

Waverley Disability Inclusion

Background Paper

Council is developing a new Disability Inclusion Action Plan to work towards improving community inclusion and access over the next four years.

Since 2017, we've progressed many initiatives of our first DIAP and are ready to tackle remaining barriers to equitable access and community participation. This background paper is to help people provide feedback and suggestions, and to complete our [survey](#).

Waverley's Disability Action Plan is structured around four key focus areas, each with a number of outcome statements. We've also listed some of the challenges to improving access and inclusion and provided examples of completed activities and opportunities for improvement.

We achieve outcomes by working in partnership with neighbouring councils, disability services, businesses, and the community. You can track our progress against the 2017 – 21 plan through our [annual reports](#). Some actions are staged over several years, such as upgrades to buildings, and streetscapes. A small number of initiatives have been delayed due to the impact of COVID 19.

1. Inclusive attitudes and behaviours

Council values and supports inclusive attitudes and behaviours across Council and the community

The visibility of people with disability in public life has increased in recent years. We also know there's still much to do to promote inclusion and positive attitudes at the local level, and to reduce stigma and discrimination to improve participation for people with disability in community life. In 2016, 1 in 12 Australians with disability reported experiencing discrimination. 46.5% of younger people were more likely to avoid situations because of their disability than people over 65 years.

Current Activity Examples

- [Vision for Inclusion video](#) produced by participants of Council's Waverley Community Living Program (WCLP) to raise awareness of disability discrimination
- Diversity and Inclusion Business Awards established
- Disability Awareness learning module created for all staff as well as targeted, job-related training.

Opportunities for improvement

- Disability awareness training is made mandatory and more skills training to support staff in their interaction with all members of the community

- Business inclusion and awareness initiatives through Council's business resource centre and business forums
- Developing an Inclusive Tourism strategy
- Engaging people with disability to design and develop a community awareness campaign

2. Liveable Community

People of all abilities have opportunities to live independent lives in their community and to connect, engage and make choices about the services they access.

Service supports

Major reform of the aged and disability service sectors continues to impact the viability of smaller, locally based community organisations. At the same time, the cost-of-service support is increasing, and this may impact the capacity of people to pay for services, especially participation in local social groups and activities.

Whilst the NDIS is benefiting many more people with disability, some of whom previously had no funded support, we've heard that not everyone is getting equitable access to the supports they need.

Housing

Housing affordability and accessibility remain a key issue¹. Since 2010 only 5% of new homes in Australia were built to the voluntary liveable housing guidelines. Liveable Housing standards were recently mandated within the National Building Code at the base level - silver. A few years ago, Council mandated adaptable housing provisions and adopted the Liveable Housing design to the silver level for all new medium and high-rise residential developments.

Housing affordability and accessibility is likely to remain an issue in Waverley in the coming years, especially for people who require higher levels of accessibility. It is also not clear that seniors housing developments are delivering affordable options for people to remain living in Waverley, with many of these developments aimed at the luxury market.

Recreation and culture

Access to mainstream recreation, cultural activities and events is consistently identified as a priority need. In recent years, Council has significantly improved the accessibility of infrastructure and venues and updated practices to support increased access to mainstream events and recreation. One such project is Access Bondi. Now the priority is to improve the

¹ <https://www.buildingbetterhomes.org.au/mission.html>

availability of opportunities to participate in mainstream recreation and cultural activities and events.

Current activity examples

- WCLP continues to deliver NDIS support and skills development for independent living and accommodation places for adults with an intellectual disability
- Waverley Community & Seniors' Centre provides a range of affordable activities to help people remain in their own homes
- Children with additional needs receive priority placement in our Early Education and Care services to thrive and develop in high quality environments
- Annual Grants and support for disability service networks
- Forums held regularly in partnership with disability services to promote NDIS, mental health support and culturally appropriate service provision.
- Waverley's social housing program provides 50+ units and 9 accommodation places for people with disability. New accessible units in a soon to be refurbished apartment block have just been approved
- Post Covid, the Bondi Festival will include an accessible program in 2022.

Opportunities for improvement

- Continue to provide direct services that are affordable and assist people to participate in mainstream community life and to remain living locally in their own homes.
- Information, planning and coordination support for disability and aging networks.
- Work with community partners to increase the accessibility and inclusiveness of events and cultural and recreational opportunities.
- Investigate how to incentivise mainstream building designers and developers to build for future adaptability to gold level and promote examples and the benefits of accessible housing more broadly.

All new council assets, buildings and open spaces are designed to be fully accessible, and Council proactively manages the built environment to meet our diverse community needs now and in the future.

Waverley's street upgrades are designed to prioritise pedestrian access and significant improvements were completed in major centres over the last four years. The next stage is to identify continuous paths of travel, improve street infrastructure, provide safe crossings, and remove barriers on footpaths.

Easy access to beaches, parks and recreation spaces are a high priority to support the participation of people with disability in community life and access to a healthy lifestyle. Well-designed public and open spaces promote inclusion by providing opportunities for incidental interaction between all members of the community. Significant upgrades have

been made to most of Waverley's parks and beaches in recent years and more work is scheduled.

Current activity examples

- The Access Bondi project has improved access to the beach from a new ramp, beach matting and beach wheelchairs are available via online bookings. Accessible amenities and parking are located throughout the park.
- Bondi Pavilion restoration due for completion in 2022 includes updates to accessible community spaces and amenities.
- Mill Hill Community Centre and Boot Factory refurbishment include accessible community spaces and facilities with completion scheduled in mid-2022.
- A comprehensive Inclusive Play Study identifies upgrades to make play spaces inclusive and accessible

Opportunities for improvement

- Conduct access audits of commercial and villages centres to plan and prioritise continuous paths of travel and installation of kerb ramps, seating, lighting, safe crossings and pick up and drop off parking spaces.
- Progressive upgrade of play spaces as outlined in the inclusive play study and open space strategy
- Continue beach access and inclusion initiatives at Bondi in partnership with Surf Lifesaving Clubs and disability recreation services and investigate options at Bronte beach.

The community is a place where people can move around easily and can access services, facilities and participate in community life

Getting around the community remains a priority issue including, improved accessibility of parking, drop-off and pickup points, community and public transport, and accessible footpaths. A wayfinding strategy is important to inform the design and location of signage for whole of journey planning. This was unable to be completed in the last four years due to resourcing constraints and the need to integrate this work with streetscape audits.

Current activity examples

- Mobility parking places and pick up drop off spaces increased.
- Recharge points to support mobility scooter users are located at Bondi Pavilion, Mill Hill Centre, and Waverley Library.
- Accessible bus stop have been progressively upgraded.

Opportunities for improvement

- Continue to work in partnership with Transport for NSW to improve access across the LGA and from the Bondi Junction interchange to Oxford St Mall.
- Accessible and well located pick up and drop off and mobility parking spaces are identified for installation in key locations.
- Wayfinding strategy identifies accessible continuous paths of travel in commercial and village centres.
- Access audits provide information to support whole of journey planning.

3. Employment

Access to meaningful employment and skills development opportunities remain low.

Employment is a key factor in enhancing people's ability to participate in community life and provides an opportunity to reduce stigma.

Current activity examples

- A Disability Expo held in partnership with the City of Sydney and Randwick Councils attracted over 700 people, and included promotion of disability employment services and supports.
- 'More than Just a Job' staff training to support future employment of people with intellectual disability conducted by NSW Council for Intellectual Disability.
- Recruitment forms updated to encourage applicants with disability to apply for jobs.

Opportunities for improvement

- Increase staff skill development opportunities, identified positions, and continue to encourage people with disability to apply for positions.
- Business initiatives to encourage employment of people with disability.

4. Systems and Processes

To achieve positive outcomes for all community members it is important that people can easily get involved in decision making and provide feedback to Council.

Council's website needs to be easier to use to support good access to key information. A website upgrade has been identified as part of a broader strategy to improve technology across the organisation.

Current Activity Examples

- Dedicated staff to assist people with information and referral if needed.
- Snap Send Solve App on a mobile phone can be used to report barriers in public spaces.
- Hello Bondi website includes accessible information for visitors.

- Waverley's consultation and engagement plan includes principles to support inclusive engagement.
- The Access and Inclusion Advisory Panel's Terms of Reference reviewed and recruitment of new members in 2021 to inform Council on key strategies and initiatives for inclusion.

Opportunities for improvement

- Council website upgrade to improve ease of use and install accessibility features.
- Access and Inclusion Panel and specialist network engagement into the design and implementation of key initiatives.
- Increase Council engagement of younger people with a disability and from a culturally and linguistically diverse background.
- Improve data collection and evaluation processes to improve understanding and reporting of our progress towards a more inclusive community.