

Disability Inclusion Action Plan

Progress Report 2018/19



northern
beaches
council

Disability Inclusion Act 2014

S13 (1) Report on Implementation

Disability Inclusion Action Plan - Progress Report 2018/19

This is the second year of implementing Northern Beaches Disability Inclusion Action Plan (the Plan). The Plan is reviewed and updated every four years and is available on Council's webpage northernbeaches.nsw.gov.au

There are 78 actions in the Plan and many are ongoing. Of the actions with a timeframe, 12 are complete eight of them during 2018/19. The actions are reported below under the Focus Areas.

Focus Area 1: Support and develop positive community attitudes and behaviours

Action	Highlighted progress
FA1- 01 Develop and support disability education and awareness initiatives	A range of community programs supported disability awareness, including our website and regular newsletter, International Day of People with Disability, Inclusion Week, Mental Health Awareness Week, and National Carers Week events. Our library service continues to support the Pioneer Clubhouse, and pop up libraries at special needs schools and care facilities.
FA1-02 Internal education and awareness training	As a part of our Trainee Management program we have reviewed our Equal Employment Opportunity (EEO), Diversity and Disability Awareness. EEO has been incorporated and rolled out through our Recruitment and Selection training for People Leaders during 2018 and will continue. Relevant staff were also briefed on our new Homeless Protocol, to provide the appropriate response and support when encountering a person sleeping rough.
FA1-03 External education and training programs	While no formal program was conducted this year, information is regularly available to the community on Council's website, Disability Newsletter (with over 1,400 subscribers) and LINCS Community Database.
FA1-04 Inclusive events and activities	In line with Council's Events Strategy, all major civic and community events include accessibility and inclusion considerations for site layout and design, transportation, facilities and communications. Further improvements will be implemented as part of ongoing review following each event. Events that were targeted specifically for inclusion were a Human Library for Inclusion Week, International Day of People with Disability, several activities for Mental Health Month and Carers' Week. Our library service piloted an inclusive StoryTime, and participated in a Volunteer Expo. The Tiny Doors art project involved the inclusion of special needs youth. Our Environment Centres conduct inclusive education activities – details are under Action FA2-47.
FA1-05 Accessibility and inclusion toolkit for events and activities	Council undertook research on best practice for inclusive events. Events staff attended training on inclusion, and commenced adapting a toolkit for external users to make their events more inclusive. Further development work will be undertaken next year on internal and external guides.

Action	Highlighted progress
FA1-06 Inclusion in funding agreements	Inclusion is built into the evaluation criteria for all applications seeking Council funding of projects.
FA1-07 Inclusion awards	Inclusion is now a new category in the established Northern Beaches Local Business Awards. Nominations closed 14 May with Council receiving 14 nominations, and the Awards ceremony took place in July. These awards will be ongoing for future years, and Council will continue to support them by processing and judging nominations.
FA1-08 Report on Council initiatives	Council initiatives on disability inclusion are highlighted in media, social media and e-newsletters. A formal DIAP Progress Report is included in each Annual Report of Council, and promoted in media releases.
FA1-09 Diverse imagery and representation	Council uses positive images of people with disability in its media and publications. By using fonts that are bold or are a larger size on signage and in publications, the messages are more visually accessible. More infographics and video footage are being used on website and social media to enhance the viewer experience.

Focus Area 2: Support the creation of liveable communities

Action	Highlighted Progress
FA2 – 01 Identify the top 10 public assets/ locations to be accessible	An initial priority list of ten locations and properties has been prepared covering our portfolio of buildings.
FA2 – 02 Accessibility audits of Council's public facilities and assets	Approximately half of all Council's buildings have undergone accessibility audits. All customer service centres and library buildings are currently accessible in line with Australian Standards, except Dee Why Library. District and regional level playgrounds have also been audited, and future plans made for renewals to improve accessibility and inclusion. Council's other open space and related facilities are being audited in 2019/20.
FA2 – 04 Inclusive, accessible and universal design of Council projects	When projects are being planned, our project methodology and templates build in checks regarding disability inclusion. This ensures that the DIAP and the need for inclusive designs are considered during the planning of all projects. Some notable projects that incorporated accessibility included landscape masterplans for various open spaces; place planning and place activation strategies for our centres and villages; as well as capital works at various surf clubs, community centres, amenities, footpaths, trails, playgrounds and children's centres.

FA2 – 05, 06, 07, 09, 22	Disability access was included in these walk, trail, boardwalk or bridge projects:
Walks, trails, boardwalks and bridges	<ul style="list-style-type: none"> • The Coast Walk was extended by another 2km in Palm Beach, Mona Vale and Warriewood. • Renewals to trails at Narrabeen Lagoon and the Dee Why Bicentennial coastal walkway • Work commenced on the new aquatic boardwalk for Narrabeen Lagoon's northern shore. This diverts access away from the unsafe narrow track beside Wakehurst Parkway, and is fully accessible. • Warriewood Valley: a new pedestrian bridge now connects Brands Lane across Narrabeen Creek. This vital thoroughfare connects both sides of Warriewood Valley, a great addition especially for residents of the adjacent Warriewood Brook retirement village. The Warriewood Valley recreation space is also being designed with accessible pathways, picnic shelters, BBQs and a bridge connecting to nearby Rocket Park. • At Manly Dam, the stairs, boardwalks and drainage have been upgraded for accessibility.
FA2 – 10	These works are designed to meet disability requirements wherever possible, in line with the Building Code of Australia and the Disability Standards for Accessible Public Transport.
Upgrades to footpaths, kerb ramps and bus stops	Another 32 new footpaths were constructed, together with renewal of 5.5km of existing footpaths to improve their condition and accessibility. This also included works on kerbs and ramps. Over 200 trip hazards on footpaths were repaired. Twelve bus stops were upgraded for accessibility, which included addition of tactile ground surface indicators and DDA-compliant access slabs.
FA2 – 11	Manly and Avalon Pedestrian Access and Mobility Plans (PAMPs) were adopted in 2017/18, and implementation has continued this year to improve accessibility for all abilities in our community.
Develop and implement PAMPs	
FA2-12	Council's website hosts a disability information hub with current information on accessible toilets, accessible parking spaces and inclusive playgrounds. See Action FA2-52 for more details. This hub will be enhanced in 2019/20.
Accessibility maps for all major town and village centres	
FA2-13	Known problem locations for accessibility were identified, as part of an overall review of Council car parks. Others will be identified when reviewing any proposed parking changes in public roads or Council car parks. These will be key considerations for the Parking Plan being developed.
Review accessible parking provision	
FA2-14	The Policy and Action Plan are being implemented. As part of developing our Housing Strategy, Council is analysing the supply and demand for affordable housing. For the Frenchs Forest Planned Precinct, a draft Affordable Housing Contribution Scheme has been submitted to the Department of Planning for approval. This would provide formal opportunities for increasing the area's stock of affordable housing, an identified need for those with a disability, seniors and key workers.
Affordable Housing Policy and action plan	
FA2-16, 17, 18	Collaroy rockpool is now more accessible through the repair of ramps and provision of accessible toilets. Improvements to North Narrabeen rockpool are underway with work on the boardwalk and replacing the stairs with a ramp. Both Manly and Warringah Aquatic Centres now have wheelchairs and hoists, which are well utilised by the community.
Access to rock pools, aquatic centres and beaches	

Action	Highlighted Progress
FA2 – 23, 24, 25, 26 Accessible Playgrounds	The new and inclusive Berry Reserve Playground at Narrabeen is very popular. Upgrades to Tania Park playground at Balgowlah now provide users with an exciting inclusive play experience. Another accessible playground is under construction at Lionel Watts Reserve, Belrose. At Manly Dam the inclusive playspace has been designed following community consultation, and will be constructed next year.
FA2 – 28, 29, 30, 31, 32, 33, 37 Accessible amenities	Work has progressed or completed this year on accessible amenities at Manly Dam, Nolan Reserve (North Manly), Beacon Hill Community Centre, Collaroy Beach, North Narrabeen Reserve, North Narrabeen rockpool, Lionel Watts Reserve (Belrose) Others currently being designed are: Mona Vale and Long Reef Surf Clubs, Coastal Environment Centre (Narrabeen), Jacka Park (Freshwater) and East Esplanade (Manly). Council updates accessible locations on the National Public Toilets Map, and provides a link on our website – see Action FA2-52.
FA2 – 39, 40 Beacon Hill Community Centre	Works are in progress for a major refurbishment of the Beacon Hill Community Centre and Youth Club. This includes new roofing, air-conditioning system and accessibility improvements complying with guidelines for disability access.
FA2 – 41 Library programs, resources and services	All library programs are inclusive. An inclusive StoryTime was piloted, and activities were provided at a Volunteer Expo and Mental Health Awareness week. The Tiny Doors art project involved the inclusion of special needs youth. Other outreach included pop up libraries at special needs schools and care facilities, and increasing the reach of the Home Library Service. Home Library Service customers with sight and physical limitations can access digital devices. Library public computers are voice enabled. The expanded inclusive collection includes resources such as large print, dyslexic-friendly font, audio and braille books and low vocabulary materials. Non-fiction items cover subjects such as hearing impairment, Autism, Asperger's, Attention Deficit Hyperactivity Disorder (ADHD), and mental and sexual health.
FA2 – 42, 43 Children's services	Council has been recognised by the NSW Inclusion Agency for having an active Strategic Inclusion Plan. The services are inclusive and accessible for children with high needs. This includes long day care, pre-school, vacation and family day care services and centres. Additional funding enabled 78 high needs children to receive education and care this year. Brookvale Children's Centre updated its playground with an inclusive space providing for sensory, physical and exploration experiences. Kangaroo Street Centre was refurbished, with improved provision for disability. Harbour View Children's Centre now has a new accessible lift.
FA2-44 Community-focused programs	Every community development program includes considerations for inclusivity and accessibility across planning, implementation and evaluation stages of the program.

<p>FA2 – 45, 46, 50, 52</p> <p>Disability liaison, news and information</p>	<p>Council employs a Community Development Officer who liaises with the community and provides current information for people with disability, their families and carers. This includes a monthly Disability E-Newsletter, information and referral over phone and email, and regular updating of the Local Information Network of Community Services (LINCS).</p> <p>A disability inclusion and access information hub on our website hosts news, activities, resources and handy locations.</p> <p>The hub will be improved in 2019/20 and will become a central point for people to locate facilities such as accessible toilets, accessible parking spaces and inclusive playgrounds.</p> <p>northernbeaches.nsw.gov.au/services/disability-services</p>
<p>FA2 – 47</p> <p>Environmental education programs</p>	<p>Our Environment Centres conduct inclusive education activities as well as community events such as Ocean Care Day on Manly beachfront and the Open Day at Narrabeen Coastal Environment Centre (CEC).</p> <p>The CEC runs environmental events and programs for families at accessible locations, and the Centre is wheelchair accessible. Inclusive programs are provided for pre-schoolers, primary and high school, as well as TAFE and University students. This includes sensory activities. Programs are adapted as needed to accommodate disabled participants. CEC also offers a subsidy to financially-challenged schools, to cover up to 30 students attending CEC activities.</p>
<p>FA2-48</p> <p>Accessible and inclusive Council meetings</p>	<p>Disability access and online access is provided for all formal Council meetings, to enable full participation by the public and Councillors. Meetings are held in the Dee Why Council Chambers, with disability access for parking, the gallery, speaker's microphone and amenities. The meetings are webcast live and can also be viewed later. Minutes of the meetings are available online within several business days.</p>
<p>FA2-51</p> <p>Community Engagement Framework</p>	<p>A draft inclusion guideline and checklist have been developed, for use by staff when engaging with the community on Council projects. This will be refined and included in our Community Engagement Framework.</p>
<p>FA2 – 53</p> <p>Advocacy and partnership</p>	<p>Council continues to liaise with all levels of government to build good outcomes for our community. Key liaison includes the Northern Sydney Disability Network, National Disability Insurance Agency, Family and Community Services and Local Government NSW.</p> <p>Our Children's Services continue to work closely with other key groups including: Dalwood Spilstead Service, KU, Gowrie NSW, Cerebral Palsy Alliance, Early Ed, Lifestart and Under 5's Disability Forum.</p>