



City of Nedlands

Disability access and inclusion plan

2018-19 – 2023-24





Disability access and inclusion plan 2018-19 – 2023-24

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City of Nedlands

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nedlands.wa.gov.au



1.0 Introduction

Local governments have unique knowledge of and close connections with their communities. Interaction between ratepayers and council staff occur at many levels and in a variety of ways and settings, which enable the actions of local governments to be closely guided by their communities. This is important as the actions of local governments have a direct impact on those who live within their boundaries.

The 2018-19 – 2023-24 City of Nedlands Disability Access and Inclusion Plan (DAIP or the Plan) has been created as a result of engagement with real people who are at risk of exclusion in community life. A series of conversations with City of Nedlands (the City) staff, contractors, disability service providers, community organisations, people with disability and their families have been essential in the development of this DAIP.

This DAIP follows on from the City of Nedlands 2013-14 – 2017-18 plan by incorporating lessons learnt and identifying recurring themes raised by the community to make the Plan relevant, useful and achievable.

The DAIP aims to improve access for all. This includes not just people with a permanent disability, but also parents with young children and prams, the elderly and people from cultural and linguistically diverse backgrounds as well as those community members who have a temporary impairment.

2.0 Legislation and strategic influences

The Disability Services Act 1993 (WA) and its 2004 amendments, require that all State and local government authorities implement a DAIP. The purpose is for the relevant authority to ensure that people with disability have equal access to its facilities and services.

The National Disability Insurance Scheme (NDIS) aims to support a better life for Australians with a significant and permanent disability, their families and carers. This scheme is currently being implemented across Australia and will assist people with disability.

Other legislation relevant to access and inclusion includes:

- » Equal Opportunity Act 1984 (WA).
- » Commonwealth Disability Discrimination Act – Access to Premises/Buildings 2011 (DDA).
- » United Nations Convention on the Rights of People with Disabilities (UNCRPD).



3.0 What is a disability?

A disability is any continuing condition that restricts everyday activities. The Disability Services Act 1993 (WA) defines disability as something which:

- » Is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.
- » Is permanent or likely to be permanent.
- » May or may not be of a chronic or episodic nature.
- » Results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.

Disability data and trends

The 2015 Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers found the following:

- » Almost one in five Australians reported living with disability (18.3% or 4.3 million people).
- » The majority (78.5%) of people with disability reported a physical condition, such as back problems, as their main long-term health condition. The other 21.5% reported mental and behavioural disorders.
- » More than half of those with disability aged 15 to 64 years participated in the labour force (53.4%), which is considerably fewer than those without disability (83.2%).

The number of West Australians with disability increases with age. According to 2016 ABS data, 51% of West Australians over 60 years of age have a disability compared to the average across all ages of approximately 18%.

Between 2006 and 2026 the number of people with disability in Western Australia is expected to increase by more than 210,000, due mainly to the ageing population. While age itself is not a disability, the incidence of disability increases with age.

A vital part of our community is the role of carers. A carer is defined as a person who provides any informal assistance, in terms of help or supervision, to older people (aged 65 years and over) and those with disability.

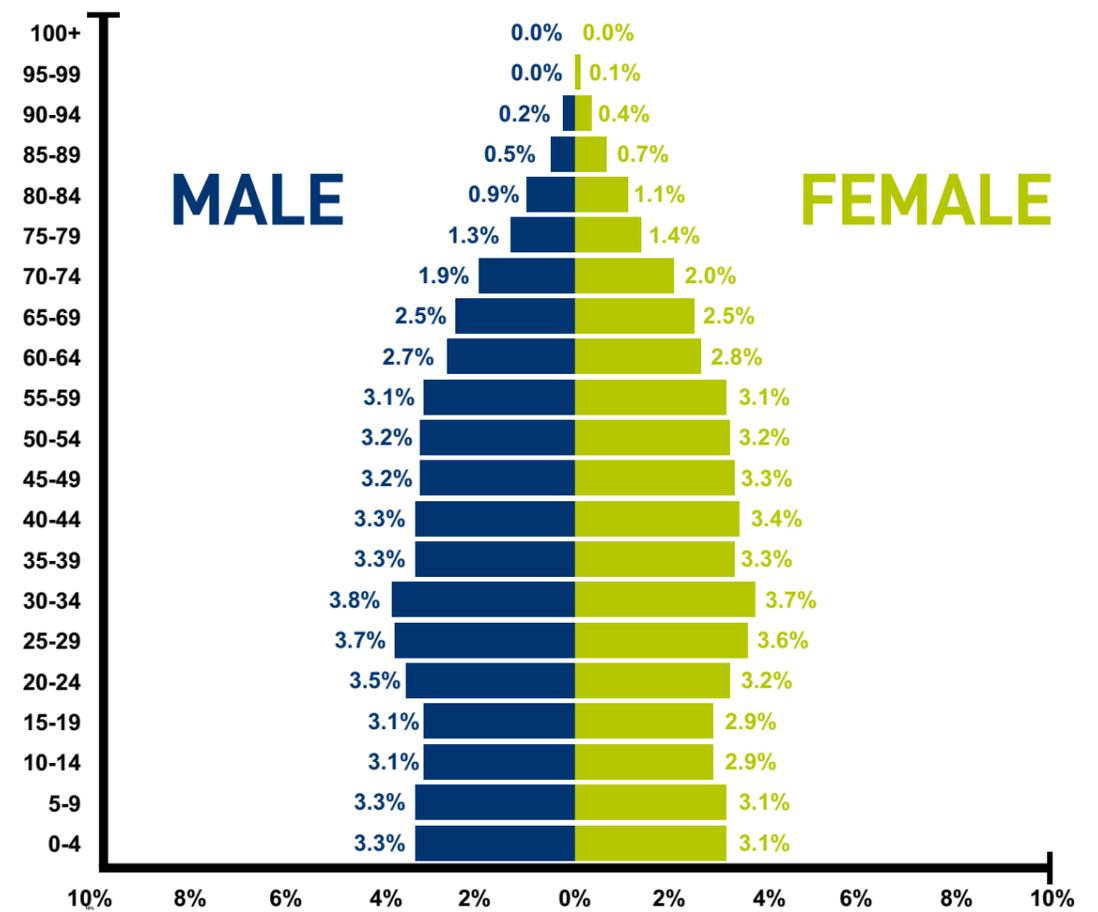
In 2015, almost 2.7 million Australians were carers with the average age of carers being 55 years and approximately one third of primary care givers living with a disability themselves. An effective DAIP aims not only to support those with disability but also the many people who care for them.



Hidden versus visible disability

A disability and the impact of it cannot always be easily identified. An individual in a wheelchair trying to navigate an uneven footpath is different to a person with a cognitive impairment due to dementia who may be unable to communicate all their needs. Awareness and education are vital to prevent ignorance of the range of disabilities.

Figure 1: Ageing and demographic trends in Australia.



Australia - 2017
Population: 24, 641, 661

4.0 Information about the City of Nedlands

The City of Nedlands has a population of more than 21,000 people and comprises the suburbs of Nedlands, Dalkeith, Mt Claremont, Swanbourne and parts of Floreat and Shenton Park.

According to the ABS, the City has a higher median age relative to other local government areas. Key items from the 2016 ABS Census are listed below:

| | City of Nedlands | Greater Perth average |
|---|------------------|-----------------------|
| Median age | 41.6 years | 35.8 years |
| Persons who have need for assistance with core activities (%) | 3.5 | 3.9 |

The population of the City of Nedlands is significantly older than the Greater Perth average, however the percentage of individuals identifying they need assistance for daily activities is lower than the Greater Perth average.

The City of Nedland’s community, built environment and natural landscape all influence inclusion. While the City is a modern local government area, it also has a number of older heritage-listed buildings. The City has a mix of commercial, educational and residential land uses, as well as a significant number of disability service providers, particularly in the suburb of Shenton Park.

The Indian Ocean at Swanbourne, as well as the Swan River foreshore in Nedlands and Dalkeith, require unique accessibility considerations. In regard to mobility corridors, the City is well-serviced with significant road and public transport, both bus and train.

Consideration needs to be given to all these factors, and their potential as barriers, when aiming to increase inclusion through the DAIP.

5.0 Facilities and services provided by the City of Nedlands

The City of Nedlands provides the standard functions of a local government including:

- **Asset management. e.g. footpaths, roads, buildings, playgrounds, reserves and other open space**
- **Ranger**
- **Parking**
- **Sustainability**
- **Events**
- **Community Development**
- **Waste**
- **Environmental Health**
- **Building and planning approvals**



6.0 Preparing, monitoring and reporting on the DAIP

The City of Nedlands Community Development department is responsible for co-ordinating the development, monitoring and reporting of the City's DAIP to the Department of Communities, Disability Services.

Each business unit within the City creates its own specific DAIP actions and reports against them annually with DAIP actions being assigned to a responsible officer. Whole-of-organisation collaboration is encouraged to ensure the co-ordinated delivery of City services.

The Disability Services Act 1993 (WA) requires the City of Nedlands to report on the implementation of its DAIP in its annual reporting. The reporting needs to include information about:

- » Progress in achieving City of Nedlands DAIP outcomes.
- » Progress from contractors and agents engaged by the City of Nedlands to provide goods or services.
- » Strategies used by the City of Nedlands to inform contractors and agents of the DAIP.

7.0 City of Nedlands Access Working Group

The City of Nedlands Access Working Group was established by the City of Nedlands in 2001 to provide advice to the City on access and inclusion. The group is comprised of City of Nedlands staff and members of the community with experience of disability. This provides a strong connection between the local government and community members who have awareness of disability.

The Department of Communities, Disability Services recommends establishing a DAIP working group when reviewing and developing a DAIP. The City of Nedlands Access Working Group assisted with the DAIP review process.



8.0 Achievements during the 2012-13 – 2017-18 DAIP

- » Completion of play equipment at the Jo Wheatley All Abilities Play Space at Beaton Park – toilets and changing places facility yet to be completed.
- » Delivery of books to housebound residents via the “Books on Wheels” program.
- » Transport of housebound residents to Nedlands Library via the “book bus”.
- » eAudio and large print books at Nedlands Library.
- » DAIP training to City of Nedlands staff.
- » Work with private provider, Edge Employment, to increase employment opportunities in the City of Nedlands for people with disability.
- » Provision of “ageing well” programs for the community.
- » Social activities to reduce and prevent social exclusion.

9.0 Strategies to inform agents and contractors

The Disability Services Act 1993 (WA) requires agents and contractors of public authorities to conduct their business in a manner that is consistent with the contracting public authority’s DAIP, in this instance the City.

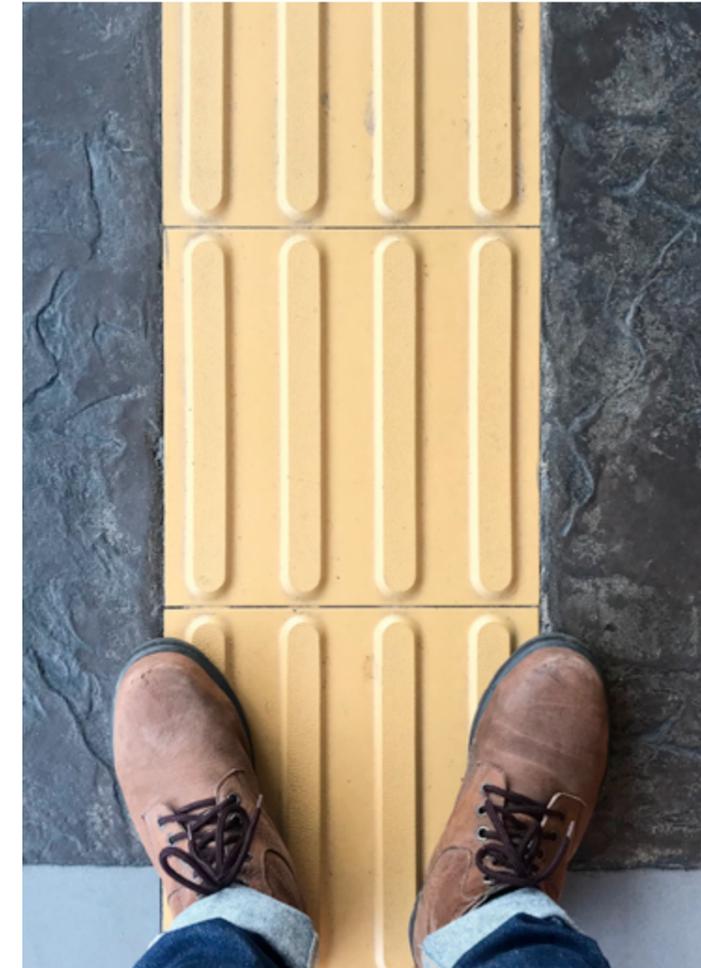
The intent of the Act is to increase awareness so that consideration is given to the needs of people with disability when providing a service to the public.

DAIP requirements relating to agents and contractors consist of the following:

- » Applies only to new contract variations.
- » Applies only to services provided to the public.
- » Does not apply to services provided directly to the public authority itself.

Strategies that the City of Nedlands utilise include:

- » Reference to the City’s DAIP is included in contract documents.
- » Contractors and agents are required to complete progress reports to the City that demonstrate awareness of the DAIP.





10.0 The process – development of the 2018-19 - 2023-24 DAIP

The City of Nedlands commenced the review of the DAIP in 2017. The process included recommendations provided by the Department of Communities, Disability Services to assist local governments to develop a DAIP.

Listen

Development of a communication and consultation plan identifying key stakeholders and the best methods to communicate and engage with them including:

- » Word of mouth.
- » Advertising on Council website.
- » Information distribution utilising a stakeholder database.
- » Advertising in local newspapers.
- » Face-to-face, phone and electronic conversations.
- » Workshops held with the community, City staff, Elected Members and the Access Working Group.
- » Survey via the City of Nedlands “Your Voice” engagement portal as well as hard copy and large print distributed to key locations within the City.

The consultation process involved three phases of engagement.

Phase 1 - meetings and presentations

Internal meetings

The initial consultation comprised a series of face-to-face meetings by the DAIP consultants with City staff from relevant business units. This allowed for specific actions to be identified and tailored to suit relevant business unit services.

Key themes from internal meetings:

- » Website improvements needed.
- » Improved park accessibility and furniture locations needed.
- » Jo Wheatley All Abilities Play Spaces will meet some currently unmet needs.
- » Ease of access to information required.
- » Recommendation to review engagement portal and content structure.
- » Employment partnerships with support agencies need to continue.
- » Prepare employment policy to support DAIP.
- » Improvements to signage required to aid accessibility.
- » City correspondence and communication should be easy to read and understand.
- » Service and Information staff should have knowledge of accessibility issues.
- » Accessible buildings and fixtures are important.
- » Building audit is required to prioritise funds spent on accessibility of buildings.
- » All events should be accessible.

Internal presentations

Presentations were made by the DAIP consultants to provide a top-down approach to complement the grassroots consultation to the following:

- » Elected Members.
- » The City's Executive Management Team.
- » Managers and other responsible officers.

Phase 2 – community survey

The second phase of the consultation involved an electronic and paper survey. A total of 28 surveys were completed.

Key themes from the community survey:

- » Lack of ACROD parking in general and at events.
- » Events have access issues including parking and distance to toilets.
- » Lack of accessible public toilets.
- » Transport essential for those not able to drive.
- » The City's website is not user-friendly.
- » More (range of) opportunities needed to provide feedback to the City.
- » More face-to-face consultation.
- » Accessibility of the City's administration building is a barrier to employment of people with disability.
- » Positioning of rubbish bins after pick up can make it difficult for people with disability to manoeuvre.
- » Need to increase awareness of cognitive and psychiatric disabilities.
- » Lack of awareness of the City's community grants to assist projects to improve inclusion.

Phase 3 – community one-to-one and group meetings

A series of one-to-one meetings were undertaken with community members and organisations that are within the City and likely to have awareness of inclusion issues.

Key themes from one-to-one and group meetings:

- » Disability awareness training should be delivered to City staff by people with disability.
- » The City's website needs to be more accessible.
- » Keep communicating via various mediums, not just electronically.
- » The transport provided to the library and other City locations is very valuable.
- » Consider partnering with a group with disabilities to run a café.
- » Promotion needed of inclusive practices at City events.
- » Increase relationships with disability service providers and disability employment agencies.
- » Hearing augmentation, such as a hearing loop, is required at Mt Claremont Community Centre.
- » Generally positive feedback about the City's approach to inclusion.

Review

- » Assessment of past five years of annual updates to Department of Communities, Disability Services.
- » Analysis of survey information.
- » Analysis of workshop, one-to-one meetings and individual comments.

Back and forth

Draft DAIP reviewed by City staff, Elected Members and Department of Communities, Disability Services.

The strategy document

The creation of the City of Nedlands 2018-19 - 2023-24 DAIP promoted to the community and implemented.

11.0 Promotion of the new DAIP

The DAIP will be promoted to the wider community on the City's website, through advertisements in the local newspaper and by direct communication with individuals and disability-related organisations.



Outcome 1 | Services and Events

People with disability have the same opportunities as other people to access the services of and any events organised by the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|--|--|--|
| Meet with Shenton College and/or other disability support organisation to get advice on how Splashfest can be more inclusive of kids with disability. | If within budget, implement inclusive ideas into Splashfest 2020; if not within current budget, include these inclusive ideas in draft 2020-21 budget for implementation at Splashfest 2021. | Implement inclusive changes to Splashfest and seek feedback from attendees with disability, their families and/or disability support organisations. |
| Meet with Parks Manager to review location for Summer Concerts in the Park and identify any access upgrades needed for the locations decided on. | Include question on accessibility in user satisfaction survey of Summer Concerts in the Park. | Continue to include question on accessibility in user satisfaction survey for Summer Concerts in the Park. |
| Hold event to promote Jo Wheatley All Abilities Play Space to community, including to disability service providers. | | |
| Commence investigation into planning mechanisms designed to facilitate developers considering and providing more inclusive and accessible designs and buildings. | Commence investigation into planning mechanisms designed to facilitate developers considering and providing more inclusive and accessible designs and buildings. | Commence investigation into planning mechanisms designed to facilitate developers considering and providing more inclusive and accessible designs and buildings. |
| Provide and promote library activities and services aimed at inclusion and preventing social isolation. | Provide and promote library activities and services aimed at inclusion and preventing social isolation. | Provide and promote library activities and services aimed at inclusion and preventing social isolation. |
| Provide a large print and talking book collection at Nedlands and Mt Claremont Libraries. | Provide a large print and talking book collection at Nedlands and Mt Claremont Libraries. | Provide a large print and talking book collection at Nedlands and Mt Claremont Libraries. |
| Provide online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service. | Provide online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service. | Provide an online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service. |
| Promote to the community disability accessible items and equipment available at Nedlands and Mt Claremont Libraries. | Promote to the community disability accessible items and equipment available at Nedlands and Mt Claremont Libraries. | Promote to the community disability accessible items and equipment available at Nedlands and Mt Claremont Libraries. |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|--|--|--|
| Implement feedback on accessibility of Splashfest provided in previous year. | Continue to implement inclusive approach to Splashfest developed in previous years. | Community Development Officer (Youth & Children) |
| Continue to include question on accessibility in user satisfaction survey for Summer Concerts in the Park. | Continue to include question on accessibility in user satisfaction survey for Summer Concerts in the Park. | Community Development Officer (Events) |
| | | Manager Community Development |
| | | Manager Planning |
| Provide and promote library activities and services aimed at inclusion and preventing social isolation. | Provide and promote library activities and services aimed at inclusion and preventing social isolation. | Manager Community Service Centres |
| Provide a large print and talking book collection at Nedlands and Mt Claremont Libraries. | Provide a large print and talking Book collection at Nedlands and Mt Claremont Libraries. | Manager Community Service Centres |
| Provide an online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service. | Provide online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service. | Manager Community Service Centres |
| Promote to the community disability accessible items and equipment available at Nedlands and Mt Claremont Libraries. | Promote to the community disability accessible items and equipment available at Nedlands and Mt Claremont Libraries. | Manager Community Service Centres |

Outcome 1 | Services and Events (continued)

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|---|---|---|
| | | |
| Provide a modified bus for eligible community members to access the services provided by Nedlands Community Care. | Provide a modified bus for eligible community members to access the services provided by Nedlands Community Care. | Provide a modified bus for eligible community members to access the services provided by Nedlands Community Care. |
| Promote and provide a positive ageing program to the seniors within the Nedlands community. | Promote and provide a positive ageing program to the seniors within the Nedlands community. | Promote and provide a positive ageing program to the seniors within the Nedlands community. |
| Provide technology classes and/or workshops for seniors at Nedlands Community Care. | Provide technology classes and/or workshops for seniors at Nedlands Community Care. | Provide technology classes and/or workshops for seniors at Nedlands Community Care. |
| Provide social activities aimed at inclusion and preventing social isolation. | Provide social activities aimed at inclusion and preventing social isolation. | Provide social activities aimed at inclusion and preventing social isolation. |
| Provide a large screen television for easier viewing for vision-impaired clients at Nedlands Community Care. | Provide a large screen television for easier viewing for vision-impaired clients at Nedlands Community Care. | Provide a large screen television for easier viewing for vision-impaired clients at Nedlands Community Care. |
| Provide disability training for PRCC staff as required. | Provide disability training for PRCC staff as required. | Provide disability training for PRCC staff as required. |
| Provide activities for children which encourage cultural and social inclusion. | Provide activities for children which encourage cultural and social inclusion. | Provide activities for children which encourage cultural and social inclusion. |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|---|-----------------------------------|
| | Review and assess current disability access to building and collection at Nedlands Library and investigate appropriate options. | Manager Community Service Centres |
| Provide a modified bus for eligible community members to access the services provided by Nedlands Community Care. | Provide a modified bus for eligible community members to access the services provided by Nedlands Community Care. | Manager Community Service Centres |
| Promote and provide a positive ageing program to the seniors within the Nedlands community. | Promote and provide a positive ageing program to the seniors within the Nedlands community. | Manager Community Service Centres |
| Provide technology classes and/or workshops for seniors at Nedlands Community Care. | Provide technology classes and/or workshops for seniors at Nedlands Community Care. | Manager Community Service Centres |
| Provide social activities aimed at inclusion and preventing social isolation. | Provide social activities aimed at inclusion and preventing social isolation. | Manager Community Service Centres |
| Provide a large screen television for easier viewing for vision-impaired clients at Nedlands Community Care. | Provide a large screen television for easier viewing for vision-impaired clients at Nedlands Community Care. | Manager Community Service Centres |
| Provide disability training for PRCC staff as required. | Provide disability training for PRCC staff as required. | Manager Community Service Centres |
| Provide activities for children which encourage cultural and social inclusion. | Provide activities for children which encourage cultural and social inclusion. | Manager Community Service Centres |

Outcome 2 | Buildings and Facilities

People with disability have the same opportunities as other people to access the buildings and other facilities of the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|---|---|---|
| All playground facilities listed within the capital works program for upgrade will be upgraded to current Australian Standards for equal access and safety. | All playground facilities listed within the capital works program for upgrade will be upgraded to current Australian Standards for equal access and safety. | All playground facilities listed within the capital works program for upgrade will be upgraded to current Australian Standards for equal access and safety. |
| Upgrade reserve path network, as specified in the Capital Works Program, to current DDA standards to improve accessibility and connectedness. | Upgrade reserve path network, as specified in the Capital Works Program, to current DDA standards to improve accessibility and connectedness. | Upgrade reserve path network, as specified in the Capital Works Program, to current DDA standards to improve accessibility and connectedness. |
| Budget for an audit of City buildings to identify disability access issues and improvements required, to be included in 2019-20 budget. | Undertake an audit of all City buildings to identify any disability access issues, if funds for audit have been approved in 2019-20 budget. | |
| All engineering projects are constructed in compliance with Australian Standards for equal access and safety where possible and practical. | All engineering projects are constructed in compliance with Australian Standards for equal access and safety where possible and practical. | All engineering projects are constructed in compliance with Australian Standards for equal access and safety where possible and practical. |
| All design of City infrastructure to comply with relevant Australian Standards for equal access and safety where possible and practical. | All design of City infrastructure to comply with relevant Australian Standards for equal access and safety where possible and practical. | All design of City infrastructure to comply with relevant Australian Standards for equal access and safety where possible and practical. |
| | Implement hearing augmentation device into Mt Claremont Community Centre. | |
| | | Investigate other City buildings for possible hearing loop installation. |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|---|------------------------------|
| All playground facilities listed within the capital works program for upgrade will be upgraded to current Australian Standards for equal access and safety. | All playground facilities listed within the capital works program for upgrade will be upgraded to current Australian Standards for equal access and safety. | Manager Parks Services |
| Upgrade reserve path network, as specified in the Capital Works Program, to current DDA standards to improve accessibility and connectedness. | Upgrade reserve path network, as specified in the Capital Works Program, to current DDA standards to improve accessibility and connectedness. | Manager Parks Services |
| | | Manager Engineering Services |
| All engineering projects are constructed in compliance with Australian Standards for equal access and safety where possible and practical. | All engineering projects are constructed in compliance with Australian Standards for equal access and safety where possible and practical. | Manager Engineering Services |
| All design of City infrastructure to comply with relevant Australian Standards for equal access and safety where possible and practical. | All design of City infrastructure to comply with relevant Australian Standards for equal access and safety where possible and practical. | Manager Engineering Services |
| | | Manager Information Systems |
| | | Manager Information Systems |

Outcome 3 | Information

People with disability receive information from the City of Nedlands in a format that will enable them to access the information, as readily as other people are able to access it.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|--|---|---|
| | | Review the City's website information on existing bushland trails that are suitable for disability access. |
| Undertake a review of the City's website regarding ACROD parking within the City of Nedlands. | | |
| Maintain accessibility of information produced by Communications where possible | Maintain accessibility of information produced by Communications where possible. | Maintain accessibility of information produced by Communications where possible. |
| Review website to understand accessibility needs and whether new site is needed or if current website can be upgraded. | Action website upgrade/re-build ensuring accessibility is incorporated into the build. | Test upgraded/rebuilt website for accessibility with appropriate focus group. |
| Start review of City's style guide, incorporate accessibility guidelines for communications (including forms and templates). | Complete review of City's style guide, incorporating accessibility guidelines for communications. | Ensure staff are aware of style guide and adhere to it. |
| Continue to focus on educational and cultural change for organisation in relation to communications (print/online). | Continue to focus on educational and cultural change for organisation in relation to communications (print/online). | Continue to focus on educational and cultural change for organisation in relation to communications (print/online). |
| Provide PDF and Word versions of Council agendas, minutes and Council reports on City's website. (Note: may exclude some Council report attachments) | Provide PDF and Word versions of Council agendas, minutes & Council reports on City's website. (Note: may exclude some Council report attachments). | Provide PDF and Word versions of Council agendas, minutes and Council reports on City's website. (Note: may exclude some Council report attachments). |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|---|------------------------------------|
| | | Manager Health and Compliance |
| | | Manager Health and Compliance |
| Maintain accessibility of information produced by Communications where possible. | Maintain accessibility of information produced by Communications where possible. | Senior Communications Officer |
| New website complete and live; maintain integrity of accessibility. | Maintain integrity of accessibility on website. | Manager Information Systems |
| All communications to reflect reviewed style guide, especially in terms of accessibility. | All communications to reflect reviewed style guide, especially in terms of accessibility. | Senior Communications Officer |
| Continue to focus on educational and cultural change for organisation in relation to communications (print/online). | Continue to focus on educational and cultural change for organisation in relation to communications (print/online). | Senior Communications Officer |
| Provide PDF and Word versions of Council agendas, minutes and Council reports on City's website. (Note: may exclude some Council report attachments). | Provide PDF and Word versions of Council agendas, minutes and Council reports on City's website. (Note: may exclude some Council report attachments). | Executive Assistant to CEO & Mayor |

Outcome 4 | Service from Employees

People with disability receive the same level and quality of service from the staff of the City of Nedlands as other people receive from the staff of the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|-------------------|---|-------------------|
| | Organise training for staff in providing service to people with disability, with the training itself to be provided by a person or persons with disability. | |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|-------------------|-------------------------|
| Organise training for staff in providing service to people with disability, with the training itself to be provided by a person or persons with disability. | | Manager Human Resources |

Outcome 5 | Feedback and Complaints

People with disability have the same opportunities as other people to make complaints to the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|---|-------------------|-------------------|
| Review City's complaints process and ensure it is accessible to people with disability. | | |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|-------------------|-------------------|-----------------------------|
| | | Manager Information Systems |

Outcome 6 | Public Consultation

People with disability have the same opportunities as other people to participate in any public consultation by the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|---|---|---|
| Work with Communications to maintain accessibility of information for engagement activities (printed and electronic). | Work with Communications to maintain accessibility of information for engagement activities (printed and electronic). | Work with Communications to maintain accessibility of information for engagement activities (printed and electronic). |
| When planning engagement activities in facilities ensure accessibility is addressed. | When planning engagement activities in facilities ensure accessibility is addressed. | When planning engagement activities in facilities ensure accessibility is addressed. |
| Review the City's engagement practices against IAP2 standards. | Review findings of previous year's action and develop and action plan and budget requests if needed. Commence implementation. | Continue implementation. |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|---|----------------------------------|
| Work with Communications to maintain accessibility of information for engagement activities (printed and electronic). | Work with Communications to maintain accessibility of information for engagement activities (printed and electronic). | Community Engagement Coordinator |
| When planning engagement activities in facilities ensure accessibility is addressed. | When planning engagement activities in facilities ensure accessibility is addressed. | Community Engagement Coordinator |
| Review of improvements. | | Community Engagement Coordinator |

Outcome 7 | Employment

People with disability have the same opportunities as other people to obtain and maintain employment with the City of Nedlands.

| Year 1 2018-19 | Year 2 2019-20 | Year 3 2020-21 |
|---|---|---|
| Continue employment of current staff member (or replacement) as initiated by Edge Employment. | Continue employment of current staff member (or replacement) as initiated by Edge Employment. | Continue employment of current staff member (or replacement) as initiated by Edge Employment. |
| Continue to comply with legislative requirements for disability employment. | Continue to comply with legislative requirements for disability employment. | Continue to comply with legislative requirements for disability employment. |

| Year 4 2021-22 | Year 5 2022-23 | Responsible Officer |
|---|---|-------------------------|
| Continue employment of current staff member (or replacement) as initiated by Edge Employment. | Continue employment of current staff member (or replacement) as initiated by Edge Employment. | Manager Human Resources |
| Continue to comply with legislative requirements for disability employment. | Continue to comply with legislative requirements for disability employment. | Manager Human Resources |

