

Bayside Tennis Strategy 2019 - 2028



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1. Executive Summary

The Bayside Tennis Strategy (the Strategy) was undertaken to guide the sustainability of tennis in Bayside. It considers a range of issues and provides recommendations to support the sustainability of tennis in the municipality and address issues associated with aging infrastructure.

The report has been informed through consultation with key stakeholders, analysis of membership and participation numbers, review of infrastructure audits and venue management models. Data utilised in this report is based on information provided through the Tennis Australia's Healthy Club program 2015/16. A complete understanding of the current situation of tennis in Bayside has been difficult to determine without access to results and current data from Tennis Australia Club Operational Health Checks. Without full disclosure of Club/Centre positions the recommendations of this report may not accurately reflect the current needs of venues.

Tennis remains a popular sport amongst the Bayside community and following the introduction of a new Tennis Victoria affiliation model in 2014, which reduced the financial impost of affiliation, a significant increase in membership numbers was recorded. However it is apparent that there remains an oversupply of tennis courts within Bayside.

While the provision of tennis facilities is high, the standard of infrastructure at the majority of venues is quite poor and it has been identified in the short to medium term (1-5 years) an investment of \$1.4m will be required to renew end of life court surfaces and associated infrastructure, with a further \$1.6m in years six to ten. The current structure of the Leasing Policy places all maintenance and renewal costs onto the lessee and the Strategy has identified that the generation of funds to meet the asset renewal costs is unattainable for community tennis clubs.

The Strategy recognises the opportunity to address the infrastructure issues through the reduction of venues, supporting changes of court surface types, maximising multi-sport and access for all ages and abilities opportunities and providing modern access system's at community courts to allow broader access by the community. By decreasing the number of venues, consolidating use to the remaining sites and supporting club investment into improving infrastructure, Bayside will provide a sustainable model for tennis in the municipality.

The Strategy focuses on Tennis Australia/Victoria's four keys pillars of successful tennis venues; accessibility, community benefit, sustainability and accountability recommending the following key actions.

- Council to consider funding through its capital works program the installation of Book a Court software and hardware into all leased tennis facilities;
- All new lease agreements (community and commercial) to provide Council with log in details to access club Book a Court data;
- All lease agreements to include the requirement for lessee's to participate annually in the Tennis Australian Healthy Club program and provide Council with a copy of the results;
- Endorse the recommendations noted in the Dendy Park Tennis Centre feasibility report and commence the expression of interest process seeking professional management of the site;
- Maximise court lighting across Bayside, through application to relevant funding programs supported by to provide greater access to tennis facilities; and
- Address opportunities to maximise revenue improving the ability to meet future renewal costs.

2. Action Plan

Council's Lease and Licence Policy 2018, places the responsibility of facility maintenance and asset renewal onto the lessee and accordingly the action plan developed reflect the support role Council plays in the sustainability of Tennis in the municipality.

Goal 1: Accessibility

	ACTION	HOW WILL THIS BE ACHIEVED	TIMELINE	RESPONSIBLE Lead in bold
1.1	Support clubs and coaches to create welcoming tennis environments for the community to better access playing opportunities for all ages, abilities and backgrounds	Empower local tennis clubs and coaches to help make Tennis a sport to attract and retain all ages, abilities and genders in Bayside. Key focuses on increasing digital engagement, flexible membership/pay for play options and offering playing opportunities for all. Targeted participation focuses for females, casual and social play, transition from school environments and encourage diversity and inclusivity.	S - M	Tennis Victoria Bayside City Council Tennis Clubs and Centres Tennis Coaches
1.2	Support the roll out of the Book a Court program to create and promote greater access by the broader community for casual play.	Council will consider funding through the capital works program or through available grant opportunities for the installation of Book A Court systems at all tennis venues, with the view of supporting implementation to all tennis venues in Bayside. Provide Council with log in details to access book a court data to review facility utilisation and hours of use per program area.	S	Bayside City Council Tennis Victoria Tennis Clubs and Centres Tennis Coaches
1.3	On behalf of clubs applications to relevant funding programs to undertake facility upgrades to that improve accessibility, participation and community benefit.	Support club submissions to funding partners (e.g. State Government and Tennis Australia) to improve infrastructure that increases participation, facility usage, improving community access and strengthening social connection of members. Key focuses on lighting, red porous surface conversions and pavilion developments. Council will explore opportunities to provide unisex design change spaces, encourage multi-use and fit for purpose venues.	S - M	Bayside City Council Tennis Victoria State Government Tennis Clubs and Centres

Goal 2: Community Benefit

	ACTION	HOW WILL THIS BE ACHIEVED	TIMELINE	RESPONSIBLE Lead in bold
2.1	Collaborate with coaches at clubs to improve engagement with the Bayside community to encourage participation in tennis.	Tennis Victoria to drive quality and progressive participation programs led by qualified tennis coaches at tennis venues to build positive partnerships with their clubs and the community. Council to partner with Tennis Victoria to increase promotional opportunities for venues including annual festival of tennis and free come and try open days through social media platforms and Councils event calendar. Tennis Victoria to ensure all head tennis coaches hold Tennis Australia coaching qualifications and membership. This ensures that coaches at affiliated tennis venues are accessing national tennis programs and support are covered by relevant insurance and have been screened annually for compliance with a working with children check, police check and first aid qualification.	S	Tennis Victoria Tennis Clubs and Centres Bayside City Council
2.2	Encourage involvement of tennis clubs in the planning of Council open space to provide a diverse range of recreational opportunities for the community.	Involve clubs in the planning of Councils open space and precincts to ensure broader community benefit, opportunity to participate and healthy outcomes for residents.	M - L	Bayside City Council Tennis Victoria Tennis Clubs and Centres
2.3	Explore opportunities to upgrade facilities at Dendy Park to become Bayside's regional tennis facility.	Endorse recommendations of the feasibility study and commence planning, development and ongoing sustainability of the tennis at Dendy Park as a Tennis Australia Regional Tennis Centre.	M	Bayside City Council Tennis Victoria Tennis Australia Dendy Park Tennis Club
2.4	Council in partnership with Tennis Victoria host an annual forum for Bayside tennis clubs.	Council and Tennis Victoria to facilitate an annual Tennis Club Forum. Forums will focus on networking, building and sharing knowledge and providing updates on the Tennis Strategy implementation.	S	Bayside City Council Tennis Victoria Tennis Clubs and Centres

Goal 3: Sustainability

	ACTION	HOW WILL THIS BE ACHIEVED	TIMELINE	RESPONSIBLE Lead in bold
3.1	Support clubs and centres to improve club planning and performance to achieve financial sustainability	Partner with Tennis Victoria through its Participation Leader and relevant staff to provide program support and resources, outline participation opportunities and support club development – particularly advice, training and resources in business planning, governance, financial management, workforce development and coaching agreements.	S	Tennis Victoria Bayside City Council Tennis Clubs and Centres
3.2	Support clubs to keep well maintained buildings and court infrastructure.	Submit applications of behalf of Tennis Clubs to relevant funding partners for grant opportunities to improve tennis infrastructure. Clubs must show evidence of capital to	S	Bayside City Council Tennis Clubs and Centres
3.3	Explore alternative management models for tennis facilities on a case-by-case basis.	In collaboration with clubs and Tennis Victoria, Council will continue to explore a range of facility management options aimed at providing sustainable, accessible and appropriate facilities.	Μ	Tennis Victoria Bayside City Council Tennis Clubs and Centres

Goal 4: Accountability

	ACTION	HOW WILL THIS BE ACHIEVED	TIMELINE	RESPONSIBLE Lead in bold
4.1	Clubs to plan for capital renewal/planning through regular deposits into sinking funds	As specified in individual lease agreements, ensure that clubs are contributing agreed amounts to sinking funds. Council to monitor contribution to sinking fund through review of clubs/centres annual reports.		Tennis Clubs and Centres Tennis Victoria Bayside City Council
4.2	Review membership fee structure and to ensure long term sustainability of the club.	Clubs to partner with Tennis Victoria and Council to review current fee structure to ensure ongoing sustainability.		Tennis Clubs and Centre Tennis Victoria Bayside City Council
4.3	Review coaches annual contribution to community clubs to assist clubs meet the requirements of their sinking fund.	Partner with Tennis Victoria to review and understand the appropriateness and benefits of third party commercial arrangements at tennis facilities.		Tennis Victoria Bayside City Council Tennis Clubs and Centre
4.4	Conduct regular audits of facilities to monitor condition of asset.	Council to undertake facility audits every five years to determine current condition of assets. Provide results of audits to clubs to ensure investment into infrastructure is being met.		Bayside City Council Tennis Clubs and Centre Tennis Victoria

3. Glossary

DOCUMENT REFERENCE	DEFINITION
Tennis Hot Shots	Tennis Hot Shots is a fun way for kids to learn how to play tennis - on the right size court using racquets that are perfect for small hands. These are staged programs for 3 to 9+ year olds
Association	Term used to describe an Incorporated Association – in this context it generally refers to Local or Regional Tennis Association that is responsible for administering localised competitions
Cardio Tennis	Cardio Tennis is a high energy fitness activity that combines the best features of tennis with an all over cardiovascular workout
GIS	A geographic information system (GIS) is a computer system for capturing, storing, checking, and displaying data related to positions on a map
LGA	Local Government Area
онс	Operational Health Check – formal Tennis Australia process for assessing club and venue operations and benchmarking with similar venue types
МА	Member Association or State-Territory Tennis Association (e.g. Tennis NSW, Tennis Victoria)
P2P	Places to Play – refers to Tennis Australia's infrastructure development and venue sustainability team
PL	Participation Leader – MA staff member with responsibility for working with and local tennis clubs and local government
Registered participant	A registered participant is one that is registered on Tennis Australia's My Tennis member management system
ТА	Tennis Australia
τν	Tennis Victoria
Tennis Centre	Professionally Managed on Council land
Community Club	Community Managed on Council land
WAAA	Wellbeing for All Ages and Abilities

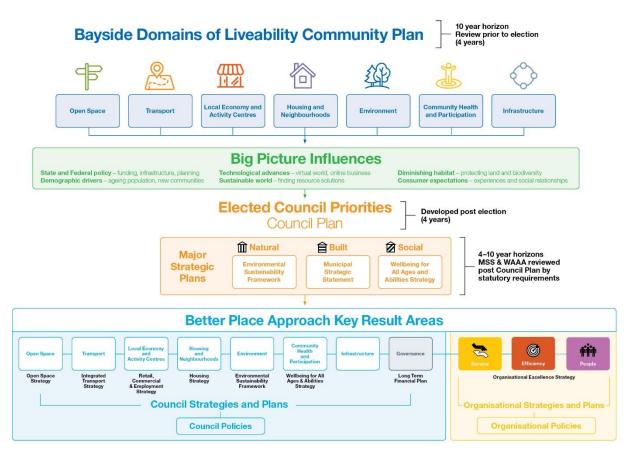
4. Purpose

This document identifies the projected future demand for tennis across the municipality and reviews the current network of tennis facilities, their management, access arrangements and future infrastructure requirements. In addition, it investigates the potential constraints on local tennis participation and development across Bayside. A key driver of the Strategy was the need to better understand the key requirements to maintain participation in tennis over the next 10 years and establish a framework for provision that ensures the long-term sustainability of tennis clubs, venues, programs and activities.

The Strategy builds on existing strategic planning and directions developed by tennis, Council and community stakeholders and reflects data and information specifically collected and analysed for this strategy.

5. Council's Strategic Planning Framework

The review will provide an approach that ensure Council invests/supports applications for funding in appropriate infrastructure to enhance liveability and community health and wellbeing through the provision of infrastructure that is fit for purpose and accessible to the broader community.



The following documents have been analysed to inform future directions and recommendations for Tennis in Bayside:

• Tennis 2020 – Facility Development and Management Framework for Australian Tennis;

- Tennis Victoria Strategic Plan to 2020;
- Tennis Victoria Places to Play Key Directions to 2020;
- Bayside City Council Plan 2017 2021;
- Bayside City Council Active by the Bay Recreation Strategy 2013 2022;
- Environmental Sustainability Framework:
- Bayside City Council Community Plan 2025;
- Bayside City Council Leasing and Licence Policy 2018; and
- Wellbeing for All Ages and Abilities Plan 2017 2021

6. Scope

The scope of the Bayside Tennis Strategy includes:

- Understand the local strategic context and the key drivers for maintaining tennis participation;
- Understand and improve the alignment of Council's policies with Tennis Australia's Four Pillars to successful tennis venue management;
- Review the existing supply and capacity of tennis facilities within Bayside;
- Review existing venue management models and identify opportunities to support improved operational performance;
- Assess the functionality and condition of built facilities and work with Club's to identify plans for renewal/upgrade and integrated facilities that will provide opportunities for sustainable tennis venues;
- Investigate the feasibility of multi-use venues and facilities; and
- Develop a plan for all Council owned/managed facilities that is consistent with Council's broad recreation and open space policies and strategies, leasing policies and meets the current and future need of tennis in Bayside.

7. Methodology

To inform the Bayside Tennis Strategy 2019 – 2028 and provide recommendations to assist in the sustainability of Tennis within the municipality a thorough analysis was undertaken to determine the current type of court surface, standard and accessibility of courts and related infrastructure, condition and accessibility of existing pavilions, membership numbers and management models of current clubs and centres.

The current standard of facilities was determined through the engagement of an external company to audit sites that chose to participate, providing Council with condition reports detailing maintenance required, expected works and anticipated cost at each facility in the short, medium and long term, infrastructure conditions and any risks identified.

To ensure the Strategy captured a multitude of views, stakeholders were provided a variety of engagement opportunities undertaken in accordance with Council's Community Engagement Policy to identify the current and projected use and development needs for tennis in Bayside.

Operators were invited to participate in an initial forum to collectively determine what they see as their greatest strengths and challenges in the short and medium term and provide suggestions on how Council and Tennis Victoria can support them to ensure a robust tennis network continues within the municipality.

Clubs completed a survey providing current membership data, programs and competitions offered at the facility, planned upgrade or renewal of assets and details of the management model operating at the site.

Representatives from Tennis Victoria and Council reviewed the data provided via the survey and met with clubs individually to discuss the responses provided, gather additional feedback and tour the facility to experience firsthand the functionality and history of each site.

8. Background

A broad and diverse range of tennis activities are available within Bayside and are conducted across 21 venues, including 9 Council owned/managed, 4 private and 8 church owned centres. In addition to the tennis centres, there are 194 residential tennis courts located in Bayside.

In 2007 Council adopted the Tennis, Lawn Bowls and Croquet Strategy, which provided direction for all three sports for a period of 5 years. The strategy identified five areas of focus for tennis including facility provision, precinct planning, clear and consistent occupancy agreements, asset renewal and club sustainability. At the time of the 2007 report, Melbourne was subject to stage 3a water restrictions and significant focus was placed on providing municipal wide water saving initiatives, of particular focus for Tennis was the red porous courts (en-tous-cas) that is the predominate surface found in Bayside, which requires significant water to maintain.

Research undertaken during the development of Bayside's 'Active by the Bay' Recreation Strategy (2013 -2022) indicated tennis participation to be very high amongst Bayside residents. In 2011, it was calculated that 14,127 Bayside residents played tennis with this figure expected to increase to 15,939 by 2030, however it was noted that the preferred method of play has shifted from traditional tennis competition to casual play.

Both strategies identified that asset renewal (court, lighting and buildings) as the biggest issue faced by Bayside tennis clubs and the Bayside Tennis Strategy is a key strategic document which will be utilised to plan for the changing tennis environment, set priorities for asset renewal and ensure participation and player development pathways are met.

Engagement with tennis providers to inform the Strategy commenced in 2017 and provided valuable insight for Council staff which informed the initial draft of the Strategy presented to the Executive Team later that year. With the review of the Leasing Policy underway, the Strategy was deferred awaiting the adoption of the Leasing Policy to ensure recommendations made were consistent with the revised policy.

Concurrently, Council commissioned REMPLAN to undertake a feasibility study to determine the need, benefit and opportunities for a Regional Tennis Centre at Dendy Park.

The project consisted of three primary objectives of:

- Assessing the site and condition of Dendy Park to meet the requirements of a Regional Tennis facility.
- Developing a viable operational and funding model to operate Dendy Park as a Regional Tennis facility.
- Developing a vision and concept plan for the Dendy Park Tennis facility that is consistent with Tennis Victoria's vision for the site, Council's recreation and open space policies and strategies and meets the current and future needs of tennis in the community.

Tennis Australia sets the national direction for the planning and development of tennis facilities across Australia. The Tennis 2020 – Facility Development and Management Framework sets a national policy framework for associations to develop their own state level strategic, participation and facility related planning. With 85% of venues located on local government owned or managed land nationally, Tennis Australia recognises the importance of close collaboration with local government. To provide guidance and achieve mutually beneficial outcomes, Tennis Australia's Places to Play team has developed Four Pillars of Successful Tennis Venues. The Four Pillars, briefly explained below, are a set of non-negotiable principles in the effective operation of tennis facilities.

Accessibility 🔆	Community Benefit	Sustainability	Accountability 🧭
Provide community access to courts.	Deliver quality community programs.	Implement business model and practices to achieve financial sustainability.	Deliver and support national programs.
Offer flexible programs, playing options and scheduling.	Engage at all levels and with all sectors of the community.	Keep well managed and maintained buildings, grounds and court	Work with the tennis community to deliver agreed outcomes.
Provide fair and equitable pricing options.	Provide opportunity for social interaction.	infrastructure. Put plans in place for the future.	Report regularly and consistently.

Tennis Victoria's *Places to Play Key Directions 2020* document aims to support the transition of tennis venues into vibrant, social, welcoming, inclusive, innovative, sustainable and customer focused community assets. Helping people to be physically active and socially connected make for stronger communities.

Tennis Victoria drives the support and development of tennis participation, facilities, club and venue management, coaching and events in Victoria.

Acknowledgement

Council would like to acknowledge the support and assistance provided by Department of Health and Human Services - Sport and Recreation Victoria, Tennis Victoria and all other individuals, tennis clubs, venue operators and tennis community stakeholders that participated in project consultation and data collection activities.

9. Key issues and findings

Access to current data and participation trends

In 2014, Tennis Victoria in conjunction with Tennis Australia introduced a new affiliation model for all Victorian tennis clubs. This model set an annual fee based on the number of courts at each individual venue, opposed to the previous model where clubs were charged per affiliated member. The changes to the affiliation with Tennis Victoria resulted in a more affordable option for clubs. And resulted in clubs reporting true membership data and opting to affiliate with Tennis Victoria.

A complete understanding of the current situation of tennis in Bayside has been difficult to determine with access to full results and current data from Tennis Australia Club Operational Health Checks not available. Without full disclosure of Club/Centre positions the recommendations of this report may not accurately reflect the current needs of venues.

In response Council will:

• Incorporate into all lease agreements the requirement of lessees to participate annually in the Club Operational Health Check and authorise release of findings directly to Council.

Tennis facilities and provision of courts.

A broad and diverse range of tennis activities are available within Bayside and are conducted across 21 venues, including 9 Council owned/managed, 4 private and 8 church owned centres. In addition to the tennis centres, there are 194 residential tennis courts located in Bayside.

The Strategy Background Paper (Attachment 2) identifies that Bayside tennis venues are highly concentrated, particularly in the areas of Brighton, Brighton East, Beaumaris, Black Rock and Sandringham where sixteen of the twenty-one centres are found. The four centres in Beaumaris are particularly close geographically and of the four centres, three are on Council owned land. When considering the broader municipality, the remaining venues are situated in Hampton, Hampton East and Highett.

Tennis Australia classifies venues according to a hierarchy (Attachment 2) based on the number of courts available with the goal of providing tennis opportunities from casual play to providing a pathway to high performance. Bayside has representation across all tiers, and predominately supports local courts at 52%.

The close proximity of the venues and high representation of local facilities has resulted in duplication of services, and created enormous competition for the same target markets limiting sustainability of Bayside venues.

In response Council will:

- Undertake condition audits of Council assets at 5 year intervals; and
- Before renewing lease agreements, ensure that clubs provide evidence of funding for relevant maintenance or renewal.

Commercial operators utilising community assets

Coaches often undertake a variety of roles at community clubs including driving participation and general facility maintenance. Coaching agreements vary between clubs, with the committee generally determining their appointment, tenure and fees. There needs to be a clear separation between commercial businesses and community club operations.

In Bayside, coach contribution to club revenue is much lower than state average at community clubs and should be addressed to increase the clubs capacity to renew assets and improve facilities available at the venue.

In partnership with Tennis Victoria, Council will:

• Consider the suitability of commercial operator agreements to provide guidance on appropriate financial contribution to court maintenance and renewal.

Dendy Park Tennis Club

The Dendy Park Tennis Club (DPTC) is a significant recreational facility with a rich Tennis history. The facilities at DPTC include 19 en-tout-cas (red porous) courts, making it one of the largest clay court facilities in Australia. The physical size and location of DPTC mean the facility has the potential to become Tennis Australia's formally recognised Regional Tennis Centre for Melbourne's Southern Metropolitan Region.

Dendy Park Tennis Club Inc. has operated the facility for almost 50 years. Despite an improved financial position over recent years, historic management by the Club has not resulted in regular renewal and reinvestment in the facility's major capital assets. The poor condition of the facility has, attributed to the loss of members, creation of issues relating to equitable community access to the site and a growing list of significant asset renewals.

The current volunteer led management model has proven inadequate to operate a facility of the scale of DPTC in a sustainable manner. Significant renewal which is required in the short to medium will not be able to be funded by the Club or recouped through annual profits.

Findings and recommendations generated from the feasibility study of Dendy Park Tennis Centre (Attachment 3) are summarised below:

- Council to work with Tennis Australia/Victoria to develop concept plans for a refurbished DPTC facility and more detailed costings that be used for EOI and inform sinking fund requirements;
- Prepare an Expression of Interest (EOI) to invite interest of a professional manager for the site;
- EOI process and capacity of preferred candidate will provide key inputs for the development of a business case for investment in the site;
- Ensure the existing Dendy Park Tennis Club is embedded into any future development of the site;
- Secure funding for refurbishment; and
- Facility renewals are completed (potentially staged) and professional management is implemented.

10. Key trends

In 2015, the Victorian Government provided \$250,000 to Tennis Victoria to implement the Opening up Tennis Pilot Program. The program aimed to increase participation in tennis by improving community access to facilities and maximising venue usage, while reducing the administrative burden for volunteers to coordinate casual court access.

The program consists of an online court booking system and payment gateway, linked to electronic gate access and lighting hardware.

Research indicates that sport participants (all sports) are opting for more casual unstructured recreational activities and looking for opportunities to participate at times that are more convenient to them rather than commit to the more traditional format of structured weekend sport. While clubs recognise this trend, the structure of volunteer managed community clubs limits their ability to facilitate casual access and clubs must decide whether this type of access is worth the volunteer time potentially missing the opportunities afforded by this shift in participation.

In response Council will:

• Through its capital works program install book a court system at all tennis venues and have full access to the data collected through this system.

11. Infrastructure/ assets

Court surface type and condition

Red Porous remains the predominate surface in Bayside with fifty eight of the eighty-four (69%) courts on Council owned land constructed using this surface type. Red porous is one of the preferred surfaces of Tennis Australia in terms of player pathway and development of the sport and for this reason it is important to retain courts of this nature in Bayside. Red porous courts are labor intensive, require significant amounts of water and have high maintenance costs, which is particularly challenging for a community based facility managed by volunteers.

Seventeen courts are surfaced using synthetic grass (20%), which is becoming increasingly popular with community based facilities as it has less maintenance requirements, requires significantly less water than red porous courts, places less impact on the body than acrylic surfaces, can be used year-round and fit for multi-sport purposes. Challenges of this surface type include it not being recognised as a preferred surface for player pathway by Tennis Australia, not prioritised as part of the Court Rebate Program and is not suitable for access by all abilities.

Nine courts (11%) have acrylic surfaces which can be used for all levels of coaching, training, Hot Shots programs and competition. Acrylic surfaces are compatible with access for all abilities and can be used for multi-sport purposes year-round. It is also a surface of choice for Tennis Australia which enables funding opportunities for using this surface type.

Court audits were undertaken as part of developing the Strategy providing details of court condition and renewal timelines. Just over 50% of court surfaces were identified as requiring replacement within the next five years. In accordance Council's Leasing and Licence Policy 2018, tenant clubs are responsible for the maintenance of all tennis court and building infrastructure. Based on the current condition reports and the financial position of some clubs, what are assets on Council owned land will continue to deteriorate to a point where they will no longer be fit for purpose.

In partnership with Clubs and Tennis Victoria, Council will:

• Support clubs to convert red porous courts to either acrylic or synthetic through the submission of grant applications to relevant funding partners.

Court lighting

Court lighting is an essential component to the sustainability of tennis, enabling the club to conduct year round competition or coaching at the facility particularly during the winter months, when natural light restricts play after 5.30pm. Of the 84 Council owned courts 57 (67%) are floodlit, however the lighting audits undertaken as part of the Strategy indicate that of the forty-three courts tested (not all sites participated) 53% did not meet the minimum standard. This result is particularly significant at two of the venues where no lit courts meet Australian standards.

Royal Avenue Tennis Centre and Highett Tennis Club do not have access to any lit courts, which makes the sustainability of the clubs challenging with use heavily restricted for at least six months of the year. This is particularly important at the Royal Avenue site, where the provider is paying a commercial operator rental and has invested heavily into the site which is maintained to an excellent standard, but has limited opportunity to obtain return on investment.

In response Council will:

- Commence community engagement of residents surrounding the Royal Ave Tennis Centre of the centres intent to install flood lighting; and
- Support clubs to install or improve court lighting through submission of grant applications to relevant funding partners.

12. Review

Review of the Bayside Tennis Strategy 2019 – 2028 to be undertaken in 2023 including condition audits of all Council owned facilities.



Bayside City Council 76 Royal Avenue Sandringham VIC 3191 Tel (03) 9599 4444 Fax (03) 9598 4474 enquiries@bayside.vic.gov.au www.bayside.vic.gov.au We acknowledge the Boon Wurrung people of the Kulin Nation as the traditional owners of this land and we pay respect to their Elders past and present. We acknowledge that together we share a responsibility to nurture this land, and sustain it for future generations.