

Disability Access and Inclusion Plan

Outcome 1. Service and Events

Objectives	Actions	Supporting plans	Lead	23/24	24/25	25/26	26/27	27/28
1.1. People with disability have the same opportunities as other people to access the services of, and any events organised by, the City of Nedlands	1.1.1. Provide and promote library activities and services aimed at inclusion and preventing social isolation.	DAIP 2023 - 2028	Manager Community Services	●	●	●	●	●
	1.1.2. Provide a large print and talking book collection at Nedlands and Mt Claremont libraries.			●	●	●	●	●
	1.1.3. Provide online, downloadable eAudiobook, eBook and eMagazine collections through the Library Service.			●	●	●	●	●
	1.1.4. Develop a book collection at Nedlands and Mt Claremont libraries for children that explain autism and other disabilities.				●			
	1.1.5. Promote and provide a positive ageing program to the seniors within the Nedlands community.				●	●	●	●
	1.1.6. Provide technology classes and/or workshops for seniors within the Nedlands community.				●	●	●	●
	1.1.7. Provide activities for children which encourage cultural and social inclusion			●	●	●	●	●
	1.1.8. Provide Community Grants program for Disability related projects.		●	●	●	●	●	
	1.1.9. Develop the capacity and capability of staff and community to support and deliver accessible and inclusive events and programs within the City of Nedlands.		●	●	●	●	●	
	1.1.10. Include a question on accessibility in user satisfaction survey of events run by Community Development.		●	●	●	●	●	
	1.1.11. Develop an Access Advisory Group as per Council Resolution from 25 May, 2021.			●				

Outcome 2. Buildings and Facilities

	Actions	Supporting Plans	Lead	23/24	24/25	25/26	26/27	27/28
2.1. People with disability have the same opportunities as other people to access the buildings and other facilities of the City of Nedlands.	2.1.1. Ensure new buildings and facilities, including significant upgrades, exceed minimum disability access requirements where possible.	DAIP 2023 - 2028	Manager City Projects and Programs	●	●	●	●	●
	2.1.2. Identify opportunities to improve universal access to Council facilities and reserves (i.e. self-opening doors, ramps, sealing footpaths and accessways, parking, beach and river access etc			●	●	●	●	●
	2.1.3. All projects are designed and constructed in compliance with Australian Standards for equal access and safety where possible and practical.			●	●	●		
	2.1.4. Budget for an audit of 5 City buildings to identify disability access issues and improvements required.		Manager Assets	●	●	●	●	●
	2.1.5. Re-establish the sensory garden at the Jo Wheatley All Abilities Play Space.		Manager Parks Services	●				
	2.1.6. As Parks furniture is replaced, look at accessible furniture for replacement where practical.			●	●	●	●	●

Outcome 3. Information

	Actions	Supporting Plans	Lead	23/24	24/25	25/26	26/27	27/28
3.1. 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.	3.1.1. Review and update the corporate style guide and other relevant policies and procedures to include best practice in accessible communications.	DAIP 2023 - 2028	Coordinator Communications and Engagement	●				
	3.1.2. Review the City's website information on existing bushland trails that are suitable for disability access.		Manager Health and Compliance		●			
	3.1.3. Undertake a review of the City's website regarding ACROD parking within the City of Nedlands.				●			
	3.1.4. Include accessibility in the usability assessment when procuring new software, hardware, or systems for the City of Nedlands.		Manager Information Services and Technology	●	●	●	●	●

Outcome 4. Service from Employees

	Actions	Supporting Plans	Lead	23/24/	24/25	25/26	26/27	27/28
4.1. 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.	4.1.1. Human Resources staff and other relevant staff to participate in discrimination awareness training.	DAIP 2023 - 2028	Manager Human Resources	●				
	4.1.2. Current staff to complete refresher EEO and diversity training.			●				
	4.1.3. New staff to complete EEO and diversity training as part of onboarding induction process.			●				

Outcome 5. Feedback and Complaints

	Actions	Supporting Plans	Lead	23/24	24/25	25/26	26/27	27/28
5.1. People with disability have the same opportunities as other people to make complaints to the City of Nedlands.	5.1.1. Review City's complaints process and ensure it is accessible to people with disability.	DAIP 2023 - 2028	Manager Information Services and Technology			●		

Outcome 6. Public Consultation

	Actions	Supporting Plans	Lead	23/24	24/25	25/26	26/27	27/28
6.1. People with disability have the same opportunities as other people to participate in any public consultation by the City of Nedlands.	6.1.1. When planning engagement activities in facilities, ensure accessibility is addressed.	DAIP 2023 - 2028	Coordinator Communications and Engagement	●	●	●	●	●

Outcome 7. Employment

	Actions	Supporting Plans	Lead	23/24	24/25	25/26	26/27	27/28
7.1. People with disability have the same opportunities as other people to obtain and maintain employment with the City of Nedlands.	7.1.1. Continue to comply with legislative requirements for disability employment	DAIP 2023 - 2028	Manager Human Resources	●	●	●	●	●