

Minutes

Inclusive Bayswater Advisory Group

Tuesday 10 March 2026

These minutes were accepted at the Inclusive Bayswater Advisory Group held on _____.

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1 OFFICIAL OPENING

Ryan Hall, Director Community Services, declared the meeting open at 4:40pm.

2 ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member will open the meeting and will deliver the Acknowledgement of Country.

Noongar Language

Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yay ba boordiar's boordawyn wah.

English Language Interpretation

We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.

Ryan Hall, Director Community Services acknowledged the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and paid respects to Elders past, present and emerging.

3 ATTENDANCE

Members

Cr Cale Black	Chairperson
Cr Nat Latter	Deputy Chairperson
Fiorda Kule	
Angela Le	
Don Saw	
Kirsty Wilde	
Avery Wright (by electronic means)	

Officers

Ryan Hall	Director Community Services
Helen Smith	Manager Community Development
Manon Arnold	Executive Assistant Community Services

Observers

Nil.

Leave of Absence

Nil.

Apologies

Chui Lin Chong	
Amy Tolley	Community Strategy and Programs Manager

4 APPOINTMENT OF CHAIRPERSON

Group members were invited to nominate and elect a Chairperson and Deputy Chairperson to preside over Advisory Group meetings.

The Chairperson was elected at this point in the meeting, with the Chair being an Elected Member, as per the Terms of Reference (TOR).

Cr Black nominated for the position of Chair. Cr Latter seconded this nomination. Cr Black was declared Chairperson. Cr Black nominated Cr Latter as Deputy Chairperson. As there were no objections, Cr Latter was declared Deputy Chairperson.

Cr Black assumed the Chair.

5 DISCLOSURE OF INTEREST SUMMARY

Nil.

6 TERMS OF REFERENCE

Purpose

The purpose of the Inclusive Bayswater Advisory Group is to provide Council with advice and guidance on fostering a welcoming, equitable and accessible community for all residents. The Group will support initiatives that promote equality and equal opportunity for people with a disability, people from culturally and linguistically diverse backgrounds, people who identify as LGBTQIA+, youth and older people.

By engaging with key community stakeholders, the Group will help identify and address barriers that may prevent equitable participation in the City's services, facilities and programs. It will contribute perspectives across a broad range of demographics to ensure that policies, initiatives and infrastructure reflect the diverse needs and experiences of the community.

Through its work, the Inclusive Bayswater Advisory Group will strengthen the City's commitment to inclusivity, social wellbeing and active participation, helping to shape a city that is accessible, connected and welcoming to all.

Membership

Two Elected Members as appointed by Council.

Up to eight community representatives, who reside in the City of Bayswater, or represent a service provider or organisation within the City of Bayswater and meet one or more of the following criteria:

- Live with a disability or are a parent, carer, advocate of a person with a disability, or be able to contribute expertise or advice on disability.
- Identify as LGBTQIA+; or be able to contribute expertise or advice on matters relating to LGBTQIA+.
- Identify as being from a culturally and linguistically diverse background or be able to contribute expertise or advice on matters relating to culturally and linguistically diverse backgrounds.
- Brings valuable lived experience as either a young person (aged 15–25) or an older community member (aged 55 and over), offering insights into the opportunities and challenges that these age groups face in accessing services, facilities and community life.

Community Members will be appointed and paid in accordance with the *Independent Advisory Group Member Policy*.

All Councillors are appointed as Deputies.

Members must abide by the *City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates*.

Chairperson

The Advisory Group members are to elect a Chairperson and Deputy Chairperson at the first meeting, both of whom must be an Elected Member of Council.

The Chairperson will preside at all meetings. In the absence of the Chairperson, the Deputy Chairperson will assume the Chair, and in their absence, a person is to be elected by the Advisory Group present to assume the Chair.

The Chairperson is responsible for the proper conduct of the Advisory Group.

Delegated Authority

This Group performs an advisory function and does not have any delegated authority.

Meetings

The Group shall meet three times per year or as required, at the City of Bayswater Civic Centre.

Administration

Notification of the meeting will be provided at least a fortnight prior to the meeting date.

An agenda shall be provided to members one week before the meeting. Minutes of the meeting will be provided to all members, and all City Councillors, within 14 calendar days following the meeting date.

Liaison Officer

Director Community Services

7 CONFIRMATION OF MINUTES

The Minutes of the Inclusive Bayswater Advisory Group held on 17 July 2025 which have been distributed, be confirmed as a true and correct record.

Fiorda Kule Moved, Cr Latter Seconded

CARRIED UNANIMOUSLY

8 ITEMS FOR DISCUSSION

8.1 Advisory Group Induction Presentation

Cr Black provided a brief outline of the Terms of Reference to the Inclusive Bayswater Advisory Group ('the Group').

Ryan Hall, Director of Community Services, presented the Group Induction.

Following the induction, Cr Black encouraged the Group to seek clarification and guidance from the Chairperson, Deputy Chair or City of Bayswater administration staff if they have any questions or concerns regarding disclosure of interests.

9 GENERAL BUSINESS

Access and Inclusion Plan 2025 – 2030

Helen Smith, Manager Community Development, provided the Group with details regarding what may be discussed at future IBAG meetings. Helen Smith, Manager Community Development, advised that the City of Bayswater have implemented the *Access and Inclusion Plan 2025-2030*. Helen Smith, Manager Community Development, explained that the Group is able to provide ideas and advice on how to achieve the actions outlined in the Plan. Helen Smith, Manager Community Development, advised of some actions from the Plan, including the implementation of the accessible equipment at Bardon Park and the design of the Riverside Gardens Playspace. Cr Black requested Helen Smith, Manager Community Development, provide the Group the list of completed and ongoing action items from the *Access and Inclusion Plan 2025 - 2030*.

Don Saw sought clarification regarding the *Access and Inclusion Plan 2025 - 2030*, asking Helen Smith, Manager Community Development, if the Plan had been completed. Helen Smith, Manager Community Development, explained the Plan is over a five-year period from 2025 – 2030 and that currently only Year One actions are being implemented.

Avery Wright asked if there is a separate operational plan in place. Helen Smith, Manager Community Development, advised that the *Access and Inclusion Plan 2025 – 2030* was adopted by Council in July 2025 following extensive community consultation. The City considered the feedback and comments from consultation to implement the *Access and Inclusion Plan 2025 - 2030*.

Next IBAG Meeting Date

Cr Latter asked, given the next IBAG meeting is Tuesday, 9 June 2026, if this allows enough time for the Group to provide input in the City of Bayswater's 2026/2027 business planning. Cr Black also had concerns about the time constraints and suggested bringing forward the June meeting so this discussion to take place. Ryan Hall, Director Community Services and Helen Smith, Manager Community Development, acknowledged this request and advised an earlier date for the next meeting would be presented to the Group.

Several members of the Group also noted that the full five-year *Access and Inclusion Plan 2025-2030* was not available on the City's website. Ryan Hall, Director Community Services, advised he was happy to make the full five-year Plan available so the Group can provide feedback and ideas

for 2026/2027 business planning. Cr Black and Cr Latter asked Helen Smith, Manager Community Development, to provide the full the five-year *Implementation Plan of Inclusive Bayswater*.

Cr Black reminded the Group that they are encouraged to present all ideas at these meetings, reassuring the Group that they do not have to be large scale items on a business planning level. Ryan Hall, Director Community Services, concurred, and encouraged the Group to communicate outside of the meetings, and share ideas throughout the year to ensure the IBAG meetings are as productive as possible.

Enquiries Regarding Low Socioeconomic Groups

Avery Wright asked if the IBAG includes low socioeconomic groups as well. Ryan Hall, Director Community Services, advised that while it does not specifically mention low socioeconomic groups in the TOR, that the TOR is very broad and inclusive overall. Avery Wright asked if the City runs workshops, such as resume writing that specifically target, for example, low socioeconomic groups. Avery explained that an area of interest is how people from LGBTQ backgrounds experience discrimination in hiring and asked whether such programs exist and how these programs could be extended to support other inclusion communities. Helen Smith, Manager Community Development, advised she would take the question on notice and provide a response via email.

Cr Black noted this query, and mentioned organisations such as Environment House that the City may consider partnering with for these kinds of workshops and programs.

10 NEXT MEETING

The next meeting of the Inclusive Bayswater Advisory Group will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley at time and date to be confirmed.

11 CLOSURE

There being no further business to discuss, the Presiding Member, Cr Black, declared the meeting closed at 5:25pm.