



AGENDA

FOR COMMUNITY WELLBEING AND SPORT COMMITTEE MEETING TO BE HELD ON

**21 SEPTEMBER 2021 AT CONCLUSION OF INNOVATION AND BUSINESS
DEVELOPMENT COMMITTEE**

**IN LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY**

MEMBERS

Cr A Duncan (Chair)
Mayor G Aldridge (ex officio)
Cr B Brug
Deputy Mayor, Cr C Buchanan (Deputy Chair)
Cr D Hood
Cr P Jensen
Cr S Ouk
Cr J Woodman

REQUIRED STAFF

Chief Executive Officer, Mr J Harry
General Manager Community Development, Mrs A Pokoney Cramey
General Manager Business Excellence, Mr C Mansueto
Manager Governance, Mr R Deco
Team Leader Corporate Governance, Mr B Kahland
Governance Support Officer, Ms K Boyd

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Community Wellbeing and Sport Committee Meeting held on 17 August 2021.

REPORTS

Administration

5.0.1	Future Reports for the Community Wellbeing and Sport Committee.....	13
5.0.2	Community Wellbeing & Sport Project Update Report.....	17
5.0.3	Intercultural Strategic Plan 2020/2021 Annual Report	35

For Decision

5.1.1	Community Grants Program Applications for September 2021	129
5.1.2	25/2021: Salisbury East Neighbourhood Centre	157
5.1.3	26/2021: Salisbury United Soccer Club Inc - Community Grants Program Application	177
5.1.4	27/2021: McYess & Pinnacle College Ltd - Community Grants Program Application	195
5.1.5	Place Activation Strategy Formal Recreation - Female Friendly Changerooms.....	211

For Information

5.2.1	Report on Year 1 of implementation of the Ability Inclusion Strategic Plan 2020 - 2024.....	215
-------	--	-----

OTHER BUSINESS

CONFIDENTIAL ITEMS

5.4.1 Salisbury Aquatic Centre

Recommendation

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
 - *it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and*
 - *information the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
 - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
 - *Non-disclosure of the matter and discussion of this item in confidence would protect the confidential information relating to potential commercial negotiations regarding the project and on balance would protect the interest of the public.*

*On that basis the public's interest is best served by not disclosing the **Salisbury Aquatic Centre** item and discussion at this point in time.*
3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

CLOSE



**MINUTES OF COMMUNITY WELLBEING AND SPORT COMMITTEE MEETING
HELD IN LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY ON**

17 AUGUST 2021

MEMBERS PRESENT

Cr A Duncan (Chair)
Cr B Brug
Deputy Mayor, Cr C Buchanan (Deputy Chair)
Cr D Hood (*from 6.49 pm*)
Cr P Jensen
Cr S Ouk
Cr J Woodman

STAFF

Chief Executive Officer, Mr J Harry
General Manager Community Development, Ms A Pokoney Cramey
General Manager Business Excellence, Mr C Mansueto
Manager Governance, Mr R Deco
Governance Support Officer, Ms K Boyd

The meeting commenced at 6.46 pm.

The Chair welcomed the members, staff and the gallery to the meeting.

APOLOGIES

An apology has been received from Mayor G Aldridge.

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Moved Cr B Brug
Seconded Cr J Woodman

The Minutes of the Community Wellbeing and Sport Committee Meeting held on 20 July 2021, be taken as read and confirmed.

CARRIED

REPORTS

Administration

5.0.1 Future Reports for the Community Wellbeing and Sport Committee

Moved Cr J Woodman
Seconded Cr P Jensen

That Council:

1. Receives and notes the information.

CARRIED

For Decision

5.1.1 Community Grants Program Applications for August 2021

Moved Cr B Brug
Seconded Cr P Jensen

That Council:

1. Receives and notes the information.

CARRIED

5.1.2 08/2021: Hispanic Womens Association of South Australia Inc. - Community Grants Program Application

Moved Cr S Ouk
Seconded Cr J Woodman

That Council:

1. Receives and notes the information that the 08/2021: the Hispanic Womens Association of South Australia Inc is deemed ineligible for Community Grants Program funding in accordance with section 11.2 of the Guidelines and Eligibility Criteria.

CARRIED

5.1.3 10/2021: The Rotary Club of Salisbury SA Inc. - Community Grants Program Application

Cr J Woodman declared a perceived conflict of interest on the basis of being a member of the Salisbury Rotary Club. Cr Woodman managed the conflict by remaining in the meeting and voting in the best interest of the community.

Moved Cr A Duncan

Seconded Cr S Ouk

1. The Community Wellbeing and Sport Committee approves, in accordance with its delegated powers set out in the adopted Terms of Reference, the allocation of funding for the August 2021 round of Community Grants as follows:

Grant No. 10/2021: The Rotary Club of Salisbury SA Inc be awarded the amount of **\$5,000.00** to assist with the purchase of **Picnic table and benches and installation costs** to be located in **Cobbler Creek, Salisbury Heights**, as outlined in the Community Grant Application.

CARRIED

The majority of members present voted IN FAVOUR of the MOTION.

Cr J Woodman voted IN FAVOUR of the MOTION.

5.1.4 23/2021: Jafaria Islamic Society - Community Grants Program Application

Moved Cr C Buchanan

Seconded Cr P Jensen

1. The Community Wellbeing and Sport Committee approves, in accordance with its delegated powers set out in the adopted Terms of Reference, the allocation of funding for the August 2021 round of Community Grants as follows:

Grant No. 23/2021: The Jafaria Islamic Society be awarded the amount of **\$5,000.00** to assist with Tree Planting, as outlined in the Community Grant Application noting the change of the day of the event to occur in September 2021.

CARRIED

5.1.5 22/2021: Salisbury Branch Meals on Wheels - Community Grants Program Application

Moved Cr C Buchanan

Seconded Cr B Brug

1. In accordance with delegated powers set out in the endorsed Terms of Reference, the Community Wellbeing and Sport Committee assessed and allocated funding for the June 2021 round of Community Grants as follows:

Grant No. 22/1021: The Salisbury Branch Meals on Wheels be awarded the amount of **\$1,500.00** to assist with the purchase of **food items and gift bags for the 2021 Christmas hampers** as outlined in the Community Grant Application.

CARRIED

5.1.6 Community Grants Program - Guidelines and Eligibility Criteria

Cr D Hood entered the meeting at 6.49 pm.

Moved Cr A Duncan

Seconded Cr B Brug

That Council:

1. Adopts the changes to para 2.5 of the Community Grants Program Guidelines and Eligibility Criteria document as contained in Attachment 1 to this report (Community Wellbeing and Sport Committee 17/08/2021, Item 5.1.6).

CARRIED

5.1.7 Community Event Sponsorship Christmas Carol Grant Application

Cr B Brug declared an actual conflict of interest on the basis of being a member of the Lions Club. Cr B Brug left the meeting at 6:53 pm.

Cr P Jensen declared a material conflict of interest on the basis of his employment. Cr P Jensen left the meeting at 6:53 pm.

Cr C Buchanan declared a perceived conflict of interest on the basis of being a member of the Paralowie Lions Club. Cr Buchanan managed the conflict by remaining in the meeting and voting in the best interest of the COVID rules.

Moved Cr J Woodman

Seconded Cr D Hood

1. That, in accordance with the delegated powers set out in the endorsed Terms of Reference, the Community Wellbeing and Sport Committee, the following application is approved through Round One (1) of the Community Events Sponsorship Program Financial Year 2021-2022 as follows:
 - a. Grant No. 1/2021: Salisbury Lions, application for \$30,000.00 for the Salisbury Lions Christmas Carols.

With leave of the meeting, Cr J Woodman WITHDREW the MOTION and Cr D Hood withdrew his seconding of the Motion.

WITHDRAWN

Moved Cr C Buchanan

Seconded Cr J Woodman

That this item be deferred for further consideration of a Further Information Report at Council's August 2021 meeting in context of risk management considerations.

CARRIED

Cr P Jensen returned to the meeting at 7:16 pm.

5.1.8 Baltimore Reserve, Parafield Gardens - Informal Recreation

Cr B Brug returned to the meeting at 7:17 pm.

Moved Cr S Ouk

Seconded Cr C Buchanan

That Council:

1. Receives and notes the community feedback.
2. Does not approve the installation of an informal cricket pitch on Baltimore Reserve.
3. Instruct staff to report back on costs of a modification to the existing court to incorporate a space for a 'cricket training net', as part of the 2022/2023 budget process.
4. Instruct staff to consider funding the installation of off street car parking within the reserve as part of the 2022/2023 budget process.

CARRIED

5.1.9 Minor Capital Works Grant Application - Valley View Tennis Club Inc.

Cr J Woodman declared a perceived conflict of interest on the basis of being a member of the Valley View Tennis Club. Cr Woodman managed the conflict by remaining in the meeting and voting in the best interest of the community.

Moved Cr J Woodman

Seconded Cr C Buchanan

That the Community, Wellbeing and Sport Committee:

1. Approves, in accordance with its delegated power set out in the adopted Terms of Reference, the allocation of funding from the 2021/22 Minor Capital Works Grant Program budget as follows:
 - a. The Valley View Tennis Club Incorporated in the amount of \$50,000.00 for the re-painting of six (6) tennis courts at Ilberry Green, Elizabeth Crescent, Valley View noting that any additional costs are to be funded by the Valley View Tennis Club Incorporated as per the funding agreement.

CARRIED

The majority of members present voted IN FAVOUR of the MOTION.

Cr J Woodman voted IN FAVOUR of the MOTION.

5.1.10 Minor Capital Works Grant Program Application - Mawson Lakes Golf Club Inc.

Moved Cr B Brug
Seconded Cr D Hood

That the Community, Wellbeing and Sport Committee:

1. Approves, in accordance with its delegated power set out in the adopted Terms of Reference, the allocation of funding from the 2021/22 Minor Capital Works Grant Program budget as follows:
 - a. The Mawson Lakes Golf Club Incorporated in the amount of \$25,000 for the supply and installation of an external storage shed extension, noting that any additional costs are to be funded by the Mawson Lakes Golf Club Incorporated or external grant programs, as per the funding agreement.

CARRIED

For Information

5.2.1 Youth Sponsorship Applications - July 2021

Moved Cr J Woodman
Seconded Cr P Jensen

That Council:

1. Receives and notes the information.

CARRIED

5.2.2 Closure of the South Australian Home and Community Care (SA HACC) program

Moved Cr C Buchanan
Seconded Cr P Jensen

That Council:

- a. Receives and notes this Closure of the South Australian Home and Community Care (SA HACC) report.

CARRIED

OTHER BUSINESS

Nil

The meeting closed at 7.35 pm.

CHAIR.....

DATE.....

ITEM	5.0.1
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Future Reports for the Community Wellbeing and Sport Committee
AUTHOR	Michelle Woods, Projects Officer Governance, CEO and Governance
CITY PLAN LINKS	4.2 We deliver quality outcomes that meet the needs of our community
SUMMARY	This item details reports to be presented to the Community Wellbeing and Sport Committee as a result of a previous Council resolution. If reports have been deferred to a subsequent month, this will be indicated, along with a reason for the deferral.

RECOMMENDATIONThat Council:

1. Notes the report.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 Historically, a list of resolutions requiring a future report to Council has been presented to each committee for noting.

2. CONSULTATION / COMMUNICATION

- 2.1 Internal
 - 2.1.1 Report authors and General Managers.
- 2.2 External
 - 2.2.1 Nil.

3. REPORT

3.1 The table below outlines the reports to be presented to the Community Wellbeing and Sport Committee as a result of a Council resolution.

Meeting Item	Heading and Resolution	Officer
24/06/2019 12.1 Due: Comment:	Motion without Notice: Upgrades to Current Sporting Facilities That staff provide a report for costings for upgrades to our current major sporting centres, excluding Ingle Farm Recreation Centre, to support our community over the coming 40+ years. September 2021 November 2021 This will be addressed in the two reports being presented in November in relation to the Place Activation Strategy (refer item 1.1.2 and 2.0.2-AMSC2 from July 2020 listed below).	Andrew Hamilton
28/01/2020 1.1.2 Due:	Bridgestone Athletics Centre – Management Model Options a. A Council managed approach for Bridgestone Athletics Centre for an initial period up to three (3) years, subject to annual review through the Works and Services Committee; April 2022	Andrew Hamilton
24/02/2020 2.5.1 Due:	Indoor Sporting Facilities 1. A further report be brought back to the Works and Services Committee upon completion of the condition and fit for purpose audit, patron feedback surveys, and the Sport and Recreation Infrastructure Plan being developed by the Office for Recreation, Sport and Racing. October 2021 November 2021 This will be addressed in the two reports being presented in November in relation to the Place Activation Strategy (refer item 1.1.2 and 2.0.2-AMSC2 from July 2020 listed below).	Andrew Hamilton
27/07/2020 1.1.2 Due: Deferred to: Reason:	Place Activation Strategy – Community Facilities 2. Staff prepare a further report to the Asset Management Sub-Committee regarding a condition and fit for purpose audit of Council owned community facilities with consideration to the hierarchy. September 2021 November 2021 Staff are undertaking further research and investigation to prepare this report.	Jo Cooper
27/07/2020 2.0.2-AMSC2 Due:	Place Activation Strategy Update 2. Council notes that a report on the Linkages category of PAS will be presented to the Sub Committee in coming months for consideration. November 2021	David Boothway

21/12/2020 2.4.1	Operating Savings Initiatives – Library Services Council has previously resolved this resolution to be confidential. Due: August 2022	Jo Cooper
25/01/2021 5.2.1	Bridgestone Athletics Centre – Construction Update 2. A periodic report be provided on a six (6) monthly basis to the Community Wellbeing and Sport Committee regarding the performance of, and recommendations for, the management of Bridgestone Athletics Centre, commencing 6 months from the opening of the Centre. Due: October 2021	Andrew Hamilton
28/06/2021 3.1.3	Review of Community Recreation Facilities Sponsorship Policy 3. Following consultation, the Community Recreation Facilities Sponsorship Policy be brought back via the Community, Wellbeing and Sport Committee for endorsement for Council adoption, within 3 months. Due: September 2021 Deferred to: October 2021 Reason: Staff have undertaken consultation and are still awaiting responses. Once all responses have been received, the information will be collated and reported back to the Community Wellbeing and Sport Committee.	Tim Starr
28/06/2021 3.1.4	Review of Recreation Facilities Signage Policy 3. Following consultation, the Recreation Facilities Signage Policy be brought back via the Community Wellbeing and Sport Committee for endorsement for Council adoption, within 3 months. Due: September 2021 Deferred to: October 2021 Reason: Staff have undertaken consultation and are still awaiting responses. Once all responses have been received, the information will be collated and reported back to the Community Wellbeing and Sport Committee.	Tim Starr

4. CONCLUSION / PROPOSAL

- 4.1 Future reports for the Community Wellbeing and Sport Committee have been reviewed and are presented to Council for noting.

CO-ORDINATION

Officer:	EXECUTIVE GROUP	GMCD	GMCI
Date:	13/09/2021	06/09/2021	07/09/2021

ITEM	5.0.2
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Community Wellbeing & Sport Project Update Report
AUTHOR	Amy Pokoney Cramey, General Manager Community Development, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	This report provides an update on major projects and initiatives underway in relation to community wellbeing and sport in June, July and August 2021.

RECOMMENDATIONThat Council:

1. Notes the Report.

Attachments This document should be read in conjunction with the following attachments:

1. Attachment 1: Various Images relating to Community Wellbeing & Sport Project Update Report
2. Attachment 2: Infographic Volunteer Workforce Snapshot 2020-21 FY

RECOMMENDATIONThat Council:

1. Notes the Report.

Attachments This document should be read in conjunction with the following attachments:

1. Attachment 1: Various Images relating to Community Wellbeing & Sport Project Update Report
2. Attachment 2: Infographic Volunteer Workforce Snapshot 2020-21 FY

1. BACKGROUND

- 1.1 The establishment of the Community Wellbeing and Sport Committee has provided an opportunity to keep Council and the community informed of key initiatives and projects underway to further enhance the health and wellbeing of our community.
- 1.2 These initiatives and projects are associated with City Plan 2035 key direction “A Welcoming and Liveable City” which “*encompasses issues that affect the health and wellbeing of its people, including safety, social connections, the look and feel*

of our neighbourhoods and the facilities and programs available to support our community's aspirations."

- 1.3 These initiatives and projects are delivered in collaboration with other Departments, community and business partners and with support from both State and Federal Government.

2. CONSULTATION / COMMUNICATION

2.1 Internal

- 2.1.1 Community Development leadership team

3. REPORT

Community Planning Division

Salisbury Community Bus Service

- 3.1 Council resolved in 2020 to provide a trial community bus service operating from 3 October 2021 to 3 April 2022 to service the western side of the City. The service will operate 3 days per week, 3 times per day on a fixed route incorporating the following stops:

- Salisbury Community Hub
- Hollywood Plaza
- Globe Derby Park
- Bolivar (Highway One Caravan Park)
- Paralowie Village Shop Shopping Centre
- Springbank Plaza
- St Kilda Hotel
- St Kilda Tackle and Tucker Kiosk

- 3.2 The community bus will accommodate 18 passengers with additional provision for two wheelchairs and will be a hop on / hop off service.

- 3.3 Promotion of the service has commenced and will continue for the duration of the trial (please refer to Attachment 1 for the promotional image).

Women's Safety Summit

- 3.4 As part of Council's White Ribbon commitment to supporting a whole-of-community approach to ending men's violence against women, a Women's Safety Summit is currently being planned. The Women's Safety Summit is being organised and delivered as a collaboration between:

- City of Salisbury;
- White Ribbon Australia;
- Northern Adelaide Homelessness and Violence Against Women Collaboration; and
- Relationships Australia SA.

- 3.5 The Summit will include a keynote speaker, Rosie Batty, and breakout workshops focusing on various sectors or groups. The focus of the Summit will be on identifying primary prevention strategies and building commitment and support for the community action groups.
- 3.6 The Summit will be held at the Salisbury Community Hub on 30 November 2021, which falls within the global campaign of ‘16 days of activism against gender-based violence’.

Bridgestone Athletics Centre

- 3.7 The Bridgestone Athletics Centre hosted a SAPSASA Athletics Day for the Salisbury East and Para Districts regions in late August. The day was an overwhelming success with over 500 participants, parents and spectators in attendance. The event represented the first opportunity to see school students compete at the site, and was met with praise from all who attended. Please refer to Attachment 1 for an image of the successful SAPSASA day.
- 3.8 Council is in the process of delivering additional necessary works at the Centre, including:
- Seating for spectators and an officials booth
 - Fencing to protect the track, along with electronic access to allow the community to safely use the site
 - The installation of CCTV cameras
 - Digital signage at gateways
 - Athletics equipment and furniture
 - A public address (PA) system
- 3.9 The 3 athletics clubs will be moving to the Centre in time to begin their summer competitions in September 2021. There is a further 5 bookings for use of the facility by Salisbury based schools, and multiple opportunities to collaborate with the State Association for regional competition.
- 3.10 It is anticipated that the additional works will be completed before December 2021.

Community Health and Wellbeing Division

Community Age Care Services Survey

- 3.11 In April 2021, 2040 surveys were sent to older people who access Salisbury Home and Community Services.
- 3.12 Program service includes domestic assistance, minor home maintenance and modifications, transport support, shopping support, social support groups and individuals, and meals. These services are provided through Salisbury Home Assist and the Social Participation and Diversity Team which oversee our three seniors’ centres.
- 3.13 The survey return rate was 45% with 913 people responding.
- 3.14 Survey questions were informed by national aged care consumer survey best practice.

Survey Responses

- 99% said workers treat them with dignity and respect
- 96% said they have a say in the services provided
- 99% said their workers are confident and skilled
- 96% said services are provided at the agreed time
- 98.5% said their cultural preferences are respected
- 98% said services were delivered at home or at a senior centre on time
- 98% said they were comfortable providing feedback
- 99% said that information on services is easy to understand
- 41% said their services were reviewed or updated at least once a year, 51% said they were unsure and 7% said 'no'
- 94% said they would recommend Salisbury Home and Community Services to family or friends

Areas for follow up and improvement:

- 3.15 A number of people noted their frustrations with the steps and time it takes to access services and identified My Aged Care registration, external assessment services processes and locating an available service provider as their main concerns.
- 3.16 A number of people identified that they wanted some services to be provided more frequently and some wanted an increase in the time allocated for specific services.
- 3.17 Other respondents requested more information about the range of services available.
- 3.18 The respondents were asked to comment on what being treated with dignity and respect means to them. The below are direct quotes from community members.
- "It means I am recognised as capable and valued"*
- "It means everything to me and my wellbeing"*
- "Friendly staff and people improve my wellbeing and sense of belonging"*
- "Friendly services, help when needed and information readily given"*
- "I know if I need help there's someone I can call on and trust"*
- "They take into consideration what my aims are for the job being undertaken"*
- "It means I do know what I'm talking about and having my voice heard"*

Volunteer Workforce Snapshot

- 3.19 The infographic in Attachment 2 details the City of Salisbury volunteer workforce for the 2020/21 financial year. In summary, the City engaged 488 active volunteers who gave a total of 45,350 hours supporting Council activities, programs, services and events. A significant proportion of our volunteers are of multicultural background, with 42% of volunteers being born outside of Australia and 51 countries being represented.
- 3.20 Encouragingly, the majority of volunteers reported their experience with the City of Salisbury as 'great' (73%) or 'good' (26%). Further details relating to our volunteer workforce can be found in Attachment 2.

Unconscious Bias with Professor Mohamad Abdalla AM - 26 August 2021

- 3.21 Professor Mohamad Abdalla AM has worked in the field of Islamic Studies for over 25 years and in 2020 was appointed a Member of the Order of Australia (AM) in recognition of his outstanding achievement and service to the field of Islamic studies. Professor Mohamad was instrumental in engaging with communities following the 9/11 terrorist attacks, Bali Bombings and the 2019 Christchurch massacre. Professor Mohamad Abdalla AM currently works with several organisations, supervises 10 PhD candidates, provides keynote presentations at conferences and serves as an advisor to media and politicians regarding Islamic communities.
- 3.22 On 26 August 2021, 57 staff attended an information session about the intersection of unconscious bias and interculturalism (please refer to Attachment 1 for an image of this session). This session is supported by the Intercultural Strategic Plan to improve staff understanding on the topic and in turn improve customer experiences. Staff have provided overwhelmingly positive feedback of the session and have indicated an interest in more sessions like this being delivered in the future.

Refugee Week Author Talk 15 & 18 June

- 3.23 Two author talks and Q&A panel events were held during Refugee Week for volunteers and staff respectively. Author Mike Dumbleton shared his newly published picture book 'Anisa's Alphabet' and the story behind the book and its production. Two panellists Margaret Bako and Achan Mapor who have refugee experience from the Horn of Africa region attended to share their unique experiences and answer questions (please refer to Attachment 1 for an image of the Q&A Panel Event). Margaret and Achan both feature on the banner exhibition 'New Land, New Hope' that was curated by City of Adelaide and the Migration Museum and featured in the Salisbury Community Hub.

Aboriginal Painting Workshop 22 June 2021 at Jack Young Centre

- 3.24 To celebrate NAIDOC Week, the Aboriginal Group had a painting workshop to design and create Aboriginal Group tops. Tessa, a local Aboriginal woman who is a member of the group was engaged to lead the workshop. This not only provided a local business opportunity for the member but was also a way to recognise and celebrate her creativity and Aboriginal culture. Each member designed an Aboriginal artwork that was symbolic of the group and painted this onto a black polo that they can keep and wear to Jack Young Centre. Please refer to Attachment 1 for images of this workshop.

Care Connections project

- 3.25 Community Health and Wellbeing Division has completed a project partnership with two clinics (Para Hills & Ingle Farm medical) with the clinics referring people over 60' years old to our centres.

Good Health, Good Life Project

- 3.26 The “Good Health, Good Life Project” partnership between a number of local General Practitioner Clinics and Community Health and Wellbeing Team connected frail, vulnerable community members who are 60+ with social and recreational opportunities.
- 3.27 The project aims to assist people to stay well and out of hospital through a combination of primary health care and integration activities – such as those provided through City of Salisbury Seniors Centres. Participants worked with staff to connect with programs and services that have purpose and meaning for them with the overall aim gaining a positive impact on their physical, emotional and social wellbeing. This project has now been completed and staff are continuing to work to maintain connections and keep the newly created referral pathways open.

Carers SA

- 3.28 Newly established support networks for unpaid family carers are running from Jack Young Centre. Along with a regular monthly support group that connects carers with others who have experience of a caring role, Carers SA are providing a series of free workshops on ‘*5 Ways to Wellbeing*’ which aim to:
- Connect; build relationships that support and strengthen the everyday
 - Be Active; practical strategies to keep your mind and body active
 - Keep Learning; aids in a sense of achievement and builds confidence
 - Be Aware; being aware of the here and now can help you find calm and reduce stress
 - Help Others; building a sense of purpose and belonging

Sonder ‘Covid & Your Wellbeing Program’

- 3.29 The ‘COVID & Your Wellbeing’ program is a free support program for older adults experiencing stress and loneliness due to COVID pandemic. It is run by trained practioners who work 1:1 with older people with the aim to help them stay connected, cope with new changes in their lives and look after their wellbeing. The program is grounded in the premise that COIVD-19 has impacted all areas of society and this can leave individuals feeling more stressed, overwhelmed or anxious and that people experiencing this are not alone.

Aged Care System Navigator Service

- 3.30 The City of Salisbury has partnered with Aged Rights Advocacy Service (ARAS) to deliver this service that assists people to access aged care services at home. Through the provision of information and individualised support older people are assisted to register with My Aged Care, identify their care needs, be assessed and activate the care services. This service has received excellent feedback. Some direct quotes from participants are below.

*“Scott from the Navigator project helped me find someone to fix up my garden”
 “I was very confused about how to go about getting services. I now understand the system and how to get help”.*

‘Mindset for Life’ – Retirement Transition program

- 3.31 This program is specifically for people who are looking to retire or who have retired in the last 5 years. The program acknowledges that retirement can be a challenging time.
- 3.32 Mindset for Life is designed to help people increase clarity and reduce uncertainty about their retirement journey. The program uses a peer model to help people design a successful retirement and to plan the next phase of their lives, focusing on the social, emotional and practical aspects of this period of life.
- 3.33 On completion, participants will have a greater sense of their own skills, abilities and priorities; a renewed vision of their future; and an achievable plan to get them moving in their chosen direction.
- 3.34 City of Salisbury is leading a 4-Council project (utilising funds from a grant from the Office for Ageing Well) to build this to be a sustainable self-presented program. The City of Salisbury has run 3 full programs (3 x 3hr), one in 2020 via zoom and two ‘face to face’ in 2021 (a total of 37 people) and trained four volunteer peer convenors to lead each program. Please refer to Attachment 1 for images of participants undertaking this program.
- 3.35 The City of Salisbury has moved to self-sufficient delivery and will look to run a program in March/April and Aug/Sept each year with volunteer convenors.

Cycle Salisbury Social Rides

- 3.36 Cycle Salisbury celebrated its 8th Birthday on Saturday, 4 September 2021 with various rides from Carisbrooke Park and an optional lunch at the Old Spot Hotel. Please refer to Attachment 1 for images of the day.
- 3.37 Despite some cancellations of rides due to COVID-19 and inclement weather, Cycle Salisbury set a new participation record of **1,120** individual rides for a 12-month period.

Connect and Thrive – Digital Literacy for Seniors

- 3.38 The City of Salisbury has launched a range of programs designed to help the older community connect and thrive online. Sessions include seminars on important technology topics and practical small group or one-on-one sessions where an experienced facilitator can help you learn about your device. Participants are invited to come along to increase their confidence and make the most of technology. The program is running at Jack Young Centre, Para Hills Community Hub and Salisbury Community Hub.

Community Capacity and Learning Division

Para Hills Community Garden

- 3.39 In 2020, Wellbeing SA (State Government) funded two major community development projects - a community garden and an Aboriginal Mural Art Project at the Para Hills Community Hub.
- 3.40 The projects and associated grants have now been completed and acquitted. Council has now secured funding from the Office for Ageing for further health and wellbeing programs for seniors as well as digital literacy programs with the latter also being delivered at Jack Young Centre and the Salisbury Community Hub.
- 3.41 The Para Hills Community Hub garden continues to run a wide variety of programs including:
- Magic Harvest for seniors
 - Nature Play for preschoolers
 - Volunteer programs and
 - General health and wellbeing programs.
- 3.42 In addition, Council continues to have regular visits from local kindergartens and disability services.

Twelve25 Youth Centre – City of Salisbury Create a Place – Public Art Project

- 3.43 As part of Council's 'Create a Place' project, Twelve25 was identified as a suitable location for artwork as part of Council's art trail to assist with beautifying the region.
- 3.44 The successful expression of interest was awarded to local artist, Melita who has designed and installed an 'insta' wall which is due for final completion in early September 2021. An 'insta' wall is designed to encourage engagement on social media, please find a picture of Melita's artwork in Attachment 1.

Twelve25 Youth Centre – Youth Led Grant

- 3.45 In late 2020, Council secured \$20,000 in funding as part of the Local Government Youth-led COVID-19 Recovery Grant scheme. The grant is administered by the Local Government Association of South Australia on behalf of the Department of Human Services.
- 3.46 **Thrive Wellbeing Program** is a wellbeing program that empowers young people to develop the skills they need to experience wellbeing, resilience and happiness throughout their lives.
- 3.47 The program is based on the PERMA positive psychology model and is designed for young people aged between 15-18 years old throughout the Northern region.
- 3.48 Twelve25 partnered with 3 high schools to deliver the program throughout Term 2, with a 2-day community wellbeing session in July 2021 that attracted 49 participants. In addition, a Youth Reference Group was established with 9 participants to guide future program development. Participants will be surveyed to determine if the program outcomes have been met.

Twelve25 Youth Centre Local Roads and Community Infrastructure Program

- 3.49 In early 2021, Council secured \$300,000 of funding to invest in improving the accessibility and facilities at Twelve25. Scope and design have been completed, with works to commence in September and due for completion in December 2021. Improvements will be made to the foyer, outside courtyard and frontage.

Community Development Infrastructure Projects

Salisbury Recreation Precinct

- 3.50 Council was awarded \$7.185M through the South Australian Government's Local Government Infrastructure Projects Program, for the redevelopment of the Salisbury Recreation Precinct. Design and analysis to support further scoping of the project continues. A community consultation process has been undertaken, receiving a high level of community interest and advice on the preferred features of the new centre. A report for the Salisbury Recreation Precinct is included in the agenda for the September 2021 Community Wellbeing & Sport Committee.

Burton Community Hub

- 3.51 The detailed design stage is now complete, with the building tender out to market and the contract to be awarded in September 2021. The demolition of the Burton Community Centre has been completed and the Project Management consultancy engaged.
- 3.52 The Burton Community Hub will replace the current Burton Community Centre and Salisbury West Library, and will be further integrated with a community garden and 'The Shed' which is a program for adults aged 18+ with a disability. This program is provided by Council under the National Disability Insurance Scheme program.
- 3.53 Planning is underway to ensure that a smooth transition can occur, with current considerations including the management model for the Precinct, media and communication, collections, technology, administration.



4. CONCLUSION / PROPOSAL

- 4.1 This report provides a summary of key initiatives and projects currently underway to deliver on Council's key strategic direction to be "A Welcoming and Liveable City" which *"encompasses issues that affect the health and wellbeing of its people, including safety, social connections, the look and feel of our neighbourhoods and the facilities and programs available to support our community's aspirations."*




CO-ORDINATION

Officer: Executive Group
Date: 13/09/2021

Attachment 1: Various Images relating to Community Wellbeing & Sport Project Update Report

<p>3.3 Salisbury Community Bus Service</p>	
<p>3.7 Bridgestone Athletics Centre – SAPSASA Day</p>	

<p>3.18 – Staff attending Information Session about the Intersection of Unconscious Bias and Interculturalism.</p>	
<p>3.19 – Q&A Panel Event with Mike Dumbleton, Margaret Bako and Achan Mapor</p>	
<p>3.24 – Images from the Aboriginal Painting Workshop held 22 June 2021.</p>	

		
<p>3.34 – Images of participants undertaking the Mindset for Life Program</p>	 	

3.36 – Cycle
Salisbury 8th
Birthday



3.44 –
Picture of
Artwork
created by
local artist,
Melita at
Twelve25



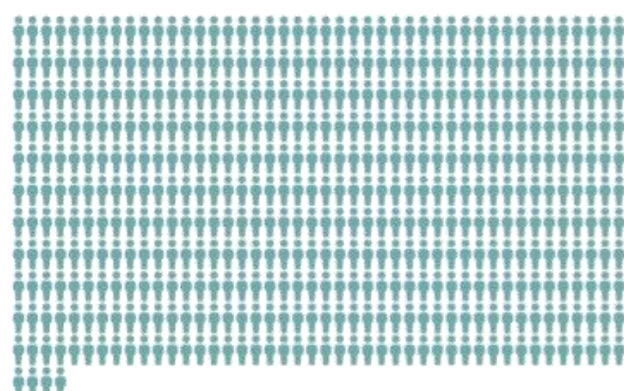
City of Salisbury

Volunteer Workforce Snapshot

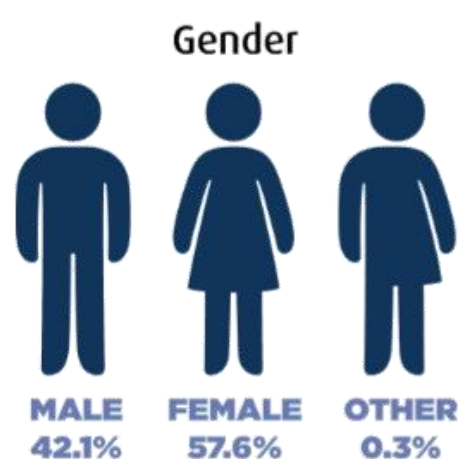
2020/21 Financial Year



Item 5.0.2 - Attachment 2 - Attachment 2: Infographic Volunteer Workforce Snapshot 2020-21 FY



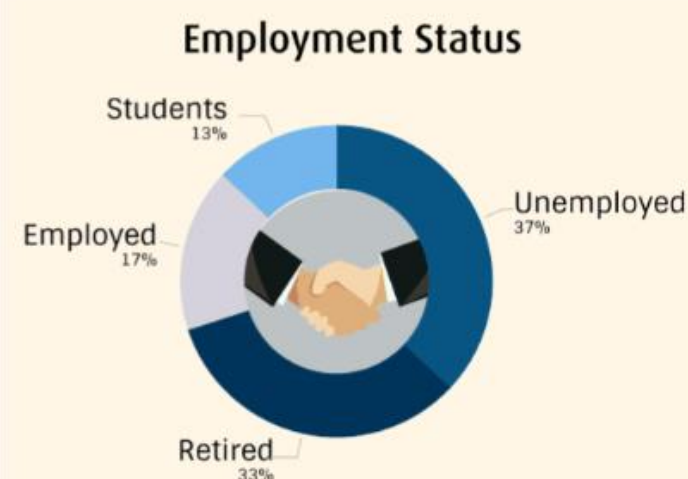
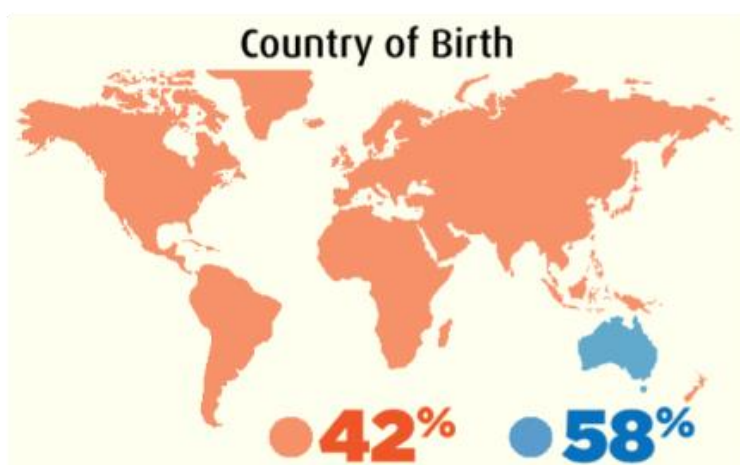
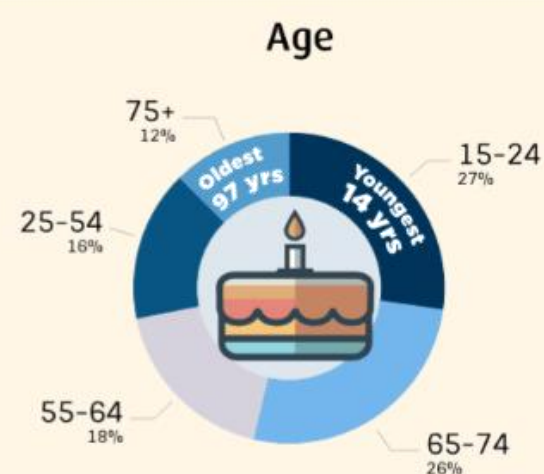
488
ACTIVE
VOLUNTEERS



Total Hours



45,350



Top 4 Reasons for Volunteering

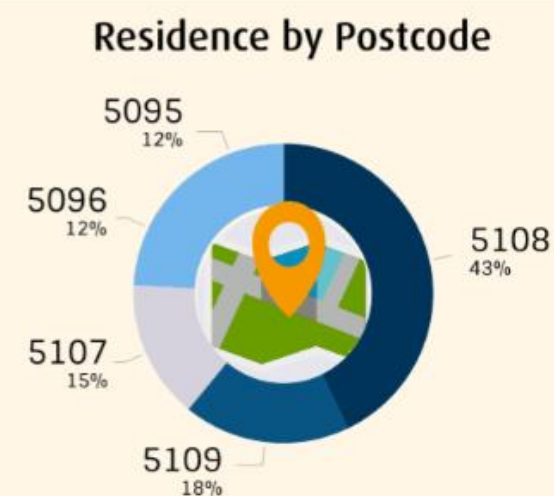


Indigenous
and/or TSI
individuals
engaged as
volunteers

2

Volunteer Experience

% reported their volunteering experience to be



ITEM	5.0.3
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Intercultural Strategic Plan 2020/2021 Annual Report
AUTHOR	Myfanwy Mogford, Diversity & Inclusion Project Officer, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.4 We are proud of our strengths, achievements and cultural diversity 1.3 People are valued and they feel safe, included and connected
SUMMARY	The implementation of the Intercultural Strategic Plan in on track.

RECOMMENDATIONThat Council:

1. Notes the report.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Intercultural Strategic Plan 2017-2027
2. Intercultural Strategic Plan Progress Report

1. BACKGROUND

- 1.1 The City of Salisbury's 2035 City Plan contains the vision for Salisbury to be a progressive, sustainable and connected community. One key direction of this plan is for Salisbury to be 'a welcoming and liveable city'. A critical action listed under this direction is to 'deliver council's Intercultural Strategic Plan to build connections and increase collaboration among community groups and service providers.
- 1.2 This is a progress report on the 2020/2021 financial year (year 3) of the Intercultural Strategic Plan 2017-2027.
- 1.3 Interculturalism is defined as moving beyond multiculturalism and passive acceptance of different cultures to a society that promotes dialogue, interaction and understanding between cultures.
- 1.4 The Intercultural Strategic Plan 2017-2027 was developed in response to community expectation and was informed by extensive community consultation as well as Australia's Human Right's Framework 2010, Australia's Multicultural Access and Equity Policy and the National Anti-Racism Strategy 2012.
- 1.5 The plan is now in its third year of implementation and progress is reported to Council annually.

2. CITY PLAN CRITICAL ACTION

- 2.1 Deliver Council's Intercultural Strategic Plan to build connections and increase collaboration among community groups and service providers.

3. CONSULTATION / COMMUNICATION**3.1 Internal**

- 3.1.1 Manager Community Capacity and Learning
- 3.1.2 Neighbourhood Development Coordinator
- 3.1.3 Manager Strategic Development Projects
- 3.1.4 Manager Sport, Recreation and Community Planning
- 3.1.5 Community Planner – Sport & Recreation
- 3.1.6 Community Planning Officer
- 3.1.7 Team Leader Social Policy and Planning
- 3.1.8 Manager Community Experience and Relationships
- 3.1.9 Team Leader Communications and Marketing
- 3.1.10 Team Leader Events, Place Activation and Curation
- 3.1.11 Project Manager Community Experience
- 3.1.12 Economic Development Officer – Industry Development
- 3.1.13 Manager Community Health and Wellbeing
- 3.1.14 Diversity and Inclusion Project Officer
- 3.1.15 Inclusion Project Officer
- 3.1.16 Team Leader Social Participation and Diversity
- 3.1.17 Client Engagement Officer
- 3.1.18 Quality Program Officer
- 3.1.19 Team Leader Natural Assets
- 3.1.20 Human Resource Business Partner Learning and Development

3.2 External

- 3.2.1 Salisbury Intercultural Community Alliance
- 3.2.2 Salisbury Intercultural Strategic Alliance

4. REPORT

- 4.1 The Intercultural Strategic Plan 2017-2027 contains 17 Directions to be achieved over a 10year period. The accompanying implementation plan consists of 43 actions to be delivered in the first 4 years of the plan (2018-2021). This is a report of progress made on the 43 actions in the financial year 2020/2021.
- 4.2 **Of the 43 actions (refer to Attachment 2):**
- 4.2.1 36 complete and ongoing
 - 4.2.2 6 in progress

4.2.3 1 not applicable to 2020/2021

4.3 The Intercultural Strategic Plan is a whole of organisation document, with actions assigned to divisions within Community Development, City Development, City Infrastructure and Business Excellence.

4.4 Some key achievements of the 2020/2021 delivery of the Intercultural Strategic Plan include the following.

4.5 Council of Europe Intercultural Cities Network

The Council of Europe reviewed City of Salisbury's Intercultural Cities Questionnaire and provided Salisbury with an aggregate intercultural city index of 77 out of a maximum 100. This score places City of Salisbury in the top 23% of the approximately 150 intercultural cities. The completion of this index contributed to Direction 16: *'boost council's image as an intercultural organisation'* and action 15.2 *'undertake the Intercultural Cities Index Questionnaire'*. The Council of Europe provided a feedback report which was an extensive list of examples of initiatives for the City of Salisbury to consider implementing. To identify the most relevant suggestions and priorities, the Salisbury Intercultural Strategic Alliance and Salisbury Intercultural Community Alliance were consulted. Furthermore, Council endorsed the City of Salisbury formally joining the network, which will enable the City of Salisbury to publish our results, feature on the index and Council of Europe websites and provide full access to the benefits of the network.

The City of Salisbury has also been active in the Welcoming Cities Australia network which meets regularly online and is a valuable platform for networking and information sharing with other local governments in Australia.

4.6 Salisbury Intercultural Community Alliance and Salisbury Intercultural Strategic Alliance

The Salisbury Intercultural Community Alliance (SICA) met five times at the Salisbury Community Hub (or online as required) during the last financial year and welcomed five new members. Guest speakers have attended to share important information to SICA members for further distribution throughout the community; including SA Health Covid Vaccinations, ABS Census Culturally and Linguistically Diverse (CALD) engagement, environmental sustainability strategy consultation, consultation on Council of Europe Intercultural Cities Index Feedback Report priorities, Relationships Australia domestic violence support for CALD communities, and consultation on the Age Friendly Strategy review and Playspaces and parks design.

The Salisbury Intercultural Strategic Alliance (SISA) met quarterly throughout the 2020/2021 financial year and welcomed two new members. A focus throughout 2020/2021 within SISA has been information sharing and discussions around how the CALD service sector can support CALD communities during the pandemic. Topics of discussions throughout 2020/2021 amongst the SISA network included: Department of Home Affairs and support throughout the citizenship journey, Council of Europe Intercultural Cities Index and Welcoming Cities Network, advocacy document to Council, South Australian Multicultural Bill, and the implementation of the Intercultural Strategic Plan and Council of Europe Feedback Report.

4.7 Communications

The City of Salisbury has progressed its intercultural communications throughout 2020/2021. During the pandemic, screens in the Hubs and Libraries showed information about Covid19 in 16 different languages. Throughout the year, Community Health and Wellbeing Staff contacted all CALD community leaders on file (e.g. through the Interfaith Network and Salisbury Intercultural Community Alliance) to conduct wellbeing checks and offer translated information. A new Google Translate feature has also been included in the development of the new Council website which launched in August 2021.

A video project on how to Acknowledge Country in Kaurna language was led by Uncle Frank and has been used to foster connection, discussion and understanding amongst CALD and Aboriginal communities. This video is being used in the community, particularly at Morella Community Centre.

4.8 Staff training

'Inclusion Starts with I' diversity and inclusion training was designed collaboratively between the People and Community Health and Wellbeing Divisions and has now been offered to all staff. The Diversity Inclusion Action Plan led by the People Division has now been approved by Executive.

4.9 Community Centres and Libraries

Community Centres and Libraries have continued to deliver programs and create safe places for intercultural communities. Morella Community Centre has been successful in applying for grant funding to deliver workshops aimed at CALD communities and to activate garden spaces. Morella Community Centre delivered Adult Community Education Programs, secured Commonwealth Infrastructure Grant funds for an intercultural kitchen (to be completed) and has delivered several meaningful programs such as silk painting workshops with Yuratu Mathanha and a NAIDOC Week video with local primary school students.

4.10 Next Steps

Actions will continue to be developed and built upon during the 2021/2022 financial year. The priorities identified by SICA and the Salisbury Intercultural Strategic Plan will be further investigated for implementation and collaboration with sector organisations. Informal learning opportunities for staff on interculturalism and related topics e.g. unconscious bias will be made for staff to improve internal understanding and ultimately the customer experience.

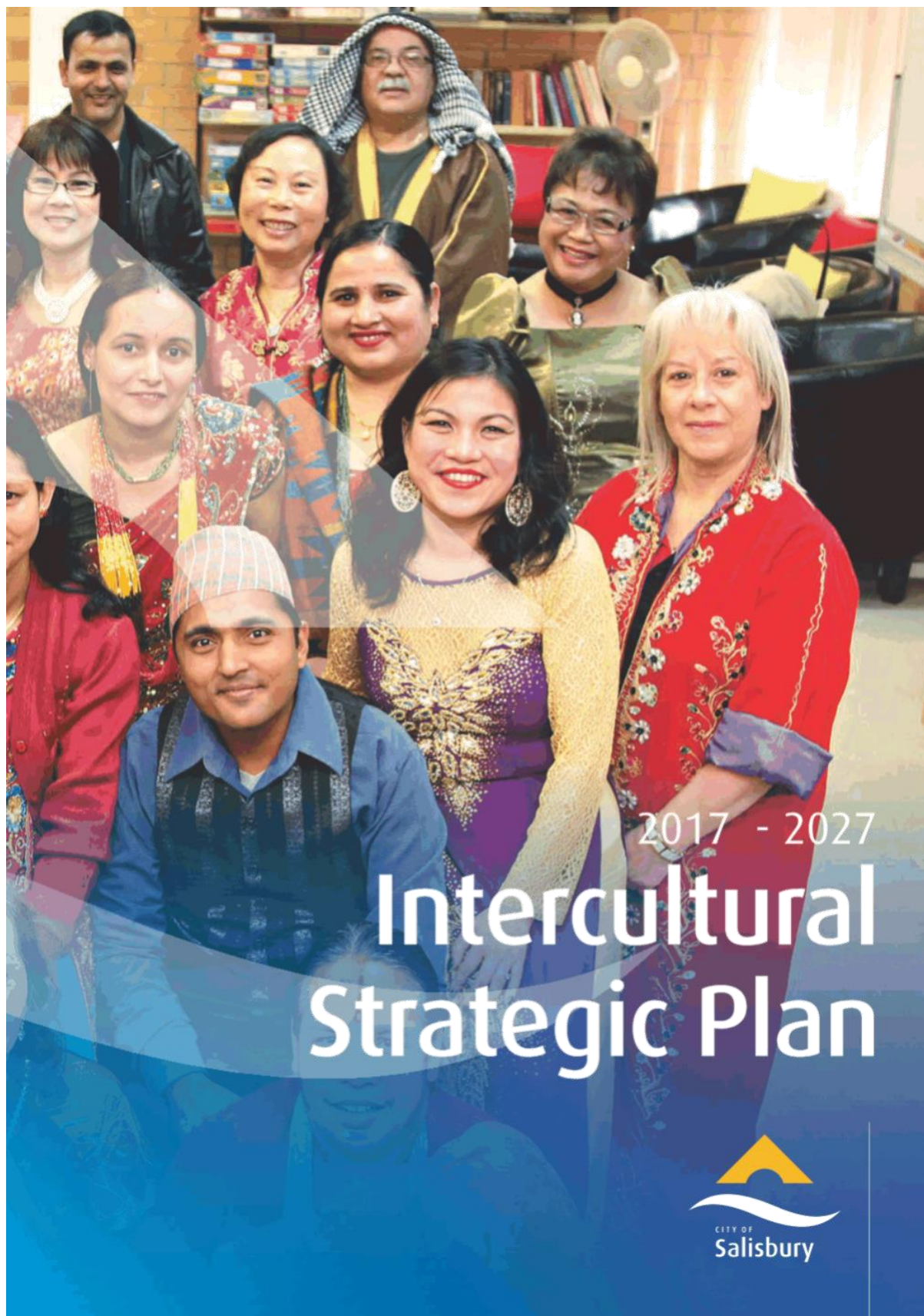
5. CONCLUSION / PROPOSAL

- 5.1 Implementation of the Intercultural Strategic Plan 2017-2027 is on track and City of Salisbury continues to make progress as an intercultural city.

CO-ORDINATION

Officer:

Date:



ACKNOWLEDGEMENT TO COUNTRY

The City of Salisbury acknowledges that we are on the traditional Country of the Kurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kurna people living today.

MAYOR'S FORWARD



I am pleased to present the City of Salisbury's Intercultural Strategic Plan 2017-2027. The development of this Plan is a natural progression from many of our efforts to create and foster a cohesive and inclusive community in Salisbury. A goal captured in our vision of being '*a flourishing City with opportunities for all*'.

In particular, this Plan follows the directions established in our City Plan 2030, and specifically the direction that identifies that we want our citizens to live, work and play in a Liveable City – that is, 'an adaptive community that embraces change and opportunities' and one that works toward being 'a proud, accessible and welcoming community'. The *Respecting Community Diversity - Access and Equity Policy* provides us with the principles to guide the development of a socially just society that will improve the lives of Salisbury community members.

This Plan takes our commitment and sets the foundations for Council to support an increasingly intercultural community. It determines how we will increase our support for and engagement with individuals within the diverse groups that contribute to our intercultural community, enhance our cultural understanding and strengthen and celebrate our rich cultural diversity so we may achieve progress in this direction.

Everyone should feel welcome and cherished in Salisbury – whether their families have lived here for thousands of years or whether they have themselves been here for a few short weeks. At the last Census, 31 per cent of our population was born overseas, with most migrants being born in the United Kingdom, India, Vietnam, Afghanistan

and Philippines. The most recent migrant groups have led to increased diversification of the multicultural community, with people coming from countries including Bhutan, Syria, Afghanistan, Myanmar (Burma), Iraq, Uzbekistan and several African countries. Whatever their provenance, however long they have been here, we want each and every member of our community to feel accepted and welcome.

Council has a significant role in achieving this ambition. As an entity, partner and provider of services, programs and funding, we seek and pursue ways to help integrate new arrivals into our community and the wider Australian society. For example, on 21 March 2016, I commemorated Harmony Day by signing the Refugee Council of Australia's declaration that the City of Salisbury officially become a Refugee Welcome Zone. This declaration is just one way that highlights how our City has committed to enhancing the experience of the migrants settling into our community.

This Plan reflects the City's determination to continue building Salisbury's culturally diverse community and to strengthen relationships with governments, industry, individuals and groups, service providers, stakeholders and volunteers who work together to address identified community needs. It will help us respond to emerging community needs and trends, and advocate as required for the resources to address those needs and trends.

I would like to thank the many community groups, organisations and individuals who assisted with the development of this Intercultural Strategic Plan. I look forward to working with our partners to shape a welcoming and connected community that celebrates its diversity, embraces change and provides an environment in which everyone can participate equally in community life.



CULTURAL DIVERSITY IN THE CITY OF SALISBURY

The City of Salisbury has a population of more than 138,000 people and is located on the northern fringes of Adelaide, 22km north of the central Adelaide business district.

The Kaurna people are the first associated with the Salisbury land. Many significant sites associated with the Kaurna people exist within the Salisbury area and their presence continues to be reflected in many aspects of community life.

In 1839, John Harvey migrated to the new colony of South Australia from Scotland. In 1847, he purchased land along the Little Para River to establish a township. In 1848, Harvey began selling allotments in a township he named Salisbury after a city near his wife's hometown in England.

By 1881, the township's population was between 400 and 500. Little changed until 1940 when the Commonwealth Government built a munitions factory at Penfield. Homes were built for the factory workforce and the area's population doubled overnight.

Since World War II, the Salisbury area has expanded dramatically due to the presence of significant business ventures such as General Motors Holden, changes in transport, population growth, technology, immigration, and the region's proximity to the City of Adelaide.

During this period, large numbers of new residents came from the United Kingdom, and western and southern Europe. In the main, these new arrivals came from cultures like that which existed in Australia at the time and they were able to connect into the employment and housing sectors. Although they faced many challenges at the time they arrived in large enough groups that culture-linked support networks were established.

In the late 1960s and through the 1970s, significant numbers came as refugees from Vietnam and Cambodia. While the Vietnamese and Cambodians had often experienced conflict in their home countries, there were significant numbers of government-funded, culture-specific health, language and other support programs available to help them settle and find employment. Again, their numbers helped them establish support networks until they formed other economic and social connections.

In recent times, migrants have come from other countries and regions, with humanitarian arrivals alone coming from approximately 40 countries. In the 10 years to 2016, more than 16,000 people arrived in the City of Salisbury as skilled, humanitarian, family or 'other' migrants. In the 2016 Census, 71 per cent of the City's residents reported non-Australian ancestry and 23 per cent reported non-English speaking ancestry; 28 per cent indicated they spoke a language other than English at home and 6.6 per cent reported their English skills were poor or non-existent.



CULTURAL DIVERSITY IN THE CITY OF SALISBURY

Salisbury is, then, increasingly an area for settling large numbers of humanitarian and others from diverse cultural, language and faith backgrounds. Many of the cultures and norms of these groups are different to those they encounter upon arrival in Australia and those they witness among other new arrivals. Among the different groups are many people who have experienced extreme deprivation and trauma and so have very complex needs.

This influx is compounding the challenge facing governments in Australia and around the world, as they attempt to identify and provide the services and support the newcomers need in an era of a shrinking low-skilled labour force, inflated housing costs, and limited funding for transport, health infrastructure and services, education and training.

Salisbury hosts a large number of international students, many of whom study at the University of South Australia's Mawson Lakes campus and at the Parafield Airport flight training school.

The City of Salisbury is determined that the coming years will be remembered as a successful period in its cultural history – that the work outlined in this Plan will generate a spirit of community and warmth that inspires our future councils and citizens to do even more for their truly intercultural community.





PURPOSE AND OBJECTIVES

The City of Salisbury's vision is to shape a '*flourishing City with opportunities for all*'. To achieve this, we must identify ways to ensure all members of our community have equal access to the opportunities that will drive our City's economic and social development and ensure we become a '*flourishing City*'.

The Intercultural Strategic Plan (ISP) is a key contributor to outlining the paths to be followed and the initiatives to be introduced to achieve this goal.

The Intercultural Strategic Plan provides directions to enable the City of Salisbury to become a welcoming, cohesive intercultural community in which all people can thrive and flourish.

Much has been done to encourage multiculturalism and diversity within the region. The City of Salisbury's City Plan 2030 outlines directions that will enable it to make progress in achieving its vision – including in becoming a 'Liveable City' in which 'all people have an opportunity to shape community life', no matter where they come from or how long they have lived here, and where the community is 'proud, accessible and welcoming'. This Plan will be fundamental too much of the work in this area.

In addition, Council's *Respecting Community Diversity - Access and Equity Policy* establishes key principles that will inform all Council decision-making. Fundamental to the policy and its approach are that all members of the Salisbury community who may face barriers of language, race, culture, religion, income, gender, sexual orientation and disability have the right to be recognised as valuable citizens and to contribute to the economic, social, political and cultural life of the community.

In 2011, Council issued a Managing Diversity Report that recommended actions 'to improve diversity in all forms across the (Council) organisation'. It sought to bring about change through four strategies:

- Consolidate diversity as an ongoing business consideration by integrating workplace diversity goals across organisational business plans, agreements, proposals and policies
- Create a workplace culture where people are valued for their difference and contribution
- Attract and develop people from diverse community groups
- Develop strategies that enable the organisation to measure and assess diversity outcomes in the workplace

However, there are still barriers that must be addressed if all members of our community can equally enjoy the benefits of living within the City. This Intercultural Strategic Plan identifies the directions that will lead the Council, its members, partners and community to fulfil the vision for an inclusive and equitable city.

At the same time, it will endeavour to ensure that members of all cultural groups are considered and recognised in planning for community development.

The Plan provides a roadmap for efforts to foster and encourage a cross-community approach that will engage government, businesses, social and welfare groups, religious organisations and individuals in strengthening ties and shaping a truly inclusive community.

This Intercultural Strategic Plan focuses on:

- Fostering a welcoming, cohesive and inclusive intercultural community in which people of all cultures are respected equally
- Developing the City as a place where all residents have equal opportunity to participate in the region's social, economic and environmental activity
- Improving access to and awareness of support services, particularly those designed to help the most vulnerable
- Reinforcing Council's commitment to boosting communication and engagement, building relationships and community harmony



WHAT DO WE MEAN BY 'CULTURALLY INCLUSIVE'?

The racial, cultural, religious and linguistic diversity of Australia's population has increased rapidly since World War II. Australia is now a multicultural society – a melting pot in which people are given every opportunity to live successful, healthy and secure lives.

Australia's vibrant multiculturalism benefits us in many ways. We have one of the most cohesive and harmonious populations in the world. Our economic benefits have broadened and we have become more open to the world. Our diversity of cultures and our multilingual workforce give Australia a distinct competitive advantage in the global economy.

New migrants make a significant contribution to the communities where they settle. They enhance cultural diversity; they bring labour, skills, and in some cases funds to Australia; and they increase the overall demand for goods and services. Research has consistently shown that although humanitarian settlers face substantial obstacles to employment in the early stages of settlement, they are highly successful in the long term. Research shows that humanitarian settlers have a higher incidence of business ownership than other migrant groups, which suggests a high propensity towards entrepreneurship.

Across Australia, governments are recognising they have a role in developing and introducing policies and activity to ensure all people live in communities where fairness, social justice, equity and inclusion are fundamental to the way people think, act and interact. A community that follows these principles is a culturally inclusive community. It is one that we've grown to recognise and accept as staging events and offering services purposely designed to help all members of our community feel welcome and respected.

Council recognises that for everyone to succeed, flourish and thrive, barriers to access and equity must be identified and overcome. With increasing numbers of people from diverse cultural backgrounds settling in our region, Council can have a significant role in and responsibility for providing services and programs that will help break down these barriers and prevent their restoration.

We recognise that we have a role to support our citizens to participate in economic and civic life. For example:

- when English, financial and digital literacy is difficult, we assist with programs, support and mentoring
- when people are challenged by new social systems and do not have support, we provide safe places and connections to enable them to build community networks
- when people come from different cultural backgrounds, we facilitate intercultural conversations and connections to ensure understanding and support
- when people find it difficult to access services and support, we gather information about difficulties and advocate for change
- when we see changes in our community, we monitor the changing population profile and respond
- when we see people challenged by change, we support them to be resilient and connected
- Through our work, we improve intercultural relations in our community, strengthen cohesion and engender harmony across our City.

The ISP aims to develop Salisbury as a place where all individuals and members of cultural groups can form connections with each other and among other groups. This includes recognition of all communities as well as respect for the traditional owners of the land the Kurna People, and our shared desire to work, live and play together. In this way, Salisbury can move beyond being a 'multicultural' community, where we accept many and varied cultural traditions, to become an 'intercultural' community in which we stimulate and support cross-cultural dialogue and activity, moving beyond passive acceptance of others' backgrounds and beliefs to promoting interaction between cultures.

Our intercultural community will:

- Enable all groups and their members to participate equally in economic and social development opportunities
- Bring to council's attention issues and concerns that are limiting or creating barriers to such opportunities
- Grow due to the potential diverse community offers for enhancing prosperity and wellbeing

The objective is a truly intercultural society in Salisbury that will reward, enrich and empower everyone.





POLICY CONTEXT

The mass migration of people from a variety of nations and cultures in the post-World War II period changed the make-up of the Australian population. Since then, migration from more nations from around the world have changed what it means to 'be Australian'. Governments at the Commonwealth, State and local levels have developed policies to reflect the nation's multicultural society and to ensure all members of that society enjoy the same rights and opportunities.

Early legislation to provide frameworks and platforms for programs to remove racism and discrimination from Australian communities included the *Racial Discrimination Act (1975)* and *Human Rights and Equal Opportunity Commission Act (1986)*. These have been superseded by legislation and policies that reflect changes to Australia's population and the mores and values of its society.

The policies included here are among those that have provided a framework and platform for the City of Salisbury to develop an ISP that reflects national and state considerations and addresses local needs in 2017 and beyond.



AUSTRALIAN GOVERNMENT LEGISLATION AND POLICIES

Multicultural Australia (United, Strong, Successful): Australia's Multicultural Statement 2017

Australia's Multicultural Statement affirms Australian Government's firm commitment to a multicultural Australia. It presents a vision for 'our future as a strong and successful multicultural nation, united by our allegiance to Australia and committed to freedom and prosperity.'

It sets out the following principles and directions:

- Shared values based on respect, equality and freedom
- Shared rights and responsibilities
- A safe and secure Australia
- Shared vision for the future
- Encouraging economic and social participation of new arrivals
- Harnessing the advantages of our diversity and shared national interest
- Continuing to build harmonious and socially cohesive communities¹

¹ Commonwealth of Australia (2017) Multicultural Australia (United, Strong Successful): Australia's Multicultural Statement page 15

POLICY CONTEXT

National Anti-Racism Strategy 2012

The National Anti-Racism Strategy aims to help all Australians understand what racism is; how it is enacted in Australian communities; how it affects members of the community; and how racist thinking and behaviours can be reduced and, eventually, eliminated.

The Strategy seeks to identify, promote and build on good practice initiatives to prevent and reduce racism; and empower communities and individuals to participate in activity to build a non-racist society.

Australia's Human Rights Framework 2010

The Human Rights Framework is based on five key themes that drive its directions and initiatives:

- Reaffirming a commitment to promoting awareness and understanding of human rights in the Australian community and respecting United Nations human rights treaties
- Educating about human rights
- Engaging with the international community to improve the protection and promotion of human rights, including the development of action plans and conducting forums
- Protecting human rights through legislation
- Respecting human rights by reviewing legislation, policy and practice²

Australia's Multicultural Access and Equity Policy

The Multicultural Access and Equity Policy Guide acknowledges the responsibilities and obligations of Australian Government departments and agencies to provide equitable access to services, regardless of the cultural or linguistic background of clients, in shaping a multicultural society.

The policy sets out six commitments:

Leadership

Australian Government departments and agencies will demonstrate a commitment to multicultural access and equity and take responsibility for their implementation.

Engagement

Australian Government departments and agencies will identify and strategically engage with culturally and linguistically diverse clients, stakeholders and communities.

Responsiveness

Australian Government departments and agencies will have strategies in place to ensure that policies, programmes, community interactions and service delivery (whether in-house or outsourced) are responsive to culturally and linguistically diverse Australians.

Performance

Australian Government departments and agencies will have strong and clear mechanisms in place to measure their multicultural access and equity performance.

² Commonwealth of Australia (2010) Australian Human Rights Framework, page 3

³ Commonwealth of Australia (Department of Social Services) (2015) The Multicultural Access and Equity Policy Guide, page 6

Capability

Australian Government departments and agencies will understand, and have the capacity to respond to, the cultural and linguistic diversity of Australia's population.

Openness

Australian Government departments and agencies will be transparent in their implementation of multicultural access and equity.³

STATE GOVERNMENT AGENCIES AND POLICIES

Multicultural SA

The *South Australian Multicultural and Ethnic Affairs Commission Act 1980* established the South Australian Multicultural and Ethnic Affairs Commission (SAMEAC) as the entity responsible for increasing awareness and understanding of the increasing ethnic diversity of the South Australian community and the implications of that diversity.

SAMEAC is part of Multicultural SA, the agency responsible for advising the South Australian Government on all matters relating to multicultural and ethnic affairs in South Australia.

Multicultural Action Plan for South Australia 2017-18

Multicultural SA is responsible for implementing the *Multicultural Action Plan* for South Australia 2017-18, along with SAMEAC, multicultural communities and non-government organisations.

The plan establishes a range of deliverables to build and strengthen multicultural groups, reduce racism and discrimination, celebrate diverse cultures and their beliefs and traditions, and recognise achievements in eliminating racism and discrimination in South Australia.

LOCAL GOVERNMENT LEGISLATION AND POLICIES

Promoting access and equity in local government

Services for All: Promoting Access and Equity in Local Government is an Australian Local Government Association (ALGA) brochure published in 1999 in response to the Statement on Community Tolerance adopted at the 1996 United Nations National General Assembly.⁴

It committed local government to '(seeking) to foster harmonious relations amongst all Australians', in accordance with the Statement, and set out ALGA's commitment to ensuring that all Australians have equal access to local government services.

The document presented a framework to help councils make improvements in providing services for residents from non-English speaking cultures.

In 1998 ALGA endorsed *The Charter of Public Service in a Culturally Diverse Society*, which helps all spheres of government respond to the needs of all Australians through the principles of access, equity, communication, responsiveness, effectiveness, efficiency and accountability.

⁴ South Australian Government (Department for Communities and Social Inclusion) (2016) *Multicultural Action Plan for South Australia 2017-18*
⁵ Australian Local Government Association (1999) *Services for All: Promoting Access and Equity in Local Government*

POLICY CONTEXT

In recent years, many local councils have introduced or begun developing plans to identify the programs and actions they are taking to eliminate racism and discrimination against Aboriginal and Torres Strait Islanders, members of other cultural and ethnic groups, and other groups facing discrimination.

Salisbury's commitment to access and equity

The City of Salisbury's *Respecting Community Diversity – Access and Equity Policy* was introduced in 2011 to increase awareness of the importance of access and equity in businesses and workplaces, education and training environments, and across the community.

In introducing the policy, the Council was promoting that the City itself was committed to access and equity principles.

It noted that all community members would benefit, but highlighted its significance for Indigenous community members, community members from diverse cultural and linguistic backgrounds, and community members with a disability.

It notes that the framework for the provision of Council support is based on inclusion, citizenship, participation and infrastructure.



14 City of Salisbury



INTERCULTURAL STRATEGIC PLAN THEMES

The Intercultural Strategic Plan establishes our vision of an equitable and inclusive community through five themes.

Advocacy and partnerships	<ul style="list-style-type: none"> > Council will work with three tiers of government, business and service groups to support and advocate for the diverse cultural groups and their members living, studying and working in, and visiting, the City of Salisbury.
Communication, engagement and participation	<ul style="list-style-type: none"> > Council will capitalise on emerging communication and engagement methods and technologies to inform groups within the community, and individual members, of the programs and support available to them. > Council will engage with all citizens to increase understanding and awareness of diverse cultural issues and needs, and to promote access and equity.
Recognition, celebration and events	<ul style="list-style-type: none"> > Council will stage and support events and activities to promote understanding and awareness of cultural groups and to recognise their impact on and significance for the City of Salisbury.
Services and programs	<ul style="list-style-type: none"> > Council will engage with culturally diverse groups and partner organisations to ensure everyone can access the facilities, services and programs they need to build the capacity of cultural groups and their members to access opportunities for economic, social and environmental growth. > Council's policies will reflect its understanding that the design of the physical environment may influence a cultural group or individual's interaction with that environment.
Council's internal capacity	<ul style="list-style-type: none"> > Council will work with government, business and services partners to ensure its policies, programs and services are aligned with those in place across Australia to support intercultural work places. > Council's workplace policies will reflect its commitment to access and equity, and in doing so shape a positive image of a welcoming, inclusive and future-focused organisation.

Directions and actions

The themes outlined above will form the basis of the City of Salisbury's intercultural framework and directions.

The directions will emanate from these themes and provide a basis for specific programs, policies and activities to be introduced every four years. The directions will have objectives and targets that will support an understanding of progress achieved within those four-year periods and determine any changes required to accelerate progress or alter the directions.





INTERCULTURAL STRATEGIC PLAN DIRECTIONS

ADVOCACY AND PARTNERSHIPS

Direction 1	> Gather and disseminate information about the diversity of our community and its needs
Direction 2	> Advocate to the Australian and State governments, service providers and the private sector about diverse community needs
Direction 3	> Encourage intercultural exchanges
Direction 4	> Develop an Intercultural Community Alliance

COMMUNICATION, ENGAGEMENT AND PARTICIPATION

Direction 5	> Strengthen community group communication, engagement and participation
Direction 6	> Promote leadership opportunities among community groups and encourage diversity in leadership
Direction 7	> Increase diversity in participation in City life and employment



INTERCULTURAL STRATEGIC PLAN DIRECTIONS

RECOGNITION, CELEBRATION AND EVENTS

Direction 8	➤ Welcome new residents and migrants
Direction 9	➤ Recognise achievements and contributions of diverse community groups and individuals
Direction 10	➤ Promote and support intercultural celebrations and events

SERVICES AND PROGRAMS

Direction 11	➤ Plan and provide leisure, sporting, community and recreational infrastructure, facilities, services and programs that are inclusive
Direction 12	➤ Reshape programs and services to address priority needs

COUNCIL'S INTERNAL CAPACITY

Direction 13	➤ Improve training and awareness of Council staff of the needs of diverse community groups
Direction 14	➤ Create an inclusive working environment
Direction 15	➤ Commit to achieving progress in shaping a diverse and welcoming community
Direction 16	➤ Boost Council's image as an intercultural organisation
Direction 17	➤ Increase staff's capacity to engage with diverse community groups in planning for the future of our City





INTERCULTURAL STRATEGIC IMPLEMENTATION PLAN - REPORT 2017-2021

CITY OF SALISBURY
REPORT 2020-2021
September 2021

INTRODUCTION

The Intercultural Strategic Implementation Plan builds on the themes and directions outlined in the Intercultural Strategic Plan. The implementation plan enhances the work already being undertaken by council and outlines specific programs, policies and activities to be implemented over the next 4 years (2018-2021). Additionally the plan outlines, the priorities, timelines, resources required, outputs and outcomes and the Department or Division responsible for leading the implementation.

Reporting and Review

An annual report on progress made against each of the key actions within the Implementation Plan will be presented to Council.

A traffic light symbol system has been used to visually show which actions are complete, in progress and requiring attention.



Based on this report and current community context, any adjustments to the following actions will then occur.

At the end of the four year term of this Plan a comprehensive evaluation and review will be conducted to assess the implementation of the key actions, their outcomes and consider improvements in developing future plans.

Resourcing




The plan outlines three categories of resourcing which will be required to successfully implement the plan:



- Current operating budget – these actions are able to be delivered within current resources
- Resources to the identified –options to be explored to enable delivery of these actions include; applying for external grant funding; partnership development with external organisations and community groups; relocation of current resources internally or budget requests through the normal budget cycle;
- Externally funded – actions that are currently being implemented but are dependent upon external commonwealth or state government funding.

Priorities and Timeframes

Within the implementation plan numbering is used to prioritise those actions that will be the priority to deliver. The prioritising is based on those actions that are believed to have the greatest impact on the community. To provide a clearer picture of the work that will be undertaken each year Appendix 1 presents the implementation plan actions into years of delivery of the course of the plan and ongoing.

ADVOCACY AND PARTNERSHIPS

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Direction 1. Gather and disseminate information about the diversity of our community and its needs							
1.1 Foster strong positive relationships and communications with and among community groups. Conduct regular engagement with a broad range of community groups to understand and document their needs. Related action: 1.2.	Ongoing 2018 then ongoing	Community Health & Wellbeing Community Centres & Libraries Sport, Recreation and Community Planning	Current operating budget	» Better intelligence about community group profiles and their needs. ««»» » Council and partner organisations will have more reliable information about and assessments of services, their adequacy and gaps. » Knowledge and understanding of community groups and their issues will increase. » Better information will provide a stronger foundation for budgeting, program and services development.	 Strong relationships fostered through cultural groups. Community & Seniors' centres have delivered forums and surveys involving cald communities on decision making (e.g. Intercultural Kitchen) and topical discussions (e.g. anti-racism forum). CoS events and exhibitions help foster relationships with cald communities. Sport and Recreation Network assists in relationships and opportunities between groups.	 Strong, positive relationships continue to be fostered via a range of avenues: cultural social programs at community and seniors centres, Salisbury Intercultural Community Alliance, Interfaith Network and by provision of welcoming and accessible Council services to general public. Materials are produced in a variety of languages, translated through cultural group leaders and available in different multi-media modes.	 Morella CC Morella undertook an environmental scan in relation to cultural and religious safety. SRCP <ul style="list-style-type: none"> • Sending Sport and Rec Network info via email newsletters. • Contact database maintained • Actively promoting database (e.g. anyone who makes an enquiry about sport is notified of list and invited to join, considerable proportion are from cald background). CCL Provision of ESL programs, networking with related service




Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						During the Covid19 pandemic, staff conducted wellbeing checks via phone, letter and email to all members of community on database including the Interfaith Network and encouraged new relationships through social media and linking with service providers, which provided increased engagement and Council's understanding of community needs.	providers and not for profit organisations.
1.2 Develop and regularly update (especially in relation to people arriving to settle from different	2018 then ongoing 2019 then ongoing	Senior Social Planner Community Health & Wellbeing Community	Current operating budget		 Website and organisation is maintained with updated ABS data. Requests for information	 Community needs have been discussed by Salisbury Intercultural Strategic Alliance. Community centres	 Social Planning Profile ID with latest Census information is maintained. Census data is used to inform various

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
countries) City of Salisbury's diversity profile that includes information on diverse cultural groups and their needs. Provide information about changing community needs to Council's internal and external service providers. Provide relevant information to businesses within the City of Salisbury. Related actions: 1.1, 1.3		Centres & Libraries Polaris Centre			frequently received and responded to. Meetings with government and non-government agencies to discuss emerging community needs (SAPOL, Home Affair, STTARS, ARA, DSS). Polaris Centre delivered over 90 workshops with cald participants focussing on sales and marketing, human resources, finance, and general business activity. External workshop with TAFE.	and libraries continue to work with CaLD communities to evaluate and ensure programs are aligned with current and future needs. Information is provided to relevant stakeholders. The Polaris Centre has: • Delivered 32+ workshops on sales, marketing, digital and how to start a business which included CALD participants. • Delivered 47 one-one free business advisory and digital sessions and 15 digital roadshow sessions were conducted during the period.	services, such as understanding prominent religions and languages spoken in the area and informing what translations are required. Polaris Centre • Delivered over 48 workshops covering marketing, business planning, digital and social media, as well as how to start a business, which included CALD participants. In addition, The Polaris Centre delivered a 6 month program titled "Marketing for Success", which also included CALD participants. • In addition to workshops, The Polaris Centre held 6

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<ul style="list-style-type: none"> One tailored Business Essentials workshop was delivered specifically for a group of Nigerian business intenders during the year. Presented its services to the Australian Refugee Association Inc.'s Settlement Action Network Meeting in November 2019 and met with a number of community leaders to explore opportunities for their members to better understand Australian business requirements. <p>During Covid19 pandemic, Council staff conducted welfare checks vulnerable</p>	<p>networking events, 2 which were developed specifically for female entrepreneurs.</p> <ul style="list-style-type: none"> Between 2020/21 The Polaris Centre had 3,289 business assists across 716 individual businesses. Engaged closely with The Good Shepherd and The (refugee enterprise). <p>The Polaris Centre has also developed an online "Doing Business In Salisbury" PDF, to assist businesses with finding assistance, licences and conditions, as well as Council direction (i.e. around home based businesses).</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>residents. This engagement enabled Council to deepen its understanding of community needs and act accordingly. For example, Council was able to provide relevant official information and advice to community members, including access to translated sources. Council worked collaboratively with other agencies and organisations to support the community, e.g. through referring residents to organisations to provide essential supplies, emergency relief, information and support.</p>	<p>Social Participation and Diversity</p> <ul style="list-style-type: none"> Ongoing development of relationships CoS work with communities on specific projects and events that foster and support the developed relationships and demonstrate CoS commitment to learning from and working with a variety of diverse communities e.g. Bosnian Art Project Exhibition (to be held Oct 2021), annual Harmony Day celebrations COVID-19

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							<p>response continues and has been expanded and curated after feedback from a variety of communities involved. About adapting how we connect with and communicate with older residents when COVID-19 restrictions mean we need to modify usual service delivery. Suite of virtual social connection opportunities were developed and tested with the communities we engage with as part of SPD programs. Includes connection over the phone, digital connections</p>







Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							and at home 'activity packs'. Another key aspect of this program was the role CoS plays in ensuring the public health messages are accurately communicated and understood by the communities we connect with.
							CCL Continue to work with CALD groups to align community learning programs with their needs.
1.3 Identify service gaps in the three tiers of government. Identify and advocate for priority community needs that are not	2019 then ongoing	Senior Social Planner Community Health & Wellbeing Community Centres & Libraries Sport,	Current operating budget		 Liaison with different tiers of government (e.g. Home Affairs and Department of Social Services) has enabled the identification of service gaps.	 Community Consultation held in partnership with Home Affairs and Dept. of Social Services and Australia Day Council to understand service	 Social Planning Social Planning Unit that previously focussed on this action has been restructured. Polaris Centre The Economic

Attachment 2 - Intercultural Strategic Plan
Item 5.0.3

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
<p>sufficiently addressed by existing services and programs.</p> <p>Related actions: 1.1, 2.1, 12.1, 12.3, 12.5.</p>		Recreation and Community Planning			<p>Priority community needs identified including social cohesion, housing, connecting new arrivals with existing communities and mainstream services, workforce development and employment issues. Issues have been incorporated into advocacy document for incorporation into Council's bigger advocacy platform for 2019.</p>	<p>gaps and needs. Ongoing discussions with Intercultural Strategic and Community Alliances to understand needs and service gaps. Current identified needs include affordable housing, meaningful language help, employment opportunities, and support beyond arrival for new and recent arrivals.</p>	<p>Development team have produced a "Future of Work" paper on the future workforce needs and gaps within the city of Salisbury. This has been shared across various Council Departments to assist them to deliver useful training. In addition it has been used at a State Government level to better inform workforce skillings decisions.</p> <p>SRCP Place Activation Strategy - Formal Recreation - Gap Analysis (presented and endorsed by Council April 2021). This analysed the serviceability and amenity of each club facility (e.g. gender</p>

Item 5.0.3 - Attachment 2 - Intercultural Strategic Plan

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							<p>neutral change rooms).</p> <p>CCL Analysis undertaken of gaps created through funding restructure' More a Community Centre successful with Community Connections tender which will identify and report on service gaps. Staff advocate and provide expertise on several network committees that intersect with all three tiers of government.</p> <p>CHW CHW staff discussed service gaps with SISA and SICA. City of Salisbury's membership to Welcoming Cities and</p>




Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							Council of Europe Intercultural Cities Network also facilitates discussions about service gaps at a local, state, national and international level.
1.4 Investigate housing needs including the needs of diverse cultural groups and identify ways to address the housing needs through City of Salisbury's residential property projects. Related actions: 1.1, 1.2, 1.3.	2019	Strategic Development Projects	Resources to be identified		 Action is consistent with Draft Low Cost Affordable Housing Research Paper recommendations. Identified need for investigations on more specific housing needs of the wider Salisbury community to be considered by Executive Group.	 Action embedded into Affordable Housing Implementation Plan and deferred to 2020-2021.	 SDP The Affordable Housing Implementation Plan 2020 has a two year time frame. Underutilised land is developed for residential land, affordable housing outcomes.
Direction 2. Advocate to the Australian and State Governments, service providers and the private sector about diverse community needs							
2.1 At least once a year, meet the Minister for	2018 then ongoing	General Manager	Current operating budget	» Advocacy and information provision about issues affecting diverse community groups.	 Governor attended Refugee Week 2018 and Vietnam Veterans' Day	 Regular contact with MPs is maintained and issues are highlighted at any	 CD MPs have attended several corporate events, including

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
<p>Multicultural Affairs and local and federal Members of Parliament to advise them of issues and barriers experienced by diverse cultural groups, and to explore opportunities and partnerships to address issues and barriers.</p> <p>Work with service partners to help diverse cultural groups engage with government to promote themselves and raise awareness of their needs.</p> <p>Related actions: 1.3, 5.3, 12.1, 12.3,</p>		<p>Community Development</p> <p>Community Development</p>		<p>««»» » Improved experiences when accessing services.</p>	<p>Ceremony plus politicians attended various events e.g. Asbestos Victims Day.</p> <p>Community Development works with Migrant Resource Centre, Australian Refugee Association and AMES.</p> <p>Collaboration with Feros Care and Purple Orange assists cald communities in navigating NDIS.</p>	<p>opportunity to do so.</p> <p>During Covid19 pandemic, Council worked with service partners to advocate and raise awareness of the needs of cald communities. This included linking organisations to people in need for essential supplies, emergency relief, translated information.</p>	<p>Harmony Week, Australia Day. Governor attended Vietnam Veterans Day.</p> <p>Work and advocacy with service partners via networks: SICA, SISA, Council of Europe Intercultural Cities Network, Welcoming Cities Network.</p>

Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
12.5.							
Direction 3. Encourage intercultural exchanges							
<p>Facilitate and organise initiatives aimed at developing intercultural partnerships, connections and collaboration among community groups and service providers. Facilitate and support intercultural awareness in the City of Salisbury. Related actions: 7.1, 10.1, 10.2, 13.4.</p> <p>3.1</p>	2019 then ongoing	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community Planning	Current operating budget	<p>» Resources to improve intercultural connections and exchange among community groups.</p> <p>» Diversity of attendees at events.</p> <p>» The community will benefit from more intercultural partnerships, collaboration, engagement and understanding.</p> <p>» Council will be seen as fostering and promoting intercultural activity and connections.</p>	<p>Facilitation of events: Peace Day, Mosque tour, Aboriginal Culture and history events, and Sport and Recreation Network forums with local clubs and volunteers. Community Resilience Project (3 years) delivered to increase Intercultural Understanding and Activities occurring in the region.</p>	<p>Intercultural awareness facilitated through associate membership to Council of Europe Intercultural Cities Network. Salisbury Recreation Network Forums delivered with information to facilitate welcoming community. Sporting events supported to improve connection within communities, including Australian Ghan Cup. Council hosted intercultural events e.g. Information Staff at Muslim Meals Lunch Event,</p>	<p>Morella CC</p> <p>Development of video depicting how to acknowledge country in Kaurna. This project was led by Uncle Frank and the video is now being used to foster intercultural discussions between Aboriginal people and CALD community members. Activities aimed at encouraging intercultural participation and discussions delivered throughout the year, including Silk Scarf workshops delivered by Yuratu Mathanha Senior Women's Group and Harmony</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>Aboriginal Community Network Meeting.</p> <p>Partnership with developed with:</p> <ul style="list-style-type: none"> - Australian Refugee Association to deliver cooking workshops for people with refugee background, Burmese mothers group workshops - Centre for Islamic Thought and Education delivering employment information sessions - Moving Beyond Harmony breakfast event - World Café delivering conversational 	<p>Week event.</p> <p>SRCP</p> <p>Diversity and Inclusion forum for Clubs was planned for September 2020 however this was cancelled due to Covid.</p> <p>CCL</p> <p>Aboriginal Mural Art Project promotes Aboriginal cultural understanding and celebration. Programs are designed with local intercultural partners where appropriate.</p> <p>Multicultural Storytime program delivered via grant funding; two further grant funded projects to promote Aboriginal art and cultural understanding.</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>English development</p> <ul style="list-style-type: none"> - Assisted Care and Housing facilitating housing for people from cold backgrounds at risk of homelessness - SAPOL for community mediation - Health agencies e.g. NDIS, mental health agencies. 	<p>CHW</p> <p>Salisbury Intercultural Strategic Alliance and Salisbury Intercultural Community Alliance formally facilitate connection between and amongst Council, intercultural service providers and intercultural communities. These serve as information sharing platforms, points of referral and ways to identify priorities. CHW also delivered multiple community events, education sessions with service providers for community groups, translation of information and wellbeing checks for diverse communities when required.</p>

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							Membership to Council of Europe Intercultural Cities Network and Welcoming Cities Network builds intercultural partnerships, relationships with sector, convenient information sharing and problem solving.
Direction 4. Develop an Intercultural Community Alliance							
4.1 Develop an Intercultural Community Alliance that consists of leaders from diverse communities who will advise Council on the implementation of the strategic plan as well as influencing future priorities.	2018 then ongoing	Community Development	Current operating budget		 Salisbury Intercultural Community Alliance (SICA) Framework has been developed with recruitment underway.	 Salisbury Intercultural Community Alliance (SICA) meet bi-monthly and currently has 14 members from 10 different cultural backgrounds. SICA have been consulted on the Welcome to Salisbury Booklet, Salisbury City Plan, and Corporate	 CHW SICA membership has grown and evolved. There has been a net increase from 14 to 19 members in the financial year, with representation from 14 different countries. SICA have continued to meet quarterly throughout the year either face-face or by video conference.

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						Values. Salisbury Intercultural Strategic Alliance (SISA) has also been established with nine members including Elected Members, staff and industry representatives.	The Salisbury Intercultural Strategic Alliance (SISA) has three new members.


Item 5.0
t 2 - Intercultural Strategic Plan

COMMUNICATION, ENGAGEMENT AND PARTICIPATION

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Direction 5. Strengthen community groups communication, engagement and participation							
5.1 Identify cultural groups active across the City of Salisbury and maintain a register of contact details. Related action: 1.2.	2018	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community	Current operating budget	» Readily accessible contact information for cultural groups. » Diverse cultural groups will become more	Approximately 10 cultural senior groups active across the community, including an Intercultural Seniors Group. Record of contact details maintained	Register of cultural groups is ongoing and maintained through various divisions via: - Interfaith network of 30+ faith leaders - Salisbury	SRCP Sport and Rec network database maintained. Anyone who contacts Council with an enquiry relating to sport and rec is notified of database and invited to join.

Item 5.0

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
		Planning		<p>aware of each other and their needs.</p> <p>» Communication will improve with individual groups and across the community.</p>	<p>by cultural group coordinators.</p> <p>Through Salisbury Business Association, cald groups were involved in event planning (Salisbury Food and Cultural Festival 2018).</p> <p>Sport and Recreation Network club annual club completed an inclusion audit and survey.</p>	<p>Intercultural Community Alliance links to broader community</p> <p>- Social Participation Programs of cald older people</p> <p>- New links to cultural groups e.g. Burmese Mothers Group via Australian Refugee Association</p> <p>- Partnership with relevant organisations e.g. Australian Refugee Association, Islamic Society SA, Uyghur Community SA</p> <p>Sport and</p>	<p>CHW</p> <ul style="list-style-type: none"> Register continuing to be maintained by CALD coordinator. New opportunities for connections and relationship establishment sought eg. by inviting different communities to participate in Community events like Harmony day and engaging in other partnerships with culturally specific service providers <p>CCL</p> <p>Collaborative work with informal CALD groups who are represented in programs.</p>

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						Recreation Network club inclusion audit updated and maintained.	
5.2 Facilitate information and support about how to establish and manage diverse cultural groups and how to manage their own networks.	2020 then ongoing	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community Planning	Current operating budget		NA	<input type="checkbox"/> NA (2020-21 action)	 SRCP City of Salisbury wrote a support letter to Welcoming Clubs for their grant application for their project to work with local governments and their sport and rec clubs to increase participation of local communities. Funding for this project was not received. Diversity and inclusion forum for Clubs planned for September 2020

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							<p>however cancelled due to Covid.</p> <p>CHW</p> <p>Facilitation of information to cald communities through community leaders, members of SICA and through cultural programs. Discussions about linking to broader communities through SICA members have commenced in SICA meetings.</p> <p>Membership to Council of Europe Intercultural Cities Network and Welcoming Cities network enables information sharing and brainstorming to understand ever evolving management of cald communities.</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
<p>5.3 Continue to identify community grant opportunities and provide information on preparing grant applications. Related action: 2.1.</p>	Ongoing	Community Health and Wellbeing Community Capacity and Learning	Current operating budget		<p>Community Health and Wellbeing and Community Centres and Libraries have successfully applied for many grants. CLP applied for</p> <ul style="list-style-type: none"> Settlement Grants (Department for Home Affairs) for new arrivals citizenship program. Triennial 2018-2020 ACE Programs (Accredited/Non-Accredited) to raise language and literacy rates and work readiness programs within Salisbury community. CHW applied for Be Connected Grant to increase online resources for those with low 	<p>Fostering Integration Grant (Dept. Home Affairs) provided programs and information to promote citizenship, literacy and a greater understanding of cultural diversity. Integration Grants round 2 were applied for, however not granted.</p>	<p>Morella CC Morella CC successful in applying for grant to deliver workshops aimed at CALD communities and activating garden spaces. Morella CC delivered ACE Programs with a high proportion of CALD participants. Delivering Safer Communities Grant \$227,000, 20 month project June 2020 to March 2021. Commonwealth Infrastructure Grant funds enabling installation of Cultural Kitchen.</p> <p>CCL CCL actively pursues grant opportunities and relevant partnerships that provide direct and</p>




Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
					digital literacy. <ul style="list-style-type: none"> • Community Resilience Grant • Triennial ACE Funding – Non Accredited focuses on provision of English Classes across multiple sites. Accredited has high levels of diversity in participation. • DHS Funding – Intercultural Garden Kitchen Project • Integration Grants Dept. Home Affairs – Cultural Catering Social Enterprise Initiative. 		indirect benefit to the whole community

Intercultural Strategic Plan
5.0.3 - Attachment 2 - Intercultural Strategic Plan

Direction 6. Promote leadership opportunities among community groups and encourage diversity in leadership

6.1	Promote and advocate for diversity in leadership groups. Related action: 12.4.	2019 then ongoing	Community Health and Wellbeing	Current operating budget	» Training resources to further develop community leaders from diverse backgrounds. «»»» » Cultural groups will	Identified approach is to incorporate unconscious bias training into cultural awareness training to aid in equitable	CHW and P&C collaborated to design an all-staff diversity training course which is currently being	CHW Diversity and inclusion 'Inclusion Starts With I' training delivered organisation wide, including to staff
-----	--	-------------------	--------------------------------	--------------------------	---	--	--	--



Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
				<p>be aware of leadership opportunities and how to access them.</p> <p>» Council will be seen as encouraging and promoting leaders from diverse backgrounds.</p> <p>» The broader community will benefit from the diverse knowledge and experiences, contributing to local organisations and networks.</p>	<p>recruitment. Currently, diversity is evident in staff but less so in management.</p>	<p>procured. Aim is to remove barriers for career progression by diverse people.</p> <p>Leadership and professional development opportunities have been presented to SICA members.</p> <p>Cultural Social Seniors Programs provide opportunities for community members to demonstrate leadership e.g. program coordinator volunteer roles.</p>	<p>responsible for recruitment.</p> <p>Leadership and development opportunities and employment opportunities promoted to SICA for them to distribute amongst their networks.</p>
Direction 7. Increase diversity in participation in City's life and employment							

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
7.1 Encourage, monitor and increase participation of people from diverse backgrounds in City's life. Related actions: 3.1, 11.2, 13.4.	2018	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community Planning	Current operating budget	» Information on participation rates for people of diverse backgrounds in Council's life and employment. «»»» » Members of diverse cultural groups will participate more in the city's life and local employment. » Representative participation of people from diverse cultural backgrounds.	 Continual evaluation of processes for improving engagement of cald communities. Community centres are developing a method to monitor statistics on participation diversity. Libraries are reviewing marketing plans to widen reach. Cald artists are regularly featured in exhibition programs. Sport and Recreation Network forums seek to diversify participation and feature cald guest speakers. Annual club profiles used to monitor membership trends.	 34.6% of Social Support Group participants from culturally and linguistically diverse backgrounds. CALD groups are provided information about activities and events in relevant language. Community Gardens deliver health and wellbeing and social inclusion outcomes through sharing and forming connections. Community Centre Family Fun and Community Days continue to offer opportunity for cultural groups to participate and contribute. Family Phonics and ABC30&3 literacy programs offer families from CaLD	 CHW <ul style="list-style-type: none"> Approximately 30% of social support programs participants are from cald backgrounds. Note, the percentile 'decrease' is only due to a proportional increase in non-cald participants. During COVID-19 specialised tailored support and information regarding the pandemic and its impact on day to day life was provided. Staff worked with community members to understand the type of support that was most useful for them eg; phone calls

Item 5.03 - Attachment 2 - Intercultural Strategic Plan P

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>backgrounds help with language development. Sport and Recreation Network forums seek to diversify participation and feature cald guest speakers. Annual club profiles used to monitor membership trends.</p>	<p>to explain current restrictions and vaccination or simplified printed materials in different languages</p> <ul style="list-style-type: none"> • Support and encouragement for people from culturally diverse backgrounds to participate in a range of SPD services eg; GOLD social groups, attending JYC for lunch, engaging in technology programs. • CHW events promoted to CALD groups, with translation available if required. • Events newsletter is




Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							<p>displayed at Council's 12 Community Centres/Hubs, 5 libraries, 3 Council recreational facilities and Polaris Centre. This ensures a wide reach for the whole community,.</p> <ul style="list-style-type: none"> • CHW events electronic newsletter sent to a database of 280 people who are from diverse backgrounds. • Completion of Intercultural Cities Network involved Council of Europe providing a bespoke feedback report with suggestions for City of Salisbury to become more intercultural



Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							and attract and retain intercultural participation. Action plan is currently being developed and implemented concurrently with SP.
							CCL Variety of programs delivered that support active citizenship
7.2 Implement initiatives to increase participation and empower young females from culturally diverse backgrounds in employment, education, entrepreneurship, recreation and sporting activities. Related action: 7.1.	2020	Community Capacity and Learning Sport, Recreation and Community Planning	Resources to be identified		NA	 Partnership with Relationships Australia SA, project: Rise Above to identify local youth peer mentors to help lead sub-projects that support gender diversity. Duke of Edinburgh program to facilitate development of local youth. Following the sport	 SRCP Place Activation Strategy – formal recreation endorsed April 2021, building renewal and/or upgrade now stipulates gender neutral amenities ongoing. CCL CCL Youth Services continue to offer Duke of Edinburgh

Intercultural Strategic Plan
Attachment 2
Item 5.0.3




Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						needs women in leadership forum, a training and development program was developed and implemented to facilitate greater participation by females.	program for local youth. Youth Council provides forum for participation and empowerment for young women of all backgrounds. Youth Action Plan in place with critical actions in employment, education, entrepreneurship and recreation.





RECOGNITION, CELEBRATION AND EVENTS

Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Direction 8. Welcome new residents							
8.1 Maintain and enhance the Welcome to Salisbury Booklet	2019	Communications and Customer Relations	Resources		 Initial work started on welcoming booklet between Community Health	 Welcome to Salisbury Booklet has been reviewed and revised. It has	 CHW Welcome Booklet updated on website. Further amendments

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
(translated into different languages and available on the Council's website) containing local information on health and education services, public facilities, places of worship, local resources, starting a business, community groups, etc. Connect new arrivals to sources of information for learning opportunities, celebrations and events. Related action: 12.5.	Ongoing	Community Development	to be identified Current operating budget	» Welcome initiatives for new residents, including migrants. ««»» » Improve Council's image as a welcoming, understanding organisation » Arrivals will 'know where to go', reducing their reliance on public services. » Positive first experiences will be communicated by new residents to their wider networks, promoting a positive image of Council and the City.	and Wellbeing and Customer Service.	been updated and republished online to reflect the latest corporate branding and Council's offering. Languages for translation are being considered by monitoring the new-arrival trends and Census Data. Age care and Housing clients and new arrivals are connected to cultural social groups, volunteer and employment services, and services e.g. Australian Refugee Association and banks.	are currently being completed, with new additions to the Booklet including Mayor's Message and Elected Members. When completed this will be uploaded online and print copies distributed to the community. Census data to be released following 2021 Census as well as settlement sector organisations will be consulted to inform the languages for translations.
8.2 Position and promote citizenship	2019	Sport, Recreation and	Current operating budget			 15 citizenship ceremonies held for 1030 new citizens	 Executive Office Due to the social distancing restrictions

Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
ceremonies as intercultural events and opportunities to welcome new people and make friends in the City of Salisbury. Integrate multilingual multimedia presentations, performances and information provision into ceremonies (for example strengthening Kaurua relationships).		Community Planning Executive Office	Resources to be required			from over 45 countries. Elected Members and Members of Parliament attended most citizenship ceremonies to show support to new citizens and help new citizens understand the levels of government. A powerpoint presentation is shown that highlights community diversity. Citizenship classes are offered through Fostering Integration Grant covering topics: preparation and support, fostering citizenship and application process.	imposed on Council by COVID-19, ceremonies for 2020/21 were smaller in size. Despite this Council held 16 group and 16 private ceremonies for 442 new Citizens from more than 100 Countries. The Mayor was also the Presiding Officer at 10 ceremonies conducted by the Department of Immigration at the Salisbury Community Hub over the space of 4 days for approximately 1000 Salisbury residents. Elected Members, Members of Parliament and Community Group Leaders attended many of these ceremonies to show support to our new

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
8.3 Provide welcome messages in many languages on the website, at Council offices, at large community gatherings and events.	2019	Communications and Customer Relations	Current operating budget		 Welcome messages in many languages has been incorporated into the new City of Salisbury website.	 'Welcome' in over 70 different languages is printed on the entrance of the Salisbury Community Hub, and in over 30 languages at the Jack Young Centre, Burton Community Centre and Pine Lakes Centre. Welcome in over 70 languages has been published on CoS website and available to use at	 CCR Our new website has been designed to include a Google Translate feature to be launched in April 2021.
							citizens and to help them understand the levels of Government and the role of Community organisations. A PowerPoint presentation is shown that highlights community diversity.

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
8.4 Create opportunities for new migrants to connect with Aboriginal and Torres Strait Islander communities, acknowledge their place in and contribution to the region's history and actively contribute to reconciliation.	2019	Community Planner Project Officer	Current operating budget		 Integration of Aboriginal and Torres Strait Islander culture into cald communities through Welcome to Country presented at intercultural events. Encouragement of SICA invitation to Aboriginal community members. Events including Building Thriving Intercultural Communities project: yarning circles with Kurna Elders and cald communities and NAIDOC week events: Talking Reconciliation,	 large community gatherings and events.  Examples of events that facilitated connection and understanding between cald community and Aboriginal and Torres Strait Islander communities: <ul style="list-style-type: none"> • NAIDOC Week intercultural and Aboriginal lunch with JYC Aboriginal Social Group and Pine Lakes Intercultural Group: storytelling and traditional lunch share. • 'Come and Try Traditional Basket Weaving' and 	 CPPO Aboriginal cultural awareness and info to Kurna language training for volunteers, many whom are from cald backgrounds. Approximately 32 people attended the span of NAIDOC and Reconciliation Week Program of activities and events, offering opportunities for Aboriginal and non-Aboriginal people to connect. CHW Welcome to Country and Aboriginal Group performance at Harmony Week.

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
					<p>Aboriginal Cultural Awareness CALD class (Morella), Introduction to Basket Weaving and workshops for ESL students on Aboriginal culture and history supported by Council.</p>	<p>‘Introduction to Kurna Language’ at JYC.</p> <ul style="list-style-type: none"> ‘In Conversation: Truth Telling, Histories, Cultures and Commonalities’ yarnning circle discussing commonalities of Muslim and Aboriginal culture. NAIDOC Flag Raising Ceremony and range of programs e.g. movies, activities, discussions. Kurna Yarning screening celebrated success in culture sharing 	<p>NAIDOC & Reconciliation Week events: Come and try traditional basket weaving, and traditional plant workshop.</p> <p>Morella CC Silk Painting Workshops with Yuratu Mathanha Senior Women’s Group to share cultural skill. The group have delivered five workshops and become involved with other activities and events at Morella and the Elders have worked with Aboriginal females at Salisbury High School for a Reconciliation Week event.</p> <p>CCL</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>and community engagement.</p> <ul style="list-style-type: none"> Kaurna language workshop and story time sessions offered during Salisbury Writers Festival 2019. 	<p>Aboriginal Mural Art Project grant applications submitted for further Aboriginal Art Projects at Burton Community Hub. Basket weaving offered at PHCH as part of NAIDOC Week.</p>

- Intercultural Strategic Plan

Direction 9. Recognise achievements and contributions of diverse community groups and individuals



9.1	Research and promote residents' success stories on the Council's website and in the media.	Ongoing	Communications and Customer Relations Community Development	Current operating budget	<p>» Local stories of achievements circulated in the public arena.</p> <p>««»»</p> <p>» Locals will feel proud of their community and its achievements.</p> <p>» Knowledge and awareness of diverse cultural community groups and their needs will increase.</p>	<p>Positive stories from local community members are regularly promoted in Salisbury Seniors' Magazine and recognised during Refugee Week and Harmony Day. Salisbury 2018 Ready to Work campaign celebrated new arrivals success</p>	<p>Positive stories promoted in various Council publications: Salisbury Seniors Magazine, Salisbury Aware and during Council events: Refugee Week, Harmony Week. In 2019, Salisbury Aware Issue 59 featured 3 articles celebrating cultural diversity and Issue</p>	<p>Community Development</p> <p>Positive stories promoted in various Council publications: Salisbury Seniors Magazine, Salisbury Aware, and during Council events: Refugee Week, Harmony Week etc. The following Salisbury Seniors Magazines all feature</p>
-----	--	---------	---	--------------------------	--	--	---	---

Item 59.1 - Attach

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
					stories with reaching career and training goals.	60 featured 2 articles celebrating cultural diversity. In 2020 Issue 61 featured 6 articles celebrating cultural diversity.	<p>stories that promoted and celebrated cultural diversity. All magazine issues show diversity through image selection.</p> <p>Issue 19: February to May 2020</p> <p>Issue 20: November 2020</p> <p>Issue 21: June 2021</p> <p>Feature articles include Harmony Week in March 2021, Refugee Week in 2021.</p> <p>The Harmony Week Event, Refugee Week event and Reconciliation and NAIDOC Week Events had a focus on sharing diverse resident stories and talents.</p> <p>Success stories of City of Salisbury are also promoted via Welcoming Cities and</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							Council of Europe Intercultural Cities Networks through memberships.
Direction 10. Promote and support intercultural celebrations and events							
10.1 Stage Harmony Day and other celebrations honouring diverse community groups and their specific ethnicities, cultures and languages.	Ongoing	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community Planning	Current operating budget Additional resources to be identified as required	» Intercultural and interfaith events and celebrations. » Information about local community events. ««»» » Knowledge and awareness of diverse groups and the contributions they offer will increase across the community. » Engagement within and between groups in activity to promote health and wellbeing and social interaction will increase.	Harmony Day and other events are hosted by Council and Community Centres. Community Centres are developing a record of significant cultural dates. Opportunities and participation of clubs and volunteering is encouraged through the Network and Newsletter.	Harmony Week, Refugee Week, NAIDOC Week events with community as opportunity to honour and celebrate specific ethnicities, cultures and languages together. Events affected by Covid19 lockdown cancelled and postponed to 2020-2021.	Morella CC Partnership with Yuratu Mathanha Senior Women to deliver Harmony Week event, with one Aboriginal participant stating feedback 'I'd never spoken to a Muslim person before'. CCL CCL link 'early years' programs to Harmony Week theme and support Harmony Week celebrations generally. Several community centres host Harmony Week events and activities.

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							<p>Events Australia Day saw a large, diverse and inclusive cohort of participants. Citizenship ceremony, awards and family activities offered. Fringe Carnival offers a welcoming atmosphere, including cuisines from several countries.</p> <p>CHW Harmony Week, Reconciliation Week, NAIDOC Week events all delivered with and for community as opportunity to honour and celebrate diverse cultures and languages together. Harmony Week event featured: 15 performance groups, 3 speeches, 25</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							program activities, an audience of 700 people. A key highlight of the event was the Intercultural Parade featuring approximately 50 people representing their culture and carrying their flag. Video 'I belong in my culture' and 'Welcome to Salisbury' was shown on the screen on the day.
10.2 Incorporate opportunities for intercultural connections into existing community events that build understanding of equality, human rights and inclusion. Related actions:	2019	Community Health and Wellbeing Community Capacity and Learning Sport, Recreation and Community Planning	Current operating budget		NA	 Meaningful intercultural exchanges incorporated into larger events and initiatives, e.g. Interfaith Blessing and Smoking Ceremony as part of Salisbury Community Hub Opening.	 CHW <ul style="list-style-type: none"> Promotion of cultural awareness throughout the staff by encouraging and supporting them to attend events such as the author event Volunteers from various cultural

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
3.1, 7.1.						<p>Harmony Week celebrations and Refugee Week Celebration incorporated awareness raising presentations as well as intercultural celebration and mixing.</p>	<p>backgrounds working in roles across SPD venues providing opportunities for ad hoc information meaningful cultural exchanges.</p> <ul style="list-style-type: none"> • Harmony Week celebrations and Refugee Week Celebration incorporated awareness raising presentations as well as intercultural celebration and mixing. • Intercultural Community Group at Pine Lakes feature a weekly program of education on human rights, inclusion and equality.

Item 5.0.3 - Attachment 2 - Intercultural Strategic Plan

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
10.3 Collate and provide information about local community events and celebrations to promote wider participation. Related actions: 3.1, 7.1, 10.1.	Ongoing	Communications and Customer Relations Community Development	Current operating budget		Whole organisation promotion of events and programs across Council programs, including cultural groups.	Events are widely promoted by Council as well as specifically through Community Centres, cultural program coordinators and through channels such as Salisbury Intercultural Community Alliance. Council has also participated in external community events, e.g. with information stalls, to increase presence of	<ul style="list-style-type: none"> Culturally diverse cohort of volunteers enable incidental intercultural exchanges, e.g. during volunteer roles and at Volunteer Thank You Events.
							CCR New website has been designed to include Google Translate feature to be launched Aug 2021. All communication tools were utilised to promote internal events: <ul style="list-style-type: none"> Social media across City of Salisbury and Discover Salisbury on Facebook, Instagram, Twitter.

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						<p>Council in community and build connections (e.g. ARA Information Days). Promotions are found on social media, Salisbury Aware, Salisbury Seniors Magazine, Health and Wellbeing Newsletter. Cultural Days/months such as Diwali, Eid, Vesak Day and Ramadan are acknowledged and celebrated through community centres, social media and organised activities.</p> <p>During pandemic, alternative offerings for social support programs offered for people to participate in safely</p>	<ul style="list-style-type: none"> • Websites • Digital screens inside and outside Salisbury Community Hub and Electronic Notice Boards at community and seniors centres. • Print e.g. Discover Salisbury Magazine, Salisbury Seniors Magazine. • Posters & Flyers • Personalised invitations. <p>CCL Events are promoted through community centres.</p> <p>Events Events provide information and promotion of future events through flyers and TV screens.</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						in their homes to continue modified operation of intercultural programs n and support to access programs provided.	<p>CHW Participants at Plain Lakes Community Centre have been celebrating a range of multicultural, religious and spiritual festivals e.g. Lunar New Year, Festival of Love, Hindu festivals, Easter, Festival of Fertility, Change of Season Festival, Ramadan, International Women's Day, Friendship Day and more. Filipino Group Member stated 'these events strengthened hope and it was nice to learn and share these special moments with others who attended the centre'.</p> <p>During the pandemic, alternative offerings</p>

Strategic Plan
Attachment 2 - Intercultural
Plan
Ref: 07




for social support
programs offered to
people to participate
safely in modified
social programs from
their homes.

SERVICES AND PROGRAMS

Intercultural Strategic Plan P

Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Direction 11. Plan and provide leisure, sporting, community and recreational infrastructure, facilities, services and programs that are inclusive							
11.1 Build on Council's approach to designing services, which reflect the needs of diverse community groups.	Ongoing	Community Development Department	Current operating budget	» Infrastructure, program and service improvements. «««»» » Programs and infrastructure will better serve diverse backgrounds of community groups. » Higher level of participation from culturally diverse members, resulting in	 Continuous evaluation of CoS event scope and target audience ensuring the event outcome is met and reflects community needs. Inclusion forums and reference groups facilitate community input into	 Diverse community advisory groups (e.g. Salisbury Seniors Alliance, DAIN, SICA) consulted on Council's approach to service/program delivery design – e.g. consulted City Plan, Council management of Covid-19,	 CCL Programs are evaluated as part of continuous improvement cycle to ensure programs are designed to meet evolving community needs. CHW Completion of

Item 5.0.3 - Att

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
				health and wellbeing benefits.	community needs and service design.	accessibility of Church John Street Upgrade. Service delivery of seniors cultural groups modified to be accessible and meaningful for residents from cold backgrounds during the pandemic providing engaging activities and creative social opportunities for people to partake in from their homes.	Intercultural Cities Index Questionnaire enabled Council to Europe to provide a feedback report for CoS to consider when designing services to ensure they are intercultural. Regular attendance to Intercultural Cities Network and Welcoming Cities Network meeting enables Council to be across emerging approaches in intercultural cities and service design.
11. 2 Engage members of diverse cultural groups during consultation stages for the provision and co-design of infrastructure, services and facilities to ensure	2018	Community Development Department City Development Department City Infrastructure	Current operating budget		 Community centres, Community Planners and City Development engage cold communities in planning events, new programs and providing support	 Consultation with cold residents on such projects is achieved on an individual and ad- hoc basis, however staff have identified need to ensure consultation	 City Development Consultation is conducted for all projects to gain community input into concept design, however this is not targeted specifically at cold community.

Item 5.0.3 Attachment 2 - Intercultural Strategic Plan

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
they meet the changing needs of diverse communities. Ensure that consultation on projects and programs captures information about culture and ethnicity of the consultation participants. Related actions: 7.1, 11.1.					<p>for funding submissions e.g. engagement of cold community members for new low cost housing project, Community Hub design, strategic plans and regular consultation on programs and services in community development.</p> <p>City Infrastructure recognised cold community issues and priorities and factored these into their service design and delivery. Cold community has requested more open spaces for informal sport and needs have been considered in upgrade of parks</p>	<p>becomes standard practice. Community has been consulted and involved in co-design of JYC and Pine Lakes refurbishments, 'Welcome' in languages at entrance and various public space projects. However, consultation specifically with cold residents is not yet standard practice across all suitable projects.</p>	<p>Example of how the Irving Place residential project responded cold needs, approximately 10 of 13 of those who purchased allotments were of cold background.</p> <p>A line at end of promotional materials invites people to request translation if required.</p> <p>CHW</p> <ul style="list-style-type: none"> Member of the SPD advisory committee specifically represents the cold social programs –




Item 5.0.3 Attachment 2 Intercultural Strategic Plan






Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
					throughout City. Recognised requirement for improved collaboration with other Council departments and communication with cald groups.		<ul style="list-style-type: none"> Members SICA and SISA consulted in identification of Intercultural Cities Feedback Report priorities for Council to implement. Three surveys undertaken during 2020/2021. Salisbury Home and Community Services Customer Survey to 2000+ older people Home Assist Transport Coupon Survey to 50 people NDIS Centre Based Activity Groups to 50 people

Item 5.0.3 – Attachment 2 – Intercultural Strategic Plan 2018-2021

Direction 12. Reshape programs and services to address priority needs

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
<p>12.1 Sustain and build on the initiatives for older people from diverse cultural backgrounds and build relationships between older people of diverse backgrounds. Related actions: 1.3, 2.1.</p>	Ongoing	Community Health and Wellbeing	External funding	<p>» Programs and services for culturally diverse groups and students.</p> <p>» English language learning programs.</p> <p>» Leadership training programs.</p> <p>» Participation programs.</p> <p>» Information on government services.</p> <p>» Including culturally diverse expertise will improve the effectiveness of and participation in programs, information and resources developed to help diverse cultural groups and individuals.</p>	<p>Community and Seniors Centres host meaningful cultural programs which facilitate relationship building and communication of cald older persons' needs.</p>	<p>Action is ongoing and core business of community and seniors centres with aim to support people to be independent, connected to community, practice faith, language, and live a healthy and well life. Programs are specifically developed to meet client needs and cultures.</p> <p>Flexible and proactive approach taken during the pandemic ensuring all older people from diverse backgrounds on database received welfare checks via phone which simultaneously offered a chance to</p>	<p>CHW</p> <ul style="list-style-type: none"> Group programs specifically tailored to meet the needs of clients and utilise the skills of volunteers. Eg: English language sessions included as part of the Intercultural social group COVID-19 modified programs ongoing. Delivered by a variety of modes depending on what the restrictions dictate the preferences of each group. Eg: online exercise classes, hand delivered activity packs and resources to celebrate

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						strengthen existing relationships. Welfare checks via letter and follow up phone call extended to Interfaith network, Salisbury Intercultural Community Alliance and Aboriginal Group to extend reach.	important religious occasions as a group from home.
12.2 Encourage sporting clubs to provide education to diverse communities in regards to participation	2020	Sport, Recreation and Community Planning	Current operating budget		 Sport and Recreation Network building capacity and promotion of clubs amongst cald community groups.	 NA (2020-21 action)	 SRCP City of Salisbury wrote a supporting letter to Welcoming Clubs for their grant application for their project to work with local governments and their sport and recreation clubs to increase participation of cald communities. Funding for this project was not



Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
12.3 Review current English learning programs in and around the City of Salisbury, assess their fit against cultural diverse community needs and address gaps. Related actions: 1.3, 2.1.	2018	Community Capacity and Learning	Resources to be identified		 ESL class service reviewed quarterly by Libraries and Community Centres. Flexibility to change programs to reflect needs. Community Centres identified avenue to increase accessibility for women and families through provision of childcare.	 ESL class service continues to be reviewed quarterly by libraries and community centres.	 CCL State Government ACE funding supports delivery of ESL programs which are reviewed quarterly. received.
12.4 Explore opportunities for leadership training and mentoring for people and leaders from diverse cultural groups. Related action: 6.1.	2020	Community Health and Wellbeing Community Capacity and Learning	Resources to be identified			 NA (2020-21 action)	 CHW Professional development courses designed for cald participants are promoted to cald community via SICA members. CCL Offering of training for skills applicable to





Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
12.5 Develop, implement, promote and encourage participation in new and existing programs for diverse cultural groups (for example, playgroups, sport and recreation) Related actions: 1.3, 2.1.	Ongoing 2020	Community Health and Wellbeing Capacity and Learning Sport, Recreation and Community Planning	Resources to be identified			<div> <div></div> <div>NA (2020-21 action)</div> </div>	<p>professional development and leadership offered at community centres and libraries.</p> <p>SRCP Growing for Gold participation program across 4 Councils run free Come and Try sessions in October school holidays and attracts a culturally diverse participants, however program is not specifically targeted at this cohort.</p> <p>CCL All CCL programs are designed from an intercultural whole of community approach and staff work with participants to cross refer to other programs and services</p>

as needed.



COUNCIL'S INTERNAL CAPACITY

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Direction 13. Improve training and awareness of Council staff of the needs of diverse community groups							
13.1 Increase staff's knowledge of emerging needs and issues in relation to diverse communities through centralised provision of information and training. Related action: 1.2.	2018	People	Current operating budget	» Intercultural practice training and resources. «»»» » Increased intercultural practices of Council staff will improve services, increase customer satisfaction and enhance the organisation's profile	 P&C currently developing training scope and identifying potential training providers. Annual Aboriginal and Intercultural Awareness training at Morella Community Centre for staff, volunteers and members.	 Centralised training course brief designed, completion of select tender process, and delivery planned to commence in 2020-2021.	 People 'Inclusion Starts with I' diversity and inclusion training delivered to all staff. New staff CEO Newsletter provides regular information on cultural celebrations practiced within our community to build awareness and appreciation of diversity. Staff are encouraged to attend these events. Aboriginal Awareness training delivered annually for new starters.





Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
13.2 Provide access to interpreters for Council services, maintain and update procedures and regularly train staff on how to work with interpreters. Related action: 17.1.	2019	People Communications and Customer Relations	Current operating budget			 Staff translator list is maintained and annually updated by Customer Centre, currently with 57 staff and 32 different languages. Corporate documents are translated into different languages, e.g. information flyers, Welcome to Salisbury Booklet.	 New Worker Induction eLearning unit currently being updated to better educate new starters on the diversity of the community. Content will include chapters on our commitment to diversity, inclusion and belonging. CCR New website designed to include a Google Translate feature, to be launched Aug 2021. Digital screens in Council buildings utilised for COVID messaging: Red Cross translations in 9 languages (English, Dari, French, Hazaraghi, Spanish Kurdish, Malay, Nepali,




Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							Swahili), Federal government translations in 7 languages (Vietnamese, Korean, Italian, Mandarin, Cantonese, Farsi, Arabic).
13.3 Develop staff's awareness of linguistic barriers of customers from diverse backgrounds and train in techniques for addressing communication challenges. Related actions: 1.2, 17.1.	2019	People	Current operating budget		 "Inclusion starts with I" diversity awareness sessions have been implemented as mandatory training across our organisation. Further training is to be considered.	 People Staff translation maintained so front facing staff can find suitable staff to liaise with communities in languages other than English. Staff diversity and inclusion training 'Inclusion Starts with I' delivered to build awareness of diversity in the community.	
13.4 Create informal opportunities for Council staff for intercultural exchanges through food, music, arts,	2019	People	Current operating budget		 A calendar of events has been developed but put on hold due to move to the Hub and due to Covid restrictions. This	 CHW This action has not been progressed by People however the action has been achieved by CHW in	

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
traditions and celebrations. Related actions: 3.1, 17.1.						will be picked up in the next year.	the delivery of various events for staff or staff/community. For example, Harmony Week, Refugee Week, themed library and art displays.
Direction 14. Create an inclusive working environment							
<p>Continuous review of policies and procedures to ensure the workplace is welcoming, inclusive and free of racism, discrimination and exclusion.</p> <p>Develop a Diversity and Inclusion Action Plan to further enhance the Councils' as an inclusive workplace.</p>	2019	People	Current operating budget	<p>Inclusivity policy and procedures.</p> <p>» Unconscious bias training.</p> <p>Participation rates for people of culturally diverse backgrounds in Council's workforce.</p> <p>» Annual surveys.</p> <p>» An inclusive workplace will increase diversity, boost employee attraction and retention rates and enhance the organisation's profile.</p> <p>» A more diverse Council workforce will</p>	<p>Diversity and Inclusion Plan is being developed. Morella has updated its diversity and inclusion policy and delivered unconscious bias training to staff and volunteers.</p> <p>The City of Salisbury Diversity and Inclusion Policy has been updated this year.</p>	<p>The Diversity and Inclusion Action Plan has been undergoing continual review by People and Culture and Diversity Inclusion Project Officer.</p>	<p>People</p> <p>'Inclusion Starts with I' training delivered to all staff.</p> <p>Diversity and Inclusion Action Plan approved by Executive. Plan outlines a number of key actions which are being progressed.</p> <p>CHW</p> <p>Completion of Intercultural Cities Network provided an in depth external and independent review of whole of Council</p>

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
				promote and enhance informed engagement with diverse groups and individuals.			operations in terms of how intercultural coS is. Council of Europe provided feedback on report to support coS to continually improve, and progress can be externally reviewed at regular intervals.
14.2 Identify inclusion/exclusion patterns in relation to recruitment, staff development and career progression opportunities, and address barriers.	2020	People	Current operating budget			 NA (2020-21 action)	 People Diversity and Inclusion Action Plan approved by Executive and addresses this action. DI Action Plan includes actions to review the Attraction and Retention Strategy with consideration of annually sourced community demographic information and training of hiring managers in inclusive recruitment.




Item 5.0.3 - Attachment 2 - Intercultural Strategic Plan





Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021	
14.3 Provide readily accessible training on unconscious bias	2020	People	Current operating budget			 NA (2020-21 action)	 People Diversity and Inclusion Action Plan endorsed by Executive and addresses this action.	Strategic Plan P1
Direction 15. Commit to achieving progress in shaping a diverse and welcoming community								
15.1 Regularly assess whether diversity of employees, volunteers and committee members reflects the City's diversity.	2019	People Community Health and Wellbeing Governance	Current operating budget	» Resourcing of Intercultural Strategic Plan. ««»» » Progress in achieving ISP targets and commitment to access and equity principles will improve community perceptions, support other ISP outcomes and enhance the organisation's profile.		 We recognise that we have 27 different nationalities represented in our workplace at COS, predominately UK, Indian and Vietnamese. Our Diversity and Inclusion Action Plan will continue to support and enable focus on enabling COS to be an inclusive place to work and further develop our approach in capturing these metrics.	 People Diversity and Inclusion Action Plan endorsed by Executive and being progressively implemented. Council has obtained membership of Diversity Council of Australia to provide the foundation of a review of the Recruitment Policy to remove barriers.	Intercultural Strategic Plan 2 - Attachment 3 - Item 50.3

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
15.2	2018	Community Health and Wellbeing	Current operating budget		 Community Health and Wellbeing staff have met with Lynda Ford, Intercultural Cities Council of Europe and tabled a	The diversity of Elected Members is monitored and an increase of gender, age and cultural diversity has been observed. Whilst data is available for assessment, there remains a misalignment of cultural diversity of the staff compared to the residents. During Covid19 pandemic, all volunteers received wellbeing checks via phone to update database.	 CHW Action completed in 2019. Council of Europe provided the 'Feedback Report' to
						 City of Salisbury submitted its completed Intercultural Cities Questionnaire on 5 August to Council of	



Item 5.0.3 - Attachment 2 - Intercultural Strategic Plan P1

Actions	Timeline	Lead	Resources	Outputs and «»»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
					report to Executive informing on the commencement of the Questionnaire, with completion due b2019.	Europe. City of Salisbury has also been invited to join Welcoming Cities Australia. Index result was the second highest of Australian Cities at 77%. Advice from report will be reviewed in consultation with SISA and SICA for implementation in 2021. City of Salisbury's management of Covid19 was featured on the Council of Europe's website homepage as an exemplary response.	City of Salisbury, SICA and SISA were consulted on this to identify priorities and align it with the Intercultural Strategic Plan. This report was presented to Intercultural Strategy and Partnerships Sub Committee on 10 May 2021.
15.3 Review and revise the Intercultural Strategic Plan and Implementation Actions as required	2021	Community Health and Wellbeing	Current operating budget		NA	<input type="checkbox"/> NA (2021-22 action)	<input type="checkbox"/> NA (2021/2022 action)

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
to maintain Council's commitment to actions and strategies aimed at addressing issues and barriers experienced by our diverse cultural communities. Establish a direct reporting line between the General Manager for the Plan and the CEO.	Ongoing	General Manager of Community Development					
Direction 16. Boost Council's image as an intercultural organisation							
16.1 Develop and implement guidelines on translating key Council communications into other languages. Use easy English and symbols in	2020	Communications and Customer Relations	Resources to be identified	» Review of Council's brand and image. » Increase accessibility of information provided by Council. ««»» » Improved engagement outcomes with diverse community groups.	 NA (2020-21 action)	 CCR New website to include a Google Translate feature, to launch Aug 2021.	 CHW Easy English being investigated under the Ability Inclusion

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
Council communications. Related action: 17.1.				» Greater sense of belonging among new residents, including migrants.			Strategic Plan.
16.2 Ensure the Council’s promotional materials, printed and electronic communication materials are reflective of the Council’s intercultural community and priorities. Related action: 17.1	2020	Communications and Customer Relations	Current operating budget		 NA (2020-21 action)	 CCR Whilst we publish and/or print in English, new website launching Aug 2021 will include Google Translate feature.	5.0.3 - Attachment 2 - Intercultural Strategic Plan Progress Report
Direction 17. Increase staff’s capacity to engage with diverse community groups in planning for the future of our City							
17.1 Incorporate into the existing community communications strategy and	2019	Communications and Customer Relations	New initiative bid	» Internal capacity to effectively engage with diverse community groups. ««»» » Inclusive		 Communications continually strive to ensure communications, events, exhibitions	 CCR New website to include Google Translate feature, launching Aug 2021.

Actions	Timeline	Lead	Resources	Outputs and «««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
engagement guidelines, a focus on existing and emerging cultural considerations. Regularly update them as required				engagement processes. » Increased access and inclusion for all community groups.		remain connected and meaningful to our culturally diverse community. Translating documents is standard practice in their business.	
17.2 Review resources and capability requirements to improve engagement with diverse community groups. Address the needs. Related action: 17.1.	2019	Community Health and Wellbeing	Current operating budget	»	Identified priority for childcare offering to enable greater participation of women and families at Community Centres.	Salisbury Intercultural Community Alliance and Salisbury Intercultural Strategic Alliance have worked with Council staff to identify priorities and ways to improve engagement. Involvement with Welcoming Cities Australia Network and Intercultural Cities Network has provided a valuable resource to share learnings about engaging with	CHW Council of Europe Intercultural Cities Feedback report provided an external and comprehensive review of whole council operations

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
						diverse groups and increasing capacity.	
17.3 Develop processes and staff's capacity to engage with diverse community groups in strategy development and planning for the future of the City of Salisbury. Related action: 17.1.	2020	Community Health and Wellbeing	Current operating budget			NA (2020-21 action)	 CHW Maintenance and growth of community and sector relationships through SICA and SISA has enhanced staff's ability to efficiently and meaningfully consult with diverse community groups and access cross referrals to other cohorts for consultation. Link to Multifaith SA has enabled council involvement in concept design stages of future planning. Investigations into trainings and/or promotion of training

Actions	Timeline	Lead	Resources	Outputs and ««»» outcomes	Actions Delivered 2018-2019	Actions Delivered 2019-2020	Actions Delivered 2020-2021
							available to improve staff capacity to engage diverse groups include Easy English, LGBTIQ+, unconscious bias, cultural safety trainings.

ITEM	5.1.1
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Community Grants Program Applications for September 2021
AUTHOR	Mechelle Potter, Administrative Coordinator - Business Excellence, Business Excellence
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	This report outlines the Community Grants Program Applications submitted for the September 2021 round. Three applications are submitted for consideration by the Community Wellbeing and Sport Committee in an individual report.

RECOMMENDATION

That Council:

1. Notes the report.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Community Grants Program Guidelines and Eligibility Criteria

1. BACKGROUND

- 1.1 Four applications were received for the September 2021 round of Community Grants. One has been withdrawn and one is ineligible and as such two are submitted for consideration.

2. REPORT

- 2.1 Two applications are presented for the September 2021 round of Community Grants for consideration, are deemed compliant and listed below:
 - 2.1.1 25/2021: Salisbury East Neighbourhood Centre
Agenda item 5.1.2; Community Wellbeing and Sport Committee; 21/09/2021
 - 2.1.2 26/2021: Salisbury United Soccer Club Inc
Agenda item 5.1.3; Community Wellbeing and Sport Committee; 21/09/2021

- 2.2 One application received for the September 2021 round of Community Grants Program funding has been subsequently withdrawn by the Applicants and is listed below:

2.2.1 24/2021: Bhutanese Australia Association of South Australia Inc.

- 2.3 One application received for the September 2021 round of Community Grants Program funding is deemed ineligible in accordance with section 8.2 of the Guidelines and Eligibility Criteria document, is submitted in an individual report for information and is listed below:

2.3.1 27/2021: McYess & Pinnacle College Ltd
Agenda item 5.1.4; Community Wellbeing and Sport Committee; 21/09/2021

- 2.4 The Community Grants Program funding budget allocation for 2021/2022 is **\$120,000.**
- 2.5 The money committed to the two compliant applications for the September 2021 round, if approved, is **\$7,000.**
- 2.6 The remaining balance of the grant funding if the two applications are approved is **\$86,976.**

3. CONCLUSION / PROPOSAL

- 3.1 Two Community Grants Program applications are presented for funding consideration at the Community Wellbeing and Sport Committee meeting in September 2021.

CO-ORDINATION

Officer: Executive Group
Date: 13/09/2021

Effective 23 August 2021



Community Grants Program

Guidelines and Eligibility Criteria



**City of Salisbury
The Living City**

live it up

Contents

1.	Introduction	3
2.	Submitting an Application	4
3.	Community Grants Program Aim and Objectives	5
4.	Funding Rounds Opening and Closing Dates	5
5.	Community Grants Program Categories.....	5
6.	Types of Community Grants and Amount of Funding	6
7.	Eligible Areas	6
8.	Eligibility to Apply	7
9.	Eligible Items	9
10.	Ineligible Items	9
11.	Application Process.....	11
12.	Funding Criteria	12
13.	Community Grant Application	13
14.	Referees	14
15.	Financial Information	14
16.	Application Outcome	14
17.	Expenditure of Community Grants Program Funds	15
18.	Goods and Services Tax (GST)	16
19.	Presentation of Community Grants Program Cheques	16
20.	Accountability and Reporting Requirements.....	16
21.	Repayment of Community Grant	17
	ATTACHMENT A – Community Grants Program Documents	18
	ATTACHMENT B – Likely Funded Project and Event Examples	19
	ATTACHMENT C – Unlikely Funded Project and Event Examples	20
	ATTACHMENT D - Project Evaluation Requirements	21
	ATTACHMENT E – Frequently Asked Questions.....	22

City of Salisbury Community Grants Program Guidelines and Eligibility Criteria

This document sets out the application process for organisations and groups wanting to apply for a Community Grant with the City of Salisbury. Applicants should review these Guidelines and Eligibility Criteria document carefully before submitting the organisation or group's application form. By submitting an Application Form your organisation or group agrees and acknowledges that it is bound by these Guidelines and Eligibility Criteria.

Applications must not be lodged unless all the eligibility criteria are met. The organisation or group must notify the Community Grants Program if it becomes aware that any of the criteria will not be met subsequent to the application being lodged.

If the organisation or group becomes aware that the application form is incorrect or requires updating the application form must be resubmitted with the correct and updated information.

The organisation or group acknowledges that it places no reliance on, and the Community Grants Program have not made any promise or statement, in association with the organisation or group's chances of receiving a Community Grant.

If you require any assistance in completing your application, please phone 8406 8352 and a City of Salisbury staff member will be happy to help you.

1. Introduction

- 1.1. The City of Salisbury, through its Community Grants Program, aims to encourage, develop and support community projects and events that provide a service to residents of the City of Salisbury, which foster opportunities for community participation and development.
- 1.2. The guidelines contained within this document outline the types of projects and events that will be considered for community grant funding. Eligible organisations or groups are invited to apply for up to \$5,000 to assist with projects and events:
 - Community Grants are bound to an upper limit of **\$5,000.00**;
 - For new groups an establishment grant may be available which is limited to a maximum of \$2,500 for an unincorporated (not-for-profit) group and \$5,000 for an incorporated group.
 - Up to \$2,000 funding towards the purchase of a Defibrillator.
- 1.3. The Community Wellbeing and Sport Committee may choose to allocate funding at an amount less than the maximum at its absolute discretion.
- 1.4. The Community Grants Program is open for applications year round and applications are submitted monthly.

Community Grants Program Guidelines and Eligibility Criteria - Page 3 of 18

2. Submitting an Application

- 2.1. A new application form is required every funding round and the **current** *Community Grant Application Form* must be accessed from the City of Salisbury website. The form can be downloaded from the City of Salisbury website:
www.salisbury.sa.gov.au/Council/Grants_and_Awards/Grants/Community_Grants.
- 2.2. The application form can be completed by:
 - Downloading the *Current Community Grant Application Form - Print & Complete [Handwriting Version]* form, print the form and complete by hand; **or**
 - Downloading the *Current Community Grant Application - Fillable PDF Form [Electronic Version]* form, save to your computer, complete electronically and print the completed form for submission or email direct using the email button.
- 2.3. Organisations or groups may request a hard copy application form to be posted by telephoning the Community Grants Program on 8406 8352.
- 2.4. Applicants are encouraged to submit their completed application via email to:
city@salisbury.sa.gov.au.
- 2.5. Where email is not possible applications can be:

Faxed to:	8281 5466
Posted to:	City of Salisbury Community Grants Program PO Box 8 SALISBURY SA 5108
Delivered in Person to:	City of Salisbury 34 Church Street SALISBURY SA 5108
- 2.6. To assist applicants a *Guide to completing the City of Salisbury Community Grant Application* is also available from the City of Salisbury website.
- 2.7. If assistance is required with completing your application, please call the Community Grants Program on 8406 8352 and a City of Salisbury staff member will be happy to help you.

3. Community Grants Program Aim and Objectives

Aim

- 3.1. The Community Grants Program aims to uphold and improve community participation and development by providing financial assistance for activities, services and projects that support activities and services that sustain and/or enhance health and wellbeing, community participation and sport and recreation.

Objectives

- 3.2. The objectives of the Community Grants Program are to:
- Increase opportunities for social activity and community participation: *increases in engagement, trust, respectfulness or collaboration; capacity to get involved in community groups or networks;*
 - Improve health behaviours and support healthy choices: *increases in improved mental health, physical activity, resilience and optimism and nutrition;*
 - Provide funds for one off projects or events that have a benefit for residents of the City of Salisbury: *better connected community, safer community, resourcefulness and interaction.*

4. Funding Rounds Opening and Closing Dates

- 4.1. The Community Grants Program funding rounds are open on an ongoing, rolling basis and are assessed monthly. Applications can be submitted at any time and will be processed in the next funding round.
- 4.2. Application forms must be properly completed and successfully received by the 15th of each month to be assessed by the Community Wellbeing and Sport Committee the following month (i.e. an application received by the 15th of February will be assessed at the March Meeting). Due to the timing and assessment process applications will take a minimum of five (5) weeks. It is the responsibility of the Applicant to ensure the application form is properly completed and successfully submitted before the deadline.

5. Community Grants Program Categories

Community Grants Program funding is available under the following categories:

- Community Grant
- Community Grant – Establishment of a new group
- Community Grant - Event (*applicants must organise public liability insurance*)
- Community Grant - Project
- Community Grant Event - Christmas Carols
- Community Grant - Defibrillator

Community Grants Program Guidelines and Eligibility Criteria - Page 5 of 18

6. Types of Community Grants and Amount of Funding

Different levels of funding are available to eligible organisations under the following categories:

- Community Grant – Event: up to \$5,000 per year
- Community Grant Event – Christmas Carols: up to \$5,000 per year
- Community Grant – Project: up to \$5,000 per year
- Community Grant – Defibrillator: one-off funding up to \$2,000 (*conditions apply*)
- Community Grant: up to \$5,000 per year
- New Establishment Grant for Non-incorporated, Not for Profit, organisations: up to \$2,500
- New Establishment Grant for Incorporated organisations: up to \$5,000

7. Eligible Areas

- Health
- Establishment of a new group
- Education and Training
- Sport / Recreation
- Environment
- Culture / Arts
- Disability
- Youth
- Crime Prevention
- Aged
- Event

Community Grants Program Guidelines and Eligibility Criteria - Page 6 of 18

8. Eligibility to Apply

Eligible Organisations

- 8.1. The Community Grants Program will only provide funds to eligible organisations and groups that have not-for-profit objectives:
- Non-Government, Incorporated community organisation or group;
 - Non-incorporated organisations endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not- for-profits Commission. DGR status must be maintained until such time as the community grant is acquitted and evidence must be provided with the community grant application.
 - The group/organisation must be established as a legally constituted incorporated organisation or can demonstrate they are auspiced by an incorporated organisation who will take legal and financial responsibility for any grant monies received from the City of Salisbury*.
 - The group/organisation has a satisfactory management structure (e.g. President, Secretary, Treasurer). Evidence must be provided by way of meeting minutes that the group/ organisation's committee has endorsed submission of the Community Grant Application.
 - Where applicable, the group/organisation has not received a Community Grant from the City of Salisbury within twelve months of submitting this application.
 - The organisation or group must hold a current bank account in South Australia in its name (i.e. the name of the organisation or group applying for the Community Grant must have their bank account in the same name).

** Legal entity details are checked with the Australian Business Register (ABR) website. If the organisation or group's legal entity is not clearly listed on the ABR website the Community Grants Program will request a copy of the legal entity's Certificate of Incorporation or Registration.*

Non-Eligible Organisations

- 8.2. Funding will not be considered for the following:
- An organisation trading as a Sole Trader or Individual including applications placed by organisations on behalf of individuals;
 - An organisation that is a non-incorporated body and is not auspiced by a parent incorporated body or is not endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not- for-profits Commission;
 - Organisations that are seeking commercial gain from the project (either directly or indirectly);
 - Organisations that have any outstanding acquittals and associated documents for any previous Community Grants Program funding;
 - Money already spent or funding of existing debts or shortfalls;
 - Salaries (initial or on-going);

Community Grants Program Guidelines and Eligibility Criteria - Page 7 of 18

- Recurrent administration or ongoing costs;
 - Capital development (e.g. renovations or building changes, which will be permanently part of the structure);
 - Upgrading facilities which belong to Local, State or Commonwealth Governments;
 - Educational programs in schools and other formal educational institutions;
 - Employment and training programs which are the core responsibility of State and Commonwealth Governments;
 - Applications from Public or Private Schools (unless the application is for assistance with a Community event);
 - Organisations receiving Local, State or Federal Government funding either directly or indirectly via a third party for the same purpose;
 - Organisations located outside of South Australia.
- 8.3. An organisation is assessed as a whole business entity when determining eligibility, rather than broken down into different locations or operations - for example, an organisation that receives Community Grants Program funding for the provision of services, a project or event may not receive a second source of Community Grants Program funding for similar services, project or event, regardless of its operation or location, within twelve (12) months of receipt of their previous Community Grant.
- 8.4. An eligible organisation may apply for one-off Community Grants Program funding for up to \$2,000 to assist with the purchase of a defibrillator. Organisations may apply for defibrillator funding regardless of any Community Grants Program funding received within twelve (12) months however the previous funding must have been acquitted in full. The following conditions apply for Defibrillator funding:
- Active recreation or sport clubs or community organisations whose purpose is the delivery of active recreation or sport programs and services in South Australia are encouraged to apply for defibrillator funding through The Office of Recreation, Sport and Racing's Active Club Program – Program and Equipment funding category;
- It is recommended that organisations register the availability of their AEDs to increase public awareness and availability of AEDs in emergency situations. SA Ambulance and St John Ambulance Australia manage separate voluntary registration platforms that organisations can utilize to register their AEDs availability for public use.
- The SA Ambulance register is only used by 000 emergency operators during suspected SCA episode to direct callers to the nearest public use AED location. The registration website can be accessed via <http://www.saambulance.com.au/NewsPublications/AEDRegister.aspx> The St John AED registration website can be accessed via <https://data.aed.stjohn.org.au/registration.aspx> and will be made available to the public via a website map or phone app.

Applicants are encouraged to contact the Community Grants Program to discuss the process for defibrillator funding prior to submitting an application.

Community Grants Program Guidelines and Eligibility Criteria - Page 8 of 18

9. Eligible Items

Funding will be considered for the following:

9.1. *Equipment*

- 9.1.1. Funding may be considered for equipment purchases that are integral to a project or event providing the application demonstrates how the equipment will support delivery of the program or event. All items must be justified and be relevant to the project/event.

9.2. *Administration and Organisational Costs*

- 9.2.1. An organisation or group's start-up administration costs, including:
- capital equipment (e.g. computers, office furniture, machinery, tools, sport equipment etc.);
 - consumables;
- All items must be justified and be relevant to starting up the organisation or group.

9.3. *Replacement Items*

- 9.3.1. Consideration will be given to replacing items previously funded through the Community Grants Program after a reasonable period of time has elapsed and where sufficient justification for replacement is provided.

9.4. *Public Events and Tournaments*

- 9.4.1. Funding may be considered for eligible items related to the costs associated with exhibitions, fairs, festivals, entertainment, sport and leisure events. Eligible items include costumes and accessories, sport uniforms and equipment, hall hire, bus hire, marquee & furniture hire, trophies, medals, musical instruments, public address equipment.
- 9.4.2. Applicants must organise public liability insurance and provide evidence of insurance with the grant application.

9.5. *New Establishment Grant*

- 9.5.1. Applications to establish a new organisation or group must address the sustainability of the service or program and must include evidence that the program and the organisation will have sufficient resources or foundation to maintain the program once the Community Grants Program funds have been expended.

9.6. *Defibrillator*

- 9.6.1. Funding may be considered to assist with the purchase of a defibrillator. All other eligibility criteria applies, with the exception that eligible organisations may apply for Defibrillator Funding if they have received Community Grants Program funding for a project or event within twelve (12) months, providing the funding has been acquitted in full.

Community Grants Program Guidelines and Eligibility Criteria - Page 9 of 18

10. Ineligible Items

Funding will not be considered for the following:

10.1. *Projects or items not deemed consistent with the Community Grants Program Aim and Objectives*

- 10.1.1. Funding for projects that support activities that are not consistent with the City of Salisbury's Aim and Objectives will not be considered.

10.2. *Existing Projects*

- 10.2.1. Projects or events that have already commenced with the exception of those considered to be a significant new direction or enhancement of an existing project.

10.3. *Expenses*

- Accommodation costs;
- Personal transportation costs such as fuel expenses and maintenance;
- Vehicle acquisition.

10.4. *Administration and Organisational Costs*

- 10.4.1. An organisation's **ongoing business**, administration or **day-to-day** running costs, including:
- capital equipment (e.g. computers, office furniture, machinery, tools etc.);
 - vehicles (used for business or administration purposes);
 - fundraising activities (for commercial, competition and/or event door prizes);
 - consumables (e.g. paper, toner, stationery, equipment etc.);
 - maintenance and repairs;
 - service charges (including additional warranties, service agreements and maintenance).

However, some administrative costs may be considered if directly and exclusively associated with the establishment of the project.

10.5. *Wages and Salaries*

- 10.5.1. Wages, salary payments or consideration of any type (e.g. payment to presenters/trainers/instructors including gifts for services/guest speakers etc.).

10.6. *Memberships and Fees*

- 10.6.1. Memberships and fees (e.g. physical fitness centre memberships, club memberships, entrance fees).

Community Grants Program Guidelines and Eligibility Criteria - Page 10 of 18

10.7. Existing Debts and Shortfalls

- 10.7.1. Reimbursement of expenses incurred by the organisation prior to grant funds being approved.

10.8. Other Exclusions

- 10.8.1. Equipment and services that are not supported by a program of activities and services.
- 10.8.2. Public Liability Insurance.

10.9. Prior Funding Received for Defibrillators

- 10.9.1. Defibrillator Applications will not be considered for organisations that have already received prior (one-off) Community Grants Program funding for the purchase of a defibrillator.

11. Application Process

- 11.1. An acknowledgement letter will be posted within ten (10) working days of receiving the application. Community Grants Program Staff may contact you via post or email to seek further information. Community Grants Program Staff will contact both signatories to verify the application (application will not proceed until verification has occurred).
- 11.2. Applications that are incomplete or do not contain all essential documentation may be considered ineligible or result in deferral to a subsequent round to enable an assessment to be made pending receipt of the incomplete/additional information. Applicants are requested to submit additional information within the timeframe for submission to the next round. Should the additional information not be received within three (3) months of receipt of the original application the application will be deemed ineligible and the organisation or group must submit a new application should it wish to proceed with applying for Community Grant funding.
- 11.3. Any changes in circumstances with regard to the Application must be made in writing; such as: resignation of the person responsible for the Grant, contact person details, change of address, change of ABN or any other variation to that listed on the Application. Receipt of the variation will be acknowledged in writing and the organisation or group may be asked for further information or to resubmit their Application.

Assessment of Applications

- 11.4. All applications are submitted to and assessed by the Community Wellbeing and Sport Committee at their monthly meeting.
- 11.5. A copy of Community Grant applications and any other relevant document(s) are presented to the Community Wellbeing and Sport Committee in its entirety as an attachment to the Committee Report. This means that all information contained within the application forms part of a public document and as such can be inspected by anyone. Reports presented to the Community Wellbeing and Sport Committee is also accessible via the City of Salisbury website.

Community Grants Program Guidelines and Eligibility Criteria - Page 11 of 18

- 11.6. Applications received that are identified ineligible against the funding guidelines are submitted to the Community Wellbeing and Sport Committee for information. A copy of the application and any other relevant document(s) is presented to the Community Wellbeing and Sport Committee in its entirety as an attachment to the Committee Report as outlined in paragraph 11.4.
- 11.7. Applications are assessed on merit and a comparative assessment made of all applications to establish priority for funding. Funding should not be anticipated or believed to be automatic.
- 11.8. Final decisions on all applications are at the discretion of Community Wellbeing and Sport Committee.
- 11.9. Applications in excess of available grant funds may result in some applications not being approved, being approved for a reduced amount or being deferred to a subsequent funding round even though they meet the eligibility requirements.

12. Funding Criteria

The following criteria are examined when assessing applications:

12.1. *Aim and Objectives*

- 12.1.1. The project must meet the Aim and Objectives of the Community Grants Program.

12.2. *Target Group*

- 12.2.1. The primary target group for projects and events must be the City of Salisbury community.

12.3. *Project Outcomes*

- 12.3.1. The project must provide one or more of the following outcomes for the City of Salisbury community:
 - promote and enhance healthy lifestyles, particularly nutrition, physical activity and mental wellbeing;
 - encourage involvement in community activities;
 - reduce social isolation;
 - encourage supportive and safe communities;
 - address gaps in local services;
 - Social Connectedness; and
 - Mental Wellness.

12.4. *Contribution*

- 12.4.1. Organisations and groups are expected to contribute towards the project. This can be financial or in-kind (such as the provision of volunteer labour costs).

12.5. *Value for Money*

- 12.5.1. Grant funds requested must be proportional to the benefits provided and the number of members/residents targeted by the project.

Community Grants Program Guidelines and Eligibility Criteria - Page 12 of 18

13. Community Grant Application

- 13.1. Applicants must address the following points in their application for Community Grants Program funding:

Target Group

- 13.2. Applications must identify the target group in the City of Salisbury that is the subject of the project. Where possible it is advantageous to provide evidence that the target group:
- is the focus of the project or event;
 - has been consulted about and is involved in the project or event;
 - is committed to actively participating in the project or event in significant numbers; and
 - has expressed support for the project or event.
- 13.3. The application must outline details of the relationship of the applicant to the target group.

Project or Event Plan

- 13.4. Provide a Project/Event Plan which details the activities and services that will be facilitated. The Project/Event Plan should include:
- details of the proposed program of activities and services including frequency and duration (this refers to the activities that will be supported by the project, or the items or services to be purchased with grant funds);
 - timeframes and how the project will be implemented, facilitated, and monitored;
 - details of the benefits/outcomes that the target group will derive from the project; and
 - details of how the project will meet any of the Community Grants Program Aim and Objectives.

Budget Plan

- 13.5. Provide a Budget Plan with details of the items/services to be purchased or works to be undertaken for the project. The Budget Plan must be reasonably costed and include:
- total cost of the project or event;
 - the amount of grant funds requested;
 - funds committed to the project by the applicant (this contribution can be financial or in-kind);
 - funds committed to the project from other sources, such as donations, funding from other stakeholders, funding from other grant sources; and
 - one quotation for each item requested.
- 13.6. Note that quotations must include GST and be sufficiently formal to clearly identify the proposed supplier and the items requested.

Community Grants Program Guidelines and Eligibility Criteria - Page 13 of 18

Evaluation Plan

- 13.7. Provide an Evaluation Plan appropriate to the complexity of the project and the level of funding requested. This must include details of:
- measures that will be taken to gather information to evaluate the project;
 - criteria that will be used to measure the success of the project; and
 - how information gathered for evaluation will be used to enhance/direct the project.
- 13.8. The Evaluation Plan is essential to the application and will form the basis of the Project Evaluation that must be provided as part of the grant acquittal at the conclusion of the project.

Other Requirements

- 13.9. In addressing the above points, applications must provide a level of detail that is in proportion to the amount of funds requested and the complexity of the project. Organisations applying for funding must demonstrate, where applicable:
- a capacity to provide infrastructure, administrative and operating costs;
 - an ability to support the project beyond the grant period; and
 - the availability of volunteer support for the ongoing viability of the project.

14. Referees

- 14.1. Referees listed on the application may be contacted regarding their support and should be informed of their inclusion prior to the application being submitted. Members of the Management Committee cannot be a referee. Written evidence is not required of the referees support.

15. Financial Information

- 15.1. The organisation or group must hold a current bank account in South Australia in its name. The account name (the organisation or group, not the type of account – i.e. savings, cheque), financial institution name (the name of the bank or credit union) and the location (city/suburb of where the account is held) is the only information required. BSB and account numbers are not required to be submitted on the application.

16. Application Outcome

- 16.1. All applicants will receive written notification via post regarding the outcome of their application.

Unsuccessful Applicants

- 16.2. If applicants are unsuccessful they are encouraged to phone or request an appointment with the Community Grants Program staff to receive feedback about the decision and where applicable aspects of the application that may be improved should the applicant wish to resubmit.

Community Grants Program Guidelines and Eligibility Criteria - Page 14 of 18

17. Expenditure of Community Grants Program Funds

Successful Applicants - Contractual Obligations

- 17.1. Successful applicants will receive a notification letter and Acceptance of Community Grant – Form 1 which is a legally binding agreement detailing the terms and conditions of funding. The Acceptance letter contains obligations which include agreed project or event outcomes and timeframes, acquittal, reporting and evaluation requirements. Agreements will be in place for a six (6) month period.
- 17.2. Organisations or groups that are awarded a community grant must only use their community grant to implement their project or event as outlined in their application form and spent in accordance with the conditions of the agreement.
- 17.3. Any proposed change to the project or expenditure of grant funds must be requested in writing to the Community Grants Program.
- 17.4. Organisations or groups must spend their Community Grant within six (6) months of receipt of Community Grant funding or they may be asked to return all or part of the funding. Unspent Community Grant funds must be returned to the City of Salisbury at the end of the project/event period. An unspent amount less than \$10.00 is not required to be returned.
- 17.5. Checks are undertaken to ensure that all information provided can be substantiated and that the Community Grant funding was spent on eligible items. All tax invoices and/or receipts submitted with the acquittal documentation must contain the business name, date of transaction, contact details and ABN number listed (where applicable) of the supplier. All items must be clearly identifiable and listed separately.
- 17.6. Where valid tax invoices or receipts cannot be produced the organisation or group will be requested to complete a statutory declaration, declaring that the Community Grant funding was used to purchase eligible items. Failure to provide valid tax invoices or receipts may result in the organisation or group's ineligibility for any future Community Grants regardless of completion of a statutory declaration. Failure to complete a statutory declaration will result in the organisation or group being requested to return the applicable Community Grant funding.

Community Grants Program Guidelines and Eligibility Criteria - Page 15 of 18

18. Goods and Services Tax (GST)

- 18.1. If the organisation or group is registered for GST and the application for Community Grant funding is successful, a tax invoice must be provided with the Acceptance of Community Grant Form before payment can be made. Furthermore, the Grant will be subject to GST and the organisation or group will be liable to remit the GST component to the Australian Taxation Office.
- 18.2. The Tax Invoice must clearly state the words **TAX INVOICE, Business Name, ABN and the approved Grant funding amount including GST.**

ABN Declaration

- 18.3. If the organisation or group does not have an ABN, an ABN Declaration must be completed as part of the application process.
- 18.4. Furthermore, if the organisation or group does not have an ABN, the City of Salisbury may be obliged to withhold tax from Grant payments at the highest marginal tax rate (currently 48.5%) unless a "Statement by a Supplier" is completed to justify the City of Salisbury not withholding from the payment. This document is contained within the Community Grants Program Application Form "Declaration Where No Australian Business Number is Required".
- 18.5. For more details, contact the Australian Tax Office on **132 866**.

19. Presentation of Community Grants Program Cheques

- 19.1. Successful applicants will receive payment by bank cheque made out to the organisation submitting the application form. The presentation of Community Grant cheques will take place at a quarterly Ceremony held on the fourth Wednesday of the month in March, June, September and December. Successful applicants are invited to attend a Community Grants Program Cheque Presentation Ceremony on the 4th Wednesday of the relevant quarter at the City of Salisbury Municipal Offices.
- 19.2. Requests for early disbursement of funds must be made in writing. Approval is at the discretion of the Chairman of the Community Wellbeing and Sport Committee and the relevant General Manager.

20. Accountability and Reporting Requirements

- 20.1. The reporting and acquittal requirements are specified in the Acceptance of Community Grant Letter. This legally binding agreement must be signed and returned within seven (7) days of receipt of the Acceptance Letter.
- 20.2. All organisations and groups approved for Community Grants Program funding will be required to:
 - Measure the impact of the project or event and report the results in a Project/Event Evaluation;
 - Acknowledge the City of Salisbury as the funding body where applicable;
 - Provide valid tax invoices/receipts (*the organisation or group should maintain financial records in accordance with the generally accepted accounting principles and comply with the relevant laws in force in South Australia*);
- 20.3. These documents are due within six (6) months of receiving the grant funding and is detailed in the Acceptance of Community Grant Offer letter.
- 20.4. The Community Grants Program requires organisations and groups to comply with reporting requirements for past completed projects and events to be eligible to receive future community grants funding for another project or event. Failure to comply will result in the organisation or group being ineligible for future community grant funding.

Recognition of Community Grants Program Funding

- 20.5. Organisations must acknowledge the City of Salisbury's financial contribution to the project or activity where appropriate, e.g. through recognition of the grant in publicity and/or marketing material (use of the City of Salisbury Corporate Logo is prohibited without consent from the City of Salisbury Marketing Department).

21. Repayment of Community Grant

- 21.1. The City of Salisbury may take action to recover the Community Grant paid to the organisation or group if:
 - The organisation or group does not use the Community Grant as set out in the City of Salisbury Community Grants Program Guidelines and Eligibility Criteria and/or the Acceptance of Community Grant Agreement;
 - If applicable, the organisation or group does not have Deductible Gift Recipient (DGR) status at the time of acquittal;
 - The organisation or group does not provide documentation as required under these guidelines by the times specified.

ATTACHMENT A – Community Grants Program Documents

- 1. Documents relating to the Community Grants Program**
 - 1.1. Application form for the City of Salisbury Community Grants Program;
 - 1.2. A Guide to completing the City of Salisbury Community Grant Application;
 - 1.3. The Acceptance of Community Grant Offer – Form 1 letter
- 2. Documents relating to the Acquittal of successful Community Grant funding**
 - 2.1. Acquittal – Form 2
 - 2.2. Tax Invoice/Receipt
 - 2.3. Project Evaluation Report (refer to Attachment D).

Community Grants Program Application Guidelines and Eligibility Criteria – Attachment A
Page 18

ATTACHMENT B – Likely Funded Project and Event Examples

Project/Event examples likely to be funded through the Community Grants Program

Project/Event	Grant funds can assist to:
Community Christmas Carols	Purchase of candles, booklets, stage hire, children's entertainment (i.e. face painting, jumping castle); fireworks, catering, advertising).
New Group	Purchases to establish the group such as computer equipment, launch catering, costs associated with inaugural Annual General Meeting, forums and workshops – i.e. seal, venue hire, stationery, promotional materials, letterhead, envelopes and stamps.
Volunteer Lawn Mowing Service	Purchase of mowing equipment and garden tools appropriate to the project.
Fitness classes	Purchase equipment appropriate to the project (<i>a fitness trainer is not eligible as this is deemed a salary</i>).
Dance Club Competition	Purchase uniforms, material, costumes and related accessories.
Craft Groups	Purchase equipment and supplies appropriate to the project (<i>i.e. purchase of wool and knitting needles to knit knee rugs for the needy</i>).
Men's Shed	Purchase equipment and furniture for woodworking, metalworking and social activities.
Sporting Club	Purchase training equipment and uniforms; bus hire to transport team to an event.
History Group	Purchase computer and scanning equipment for scanning of books.

Community Grants Program Application Guidelines and Eligibility Criteria – Attachment B
Page 19

ATTACHMENT C – Unlikely Funded Project and Event Examples

*Examples of projects/events and items **unlikely** to be funded through the Community Grants Program*

Project/Event	Items
<ul style="list-style-type: none"> Projects or events held outside the City of Salisbury region. 	<ul style="list-style-type: none"> Gifts for any purpose (i.e. judges, MC's, presenters).
<ul style="list-style-type: none"> Capital equipment that is stored at a residential address (e.g. computers, office furniture, machinery, tools etc.). 	<ul style="list-style-type: none"> Capital equipment (e.g. computers, office furniture, machinery, tools etc.) unless for the establishment of a new group.
<ul style="list-style-type: none"> Project that requests the purchase of a vehicle. 	<ul style="list-style-type: none"> Website Development.

*Examples of items **ineligible** for funding through the Community Grants Program*

<ul style="list-style-type: none"> Salaries, wages or compensation – i.e. payment for competition judges, trainers, presenters, umpires including gifts for service. 	<ul style="list-style-type: none"> Vehicle acquisition.
<ul style="list-style-type: none"> Payments to volunteers. 	<ul style="list-style-type: none"> Consumables.
<ul style="list-style-type: none"> Payments for fuel expenses/vehicle maintenance. 	<ul style="list-style-type: none"> Maintenance and repairs.

Community Grants Program Application Guidelines and Eligibility Criteria – Attachment C
Page 20

ATTACHMENT D - Project Evaluation Requirements

1. An evaluation of the project must be undertaken at the completion of the grant period as detailed in the Acceptance of Community Grant letter.
2. Where applicable, the Project Evaluation must detail the following:
 - 2.1. Introduction – *outline the project, its purpose and overall achievements.*
 - 2.2. People assisted (target group) – *provide details about the people assisted by the project. This could include families, individuals, age groups, type and level of needs/issues.*
 - 2.3. Number of people assisted by the project (*and outlining the number of residents of the City of Salisbury*).
 - 2.4. Assistance provided – *describe what was provided for the target group in terms of programs, activities, other actions or strategies, such as:*
 - 2.4.1. *Assistance to meet general and basic needs;*
 - 2.4.2. *Group programs, courses, activities and training;*
 - 2.4.3. *Improving resources/facilities/equipment or other initiatives.*
 - 2.5. Outcomes achieved by target group – *describe what the target group achieved through participation in the project, such as:*
 - 2.5.1. *Improvement in knowledge, skills, self-esteem, social contacts/networks, motivation, confidence, community participation, quality of life, empowerment and personal development;*
 - 2.5.2. *Enhanced healthy lifestyles, particularly physical activity and mental well-being;*
 - 2.5.3. *Reduction in social isolation.*
 - 2.6. Other achievements – *describe other achievements of the project, such as:*
 - 2.6.1. *Existing programs expanded or enhanced;*
 - 2.6.2. *Improvement in facilities or services;*
 - 2.6.3. *New programs or services established;*
 - 2.7. Any other comments or information relevant to the project or event, such as *newspaper articles, media releases, internal newsletters, etc.).*

ATTACHMENT E – Frequently Asked Questions

About applying for a City of Salisbury Community Grant

1. Will late applications be accepted?

- 1.1. Applications for Community Grants must be received by the 15th of each month to be assessed by the Community Wellbeing and Sport Committee the following month (i.e. an application received by the 15th of February will be assessed at the March Meeting). Applications received after the 15th of the month will be submitted for the following round, without exception (i.e. an application received on the 16th of February will be assessed at the April meeting as it has missed the March deadline).

2. When will organisations or groups know if their application is successful?

- 2.1. All applicants will be advised in writing about the outcome of their application within ten (10) days of the relevant Community Wellbeing and Sport Committee meeting.

3. How do organisations and groups apply for Community Grants?

Applications can be submitted in the following ways:

- 3.1. A new application form is required every funding round and the current Community Grant Application Form must be accessed from the City of Salisbury website. The form can be downloaded from the City of Salisbury website:
www.salisbury.sa.gov.au/Council/Grants_and_Awards/Grants/Community_Grants.
- 3.2. The form can be saved to a computer, completed electronically and then printed for submission or printed and completed by hand for submission.
- 3.3. Organisations or groups may request a hard copy application form to be posted by telephoning the Community Grants Program on 8406 8352.
- 3.4. Applicants are encouraged to submit their completed application via email to:
city@salisbury.sa.gov.au.

4. What if our organisation or group doesn't have access to the internet or email?

4.1. Where email is not possible applications can be:

Faxed to: 8281 5466
Posted to: City of Salisbury
Community Grants Program
PO Box 8
SALISBURY SA 5108

Delivered in
Person to: City of Salisbury
34 Church Street
SALISBURY SA 5108

5. Can I speak to someone about our organisation or group's Community Grant Application if I deliver it in person?

5.1. While City of Salisbury staff endeavour to make themselves available at short notice this is not always possible and therefore Applicants are encouraged to phone the Community Grants Program to make an appointment should they wish to speak to staff when submitting their Application.

6. Can our organisation or group get assistance to complete the Community Grant application?

6.1. To assist applicants a *Guide to completing the City of Salisbury Community Grant Application* is also available from the City of Salisbury website.

6.2. If assistance is still required with completing your application, please call the Community Grants Program on 8406 8352 and a City of Salisbury staff member will be happy to help you. Staff are unable to provide personal advice however will guide you as to the information required in the application.

7. Do documents need to be included with the application?

7.1. Yes. All relevant documents requested must be provided with your Application. Failure to provide the documents required will result in a delay with processing your application to the Community Wellbeing and Sport Committee; or the Application may be deemed ineligible.

8. Can organisations and groups submit more than one application per round?

- 8.1. No. Organisations and groups that receive community grant funding will not be eligible to apply for funding for a period of twelve (12) months from the date of funding receipt. Furthermore community grant funding already provided for a project/event is not eligible to apply for further funding to assist with that same project/event regardless of when the funding was received.
- 8.2. Organisations may apply for one-off Defibrillator Funding regardless of having received Community Grants Program funding within twelve (12) months, providing the funding has been acquitted in full (*subject to conditions outlined in section 8.4*).

9. Who assesses the Community Grants Program Applications?

- 9.1. The Applications are assessed initially by the Community Grants Program Team and the General Manager Community Development who make recommendations to the Community Wellbeing and Sport Committee based on the Community Grants Program Eligibility Criteria.
- 9.2. The Community Wellbeing and Sport Committee have delegation to authorise funding and make the final decision on offering grants.

10. How are the Community Grants Program Applications assessed?

- 10.1. Applications are assessed on merit based on the following criteria:
 - The level and type of need, evidence of the need provided and geographic area;
 - The benefit to the target group, specifically residents of the City of Salisbury;
 - Proposals that represent value for money;
 - Relevance to Community Grants Program Aims and Objectives and/or the City of Salisbury Strategic Plan;
 - New organisations or groups that can demonstrate sustainability and do not require ongoing funding to succeed;
 - Proposals that have secured in-kind support to reduce the project or event cost;
 - Proposals that demonstrate a level of community engagement;
 - The extent to which the applicant has the infrastructure, support or resources to successfully carry out the project or event;
 - The extent to which the application estimates, and proposes to measure, the impact of the project or event.

11. Can organisations and groups apply for another round if they are unsuccessful in a previous round?

11.1. Yes. Organisations and groups that are unsuccessful in a round can apply for another round providing the eligibility criteria has been met. An organisation or group that has been declined funding for a project or event can submit an application for a separate project or event (i.e. another application cannot be made for the same project or event that was declined). The application can be made at any time (the organisation or group doesn't need to wait twelve (12) months).

12. Our organisation/group's name on the application is different from our ABN and/or that registered with ASIC, are we eligible to apply?

12.1. No. The organisation or group applying for the Community Grant must have the same name registered with ASIC and the ASIC registration must be in the same name as the ABN registration. The only exception is where an organisation or group is auspiced by an incorporated organisation who will take legal and financial responsibility for any grant monies received from the City of Salisbury.

13. If successful, when will our organisation receive the Community Grant cheque?

13.1. Successful applicants will receive payment by bank cheque made out to the organisation submitting the application form. The presentation of Community Grant cheques will take place at a quarterly Ceremony held on the fourth Wednesday of the month in March, June, September and the second Wednesday of the month in December, commencing at 6.30 pm. The table below outlines the cheque presentation schedule:

Application Received:	Application submitted to the Community Wellbeing and Sport Committee held in:	Successful Applicants - Community Grants Program Cheque Presentation Ceremony to be held in:
16 November to 15 December	January	March
16 December to 15 January	February	March
16 January to 15 February	March	June
16 February to 15 March	April	June
16 March to 15 April	May	June
16 April to 15 May	June	September
16 May to 15 June	July	September
16 June to 15 July	August	September
16 July to 15 August	September	December
16 August to 15 September	October	December
16 September to 15 October	November	December
16 October to 15 November	December	March

ITEM	5.1.2
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	25/2021: Salisbury East Neighbourhood Centre
AUTHOR	Mechelle Potter, Administrative Coordinator - Business Excellence, Business Excellence
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	The Salisbury East Neighbourhood Centre Community Grants Program Application is submitted for consideration.

RECOMMENDATION

1. In accordance with delegated powers set out in the adopted Terms of Reference, the Community Wellbeing and Sport Committee assessed and allocated funding for the September 2021 round of Community Grants as follows:

Grant No. 25/2021: Salisbury East Neighbourhood Centre be awarded the amount of **\$5,000** to assist with the cost of **reupholstering of chairs and purchase of photocopier and binder** for ongoing use by the club, as outlined in the Community Grant Application.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. 25/2021: Salisbury East Neighbourhood Centre - Application

1. BACKGROUND

- 1.1 The Salisbury Neighbourhood Centre Application was received for the September 2021 Community Grants round.
- 1.2 The Salisbury East Neighbourhood Centre received \$1,161.00 of funding in January 2015 to assist with art supplies and mounting of mural in the playground.

2. REPORT

- 2.1 The Salisbury East Neighbourhood Centre Application meets the eligibility criteria for the Community Grant Program funding.

3. CONCLUSION / PROPOSAL

- 3.1 The Salisbury East Neighbourhood Centre Application is submitted to the Community Wellbeing and Sport Committee for consideration.

CO-ORDINATION

Officer: Executive Group
Date: 13/09/2021

This form can be completed, printed, signed and posted; OR completed, signed (p12/13 by hand) then submitted via the email button along with the signed, scanned page(s) & relevant attachments.



check the application before printing or submitting

Community Grants Program

Application Form

Applications for Community Grants must be received by the 15th of each month to be assessed by the Community Wellbeing and Sport Committee the following month (providing the eligibility criteria is met).

Please ensure you have read and understood the City of Salisbury Community Grants Program Guidelines and Eligibility Criteria document prior to completing an Application.



live it up

Application Eligibility Checklist		
Is the Funding For:	Yes	No
• Money already spent?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Salaries (initial or ongoing)? <i>Payment of facilitator or contractor engaged specifically to deliver program / activity under the grant may be considered</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Recurrent administration costs or Public Liability Insurance?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Capital development (e.g. renovations or building changes that will be permanently part of the structure)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Upgrading facilities which belong to Local, State or Commonwealth Governments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Application from Public / Private Schools?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• An organisation trading as a sole trader/individual?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• A group that is a non-incorporated body and does not have a parent incorporated body or is not endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not-for-profits Commission?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have previously received funding and NOT fulfilled reporting obligations, including provision of post event evaluation/report and financial acquittal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have received Community Grants Program funding from the City of Salisbury within the past twelve (12) months (<i>with the exception of Defibrillator funding</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>

*If you have answered **YES** to any of these questions,
this application **may NOT be** eligible for grant funding.*

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 2 of 13

Applicant Organisation Information	
1. GROUP / ORGANISATION DETAILS	
Name:	Salisbury East Neighbourhood Centre Inc
Address:	28 Smith Rd
Suburb:	Salisbury East Postcode: 5109
2. CONTACT PERSON DETAILS (this is the address that all correspondence will be sent)	
Name:	Mrs Gaynor Eldridge
Title (your role with the group/organisation):	Chairperson
Address:	28 Smith Rd Salisbury East 5109
Phone:	Landline: 0882852055 Mobile:
Email:	
3. COMMUNITY GRANT RESPONSIBILITY	
Name of Person Responsible for the Grant:	Mrs Dimitra Koutsaini
Title (role with the group/organisation):	Treasurer
4. GROUP / ORGANISATION MANAGEMENT DETAILS	
How is your group/organisation managed: (ensure Committee/Board Meeting Minutes are attached)	Board
Is your organisation:	
a) Incorporated:	<div>Yes</div> <div><input checked="" type="checkbox"/></div> <div>(go to question c)</div>
	<div>No</div> <div><input type="checkbox"/></div> <div>(go to question b)</div>
ASIC Registration Number:	A0023799W
b) Operated under a Parent Organisation: (please state which parent organisation you operate under below AND attach a supporting letter from the organisation)	<div>Yes</div> <div><input type="checkbox"/></div> <div>(go to question c)</div>
	<div>No</div> <div><input type="checkbox"/></div> <div>(go to question c)</div>
Parent Organisation	
Name:	
ASIC Registration Number:	

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 3 of 13

Organisation Information (continued)		
c) Community/Non-Profit:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your organisation endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not- for-profits Commission?	Yes <input type="checkbox"/> <i>(evidence must be attached to this application)</i>	No <input checked="" type="checkbox"/>
d) Government Funded: <i>(If Yes, please list funding source/s and purpose in part e & f)</i>	Yes <input type="checkbox"/> (go to question e & f)	No <input checked="" type="checkbox"/>
e) Funding source/s:		
f) Purpose:		
g) Other (please specify):	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
5. BANKING INFORMATION		
<i>Your organisation must have its own Bank/Credit Union Account or similar</i>		
Full Account Name: <i>Salisbury East Neighbourhood Centre Inc</i> <i>*do not provide account or BSB numbers*</i>	Financial Institution Name: [REDACTED]	
	Branch Location: [REDACTED]	
6. REFEREE INFORMATION		
<i>Please provide the name and contact details of a referee – preferably someone who can verify the bona fide status of your group/organisation (NOT Members of the Committee)</i>		
Referee's Name:	<i>Joanne Mckessor</i>	
Referee's Contact Information:	[REDACTED]	

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 4 of 13

GST Declaration		
I agree upon signing of this document that I will provide Council with the following information in regards to my Australian Business Number and Goods and Services Tax registration status.		
Does your group/organisation have an ABN <i>(If Yes - Please Quote ABN:)</i> 8 6 5 5 2 8 5 4 5 1 7 <i>(If No, the ABN Declaration Form attached must be signed)</i>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your group/organisation registered for GST	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
NB: GST Registration <i>If your group IS registered for GST you are required to provide a Tax Invoice to Council before an approved grant amount can be provided to your organisation. The invoice must clearly state the words TAX INVOICE, Business Name, ABN and the approved grant amount including GST.</i>		

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 5 of 13

Project/Event Budget Information	
Will the project or event generate income (e.g. ticket sales, entry fee etc.)?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> <i>(enter '0' dollar amounts below)</i>
If Yes, provide details:	
INCOME	\$ AMOUNT
Project or event generated income:	\$ 0
Organisation's contribution:	\$ 0
Income received from other Grants: <i>(list organisation(s) providing Grant funding and their contribution)</i>	\$ 0
Income received from sponsors: <i>(list sponsor(s) and their contribution)</i>	\$ 0
Donations: <i>(please specify the source, product or service and estimated amount of funding requested)</i>	\$ 0
Have you sought any other funding for the project/event: <i>(please specify the source and amount of funding requested)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No \$ 0
TOTAL (including GST):	\$ 0
What resources will you and your group contribute to the project e.g. in-kind donations, labour, time etc.?	Not Applicable
EXPENSES <i>(specify the proposed expense budget by item:)</i>	\$ AMOUNT
Reupholster of 40 chairs	\$ 1,914
Purchase Binder	\$ 339
Purchase Photocopier	\$ 3,068
TOTAL (including GST):	\$ 5,321

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 6 of 13

Summary of Project/Event Information	
Is the funding for: <i>(please tick which is applicable)</i>	<input type="checkbox"/> Event <input checked="" type="checkbox"/> Project <input type="checkbox"/> Ongoing <input type="checkbox"/> New Group <input type="checkbox"/> Defibrillator
Name of Project/Event Requiring Funding	<i>Updating Centre Equipment</i>
Date(s) of Project/Event <i>(if ongoing or one-off please state "ongoing"/"one-off")</i>	<i>one off</i>
Total cost of Project/Event	<i>\$ 5,321</i>
Amount of Community Grant Funding Requested	<i>\$ 5,000</i>
Is there any other information that you may feel is relevant to your application?	
<input checked="" type="checkbox"/> There are no relevant attachments.	<input type="checkbox"/> There are relevant attachments and the following documents are attached: 1. 2.
Which category best describes your project/event? <i>(please check all that apply)</i>	
Health	<input checked="" type="checkbox"/>
Establishment of a new group	<input type="checkbox"/>
Education and Training	<input checked="" type="checkbox"/>
Culture / Arts	<input type="checkbox"/>
Sport / Recreation	<input type="checkbox"/>
Environment	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>
Youth	<input type="checkbox"/>
Crime Prevention	<input type="checkbox"/>
Aged	<input checked="" type="checkbox"/>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 7 of 13

Project/Event Details	
Previous Community Grants Program Funding	
Has your Organisation previously received a Community Grant? <i>(If Yes – when, amount granted and what the grant was for:)</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(go to Group/Organisation Information)</i>
When was the Grant funding received (month & year):	January 2015 Art supplies and mounting of mural in playground
What amount of Grant funding was provided:	\$ 1,161
When was the previous Grant acquitted (month & year):	Fully acquitted
Group/Organisation Information	
Group/Organisation Name	Salisbury East Neighbourhood Centre Inc
Group/Organisation Description	Community Centre
Group/Organisation Registered Address	Number/Street: 28 Smith Rd Suburb: Salisbury East Postcode: 5109
Is the Club Incorporated?	Yes
Number of Members	150
% of Membership that reside in the City of Salisbury	95 %
Project/Event Details	
Project/Event Name	Update Centre Equipment
Project/Event Summary	
Date(s) of Project/Event	One off
Location of Project/Event:	Number/Street: 28 Smith Rd Suburb: Salisbury East Postcode: 5109
How will the Project/Event benefit the residents of the City of Salisbury?	
How many individuals will benefit from the Project/Event?	100
% of project/event participants that reside in the City of Salisbury	95 %
If it is an Event, is it open to the public?	No N/A
How will the Project/Event be promoted?	N/A

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 8 of 13

Community Grant Application - Page 9 of 13

Benefits and Outcomes of the Project or Event
<p><i>Provide a description of the benefits and outcomes of the proposed project or event to the residents of the City of Salisbury and/or the wider community:</i></p> <p><i>The chairs participants are currently using are low in relation to the trestles and therefore makes it difficult for them to participate in the activities that they visit the Centre for. In addition we have had complaints that they are aggravating existing medical issues such as lower back pain.</i></p> <p><i>By having appropriate seating community members will be able to participate more comfortably in classes to which they attend.</i></p> <p><i>With the replacement of a photocopier this will allow us to provide quality marketing material , provide quality educational material ,provide a service for local community members and give us the ability to up-skill reception volunteers by providing relevant work ready skills with up to date office equipment.</i></p>

Community Grant Application - Page 10 of 13

Support for the Project or Event
<p><i>Demonstrate how the proposed project or event is supported by residents of the City of Salisbury and/or the wider community:</i></p> <p><i>(include a list of key partners and/or stakeholders, community members and organisations that have been consulted, how and why they support the project or event and any other information that demonstrates support.</i></p> <p>N/A</p>
<p>Attachments</p> <p><input checked="" type="checkbox"/> There are no attachments relating to Support for the Project or Event.</p> <p><input type="checkbox"/> The following documents are attached relating to Support for the Project or Event:</p> <ol style="list-style-type: none"> 1. 2. 3.

Project or Event Management
<p><u>Ongoing Projects or Events</u></p> <p><i>Describe how the proposed project or event will be managed into the future:</i> <i>(outline how you will ensure sustainability and achieve outcomes for the project or activity)</i></p> <p><u>One-off Projects or Events</u></p> <p><i>Describe how the proposed project or event will be managed:</i> <i>(outline how you will achieve outcomes for the project or activity)</i></p> <p>N/A</p>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 11 of 13



Declaration Where No Australian Business Number is Required

I hereby certify that I am not required under the New Taxation System to hold an Australian Business Number (ABN), as I am not carrying out an enterprise under the New Tax System definition.

I am providing my services as:

	Yes	No
A private recreational pursuit or hobby	<input type="checkbox"/>	<input type="checkbox"/>
As an individual without a reasonable expectation of profit or gain	<input type="checkbox"/>	<input type="checkbox"/>

As such the Council is not obliged to withhold 48.5% from payments made to me.

I confirm that the above declaration is valid for all payments made by Council to our organisation. Should the situation change and I am required to hold an Australian Business Number, I will notify Council immediately.

(Group/Organisation)

(Name/Position)

(Signature)

(Date)

[Click Here to Complete Application](#)

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 13 of 13

Application Declaration	
<p><i>Please note that this declaration must be signed by two current senior office holders of the group/organisation (ie President, Secretary, Treasurer)</i></p>	
<p>Please read, tick the S1 and S2 boxes and sign:</p>	
S1	S2
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> I acknowledge that I am authorised to make this application on behalf of the Organisation.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> I acknowledge that the information provided in this application is true and correct.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> I acknowledge that our Organisation may be required to supply further information prior to consideration of this application by the City of Salisbury Community Grants Program.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> I acknowledge that, should this Application be successful in obtaining Community Grant funding, our Organisation must complete the acquittal and reporting requirements as set out in the Acceptance of Community Grant – Form 1 and City of Salisbury Community Grants Program Guidelines and Eligibility Criteria.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> I acknowledge that any changes in circumstances with regard to this Application must be notified in writing and the City of Salisbury Community Grants Program may request further information.
<p>On behalf of <u>Salisbury East Neighbourhood Centre Inc.</u></p> <p><u>ELDRIDGE</u> / Chairperson and <u>DIMITRA KOUKIAINI</u> / Treasurer</p> <p><small>(Name/Position)</small></p>	
<p><u>[Signature]</u></p> <p><small>(Signature 1)</small></p>	<p><u>[Signature]</u></p> <p><small>(Signature 2)</small></p>
<p><u>11/08/21</u></p> <p><small>(Date)</small></p>	<p><u>11/08/21</u></p> <p><small>(Date)</small></p>
<p>Contact (phone number): [REDACTED]</p>	<p>Contact (phone number): [REDACTED]</p>

Both signatories will be contacted to verify the application - a contact phone number must be provided for each. Your Application will **not** be submitted until contact and verification has occurred, **no exception**.

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 12 of 13

Salisbury East Neighbourhood Centre

Minutes

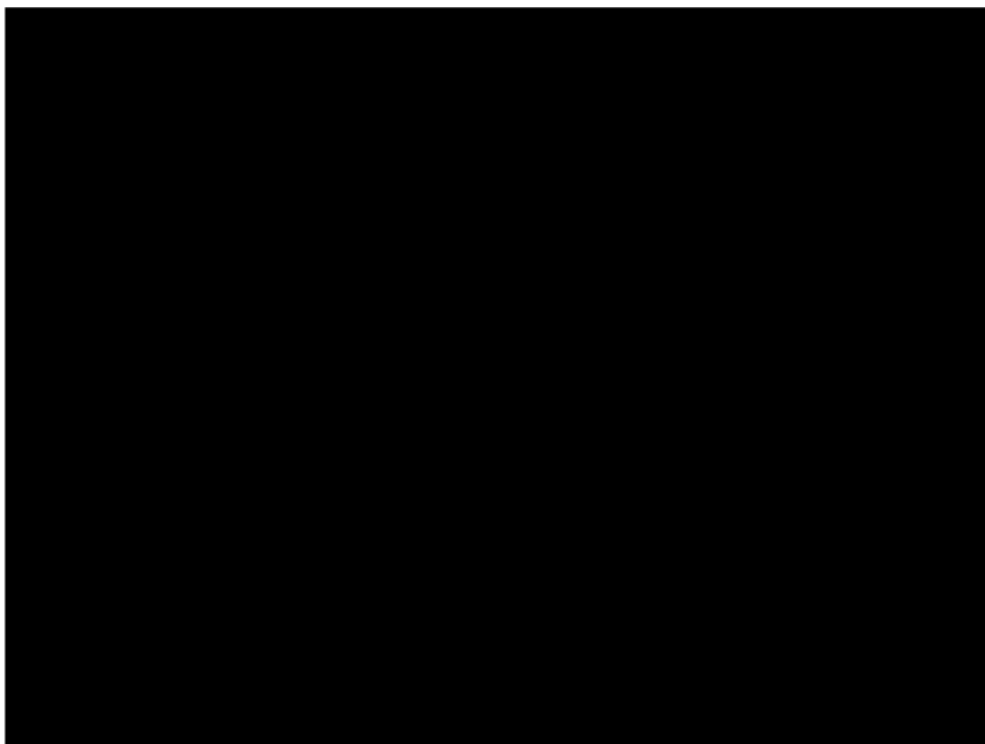
Wednesday 28th July 2021.

1.00pm

Present: Gaynor Eldridge- Chair: Dimi Koutsaini- Treasurer: Shaun St. Alban; Trevor Gower; Chris Harniman; Nancy Gower.

Meeting opened at 1.10pm.

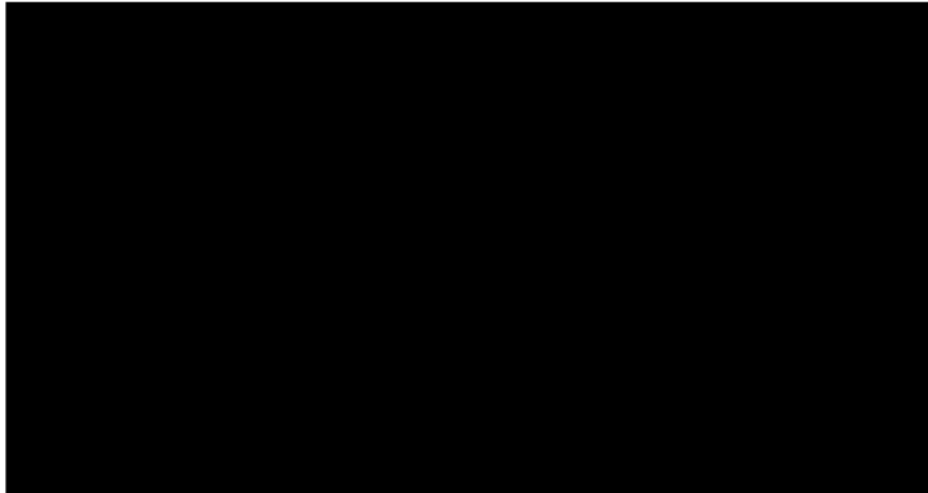
Apologies: There were no apologies



- **Application for Grant.** The Board supports the application of the Salisbury Council for the Community Grant of \$ 5000 for the purchase Printer, Binder and upholstery of chairs.

Moved: Chris Seconded: Shaun. Carried.





- **Next Meeting.** The next Board meeting will be held at 1pm on Friday August 6th 2021.
- **Closure.** The meeting closed at 2.30 pm

Signed Chairperson :

Fellowes Comb Pulsar+ 300 Binding Machine

Product Code: FE5627601

Category Links: [Plastic Comb Binding Machines](#)

Brand: Fellowes

\$339.00

ANTRIM UPHOLSTERY PTY LTD

ABN: 37 131 733 018 ACN: 131 733 018
 10 PENTLAND ROAD
 SALISBURY SOUTH
 SA 5106

TEL: 08 8285 3009
 FAX: 08 8281 2558
 EMAIL: antrimupholstery276@gmail.com

Quote

Invoice * 00020642
 Date: 8/04/2021
 Page: Page 1 of 1
 Your Ref: SENC - PAULINE
 Terms: C.O.D.

SALISBURY EAST NEIGHBOURHOOD CENTRE

Delivery Address:

SALISBURY EAST NEIGHBOURHOOD
 CENTRE
 ATT: PAULINE LADHAMS

Quantity	Item Code	Description	Unit Price (ex-GST)	Discount %	Total (ex-GST)
29	REC.	SPECIAL DINING CHAIRS RE UPHOLSTERED IN CAPRI PISCES VINYL INCLUDES PICK UP AND DELIVERY	\$60.00		\$1,740.00

Delivery Via: ANTRIM UPHOLSTERY
 Delivery Date: 8/04/2021
 Salesperson: ROBERT BAIRD

Subtotal: \$1,740.00
 Freight (ex- \$0.00
 GST: \$174.00

Total (inc-GST): \$1,914.00
 Paid to Date: \$0.00

Balance Due: \$1,914.00

Warranty:
 10 Year Joyce foam
 10 Year structural
 10 Year Intes Webbing/No Sag Springs

Terms:
 Prices subject to change for special orders
 No claims recognised after 7 days.

EFT Payment:
 ANZ Bank Australia
 BSB: 015 142
 ACC NO: 4822 78469

*Please fax or email remittance & state invoice for reference

ALL GOODS REMAIN THE PROPERTY OF ANTRIM UPHOLSTERY P/L UNTIL PAID IN FULL



Improving work life

Financial Summary

Description	Quantity	Price (ex.GST)	GST	Price (inc.GST)
IM C2000	1	\$2,789.31	\$278.93	\$3,068.24
TOTAL		\$2,789.31	\$278.93	\$3,068.24

Service Schedule

Model	Black & White Cost Per Copy		Colour Cost Per Copy		Ricoh Advantage		Toner
	ex GST	inc GST	ex GST	inc GST	ex GST	inc GST	
IM C2000	0.550c	0.605c	4.950c	5.445c	\$0.00	\$0.00	Inclusive

This proposal is subject to Ricoh's Terms of Sale available at <https://www.ricoh.com.au/terms-of-sale>. Ricoh's applicable service terms and any third party's standard terms and conditions (where products or services include third party components)

Empowering Digital Workplaces
13 RICOH

RICOH
imagine. change.

ITEM	5.1.3 COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	26/2021: Salisbury United Soccer Club Inc - Community Grants Program Application
AUTHOR	Mechelle Potter, Administrative Coordinator - Business Excellence, Business Excellence
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	The Salisbury United Soccer Club Inc Community Grants Program Application is submitted for consideration.

RECOMMENDATION

1. In accordance with delegated powers set out in the adopted Terms of Reference, the Community Wellbeing and Sport Committee assessed and allocated funding for the September 2021 round of Community Grants as follows:

Grant No. 26/2021: Salisbury United Soccer Club Inc be awarded the amount of **\$2,000** to assist with the purchase of a **Defibrillator** for ongoing use by the club, as outlined in the Community Grant Application.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. 26/2021: Salisbury United Soccer Club Inc - Application

1. BACKGROUND

- 1.1 The Salisbury United Soccer Club Inc Application was received for the September 2021 Community Grants round.
- 1.2 The Salisbury United Soccer Club Inc. received \$1,500 funding in May 2015 to assist with a donation for St John, the supply of relevant equipment, and partial advertising costs for the Liberian Community Soccer Event.
- 1.3 The Salisbury United Soccer Club Inc. has not previously received Community Grant Program funding under the Defibrillator Category.

2. REPORT

- 2.1 The Salisbury United Soccer Club Inc Application meets the eligibility criteria for the upper limit Defibrillator Category Community Grant Program funding.

3. CONCLUSION / PROPOSAL

- 3.1 The Salisbury United Soccer Club Inc Application is submitted to the Community Wellbeing and Sport Committee for consideration.

CO-ORDINATION

Officer: Executive Group
Date: 13/09/2021

This form can be completed, printed, signed and posted; OR completed, signed (p12/13 by hand) then submitted via the email button along with the signed, scanned page(s) & relevant attachments.



check the application before printing or submitting

Community Grants Program

Application Form

Applications for Community Grants must be received by the 15th of each month to be assessed by the Community Wellbeing and Sport Committee the following month (providing the eligibility criteria is met).

Please ensure you have read and understood the City of Salisbury Community Grants Program Guidelines and Eligibility Criteria document prior to completing an Application.



live it up

Application Eligibility Checklist		
Is the Funding For:	Yes	No
• Money already spent?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Salaries (initial or ongoing)? <i>Payment of facilitator or contractor engaged specifically to deliver program / activity under the grant may be considered</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Recurrent administration costs or Public Liability Insurance?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Capital development (e.g. renovations or building changes that will be permanently part of the structure)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Upgrading facilities which belong to Local, State or Commonwealth Governments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Application from Public / Private Schools?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• An organisation trading as a sole trader/individual?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• A group that is a non-incorporated body and does not have a parent incorporated body or is not endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not-for-profits Commission?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have previously received funding and NOT fulfilled reporting obligations, including provision of post event evaluation/report and financial acquittal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have received Community Grants Program funding from the City of Salisbury within the past twelve (12) months (<i>with the exception of Defibrillator funding</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>

***If you have answered YES to any of these questions,
this application may NOT be eligible for grant funding.***

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 2 of 13

Applicant Organisation Information		
1. GROUP / ORGANISATION DETAILS		
Name:	Salisbury United Soccer Club Inc	
Address:	Waterloo Corner Road	
Suburb:	Burton SA	Postcode: 5110
2. CONTACT PERSON DETAILS (this is the address that all correspondence will be sent)		
Name:	Mrs <input type="checkbox"/> Julie Bebbington	
Title (your role with the group/organisation):	Committee Member	
Address:	[REDACTED]	
Phone:	Landline: n/a Mobile: [REDACTED]	
Email:	[REDACTED]	
3. COMMUNITY GRANT RESPONSIBILITY		
Name of Person Responsible for the Grant:	Mr <input type="checkbox"/> Tony Dalwood	
Title (role with the group/organisation):	Treasurer	
4. GROUP / ORGANISATION MANAGEMENT DETAILS		
How is your group/organisation managed: (ensure Committee/Board Meeting Minutes are attached)	Management Committee	
Is your organisation:		
a) Incorporated:	Yes <input checked="" type="checkbox"/> (go to question c)	No <input type="checkbox"/> (go to question b)
ASIC Registration Number:	A3840	
b) Operated under a Parent Organisation: (please state which parent organisation you operate under below AND attach a supporting letter from the organisation)	Yes <input type="checkbox"/> (go to question c)	No <input checked="" type="checkbox"/> (go to question c)
Parent Organisation		
Name:		
ASIC Registration Number:		

to avoid delays please ensure that your application form is completed in its entirety - **all questions must be answered**

Community Grant Application - Page 3 of 13

Organisation Information (continued)		
c) Community/Non-Profit:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your organisation endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not- for-profits Commission?	Yes <input type="checkbox"/> <i>(evidence must be attached to this application)</i>	No <input checked="" type="checkbox"/>
d) Government Funded: <i>(If Yes, please list funding source/s and purpose in part e & f)</i>	Yes <input type="checkbox"/> (go to question e & f)	No <input checked="" type="checkbox"/>
e) Funding source/s:		
f) Purpose:		
g) Other (please specify):	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
5. BANKING INFORMATION		
<i>Your organisation must have its own Bank/Credit Union Account or similar</i>		
Full Account Name: <i>Salisbury United Soccer Club Inc</i> <i>*do not provide account or BSB numbers*</i>	Financial Institution Name: [REDACTED] Branch Location: [REDACTED]	
6. REFEREE INFORMATION		
<i>Please provide the name and contact details of a referee – preferably someone who can verify the bona fide status of your group/organisation (NOT Members of the Committee)</i>		
Referee's Name:	<i>Cr Chad Buchanan, Deputy Mayor</i>	
Referee's Contact Information:	[REDACTED]	

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 4 of 13

GST Declaration		
I agree upon signing of this document that I will provide Council with the following information in regards to my Australian Business Number and Goods and Services Tax registration status.		
Does your group/organisation have an ABN <i>(If Yes - Please Quote ABN:)</i> 2 1 3 9 1 0 8 0 8 6 8 <i>(If No, the ABN Declaration Form attached must be signed)</i>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your group/organisation registered for GST	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
NB: GST Registration <i>If your group IS registered for GST you are required to provide a Tax Invoice to Council before an approved grant amount can be provided to your organisation. The invoice must clearly state the words TAX INVOICE, Business Name, ABN and the approved grant amount including GST.</i>		

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 5 of 13

Project/Event Budget Information	
Will the project or event generate income (e.g. ticket sales, entry fee etc.)?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> <i>(enter '0' dollar amounts below)</i>
If Yes, provide details:	
INCOME	\$ AMOUNT
Project or event generated income:	
Organisation's contribution:	\$ 195
Income received from other Grants: <i>(list organisation(s) providing Grant funding and their contribution)</i>	
Income received from sponsors: <i>(list sponsor(s) and their contribution)</i>	
Donations: <i>(please specify the source, product or service and estimated amount of funding requested)</i>	
Have you sought any other funding for the project/event: <i>(please specify the source and amount of funding requested)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
TOTAL (including GST):	\$ 195
What resources will you and your group contribute to the project e.g. in-kind donations, labour, time etc.?	<i>Fundraising</i>
EXPENSES <i>(specify the proposed expense budget by item:)</i>	\$ AMOUNT
<i>Defibrillator</i>	\$ 2,195
TOTAL (including GST):	\$ 2,195

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 6 of 13

Summary of Project/Event Information	
Is the funding for: <i>(please tick which is applicable)</i>	<input type="checkbox"/> Event <input type="checkbox"/> Project <input type="checkbox"/> Ongoing <input type="checkbox"/> New Group <input checked="" type="checkbox"/> Defibrillator
Name of Project/Event Requiring Funding	Defibrillator
Date(s) of Project/Event <i>(if ongoing or one-off please state "ongoing"/"one-off")</i>	One-off
Total cost of Project/Event	\$ 2,195
Amount of Community Grant Funding Requested	\$ 2,000
Is there any other information that you may feel is relevant to your application?	<p>Salisbury United Soccer Club has a responsibility to provide a safe environment for players, volunteers, members and spectators. Providing a Defibrillator which can be utilised in emergency medical situations is a further step in ensuring the safety of individuals while on the premises.</p>
<input type="checkbox"/> There are no relevant attachments.	<input checked="" type="checkbox"/> There are relevant attachments and the following documents are attached: 1. Salisbury United Soccer Club Committee Minutes 2. Quote for Defibrillator 3. Grant Application Signature page
Which category best describes your project/event? <i>(please check all that apply)</i>	
Health	<input checked="" type="checkbox"/>
Establishment of a new group	<input type="checkbox"/>
Education and Training	<input checked="" type="checkbox"/>
Culture / Arts	<input type="checkbox"/>
Sport / Recreation	<input checked="" type="checkbox"/>
Environment	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>
Youth	<input checked="" type="checkbox"/>
Crime Prevention	<input type="checkbox"/>
Aged	<input checked="" type="checkbox"/>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 7 of 13

Project/Event Details	
Previous Community Grants Program Funding	
Has your Organisation previously received a Community Grant? <i>(If Yes – when, amount granted and what the grant was for:)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>(go to Group/Organisation Information)</i>
When was the Grant funding received (month & year):	
What amount of Grant funding was provided:	
When was the previous Grant acquitted (month & year):	
Group/Organisation Information	
Group/Organisation Name	Salisbury United Soccer Club
Group/Organisation Description	Not for profit community sporting club
Group/Organisation Registered Address	Number/Street: Steve Jarvis Park, Waterloo Corner Road Suburb: Burton S.A Postcode: 5110
Is the Club Incorporated?	Yes
Number of Members	208
% of Membership that reside in the City of Salisbury	80 %
Project/Event Details	
Project/Event Name	Defibrillator
Project/Event Summary	Purchase of a Defibrillator for use during emergency medical incidents
Date(s) of Project/Event	One-off
Location of Project/Event:	Number/Street: Steve Jarvis Park, Waterloo Corner Road Suburb: Burton S.A Postcode: 5110
How will the Project/Event benefit the residents of the City of Salisbury?	Ensuring all users of the facility will have access to a Defibrillator in event of emergency medical situations.
How many individuals will benefit from the Project/Event?	208
% of project/event participants that reside in the City of Salisbury	80 %
If it is an Event, is it open to the public?	Yes <input type="button" value="v"/>
How will the Project/Event be promoted?	Safety posters around the clubrooms and via social media

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 8 of 13

Grant Money Requested	
Amount Requested	\$ 2,000
Itemised Breakdown of Costs: <i>An itemised breakdown of costs must be provided. Please attach a separate sheet if there is insufficient space.</i>	
Heartsine Samaritan 500P AED package	\$ 2,195
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
TOTAL (including GST):	\$ 2,195
Quote Attached: <i>A detailed, current quote <u>must</u> be provided with the application.</i>	<input checked="checked" type="checkbox"/> Yes <input type="checkbox"/> No <i>(please refer to the City of Salisbury Guide to completing the Community Grants Program Application Form)</i>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 9 of 13

Project or Event Scope
<p><i>Provide a description of the proposed project or event:</i></p> <p><i>More than 30,000 Australians suffer from sudden cardiac arrest every year of which only 5% survive.</i></p> <p><i>Used in conjunction with CPR, an Automated External Defibrillator (AED) is a portable, life saving device which delivers a controlled shock to an individual experiencing cardiac arrest. Immediate access to a defibrillator can lead to a 70% survival rate if applied quickly.</i></p> <p><i>Cardiac arrests are not just restricted to the elderly or high risk groups. A cardiac arrest can occur in children due to choking, respiratory related medical conditions such as asthma and anaphylaxis, and other trauma.</i></p> <p><i>Salisbury United Soccer Club has players, active volunteers and members in ages ranging from 5 to 80 years.</i></p> <p><i>The club needs to ensure it provides a safe environment for participants; access to a Defibrillator will improve safety and ensure a timely response in medical emergencies.</i></p> <p>Attachments</p> <p><input checked="" type="checkbox"/> There are no attachments relating to the Project or Event Scope.</p> <p><input type="checkbox"/> The following documents are attached relating to the Project or Event Scope:</p> <ol style="list-style-type: none"> 1. 2. 3.

Benefits and Outcomes of the Project or Event
<p><i>Provide a description of the benefits and outcomes of the proposed project or event to the residents of the City of Salisbury and/or the wider community:</i></p> <p><i>Defibrillators help community organisations to enhance their first aid capabilities and response.</i></p> <p><i>They have been designed to be used without formal training, and are equipped with verbal and visual instructions to guide the operator.</i></p> <p><i>Providing a Defibrillator on the premises will ensure Salisbury United Soccer Club and other community users of the facilities have access to potentially life saving equipment when medical emergencies arise.</i></p>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 10 of 13

Support for the Project or Event
<p><i>Demonstrate how the proposed project or event is supported by residents of the City of Salisbury and/or the wider community:</i></p> <p><i>(include a list of key partners and/or stakeholders, community members and organisations that have been consulted, how and why they support the project or event and any other information that demonstrates support.</i></p> <p><i>The Heart Foundation, St John Ambulance and Australia's peak sporting bodies all acknowledge the advantage of having easy access to automated external Defibrillators wherever large groups of people gather, including sporting venues.</i></p> <p><i>The City of Salisbury recognises the importance of providing safe recreational environments for its residents and supports community groups and sporting clubs to provide Defibrillators in their venues by including them as an eligible item in the councils Community Grants program.</i></p> <p>Attachments</p> <p><input checked="" type="checkbox"/> There are no attachments relating to Support for the Project or Event.</p> <p><input type="checkbox"/> The following documents are attached relating to Support for the Project or Event:</p> <ol style="list-style-type: none"> 1. 2. 3.
Project or Event Management
<p><u>Ongoing Projects or Events</u></p> <p><i>Describe how the proposed project or event will be managed into the future:</i> <i>(outline how you will ensure sustainability and achieve outcomes for the project or activity)</i></p> <p><u>One-off Projects or Events</u></p> <p><i>Describe how the proposed project or event will be managed:</i> <i>(outline how you will achieve outcomes for the project or activity)</i></p> <p><i>Supply of the Defibrillator includes a training course for the club's first aid volunteers and other officials who are likely to use the device.</i></p> <p><i>A short, easy to follow training video will be also circulated to players, volunteers and members through social media.</i></p> <p><i>Testing of the batteries and operation of the Defibrillator will be undertaken on a regular basis as per instructions and warranty.</i></p> <p><i>Signage will be posted in the clubrooms and change rooms advising the location of the Defibrillator.</i></p>

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 11 of 13



Declaration Where No Australian Business Number is Required

I hereby certify that I am not required under the New Taxation System to hold an Australian Business Number (ABN), as I am not carrying out an enterprise under the New Tax System definition.

I am providing my services as:

	Yes	No
A private recreational pursuit or hobby	<input type="checkbox"/>	<input type="checkbox"/>
As an individual without a reasonable expectation of profit or gain	<input type="checkbox"/>	<input type="checkbox"/>

As such the Council is not obliged to withhold 48.5% from payments made to me.

I confirm that the above declaration is valid for all payments made by Council to our organisation. Should the situation change and I am required to hold an Australian Business Number, I will notify Council immediately.

(Group/Organisation)

(Name/Position)

(Signature)

(Date)

[Click Here to Complete Application](#)

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 13 of 13

Application Declaration

Please note that this declaration must be signed by two current senior office holders of the group/organisation (ie President, Secretary, Treasurer)

Please read, tick the S1 and S2 boxes and sign:

S1 S2

☒ ☒ I acknowledge that I am authorised to make this application on behalf of the Organisation.

☒ ☒ I acknowledge that the information provided in this application is true and correct.

☒ ☒ I acknowledge that our Organisation may be required to supply further information prior to consideration of this application by the City of Salisbury Community Grants Program.

☒ ☒ I acknowledge that, should this Application be successful in obtaining Community Grant funding, our Organisation must complete the acquittal and reporting requirements as set out in the Acceptance of Community Grant – Form 1 and City of Salisbury Community Grants Program Guidelines and Eligibility Criteria.

☒ ☒ I acknowledge that any changes in circumstances with regard to this Application must be notified in writing and the City of Salisbury Community Grants Program may request further information.

On behalf of SALISBURY UNITED SOCCER CLUB INC.
(Group/Organisation)

TONY DALWOOD, TREASURER and Julie Bobbington / Committee Member
(Name/Position)

[Signature] [Signature]
(Signature 1) (Signature 2)

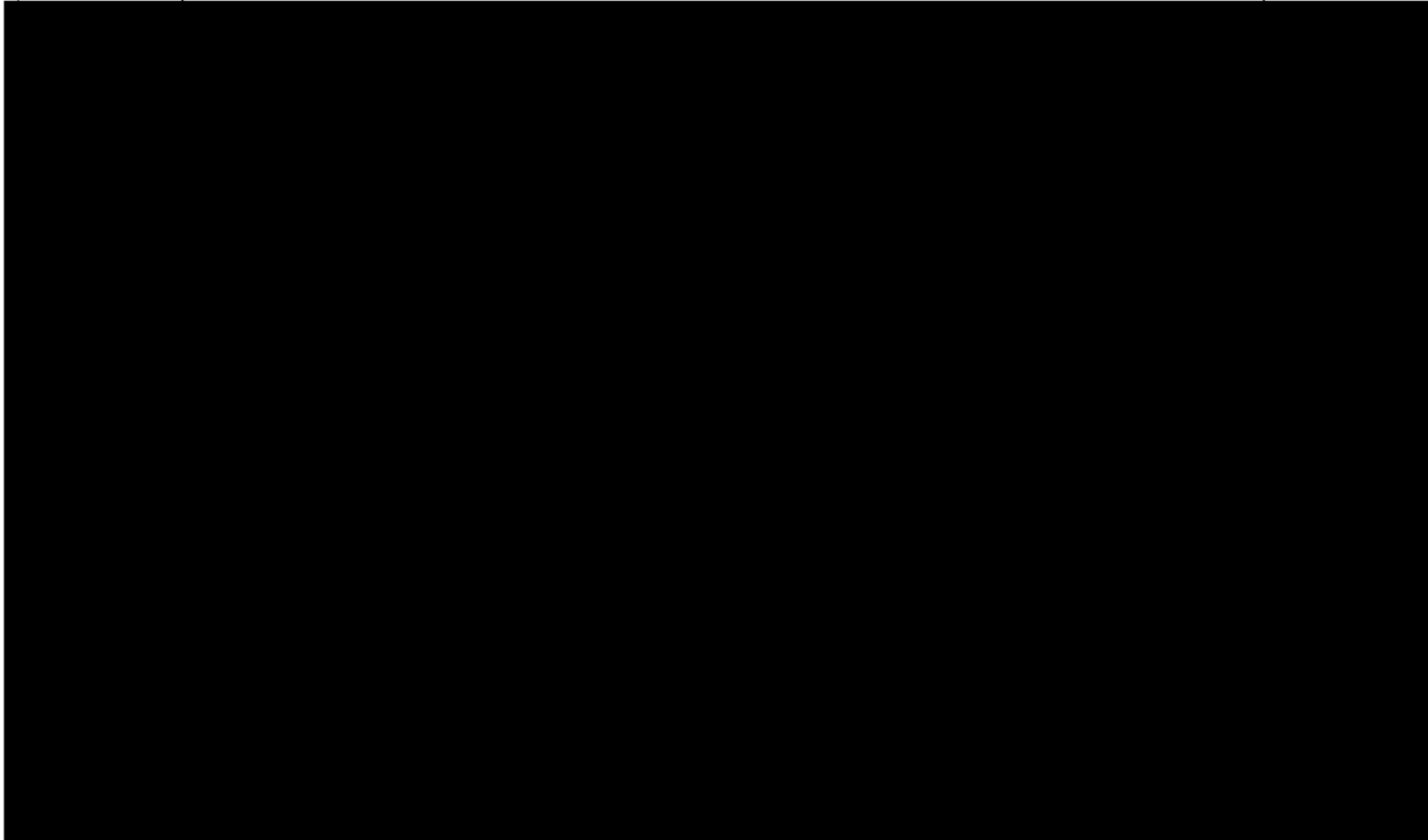
12/8/2021 12/8/21
(Date) (Date)

[Redacted] [Redacted]
(Contact (provide telephone)) (Contact (provide telephone))

Both signatories will be contacted to verify the application - a contact phone number must be provided for each.
Your Application will not be submitted until contact and verification has occurred, no exception.

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Community Grant Application - Page 12 of 13

SUFC Meeting Minutes – Committee Meeting Attendees: Naomi Dalwood, Tony Dalwood, Charles Morgan, Jacqui Levett, Julie Bebbington, Anya Williams, Paul Bebbington, Gaby Gade, Grahame Yardley, Apologies: Caroline Fox, Ben Foat, Duncan Burns, Tania McPherson, Billy Irvine, Simon Williams, Anya Williams		Date: 10/08/21
Agenda Item	DISCUSSION	Reference Documents
		

<p>6.0 Grants & Fundraising <i>Julie Bebbington</i></p>	<p>GRANTS</p> <ul style="list-style-type: none"> Salisbury Community Grant (\$2K): completed for submission for Defibrillator. Submit by 15th September 2021. 	



All Safety Products

PO Box 522
Wembley

ABN: 80 851 914 925

Telephone: 1300 210 409

QUOTATION

Bill To:

Salisbury United FC
Att: Julie Bebbington
400 Waterloo Corner Rd,
Burton SA 5110

Ship To:

Salisbury United FC
Att: Julie Bebbington
400 Waterloo Corner Rd,
Burton SA 5110

Quotation No: 00006613

P.O.#

Date: 2/08/2021

Page # Page 1 of 1

www.allsafetyproducts.com.au

QTY	CODE	DESCRIPTION	PRICE	GST	TOTAL	
1	DEFIB06	Heartsine Samaritan 500P Defibrillator	\$2,195.00	\$0.00	\$2,195.00	FR
1	DEFCAS	"Office Package" AED Wall Cabinet, Preparation Kit, Location Signage		\$0.00		E
1	100ELM-S1	Free Delivery		\$0.00		GS
						T
						GS
						T
We appreciate your order. For Electronic Funds Transfer: BSB: 016-305 Account : 379 397 961 Please notify of your payment by email or fax.				SUBTOTAL	\$2,195.00	
				GST	\$0.00	
				TOTAL	\$2,195.00	

FIRST-AID KITS • VEHICLE SAFETY KITS • WORKPLACE SAFETY • FIRE SAFETY

ITEM	5.1.4
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	27/2021: McYess & Pinnacle College Ltd - Community Grants Program Application
AUTHOR	Mechelle Potter, Administrative Coordinator - Business Excellence, Business Excellence
CITY PLAN LINKS	1.3 People are valued and they feel safe, included and connected 1.4 We are proud of our strengths, achievements and cultural diversity
SUMMARY	The McYess & Pinnacle College Ltd Community Grants Program Application is submitted for consideration.

RECOMMENDATIONThat Council:

1. Notes the report.
2. Notes that Application 27/2021: McYess & Pinnacle College Ltd Application is deemed ineligible for Community Grants Program funding in accordance with section 8.2 and 10.7.1 of the Guidelines and Eligibility Criteria.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. 27/2021: McYess and Pinnacle College Ltd - Application

1. BACKGROUND

- 1.1 The McYess & Pinnacle College Ltd Application was received for the September 2021 Community Grants round.
- 1.2 McYess & Pinnacle College Ltd Application is deemed ineligible for Community Grants Program funding in accordance with sections 8.2 and 10.7.1 of the Guidelines and Eligibility Criteria.

2. REPORT

- 2.1 The McYess & Pinnacle College Ltd Application was received for the September 2021 Community Grants round and is deemed ineligible for Community Grants Program funding in accordance with the Guidelines and Eligibility Criteria section 8.2 and 10.7.1:
 - 8.2 Funding will not be considered for the following:
money already spent or funding of existing debts or shortfalls; and
 - 10. Ineligible Items:
10.7 Funding will not be considered for Existing Debts and Shortfalls

10.7.1 Reimbursement of expenses incurred by the organization prior to grant funds being approved.

- 2.2 The Application was received for the September 2021 round of Community Grants Program funding for an event that is taking place on 21 September 2021. This event is occurring before the Application can be assessed by the Community Wellbeing and Sport Committee on the evening of 21 September 2021.
- 2.2 There are also a number of other requirements for this Application that have not been met. This include the absence of evidence that the Board/Committee have endorsed the submission of the Application, provision of current quotes and requests for expenses which are ineligible. In addition, the proposed event was to be held outside of the City of Salisbury.
- 2.3 Please note, further information has not been requested due to the ineligibility of the Application.
- 2.4 The McYess & Pinnacle College Ltd have been advised that their Application was ineligible. A letter was sent explaining the reasons for the rejection of the Application and feedback was included for consideration for any future applications.

3. CONCLUSION / PROPOSAL

- 3.1 The McYess & Pinnacle College Ltd Application is deemed ineligible for Community Grants Program funding in accordance with the Guidelines and Eligibility Criteria sections 8.2 and 10.7.1 as the event is taking place before the Community Wellbeing and Sport Committee meeting would consider the application for funding.
- 3.2 The McYess & Pinnacle College Ltd Application is submitted for information as per section 11.6 of the Community Grants Program Guidelines and Eligibility Criteria:
- 3.3 *Applications received that are identified ineligible against the funding guidelines are submitted to the Community Wellbeing and Sport Committee for information. A copy of the application and any other relevant document(s) is presented to the Community Wellbeing and Sport Committee in its entirety as an attachment to the Committee Report as outlined in paragraph 11.4.*

CO-ORDINATION

Officer: EXECUTIVE GROUP
Date: 13/09/2021



Community Grants Program

Application Form

Applications for Community Grants must be received by the 15th of each month to be assessed by the Community Wellbeing and Sport Committee the following month (providing the eligibility criteria is met).


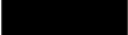
Please ensure you have read and understood the City of Salisbury Community Grants Program Guidelines and Eligibility Criteria document prior to completing an Application.

/

Application Eligibility Checklist		
Is the Funding For:	Yes	No
• Money already spent?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Salaries (initial or ongoing)? <i>Payment of facilitator or contractor engaged specifically to deliver program / activity under the grant may be considered</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Recurrent administration costs or Public Liability Insurance?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Capital development (e.g. renovations or building changes that will be permanently part of the structure)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Upgrading facilities which belong to Local, State or Commonwealth Governments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Application from Public / Private Schools?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• An organisation trading as a sole trader/individual?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• A group that is a non-incorporated body and does not have a parent incorporated body or is not endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not-for-profits Commission?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have previously received funding and NOT fulfilled reporting obligations, including provision of post event evaluation/report and financial acquittal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Groups/organisations that have received Community Grants Program funding from the City of Salisbury within the past twelve (12) months (<i>with the exception of Defibrillator funding</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>

*If you have answered **YES** to any of these questions,
this application **may NOT** be eligible for grant funding.*

to avoid delays please ensure that your application form is completed in its entirety - all questions must be answered

Applicant Organisation Information	
1. GROUP / ORGANISATION DETAILS	
Name:	MCYESS & Pinnacle College Ltd
Address:	10 Anderson St
Suburb:	Elizabeth East Postcode: 5112
2. CONTACT PERSON DETAILS (this is the address that all correspondence will be sent)	
Name:	Dr <input checked="" type="checkbox"/> Mehmet Aslan
Title (your role with the group/organisation):	Community Engagement Manager
Address:	10 Anderson St, Elizabeth East SA 5112
Phone:	Landline:  Mobile: 
Email:	mehmet.aslan@pinnacle.sa.edu.au
3. COMMUNITY GRANT RESPONSIBILITY	
Name of Person Responsible for the Grant:	Dr <input checked="" type="checkbox"/> Mehmet Aslan
Title (role with the group/organisation):	Community Engagement Manager
4. GROUP / ORGANISATION MANAGEMENT DETAILS	
How is your group/organisation managed: <small>(ensure Committee/Board Meeting Minutes are attached)</small>	School Board
Is your organisation:	
a) Incorporated:	<div>Yes <input type="checkbox"/></div> <div>(go to question c)</div> <div>No <input checked="" type="checkbox"/></div> <div>(go to question b)</div>
ASIC Registration Number:	072211780
b) Operated under a Parent Organisation: <small>(please state which parent organisation you operate under below AND attach a supporting letter from the organisation)</small>	<div>Yes <input type="checkbox"/></div> <div>(go to question c)</div> <div>No <input checked="" type="checkbox"/></div> <div>(go to question c)</div>
Parent Organisation	
Name:	
ASIC Registration Number:	

Organisation Information (continued)		
c) Community/Non-Profit:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your organisation endorsed with Deductible Gift Recipient (DGR) status by the Australian Taxation Office or Australian Charities and Not-for-profits Commission?	Yes <input checked="" type="checkbox"/> <i>(evidence must be attached to this application)</i>	No <input type="checkbox"/>
d) Government Funded: <i>(if Yes, please list funding source/s and purpose in part e & f)</i>	Yes <input checked="" type="checkbox"/> (go to question e & f)	No <input type="checkbox"/>
e) Funding source/s:	<i>Australian Government</i>	
f) Purpose:	<i>Education</i>	
g) Other (please specify):	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
5. BANKING INFORMATION		
<i>Your organisation must have its own Bank/Credit Union Account or similar</i>		
Full Account Name: <i>Pinnacle College</i> <i>*do not provide account or BSB numbers*</i>	Financial Institution Name: [REDACTED] Branch Location: [REDACTED]	
6. REFEREE INFORMATION		
<i>Please provide the name and contact details of a referee – preferably someone who can verify the bona fide status of your group/organisation (NOT Members of the Committee)</i>		
Referee's Name:	<i>Shahin Rezaei</i>	
Referee's Contact Information:	<i>shahin.r@pinnacle.sa.edu.au</i>	

GST Declaration		
I agree upon signing of this document that I will provide Council with the following information in regards to my Australian Business Number and Goods and Services Tax registration status.		
Does your group/organisation have an ABN <i>(If Yes - Please Quote ABN:)</i> 3 4 0 7 2 2 1 1 7 8 0 <i>(If No, the ABN Declaration Form attached must be signed)</i>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is your group/organisation registered for GST	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
NB: GST Registration <i>If your group IS registered for GST you are required to provide a Tax Invoice to Council before an approved grant amount can be provided to your organisation. The invoice must clearly state the words TAX INVOICE, Business Name, ABN and the approved grant amount including GST.</i>		

Project/Event Budget Information	
Will the project or event generate income (e.g. ticket sales, entry fee etc.)?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (enter '0' dollar amounts below)
If Yes, provide details:	
INCOME	\$ AMOUNT
Project or event generated income:	\$ 0
Organisation's contribution:	\$ 500
Income received from other Grants: (list organisation(s) providing Grant funding and their contribution)	\$ 0
Income received from sponsors: (list sponsor(s) and their contribution)	\$ 0
Donations: (please specify the source, product or service and estimated amount of funding requested)	\$ 0
Have you sought any other funding for the project/event: (please specify the source and amount of funding requested)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
TOTAL (including GST):	\$ 500
What resources will you and your group contribute to the project e.g. in-kind donations, labour, time etc.?	Planning, organising and communicating with interested parties
EXPENSES (specify the proposed expense budget by item:)	\$ AMOUNT
Master of Ceremonies	\$ 400
Flowers and Bouquet/Decoration	\$ 500
Singer and troupe	\$ 1,200
Story Narrator and Poetry Recital	\$ 200
Water and Soft Drink and Containers	\$ 300
Food packs for the guests	\$ 900
Gifts for Guest Speakers	\$ 200
Disposable Plates, Serviettes, Cutlery and Cups	\$ 300
TOTAL (including GST):	\$ 4,000

Summary of Project/Event Information	
Is the funding for: <i>(please tick which is applicable)</i>	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Project <input type="checkbox"/> Ongoing <input type="checkbox"/> New Group <input type="checkbox"/> Defibrillator
Name of Project/Event Requiring Funding	<i>International Day of Peace-Celebration</i>
Date(s) of Project/Event <i>(if ongoing or one-off please state "ongoing"/"one-off")</i>	<i>21 September 2021</i>
Total cost of Project/Event	<i>\$ 4,000</i>
Amount of Community Grant Funding Requested	<i>\$ 5,000</i>
Is there any other information that you may feel is relevant to your application?	<i>City of Salisbury Council is participating in this special event. The Mayor and Salisbury Council's interfaith forum fully support this event.</i>
<input type="checkbox"/> There are no relevant attachments.	<input type="checkbox"/> There are relevant attachments and the following documents are attached: 1. 2.
Which category best describes your project/event? <i>(please check all that apply)</i>	
Health	<input type="checkbox"/>
Establishment of a new group	<input type="checkbox"/>
Education and Training	<input type="checkbox"/>
Culture / Arts	<input checked="" type="checkbox"/>
Sport / Recreation	<input type="checkbox"/>
Environment	<input type="checkbox"/>
Disability	<input type="checkbox"/>
Youth	<input type="checkbox"/>
Crime Prevention	<input type="checkbox"/>
Aged	<input type="checkbox"/>

Project/Event Details	
Previous Community Grants Program Funding	
Has your Organisation previously received a Community Grant? <i>(If Yes – when, amount granted and what the grant was for:)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>(go to Group/Organisation Information)</i>
When was the Grant funding received (month & year):	
What amount of Grant funding was provided:	
When was the previous Grant acquitted (month & year):	
Group/Organisation Information	
Group/Organisation Name	MCYESS & Pinnacle College Ltd
Group/Organisation Description	Multicultural Youth Education Support Services
Group/Organisation Registered Address	Number/Street: 10 Anderson St Suburb: Elizabeth East Postcode: 5112
Is the Club Incorporated?	NO
Number of Members	10
% of Membership that reside in the City of Salisbury	20 %
Project/Event Details	
Project/Event Name	International Day of Peace-Celebration
Project/Event Summary	A gathering of community and multi-faith leaders to celebrate peace
Date(s) of Project/Event	21 September 2021
Location of Project/Event:	Number/Street: 27 King William St Suburb: North Adelaide Postcode: 5006
How will the Project/Event benefit the residents of the City of Salisbury?	The Salisbury council and some residents from the council area will be involved in the event. The celebration of peace is positive for the area.
How many individuals will benefit from the Project/Event?	250
% of project/event participants that reside in the City of Salisbury	25 %
If it is an Event, is it open to the public?	Yes <input type="checkbox"/>
How will the Project/Event be promoted?	Social media, individual invitation to community leaders, What's up

Grant Money Requested	
Amount Requested	\$ 5,000
Itemised Breakdown of Costs: <i>An itemised breakdown of costs must be provided. Please attach a separate sheet if there is insufficient space.</i>	
Master of Ceremonies	\$ 400
Flowers and Bouquet/Decoration	\$ 500
Singer and troupe	\$ 1,200
Story Narrator and Poetry Recital	\$ 200
Water and Soft Drink Containers	\$ 300
Food packs for the guests	\$ 900
Gifts for Guest Speakers	\$ 200
Disposable Plates, Serviettes, Cutlery and C	\$ 300
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
TOTAL (including GST):	\$ 4,000
Quote Attached: <i>A detailed, current quote <u>must</u> be provided with the application.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>(please refer to the City of Salisbury Guide to completing the Community Grants Program Application Form)</i>

Project or Event Scope

Provide a description of the proposed project or event:

This event will bring together community and multi-faith groups to celebrate the International Day of Peace at St Peter's Cathedral. The event will celebrate the positive ideals and beliefs of the peace movement to promote harmony and tolerance in our troubled world. This event will feature speakers and performers from varied cultural and religious backgrounds. This event will demonstrate how people and groups in our community can work together to celebrate the international day of peace.

Last year, we also celebrated this event at Pinnacle College and it was a most successful occasion. More than 85 people attended the event from 20 different organisations.

Attachments

- ☐ There are no attachments relating to the Project or Event Scope.
- ☒ The following documents are attached relating to the Project or Event Scope:
1. *Last year's flyer and an email thanking those who attended the event.*
 - 2.
 - 3.

Benefits and Outcomes of the Project or Event

Provide a description of the benefits and outcomes of the proposed project or event to the residents of the City of Salisbury and/or the wider community:

This event where the city of Salisbury are involved will benefit the city of Salisbury community and the wider community. Celebrating the international day of peace is a positive for all involved in the event. Promoting peace and tolerance in a community builds trust and helps the self-esteem of those involved. We live in a world where there is suffering and conflict and by promoting peace and social harmony, we can build bridges to all community groups with hope for the future.

Support for the Project or Event

Demonstrate how the proposed project or event is supported by residents of the City of Salisbury and/or the wider community:

(include a list of key partners and/or stakeholders, community members and organisations that have been consulted, how and why they support the project or event and any other information that demonstrates support.

Members of the City of Salisbury council will be invited to attend the event. The mayor already confirmed that she will be attending and delivering 'Concluding Remarks'. The city of Salisbury and residents who may attend will be able to explain to others the benefits of this event. Community leaders from Salisbury area will be invited as well. Members of the city of Salisbury Council will also be able to meet other community and multi-faith leaders.

Attachments

- ☐ There are no attachments relating to Support for the Project or Event.
- ☐ The following documents are attached relating to Support for the Project or Event:
- 1.
 - 2.
 - 3.

Project or Event Management

Ongoing Projects or Events

Describe how the proposed project or event will be managed into the future:

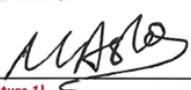
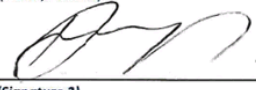
(outline how you will ensure sustainability and achieve outcomes for the project or activity)

One-off Projects or Events

Describe how the proposed project or event will be managed:

(outline how you will achieve outcomes for the project or activity)

This international day of peace celebration is a one-off event. All participating groups and individuals will be given feedback about their contribution to this event and will be invited to give their thoughts on how the event will benefit their members/community.

Application Declaration	
<p style="color: red; font-weight: bold;">Please note that this declaration must be signed by two current senior office holders of the group/organisation (ie President, Secretary, Treasurer)</p>	
<p>Please read, tick the S1 and S2 boxes and sign:</p>	
S1	S2
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I acknowledge that I am authorised to make this application on behalf of the Organisation.	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I acknowledge that the information provided in this application is true and correct.	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I acknowledge that our Organisation may be required to supply further information prior to consideration of this application by the City of Salisbury Community Grants Program.	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I acknowledge that, should this Application be successful in obtaining Community Grant funding, our Organisation must complete the acquittal and reporting requirements as set out in the Acceptance of Community Grant – Form 1 and City of Salisbury Community Grants Program Guidelines and Eligibility Criteria.	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I acknowledge that any changes in circumstances with regard to this Application must be notified in writing and the City of Salisbury Community Grants Program may request further information.	
<p>On behalf of <u>McYESS Ltd</u> (Group/Organisation)</p>	
<p style="color: red; font-weight: bold;">Dr Mehmet ASLAN / CE Manager</p> <p style="color: red; font-size: small;">(Name/Position)</p>	<p>and</p>
 <p style="color: red; font-size: small;">(Signature 1)</p>	<p>Mr Deniz Yildirim / Executive Principal</p> <p style="color: red; font-size: small;">(Name/Position)</p>  <p style="color: red; font-size: small;">(Signature 2)</p>
<p style="color: red; font-weight: bold;">25 September 2021</p> <p style="color: red; font-size: small;">(Date)</p>	<p style="color: red; font-weight: bold;">25 September 2021</p> <p style="color: red; font-size: small;">(Date)</p>
<p style="color: red; font-size: small;">Contact (phone number)</p> <div style="background-color: black; width: 100px; height: 20px; margin-top: 5px;"></div>	<p style="color: red; font-size: small;">Contact (phone number)</p> <div style="background-color: black; width: 100px; height: 20px; margin-top: 5px;"></div>

Both signatories will be contacted to verify the application - a contact phone number must be provided for each.
Your Application will **not** be submitted until contact and verification has occurred, **no exception**.



Declaration Where No Australian Business Number is Required

I hereby certify that I am not required under the New Taxation System to hold an Australian Business Number (ABN), as I am not carrying out an enterprise under the New Tax System definition.

I am providing my services as:

	Yes	No
A private recreational pursuit or hobby	<input type="checkbox"/>	<input checked="" type="checkbox"/>
As an individual without a reasonable expectation of profit or gain	<input checked="" type="checkbox"/>	<input type="checkbox"/>

As such the Council is not obliged to withhold 48.5% from payments made to me.

I confirm that the above declaration is valid for all payments made by Council to our organisation. Should the situation change and I am required to hold an Australian Business Number, I will notify Council immediately.

McYESS Ltd/Pinnacle

(Group/Organisation)

Dr Mehmet Aslan- CE Manager

(Name/Position)

(Signature)

25 September 2021

(Date)

ITEM	5.1.5
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Place Activation Strategy Formal Recreation - Female Friendly Changerooms
AUTHOR	Chelsee Crawford, Community Planner: Sport & Recreation, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 4.4 We plan effectively to address community needs and identify new opportunities
SUMMARY	<p>Access to facilities that are appropriately designed and equipped are critical to ensuring our community has the opportunity to participate in, and gain benefit from sport, and that they underpin a sustainable environment for sport clubs.</p> <p>Supporting this, the City of Salisbury endorsed the Place Activation Strategy – Formal Recreation (Community Wellbeing and Sport Committee 18/05/2021, Item No. 5.1.3) which details facility standards to guide future upgrades and development at formal recreation locations.</p> <p>This report responds to the resolution adopted as part of the Place Activation Strategy – Formal Recreation (0962/2021) and provides clarity on the design requirements and provision (number) of ‘female friendly’ change rooms within the Place Activation Strategy guidelines.</p>
RECOMMENDATION	
	<u>That Council:</u>
	<ol style="list-style-type: none"> 1. Approves the inclusion of additional information into the Place Activation Strategy – Formal Recreation (Community Wellbeing and Sport Committee 18/05/2021, Item No. 5.1.3), as it pertains to ‘female friendly’ change rooms: <ol style="list-style-type: none"> a. Unisex change rooms: at all levels of classification (local, district, regional) in the Place Activation Strategy – Formal Recreation preferred sporting facility guidelines should consider the following design principles to ensure ‘female friendly’ or gender-neutral participation opportunities: <ol style="list-style-type: none"> i. No open showers (individual lockable cubicles) ii. No urinals in change rooms (individual lockable toilet cubicles) iii. Assure privacy by limiting the direct line of sights into change rooms and amenities area iv. Appropriately located hygiene disposal points

- v. Where possible, vanity/shelving at hand basin for personal items and power points for hair dryers.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 The Place Activation Strategy is the successor of the current key strategic documents of The Game Plan and City Landscape Plan. In May 2021, Council resolved the following resolution (0962/2021) inter alia:
 - 1.1.1 *That the Place Activation Strategy – Formal Recreation classification principles, as endorsed in May 2021 (0962/2021), be amended to include:*
 - *Regional facility level: ‘Lighting provided for training and competition and in line with relevant sporting facility standards’;*
 - *that a minimum of 150m² for a multi-purpose community room for local and district facilities and 150-200m² multi-purpose room for regional facilities.*
 - 1.1.2 *That the Place Activation Strategy – Formal Recreation Framework, be endorsed as the facility standards to guide future upgrades and development at formal recreation locations.*
 - 1.1.3 *A further report be provided on the consideration and inclusion in the Place Activation Strategy female friendly change rooms at local district and regional facilities.*
- 1.2 This report responds to the resolution (0962/2021) and provides clarity on the design requirements and provision (number) of ‘female friendly’ change rooms within the Place Activation Strategy – Formal Recreation.

2. CONSULTATION / COMMUNICATION

- 2.1 Internal
 - 2.1.1 Sport, Recreation and Community Planning – Community Development
 - 2.1.2 Property and Buildings – City Infrastructure
 - 2.1.3 Infrastructure Delivery – City Infrastructure
 - 2.1.4 Building Design – City Infrastructure
 - 2.1.5 Infrastructure Management – City Infrastructure
- 2.2 External
 - 2.2.1 State Sporting Bodies (SANFL, Athletics SA and SA Little Athletics, Baseball SA, Basketball SA, SACA, Bowls SA, Netball SA, NRL SA, Rugby Union SA, Football SA, Tennis SA)
 - 2.2.2 South Australian Government – Office for Recreation, Sport and Racing
 - 2.2.3 Northern Sport and Recreation Network – Cities of Charles Sturt, Playford, Port Adelaide Enfield, Tea Tree Gully

3. REPORT

Design elements of unisex (formerly female friendly) change rooms

- 3.1 It is widely understood that outdated change room design (i.e. open showers, lack of privacy, and no provision for hygiene disposal) presents a barrier to participation for all genders in sport.
- 3.2 According to State Sporting Associations, unisex designed facilities are widely preferred by both young female and male participants, and the option to use private amenities has an impact on their continued participation in sport.
- 3.3 It is incumbent on the City of Salisbury, as asset owner and primary funder of local, district and regional sporting infrastructure, to ensure that asset renewal and upgrade design caters for the need for unisex amenities.
- 3.4 The current Place Activation Strategy – Formal Recreation outlines the required number of change rooms per facility and considers the provision to be designed as ‘unisex’.
- 3.5 However, there is an opportunity to strengthen the guidelines to support ‘all gender’ inclusion. As such, it is recommended that unisex change rooms at all levels of classification (local, district, regional) should consider the following design principles to ensure ‘female friendly’ or gender-neutral participation opportunities:
 - 3.5.1 No open showers (individual lockable cubicles)
 - 3.5.2 No urinals in change rooms (individual lockable toilet cubicles)
 - 3.5.3 Assure privacy by limiting the direct line of sights into change rooms and amenities area
 - 3.5.4 Appropriately located hygiene disposal points and baby change table
 - 3.5.5 Where possible, vanity/shelving at hand basin for personal items and power points for hair dryers
- 3.6 It is recommended that every building renewal/upgrade (where possible) achieve unisex accessible design by replacing all open showering spaces with separate cubicles. Cubicles should have a bench, bag hook and enough space to change before returning to the common area. A lockable cubicle for showering and toilets is crucial to a sense of privacy, protection and safety.
- 3.7 In unisex configuration, all change rooms are able to be utilised in a way that responds to all gender types. This principle is supported by the South Australian Government and most State Sporting Bodies.
- 3.8 Council, as part of its current building renewal and upgrade program for formal recreation locations, currently incorporates these design principles.

Sport participation outcomes

- 3.9 The Office for Recreation Sport and Racing, through their State Infrastructure Plan 2020-40 recognised the need for infrastructure to cater for increased female participation, particularly in ‘traditionally male’ sports.
- 3.10 Adopting unisex facility design standards, particularly as it relates to change rooms, is proven to have a positive impact on female participation.

- 3.11 In 2016/17 the State Government made funding available to improve unisex facility design. In response, popular sports have experienced a significant increase in female participation (e.g. AFL observed a 61% increase and the South Australian Cricket Association recorded an 88% growth).
- 3.12 The current adopted Place Activation Strategy – Formal Recreation ‘preferred sporting facility guidelines’ satisfies the South Australian Government and State Sporting Body guidelines as it relates to the provision (number) of unisex change rooms for a local, district and regional level.
- 3.13 However, the City of Salisbury has an opportunity to strengthen the growth of all gender participation through the formal adoption of unisex facility design principles.

4. CONCLUSION / PROPOSAL

- 4.1 The Place Activation Strategy – Formal Recreation Framework (Community Wellbeing and Sport Committee 18/05/2021, Item No. 5.1.3) provides a methodology for best practice in the development and upgrade of formal recreation facilities to meet the existing and future needs of our community.
- 4.2 A further report has been provided to clarify the design requirements and provision (number) of ‘female friendly’ change rooms within the Place Activation Strategy – Formal Recreation.
- 4.3 It is recommended that following design principles to ensure ‘female friendly’ or gender-neutral participation opportunities:
 - 4.3.1 No open showers (individual lockable cubicles)
 - 4.3.2 No urinals in change rooms (individual lockable toilet cubicles)
 - 4.3.3 Assure privacy by limiting the direct line of sights into change rooms and amenity areas
 - 4.3.4 Appropriately located hygiene disposal points
 - 4.3.5 Where possible, vanity/shelving at hand basin for personal items and power points for hair dryers

CO-ORDINATION

Officer:

Date:

ITEM	5.2.1
	COMMUNITY WELLBEING AND SPORT COMMITTEE
DATE	21 September 2021
HEADING	Report on Year 1 of implementation of the Ability Inclusion Strategic Plan 2020 - 2024
AUTHORS	Michael Taggart, Inclusion Project Officer, Community Development Vesna Haracic, Manager Community Health & Wellbeing, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected 4.1 Members of our community receive an exceptional experience when interacting with Council

SUMMARY

This Report provides Council an update on Year 1 of the Ability Inclusion Strategic Plan 2020 – 2024 (AISP) implementation.

Key outcomes this year are the development of an Ability Inclusion Learning program, and the engagement of a consultant to support staff to develop a universal design guideline.

The report also highlights two examples of ability inclusion projects supported by external partners.

RECOMMENDATIONThat Council:

1. Notes the report on the first year of implementation of the Ability Inclusion Strategic Plan 2020 – 2024
2. Notes the data in this report will be used to complete the annual report to the Chief Executive of the SA Department of Human Services provided for in the SA Disability Inclusion Act 2018.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Ability Inclusion Strategic Plan Implementation Action Plan 2020/21

1. BACKGROUND**Legislative compliance**

- 1.1 The *SA Disability Inclusion Act 2018 (SA)* (the Act) requires each State authority including councils to develop a Disability Access and Inclusion Plan (DAIP) as spelled out in the Act, Regulations and Guidelines.
- 1.2 Councils must report to the Chief Executive of the SA Department of Human Services by 31 October each year on their progress implementing their DAIP including how

Council has responded to five Local Government related actions in Inclusive SA – State Disability Inclusion Plan 2019 – 2023 (Section 17 of the Act).

Description of the AISP

1.3 The Ability Inclusion Strategic Plan 2020 – 2024 (AISP) is Council’s Disability Access and Inclusion Plan (DAIP). It includes four principles:

1. Ongoing consultation to enable people with disability to influence Council planning and services
2. Universal Design principles will be applied broadly within area of scope
3. Integrated planning will make access and inclusion everyone’s business
4. Partnerships and collaboration will facilitate access and inclusion across the community

1.4 The AISP has 18 goals with 88 actions. Just over half of these actions are improvements to what Council already does (“Business As Usual - BAU”). Eleven actions were due to start in 2020/21. Progress has also been made in a few BAU actions not due to commence until 2021/22 or later.

What is Ability Inclusion?

1.5 Ability Inclusion refers to the responsibility of Council under the SA Disability Inclusion Act 2018, the Commonwealth Disability Discrimination Act 1992 and the National Disability Strategy.

Community members have a wide diversity of types and levels of ability. Council’s planning and operations can either:

- Plan and design unintentionally for only 80% of the population (creating barriers to participation: it can look like people with disability need extra resources and retro-fits to participate equally)
- Plan and design for the abilities of all the community (ability inclusion where people with disability can benefit from Council’s initiatives along with everyone else).

2. CONSULTATION / COMMUNICATION

2.1 Internal

- 2.1.1 Coordinator Urban Policy - City Development
- 2.1.2 Assessment Manager - City Development
- 2.1.3 Manager Infrastructure Management - City Infrastructure
- 2.1.4 Project Manager Community Experience - Community Development
- 2.1.5 Manager Infrastructure Delivery - City Infrastructure
- 2.1.6 Manager Community Capacity & Learning - Community Development

- 2.1.7 Manager Community Experience & Relationships - Business Excellence
- 2.1.8 Acting Manager – People and Culture
- 2.1.9 Manager Property & Buildings - City Infrastructure
- 2.1.10 Diversity & Inclusion Project Officer – Community Development
- 2.1.11 Volunteer Development Officer – Community Development
- 2.2 External
 - 2.2.1 Community Development Coordinator, Feros Care (National Disability Insurance Agency – Local Area Coordination Partner in the Northern Adelaide Service Area.

3. REPORT

- 3.1 Council must report to the Chief Executive of the Department of Human Services annually by 31 October (see Background section above). The data in this report and its attachment will be the source for completing the online reporting template. The template should be available during September 2021.
- 3.2 The past year's actions have built the foundations for future years in the Ability Inclusion Strategic Plan 2020 – 2024. There have also been some exemplary projects undertaken.
- 3.3 AISP actions can only be implemented sustainably when there are two foundations in place:
 - Council personnel understand that ability inclusion applies from the start of every plan, strategy, project and task
 - There is ongoing support, development opportunities and documentation to guide the application of Universal Design.

Ability inclusion learning and development

- 3.4 This will be enabled over the next four years through the delivery of:
 - 3-hour Disability Inclusion Awareness workshop recently developed by JFA Purple Orange with Department of Human Services funding for all staff
 - Participation by key staff in Universal Design training in Easy English writing, inclusive customer interaction, digital accessibility and inclusive infrastructure.

Universal Design Guidelines

- 3.5 Council will engage a consultant to draft a Universal Design guideline for the City of Salisbury across buildings, streetscapes and open space.

This will:

- Guide the design, construction and maintenance of Council assets in areas beyond standard compliance.

- Provide support to external builders, developers and rate payers about how to implement universal design.
- 3.6 When included in the original design concepts of new buildings, universal design represents a small percentage of the overall cost. Extra costs occur when universal design is retro-fitted into an existing building.
- 3.7 Even best practice universal design may fall short for the needs of some people. As such, adaptive design such as an Adult Change Facility (ACF) or a Changing Places facility is required. Adaptive design can be expensive and must be provided strategically.

Making Council programs more inclusive – Year 1 Highlights

3.8 AISP 2020 – 2024 Action 1.1.1

“Review current programs and activities to maximise access and inclusion for people with disability”.

The Library’s Community Learning Program team evaluated online storytime and found:

- It could be more inclusive
- Storytime videos were re-made: read slower, with subtitles, more visual cues, included illustrations as well as text
- Partnering with Deaf Can: Do videos had input from Deaf people using AUSLAN.
- Showcasing AUSLAN to the community shows how stories can be told in many forms- visually, verbally and through text.

3.9 AISP 2020-2024 Action 6.3.2

“Partner with community organisations to deliver programs and activities designed to build confidence and develop skills”.

- 3.9.1 The Disability Access and Inclusion Network (DAIN) is an important source of advice to Council but membership by residents living with disability is limited. A project to build confidence and peer networks of people with disability was discussed and as an outcome. Council signed a letter of collaboration with JFA Purple Orange to roll out the SKILL (Strengthening Knowledge, Ideas, Links and Leadership) Project in the northern metropolitan area in 2020 – 2023, funded by the NDIS.
- 3.9.2 The first step in 2020/21 was development of a co-design group of local residents living with disability to revise the state-wide SKILL workshop program for local conditions. The co-design group included members of the Playford Access and Inclusion Committee as well as a City of Salisbury DAIN member. The workshops are being held in August – September 2021.

4. CONCLUSION / PROPOSAL

- 4.1 Council has achieved key foundational outcomes in the first year of implementation of the Ability and Inclusion Strategic Plan 2020-2024.
- 4.2 For ongoing success we will continue to focus on:
 - The Ability Inclusion Learning program to support awareness of ability inclusion and how this is applied in the design of new plans, projects, programs and other Council operations. This includes all staff disability inclusion awareness workshops and selected employee participation in universal design training.
 - The development of Universal Design guidelines for implementation.
- 4.3 Two examples of ability inclusion projects are provided where Council has partnered with external expert agencies.
- 4.4 This information will be provided to the Chief Executive of the SA Department of Human Services by 31 October 2021.

CO-ORDINATION

Officer: GMCoD
Date: 09/09/2021

Ability Inclusion Strategic Plan Implementation Action Plan – Report for 2020/21

Mike Taggart
Inclusion Project Officer
August 2021

The Ability Inclusion Strategic Plan 2020 – 2024 (AISP) was endorsed by Council on 25 November 2019. A high-level implementation table was developed by two workshops involving Executive Group, managers and key staff in January and May 2019. The May workshop identified quick wins for Year 1 and grouped all other actions in the following years. In November 2020 managers nominated which actions were to start in Year 2 (2021/22)

Implementation Plan Format]



The Implementation Plan is summarised in these tables. Each of the 8 Outcomes has a number of Goals and Actions. Under each Outcome is an implementation action table. Each table includes the Action description and responsible Divisions/ Departments. The table also lists



- Years in which the Actions will be commenced noting that many Actions will be ongoing and that elements of some actions may begin earlier than the nominal starting year
- Whether an action as either New (N), or Business as Usual (BAU) which can also include increased focus on access and inclusion ('I'); Many Actions will be ongoing once commenced and become part of the new Business as Usual
- Actions which meet requirements of Inclusive SA – State Disability Inclusion Plan 2019 – 2023




The Implementation Action Plan uses a traffic light system to show Action status. Black and white traffic light indicates action assigned to year 2 or year 3-4 with some exceptions where "Business As Usual" already includes improvements. Each Year 1 Action is coloured. There are;



3	Green	on track
13	Orange	in progress (includes 4 which are not due until Year 2 or later)
0	Red	requiring further work.
72	Black & White	action scheduled for year 2 or beyond




Outcome 1 - Support for Health and Wellbeing through Inclusive Programs, Services and Events

Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
1.1 Council will deliver programs and activities that adhere to Universal Design Principles and provide people with disability opportunities to build capacity and confidence, and connect with others	1.1.1 Review current programs and activities to maximise access and inclusion for people with disability.	Community & Organisational Development	Community Capacity & Learning Community Health & Wellbeing		<u>Community Learning Program re-made online storytime videos with sub-titles / captions in diversity of languages including Auslan sign language of Deaf community (more detail in report to Council September 2021);</u> <u>Further research into assessment of program inclusivity in Community Development Dept with aim to commence review in Year 3 (liaise with NDIS Local Area Coordination Partner).</u>	Yes		BAU I	
	1.1.2 Enable people with disability to attend programs, events and activities through transport support.	Community & Organisational Development	Community Capacity & Learning Community Health & Wellbeing Community Planning & Vitality		<u>Libraries / Community Centres:</u> Outreach programs, central locations which make it accessible for the participants to attend.	Yes		BAU I N	

Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	1.1.3 Incorporate access and inclusion considerations into planning of all Council events and community programs where possible.	Business Excellence Community & Organisational Development	Community Experience and Relationships Community Capacity & Learning Community Health & Wellbeing Community Planning & Vitality		All Library community programs / activities designed to be inclusive; Council input to DHS accessible event toolkit to assist Council event access guide development.	Yes		BAU I	
	1.1.4 Facilitate programs and mentorships that support good transitions from school to work or school to further education.	Community & Organisational Development	Community Capacity & Learning			Yes		BAU I N	

Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	1.1.5 Partner to run events or programs (including online forums) that connect people with disability to others who share their experience or interests (regardless of ability).	Community & Organisational Development	Community Capacity & Learning		Some programs already established in Libraries / Community Centres: example is Flourish Mental Health Wellbeing workshops (Neami National partnering with Bagster Road Community Centre); Bridgestone Athletics facility provides for inclusive and accessible events.		Yes	N	
	1.1.6 Facilitate programs that help people with acquired brain injury develop confidence.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I	
	1.1.7 Work with Incompro to facilitate targeted and inclusive health and wellbeing programs for Aboriginal people with disability, especially young men.	Community & Organisational Development	Community Capacity & Learning				Yes	BAU N	





Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	1.1.8 Facilitate sporting events that are inclusive of Aboriginal people with disability.	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing				Yes	BAU I N	
	1.1.9 Collaborate with local service providers and groups to advocate for greater access to health and wellbeing programs and services for people with disability.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning		Some programs already doing this (Community Centres shared awareness posts for various events on their Facebook pages e.g. Men's Mental Health Week, Kids and Youth Disability Expo, Mental Health Week, National Youth Disability Summit).	Yes		BAU I N	
1.2 Council will encourage and support community-based events, activities and clubs to be inclusive of people with disability.	1.2.1 Incorporate access and inclusion considerations into sponsorship and funding arrangements.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I N	Access and inclusion criteria are developed and included in asset audits for all asset

Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
									categories as appropriate.
	1.2.2 Build capacity of existing community-based, events, programs and clubs to be more inclusive of people with disability.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I	
	1.2.3 Continue to support community-based activities that promote access and inclusion through provision of cost-effective access to Council spaces and resources.	Community & Organisational Development	Community Capacity & Learning			Yes		BAU I	
	1.2.4 Provide additional computers at The Shed. (Edinburgh)	Community & Organisational	Community Health & Wellbeing		This action has been delayed due to building fire at the Shed (Edinburgh) location. To order additional computers Community Health & Wellbeing			N	




Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
		Development			Division will need to provide funding (divisional, grant, project or a capital budget bid) once the Shed program moves to the Burton Community Hub permanent location				
	1.2.5 Investigate the idea of spaces for specific cultural groups which provide comfortable amenity and volunteer support so a specific cultural group can access their cultural community, translation services and administrative support on a drop in basis.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU N	
	1.2.6 Review Council's community facilities to identify how some spaces may be adjusted to accommodate groups of people with disability whose ways	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>			Yes	BAU I	

Goal	Action	Department	Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	of being may disturb others (to avoid exclusion of some people from some community spaces)								
	1.2.7 Partner with relevant organisations to run Intercultural programs in the community.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning			Yes		BAU N	




Outcome 2 - Accessible Buildings Streets and Open Spaces




Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
2.1 Council will provide and maintain accessible public and community infrastructure that enables people of all abilities to participate in the public realm.1	2.1.1 Access and inclusion criteria are developed and included in asset audits for all asset categories as appropriate	City Infrastructure	Infrastructure Management Property & Buildings		Building Audit done including minimum access compliance and access connections to the building. Minimum requirements are adhered to in Building Renewal Program and new facilities.			N	
	2.1.2 Ensure standards are considered in line with the asset strategy/hierarchy, and documented.	City Infrastructure	Infrastructure Management Property & Buildings				Yes	BAU I	
	2.1.3 New design process (including renewals) includes consideration of social inclusion and provision for inclusive design in the playspace hierarchy by the Asset Management Sub Committee	City Infrastructure	Infrastructure Delivery		ID QR Survey being developed to harvest real time community feedback about playspaces.			N	
	2.1.4 Continual upgrade of the public realm will increase accessibility and safety of foot paths, crossings, open space and the interface between public	City Infrastructure	Infrastructure Management Infrastructure Delivery				Yes	BAU	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	space and buildings for people using mobility aids.								
	2.1.5 Assess the need for disability parking to identify priority areas and plan for additional spaces and related accessibility of surrounding areas.	City Infrastructure	Infrastructure Management	<input type="checkbox"/>			Yes	N	
	2.1.6 Ensure older people with disability can be accommodated in seniors' centres.	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes	BAU N	
	2.1.7 Investigate the need for adult changing facilities in Salisbury.	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes	N	
	2.1.8 Develop a real-time reporting process that allows people to report access issues in the public realm and triggers a timely response.	City Infrastructure	Infrastructure Management Customer Centre	<input type="checkbox"/>			Yes	N	
2.2 Council will use its guidelines and regulatory functions to	2.2.1 Improve access-for-all in the public realm through guidelines, support and	City Development	Environmental Health & Safety	<input type="checkbox"/>			Yes	BAU	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
enhance accessibility of foot paths and public spaces for all abilities.1	enforcement of regulation.								
	2.2.2 Facilitate accessible and inclusive community events through Council guidelines, licences and funding agreements.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU N	
	2.2.3 Investigate ways to increase safety in areas with frequent anti-social behaviour, including improved amenity and lighting.	City Infrastructure Community & Organisational Development	Community Planning & Vitality Infrastructure Management Infrastructure Delivery		Community Safety Strategy identifies priority area actions and this will be implemented through City Infrastructure and other projects.			BAU	
	2.2.4 Work with local retailers to reduce footpath obstacles and increase access to shops for people with disability.	City Development	Environmental Health & Safety				Yes	BAU	

Outcome 3 - Appropriate Information and Responsive Customer Service

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
3.1 Council will establish and maintain effective and tailored processes of communication that inform and connect people with diverse communication needs including those with hearing and vision impairment, cognitive and learning differences, and those from culturally and linguistically diverse backgrounds.	3.1.1 Advocate for a state-wide disability information strategy including non-digital options replacing the Disability Information and Resource Centre defunded in 2011.	Community & Organisational Development	Community Health & Wellbeing		Delayed until July 2021) consulting other Council's about lobbying for more inclusive information strategy with DHS Disability Access & Inclusion Directorate (responsible for relevant State Disability Inclusion Plan Actions 2 & 20). Discussion begun with staff in Dept of Premier & Cabinet about digital inclusion strategy.			N	
	3.1.2 Collaborate with local service providers and groups to develop a community directory that assists people with disability to connect to opportunities and support.	Community & Organisational Development	Community Health & Wellbeing Customer Centre				Yes	BAU I N	
	3.1.3 Develop resources and processes that promote local facilities, places and spaces that cater to the needs of people with disability.	Business Excellence Community & Organisational Development	Community Experience and Relationships Community Health & Wellbeing			Yes		BAU	





Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	3.1.4 Develop processes and platforms for communicating with young people with disability and connect them to opportunities and support.	Community & Organisational Development	Community Capacity & Learning Community Planning & Vitality		Youth Support Group, Spoonies Edition at Pooraka Farm Community Centre for youth with invisible conditions.	Yes		BAU I	
	3.1.5 Investigate diverse ways of communicating in customer service environments to ensure universal access, including face-to-face, and paper-based communication and the use of new technologies.	Community & Organisational Development	Customer Centre Community Capacity and Learning (Libraries)		Salisbury Community Hub sit-stand desks for public computers.			BAU I	Investigate diverse ways of communicating in customer service environments to ensure universal access, including face-to-face, and paper-based communication and the use of new technologies.
	3.1.6 Review and update communication policies and guidelines to ensure	Business Excellence	Community Experience and Relationships			Yes		BAU I	



Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	the needs of people with disability and from culturally diverse backgrounds are addressed.								
	3.1.7 Work with relevant experts and support services to develop communication processes and resources that connect Aboriginal and Torres Strait Islander people with disability to local opportunities and support.	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU I	
	3.1.8 Work with local culturally and linguistically diverse groups to develop relevant resources that help connect people with disability to opportunities and support.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU I	
3.2 Council will develop the capacity of staff, volunteers and customers to use processes and technologies that	3.2.1 Provide training for customer service staff and volunteers to increase their capacity and confidence in communicating with	Community & Organisational Development	Customer Centre People & Culture	<input type="checkbox"/>		Yes		N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
enhance effective communication in Council's community experience environments for people with disability.	people with disability, including basic greetings in Auslan and other local languages.								
	3.2.2 Develop resources that encourage and support customers with disability to engage effectively with council staff.	Community & Organisational Development	Customer Centre Community Capacity and Learning (Libraries)	<input type="checkbox"/>			Yes	BAU I N	
	3.2.3 Provide tailored access to computers and IT support to people with disabilities.	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>			Yes	BAU I N	

Outcome 4 - Effective Contribution to Community and Decision Making

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
4.1 Council will facilitate and deliver programs that build the capacity of people with disability of all ages and from diverse backgrounds to contribute to community planning activities, become advocates for access and inclusion, and embrace leadership opportunities.1	4.1.1 Promote groups and organisations that provide a forum for people with disability to connect and contribute to council decision making (for example, Salisbury Youth Council and Julia Farr Youth).	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU I	
	4.1.2 Support programs and events designed to build capacity in young people with disability to speak up, advocate and lead.	Community & Organisational Development	Community Health and Wellbeing	<input type="checkbox"/>			Yes	BAU I	
	4.1.3 Recognise, celebrate and reward contribution of people with disability. Volunteers Award Legends Award	Community & Organisational Development	Community Planning & Vitality	<input type="checkbox"/>			Yes	BAU I N	
	4.1.4 Facilitate connection of isolated people with disability to relevant groups and agencies.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU I N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
4.2 Council will develop community consultation which uses International Association for Public Participation processes to facilitate engagement with people with disability from various cultural backgrounds and across all ages and genders.	4.2.1 Establish protocols for consultation that ensure people with disability are included in all consultation activities and that consultation happens early in the planning process.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning Community Planning & Vitality				Yes	BAU I	
	4.2.2 Provide information and training that enables people with disability to feel confident providing input to council's engagement activities.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I	
	4.2.3 Identify 'Community Champions' and establish a process of communication and consultation that facilitates their role as conduits to community.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU	
	4.2.4 Investigate the establishment and resource requirements of an access and inclusion reference	Community & Organisational	Community Health & Wellbeing		Following disruptions to DAIN during 2020, focus redirected to strengthening DAIN and engagement with Council staff.			BAU I N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	group to be consulted regularly about Council's planning and development activities and to monitor and advise on AISP implementation. The Disability Access and Inclusion Network will be consulted in this investigation.	Development City Development							
4.3 Council will develop and maintain relationships and partnerships with community groups and service providers who support people with disability in order to maximise opportunities for contribution to community and decision making.	4.3.1 Establish collaborative relationships with local organisations that support people with disability (including CALD and ATSI organisations), to maximise opportunities and address need.	Community & Organisational Development	Community Health & Wellbeing		Para Hills Community Hub liaised with DHS Housing Support to host people with disabilities for social engagement activities. Salisbury East Neighbourhood Centre partners with Tyndale Christian School to provide a 'safe space' work experience/placement environment for students with different abilities as part of their 'Life Skills' class.		Yes	BAU I	
	4.3.2 Identify Community Inclusion Champions from different age groups and cultural groups and develop ways to enable them to be conduits between their communities and Council, including	Community & Organisational Development	Community Health & Wellbeing Community Planning & Vitality				Yes	BAU I	


Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	provision of information in formats that are culturally and linguistically appropriate.								

Outcome 5 - Proactive Planning and Building Assessment Processes

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
5.1 Council will facilitate building development and open space outcomes that exceed minimum standards by using an access and inclusion planning lens. This will be achieved through policy and guidelines that facilitate engagement with stakeholders early in the planning process, reflect universal design principles and encourage use of new technologies that increase accessibility. ¹	5.1.1 Establish a framework that provides guidance for decision making around building and development that should exceed minimum standards.	City Development City Infrastructure	Community Health & Wellbeing Community Capacity & Learning Infrastructure Management	<input type="checkbox"/>			Yes	BAU N	
	5.1.2 Review and update policy and guidelines across Council to ensure Universal Design Principles are embedded in planning and development.	City Development City Infrastructure	Development Services Infrastructure Management	<input type="checkbox"/>			Yes	BAU	
	5.1.3 Investigate the value of new technologies to improve access to the public realm for people with disability, including for toilets, parking,	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes	BAU I	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	and access to buildings.								
	5.1.4 Adopt co-design principles that involve people with disability in the planning and development of Council's social infrastructure through consultation processes.	Community & Organisational Development City Infrastructure	Community Health & Wellbeing Infrastructure Management	<input type="checkbox"/>	<u>Community Health & Wellbeing Division</u> support for engagement with DAIN members; DAIN used regularly for community feedback on new projects. City Infrastructure Staff to be consulted when developing feedback on State wide Co-design guidelines being developed by DHS for State Disability Inclusion Plan Action 14.	Yes		BAU I N	
	5.1.5		Infrastructure Management	<input type="checkbox"/>		Yes		BAU I	




21



Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	Provide training and support that facilitates staff awareness and adoption of universal design principles and co-design principles.	City Development City Infrastructure	Development Services					N	
	5.1.6 Advocate for application of universal design in SA Planning & Design Code.	City Development	Economic Development & Urban Policy		Universal design included in Council's Feb 2021 submission on SA Planning & Design Code			BAU I	Advocate for application of universal design in SA Planning & Design Code.
5.2 Council will facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision.	5.2.1 Educate the local building and development sector about benefits of accessible buildings and places; the commercial benefits, where they exist; and moving beyond DDA requirements.	City Development	Development Services		Staff commencing this action			N	Educate the local building and development sector about benefits of accessible buildings and places; the commercial benefits, where they exist; and moving beyond DDA requirements.

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	5.2.2 Showcase best practice in accessible development in property, infrastructure, open space and social infrastructure.	City Development	Development Services	<input type="checkbox"/>			Yes	BAU	
	5.2.3 Encourage and facilitate the local development sector to consult with people with disability.	City Development	Development Services	<input type="checkbox"/>			Yes	BAU	
	5.2.4 Facilitate the adoption of universal design principles in the local building and development sector.	City Development	Development Services	<input type="checkbox"/>	Council submission on <i>draft Liveable Housing Design Standard</i> as part of consultation about National Construction Code update, supporting more than minimum access.		Yes	N	


Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action

Outcome 6 - Informed and Supportive Working Environments

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU or I/N	Inclusive SA – LG action
6.1 Council will deliver Diverse-Ability Awareness and Valuing training for all staff and volunteers to create a culture that values and supports people with disability and acknowledges the needs of their families and carers.	6.1.1 Develop a shared understanding of disability/ diverse ability across Council that includes mental health and acknowledges the interaction with culture for Aboriginal and Torres Strait Islander people and those from culturally and linguistically diverse backgrounds.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I N	
	6.1.2 Develop a mandatory Diverse-Ability Awareness module for staff and volunteer induction	Community & Organisational Development	People & Culture		Budget allocated for all staff to complete 3-hour Disability Inclusion workshops provided by JFA Purple Orange commencing late 2021. Initial Diversity and Inclusion induction module delivered to all staff October 2020, staff reviewing feedback.			N	
	6.1.3 Develop tailored Diverse-Ability		People & Culture		Opportunity to support leaders to roll this out. Budget allocated for:	Yes		BAU I N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU or I/N	Inclusive SA – LG action
	Awareness and Valuing training for different council areas roles and levels of management.	Community & Organisational Development			<ul style="list-style-type: none"> all staff to complete 3-hour Disability Inclusion workshops provided by JFA Purple Orange commencing late 2021. universal design training covering infrastructure and communications. 				
	6.1.4 Facilitate good transitions to the workplace for new employees or volunteers with disability through targeted awareness training and resources that assist line management and colleagues to create an enabling environment.	Community & Organisational Development	People & Culture				Yes	BAU I N	
6.2 Council will build capacity and optimise opportunities for council staff and volunteers with disability. ¹	6.2.1 Facilitate proficiency and confidence in new employees and volunteers with disability through tailored training and support (using council	Community & Organisational Development	People & Culture			Yes		BAU	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU or I/N	Inclusive SA – LG action
	resources or job support providers).								
	6.2.2 Develop processes that enable new employees and volunteers with disability to access ongoing training and mentorships.	Community & Organisational Development	People & Culture	<input type="checkbox"/>			Yes	BAU	
	6.2.3 Continue to improve physical and Information and Communication Technologies(ICT) access for employees and volunteers across Council, ensuring adherence to Universal Design Principles.	Community & Organisational Development	Community Health & Wellbeing People & Culture	<input type="checkbox"/>			Yes	BAU	
6.3 Council will facilitate programs that develop confidence and employment skills in people with disability of all ages, genders and from different cultural backgrounds living in the community.	6.3.1 Create funding opportunities for community organisations with a focus on developing confidence and employment skills among young people with disability.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU or I/N	Inclusive SA – LG action
	6.3.2 (Incorporates 1.1.2) Partner with community organisations to deliver programs and activities designed to build confidence and develop skills.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning		Through Council agreement with Purple Orange supported co-design group of people with disability to design / promote 9 workshops during 2021 to build capacity of people with disability and ongoing peer networks.			BAU I N	
6.4 Council will ensure its employment and volunteer policies and processes maximise opportunities for people with disability.	6.4.1 Review employment, volunteering and professional development communication processes and materials to eliminate bias against people with disability.	Community & Organisational Development	People & Culture Community Health & Wellbeing – Volunteer Development		<p><u>People & Culture Division</u> considering partnership with CWLTH Govt. Job Access program review of Council employment practices and barriers for job seekers with disability.</p> <p><u>Community Health & Wellbeing</u> Council volunteers already include people living with disability. Inclusive volunteering results from raising awareness of opportunities promoted through various means including relationships with disability agencies (example: Volunteer Development Officer is a regular guest speaker at the Eastern Community Mental Health Service), assistance is tailored to the individual during application, on-boarding and training and the Volunteer Development Officer provides</p>	Yes		BAU I	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU or I/N	Inclusive SA – LG action
					individual support to people requesting further assistance to find opportunities or refers them to other organisations.				
	6.4.2 Review workplace policies to ensure people with disability and their carers have adequate access to leave and support to enable their participation in the workforce.	Community & Organisational Development	People & Culture	<input type="checkbox"/>			Yes	BAU	
	6.4.3 Review and update volunteer policies to maximise access to opportunities for people with disability. Community & Organisational Development	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU	
	6.4.4 Review Council website to ensure easy access to information for people with disability.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	Major feature of proposed website upgrade to “Open Cities” (but will require additional investment for benefits such as disability inclusion enhancements beyond straight website migration).	Yes		BAU	

Outcome 7 - Informed Community with Inclusive Attitudes and Behaviours






Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
7.1 Council will facilitate culturally informed Diverse-Ability Awareness and Valuing opportunities across the community, including for local business, education providers, clubs and community groups. 1	7.1.1. Investigate the benefits of a Cultural Liaison Officer to support Council's relationships and planning activities with ATSI and CALD communities, and to contribute to culturally informed Ability Awareness activities .1	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing	<input type="checkbox"/>		Yes		BAU I N	
	7.1.2. Work with relevant organisations to develop Diverse-Ability Awareness and valuing resources for local businesses and support services with the aim of increasing access to local jobs.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	N	
	7.1.3 Facilitate access to Diverse-Ability Awareness and Valuing resources for local businesses and support services to increase access to local jobs.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	N	

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
7.2 Council will adopt languages and images that respect, value and celebrate diverse abilities.	7.1.4 Facilitate access to Diverse-Ability Awareness and Valuing resources for schools, clubs and community groups.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	BAU I N	
	7.1.5 Work with relevant cultural organisations to develop resources that help disability service provider organisations to provide culturally appropriate services.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes	N	
	7.1.6 Develop resources that enable Elected Members to celebrate and support people with disability.	Executive and Governance	Governance	<input type="checkbox"/>			Yes	N	
	7.2.1 Develop/ review Council's style guide to include guidelines for language and images.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>			Yes	BAU I	
	7.2.2 Review website and links for appropriate and consistent language and images.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	Part of proposed upgrade to "Open Cities" which needs additional investment.	Yes		BAU I	
	7.2.3	Business Excellence	Community Experience	<input type="checkbox"/>		Yes		BAU I	

32

Goal	Action	Department	Division	Progress	Year 1	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
	Include guidelines for marketing and promotion that reflect appropriate and consistent language and images.		and Relationships						
	7.2.4 Update language and images in Council documents at time of review.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>		Yes		BAU I	

Outcome 8 - Ability Inclusion Planning is integrated across Council Business

Goal	Action	Department	Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Inclusive SA – LG action
8.1 Council will integrate, monitor and evaluate access and inclusion outcome goals across Council business.1	8.1.1 Establish an internal AISP reference group to provide advice around integrated planning, implementation, evaluation and improvement.	Community & Organisational Development	Community Health & Wellbeing		Alternative method adopted - informal process of Inclusion Project Officer meeting 14 managers regularly to support implementation and coordination.			N	
	8.1.2 Determine Council's role in delivering various Access and Inclusion outcomes for the community	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I	
	8.1.3 Identify Strategic partnerships for delivering access and inclusion outcomes for the community	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I	
	8.1.4 Review and update Council strategies and plans to include drivers for access and inclusion activities.	Community & Organisational Development	Community Health & Wellbeing				Yes	BAU I N	
	8.1.5 Develop evaluation parameters for Ability Inclusion Outcome Goals.	Community & Organisational Development	Community Health & Wellbeing				Yes	N	

	8.1.6 Implement annual Council and statutory reporting against Ability AISP Outcome Goals.	Executive and Governance	Governance	<input type="checkbox"/>			Yes	N	
--	---	--------------------------	------------	--------------------------	--	--	-----	---	--

Acronyms and Definitions

Access

Refers to the ability of a person to get to and around where they want to go without difficulty. It applies to physical, digital and communication environments.

Inclusion

Refers to people with disability having the opportunity to participate in every aspect of life to the fullest extent, rather than through parallel and separate disability specific options.

Diverse-Ability Awareness

"Diverse abilities" refers to the spread of abilities across the whole population. All of us are in a matrix of abilities – varying types and levels. Some of these are not taken into account in the current physical, informational and social environments. Diverse abilities awareness challenges the values which lead to exclusion of some people from these environments.

Universal design

Universal Design Principles aim to ensure that buildings, environments, products or services are accessible to all people regardless of age, disability or other access barriers.