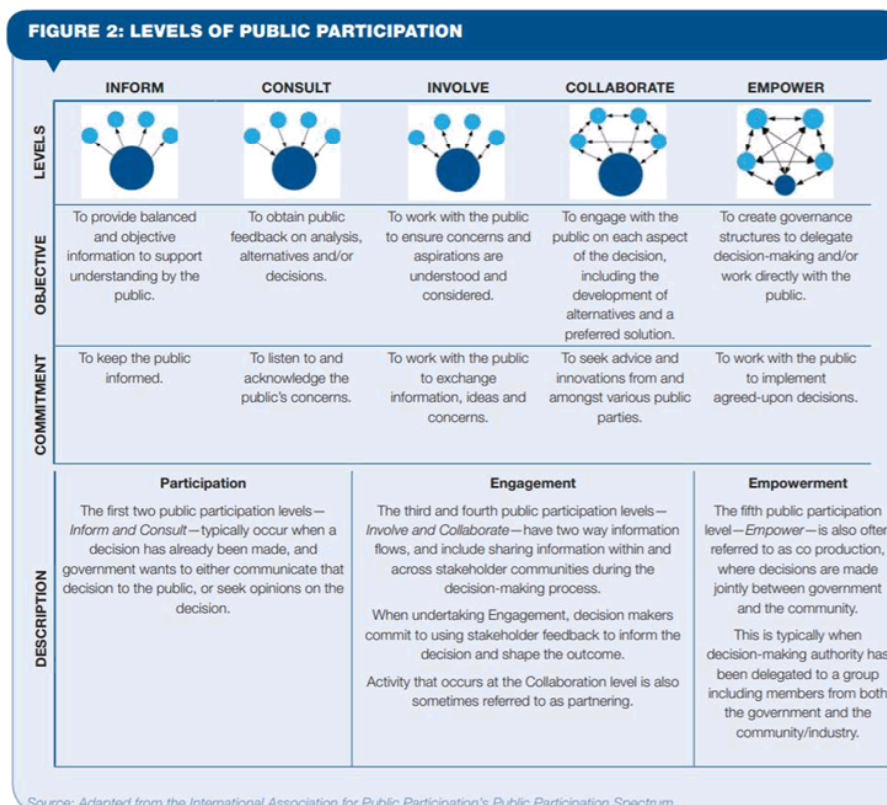
## 1.2 Understanding the Community Engagement Spectrum

To help guide understanding around the different levels of community engagement the International Association for Public Participation (IAP2) created the IAP2 Public Participation Spectrum. IAP2 are the global body advancing the practice of community and stakeholder engagement through education, advocacy and partnerships.

The Spectrum is designed to assist with the selection of the level of participation that defines the public's role in any community engagement program. It shows that differing levels of participation are legitimate depending on the goals, time frames, resources and levels of concern in the decision to be made. However, and most importantly, the Spectrum sets out the promise being made to the public at each participation level.

The table below details the IAP2 Public Participation Spectrum as adapted by the Victorian Auditors-General's Office.

Figure 2: IAP2 Public Participation Spectrum



Source: [www.audit.vic.gov.au/sites/default/files/20150130-Public-Participation-BPG.pdf](http://www.audit.vic.gov.au/sites/default/files/20150130-Public-Participation-BPG.pdf)



## 1.3 Our Commitment to Community Engagement

We are committed to engaging with our communities. Through community engagement, we inform, listen to and enable you to have a say on issues important to you. Evidence based decision-making, which draws upon research, statistical data and the voice of community and stakeholders, results in the design of improved service delivery and outcomes because it is informed by knowledge of community needs and expectations.

Not only does engagement empower and strengthen the community through active citizenship, we use the feedback gathered through engagement activities in planning for services, making decisions- and advocating on behalf of our municipality

The development of our Community Engagement Policy (the Policy) is based on our existing engagement framework, internal and external engagement, best practice research and Council's project management approach.

Our community engagement commitment is to:

- nurture mutual trust, goodwill and respect between Council, community and stakeholders
- inform, involve and engage our communities and stakeholders, and establish processes to facilitate community participation in shaping and influencing decisions affecting them
- promote and practice good governance through accountability, transparency and responsiveness.

## 1.4 Purpose of Community Engagement Policy

The purpose of the Policy is to document and communicate Banyule's commitment to, principles for and practice approach to the provision of high-quality community engagement that is valued by the community and stakeholders.

The Policy, together with the Community Engagement Toolkit provide guidelines, advice and resources for Council officers to navigate the design, provision and evaluation of engagement opportunities, and the utilisation and sharing of community engagement findings.

Within local government settings it is recognised that there are six different types of engagement practices:

1. **Strategic** – *to inform strategic decisions related to policy, plans or programs*
2. **Statutory** – *to obtain feedback to inform statutory approvals related to policy, plans, programs*
3. **Research** – *to obtain evidence to review or design services programs*
4. **Dialogue** – *to enable an ongoing dialogue with the community*
5. **Transactional** – *to respond to queries or concerns*

**6. Awareness** – *to create awareness through local media or other avenues.*

This Policy is to primarily be used to underpin strategic and statutory engagement and result in the development of engagement plans and practises that meet the needs of any given project and enact our community engagement core values and principles.

The table below provides examples of the types of engagement avenues that are utilised to deliver on engagement activity that does not relate to strategic or statutory engagement.

<b>Engagement type</b>	<b>Example avenues include</b>
Research	Desk top reviews, benchmarking and data analysis
Dialogue	Festivals/events, direct service provision e.g. maternal child health visit, youth group activity and direct contact with Councillors.
Transactional	Customer service enquiries, request for service, pet registration, hard rubbish bookings, kindergarten bookings and paying rates.
Awareness	Council website, Banyule Banner articles, mail outs, mailing lists, newsletters, social media posts and press releases.

For information on policies governing the other types of engagement please refer to Section 4.1. Internal Strategic Context.

## 2 Our Approach

This section covers:

- What are the core values underpinning Banyule's community engagement approach?
- What are Banyule's principles for community engagement?
- What are Banyule's stages of community engagement?
- What is inclusive community engagement?

### 2.1 Community Engagement Core Values

IAP2 specify a series of core values that should be used to underpin community engagement. Banyule's Community Engagement Policy builds on these core values.

1. *Public participation is based on the belief that those who are affected by a decision have a right to be involved in the decision-making process.*
2. *Public participation includes the promise that the public's contribution will influence the decision.*
3. *Public participation promotes sustainable decisions by recognising and communicating the needs and interests of all participants, including decision makers.*
4. *Public participation seeks out and facilitates the involvement of those potentially affected by or interested in a decision.*
5. *Public participation seeks input from participants in designing how they participate.*
6. *Public participation provides participants with the information they need to participate in a meaningful way.*
7. *Public participation communicates to participants how their input affected the decision.*

Source: [www.iap2.org.au](http://www.iap2.org.au)

### 2.2 Community Engagement Principles

Banyule's engagement principles have been developed through engagement, research and consideration of industry standards, including Local Government Victoria's guidance material on deliberative engagement. Our engagement principles underpin how we design and deliver community engagement, across all stages of engagement and are as per the *Local Government Act 2020* and Victorian Auditor General Office's (VAGO) *Better Practice Guide: Public Participation in Government Decision-making*.

**Figure 3: Banyule's Community Engagement Principles**

Principle	Description
Responsiveness	<ul style="list-style-type: none"> <li>➤ Potential impacts of a project on community and stakeholder are identified, discussed and addressed.</li> <li>➤ Challenges and opportunities related to participation in engagement opportunities are identified and addressed.</li> <li>➤ Input is responded to in a timely and constructive manner.</li> <li>➤ Decisions based on evidence occurs.</li> </ul>
Transparency and integrity	<ul style="list-style-type: none"> <li>➤ Ensuring that those affected understand the scope of the engagement, the decision-making process and any constraints on the process.</li> <li>➤ Addressing community and stakeholder concerns in an honest and forthright way and communicating results in an understandable manner.</li> </ul>
Openness	<ul style="list-style-type: none"> <li>➤ Embedding in all engagement processes an openness to appropriately understanding and incorporating the views of those affected by decisions.</li> <li>➤ Providing access to all relevant information about a project in a manner that participants can understand, so that their contributions may be fully informed.</li> </ul>
Accountability	<ul style="list-style-type: none"> <li>➤ Being clear about the scope and objectives of engagement opportunities.</li> <li>➤ Being clear about the contribution participants will be asked to make and the responsibilities associated with this.</li> <li>➤ Providing appropriate time and resources to ensure that those affected can participate in a meaningful way.</li> <li>➤ Demonstrating that results and outcomes are consistent with the commitment made at the outset of the engagement.</li> </ul>
Inclusiveness	<ul style="list-style-type: none"> <li>➤ Making every reasonable effort to include community and stakeholders affected by a project.</li> <li>➤ Making reasonable adjustments where necessary to remove barriers to participation and ensure an inclusive approach.</li> <li>➤ Providing appropriate time and resources to ensure that those affected can participate in a meaningful way.</li> <li>➤ Being aware and taking account of the needs of diverse communities to be able to participate in a meaningful way.</li> </ul>
Awareness	<ul style="list-style-type: none"> <li>➤ Being aware and taking account of legislation that should shape the engagement approach e.g. Human Rights.</li> </ul>

Source: Adapted from The Victorian Auditor General Office's (VAGO) *Better Practice Guide: Public Participation in Government Decision-making* our engagement principles [www.audit.vic.gov.au/sites/default/files/20150130-Public-Participation-BPG.pdf](http://www.audit.vic.gov.au/sites/default/files/20150130-Public-Participation-BPG.pdf)

## 2.3 Community Engagement Stages

We apply our community engagement principles as we move through all stages in an engagement process, from start to finish. The figure below details our principles, engagement stages and the key actions at each of those stages

**Figure 4: Engagement Principles, Stages and Actions**

Engagement principles	Engagement stage	Key actions
<b>Responsiveness</b> <b>Transparency and integrity</b> <b>Openness</b> <b>Accountability</b> <b>Inclusiveness</b> <b>Awareness</b>	<b>Identify</b>	Identify the purpose of the engagement.
	<b>Understand</b>	Understand the community and stakeholders, who they are, their interests, values and opportunities for engagement.
	<b>Design</b>	Design an appropriate engagement approach.
	<b>Deliver</b>	Deliver genuine and respectful engagement.
	<b>Review</b>	Review and interpret the engagement information and data.
	<b>Utilise</b>	Use the outcomes of the engagement to inform the project.  Provide feedback on the engagement process, findings, outcomes and decisions.
	<b>Learn</b>	Learn by measuring the effectiveness of the engagement.  Share the learnings from the engagement.

Our stages align with 'engagement elements' specified by the Victorian Auditor General Office, by which councils may be audited on.

**Figure 5: VAGO elements**



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

- 1. Define:** Clearly define the decision required, and the scope of the public participation exercise
- 2. Identify:** Understand who is affected and how they should be included
- 3. Understand:** Identify the resources, skills and time required for effective public participation
- 4. Document:** Document the public participation and management approach
- 5. Implement:** Implement the public participation plan and monitor its progress
- 6. Evaluate:** Evaluate the public participation exercise and apply continuous improvement

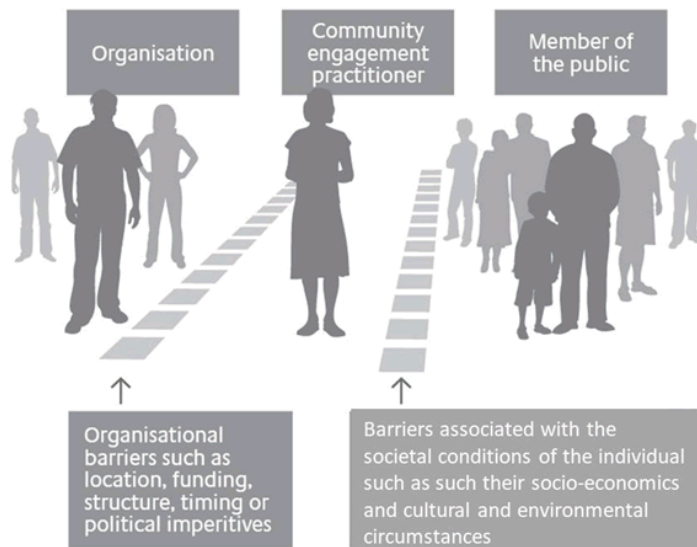
## 2.4 Inclusive Community Engagement

We recognise that good community engagement involves providing the right opportunities, at the right time and in the right way for people to have a say on issues that are important to and/or affect them.

We recognise that in every engagement program there are people who may find it more difficult to participate due to individual circumstances and experiences. Societal conditions, such as socio-economics and cultural and environmental circumstances can greatly shape and impact an individual's ability, willingness and sense of safety to participate in community engagement opportunities.

An inclusive community engagement approach is about recognising these circumstances and designing an approach to help address barriers to participation. An inclusive engagement approach focuses on addressing the barriers between Council and our community. There may also be barriers within Council such as location, funding and timing.

**Figure 6: Barriers to engagement**



Source: [www.capire.com.au](http://www.capire.com.au)

**Barriers to engagement**

People may face barriers to participating in community engagement for a range of reasons. These barriers depend on the different circumstances of the individual and how these have been shaped by broader societal conditions and systemic factors.

These can have an impact on an individual's ability and feelings towards participation in engagement activities and can be considered across three different categories, these include:

Personal Resources	Motivation, Attitude and Perception	Cultural Considerations
<ul style="list-style-type: none"> <li>Limited education and capacity</li> <li>Limited money</li> <li>Physical and mental health issues</li> <li>Limited mobility</li> <li>Geographic isolation</li> <li>Disability and sensory impairments</li> <li>Limited confidence</li> <li>Limited social networks</li> <li>Limited time</li> </ul>	<ul style="list-style-type: none"> <li>Limited knowledge of benefits of engagement</li> <li>Limited knowledge of engagement activities</li> <li>Limited interest in the subject</li> <li>Limited understanding of the subject</li> <li>Consultation 'fatigue'</li> <li>Unmet expectations</li> <li>Perceived or real concerns around ramification of participation</li> </ul>	<ul style="list-style-type: none"> <li>Language and literacy</li> <li>Values and beliefs</li> <li>Cultural and gender-based divisions and structures</li> </ul>

### Engaging the harder-to-reach

There are different groups in different communities who may find it more difficult to participate in engagement activities. Some of the groups often considered as harder to reach due to their respective barriers to engagement are:

- Homeless people
- Aboriginal and Torres Strait Islander people
- People with a disability
- Culturally and Linguistically Diverse (CALD)
- Established migrant communities
- New migrant communities
- The bereaved or traumatised
- People with health issues
- People in prison
- Residents in public housing
- Parents and carers
- New residents
- Hearing, speech or vision impaired people
- People living in rural or regional areas
- International students
- Professionals and business owners
- Lesbian, gay, bi, trans, intersex and queer (LGBTIQ+) people
- Young people
- Older people
- Children

In presenting these groups, we recognise that not every individual in these groups may be harder to reach. The circumstances of each individual within these groups may vary depending on the topic, location, timing or past experiences and our engagement approaches therefore need to be adapted accordingly.

When designing and implementing engagement approaches, we are committed to addressing barriers and ensuring the voices of those who may be harder to reach are included.



## 3 Our People

This section covers:

- What is the role of Council Officers and Councillors in delivering the Community Engagement Policy?

### 3.1 Role of Councillors and Council Officers

Many people at Council have responsibility for ensuring the implementation of the Policy and also for potentially participating in project specific engagement activities developed in accordance with this Policy.

**Councillors** are responsible for adopting the Community Engagement Policy, endorsing projects, plans, strategies, policies, services and advocacy initiatives informed by community engagement findings, and for championing our community engagement commitment in their interactions with Banyule constituents. Councillors will often also be identified as stakeholders within engagement plans and therefore be involved in project specific engagement activities.

It is also a requirement of the Local Government Act 2020 that the role of the Mayor is to lead engagement with the municipal community on the development of the Council Plan (s18c)

**Senior Managers and Executives** are responsible for approving engagement plans that have been developed in accordance with the Policy. Depending on the level of complexity a project is assessed at, will determine what level of 'approval' is required. Senior Managers and Executives are also responsible for making and approving recommendations/decisions on a project which has been informed by engagement findings.

Council officers who are the **Project Managers** responsible for delivering community engagement are responsible for ensuring that quality engagement is planned, resourced, delivered and evaluated. The Project Manager works in collaboration with the Community Engagement Team and **Communications Team** to ensure their community engagement is designed and undertaken in accordance with the Policy.

Our **Community Engagement Team** are responsible for ensuring the Policy is up to date, implemented and reviewed. They are also responsible for ensuring Council officers undertaking strategic or statutory engagement have a good understanding of and are resourced to work in accordance with the Policy.

## 4 Our Strategic Context

This section covers:

- How do community engagement findings inform Council's strategic documents?
- When is Council required to undertake community engagement?

### 4.1 Internal Strategic Context

Community and stakeholder input into decision-making strengthens governance through stronger decision-making, however, it is not possible in every decision-making process.

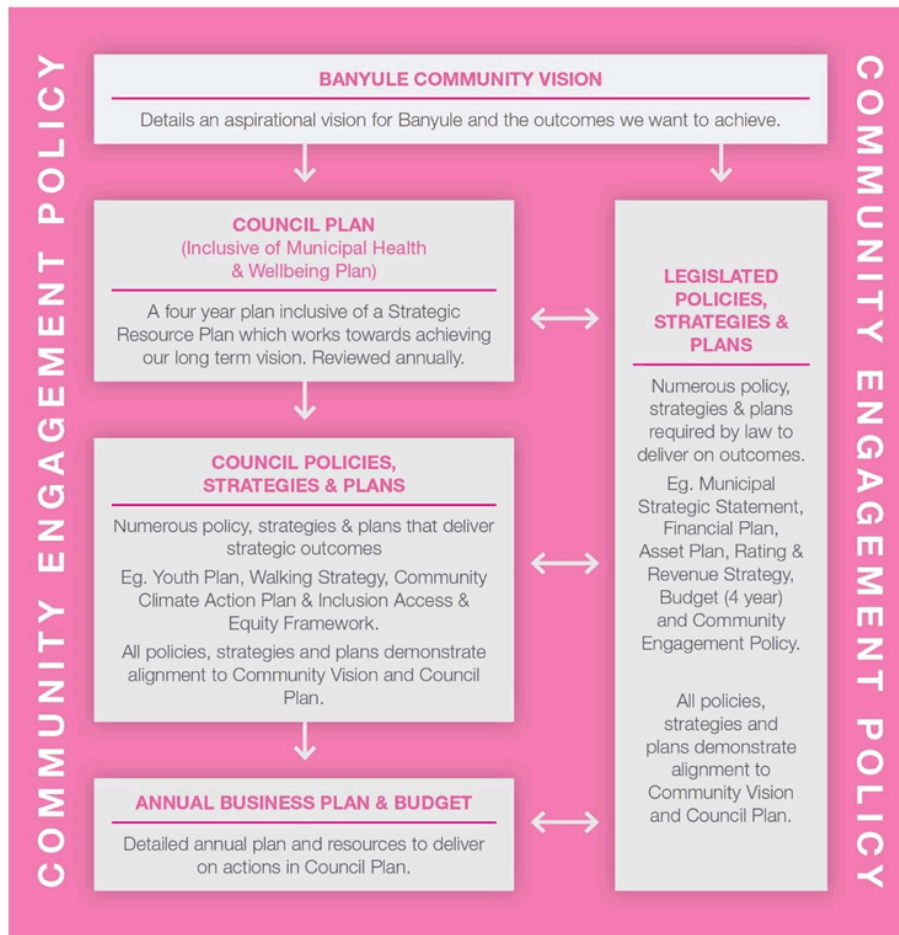
Council is responsible for determining when to engage and the level of influence the community and/or stakeholders should have in the process. This level of influence may be determined by technical requirements, timeframes and available resources. Instances where we may only be able to provide feedback on the outcome of a decision-making process include emergency management, public risk issues, internal policy development, response to legislative requirements or time sensitive matters.

As shown in Figure 7, there are key strategic planning documents within Council. These documents work together to achieve the aspirational vision for Banyule. Figure 7 demonstrates the work of Council and how we collaboratively work with community and stakeholders.

Importantly, the development of each of these documents is underpinned by community engagement. This means that engagement approaches can be designed and implemented for each project to ensure the whole of our municipality as well as cohort and stakeholder specific engagement opportunities and methodologies are delivered.

Figure 7: Banyule Integrated Planning and Engagement Framework

## Banyule Intergrated Planning & Engagement Framework



Further specific plans, strategies and frameworks that impact the development of engagement approaches include:

- Banyule Service Promise: applies to transactional and day to day engagement.
- Communication Strategy: applies to 'informing' engagement not attached to strategic and/or statutory engagement plans.
- Project Management Framework: applies to the development of specific project plans that engagement plans sit within.

- Banyule Style Guide: applies to all publication material produced to support the promotion and implementation of activities within an engagement plan.
- Banyule Inclusion Access and Equity Framework: guides the way that Council works to promote and foster inclusion, access and equity and the need for this to be built into engagement plan.

## 4.2 External Strategic Context

There are several pieces of Victorian legislation, standards and charters that describe when a council must engage with their community and stakeholders. A selection of those relevant to Banyule are described below.

### **Local Government Act (2020)**

Describes the objectives, roles and functions of local government in Victoria. It specifies that a Council must adopt and maintain a community engagement policy that gives effect to the following community engagement principles:

- a community engagement process must have a clearly defined objective and scope
- participants in community engagement must have access to objective, relevant and timely information to inform their participation
- participants in community engagement must be representative of the persons and groups affected by the matter that is the subject of the community engagement
- participants in community engagement are entitled to reasonable support to enable meaningful and informed engagement
- participants in community engagement are informed of the ways in which the community engagement process will influence Council decision making.

The Act specifies that the community vision, council plan, financial plan and asset plan must be developed or reviewed in accordance with its deliberative engagement practices. It also states that councils must make a local law in accordance with its community engagement policy.

### **Planning and Environment Act (1987)**

Describes the procedures for preparing and amending planning schemes, obtaining permits under planning schemes, enforcing compliance with planning schemes, and other administrative procedures. As part of this, the Act sets the overarching notification requirements, however, in some instances planning scheme amendments and planning permit applications may be exempt from the notification requirements.

**The Local Government Amendment (Performance Reporting and Accountability) Act (2014)**

Requires each local government authority to report on the existence and application of community engagement policies and guidelines.

**Public Health and Wellbeing Act (2008)**

Outlines ways in which councils are expected to plan for the health and wellbeing of their communities. A Municipal Public Health and Wellbeing Plan must provide for the involvement of people in the local community in the development, implementation and evaluation of the public health and wellbeing plan.

**Victorian Charter of Human Rights and Responsibilities (2006)**

The Charter of Human Rights and Responsibilities Act is a Victorian law that sets out the basic rights, freedoms and responsibilities of all people in Victoria. 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.

As a public authority, councils have an obligation to act in a way that is compatible with the human rights described in the Charter.

**Child Safe Standards, Victorian Commission for Children and Young People**

Standard Seven of the Child Safe Standards focuses on strategies to promote participation and empowerment of children. These strategies include:

- supporting children and young people to understand their rights, contribute to child safety planning and raise concerns
- promoting and encouraging children's participation in decision-making
- valuing and respecting children's opinions
- seeking children's views about what makes them feel safe and unsafe
- establishing an environment of trust and inclusion that enables children to ask questions and speak up if they are worried or feeling unsafe.

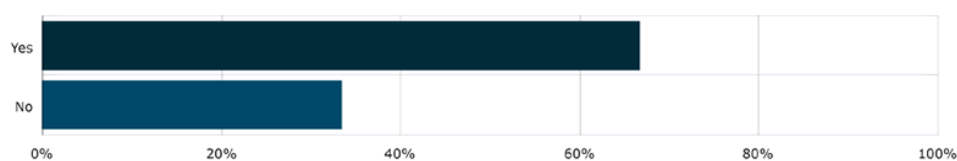


**Community Engagement Policy Public Exhibition Submissions 2020**

Title/Question:	Community Engagement Consultation
Tool Type:	Form
Activity ID:	338 Version 7477
Report Date Range:	28 Jul 2020 - 25 Aug 2020
Date Exported:	26 Aug 2020 03:07 pm

**1. Do you support the overall direction of the draft Community Engagement Policy?**

Dropdown | Skipped: 0 | Answered: 9 (100%)

**Thematic findings and how we are responding**

Supportive of Policy	Commentary Theme	Response/Action
Yes 67% (count 6)	Increase promotion of engagement opportunities	To be actioned at implementation e.g. as per needs of individual projects.
	Increase transparency particularly around ongoing engagement avenues e.g. Council meetings	Governed by Public Transparency Policy, referred to relevant Officer.
	Congratulations and pleased with commitment and practise	Maintain practise and strive to continually enhance.
No 33% (count 3)	Community engagement is a waste of rate payers money	Continue to communicate importance of community engagement and why it is undertaken.
	Increase accessibility for culturally and linguistically diverse communities.	To be actioned throughout implementation, both as per needs of individual projects and by investigating and actioning avenues for increasing the promotion of translation services e.g. on all promotional material and Shaping Banyule pages

**Verbatim Comments**

1. It seems like a really thorough policy with strong regard for community voice. The consultation done to get the policy created seems quite large and covers a lot of key people / stakeholders / community. Well done on this important work.
2. Hello, thank you for the opportunity to contribute to the policy. The rationale for the policy appears sound -particularly in relation to community engagement as a key to empowering and strengthening our community. I also agree with the policy definition that community engagement is a genuine process of working with people to build understanding, strengthen relations, and inform decisions. The policy identifies Council's framework for undertaking community engagement. What the draft policy lacks is a comprehensive list of engagement activities that provides majority community awareness of what is happening in Council -how many residents can confidently state awareness of draft policies/plans/proposed road closures and planning applications/and other Council activities, which would they know about the activities, would indeed contribute their comments?! Reaching the community in a meaningful, consistent and regular manner is not addressed adequately in this policy -and it is a major concern. Relying on social media/temporary advertising/one off mail outs and the infrequent Banyule Banner, is not enough to provide meaningful consistent and regular consultation. The demise of the local press has seriously affected Council's connection with its community. We residents are no longer in touch with Council and community activities as we once were, nor is communication coming from Council from an independent source. Social media is an informative platform but relies on the resident tuning in and having access. The strategy should provide a much more elaborate proposal on community reach ( for all sectors of community ) -especially for policies like the climate action plan -zero emissions by 2040 will require council to reach and engage all of the community for this target to be met. More information is required as to the HOW of community engagement, which is sorely lacking in this draft form. Thank you for the opportunity to comment, please reply to [REDACTED]
3. I actually read the Draft Community engagement policy and skimmed over the Public Participation in government: Better Practice Guide. I can't find anything to disagree with and all boxes are seemingly ticked. My issue as a person who as a individual or a member of a community group, is how we find out about what is actually happening in the community, particularly in respect of Local Council Government. To put it another way Community Engagement Policy, is like a room where lots of constructive and useful things are happening; however how does the tens of thousands Banyule residents know about the room; where the room is and what time the room is open for you to enter. I can see nothing in these guidelines that talk about how these tens of thousands of individuals are going to get involved in the first place?
4. I haven't lived in Banyule very long but am pleased with the interaction with the community on several matters. The one I am mainly concerned with is Bellfield Community Garden. It is a difficult time for all of us at the moment and i have noticed the amount of support from the Council for the local community.



5. I believe the strengths of any council is determined by the involvement of the community. My name is [REDACTED]. We represent a group of concerned residence who believe that over the past 7 years the Banyule Council has systematically , bit by bit eroded involvement of its residence. First and foremost the public forum should be returned to the Council meetings and hold it prior to the Council meetings or hold a separate meeting the following week for residence to voice their opinions on all matters Banyule. Ward meetings should be held systematically through out the wards to allow residence to voice their opinions. Coffee club meetings at Ivanhoe Town Hall and Greensborough offices should be held every week. Just a sit down and chat with councilors ,Directors, and other intrested people even have guest speakers on subjects. There are many ways to obtain opinions from the community ,but Banyule City Council needs to improve how it is doing it at this point of time .With the loss of community newspapers residence feel their is a void in communication within our community , We feel the Banyule City Council has a chance to fill that void with a monthly banner or weekly .  
Regards  
[REDACTED]  
[REDACTED]  
[REDACTED]
6. I have been really disappointed with how Banyule Council engages with its CALD community. I have grown up in West Heidelberg and have recently moved back to the area. My elderly migrant parents, are still living in the area. Over the past few years, Council has delivered community engagement regarding some key - game changing projects - projects which is transforming the suburb ( including Olympic Village Master Plan, West Heidelberg Urban Design Framework). My parents would ask me to translate the content of these letters - as they were full of jargon and they didn't understand the message! The communications collateral for these projects were not written with CALD community in mind. It felt like there was no attempt to try and engage with this local community. This engagement did not feel genuine. I don't think the strategy goes far enough in developing objectives or actions to ensure engagement reaches harder-to-reach groups. it is also disappointing to see NO translation services available on this webpage for the Consultation of the community engagement strategy.
7. It just sounds like a huge undertaking that results in a policy to undertake what is a council's raison d'être, using rate payers funds that could have been much better spent.
8. I support this in principle but have concerns as our council resembles an old boys club. Some of the councillors have been in council way to long.  
I also find there has been decisions that are not in the best interests of the residents, for example engaging a profit base company to book and review parking infringements and the sale of open spaces with the money not being spent in the impacted area