

# Disability Action Plan 2021—2025



## Year 1 – Annual Action Plan



Bayside City Council acknowledges the Traditional Owners and custodians of this land, the Kulin Nation, and we pay our respects to their Elders past, present and emerging.

# Context

## Background to Disability Action Plan

The Disability Action Plan addresses the Disability Act 2006 and forms part of Bayside's Municipal Public Health and Wellbeing Plan 2021-2025. The Disability Action Plan sets out a whole of Council approach for the next four years to improve disability access and inclusion in Bayside.

The Disability Action Plan has been developed in close consultation with Bayside's Disability Access and Inclusion Advisory Committee, which includes 10 community members who have a disability or care for a person with a disability.

The Action Plan has a clear focus on access and inclusion in the built, social and digital environments, rather than the area of personal care and support, which is largely now provided for via the National Disability Insurance Scheme (NDIS) and My Aged Care.

## Social Model of Disability

This plan is based on "the Social Model of Disability". The Social Model seeks to change society in order to accommodate people living with impairment; it does not seek to change persons with impairment to accommodate society.

It supports the view that people with disability have a right to be fully participating citizens on an equal basis with others. A social model perspective does not deny the reality of impairment nor its impact on the individual.

However, it does challenge the physical, attitudinal, digital and social environments to accommodate impairment as an expected part of human diversity.

The majority of disabilities are acquired through accident or illness. The incidence of disability increases with age, and currently 43% of Australians over 70 years have one or more disabilities, compared to 3.7% aged under 4 years<sup>1</sup>. Rather than seeing people with a disability as "other people", anyone in our community can become a person with a disability, at any point in their life.

## Bayside Community

Over 14,000 people living in Bayside have a disability and over 4,000 people need assistance in their day-to-day lives. There is also a substantially higher percentage of older persons living in Bayside (85 years and over) when compared to metropolitan Melbourne<sup>2</sup>.

It is anticipated that there will be an increase in the number of people with a disability over the next four years in Bayside. Currently, 9,800 Bayside residents are providing unpaid care to family members or others because of a disability or illness.



## Nature of Disability

Disability is a broad term covering any condition that restricts a person’s mental, sensory or mobility functions. Approximately 4.4 % of people with a disability in Australia use a wheelchair and 1 in 6 Australians are affected by hearing loss<sup>3</sup>.

Within the Bayside catchment for NDIS recipients, the majority of conditions relate to intellectual disability, autism and psychosocial conditions<sup>4</sup>. About 90% of Victorians with a disability are not eligible for NDIS financial support (eligibility requires a “permanent and significant disability”) and depend on mainstream services.

## Legislative and Policy Framework

The federal Disability Discrimination Act (1992) and the Victorian Equal Opportunity Act (2010) are two key pieces of legislation that provide equal rights for people regardless of ability. Under the Victorian Disability Act 2006, Councils are required to develop a Disability Action Plan.

Bayside’s 2050 Vision is that Bayside leads the way as a diverse, healthy and liveable place. We value economic and cultural progress, environmental sustainability and protection of open spaces and coastline. We nurture inclusiveness, safety, accessibility, community vibrancy, creativity and innovation

## Council’s Role

Within each action, effectiveness relies on clearly identifying Council’s role and extent of influence. Council can variously be a role model, advocate, advisor, educator, policymaker, consent authority, landowner, service provider, funder or employer.

## Working in Partnership

Partnerships are crucial in ensuring the access and inclusion priorities are addressed. Bayside’s Disability Access and Inclusion Advisory Committee have played a key role in guiding the development of the Disability Action Plan. Implementation will require a whole-of-organisation approach, with an emphasis on ensuring that access and inclusion are incorporated into the initial planning stages of Council projects and services.

Supporting community organisations such as sports clubs and kindergartens, through community grants and other measures, will be vital in breaking down attitudinal barriers. Working with traders’ groups and business organisations will be critical in ensuring both physical access into retail premises and exploring employment opportunities for people with a disability. Partnerships will be critical with organisations like the Brotherhood of St Laurence, who is the local National Disability Insurance Scheme provider, and with local health services and local peer support groups.

## Measuring Success

All 30 actions in the Disability Action Plan will be entered into Council’s reporting software and progress against each action will be assessed quarterly. The Disability Action Plan will be reported annually to Council. Progress against the Disability Action Plan must also be reported annually to the Department of Health.



# Goal 1

## Connected and thriving community



**It is widely acknowledged that the greatest determinant of health is wealth, which enables access to food, shelter, education and medical services. People living with a disability often express a desire to work, however, they face a lack of opportunity for meaningful employment and workplace development.**

The National Disability Consultation Report found that over 33% of respondents identified difficulties in employment, ranging from employer discrimination to misconceptions regarding the needs of people with disability<sup>5</sup>. 48% of working aged Australians with disability were employed, compared with 80% without disability in 2018. In 2018, the medium gross personal income of people with disability was 49.7% that of that of people without disability (\$505 per week and \$1016 respectively). Paid internships, volunteer roles and part-time jobs offer an opportunity for employees to gain experience and for potential employers to build “disability confidence”<sup>5</sup>. Council is one of the major employers in Bayside and can play a critical role with opportunities in its own workforce and in helping prepare people with a disability for work with other local employers.

Outdated attitudes are the greatest barrier to inclusion in community life. A primary role for Council is to support changemakers within the community who are creating new avenues and opportunities for people with a disability. Council will offer access to grants and facilities to progressive sports clubs and community groups who enable opportunity within the Bayside community.



**Image:**

*Council established a Disability Access and Inclusion Advisory Committee to better understand the issues and potential solutions encountered by residents with a disability.*

## Goal 1 Connected and thriving community

### Strategic objectives

- 1.1 Improve community mental wellbeing and resilience
- 1.2 Drive opportunities that build social networks and community connections
- 1.3 Increase and support volunteerism
- 1.4 Reduce social isolation and loneliness



Actions	Progress indicator	Lead and partners	Timeline
1.1 Increase volunteer opportunities for people with a disability in Bayside.	<ul style="list-style-type: none"> <li>• Number of opportunities</li> <li>• Range of organisations offering opportunities to people with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Community Services</li> <li>• Libraries</li> <li>• Open Space</li> <li>• Arts &amp; Culture</li> <li>• Bayside Volunteering</li> </ul>	2021–2025
1.2 Investigate opportunities for enhancing Council’s capabilities through our recruitment practices to attract and welcome people with disabilities and investigate work opportunities at Council for people with disabilities.	<ul style="list-style-type: none"> <li>• Number and range of opportunities provided by Council.</li> </ul>	<ul style="list-style-type: none"> <li>• People and Strategy (lead)</li> <li>• Disability Resource Centre</li> <li>• Australian Network on Disability</li> <li>• Specialisterne</li> <li>• Community Wellbeing</li> </ul>	2021–2025
1.3 Encourage local Bayside employers to consider people with a disability in recruitment, internships or work placement.	<ul style="list-style-type: none"> <li>• Number of presentations provided</li> <li>• Involvement of Bayside Business Network</li> <li>• Delivery of Good Access is Good Business Program.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic Development (lead)</li> <li>• Bayside Business Network</li> <li>• Local trader associations</li> <li>• Local business community</li> <li>• Brotherhood of St Laurence</li> <li>• Australian Network on Disability</li> <li>• Service clubs</li> </ul>	2021–2023

Actions	Progress indicator	Lead and partners	Timeline
1.4 Support community groups providing peer and social support to people with a disability, and provide more communications about these opportunities.	<ul style="list-style-type: none"> <li>• Number of groups accessing Inclusive Bayside Community Grants.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Brotherhood of St Laurence</li> <li>• Local community groups</li> </ul>	2021–2022
1.5 Encourage activity and interest groups to increase their inclusion of people with a disability through grants and linking to groups who are achieving inclusivity.	<ul style="list-style-type: none"> <li>• Number of Inclusive Bayside Community Grants provided each year</li> <li>• Number of social media posts and reach</li> <li>• Provide more communications about these opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Local community organisations</li> </ul>	2021–2025
1.6 Investigate opportunities to support the Hidden Disabilities Sunflower program that raises awareness and supports people with disabilities which are not immediately obvious.	<ul style="list-style-type: none"> <li>• Discussions with Bayley House</li> <li>• Opportunities investigated.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Customer Service and Libraries</li> <li>• Economic Development</li> <li>• Bayley House</li> <li>• Local Traders groups</li> </ul>	2021–2025
1.7 Provide support and connection to carers of people with a disability through Council services and provide referral and information relating to the NDIS, as appropriate.	<ul style="list-style-type: none"> <li>• Number of programs delivered to support and connect carers.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Services (lead)</li> <li>• Community Wellbeing</li> <li>• Brotherhood of St Laurence</li> </ul>	2021–2025

Actions	Progress indicator	Lead and partners	Timeline
1.8 Explore partnership opportunities to strengthen and further support carers and families of people with a disability in Bayside.	<ul style="list-style-type: none"> <li>• Number of events and activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Services (lead)</li> <li>• Community Wellbeing</li> <li>• Alfred Health Carers</li> </ul>	2021–2025
1.9 Promote accessible social networking places and spaces in Bayside for people with a disability.	<ul style="list-style-type: none"> <li>• Increase in number of opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Community Services</li> <li>• Community Centres and Neighbourhood Houses</li> </ul>	2021–2025
1.10 Support people with a disability, carers and disability services to participate in Council’s Disability Access and Inclusion Advisory Committee.	<ul style="list-style-type: none"> <li>• Number of meetings</li> <li>• Progress on implementing Disability Action Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Governance</li> <li>• Disability Access and Inclusion Advisory Committee</li> </ul>	





## Goal 2 Healthy and active community

Traditional barriers for people with a disability being physically active are slowly being dismantled, allowing greater enjoyment of the physical and social benefits of sports and other activities. Council plays a key role in supporting local sport and recreation organisations to grow their skills in inclusion.

Parks Victoria's Healthy Parks Healthy People research has shown time spent being active in nature has significant and multiple effects on wellbeing. The local beaches and bushland reserves are an integral part of life in Bayside, and although the topography often presents additional access issues, Council is committed to progressively improving access with minimal disturbance of the natural environment



Image:

*The Sandringham District Netball Association All Abilities team received funding through the Inclusive Bayside Community Grants for equipment and specialised coach training.*



## Goal 2 Healthy and active community

### Strategic objectives

- 2.1 Increase physical activity opportunities for all ages and abilities
- 2.2 Improve healthy eating practices
- 2.3 Reduce consumption of alcohol and other drugs



Actions	Progress indicator	Lead and partners	Timeline
2.1 Develop a strategy to make swimming beaches in Bayside accessible.	<ul style="list-style-type: none"> <li>• Strategy developed</li> <li>• Implementation proceeding.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Life Saving Victoria</li> <li>• Local Bayside Life Saving clubs</li> <li>• Beach and Waterway Access Network</li> <li>• Department of Environment, Land, Planning and Water</li> </ul>	2021-2022
2.2 Support and encourage disability peer support groups and allied health professionals to hold accessible events in Bayside e.g., Blind Sports Victoria and Starfish Nippers at Hampton Life Saving Club.	<ul style="list-style-type: none"> <li>• Number of events.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Life Saving Victoria</li> <li>• Blind Sports Victoria</li> <li>• Local organisations and clubs</li> <li>• AAA Play</li> </ul>	2021–2025
2.3 Increase the number of playgrounds in Bayside with accessible equipment.	<ul style="list-style-type: none"> <li>• Number of playgrounds with accessible equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• Recreation and Events (lead)</li> <li>• Community Wellbeing</li> <li>• Project Services</li> </ul>	2021–2025
2.4 Increase and maintain a network of walking paths that are accessible.	<ul style="list-style-type: none"> <li>• Kilometres of compliant paths increased</li> <li>• Feedback from residents.</li> </ul>	<ul style="list-style-type: none"> <li>• Open Space (lead)</li> <li>• Community Wellbeing</li> </ul>	2021–2025

Actions	Progress indicator	Lead and partners	Timeline
2.5 Progressively implement opportunities to make Elsternwick Park Nature Reserve accessible and inclusive.	<ul style="list-style-type: none"> <li>• Access and inclusion considered at each key stage</li> <li>• Known and valued throughout Melbourne for accessibility to nature.</li> </ul>	<ul style="list-style-type: none"> <li>• Open Space (lead)</li> <li>• Elsternwick Park Association</li> <li>• Community Wellbeing</li> <li>• Project Services</li> </ul>	2021–2025
2.6 Encourage Bayside sports clubs to increase participation of people with a disability through the delivery of education and grants that build sustainable capability.	<ul style="list-style-type: none"> <li>• Number of clubs encouraging with people with a disability in teams.</li> <li>• Number of clubs running all-abilities programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Recreation Team (lead)</li> <li>• Community Wellbeing</li> <li>• Local clubs</li> </ul>	2021–2025
2.7 Ensure major Council-sponsored community events are accessible and access information is provided when promoting events.	<ul style="list-style-type: none"> <li>• Guidelines updated and implemented.</li> </ul>	<ul style="list-style-type: none"> <li>• Recreation and Events (lead)</li> <li>• Community Wellbeing</li> </ul>	2021–2025





## Goal 3

### Respectful and safe community

**Traditional barriers for people with a disability being physically active are slowly being dismantled, allowing greater enjoyment of the physical and social benefits of sports and other activities. Council plays a key role in supporting local sport and recreation organisations to grow their skills in inclusion.**

Public attitudes are determined by a community's experience and knowledge of disability. Attitudes towards people with a disability are often determined by ignorance, fear or a lack of opportunity to interact. Disrespect leads to marginalisation and decreased opportunities. Increasing public awareness and creating more opportunities for interaction between people with and without disability will assist in developing positive community attitudes and behaviours.

1 in 2 (47%) adults with disability have experienced violence after the age of 15, compared to 1 in 3 (36%) without disability. Women with disability report higher rates of sexual violence and intimate partner violence than their male counterparts (25% vs 15%)<sup>6</sup>.



#### Image:

*Bayside's Young Citizen of the Year, Sam Higgins (far left) assisted the Mayor, Cr Laurie Evans to open the new inclusive playground at Thomas Street in Hampton, along with members of the Community Reference Group for the project, in June 2021.*

## Goal 3 Respectful and safe community

### Strategic objectives

- 3.1 Reduce family violence, violence against women and elder abuse
- 3.2 Improve community attitudes and behaviours towards gender equality and child safety
- 3.3 Promote positive and respectful relationships
- 3.4 Identify opportunities to improve community safety and support crime prevention strategies



Actions	Progress indicator	Lead and partners	Timeline
3.1 Provide training and education for Council staff and volunteers and raise awareness of the barriers people with disabilities may face and strategies to support them.	<ul style="list-style-type: none"> <li>• All new staff introduced through staff induction to Council's commitments to people with disabilities.</li> <li>• Develop a training needs analysis to determine areas of Council that would benefit from specific training and provide to all relevant new staff within 12 months.</li> </ul>	<ul style="list-style-type: none"> <li>• People and Strategy (lead)</li> <li>• Community Wellbeing (lead)</li> <li>• Australian Network on Disability</li> </ul>	2021–2025
3.2 Develop a diverse bank of (paid and volunteer) local speakers to be able to address community organisations, schools and Council about social and attitudinal barriers and thriving with a disability.	<ul style="list-style-type: none"> <li>• Number of local speakers</li> <li>• Number of speaking engagements.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing Team (lead)</li> <li>• Local people with a disability</li> <li>• Communications and Engagement</li> <li>• Community Services</li> </ul>	2021–2025
3.3 Ensure the high incidence of family violence against people with a disability is communicated in all family violence awareness raising.	<ul style="list-style-type: none"> <li>• Incorporate in next Preventing Violence Together Strategy</li> <li>• Deliver Healthier Masculinities programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing Team (lead)</li> <li>• Women's Health in the South East</li> <li>• White Ribbon Working Group</li> </ul>	2021–2025
3.4 Promote positive and inclusive images of people with diverse abilities in Council promotional material, communications and media.	<ul style="list-style-type: none"> <li>• Positive and inclusive images are used in Council promotional material, communications and media.</li> </ul>	<ul style="list-style-type: none"> <li>• Communications and Engagement (lead)</li> <li>• Community Wellbeing</li> </ul>	2021–2025

Actions	Progress indicator	Lead and partners	Timeline
3.5 Investigate opportunities to improve pedestrian safety at Sandringham Hospital.	<ul style="list-style-type: none"> <li>• Pedestrian safety improved, in particular for bus users</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability and Transport (lead)</li> <li>• Community Wellbeing</li> <li>• Public Transport Victoria</li> <li>• Bus line operator</li> <li>• Sandringham Hospital</li> <li>• VicRoads</li> </ul>	2021–2025
3.6 Consult people with a disability in the development of the Bayside Road Safety Strategy.	<ul style="list-style-type: none"> <li>• Number of engagement opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability and Transport (lead)</li> <li>• Community Wellbeing</li> <li>• Communication and Engagement</li> </ul>	2021–2025





## Goal 4 Fair and Inclusive Community

**Liveable communities provide people with the opportunity to exercise their rights to live, learn, work and play. People with a disability encounter many barriers in the built environment that hamper their ability to participate in community life.**

As a provider of important community infrastructure, Council has a responsibility to ensure its buildings and facilities are accessible, and that it sets a high standard for accessibility in all areas of the built environment, and likewise in the digital environment.



### Image:

*Everyone has the right to enjoy the beach, regardless of age or ability, and this is made easier with beach matting and beach wheelchairs, shown here at Hampton Beach, and also available at Half Moon Bay.*



## Goal 4 Fair and Inclusive Community

### Strategic objectives

- 4.1 Promote and celebrate community diversity
- 4.2 Ensure access to affordable, appropriate, and inclusive services and infrastructure
- 4.3 Minimise health inequalities across groups within the community



Actions	Progress indicator	Lead and partners	Timeline
4.1 Celebrate and promote International Day of People with a Disability.	<ul style="list-style-type: none"> <li>• Program of community activities</li> <li>• Reach of social media and promotional activities</li> <li>• Let's Talk Bayside article.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Wellbeing (lead)</li> <li>• Communications and Engagement</li> <li>• Community Services</li> <li>• Libraries</li> <li>• Local community organisations</li> <li>• Local individuals with a disability</li> </ul>	2021–2025
4.2 Council facilities meet Disability Discrimination Act requirements, incorporate Universal Design, and have inclusion at the heart of operation and management.	<ul style="list-style-type: none"> <li>• Develop project framework and refine internal mechanisms for ensuring accessible design</li> <li>• Universal Design training delivered to project staff</li> <li>• Inclusion training delivered to facility managers.</li> </ul>	<ul style="list-style-type: none"> <li>• Project Services (lead)</li> <li>• Community Wellbeing</li> <li>• Community facility managers</li> </ul>	2021–2025



Actions	Progress indicator	Lead and partners	Timeline
4.3 Footpaths to be planned with consideration of “continuous path of travel” and maintained with targeted attention to repairs.	<ul style="list-style-type: none"> <li>• Provide disability awareness training to staff and contractors</li> <li>• Promote a system similar to ‘snap, send, solve’ to encourage issues to be reported</li> <li>• Consult with Disability Access and Inclusion Advisory Committee on disabled parking</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability and Transport Team (lead)</li> <li>• Community Wellbeing</li> <li>• Asset management</li> </ul>	2021–2025
4.4 Develop a strategic plan and investigate opportunities for a network of Changing Places facilities throughout Bayside.	<ul style="list-style-type: none"> <li>• Develop strategy including consideration of a beachside facility, Elsternwick Park Nature Reserve facility and a portable Marveloo for events</li> <li>• Incorporate opportunities into Public Toilet Strategy</li> <li>• Progressively implement.</li> </ul>	<ul style="list-style-type: none"> <li>• City Assets and Presentation (lead)</li> <li>• Community Wellbeing</li> </ul>	2021–2025
4.5 Undertake a “Good Access is Good Business” campaign to encourage local shopkeepers to ensure premises are accessible and staff are confident in welcoming people with a disability.	<ul style="list-style-type: none"> <li>• Number of businesses participating</li> <li>• Audit accessibility of shopping areas</li> <li>• Personal successful stories.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic Development (lead)</li> <li>• Community Wellbeing</li> <li>• Traders Groups</li> <li>• Service clubs</li> </ul>	2021–2025
4.6 Investigate opportunities to ensure all Council communications are accessible.	<ul style="list-style-type: none"> <li>• New website and external communications meet WCAG 2.1 AA Standards</li> <li>• Accessibility guide produced for internal use</li> <li>• Accessibility training provided where needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Digital (lead)</li> <li>• Communications and Engagement</li> <li>• Libraries</li> <li>• Customer Service</li> <li>• Governance</li> </ul>	2021–2025

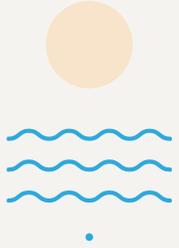
Actions	Progress indicator	Lead and partners	Timeline
4.7 Integrate and incorporate opportunities for people with a disability as part of: Seniors' Week, Children's Week, Carer's Week and other Community Services milestone programs.	• Number and range of activities.	• Community Services (lead)	2021–2025

**Reference list:**

1. Australian Network on Disability 2020, What is Disability, accessed 20 August 2021, <https://www.and.org.au/pages/what-is-a-disability.html>
2. Bayside City Council, Health and Wellbeing Profile 2020, Melbourne accessed 19 August 2021.
3. Australia Network on Disability 2020, Disability Statistics, accessed 20 August 2021, <https://www.and.org.au/pages/disability-statistics.html>
4. Brotherhood of St Laurence 2021, NDIS recipients Bayside, unpublished data.
5. National Disability Strategy Consultation Report 2021, Disability Advocacy Resource Unit, accessed 20 August 2021, <https://www.daru.org.au/resource/a-new-national-disability-strategy-stage-2-consultation-reports>
6. Australian Institute of Health and Welfare 2020, Australia Government, People with disability in Australia, accessed 20 August 2021, <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/justice-and-safety/violence-against-people-with-disability>



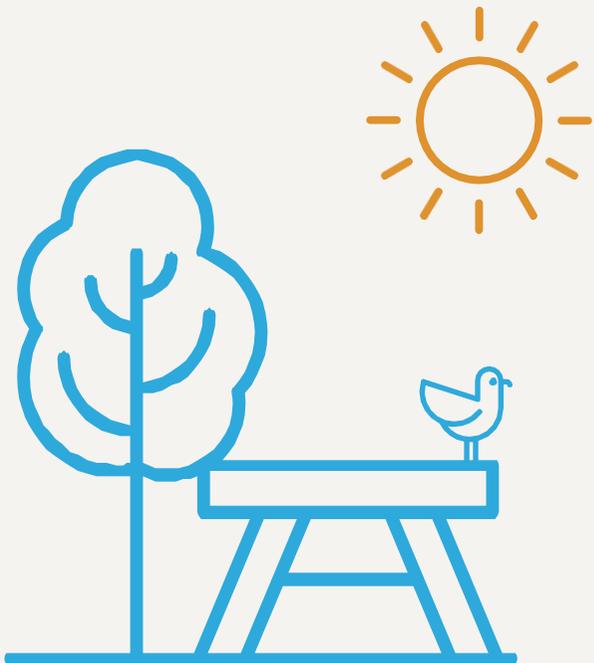




Respectful and safe



Healthy and active



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