

Dogs on Beaches – Community Working Group

Recruitment & Selection Plan

February 2023

Prepared by Becky Hirst Consulting on behalf of the City of Port Adelaide Enfield

23 February 2023

Contents

| | |
|---|----------|
| 1. Introduction | 3 |
| 2. Who will be a part of the Dogs on Beaches Community Working Group? | 4 |
| 2.1 Users of the Beach & Foreshore Reserves – with and without dogs | 4 |
| 2.2 People from across the Lefevre Peninsula as well as the rest of our city | 4 |
| 2.3 People who use the beach and foreshore reserves at different times of day and night | 6 |
| 2.4 People from different age groups | 6 |
| 2.5 People from different cultural backgrounds | 6 |
| 2.6 People with a disability | 6 |
| 2.7 People with specific knowledge and insights | 6 |
| 2.8 Observers | 7 |
| 3. How will the Community Working Group be recruited? | 7 |
| 3.1 Promotion of the opportunity to express an interest to be a part of the Community Working Group | 7 |
| 3.2 The Expression of Interest & Selection Process | 8 |
| Appendix – Expression of Interest questions | 9 |

1. Introduction

There are a variety of perspectives that need to be considered when making decisions regarding rules for dogs on beaches and foreshore reserves.

The Dogs on Beaches Community Working Group will be a group of up to 30 local people who use the beach and foreshore areas, have a direct interest in these areas, or bring a perspective of beach user that is important to include.

From April to October 2023, the Dogs on Beaches Community Working Group will work together with an independent facilitator to -

- Share and consider a variety of perspectives.
- Develop options for rules regarding dogs on beaches and foreshore reserves ready to take to broader community consultation.
- Analyse feedback received from the broader community consultation process; and
- Reach a consensus on the preferred option/s for rules for dogs on beaches and foreshore reserves to be submitted to Council as a recommendation.

Forming a representative group to work together to develop options for rules regarding dogs on beaches and foreshore reserves is an ambitious task.

This is a new approach that we consider to be innovative, progressive and intends to demonstrate our commitment to working together with our community to make the best possible decisions for our city.

We believe the level of insights and discussion that will be able to occur from this approach will be very valuable to the process of making appropriate decisions regarding rules about dogs on beaches and foreshore reserves.

2. Who will be a part of the Dogs on Beaches Community Working Group?

The membership of the Dogs on Beaches Working Group is critical to get right, and full transparency by Council regarding its formation is essential.

This Recruitment & Selection Plan aims to provide a framework for the process of recruiting community members to the Dogs on Beaches Community Working Group.

To be representative of a wide range of beach and foreshore reserve users, we need to independently select a Community Working Group that consists of people who represent those we know who have important perspectives to bring to the table.

The below framework, explaining who we hope to have represented on the Community Working Group, will be used by the independent facilitator to select the membership. More information can be found about the selection process later in this plan.

There will be a maximum of **30 people** on the Dogs on Beaches Community Working Group.

2.1 Users of the Beach & Foreshore Reserves – with and without dogs

Our aim is for this to be a representative group of local people who **regularly use the beach and foreshore reserves** who can bring a diversity of insights and ideas to rules regarding dogs on beaches and foreshore reserves.

Within this group there will be at least 24 people who regularly use the beach and foreshore reserve areas. We will aim for -

- At least **12 of these people to be dog owners who regularly visit the beach and foreshore with their dogs**, and
- At least **12 people who visit the beaches and foreshore reserves without a dog**.

Of the 12 people who visit the beaches and foreshore reserves with a dog, we will aim to include **a mix of on-leash and off-leash users** and **at least one person who has a reactive dog** (a dog who doesn't like other dogs).

Of the 12 people who visit the beaches and foreshore reserves without a dog, we will aim to include **at least one person who dislikes dogs** and **one person who is scared or uncomfortable around dogs**.

2.2 People from across the Lefevre Peninsula as well as the rest of our city

There will be a mix of people who live in the **7 Council wards** across the whole of the City Port Adelaide Enfield.

Whilst we want to ensure we include voices from across our whole city as many residents travel to our beaches and foreshore reserves, we assume that there will be a greater level of interest from people who live closer to the beach and foreshore reserves and assume a greater level of impact on these people by any decisions that get made. Therefore, we intend to allocate more places on the working group to people who live in these suburbs.

| Ward | Suburbs | People (at least 24 total) |
|--------------------------------|---|-----------------------------------|
| <i>Eastern Wards</i> | | <i>(6-8 total)</i> |
| Enfield | Blair Athol, Broadview, Clearview, Enfield, Kilburn, Manningham and part of Sefton Park. | 1-3 people |
| Klemzig | Klemzig, Windsor Gardens, Holden Hill, Gilles Plains and part of Dernancourt. | 1-3 people |
| Northfield | Hampstead Gardens, Greenacres, Hillcrest, Northfield, Northgate, Oakden, and parts of Walkley Heights and Valley View. | 1-3 people |
| Parks | Dry Creek, Ottoway, Wingfield, Gepps Cross, Mansfield Park, Angle Park, Woodville Gardens, Ferryden Park, Regency Park, Croydon Park, Dudley Park and Devon Park. | 1-3 people |
| <i>Beach side wards</i> | | <i>(Up to 18 total)</i> |
| Outer Harbor | Outer Harbor, North Haven, Taperoo, Osborne and part of Largs North. | Up to 6 people |
| Port Adelaide | Alberton, Ethelton, Glanville, Gillman, New Port, Port Adelaide, Queenstown, Rosewater and Semaphore South. | Up to 6 people |
| Semaphore | Exeter, Semaphore, Birkenhead, Peterhead, Largs Bay and parts of Largs North. | Up to 6 people |

During the EOI process, a list of suburbs will be used for people to select from. The suburbs will be then matched to wards for the selection process.

2.3 People who use the beach and foreshore reserves at different times of day and night

There will be people who use the beach and foreshore reserves at **different times of day** to account for people who work full time, people who work shifts, people who don't work, and so on.

2.4 People from different age groups

There will be a mix of all ages, including **at least one person under 30 years old**, and **at least one person over 65 years old**. The minimum age for participation is 14 years old. There is no upper limit!

2.5 People from different cultural backgrounds

Inclusion of people from different cultural backgrounds is important on the Dogs on Beaches Community Working Group. This is because different cultures can have different relationships and experiences with dogs.

One way to measure and plan for culturally diverse representation is to consider languages spoken at home.

2021 Census data tells us that 35% of people across the City of Port Adelaide Enfield speak a language other than English at home, though this percentage is lower in some suburbs such as in North Haven, Osborne and Taperoo where 7.7% of people spoke a language other than English at home.

To acknowledge this cultural diversity, there will be between **2-10 people who speak a language in addition to/other than English at home** on the Community Working Group.

2.6 People with a disability

In the 2021 Census, 7.1% of the population across the City of Port Adelaide Enfield reported needing help in their day-to-day lives due to disability. To ensure we hear from a representative range of beach and foreshore users, there will be at least **2 people who need help with their day-to-day lives due to a disability, or who care for someone with a disability**.

2.7 People with specific knowledge and insights

In addition to the 24 people who regularly use the beach and foreshore reserves, we will be seeking to include additional people to bring a specific area of interest or lived experience to the process. We have allocated 6 places for this, however these people may be part of the 24 beach and foreshore users above, depending on the expressions of interest received. In our group of up to 30 people, there will be -

- At least 1 representative from a **business/events group**
- At least 1 representative from a **sporting club** (SLSC or yacht)
- At least 1 representative from **environmental protect/care group**
- At least 1 representative nominated by the **Beach Dogs of LeFevre Peninsula group**
- At least 1 representative from **dog training/behaviour centre/group**
- At least 1 representative from Kaurua or Aboriginal community, nominated by **Council's Aboriginal Advisory Panel or local Aboriginal community**

2.8 Observers

Council staff with technical knowledge on the topic will attend and participate in the workshops, though their role will be to observe and provide information only.

Staff from the community engagement and communications teams may also attend to observe and document the process.

At the first workshop, the Community Working Group will be asked whether they would like the Mayor and Elected Members to be invited to the next workshop as observers. This will only occur if agreement is reached within the group.

3. How will the Community Working Group be recruited?

Members of the public will be able to express an interest to be involved. In addition to this, to assist in reaching the broad range of perspectives sought, key people, groups, and community groups will be invited to express an interest.

3.1 Promotion of the opportunity to express an interest to be a part of the Community Working Group

Broad communication techniques promoting the opportunity to express an interest to be part of the group will include (but not be limited to) –

- Video messages, shared on website and social media.
- Email to Participate subscribers, including all previous contributors to the Pups in Public Places engagement processes.
- Email to all registered dog owners.
- Signage at key locations along the beaches and foreshore reserves, including QR codes linking to the EOI form and video messages.
- Inclusion (where timing allows) in PAE Today.

Participants of the Dogs on Beaches Community Working Group may be selected by community groups who will be invited to select a representative, by direct invitation, or by the public expression of interest process.

3.2 The Expression of Interest & Selection Process

The selection process for the Dogs on Beaches Community Working Group must be undertaken in a transparent method.

The process will be as follows -

1. A simple **Expression of Interest (EOI)** form will be developed. This will be available in both online and paper format.

This EOI form will explain the process (including timeline) and will include questions that ask people whether they use the beach and foreshore reserves with/without a dog; which suburb they live in; the time of day they mostly visit the beaches; their age group and gender; languages spoken at home; whether they have a disability; and what specific experiences or alliances they will bring to the Community Working Group.

To understand what has motivated people to express an interest, we will ask one open ended question of “Why do you want to be involved in the Dogs on Beaches Community Working Group?”

They will also be asked for contact details, including name, address, phone number and/or email address.

2. People will **return their EOI via the online form or directly to the City of Port Adelaide Enfield.**
3. The City of Port Adelaide Enfield will **provide the independent facilitator, Becky Hirst, with a spreadsheet of all the expressions of interest** received, including the data collected in response to the questions.
4. Becky Hirst will **use the selection criteria in this plan to form a group of 30 people. All names will be removed from this process** so that the selection is based purely on demographic data and lived experience information provided on the EOI form.
5. Once the group has been chosen, the names will be returned to the list. The list of **30 people will be provided to the City of Port Adelaide Enfield** as the independently selected Dogs on Beaches Community Working Group.
6. The City of Port Adelaide Enfield will **contact those who have been selected** to notify them, invite them to the first workshop. confirm attendance and seek information regarding any access or dietary requirements. The City of Port Adelaide Enfield will also **contact people who weren't selected** to let them know and to provide information on how they will still be able to be involved as part of the broad community consultation process.

Appendix – Expression of Interest questions

We are working with an independent facilitator to create a Dogs on Beaches Community Working Group. The membership of this group will represent the different interests and needs across beach and foreshore reserve users.

The following 12 questions will ask you about yourself and your use of PAE beaches and foreshore reserves.

Selection of members for the working group will be undertaken by an independent facilitator to create a representative group based on the data provided. Your name will be removed during the selection process.

I would like to express an interest to be a part of the Dogs in Beaches Community Working Group.

Name: _____

Contact email: _____

Contact number: _____

1) My gender is:

- Female
- Male
- Non-binary
- Rather not say

2) Year of birth _____

3) Suburb _____

4) At home, I speak

- Only English
- English and other language(s)
- A language other than English

5) Do you have a lived disability experience?

- Yes, I have a disability
- Yes, I care for someone with a disability

- No
- I'd rather not say

6) I (tick all that apply)

- Love dogs
- Like dogs
- Feel indifferent about dogs
- Dislike dogs
- Am scared/uncomfortable around dogs
- Have a reactive dog (a dog who doesn't like other dogs)

7) I visit our beaches and foreshore reserves -

- Multiple times per week
- Once or twice per fortnight
- Less often

8) I visit our beaches and foreshore reserves -

- With a dog
- Without a dog

Sub-question – if with a dog

- Off-leash*
- On-leash*
- Both on-leash and off-leash*

9) I most often use the beach and foreshore reserves from (tick all that apply)

- 6am-10am
- 10am-2pm
- 2pm-6pm
- 6pm-10pm
- 10pm-6am
- It varies... please tell us more _____

10) Please let us know below if you are a member of any relevant community clubs, groups, or organisations.

Examples include (but aren't limited to) local business groups, event organising groups, sporting clubs, environmental groups, dog training/behaviour centres, the Beach Dogs of LeFevre Peninsula Facebook group, Kaurua groups.

_____ (open text - optional)

11) Why do you want to be involved in the Dogs on Beaches Community Working Group?

_____ (open text - essential)

12) I can attend all four workshops.

We understand last minute things come up but are keen to know that at this stage you are available to attend all 4 workshops on the following dates -

- 1-4pm Sunday 2 April
- 1-4pm Sunday 7 May
- 1-4pm Sunday 13 August
- 1-4pm Sunday 15 October

REVIEW & SUBMIT

Thank you message (for online submissions) to include next steps of process.