

DISABILITY INCLUSION ACTION PLAN

2020-2024



About this Plan

In 2014, the NSW Government passed a law that stated all local councils must have a Disability Inclusion Action Plan. The legislation is known as the Disability Inclusion Act 2014.

The NSW Disability Inclusion Act 2014;

- Makes it clear that people with disability have the same rights as other people.
- Promotes the inclusion of people with disability by requiring NSW, state government agencies and local councils to undertake disability inclusion action planning in consultation with people with disability.
- Supports people with disability to exercise choice and control through individualised funding.
- Provides safeguards for people accessing NSW funded disability supports and services.

Strathfield Council has reviewed and amended its plan now known as the Disability Action Plan 2019-23 and addresses the four focus areas of;

1. Developing positive community attitudes and behaviours

To build community awareness of the rights and abilities of people with disability, and to support the development of positive attitudes and behaviours towards people with disability

2. Creating liveable communities

To increase participation of people with disability in all aspects of community life, through targeted approaches to addressing barriers in housing, learning, transport, health and wellbeing.

3. Supporting access to meaningful employment

To increase the number of people with disability in meaningful employment, thereby enabling people with disability to plan for their future and exercise choice and control as a result of economic security.

4. Improving access to mainstream services through better systems and processes.

To ensure that people with disability are able to make informed choices about services and can easily and efficiently access mainstream government services and opportunities in the community.

The strategies and actions to be implemented identify Council's commitment to access and inclusion in consultation with the community.

Consultation

Preparing the plan involved extensive consultation involving;

- Council Managers
- On line surveys
- Individual surveys
- Community Organisations
- Community Forum
- South Strathfield High School Students
- Chalmers Road School – Teachers and Parents
- Stepping On Participants – a falls prevention program for seniors
- Harmony Day Attendees
- Community Health Conference Night for members of the Vietnamese community
- Community Education for Seniors – Healthy Ageing and Hearing, presented by Australian Hearing

Policy and legislative context

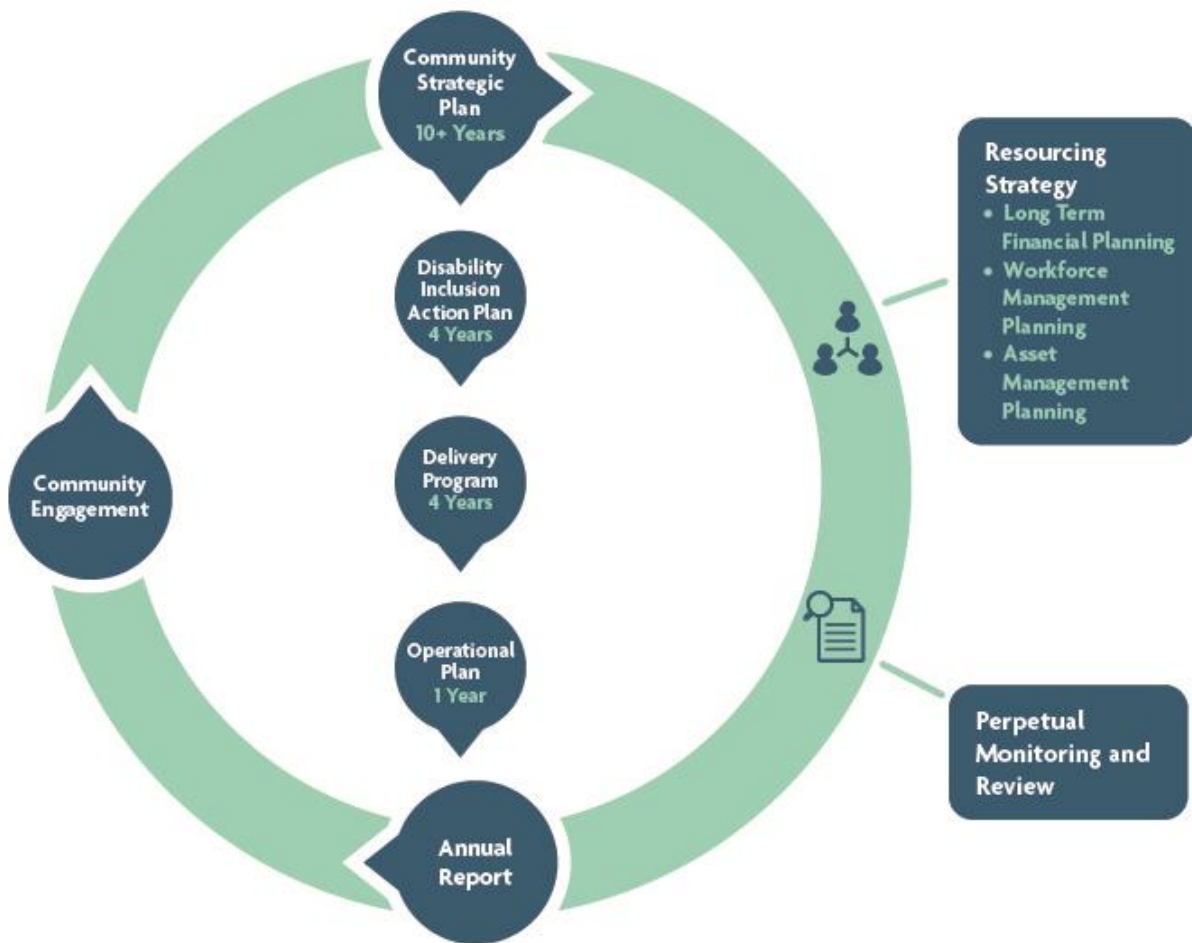
Presently, there are many positive changes taking place around Australia for people with disability.

The UN Convention on the Rights of Persons with Disabilities recognises the rights of people with disability, including the right to respect for their inherent dignity and autonomy and to non-discrimination.

The National Disability Strategy 2010–2020 articulates how Australia will meet its obligations under the UN Convention and sets out actions to improve inclusion and accessibility of buildings, homes, schools, employment, businesses, sports and community groups.

The legislation responsible for ensuring the human rights of people with disabilities is embedded in practice in NSW include;

- *NSW Anti-Discrimination Act 1977*
- *NSW Government Sector Employee Act 2013*
- *Disability Discrimination Act 1992*
- *Disability Services Act 1986*
- *National Art and Disability Strategy (2009)*
- *Disability (Access to Premises Standards – Buildings) Standards 2010*
- *National Disability Insurance Scheme Act 2013*



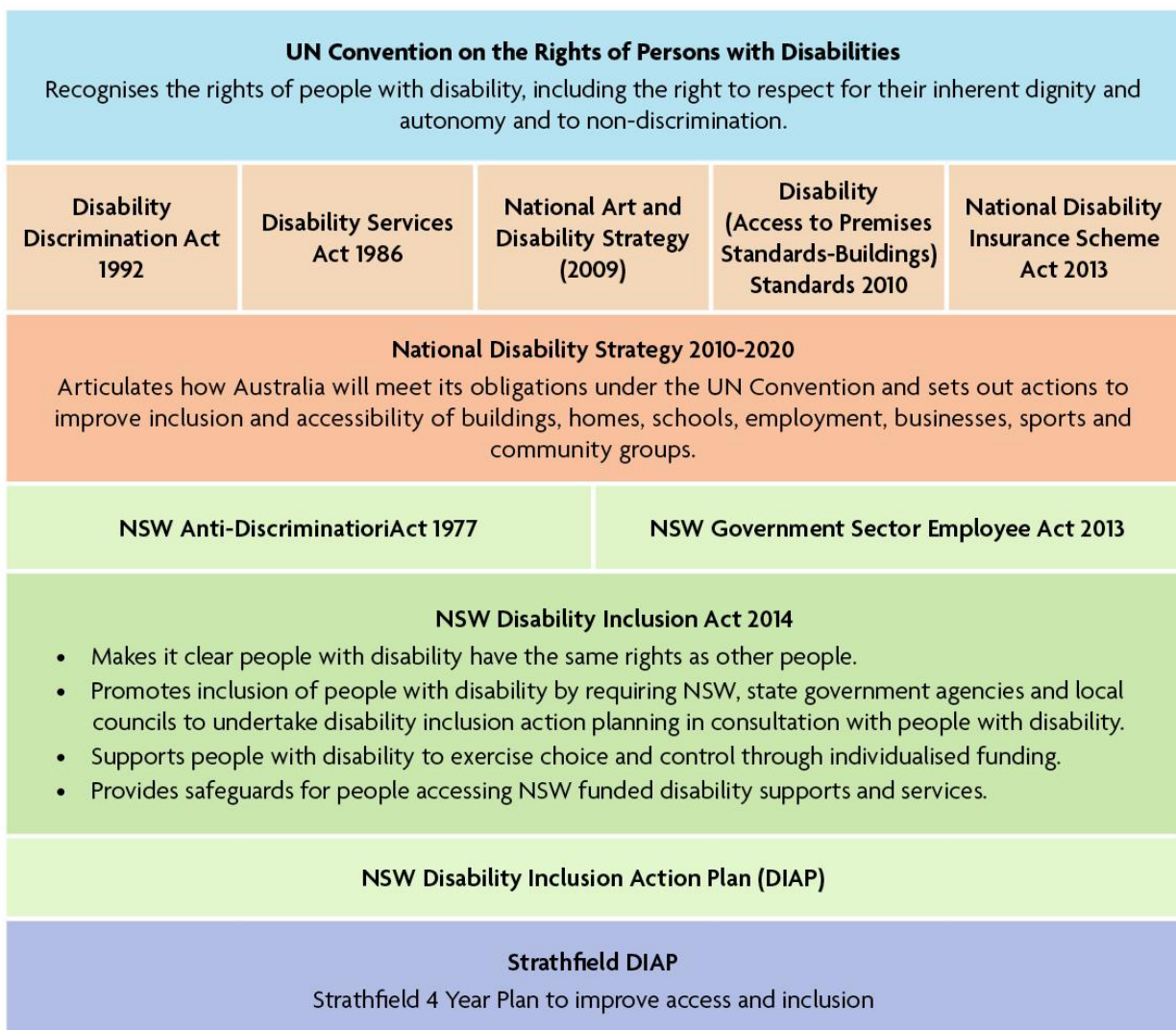
Strategic Context

The Disability Inclusion Access Plan relates to other key policies and plans of Council and the actions identified align with the five themes of the Community Strategic Plan, Strathfield 2030.

The Community Strategic Plan represents the highest level of strategic planning undertaken by Council and identifies the main priorities of the community, providing a clear set of strategies to achieve this vision of the future. The plan recognises the changing and increasing population of the Strathfield LGA and the need to upgrade and/or provide new infrastructure to meet needs of current and future communities. Based upon community feedback the priorities for Strathfield to 2030 relate to the themes of:

1. **Connectivity** – planning for infrastructure to meet the needs of a growing population, transport networks that are integrated and connected and transformed, and connected information and service delivery.

2. **Community Wellbeing** – supporting socially cohesive, connected and safe communities with access to public safe spaces and community facilities, and opportunities to participate in programs and activities that enhance healthy active lifestyles.
3. **Civic Pride and Place Management** – engaging town centres and public places, cultural and creative activities and events promoting a sense of civic pride.
4. **Liveable Neighbourhoods** – high quality, well planned, sustainable, clean and well maintained urban and natural environments that retain and reflect local character and support thriving and resilient natural environments and greenspaces.
5. **Responsible Leadership** – Leadership and accountable council performance directed by priorities of an engaged and connected community.



Strathfield LGA Snapshot

Total Population - 45,143 (est 2018)

The forecast growth for the Strathfield LGA by 2026 is over 60,000.

Cultural Diversity

Strathfield has greater cultural diversity than the rest of NSW with approximately 56% (52%, ABS 2011) of residents born overseas compared to 37% (34.2%, ABS 2011) for the Greater Sydney Area.

Outside of those born in Australia, the main countries of birth are India, China, Korea (South), Sri Lanka and Nepal.

Language

Nearly 68.5% of residents speak a language other than English, though most residents speak more than one language. Languages other than English spoken at home include Mandarin (10%), Korean (8.8%), Cantonese (7.0%), Tamil (5.6%) and Arabic (5.0%). In Strathfield, 29.3% of households speak only English at home, which is in contrast to 51.8% in Inner West and 58.4% in Greater Sydney.

English Proficiency

In Strathfield 12.3% of the population identified as not speaking English well or at all (ABS 2016). Research on older people from culturally and linguistically diverse backgrounds in Australia identified that English language proficiency impacted service access and use. It is also recognised that 70% of people aged over the age of 65 from China and Vietnam do not speak English well.

Indigenous Population

The Indigenous population represents 0.3% of the Strathfield population or 101 people (2016 ABS Census). This has remained unchanged since 2011.

Ageing Population

14.3 % of Strathfield population is aged 65 years and over.

Population of People who need assistance

According to the 2016 Census across all age groups, 1,682 people or 4.2% of the population in the Strathfield Council area reported needing help in their day-to-day lives due to disability. This is compared to 4.9% in Greater Sydney.

Of this total, 1094 residents aged 65 years and over in the Strathfield LGA need assistance with core activities.

Carers of People who need assistance

In the 2016 Census, 3551 residents or 10.4% of the population in Strathfield identified as providing unpaid assistance to a person with a disability, chronic long term health problem or old age. These include carers of people with dementia and mental health conditions.

This represents an increase of 575 people since the 2011 Census, but slightly less than the Greater Sydney area.



THE STRATHFIELD PLAN



Key Outcome 1.0 Developing Positive Attitudes and Community Behaviour

Strategy: Ensure Council practices and facilitates disability inclusion for the Strathfield community

Item	Action	Outcome	Responsible	Timeframe
1.1	Customer Service is welcoming and accessible	Accessible ramp for entering Council Accessible counter for wheelchair and mobility scooter customers Customer Service staff trained in Disability Awareness	Corporate Services HR	Ongoing Year 3
1.2	Customer Service refurbishment	New office with accessible counter New railings for accessible ramp Hearing loops installed	Civic Services Information Technology	Year 4
1.3	Council staff training in disability inclusion	Training provided annually	Human Resources	Year 3
1.4	Installation of Bluetooth Hearing loops in public facilities	Hearing accessibility installed at: <ul style="list-style-type: none"> - Customer Service - Council Chambers - Town Hall - Library 	Information Technology and Human Services	Year 2
1.5	Deliver community education in disability in partnership with disability organisations	<ul style="list-style-type: none"> - 2 community information sessions held annually - Disability images included in community information - Promotion of International Day of Disability 	Human Services Communications Human Services	Year 3 Ongoing Ongoing

1.6	Develop a Missed Business guide	<ul style="list-style-type: none"> - Guides are distributed to businesses in the Strathfield LGA 	Human Services	Year 3
1.7	Promote the Companion Card for recreational activities	<ul style="list-style-type: none"> - Companion Card information updated on webpage - Companion Card promoted on E-News and social media 	Human Services Communications	Year 2
1.8	Promote International Day for People with Disability	<ul style="list-style-type: none"> - Promoted in E-News and Social Media and by Banner - Partner with Disability Organisation to promote services and National Day in Strathfield LGA 	Communications Human Services	Annually Ongoing

Key Outcome Area 2.0**CREATING LIVEABLE COMMUNITIES**

Strategy: Ensure Universal Design principles are implemented in council owned assets

Item	Action	Outcome	Responsible	Timeframe
2.1	In accordance with budget constraints, include access improvements to existing facilities	Improved access outcomes for council owned facilities in accordance with Access to Premises (2010) Standards, BCA and Disability Discrimination Act	Civic and Urban Services	Ongoing
2.2	Audit all of Council's facilities to maintain and/or upgrade	Council facilities are audited to align with the Disability (Access to Premises – Buildings) Standards, 2010	Civic Services	On-going
2.3	Develop a Design Risk Assessment tool in accordance with standards	Compliance in project design and construction in accordance with Access to Premises (2010) Standards, BCA and Disability Discrimination Act	Council architect Civic and Urban Services	Year 4
2.4	Consultation with internal stakeholders to ensure Universal Design and inclusive principles are implemented in planning and design of projects	New buildings or current facilities to be upgraded have incorporated the needs of people with disability	Council Architect Planning Civic and Urban Services	On-going
2.5	Maintenance audit of hearing loops in council facilities	Hearing loops audited annually	Information Technology/Human Services	Ongoing

2.6	Prioritise improvements and upgrades for parking, bus stops and shelters	Council bus stops, shelters and parking bays are accessible in line with the Access to Premises standards and in line with Disability Discrimination Act	Urban Services	On-going
2.7	Disability parking bays are monitored to ensure appropriate use	Disability parking bays only used by people with a disability, and non -appropriate use is penalised	Compliance	On-going
2.8	Update Mobility Maps and develop new maps	Mobility maps updated to provide people with disability a guide to accessibility in the Town Centres of Strathfield and Homebush West and new maps developed for other areas of Strathfield	Human Services	Year 3
2.9	Parks, playgrounds and walkways are audited and upgraded for accessibility	Parks, playgrounds and walkways are upgraded in accordance with Australian Standards and in line with the Disability Discrimination Act	Civic Services	Ongoing
2.10	Tree trimming to provide vertical clearance for visually impaired	Cyclical tree trimming program to be initiated and included in budget	Civic Services	Year 4
2.11	Sporting facilities are upgraded	New sporting amenities buildings provide accessible inclusions and accessible pathways	Civic Services	Ongoing
2.12	Library facility at Rochester St Homebush upgraded	Library upgraded to ensure accessibility in accordance with Disability Discrimination Act and Disability (Access to Premises –	Civic Services	Year 2

		Buildings) Standards, 2010 and Disability Discrimination Act		
2.13	Book Lockers installed and provide accessible access	Third Book Locker to be installed in accordance with Disability Inclusion Act and Disability Discrimination Act	Civic Services /Human Services	Year 2
2.14	Connector bus service commenced to improve travel options in Strathfield	Bus service is 50% accessible for people with disabilities. Replacement buses to be purchased that are fully accessible	Compliance	On-going
2.15	Footpaths are audited and maintained and upgraded	Footpaths repaired and upgraded as per audit. New footpaths comply with design standards and accessibility requirements as per AS 1428 Design for Access and Mobility standards and Disability Discrimination Act	Urban Services	On-going
2.16	Promotion of Council events include information on accessibility	Promotional information includes accessible features of the event in accordance with Disability Inclusion Act and Disability Discrimination Act	Communications	Ongoing
2.17	Accessible toilet facilities are provided at Council events	Accessible toilets provided according to anticipated participation	Communications	On-going
2.18	Review, prioritise and install signage and tactile ground surface indicators at	Signage updated as required in accordance with Disability Discrimination Act	Urban Services/Communications	On-going

	key destinations			
2.19	Ensure long term plans and strategies for Strathfield LGA include accessibility features	Planning and strategies incorporate accessibility provisions to reflect Universal Design Principles and in accordance with the Disability Inclusion Act and the Disability Discrimination Act	Corporate Strategy	On-going

Key Outcome Area 3.0: SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT

Strategy: People with disability have no barriers to accessing employment in the Strathfield Local Government area

Item	Action	Outcome	Responsible	Timeframe
3.1	Business education on employment opportunities for people with disability in Strathfield LGA	Work in partnership with disability organisations to provide information forums for large and small businesses in Strathfield LGA	Human Services	Year 4
3.2	Improve Council's capacity to support employment opportunities for people with disability	Disability awareness is embedded in recruitment processes Work experience opportunities for people with disability are promoted Ensure Council is an inclusive workforce by including disability awareness training for all employees	Human Resources	Year 4
3.3	Improve capacity to deliver contracts that support employment of people with disability	Suppliers with good disability employment records are included on Council's preferred provider list for procurement	Corporate Services	Year 4
3.4	Ensure accessible footpaths and provide Disability Parking spaces	Support businesses who are employing people with disability to achieve accessibility and disability parking from public streets	Urban Services	Ongoing

Key Outcome Area 4.0 PROVIDING BETTER SYSTEMS AND PROCESSES**Strategy: People with Disability have no barriers to accessing services of Council**

Item	Action	Outcome	Responsible	Timeframe
4.01	Review of the Disability Action Plan	The Plan is to be reviewed every four years, in consultation with people with disability.	Human Services	Year 3
4.02	Annual Report to the NSW Minister for Disability Services	Report completed and submitted	Human Services/Corporate Strategy	Annually
4.03	Disability Inclusion Access Plan promoted to the public	The Community Access Plan is available on Council's web site.	Human Services/Communications	On-going
4.04	Lodge the Plan with the Disability Council of NSW	Disability Inclusion Action Plan is lodged	Human Services/Corporate Strategy	Every 4 years
4.05	Community Consultations with people with disability	People with disabilities are consulted in community plans	Human Services/Corporate Strategy	On-going
4.06	Council Policies	Review all existing policies that impact on the community to ensure that they do not discriminate against people with disability	Governance	Year 4
4.07	Council Chambers, Library, Customer Service and Town Hall are accessible	Hearing Loops installed in key areas of Council	Information Technology/Human Services	Year 3

	for people who are hearing impaired			
4.08	Ensure Council feedback/complaint mechanism is accessible for people with disability	Protocol for complaints mechanism is reviewed to ensure it complies with Disability Inclusion Act and Disability Discrimination Act	Corporate Services	Year 4
4.09	Review and update Development Application process for commercial applications	Application includes mandatory specifications for undertaking Access Report	Planning	Year 3
4.10	Provide audio on Council's website to be compliant with WCAG 2.0 AA	Website complies with web content guidelines	Communications	Year 3



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