Summarised Action Plan for the DRAFT

Waverley Disability Inclusion

Action Plan 2022 -26

WORD VERSION

**An Inclusive Community For Everyone**

We support our community members to participate

positively in community life – whatever their age, gender, physical ability,

socio-economic status, sexuality or cultural background –

to feel that they can be active, healthy, valued and connected.

We plan and design for our diverse community, by providing safe,

healthy and inclusive services and spaces.

Waverley Council acknowledges the Bidjigal and Gadigal people, who traditionally occupied the Sydney Coast and we acknowledge all Aboriginal and Torres Strait Islander Elders both past and present.

Content

1. Actions we will take

**Focus Area 1. Inclusive Attitudes and Behaviours**

**Outcome Statement:** **Council values and supports inclusive attitudes and behaviours across Council and the community**

What some people have told us…

*“Sometimes I feel when I go to my local area, some of the shops don't understand how to treat people with disabilities … they treat other people like normal but not me and that's discriminating. They should just have proper training of how to talk to people with disabilities, like everybody else.’*

**Regional Strategy**

* 1. **Provide community awareness raising activities to support inclusive attitudes and behaviours**

**Actions**

1.1.1 Continue to deliver a community awareness program to promote inclusive attitudes and increase understanding of hidden disability and codesign some initiatives with people with disability

1.1.2 Continue to Increase the visibility of people with disability in Council publications and communications

**Regional Strategy**

* 1. **Increase organisational understanding, knowledge and skills to apply access and inclusion principles and practices in their key job responsibilities**

**Actions**

1.2.1 Continue to deliver Disability Awareness training for all Council workers, including training on dignity of risk.

1.2.2 Continue to provide learning and development opportunities to support staff to apply access and inclusion principles and practices into their job responsibilities, including use of inclusive communications.

**Regional Strategy**

**1.3 Engage with local business to promote the benefit of providing accessible services, environments and inclusive communications**

**Actions**

1.3.1 Continue to award good practice in access and inclusion through Council’s Local Business Awards

1.3.2 Continue to promote the benefits to local business of inclusive and accessible services and employment practices

1.3.3 Develop an Inclusive Tourism strategy and link key information to NSW Destination website

**Focus Area 2. Liveable Communities**

**Outcome Statement 2**. **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**

What some people have told us…

*‘I lived in Waverley for 30 years. It was a rental. We were given a no grounds eviction. We spent six months looking for a house and I've moved out of Waverley now. We found a house outside the area and we've had to adapt the ramps ourselves with no help from NDIS. We basically took this place because we had no choice. I'm not happy, it is not accessible, it's too expensive, it's in bad condition, but we are forced into these places with no choice because the rent is too expensive and the houses are not accessible. We need to stay in the area to be close to our community, hospitals, and doctors. ‘*

**Regional Strategy**

**2.1 Work with partner agencies to increase access to services and information that support people to live independently**

**Actions**

2.1.1 Continue to deliver quality services that promote independence and wellbeing and support people with disability to make community connections

2.1.2 Deliver an information program that helps people navigate the service system, including targeted information for people from diverse backgrounds.

2.1.3 Implement an Access and Inclusion Grant to increase opportunity for people to participate in mainstream activities

2.1.4 Identify and promote digital inclusion initiatives to help upskill people and create more opportunities to access supports and connections

2.1.5 Continue to support a mixed and balanced service network to cater for the diversity of need

2.1.6 Investigate how to minimise the impacts of construction and residential redevelopment on residents with disability

**Regional Strategy**

**2.2 Recreational and cultural activities and events are inclusive and are actively promoted**

**Actions**

2.2.1 Implement and promote accessible event guidelines to improve the accessibility and inclusiveness of all events held in Waverley

2.2.2 Increase the number of accessible and inclusive events and cultural programs

2.2.3 Carer’s companion card promoted and accepted at all paid events

2.2.4 Identify sporting and recreational opportunities and gaps within the region and work with neighbouring Councils and organisations to increase the number of recreational activities

**Regional Strategy**

**2.3 Advocate for increased diversity of housing stock that is affordable and accessible**

**Actions**

2.3.1 Maintain Waverley’s social housing program and upgrade units to be accessible where possible

2.3.2 Research housing needs of older people and people with disability to better understand future demand for housing that is affordable and accessible.

2.3.3 Continue support for housing and homelessness partnerships and initiatives to deliver housing outcomes

**Outcome Statement 3**. **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**

**Regional Strategies**

**Increase access to Council facilities, venues, parks and beaches.**

**Actions**

3.1.1 Continue to design all new council venues to accessible universal design principles and identify and install accessible signage, facilities and fixtures such as hearing loops, recharge points and calm spaces

3.1.2 Continue to deliver a program to upgrade and install accessible public toilets and accessible adult change facilities and maintain information in the National Toilet Map

3.1.3 Incorporate accessibility and universal design as a key component of the annual capital works program to upgrade streetscapes

3.1.4 Conduct access audits of streetscapes in commercial and village centres to identify continuous paths of travel, kerb ramp placement and key social infrastructure, including street furniture and calming spaces

3.1.5 Prioritise repair of damaged footpaths when access for wheelchair users or people who are less mobile are blocked and there is no alternate path of travel

3.1.6 Provide clear paths of travel along property lines where possible

3.1.7. Develop an accessible beach and coastal walk strategy to identify opportunities for inclusive recreation and play.

3.1.8 Maintain opportunities for beach access and extend the days beach matting is rolled out at Bondi

3.1.9 Implement the inclusive play strategy and ensure opportunity for co-design and selection of accessible equipment

**Outcome Statement 4:** **The community is a place where people can move around easily and can access services, facilities and participate in community life**

**Regional Strategies**

* 1. **Work with transport providers for increased accessibility of the public, private and community transport systems and to support whole of journey planning**

**Actions**

4.1.1. Increase the number of accessible drop off and pick up zones at key destinations

4.1.2 Develop and implement an accessible parking strategy to prioritise accessible parking at key locations and outside venues

4.1.3 Implement a sensor scheme to provide real time information on the availability of mobility parking

4.1.4 Continue to monitor and enforce the appropriate use of mobility parking

4.1.5 Upgrade priority bus stops and shelters, including lighting, and link to a continuous accessible path of travel where possible

4.1.6 Ensure clear signage and information Identifying alternative paths of travel is made widely available and when construction on footpaths impedes accessibility

4.1.7 Online maps are updated to provide information to support whole of journey planning

**Focus Area 3. Meaningful Employment**

**Outcome Statement 5: People of all abilities have access to meaningful employment**

What some people have told us …

*‘Mainstream employers are still hesitant to employ people with disabilities. There needs to be more education promoting the value of employing people with disability’*

**Regional Strategies**

**5.1 Support and advocate for local employment opportunities**

**Actions**

5.1.1 Support disability employment initiatives and facilitate connection with local business, encouraging skill development and employment opportunities

**5.2 Ensure that Council’s workforce, recruitment policies and purchasing procedures support diversity and inclusion principles**

**Actions**

5.2.1 Set a disability employment target and monitor strategies to increase and support employment of people with disability

5.2.2 Identify skill development opportunities within Council and establish identified Council placements and traineeships.

5.2.3 Drive a culture of inclusive leadership by maintaining a staff award for inclusion and identifying and supporting staff ambassadors

**Focus Area 4. Engagement and Accessible Systems**

**Outcome Statement 6. Council is an organisation that is aware of and responsive to the needs of people of all abilities**

What some people have told us … *‘Much more engagement and consultation is needed than currently exists.’*

**Regional Strategies**

**6.1 Increase access to and awareness of council information, feedback systems and services for people with disability**

**Actions**

6.1.1 Key publications and documents are made available in a diverse range of formats

6.1.2 Continue to ensure Council's website is compliant with WCAG 2.0 and accessibility upgrades are progressively implemented based on an access audit by a specialist disability service, specialising in vision impairment

6.1.3 Ensure information about accessibility is included in promotional material and signage

**6.2 Council community consultation and engagement processes are inclusive and support participation and the views of a diverse range of users**

**Actions**

6.2.1. Ensure Council's engagement and feedback systems are promoted and easy to use, and feedback is accurate and timely.

6.2.2 Council's Access and Inclusion Panel is supported and actively engaged in monitoring DIAP outcomes