

Community and Stakeholder Engagement Report

Female friendly change facilities – Pittwater Rugby Park

Consultation period: 25 October to 21 November 2023

Contents

1.	Summary	2
1.1.	Key outcomes	2
1.2.	How we engaged	3
1.3.	Who responded	3
2.	Background	4
3.	Engagement objectives	4
4.	Engagement approach	4
4.1.	Reaching diverse audiences	5
5.	Findings	5
	ndix 1 Verbatim community and stakeholder responses	
• •	·	

1. Summary

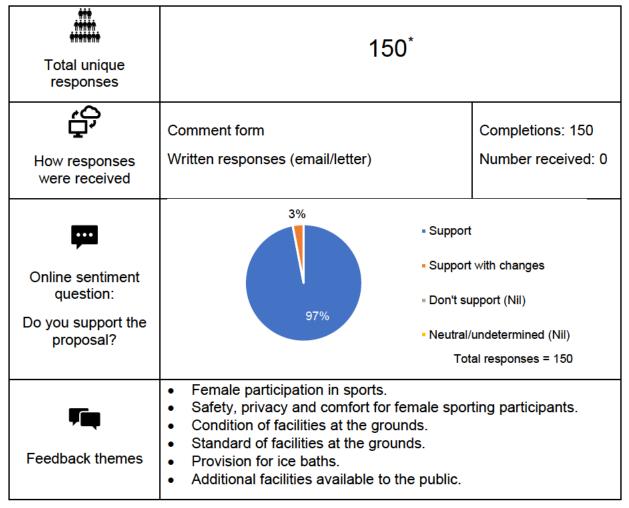
This report outlines the community and stakeholder engagement conducted as part of the new female friendly change facilities project at Pittwater Rugby Park, Warriewood (also known as "Rat Park"). The project proposes the construction of two new change rooms adjacent to existing facilities at the grounds, and is jointly funded by Council and the NSW Government Office of Sport under the Female Friendly Community Sport Facilities and Lighting Upgrades Grant Program.

Overall, the sentiment from respondents indicated that the proposed concept design was supported, with the majority of respondents recognising a need for female friendly change facilities at the grounds.

While the comments were largely in favour of the proposal, a small number of respondents made suggested design changes.

There were no objections to the proposal.

1.1. Key outcomes



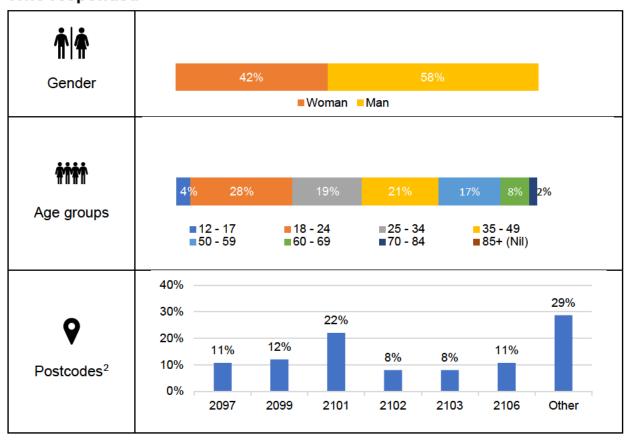
^{*}Not every respondent made a comment in addition to answering the sentiment question.



1.2. How we engaged

Have Your Say: visitation stats	Visitors: 747	Visits: 902	Average time onsite: 1 min 19 seconds
	Letterbox drop: 2101,	2102	Distribution: 670 with 6 returned to sender
Print media and collateral	Site signs used: Yes		Number of signs: 6
Ŕ	Community Engagem newsletter: 2 editions	ent (fortnightly)	Distribution: 22,500 subscribers
Electronic direct mail (EDM)	Council (weekly) e-Ne	ews: 1 edition	Distribution: 61,500 subscribers
	The Wave Disability (range)	monthly) Newsletter:	Distribution: 1,295
	Stakeholder emails: 2		Distribution: 23

1.3. Who responded¹



¹ Demographic data was gathered by request only. The data represented only includes those respondents who provided this detail.

² Other refers to the sum of postcodes recorded in less than 5% of responses



2. Background

In June 2022 Council motioned to provide female friendly change facilities at Pittwater Rugby Park to support female participation in sports.

Architects Figgis & Jefferson were appointed to prepare an inclusive design for new facilities based on needs of the primary stakeholders, Warringah Rugby Club. The design is consistent with the North Narrabeen Reserve Masterplan and conforms to Rugby AU standards, design for access and mobility standards and National Construction Code. Drawings and design statements were prepared for the purposes of community engagement to exhibit the concept design and seek comment on the project proposal, building location and design.

3. Engagement objectives

Community and stakeholder engagement aimed to:

- build community and stakeholder awareness of participation activities through signage, letters and e-newsletters
- provide accessible information so community and stakeholders can participate in a meaningful way, with clear messaging on the project page
- identify community and stakeholder concerns, local knowledge and values through a comment form asking the community to share their thoughts on the proposal
- seek out and facilitate the involvement of those affected by or interested in a project by meeting with key stakeholders throughout the development of the plans, prior to broader community consultation
- communicate to community and stakeholders how their input was incorporated into the planning and decision-making process by reporting back on themes heard through the consultation process and how we will respond
- provide vulnerable and marginalised groups access to the engagement process by including information on the project in a number of Council newsletters, including The Wave Disability Newsletter.

4. Engagement approach

Community and stakeholder engagement for the Female friendly change facilities at Pittwater Rugby Park was conducted between Wednesday 25 October and Tuesday 21 November 2023, and consisted of a series of activities that provided opportunities for community and stakeholders to contribute.

The engagement was planned, implemented and reported in accordance with Council's Community Engagement Strategy (2022).

A project page³ was established on our have your say platform with information provided in an accessible and easy to read format.

The project was primarily promoted through our regular email newsletter (EDM) channels.

³ https://you<u>rsay.northernbeaches.nsw.gov.au/female-friendly-change-facilities-pittwater-rugby-park</u>



Feedback was captured through an online comment form embedded onto the have your say project page. The form included a question that directly asked respondents for their level of support of the proposal.

An open-field comments box provided community members a space to explain or elaborate on their support, objections or neutral sentiment as well as any other feedback they wished to contribute.

Email and written comments were also invited.

4.1. Reaching diverse audiences

Targeted key stakeholders Warringah Rugby Club were consulted on the initial design including representation from female rugby participants. Minor amendments were incorporated to the design to tailor amenity to Club needs. The proposed building position was also modified slightly to minimise impacts to the adjacent grassed warm-up area.

The amended design was reviewed internally by Council's Property and Parks & Recreation business units to ensure consistency with the North Narrabeen Reserve Masterplan, that the amenity for other users is maintained, and expectations around maintenance considered.

5. Findings

Based on responses, overwhelming support was received for the project. 100% of respondents indicated support or support with minor changes to the proposal.

The feedback acknowledged the need for facilities which promote female participation in sports.

Comments received described concerns with the existing change facilities, stating they are unsuitable and inadequate for Rugby. Other comments raised concerns about the quality and condition of the facilities as a whole.

Table 1: Issues, change requests and other considerations

Theme	Issues, change requests and other considerations raised	Council's response
Female participation in sports	The project improves amenity for female participants at the grounds and therefore supports greater female participation in sports.	The project will see the delivery of two female friendly change rooms to supplement the existing two change rooms. The new facilities will provide privacy and amenity based on best practice guidelines published by Rugby AU with input from female participants who play or have played at the grounds.
Safety, privacy and comfort for female participants	Feedback supports the introduction of female friendly facilities to provide a safe environment,	The design of spaces, fixtures and fittings will deliver new facilities which provide a good level of privacy, and are safe for and comfortable for all participants. The design of showers



Theme	Issues, change requests and other considerations raised	Council's response
	privacy and comfort for female participants. Feeback supports purpose-built facilities to avoid changing in spaces which are not fit for purpose (such as the gym and tents) and thereby facilitating an environment which promotes female participation. A suggested design improvement was to provide direct access to the covered walkway leading to the main grounds to improve safety	within the change rooms incorporates lockable toilet and shower cubicles for privacy. The siting of new change rooms ensures good connectivity to existing facilities including the main playing field and warm-up areas. Safety for participants has been addressed in the design by ensuring a good level of passive surveillance around the entry to the change rooms and paths leading to the main field. The large, covered area at the entry will provide shade from sun and shelter from inclement weather.
Condition of facilities	for teams. Existing facilities are outdated and should be refurbished.	The new female friendly change facilities will address this concern in part. Upgrading other areas such as the existing change rooms, gym, public toilets, clubhouse and offices are out of scope of this project. Future redevelopment and refurbishment of the facilities will be considered in the development of a new draft masterplan for North Narrabeen Reserve, underway in 2024.
Standard of facilities	Existing facilities should be redeveloped to a higher standard facility.	The project proposal will improve change room capacity and improve amenity sufficient for both Club and State level Rugby with reference to Rugby AU National Facility Guidelines. The addition of two change rooms will improve functionality for rugby gala events where multiple games are scheduled across two to three fields and both men's and women's rugby games are scheduled. Improvements to other facilities such as the spectator grandstand, clubhouse and other facilities is putride the special
		and other facilities is outside the scope of this project however this is issue will be considered in the future vision for the grounds as part of the preparation



Theme	Issues, change requests and other considerations raised	Council's response
		of a new draft masterplan for North Narrabeen Reserve, underway in 2024.
Provision for ice baths	Support for the inclusion of ice baths.	The design incorporates provisions for ice baths within the wet areas.
Additional facilities available to the public	One respondent suggested the inclusion of general exercise equipment for public use.	Pittwater Rugby Park forms part of North Narrabeen Reserve. The park is fenced and locked while events or sporting meets are not underway. Other areas of grassed open space are available to the public to the west, south and east within the larger reserve.
		Provisions for publicly accessible exercise equipment and basketball facilities are not currently in place at the site or larger reserve. Although outside the scope of this project, this issue can be considered in the development of the draft masterplan for North Narrabeen Reserve, expected to be published for public exhibition and comment early to mid-2024.
Family room with a change table and toddler toilet	A need for a dedicated family room with a change table and toddler toilet accessible for parents and carers	The project scope will deliver on change room needs for sporting teams only. Although outside the scope of this project, the provision of additional amenity for families can be considered in the development of the draft masterplan for North Narrabeen Reserve, expected to be published for public exhibition and comment early to mid-2024.
After hours security	Suggestion for security cameras around the amenities with appropriate lighting and perhaps calming music played to discourage damage to the facilities when not in use	The design for new facilities will incorporate exterior lighting at all facades and a building alarm which will be consistent with security measures currently in place at the site. The project design will be referred to Council's Community Safety Coordinator for review in consultation with Police to consider if additional measures such as CCTV and after-hours security services including patrols are required to address safety concerns.



During the consultation, Council received a number of questions within feedback received.

Table 2: Questions raised and Council's answers.

Question raised in feedback	Council's answer
What happens when the sport clubs are not using the facilities? Are there options for use for the general public?	Under the current plan of management for North Narrabeen Reserve, the facilities at Pittwater Rugby Park (including change rooms) are not open to the public for casual use. Community groups and other organisations can apply to Council to book the facilities for events as per existing licensing arrangements.
Regarding the change room for the referees, what happens when both sexes are represented?	The design for new facilities includes two accessible change/shower rooms near the entry to each team room which will be available to referees for change. The existing referee room located below the adjacent grandstand will be maintained.
Why is it being called 'female-friendly'? That implies that it is predominantly for men, but women can use it too. Shouldn't women and girls have equal weighting to	The key objective for this project is to promote female participation in sports and to ensure all facilities are inclusive. The term "female friendly" is used by NSW Office of Sport and other state government organisations to drive the development of infrastructure which is more female friendly and more family orientated. This includes buildings and surrounding areas that offer supporting resources such as:
men and boys in the use of council facilities?	 unisex change facilities that cater for the needs of both males and females prioritisation of safety (Crime Prevention Through Environmental Design - CEPTED) adequate lighting in and around the facility family friendly attributes such as baby change amenities for public amenities equality in use and flexibility in scheduling to encourage all participants.



Appendix 1 Verbatim community and stakeholder responses*

Number	Submission
1	Basic amenities for all participants are paramount to sports inclusiveness. This project should not be open to comments and questions thus delaying it's execution. Council should start tendering and planning the delivery of his upgrade now, not next year. Works should start asap to give women participants the facilities they deserve.
2	Looks good, long overdue.
3	No comment provided
4	Great proposal for much needed facilitates for the area
5	Yes it is a necessity to have gender changing facilities at rat park
6	I think it's a fantastic idea that is very overdue and will be great for our club or visiting clubs.
7	This will be a great addition to the park, which desperately needs an upgrade and expansion for the growing amount of sportspeople and families. For the sport clubs, this will be a great help.
	But what happens when the sport clubs are not using the facilities? Are there options for use for the general public?
	As a local resident, it would be great to include some general park equipment such as a small park for the visiting families or children. An exercise area (simple, but effective!) for sports training and keen local actives.
	In addition, a basketball/netball hoop or a painted half court would also contribute to the sport complex for sporting families and the public.
	An okay plan, with some adjustments to make the area more public, family and active friendly.
8	Very excited for this development, much needed in the club and necessary for improving the womens program
9	No comment provided
10	Great idea
11	Proposed development looks great
12	No comment provided
13	women playing rugby at Pittwater Rugby Park for 20 years without a change room. This is a very welcome and much needed amenity that will enhance the facilities at Pittwater Rugby Park.
14	Great improvement for women's sport moving forward. Not just for the rugby but all users of this wonderful facility.
15	Long overdue. Thank you
16	No comment provided
17	Female change room looks great and happy to see that women are finally represented. Only thing that I can see that may go wrong is when both men and women are playing. This in regards to the change room for the referees, what happens when both sexes are represented.

^{*}Personal details and inappropriate language have been redacted where possible. Spelling and grammatical errors have been amended only where misinterpretation or offence may be caused.



Number	Submission
18	Women deserve their own changing room. Its 2023, it just makes sense
19	No comment provided
20	Anything that encourages women sports is a great asset
21	I definitely support the plan. However, The think there should be direct access to the covered walkway as opposed to girls and women having to walk around the building to access the field. This suggestion is purely from a safety point of view.
22	No comment provided
23	Great idea
24	This proposal is excellent and will be a wonderful asset to the local community.
25	These are a great idea to not only improve the facilities, but to also to encourage more support for woman's rugby!
26	They look great and what a nice place for ladies and girls to get changed before and after a tough game
27	Great idea and needed to improve facilities and create equality
28	Female change rooms are long overdue and need to be installed urgently.
29	No comment provided
30	No comment provided
31	this is a fantastic idea and is very much needed and long overdue
32	Absolutely long overdue. As a father a coach and someone who supports womens sport, this is needed. This will benefit not just the senior womens rugby team but also all the girls I coach at the Narrabeen Tigers as well as their opponents and the many different occasions that females are at rat park, wether it be touch footy, summer soccer or the young women who train as part of the Rats Academy. I'd love to see this happen.
33	The need for new changerooms for women at Rat is urgent and necessary. Women's rugby (and sport in general) has seen tremendous growth over the past few years, and yet access to facilities that meet their needs still lags behind. The current changerooms lack adequate privacy, and having to share with the men, can be particularly intimidating for the women - the men can walk in at any time between games. Or they are forced to change in the female toilets - which is completely unacceptable. These new changerooms will create opportunities for our female athletes to participate without feeling embarrassed or uncomfortable due to inadequate facilities; this will go a long way towards furthering gender equality within all sports and ensuring all athletes are provided with the resources they need to excel in their chosen disciplines. From here it's the gym facilities PLEASE so that our men and women atheletes can both train at the same time The sooner these facilities can be completed the better Well done NBC on the first step
34	This is a much needed upgrade and it's good to see the support for women at such at great club. We need to get with the times and this will go a long way in providing the support to women.



Number	Submission
35	Long overdue. Rat Park needs 4 changerooms at least to allow for multiple teams from all sports to utilise the wonderful facilities.
36	No comment provided
37	Amazing, long overdue
38	We didn't have anything 20 years ago when I was playing. I commend council for considering this proposal. The girls will be so lucky when it is approved and built.
39	I am a regular visitor to Puttwater Rugby Park having had a very long association with the Warringah Rugby community as a junior player & ever since as a dedicated supporter (for 50+ years!) I believe the proposal is an excellent one & long overdue. The current facilities are barely adequate for the men's teams & often the women play at the ground on the same day. This leaves them with no change rooms unless they share with the blokes! I think the building of the women friendly change room is a sensible, much needed positive step for the facility as a whole & also for the Rats Rugby Club as well. I would be most keen to see the plan implemented.
40	Great opportunity to support and build a true home for women's rugby on the Northern Beaches
41	Should be against the law to Deny females access to basic sporting facilities like changing rooms, showers toilets. It's 2023
42	Very needed facility. Women feature in sport, my daughters have played rugby for years and was needed then. At least they are getting finally done.for the upcoming generations.
43	No comment provided
44	No comment provided
45	I was surprised and disappointed to see that the girls didn't have a female change room. So for equality this proposal must go ahead.
46	This will help grow the female game of rugby in our community and benefit the girls in lots of ways.
47	No comment provided
48	This is an excellent step in the right direction towards recognising women's sport and especially rugby union on the northern beaches and in the wider community. This field on the northern beaches should also be used to start a sea eagles women's rugby league team and this is the perfect change room facilities to allow that. As a fellow rat I would be proud to say we support the women's game just like Newport rugby club and are helping to grow the sport in our community.
49	This project will be a wonderful upgrade to a facility with great history on the Northern Beaches. The design is well thought through and provides much needed infrastructure to a growing area.
50	No comment provided
51	Something like this should be supported at all sporting grounds to foster inclusivity for all sports.
52	An amazing investment and inclusion to help continue the growth of Women's sport and the facility in general. These structures will ensure young girls and all women continue to be active and be involved in activities which will benefit their livelihood presently and in the future. Well done to all involved in getting this across the line. Great to see! Great for the community!
53	With the growing number of female sport participants I think this additional facility upgrade goes with out say. To continue the inclusive growth of female sport there needs to be adequate facilities to support more females at the grounds.
54	Great initiative. A lot of sporting activity on these fields so this will be a valuable facility and support the growth of female sports participation



Number	Submission
55	Absolutely support the proposal, very excited to see this *much* needed upgrade to support our girls and women's teams.
	Pittwater Rugby Club is a great family environment, my husband and I have been taking our daughters to games since they were 2-3 months old. A dedicated family room with a change table and toddler toilet would be very welcome. Its important that the family room not be located in the women's toilets - too many times my husband has been stuck because there are no faculties available to him to change babies/help kids to the toilet.
56	Ladies changerooms are very much needed at rat park. It's actually concerning that there aren't ladies facilities in place already .
	Council should start planning a full revamp of the grounds facilities as the club house, gym, bathrooms & food outlets are extremely out dated.
57	Great development for the facilities
58	2023 and with women's sports growing rapidly they deserve a change room. It's a no brainer
59	No comment provided
60	AMAZING! There is a lot of wasted space at Rat Park and our girls need their own facilities. It will be an outrage if you dont approve this!!! Thank you.
61	No comment provided
62	No comment provided
63	Been along time coming, fully support this proposal!
64	No comment provided
65	Would be great for the club
66	It is critical that female athletes are treated with respect and have access to appropriate changing facilities. This is a MUST!
67	Very exciting times!
68	No comment provided
69	No comment provided
70	Long overdue, rat park needs atleast 4 change rooms at least to allow for multiple teams from all sports to utilise the wonderful facilities.
71	No comment provided
72	I have a 15yo daughter that has played rugby on the northern beaches for over 10 years, she is the youngest of 4 with 3 big brothers whom all play or played rugby. It wasn't until I had a rugby / soccer daughter that I had acknowledged that there was no standalone facilities available for women to get changed or prepare before games. This would be so great for the rats rugby community but also for visiting teams & community sports within the area. I am extremely supportive of the initiative to provide female facilities that also lead towards further areas adopting the same methodology.
73	The Warringah rugby have always been a positive influence in our community, this new facility will help develop our jur & youth girls/women teams. This is going to be a great opportunity to support and further Girls & Boys rugby on the northern beaches.
74	would love the opportunity to tender on the construction of this womens amenities block. Please call on or visit for our relevant experience.



Number	Submission
75	This is much needed and a very refreshing initiative. As a parent who has two teenage girls who play rugby union it's vital that our facilities are improved to be inline with the boys. Thanks
76	No comment provided
77	Good upgrade to support the growth of sport in the area
78	No comment provided
79	Fantastic
80	It looks great and is much needed!
81	The rapid growth of Women's Rugby throughout Australia requires that they be supported and provided with the same opportunities and facilities as men. As such I see this as a required development fir their benefit
82	No comment provided
83	There is lots of sport played at Pittwater Park with games played on both the main field and the front field requiring multiple change rooms to cater for all teams. The female game is also growing and need to cater equally for both men and women.
84	Would be a massive step forward for the rugby community of narrabeen
85	Facilities look fantastic. It's been a long time coming for the women to have their space after 28 odd years of being part of the club. Love it
86	A great initiative. Its a shame it hasnt been inplace for years. Well done to all involved
87	Yes looks fantastic, YTG.
88	A much needed improvement for the sports!! However, would very much like to see security cameras around the amenities with appropriate lighting and perhaps calming music played to discourage damage to the facilities when not in use as this area is frequented regularly by local youth after dark. Thanks for improvements to our area.
89	This is a much needed development to bring Rat Park to the same standard for male and female athletes on the northern beaches.
90	No comment provided
91	This is a great initiative to promote female sport in the Northern Beaches.
92	No comment provided
93	Just do it!
94	Brilliant- this will be an excellent addition to the already great community sporting facility at Pittwater Park.
95	With the focus on female sport the WRC is desperate for female change facilities. Our girls have been outstanding and never grumble about having to change in small rooms with no showers or toilets. In this day and age it is unacceptable that we do not have the facilities for the Ratettes.
96	Fantastic initiative even if a little late. I assume caught up in Covid etc. A huge step forward to ensure females are treated equally in sport. Congratulations
97	It would be good to have environment that is dedicated just to females so they can keep it in a way that is presentable for them. Furthermore, allows the females to not get kicked out of change rooms or get chnaged in the gym
98	This will be great addition at rat park.
99	The addition of female change rooms will be great for Rugby locally on the beaches. It will show the local rugby community that Warringah Rugby is forward thinking and inclusive as well as



Number	Submission
	standing our community on the northern beaches as leading the way in supporting sport for women from juniors through to the elite level.
100	This will Be a great move for warringah and the community. Looks amazing
101	No comment provided
102	I support the proposal as if course women and girls need changing facilities at sports venues, but why is it being called 'female-friendly'? That implies that it is predominantly for men, but women can use it too. Shouldn't women and girls have equal weighting to men and boys in the use of council facilities?
103	Long overdue with many young women who will benefit from this. A step in the right direction for sporting facilities on the Northern Beaches.
104	No comment provided
105	No comment provided
106	This is a great idea as having there own space will make them as well as the males feel more comfortable warming up, changing, showering, giving rugby a better look and opening pathways for women at Warringah.
107	No comment provided
108	No comment provided
109	Finally have some facilities for growing female participation in sport
110	I 100% love this idea, as a female rats player at the club i would love to have actual change rooms just for us. Sometimes we have to change in the gym or bunker, like that is not okay at our own home ground. We need changerooms for our team!
111	No comment provided
112	Looks great
113	No comment provided
114	It is integral for us women to have our own place to be able to prepare for oour games physically and mentally. A change room is game changing it allows us all to be in a space as a team aswell as feel comfortable to be able to change and achieve what we set out. It is also so important to ensure our opponents are accommodated. There were too many times were put in the back of a shed, gym, physio room and under a tent. To ensure the growth of our game and enjoyment this initiative is so exciting and important
115	Love it! So happy we don't have to get changed in the gym or get to rugby on Saturday and move around trying to find somewhere to get changed. Spaces for ices baths are an excellent addition.
116	Great project, should have been done years ago.
117	No comment provided
118	No comment provided
119	Female change rooms at Pittwater Rugby Park are a necessity not a need. We can't call sport inclusive without them.
120	No comment provided
121	This is not a want but a need situation. So yes - I support it!
122	Fully support the proposal. The area is a fantastic community facility that will only be enhanced by female change room facilities.



Number	Submission	
123	Providing women's change rooms is a vital step in the right direction for the northern beaches community.	
124	No comment provided	
125	Definitely needed and great concept. Woman's sport is on a rapid increase in participation and this facility will support this trend. Thank you	
126	This is fantastic! Particularly as women's sport is growing.	
127	It is overdue.	
128	The addition is Long overdue! Let's make the great Rat park even greater!	
129	So great that women (girls) are being acknowledged as participants	
130	No comment provided	
131	Looks fantastic! Would be great to see a great facility even better with these amenities	
132	No comment provided	
133	Awesome! This would be great for the women to have their own space/change room facility.	
134	No comment provided	
135	No comment provided	
136	Great idea	
137	No comment provided	
138	Need more development of Pittwater Park. It should be a high performance sports hub on the northern beaches. Love the Rats and love what they do for the community	
139	I think this is a great plan, giving not only the rats women's team but all womens teams to play at rat park a safe and comfortable place of their own to be getting changed/shower and ready for any sort of games/events.	
140	No comment provided	
141	No comment provided	
142	No comment provided	
143	The addition of female friendly facilities will be valued highly by everyone in the rugby community. It is a great initiative and one that is long over due.	
144	I believe this is a great plan, giving women access to facility promoting inclusion in sport. Warringah facilities are outdated and are not large enough to support the numbers of players at the club and ultimately the womens team often miss out on change rooms. This is a great idea and initiative and will help contribute to local girls joining the club	
145	Awesome idea to bring rat park in 2024 with a much more inclusive plan for all	
146	Looks great	
147	No comment provided	
148	No comment provided	
149	This is a much needed addition to the sports facility and needs to be done and funded as soon as possible,	
150	It seems some are more equal than others! I do not agree having lockable showers.	



Number	Submission
	All it does is encourage people to stay in there! when what is required is a quick shower so the others queuing up get a chance to use it. Long Reef surf club - a lovely club - but only a couple of showers in the mens change room (at least) with lockable doors when there are heaps of people waiting to have a shower! Ridiculous!



Document administration			
Version	1.0		
Date	28 February 2024		
Approval	Content provided and approved by Building Assets – Planning, Design & Delivery Team		
	Responsible manager: Donald Gibson – Manager, Building Assets – Planning, Design & Delivery		
Status	Final		
Related Projects	North Narrabeen Reserve Masterplan		
Notes	Community and stakeholder views contained in this report do not necessarily reflect the views of the Northern Beaches Council or indicate a commitment to a particular course of action.		

