Disability Action Plan Year 3 –

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 years1. 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 Melbourne2.

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.

Within the Bayside catchment for NDIS recipients, the majority of disabilities relate to intellectual disability, autism and psychosocial disability. 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 livable 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 and facilitating inclusive environments. 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 representatives from the National Disability Insurance Agency, local health services and local peer support groups.

### Co-design Principles

We will work in collaboration with people who have a lived experience of disability in our community to implement, monitor and evaluate the Disability Action Plan. The following co-design principles have been embedded in how we work alongside people with a disability in our community:

**Inclusive:** Increasing the diversity of representation of people with a disability on Bayside’s Disability Access and Inclusion Advisory Committee.

**Meaningful:** Ensuring members of Bayside’s Disability Access and Inclusion Advisory Committee are involved as active members with meaningful input throughout the implementation of the Disability Action Plan.

**Outcomes focused:** A focus on working collaboratively with Bayside’s Disability Access and Inclusion Advisory Committee looking at achieving change and improving outcomes.

**Adaptive:** Identifying opportunities to increase knowledge and respond to the arising needs and priorities of people with a disability in our community.

### Measuring Success

All 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 the Disability Access and Inclusion Advisory Committee and to Council. Progress against the Disability Action Plan will also be reported annually to the Department of Health.

### Key Priority Areas

The Disability Action Plan outlines key priority areas, each with their own set of objectives and strategies which have stakeholder responsibilities. The priority areas have been identified by Bayside’s Disability Access and Inclusion Advisory Committee in response to the arising priorities of people with a disability in our community and to align with the outcomes framework of the state plan. The action plan focuses on the following key priorities:

**Physical and Built Environment: Prioritising the accessibility of footpaths, roads, buildings, changing places and disabled parking across the municipality. Incorporate best practice in disability inclusion planning, with consideration of universal design principles across our work.**

**Information and Communication: A focus on the need for accessibility in our community, including the provision of accessible information and resources.**

**Employment: Work in partnership to build capacity of local employers and community organisations to employ people with a disability. A focus on Bayside’s ability to lead by providing more opportunities for work experience and internships for people with a disability.**

**Community Participation and Social Support:** Increasing the availability and capacity of programs available for people with a disability of all ages. Facilitate and strengthen opportunities that meet the needs of young people with a disability.

## 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 disability5. 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 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”5. 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.

Social and cultural attitudes are often 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.

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



**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

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 1.1 Increase volunteer opportunities for people with a disability in Bayside. | * Number of opportunities * Range of organisations offering opportunities to people with a disability. | * Community Wellbeing (lead) * Community Services * Libraries * Open Space * Arts & Culture * Bayside Volunteering | 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. | * Number and range of opportunities provided by Council. | * People and Strategy (lead) * Disability Resource Centre * Australian Network on Disability * Specialisterne * Community Wellbeing | 2021–  2025 |
| 1.3 Encourage local Bayside employers to consider people with a disability in recruitment, internships, or work placement. | * Number of good access is good business promotional messages to traders and local business networks. * Trader association meetings * Face to face interaction and networking between traders and council officers * Economic development strategy to incorporate inclusion and access | * Economic Development (lead) * Bayside Business Network * Local trader associations * Local business community * Australian Network on Disability * Service clubs | 2021–  2025 |

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 1.4 Support and encourage community groups to increase their inclusion of people with a disability and provide more communications about these opportunities. | * Number of groups accessing Inclusive Bayside Community Grants. * Number of social media posts and reach * Provide more communications about these opportunities. * Promotion of the Hidden Disability Sunflower program to community groups and council’s support through the Inclusive Bayside Partnership Grants. | * Community Wellbeing (lead) * Communications and Engagement * Local community groups | 2021–  2025 |
| 1.5 Support the delivery of the Hidden Disabilities Sunflower program to all teams across council. | * Implementation of Hidden Disabilities program across council. | * People & Strategy (lead) * Communications and Engagement * Community Wellbeing * Customer Service, Libraries & Galleries. | 2023-24 |
| 1.6 Provide support and connection to people with a disability and their carers who access Council services, and provide referral and information relating to the NDIS, as appropriate. | * Number of programs delivered to support and connect carers. | * Community Services (lead) * Community Wellbeing * Brotherhood of St Laurence | 2021–  2025 |

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 1.7 Explore partnership opportunities to strengthen and further support carers and families of people with a disability in Bayside. | * Number of networks and partnerships. * Number of events and activities delivered in collaboration and/or supported by council. | * Community Services (lead) * Community Wellbeing | 2021–  2025 |
| 1.8 Promote accessible social networking places and spaces in Bayside for people with a disability. | * Increase in number of opportunities. | * Community Wellbeing (lead) * Community Services * Community Centres and Neighbourhood Houses | 2021–  2025 |
| 1.9 Support people with a disability, carers, and disability services to participate in Council’s Disability Access and Inclusion Advisory Committee. | * Number of meetings * Progress on implementing Disability Action Plan. | * Community Wellbeing (lead) * Governance * Disability Access and Inclusion Advisory Committee | 2021–  2025 |

## 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

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 2.1 Develop a strategy to make swimming  beaches in Bayside accessible. | * Accessible beaches strategy background report developed and embedded into recreation strategy. * Beach wheelchair booking system is updated and reviewed annually. * Beach matting is rolled out and made available during summer months. * Inclusion Grants are promoted to beach groups / lifesaving clubs to encourage inclusion of more all-abilities programs at our beaches | * Community Wellbeing (lead) * Open Space & Recreation * Life Saving Victoria * Local Bayside Life Saving clubs. * Beach and Waterway Access Network * Department of Environment, Land, Planning and Water | 2021- 2025 |
| 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. | * Number of events supported through the Inclusive Bayside Partnership Grants. | * Community Wellbeing (lead) * Life Saving Victoria * Local organisations and clubs * AAA Play | 2021–  2025 |
| 2.3 Increase the number of playgrounds in Bayside with accessible equipment. | * Number of playgrounds with accessible equipment. | * Recreation and Events (lead) * Community Wellbeing * Project Services | 2021–  2025 |
| 2.4 Increase and maintain a network of  walking paths that are accessible. | * Kilometers of compliant paths increased. * Feedback from residents. | * Open Space (lead) * Community Wellbeing | 2021–  2025 |

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 2.5 Progressively implement opportunities to make Elsternwick Nature Reserve accessible and inclusive. | * Access and inclusion considered at each key stage. | * Open Space (lead) * Elsternwick Park Association * Community Wellbeing * Project Services | 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. | * Number of clubs accessing Inclusive Bayside Partnership Grants to support the participation of people with a disability. * Number of clubs running all-abilities programs. | * Recreation Team (lead) * Community Wellbeing * Local clubs | 2021–  2025 |
| 2.7 Ensure major Council-sponsored community events are accessible and access information is provided when promoting events. | * Accessible events guideline developed and implemented. | * Recreation and Events (lead) * Community Wellbeing * Communications and Engagement | 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%)6.

**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

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| **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. | * All new staff introduced through staff induction to Council’s commitments to people with disabilities. * 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. | * People and Strategy (lead) * Community Wellbeing (lead) * Australian Network on Disability | 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. | * Number of local speakers * Number of speaking engagements. | * Community Wellbeing Team (lead) * Communications and Engagement * Disability Access and Inclusion Advisory Committee | 2021–  2024 |
| 3.3 Ensure the high incidence of family violence against people with a disability is communicated in all family violence awareness raising. | * Number of engagement opportunities with regional PRET working group (Promoting Respect & Equity Together). * No of campaigns promoted and supported during key prevention of violence calendar dates such as 16 days of activism. | * Community Wellbeing Team (lead) * Policy Development Coordinator * Women’s Health in the Southeast – Promoting Respect and Equity Together Working Group | 2021–  2025 |
| 3.4 Promote positive and inclusive images of people with diverse abilities in Council promotional material, communications and media. | * Positive and inclusive images are used in Council promotional material, communications, and media. | * Communications and Engagement (lead) * Community Wellbeing | 2021–  2025 |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 3.5 Advocate to Department of Transport (DoT) to improve pedestrian safety at Sandringham Hospital. | * Pedestrian safety improved, in particular for bus users. | * Climate, Waste, and Integrated Transport (lead) * Community Wellbeing * Public Transport Victoria * Sandringham Hospital * VicRoads | 2021–  2025 |
| 3.6 Consult people with a disability in the development of the Bayside Road Safety Strategy. | * Number of engagement opportunities. | * Climate, Waste, and Integrated Transport (lead) * Community Wellbeing * Communication and Engagement | 2024 |

## Goal 4

### Fair and Inclusive Community

Livable 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.

### 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.

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| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 4.1 Celebrate and promote International Day of People with a Disability. | * Program of community activities * Reach of social media and promotional activities * Let’s Talk Bayside article. * Promotion of Inclusive Bayside Partnership grants and events grants for activities targeting Bayside residents. | * Community Wellbeing (lead) * Communications and Engagement * Community Services * Libraries * Local community organisations * Local individuals with a disability | 2021–  2025 |
| 4.2 Council facilities meet Disability Discrimination Act requirements, incorporate Universal Design, and have inclusion at the heart of operation and management. | * Develop project framework and refine internal mechanisms for ensuring accessible design * Universal Design training delivered to project staff * Inclusion training delivered to facility managers. | * Project Services (lead) * Community Wellbeing * Community facility managers | 2021–  2025 |

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| **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. | * Promote a system similar to ‘snap, send, solve’ to encourage issues to be reported. * Consult with Disability Access and Inclusion Advisory Committee on key strategies and upgrades. | * Sustainability and Transport Team (lead) * Community Wellbeing * Asset management | 2021–  2025 |
| 4.4 Develop a strategic plan and investigate opportunities for a network of Changing Places facilities throughout Bayside. | * Develop strategy including consideration of a beachside facility, Elsternwick Park Nature Reserve facility and a portable Marveloo for events. * Incorporate opportunities into Public Toilet Strategy. | * City Assets and Presentations (lead) * Community Wellbeing | 2023-2024 |
| 4.5 Encourage local shopkeepers to ensure premises are accessible and staff are confident in welcoming people with a disability. | * No of engagement opportunities were access and inclusion of people with a disability is promoted. * Audit accessibility of shopping areas | * Economic Development (lead) * Community Wellbeing * Traders Groups * Service clubs | 2021–  2025 |
| 4.6 Investigate opportunities to ensure all Council communications are accessible. | * New website and external communications meet WCAG 2.1 AA Standards. * Accessibility guide produced for internal use. * Accessibility training provided where needed. | * Communications and Engagement (lead) * Digital * Libraries * Customer Service * Governance | 2021–  2025 |
| 4.7 Integrate and incorporate opportunities for people with a disability as part of: Seniors’ Week, Children’s Week, Carer’s Week, Freeza, and other Community Services milestone programs. | * Number and range of activities. | * Children & Youth * Community Wellbeing * Healthy Ageing * Community Services | 2021–  2025 |
| **Actions** | **Progress indicator** | **Lead and partners** | **Timeline** |
| 4.8 Undertake engagement with the Disability Access and Inclusion Advisory Committee on codifying accessibility standards for public toilets and footpaths into Asset service Level Standards. | * Number of engagement opportunities with the Disability Access and Inclusion Advisory Committee. * Number of public toilets and footpaths into Asset service Level Standards. | * City Assets and Presentations (lead) | 2023 - 2024 |

**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.