

MANNINGHAM



# DISABILITY ACCESS AND INCLUSION PLAN

2013-2017



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## 1. Introduction

Council is committed to enhancing access and inclusion for people with disabilities within the municipality to fully and equally participate in community life. Council demonstrates leadership through the implementation and promotion of strategies to change attitudes and practices which discriminate against people with disabilities.

The purpose of the *Disability Access and Inclusion Plan* (Councils Disability Action Plan - DAP) is to meet federal and state anti-discrimination legislation requirements; to increase access and inclusion for people with a disability; and to foster a fairer, more equitable and welcoming community. The Plan highlights priorities through a four-year action Plan. It aims to ensure access and equity is at the forefront of Council policy and that appropriate planning and service provision is undertaken, strengthening Councils position to be a positive role model for the Manningham community.

This Plan is Council's fourth Plan and builds on the achievements and outcomes of the previous three Plans whilst encompassing current emerging issues, trends and legislative changes. It includes five priority areas:

1. Employment, Training and Volunteering
2. Access to the Built Environment and Services
3. Arts, Leisure and Recreation
4. Leadership and Civic Participation
5. Information and Communication

Specific Actions have been prepared to address each of these priority areas and are provided in the Action Plan.

## 2. Manningham Municipality

Manningham comprises a diverse community, with many of its residents born overseas which brings a wealth of languages, and cultural traditions to the area. Approximately 40% of Manningham residents were born outside of Australia. A large proportion of the Manningham population originated from China, Italy, Malaysia, Greece and England. Consequently, 39% of residents speak a language other than English at home. Like much of Melbourne, the Manningham population is ageing. Based on the first released data of 2011 Census, 19% of Manningham residents were aged 65 and over.

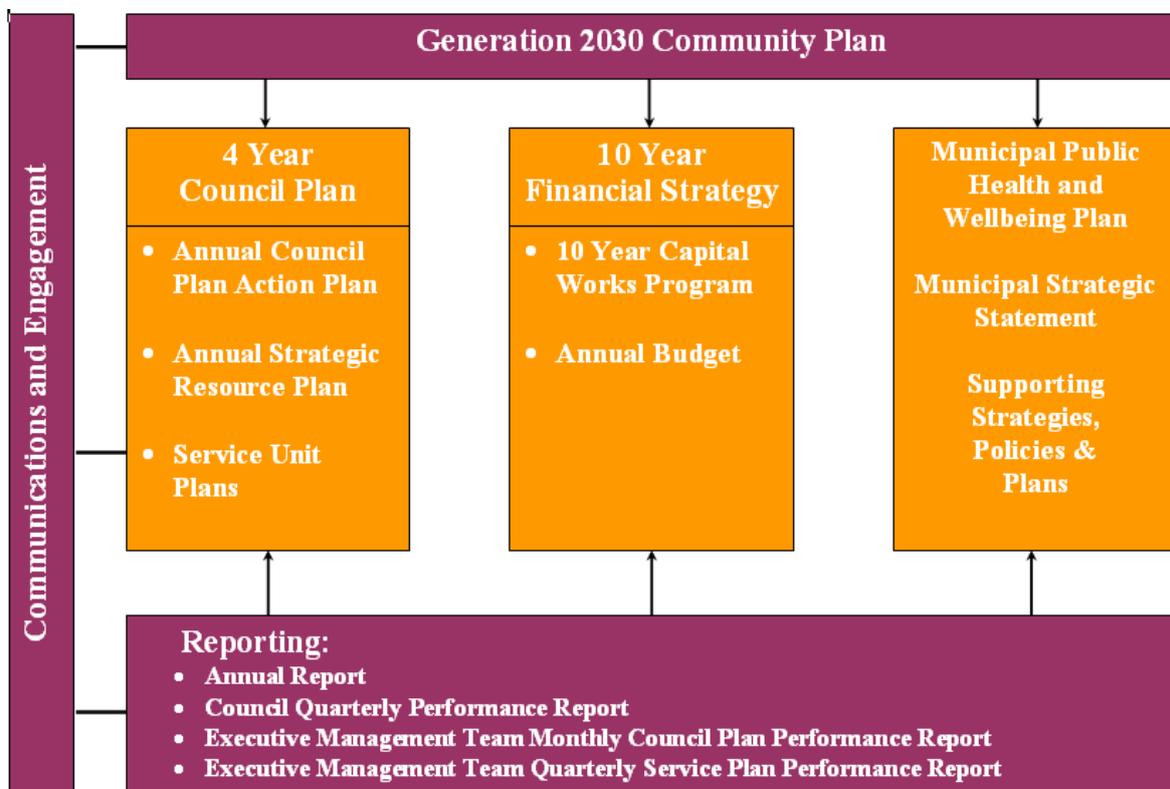
Manningham also includes vibrant shopping centres including – Doncaster Hill and a host of smaller village neighbourhoods and activity centres. Within Manningham there are more than 100 services to residents, ratepayers, businesses and community groups across the municipality. Some of these services include; Manningham Community Health Service, Doncare, Neighbourhood Houses, Rights Employment Accommodation and Leisure (REAL), Onemda, Kevin Heinze, Interact and the Manningham YMCA.

### 3. Council and Community Vision and Values

The Disability Access and Inclusion Plan is guided by three internal overarching documents including; Generation 2030 Community Plan, Council Plan and the Municipal Public Health and Wellbeing Plan. The Disability Access and Inclusion Plan 2013 - 2017 is also closely linked to the Ageing Well in Manningham Strategy 2012 - 2018.

#### Generation 2030 Community Plan

Generation 2030 Community Plan brings together the different hopes and aspirations of each generation to create a shared vision for the future of Manningham and will steer the strategic direction of Council and guide future planning for Manningham including the development of policies and strategies.



#### Council Plan

The Manningham Council Plan sets the strategic direction of Council over a four year period, linking the community’s vision to key priorities and actions for Manningham. The Council Plan 2013 – 2017 is informed by the Generation 2030 Community Plan which outlines the community’s priorities and aspirations for the future.

#### Municipal Public Health and Wellbeing Plan

The purpose of the Municipal Public Health and Wellbeing Plan is to identify the health and wellbeing needs of the Manningham community and to determine actions to address these needs over a four year period. People with a disability often have poorer health outcomes than the general population. This Plan provides a population wide approach to address these concerns.

## Ageing Well in Manningham Strategy

The Ageing Well in Manningham Strategy 2012 - 2018 details strategic responses and roles Council needs to take as a leader, partner, planner and advocate for Manningham's older residents now and into the future. In particular it focuses on the key themes of:

1. Participation & Engagement
2. Independent Lifestyles & Support Services
3. Safety and Access
4. Partnerships and Advocacy

## 4. What is Disability?

As noted in the 'Adapting to Disability' resource developed by the Department of Planning and Community Development, disability arises when a person cannot do everyday tasks because their social and physical environment does not account for their impairment. Disability can occur at any stage throughout life. Disability can occur at birth however, the vast majority of people with a disability acquire the disability as an adult. This is particularly relevant as Manningham has an ageing population. Some disabilities can occur suddenly or others may develop over time. Some disabilities may be episodic while others are temporary in nature. Some disabilities are obvious yet others are hidden and some individuals have more than one disability. A comprehensive definition of disability appears in the Disability Discrimination Act 1992:

Disability, in relation to a person, means:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness;
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;
- and includes a disability that:
  - presently exists; or
  - previously existed but no longer exists; or
  - may exist in the future; or
  - is imputed to a person.

Four million people in Australia (18.5%) reported having a disability in 2009, according to the results of the *Survey of Disability, Ageing and Carers (SDAC)*. The *Disability, Ageing and Carers: summary of findings report* in 2003 by the Australian Bureau of Statistics (ABS) revealed that 992,300 people in Victoria have some form of disability. This is 20 per cent of the population.

More specifically, results from the 2011 Census indicated in Manningham there are 5,026 (4%) people needing assistance in their day to day lives with any or all of the following activities – self-care, body movements or communication – because of a disability, long-term health condition, or old age. It is however, important to note that Census data reports on people with a disability needing higher levels of assistance and does not take into account people with lesser need for assistance.

People with a disability requiring lesser daily assistance may often still face a variety of day to day challenges due to their disability. In addition, there are a proportion of individuals that choose not to disclose their disability and therefore would not be accounted for in the statistical data.

Australia has an ageing population and with this it is estimated that disability prevalence will increase. Negative attitudes are a barrier to many people with a disability because of the various assumptions made about their capacity and worth. With this in mind, it seems pertinent to address access and inclusion issues ensuring that people with a disability and the ageing population are best positioned to enjoy and participate in all aspects of community life.

## 5. Legislative and Policy Context

Local Government is required to comply with legislation and policy. Consequently, Council's Disability Access and Inclusion Plan outlines a framework promoting and protecting the rights of people with disabilities and increasing opportunities for a more equitable society by seeking to address discrimination and disadvantage. The following list outlines relevant legislation and policies utilised across all levels of government that guide and affirm the importance of developing and implementing a Disability Access and Inclusion Plan.

### International

#### *United Nations Convention on the Rights of Persons with Disabilities*

The purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms for all people with a disability, and to promote respect for their inherent dignity. Australia ratified the Convention on 17 July 2008. By doing so, Australia has joined other countries in a global effort to promote the equal and active participation of all people with a disability.

### Federal

#### *Commonwealth Disability Discrimination Act (1992)*

The Disability Discrimination Act (DDA) makes it unlawful to discriminate against someone on the basis of their disability or a disability of any associates of that person.

The DDA aims:

- to eliminate, as far as possible, discrimination against persons on the ground of disability,
- to ensure, as far as practicable, that persons with disabilities have the same rights to equality before the law as the rest of the community; and
- to promote recognition and acceptance within the community of the principle that persons with disabilities have the same fundamental rights as the rest of the community.

#### *The Building Code of Australia and the Australian Standards for Access and Mobility (1428 suite)*

The Building Code of Australia (BCA) which contains technical provisions for the design of buildings and other structures, references the Australian Standards (AS) 1428 Suite of Standards. AS 1428 provides design requirements for buildings encompassing the specific needs of people with disabilities. The Access Code specifies which classes of buildings must be accessible and prescribes the specific areas within those buildings where access must be provided.

## State

### *Victorian Charter of Human Rights and Responsibilities Act 2006*

Victoria is the first Australian state to enact formal protection of human rights by introducing a Charter of Human Rights and Responsibilities. There are twenty fundamental rights contained in the legislation. Government bodies must take into account these rights when creating policies and providing services. The Charter is centred on the premise that Government should contribute to the protection and promotion of human rights in Victoria.

*The Victorian Equal Opportunity Act 1995* makes discrimination based on disability against the law.

### *Victorian Disability Act 2006*

This Act outlines general provisions, including planning for individual access to services, and provides the framework for a 'Whole of Government' and 'Whole of community' approach to buildings for community inclusion for people with disabilities.

### *The Victorian State Disability Plan 2013-2016*

The Victorian State Disability Plan reflects the Victorian Government's commitment to ensuring that people with a disability have the chance to participate fully in Victoria's economy and communities.

### *Carers Recognition Act 2012*

The aim of the Act is to increase recognition and awareness of the role carers play in providing daily care and support to people with a disability, medical conditions, mental illness or who are frail aged.

### *Community Building Program*

The Community Building Program commenced in 2006 and is funded by the State Government Department of Human Services. The program is designed to enhance access and inclusion in Manningham, by building the links between services for people with disabilities and Council and by developing and promoting strategies which support the participation of people with disabilities within the Manningham and broader communities. The five main objectives of the Community Building Program are:

1. To mobilise and support people with a disability to optimise participation in the life of the community.
2. To build and strengthen the community's capacity to provide support to people with a disability and their families.
3. To facilitate integrated local community planning and coordination which engages and involves people with a disability and their families, disability service providers and community organisations.
4. To work with existing disability support providers to enhance their capacity to provide relevant and appropriate supports in the community.
5. To improve access to information about relevant services and community activities available to people with a disability in their communities.

## Local

### *Local Government Act*

Under section 38 of the Victoria Disability Act 2006, the Victorian Government has identified four outcome areas that a Disability Action Plan should address:

- Reducing barriers to persons with a disability accessing goods, services and facilities
- Reducing barriers to persons with a disability obtaining and maintaining employment

- Promoting inclusion and participation in the community of persons with a disability
- Achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

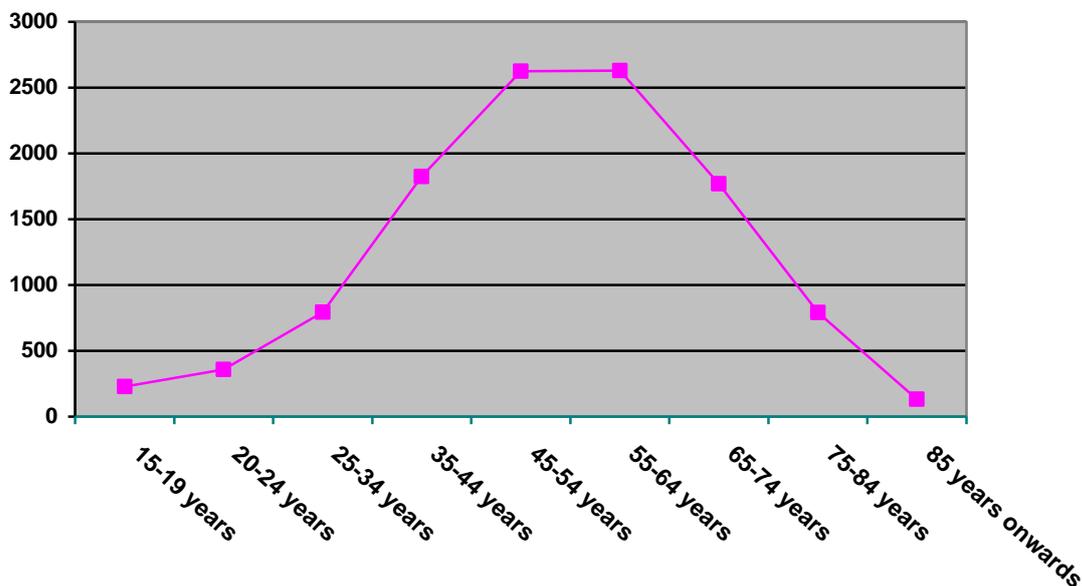
Through Councils Disability Access and Inclusion Plan, Council intends to:

- Improve access to services and resources which promotes a more positive experience and in turn higher customer satisfaction.
- Address potential access issues and create a more inclusive environment.
- Promote effective planning which maximises access up front and reduces costly retrofitting.
- Provide information that is in accessible formats and allows Council to promote initiatives and programs to a broader community.

## 6. People in Manningham with a Disability and their Carers

Results from the 2011 Census indicated that in Manningham there are 11,150 people providing unpaid assistance to a person with a disability. Most of these carers tend to be aged between 35 – 74 years of age, however there are also approximately 800 carers aged 75 and older and 250 aged 15 – 19 years of age.

*Figure 1 – Total of 11,150 residents in Manningham reported providing unpaid assistance (carer) to a person with a disability by age (2011 Census).*



Further results from the 2011 Census indicated that in Manningham there are 5,026 people needing assistance in their day to day lives and of these 2,993 were female and 2,033 were male. 'Core Activity Need for Assistance' measures the number of people with a profound or severe disability. People with a profound or severe disability are defined as those people needing help or assistance in one or more of the three core activity areas of self-care, mobility and/or communication, because of a disability, long term health condition (lasting six months or more) or old age. The data in the table below suggests age is a significant factor in needing assistance in a person's day to day life as

the statistics drop to fewer than 1,500 people (less than 30%) needing assistance under the age of 65.

Based on the findings of the 2011 Census and populations forecasts, prepared by the Department of Planning and Community Development, it is projected that the approximate number of disabled residents will rise 47 percent over the next 12 years.

Figure 2 – Total of 5,026 residents in Manningham with a reported Need for Assistance, by Age (2011 Census).

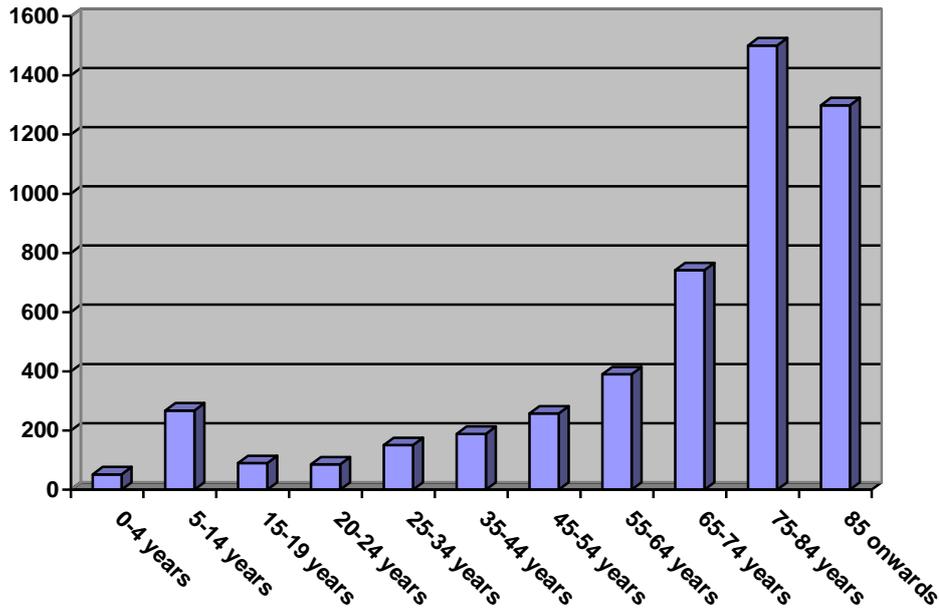
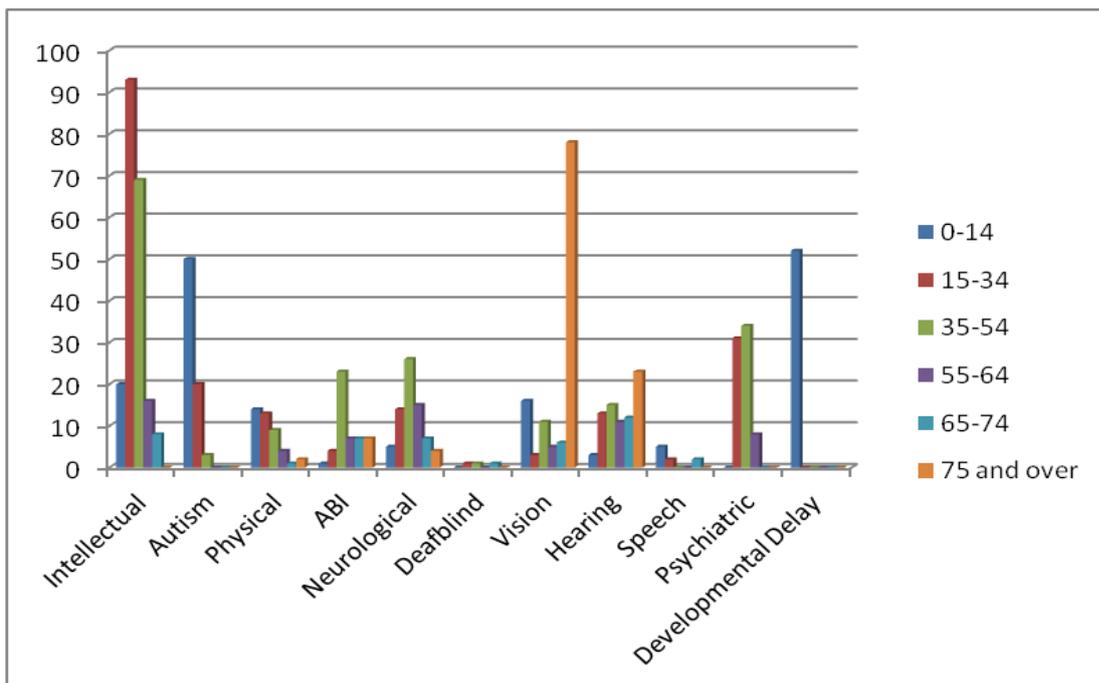


Figure 3 – Type of disability by age in Manningham (2012 Department of Human Services - DHS Data).



## 7. Developing the Plan

### Access and Equity Advisory Committee

In 2003, the Access and Equity Advisory Committee was established and replaced the former Disability Advisory Committee. Its purpose is to:

- Advise on the Council Plan, policies and strategies in terms of accessible and equitable outcomes for all people with a connection to the Manningham community, with a particular focus on enhancing the lives of people with a disability and those from culturally, linguistically and/or religiously diverse backgrounds.
- Assist Council to identify and make recommendations on issues of access and equity; including physical access, community planning, communication, participation and advocacy.
- Provide information on access and equity issues.

The Access and Equity Advisory Committee was consulted on the development of the Disability Access and Inclusion Plan. This consultation contributed to the strategic direction of the Plan and consequently the development of the key themes and actions.

### Consultation Undertaken in Preparing the Access and Inclusion Policy

In preparing this Plan, a range of stakeholder groups and individuals were consulted including: Onemda, Kevin Henize, Manningham YMCA, Bulleen Heights, Rights Employment Accommodation and Leisure (REAL), Eastern Recreation Leisure Services (ERLS), Manningham Community Health Services and members of Council's Leisure and Recreation Network.

Consultative meetings were also held with staff across Council, people with a disability and parents/carers living in Manningham. These discussions identified successes and limitations to access and inclusion for people with a disability in Manningham and enabled these stakeholders to voice their opinions and influence policy development in Manningham.

From the consultation process key themes were identified and from this, actions were formulated. The below key themes outline the communities priorities over the next four years and will guide the strategic direction of Council in terms of access and inclusion.

1. Employment, Training and Volunteering
2. Access to the Built Environment and Services
3. Arts, Leisure and Recreation
4. Leadership and Civic Participation
5. Information and Communication

## 8. ACTION PLAN 2013 - 2017

### Priority Area 1. Employment, Training and Volunteering

**Objective: Explore employment, training and volunteering opportunities within Council and in the broader community to reduce the barriers experienced by people with a disability.**

Strategies	Actions	Responsibility	Measures	Timeframe
1.1 Undertake research to demonstrate best practice processes in improving access and inclusion in employment for people with disabilities.	1.1.1. Research international best practice industry examples of affirmative action regarding employment of people with a disability and prepare and associated tip sheet.	ODU, S&CS & EEP	Investigation undertaken and recommendations made in relation to Council employment practices.	Ongoing
			A tip sheet developed and distributed to local businesses that advises on best practice employment processes.	2015
1.2 Seek to be an employer of choice supporting diversity within the workplace.	1.2.1. Use existing contract and procurement arrangements where possible to actively work with organisations that employ people with a disability.	ODU	Procurement arrangements, employment, volunteering and training practices are reviewed by ODU to ensure they are inclusive of people of all abilities.	Ongoing
	1.2.2. Ensure Council's employment practices are inclusive.	ODU		
1.3 Advocate for greater employment opportunities for people with a disability in the business sector and local community.	1.3.1. Liaise with traders and local businesses about supports available to increase employment opportunities for people with a disability eg. E newsletter to traders	EEP	Employment opportunities advertised in Council's E newsletter to traders and included in Trader network discussions.	Ongoing
	1.3.2. In partnership with local external organisations promote employment opportunities for people with a disability.	S&CS	Employment opportunities are promoted to people with a disability.	Ongoing
1.4 Advocate for increased meaningful volunteering opportunities for people with a disability.	1.4.1 Work with Volunteering in Manningham (ViM) to increase opportunities for people with disabilities to meaningfully volunteer.	S&CS & VIM	Discussions with ViM/ Doncare undertaken and ViM promoted to people with a disability.	Ongoing

**Priority Area 1. Employment, Training and Volunteering**

**Objective: Explore employment, training and volunteering opportunities within Council and in the broader community to reduce the barriers experienced by people with a disability.**

Strategies	Actions	Responsibility	Measures	Timeframe
	1.4.2. Ensure Council's volunteering practices and opportunities are inclusive of and promoted to people with a disability.	OD, ADSS & S&CS	Number of people with a disability registered as volunteers with ViM.  Volunteering Policy to be reviewed in 2013/2014.	Annual  2014

**Priority Area 2. Access to the Built Environment and Services**

**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
2.1 People with disabilities will have fair and equitable access to Council's services, facilities, open space, buildings, playgrounds, footpaths and programs to enable them to fully participate in community life.	2.1.1. Continue to implement (upgrade) the actions of Council's Principal Pedestrian Network (PPN) in accordance with its priority listing to improve and increase pedestrian and wheelchair access.	ETS	Implementation of PPN.	Ongoing
	2.1.2. Continue the implementation of road safety initiatives that enhance personal safety and access and inclusion for people with a disability such as: Keeping Safe and Mobile, Wiser Walker and the Wiser Driver programs.	ETS	Keeping Safe and Mobile, Wiser Walker and the Wiser Driver programs completed annually.	Ongoing
	2.1.3. Review the need for new crossings at high traffic roads in Manningham.	ETS	Review of crossings undertaken.	2014 – 2015
	2.1.4. Investigate best practice regarding accessible road crossings at bus stops.	ETS & S&CS	Investigation undertaken.	2014 - 2015
	2.1.5. Refer requests to Vic Roads to increase signal phase times at crossings that have a high proportion of older people using the pedestrian operated signals.	ETS	Requests referred to Vic Roads to improve pedestrian access.	Ongoing
	2.1.6. Investigate current state legislation and controls regarding scooter speed limits	HLL	Investigations undertaken of scooter speed limits.	2013 - 2014
	2.1.7. As projects are undertaken as part of the Council Capital Works Program, ensure equitable access for people with	STP	Undertake investigations and make recommendations for proposed	Ongoing

**Priority Area 2. Access to the Built Environment and Services**

**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
	disabilities into and within buildings and facilities owned or leased by Council.		accessibility works on Capital Works building projects.	
	2.1.8. Ensure equitable access for people with disabilities into and within buildings/facilities for all major planning applications.	SP	Consideration at Sustainable Design Taskforce and through planning processes.	Ongoing
	2.1.9. Ensure all new Council leisure facilities are fully compliant with the Disability Discrimination Act (DDA) requirements for access.	STP	All new Council leisure facilities meet DDA requirements for access.	Ongoing
	2.1.10. Investigate opportunities to purchase an accessible hoist to be utilised at Council functions and events conducted both indoors and outdoors.	Corp	Investigations completed.	2013 - 2014
	2.1.11. Review Council's booking process for events at Council offices and external Council venues to include wheelchair accessible requirements.	Corp	Review undertaken to include accessibility requirements.	2013 - 2014
	2.1.12. Continue to engage access auditors as part of the initial planning phase in Activity Centre development to increase accessibility.	EEP	Access auditors engaged at the initial planning phase.	Ongoing
	2.1.13. Pilot the implementation of luminous line markers on shared paths to increase safety and accessibility in the municipality.	EEP	Evaluate effectiveness of pilot study and make recommendations.	2013 -2014

**Priority Area 2. Access to the Built Environment and Services**
**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
	2.1.14. Continue to update the signage on shared pathways which include emergency markers to increase safety and accessibility throughout the municipality.  2.1.15. Continue to support and advocate for the relocation of Kevin Heinze Garden Centre to Rieschiecks Reserve.	EEP  EEP & CP	Upgrades completed as per capital works priority and budget.  Advocacy Plan for funding developed and implemented.	2013 - 2015  2013 - 2015
2.2 Embed access and inclusion measures and values as a priority across Council to improve policy, practices and staff awareness.	2.2.1. Include an Access and Inclusion component in staff inductions and training on Equal Opportunity and Human Rights for all staff.  2.2.2. Review Councils 'Disability Access to the Built Environment' Policy to ensure it meets current regulatory requirements and reflects best practice.  2.2.3. As part of the review for the Manningham Planning Scheme identify opportunities for the needs of people with a disability.  2.2.4 Where appropriate, work collaboratively with stakeholders to implement access and inclusion initiatives within Council's Council Plan 2013 -2017, Community Safety Plan 2013 - 2017, Prevention of Violence Against Women Strategy and Action Plan 2013 -2017, Municipal Public Health and Well	OD  SP  EEP  S&CS & CP	Access and Inclusion included in induction and training.  Access to the Built Environment Policy reviewed.  Review clause 22.09 - Access for Disabled Person Policy within the Manningham Planning Scheme.  Actions identified and undertaken	Ongoing  2013 – 2014  2013 – 2014  Ongoing

**Priority Area 2. Access to the Built Environment and Services**

**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
	Being Plan 2013 - 2017 and other strategic documents as relevant.			
2.3 Promote the benefits of improving access and inclusion to the local business community and traders.	2.3.1. Develop a resource promoting inclusive practices to all businesses within Manningham (Good Access is Good Business).	S&CS & EEP	Resource developed and 'Good Access is Good Business' postcards distributed to traders and promoted.	2013 – 2014
	2.3.2. Include the concept of the economic value of access and inclusion as a general principle in Council's economic strategies for local businesses and developers.	EEP	As policies and action plans reviewed access principles to be included.	Ongoing
	2.3.3. Distribute the updated 'Footpath Trading Guide' to traders in Manningham that encourages enhanced accessibility.	EEP	Footpath Trading Guide distributed.	Ongoing
2.4 Provide high quality Home and Community Care (HACC) Services to Manningham residents.	2.4.1. Where opportunities for Home and Community Care (HACC) service improvements are identified, advocate to state and federal government for new and/or expanded services and programs.	ADSS	Advocacy for service growth and new services undertaken.	Ongoing
	2.4.2. Continue to provide high quality HACC services including home care, personal and respite care for frail older people and people with disabilities to assist them to continue living in their home.	ADSS	Department of Health funding targets for Council's HACC services achieved.	Ongoing

**Priority Area 2. Access to the Built Environment and Services**

**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
	<p>2.4.3. Continue to provide inclusive transport options in the Planned Activity Group program (PAG).</p> <p>2.4.4. Continue to provide the Manningham Activities for Special Kids (MASK) holiday program and ensure it continues to meet the Disability Services Quality Framework Audit.</p> <p>2.4.5. Keep abreast of the implications of the National Disability Insurance Scheme and its relationship to Council disability service provision.</p>	<p>ADSS</p> <p>ADSS</p> <p>ADSS</p>	<p>Assisted transport provided to all of PAG programs.</p> <p>Four MASK school holiday programs conducted annually.</p> <p>Incorporate the learning's from NDIS information into the 2013 - 2014 Council Plan action "Explore a range of Aged Care service delivery arrangements to meet local community needs with consideration of the potential implications of the Commonwealth and State Government's Health and Aged Care Reforms.</p>	<p>Ongoing</p> <p>School Holiday periods</p> <p>Ongoing</p>
<p>2.5 Explore the opportunity to develop and offer services and programs that meet the needs of children and adults with a disability and carers.</p>	<p>2.5.1. Research community needs and identify opportunities to address needs of people with a disability and their carers.</p>	<p>S&amp;CS &amp; CP</p>	<p>Consultations and activities undertaken</p>	<p>Ongoing</p>

**Priority Area 2. Access to the Built Environment and Services**
**Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
2.6 Advocate for an accessible transport system.	2.6.1. Continue to upgrade local bus stops throughout the municipality to improve pedestrian accessibility and safety.	STP/ETS	Implement Council's Integrated Transport Strategy.	Ongoing
	2.6.2. Pursue improvements suggested in 'Manningham Local Bus Services Review 2012' and continue to advocate to broaden and improve the bus network.	STP	Review and advocacy undertaken.	Ongoing
	2.6.3. Continue to advocate to the State Government for a commitment to deliver a rail line to Doncaster.	STP/ETS	Submission to all State Government inquiries into the proposed Doncaster Rail.	Ongoing
	2.6.4. Continue to advocate to the State Government for improvements to the pedestrian and cycling network.	STP/ETS	Advocacy undertaken and audit of improvements conducted.	Ongoing
2.7 Advocate for increased housing choice options for people with disabilities and carers in Manningham.	2.7.1. Build on relationships and partnerships with a range of stakeholders to identify opportunities to increase 'affordable housing' in Manningham, with particular emphasis on the provision of housing choices that are appropriate for people with a disability.	S&CS	Continue to meet with Housing Associations and identify opportunities.	Ongoing
	2.7.2. Advocate to the Australian Bureau of Statistics (ABS) to expand their data collection to include additional questions regarding people with disabilities and housing need.	S&CS	ABS contacted and issue raised.	2014 - 2015
	2.7.3. Develop a database of available information on Manningham residents with a disability. This information will inform Council and disability organisations of the local needs of	S&CS	Data base developed and shared with local disability organisations and advocacy undertaken.	2013 - 2014

**Priority Area 2. Access to the Built Environment and Services****Objective: Build on Council's commitment to improving access and inclusion to the built environment, transport, events and services.**

Strategies	Actions	Responsibility	Measures	Timeframe
	people with a disability and their accommodation requirements; and will aid in advocacy for this sector.  2.7.4. Encourage consideration of the needs of people with limited mobility in the design of housing developments.	SP	Res Code standard 55.05 – 1 (accessibility objective) implemented.	Ongoing

**Priority Area 3. Arts, Leisure and Recreation****Objective: In partnership with local providers enhance art, leisure and recreation activities for people with a disability.**

Strategies	Actions	Responsibility	Measures	Timeframe
3.1 Enhance participation and connectedness for people with disabilities in Council's recreation, arts and cultural activities and events.	3.1.1. Develop an accessibility checklist to be included into Council's 'Festival and Events Kit' which provides strategies and tools for Council staff and community event organisers in event planning and management.	CS	Checklist developed and included in festival events kit.	2013 – 2014
	3.1.2. Assess the outcome of the Warrandyte Festival's 'Disability and Inclusion Action Plan' (funded through the Community Development Grant program) to benchmark for best practice for Council events moving forward.	CS	Assessment undertaken and best practice identified and incorporated into event documentation where appropriate.	2013 – 2014

**Priority Area 3. Arts, Leisure and Recreation**

**Objective: In partnership with local providers enhance art, leisure and recreation activities for people with a disability.**

Strategies	Actions	Responsibility	Measures	Timeframe
	3.1.3. Provide access and support to disability organisations and people with a disability to use the Manningham Art Studio.	CS	Increased usage of Manningham Arts Studio by disability organisations.	Ongoing
3.2 Explore opportunities for physical and social/arts activities specifically for young adults with disabilities in Manningham.	3.2.1. In partnership with the Manningham Leisure and Recreation Network, encourage partnerships to be formed between members of the Network to address the identified need for improved arts/social opportunities for young adults with a disability.	S&CS & Leisure and Recreation Network.	New local social/arts opportunities identified.	2013 - 2015
	3.2.2. Continue to monitor the delivery of the Doncaster All Abilities Basketball Leadership Program with the MYMCA.	EEP & CP	Meet with MYMCA to monitor the Doncaster All Abilities Basketball Leadership Program.	Ongoing
3.3 Encourage local sporting clubs to be accessible and inclusive of people with a disability and their carers.	3.3.1. Continue to provide pricing incentives and discounts to local accessible sporting clubs that meet the requirements set out in Council's 'Seasonal Sports Pricing Policy'.	P&R	Pricing incentives and discounts to eligible clubs implemented.	Ongoing
	3.3.2. Support inclusive and specialised programs for people with a disability through collaboration with state sporting associations, Neighbourhood Houses, recreation and sporting clubs, Manningham YMCA, and Department of Human Services.	EEP & STC	Inclusive programs implemented	Ongoing

#### Priority Area 4. Leadership and Civic Participation

##### Objective: Advocate for people with disability to have a voice and participate in Council's decision making processes

Strategies	Actions	Responsibility	Measures	Timeframe
4.1 Strengthen opportunities for people with disabilities to access and participate in Council's governance processes.	4.1.1. Support the Access and Equity Advisory Committee to provide strategic advice on the development and review of Manningham City Council's strategies, policies and operations.	S&CS & CP	Policies and strategies discussed and feedback provided to relevant Council officers.	Ongoing
	4.1.2. Encourage participation of people with disabilities in Council advisory planning committees and networks.	All Units	Increased participation of people with disabilities in Council governance processes.	Ongoing
4.2 Advocate to other levels of government advising of the needs of people with a disability within Manningham.	4.2.1. Strategically contribute to State Government policy workshops, information sessions on disability and keeping up to date on recent developments and legislation.	S&CS	Attendance and contribution to Office of Disability, Department of Human Services forums and workshops.	Ongoing
	4.2.2. Implement the Department of Human Services Metro Access initiative.	S&CS	Metro Access program implemented.	Ongoing
4.3 Increase awareness of the human and legal rights of people with disabilities across Council and the community.	4.3.1. Keep abreast of legislation and potential impact and implications for Council and the community	S&CS & ODU	Information disseminated to senior officers and the community.	Ongoing

## Priority Area 5. Information and Communication

**Objective: Ensure Council's information is fully accessible and that people with disabilities are able to engage and communicate equitably.**

Strategies	Actions	Responsibility	Measures	Timeframe
Ensure all members of the community have access to information and services	5.1.1. Continue to provide timely, relevant and easy to read information to the community.	CM & CP	Continue to provide documents in accessible formats and other languages upon request.	Ongoing
	5.1.2. Monitor and guide the development of websites and services provided on-line by Council to ensure that they meet disability standards.	CM	Ensure Council website continues to comply with the Web Accessibility Guidelines (WAG) and AA standards  Provide post script options for any Council specific YouTube video.	Ongoing  Ongoing
	5.1.3. Deliver Engagement and Communication Training for Council officers to enhance staff awareness on easy English.	ODU, CP & S&CS	Staff trained on easy English and engagement techniques for people with a disability.	2014 -2015
Explore and implement mechanisms to engage with members of the community who have disabilities and their carers in all community research, planning, consultation and engagement.	5.2.1. Strengthen Council's consultation processes to increase participation of people with a disability in decision making through the review and membership of the 'Household Panel' and 'What Matters Manningham' website.	CP	Increased participation of people with disabilities in 'Household Panel' and 'What Matters Manningham' website.	2013 – 2015
			Survey conducted through existing disability networks and 'What Matters Manningham' seeking feedback on preferred engagement processes.	2013 – 2014

### Priority Area 5. Information and Communication

**Objective: Ensure Council's information is fully accessible and that people with disabilities are able to engage and communicate equitably.**

Strategies	Actions	Responsibility	Measures	Timeframe
Work with the local media to highlight the contribution of people with a disability, by representing people of all abilities in a positive way.	5.3.1. Engage with local media to celebrate the achievements of local disability organisations and events.	CM, EEP, CP & S&CS	Stories highlighted in Manningham Matters, Rec Wrap and the Leader.  Images of people of all abilities used in Council publications such as: Healthy Lifestyle Week, the Council Plan, the Municipal Public Health and Wellbeing Plan.	Ongoing

## ABBREVIATIONS:

AE	Assets & Engineering
ADSS	Aged & Disability Support Services
BM	Building Maintenance
CD	City Development
CM	Communication & Marketing
CP	Community Planning
Corp	Corporate Support
CW	City Works
CS	Cultural Services
EMT	Executive Management Team
EEP	Economic & Environmental Planning
EO	Engineering Operations
ETS	Engineering & Technical Services
HLL	Health and Local Laws
ODU	Organisational Development Unit
P&R	Parks and Recreation
SCS	Social & Community Services
SP	Statutory Planning
STP	Strategic Projects

