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**12 RELEASED Confidential Reports****12.1 2026/2027 Whitehorse Sport and Recreation Advisory Committee Recruitment**

<b>Department</b>	Leisure and Recreation Services Director Community Services
<b>Confidential</b>	<b>This report has been prepared for consideration by Council in a closed meeting, pursuant to Section 66 (1) and 66 (2) (a) of the <i>Local Government Act 2020</i>. This report and information contained in it and any attachment is designated as confidential information pursuant to section 3 (1) (f) as it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.</b>  <b>This ground applies because the matter concerns disclosure of personal information.</b>

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Attachment

**SUMMARY**

This report seeks endorsement from Council to appoint five community members to the Whitehorse Sport and Recreation Advisory Committee (WSRAC) for a two-year term (2026 and 2027).

In accordance with the WSRAC Terms of Reference (TOR) (Attachment 1), at the end of 2025 five community members completed their two-year terms. As part of the transition to the 2026 committee, any person in the community, including those exiting, were invited to submit expressions of interest to join the committee through an online application process.

A total of seven nominations were received for the five available appointments, which have been assessed by officers against the TOR's criteria to support Council's consideration through this report. The WSRAC also includes two Councillors, Cr Ben Stennett and Cr Peter Allan, who were appointed at the Council Meeting held on 24 November 2025.

## 12.1 (cont)

**RECOMMENDATION**

That Council:

1. Appoints [REDACTED], [REDACTED], and [REDACTED], to the Whitehorse Sport and Recreation Advisory Committee for a period of two years (2026 and 2027).
2. Advises all successful and unsuccessful individuals of Council's decision.
3. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director Community Services (or delegate) must disclose aspects of it to give effect to these resolutions.
4. Upon resolution of this item authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version of the report be uploaded on Council's website on the Transparency Hub.

**KEY MATTERS**

To support continuity of community representation on the WSRAC, five of the ten community member positions conclude their two-year term each year. Nominations have been invited from the community for the next term with exiting Community representatives eligible to renominate provided they have not served more than two consecutive terms (a maximum of four years).

Five community members will remain on the 2026 WSRAC to complete the second year of their two-year term.

As part of the online application process, nominees were required to respond to a series of questions designed to demonstrate how they meet the TOR's membership criteria. These included:

- The nominee's understanding of diverse sport and recreation issues within the municipality and how they remain informed through their networks;
- Their understanding of the role of local government in community sport, recreation, and leisure, and how this knowledge would be applied as a member of the advisory group;
- Awareness of relevant Council plans, policies, or projects related to sport and recreation, including examples of previous engagement with similar initiatives;
- How they would utilise their networks to promote engagement opportunities within the local sport, recreation, and leisure community;

## 12.1 (cont)

- Their ability to commit to the requirements of the role, including meeting attendance, preparation, participation in subcommittees, and maintaining confidentiality;
- How they stay informed about current developments, issues, or State Government policies impacting sport, recreation, and leisure, and;
- Their current involvement in local sport, recreation, or physical activity groups or spaces in Whitehorse, including details of any active participation or leadership roles.

Following receipt of submissions, nominees participated in a phone interview. The purpose of these interviews was to gather additional information beyond the written application responses, provide applicants with an opportunity to further expand on their submissions, and allow them to ask any questions of Council officers.

During the interviews, applicants were asked questions relating to:

- Their primary motivation for seeking appointment to the WSRAC;
- The skills, experience, and perspectives they would contribute to the WSRAC, based on their involvement within the City of Whitehorse;
- What they hoped to gain from participating as a member of the WSRAC, and;
- Any additional information they wished to clarify or expand upon from their application.

One referee per applicant was contacted and asked a series of questions to support the assessment process, including:

- Their view on the applicant's suitability for participation in a group such as the WSRAC;
- The applicant's capacity to commit to the requirements of the WSRAC, including meeting attendance, engagement, and active contribution;
- How the applicant typically works with others in group, committee, or team environments, and;
- Any additional comments the referee wished to provide.

The recruitment process was competitive, with applications exceeding the number of available positions. Council received a total of six nominations from new community members, as well as one renomination from a committee member whose two-year term had just concluded. The applicants represented a broad range of sporting and physical recreation interests, with applications received from five females and two males.

Nominee responses are included verbatim in Confidential Attachment 2.

All nominations were assessed by two officers from the Leisure and Recreation Services Department to inform recommendations for Councillor consideration. Assessments were based solely on the information provided within each nomination submission, together with the outcomes of reference

12.1 (cont)

checks. The resulting assessments are contained in Confidential Attachment 3.

**DISCUSSION, OPTIONS AND ANALYSIS**

The WSRAC provides a formal mechanism for Council to consult with key stakeholders from the sport and recreation sector within the City of Whitehorse. The Group enables Council to seek specialist advice and support community participation in sport and recreation related issues, initiatives, policies, and strategies. Membership of the WSRAC comprises of up to ten community representatives and two appointed Councillors. The WSRAC is administered by Council’s Leisure and Recreation Services Department.

Recruitment information was distributed to all Whitehorse sport, recreation, and leisure organisations, as well as other interested community groups. This was supported by social media promotion to reach passive recreation users and encourage a diverse range of applicants.

Council sought nominees in accordance with the Terms of Reference (Attachment 1).

Officer assessment of all nominations was based solely on responses provided through the online application form and information gathered during follow up phone interviews. Length of service and previous contribution to the WSRAC are not considered criteria for renomination under the Terms of Reference.

Recommended nominees collectively demonstrated a broad and diverse range of experience across sport, recreation, and related community sectors. This included a mix of current organisational affiliations and/or professional or lived experience in areas such as recreation, open space, and community participation. Overall, nominees showed insight into the current participation environment in Whitehorse, as well as an understanding of local opportunities and challenges.

In accordance with the TOR, the WSRAC is expected to meet six times per year, with the first formal meeting of the 2026 term scheduled for April 2026. Should Council not endorse the appointment of new members as recommended in this report, the WSRAC would be unable to continue operating for the 2026 term.

This would result in the loss of an important consultation mechanism that supports Council’s ongoing projects and policy development. The WSRAC provides valuable, collective advice informed by a wide range of sport and recreation perspectives and contributes meaningfully to Council’s broader priorities.

**Overarching Governance Principles and Supporting Report Details**

<p><b>Strategic Alignment</b></p>	<p><b>Strategic Direction 1: Community</b> Objective 1.1: An involved and connected community</p>
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## 12.1 (cont)

	<p>Objective 1.2: A community that fosters social inclusion, cohesion and respect</p> <p>Objective 1.3: A healthy and active community</p> <p><b>Strategic Direction 2: Built</b></p> <p>Objective 2.2: Community facilities and shared spaces are well used</p> <p>Objective 2.3: Sustainable planning and infrastructure to respond to population change</p> <p><b>Strategic Direction 5: Governance</b></p> <p>Objective 5.1: An open, transparent, accountable and responsible Council</p> <p>Objective 5.3: A Council that actively engages with the community for genuine feedback and input</p> <p>The continuation of the Whitehorse Sport and Recreation Advisory Committee supports these objectives by providing an established and effective mechanism for community engagement, informed advice, and collaborative input into Council's sport and recreation planning, policy development, and service delivery.</p>
<p><b>Financial and Resource Implications</b></p>	<p>An amount of \$3,090 has been allocated in the current Council budget to resource the WSRAC for FY 2025/2026. Facilitation of the committee for FY 2026/2027 will be considered as part of Council's budget processes.</p> <p>There are no financial or resource implications arising from the recommendation contained in this report.</p>
<p><b>Legislative and Risk Implications</b></p>	<p>There are no legal or risk implications arising from the recommendation contained in this report.</p>
<p><b>Equity, Inclusion, and Human Rights Considerations</b></p>	<p>In developing this report, consideration has been given to the requirements of the <i>Charter of Human Rights and Responsibilities Act 2006 (Vic)</i>. It is considered that the subject matter does not raise any human rights issues.</p> <p>The <i>Gender Equality Act 2020 (Vic)</i> requires defined Victorian public sector organisations to take steps to promote gender equality and consider gender impacts. The recruitment approach undertaken for the WSRAC supports inclusive practices and seeks to encourage a diverse range of applicants and perspectives.</p>

## 12.1 (cont)

<b>Community Engagement</b>	<p>Council officers from Active Communities, Communications, Advocacy and Investment, and People and Culture worked collaboratively to develop the online application form via the Better Impact platform, as well as to plan and deliver a targeted recruitment campaign. This campaign included social media promotion and the distribution of physical posters across key Council facilities, including the Whitehorse Civic Centre, Aqualink Box Hill, Aqualink Nunawading, Sportlink, and the Nunawading Community Hub.</p> <p>In addition, recruitment information was distributed via email to all sport, recreation, and leisure organisations, as well as other interested community groups. This approach aimed to reach both organised and passive recreation users and to encourage a diverse range of applicants.</p>
<b>Innovation and Continuous Improvement</b>	<p>There are no Innovation and Continuous Improvement matters arising from the recommendation contained in this report.</p>
<b>Collaboration</b>	<p>Council officers from the Active Communities team have collaborated with other volunteer coordinators within Council to promote the recruitment to other relevant networks outside the typical sport and recreation groups.</p>
<b>Conflict of Interest</b>	<p>Council officers involved in the preparation of this report have no conflict of interest in this matter.</p>

**ATTACHMENT**

- 1 Sport and Recreation Advisory Committee Terms of Reference
- 2 WSRAC 2026/2027 Term Applications

**Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns applications that contain personal details of the applicants and their nominated references.**

- 3 WSRAC 2026/2027 Term Recruitment Assessment Summary

**Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns assessment of applications that contain personal details of applicants.**

## 12.2 2026/2027 Community Safety Committee Recruitment

<b>Department</b>	Community Safety Director City Development
<b>Confidential</b>	<p><b>This report has been prepared for consideration by Council in a closed meeting, pursuant to Section 66 (1) and 66 (2) (a) of the <i>Local Government Act 2020</i>. This report and information contained in it and any attachment is designated as confidential information pursuant to section 3 (1) (f) as it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.</b></p> <p><b>This ground applies because the matter concerns disclosure of personal information.</b></p>

Attachment

### SUMMARY

This report seeks endorsement from Council to appoint eight nominees to the new Whitehorse Community Safety Committee (WCSC) for a two-year term (2026 to 2028). The WCSC also includes two Councillors, Cr Prue Cutts and Cr Jason Martin.

An Action outlined within the Integrated Council Plan 2025-2029, committed to establishing a new Community Safety and Crime Prevention Committee to work collaboratively with safety partners across the municipality.

Therefore, a recruitment process was activated in December 2025 and January 2026, resulting in a total of nine applications received for the eight available appointments. Nominees have been initially assessed by officers against the WCSC Terms of Reference (TOR) (Attachment 1) to support Council's consideration throughout this report.

### RECOMMENDATION

That Council :

1. Appoints [REDACTED], [REDACTED], [REDACTED], [REDACTED], and [REDACTED], to the Whitehorse Community Safety Committee for a period of two years (2026 to 2027).
2. Advises all successful and unsuccessful individuals of Council's decision.

## 12.2 (cont)

3. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director City Development Services (or delegate) must disclose aspects of it to give effect to these resolutions.
4. Upon resolution of this item authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version of the report be uploaded on Council's website on the Transparency Hub.

**KEY MATTERS**

The WCSC will provide informed community perspectives and advice to support Council's community safety and crime prevention priorities. Key themes may include:

- Reducing substance abuse and related harm
- Safety in homes and public spaces
- Strengthening community connection and inclusion
- Youth participation and engagement

**Recruitment process**

Recruitment information was distributed via social media, e-newsletters, direct email and through external community groups. This was designed to reach industry partners and residents, and to encourage a diverse range of applicants throughout the Whitehorse municipality.

In addition, a number of candidates were approached and encouraged to apply directly, following recommendations via our internal and external stakeholders.

**Online application via Better Impact**

All candidates were required to submit an online application via Better Impact, which included the following questions:

- Why are you interested in joining the Community Safety Committee?
- What skills, experience and knowledge do you have relating to community safety and/or crime prevention?
- In your view, what are three key elements that contribute to a safe community?

Candidates were also asked to list their community involvement and networks.

Following a review of the online applications, candidates were invited to participate in an interview conducted by two Council Officers between 13 to 15 January 2026. This was a structured discussion using the Whitehorse interview guide and covered the following questions:

## 12.2 (cont)

**1. What motivates you to be involved in this Committee?**

Designed as a warm-up to help candidates settle and speak confidently.

**2. What is one community safety issue you believe needs greater attention within Whitehorse?**

Links to criteria:

- Community safety and crime prevention - identifies local knowledge and expertise – demonstrates awareness of local context

**3. In your view, how do you think community members contribute to crime prevention or improving safety in Whitehorse?**

Links to criteria:

- Community capacity building – focuses on community-led action and empowerment
- Volunteerism (where relevant) – may emerge naturally without being forced
- Genuine interest in strengthening community (prioritises shared responsibility and inclusion)

**4. What do you see as the underlying causes of crime or safety issues in our community?**

Links to criteria:

- Understanding of risk factors which lead to crime (eg social, economic, environmental, and relational factors)
- Knowledge and insight – ability to move beyond surface explanations

**5. Through your work, volunteering, or everyday involvement, what local connections do you have that inform your understanding of community safety and risk factors in Whitehorse?**

- Understanding of risk factors which lead to crime (eg social, economic, environmental, and relational factors)
- Knowledge and insight

**6. In accordance with our Child Safe Standards policy for non-child facing roles, Council's Child Safety statement was read-out during the interview, followed by a child safety question.**

The recruitment process was competitive, with applications exceeding the number of available appointments. Council received a total of nine applications for the eight positions comprising of five males and four

12.2 (cont)

females. Applicants represented a broad range of community safety and crime prevention interests.

The Confidential interview assessments is outlined in Confidential Attachment 2 – Community Safety Committee – Recruitment Assessment Summary.

**DISCUSSION, OPTIONS AND ANALYSIS**

The purpose of the WCSC is to provide strategic guidance and stakeholder perspectives to promote community safety and wellbeing across the Whitehorse municipality.

The WCSC will be separate from the established Whitehorse Local Safety Operational Committee, which is chaired by Victoria Police, and will complement its work through aligned objectives and collaboration.

Officer assessment of all applicants was based on responses through the online application and information gathered during the interviews. Recommended nominees collectively demonstrated a broad and diverse range of experience, interest and knowledge across community safety and crime prevention.

In accordance with the TOR, the WCSC is expected to meet four (4) times per year over a two (2) year term. The first meeting is scheduled for March 2026.

Should Council not endorse the appointment of the recommended nominees outlined within this report, then the WCSC will be unable to commence operating.

This would result in the loss of an important consultation mechanism that supports Council’s ongoing projects and policy development. Additionally, the development of the new Community Safety Plan would be delayed, as the draft requires input from the new WCSC, prior to being put forward to Council for endorsement in August 2026.

**Overarching Governance Principles and Supporting Report Details**

<p><b>Strategic Alignment</b></p>	<p>Objective 1.4: A community where people feel safe                      1.4.1 Partner with local agencies to improve perceptions of safety                      Action: Establish a Community Safety Crime Prevention Committee to work collaboratively with safety partners across the municipality.</p> <p>Objective 2.1: Safe and accessible public spaces                      2.1.1 Plan for and provide safe and easy to access public spaces through better design.                      Action: Create a priority list of public spaces to review for safe and easy access.</p>
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## 12.2 (cont)

	Objective 2.1 Safe and accessible public spaces Objective 3.1 A thriving economy
<b>Financial and Resource Implications</b>	<p>Council supports the WCSC through a small funding allocation within the Community Safety Department's operational budget. In addition, Council Officers will provide secretariat support to this Committee.</p> <p>There are no further financial or resource implications arising from the recommendation contained in this report.</p>
<b>Legislative and Risk Implications</b>	There are no legal or risk implications arising from the recommendation contained in this report.
<b>Equity, Inclusion, and Human Rights Considerations</b>	<p>It is considered that the subject matter does not raise any human rights issues.</p> <p>In developing this report, consideration has been given to the requirements of the Charter of Human Rights and Responsibilities Act 2006 (Vic).</p> <p>The Gender Equality Act 2020 (Vic) requires defined Victorian public sector organisations to take steps to promote gender equality and consider gender impacts.</p> <p>The recruitment approach undertaken for the WCSC supports inclusive practices and sought to encourage a diverse range of applicants and perspectives.</p>
<b>Community Engagement</b>	<p>Council Officers from Community Safety, and People and Culture worked collaboratively to develop the online application form via the Better Impact platform, as well as to plan and deliver a targeted recruitment campaign. This campaign included social media promotion and e-newsletters. In addition, recruitment information was distributed via email to community organisations and service partners, as well as other interested community groups. This approach aimed to reach a diverse range of applicants.</p>
<b>Innovation and Continuous Improvement</b>	There are no Innovation and Continuous Improvement matters arising from the recommendation contained in this report.

## 12.2 (cont)

<b>Collaboration</b>	Council Officers from the Community Safety team have collaborated with other volunteer coordinators within Council to promote the recruitment to other relevant networks outside the typical crime prevention and community safety networks.
<b>Conflict of Interest</b>	Council Officers involved in the preparation of this report have no conflict of interest in this matter.

**ATTACHMENT**

- 1 Terms of Reference - Community Safety Committee
- 2 Recruitment Assessment Summary - 2026-03-16

**Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) and (h) of the *Local Government Act 2020*. This ground applies because the matter concerns personal recruitment information for individuals.**

**13 Close Meeting**