Bayside Council
Serving Our Community

2017-2021
Disability Inclusion Action Plan

Acknowledgement to Country

Bayside Council would like to pay its respects to and acknowledge the traditional custodians of the Land and pay its respects to Elders past, present and future.

Contents

1 Message from the General Manager

It is with great pleasure that I present Bayside Council's *Disability Inclusion Action Plan 2017 – 2021* to the community.

This Plan sets out the actions and strategies Council will undertake to work toward both identifying and removing the barriers to inclusion and participation for people with disability in the Bayside community.

In creating the Disability Inclusion Action Plan (DIAP), Council conducted extensive consultation with the community and Council staff. These consultations recognised the work that Bayside has done in the past and continues to do, while also sending a clear message that there are real challenges ahead if true access and inclusion are to become a reality.

Bayside sees these challenges as opportunities.

As a community leader, Council has a vital role to play in ensuring that all members of the public are able to access services, facilities, programs and events regardless of disability, age or circumstance.

We are aware of the need to model best practice in the way we carry out all functions of local government, the way we engage with our community and the way we deliver our services.

As our systems and processes change to reflect more inclusive outcomes to the community so too the actions identified in the Disability Inclusion Action Plan will change. These changes will further address the removal of barriers to inclusion and will be reported on as part of Council's Annual Report to the NSW Government, as well as to the local disability sector.

We look forward to reporting back to you on what we have achieved with our partners and our community.

Meredith Wallace
General Manager

2   Aim of the Disability Inclusion Action Plan

Bayside Council has always championed the rights of people with disability through its former entities of Botany and Rockdale Council and is committed to continuing that leadership and advocacy role in the community.

As a newly formed Council, Bayside has taken the opportunity to look at how it provides services, facilities, information and programs to the community and how current policies and practices impact on the day to day lives of people with disability.

As a leader, Bayside Council will actively seek to reduce the barriers to inclusion for all residents and will respect and appreciate people with disability and their right to participate equally and meaningfully in all aspects of community life.

While this Plan has a focus on people with disability, the aged and those with mobility difficulties, Council understands that inclusion extends to the broader community – to families, to visitors, to tourists, and to people from other cultures and language groups.

The actions outlined in this Plan will help guide Bayside Council toward the removal of barriers faced by an increasing number of people in the focus areas of:

1. Liveable communities
2. Systems and processes
3. Access to meaningful employment
4. Attitudes and Behaviours

By addressing these areas Council looks forward to ensuring its services, facilities, programs and information are inclusive for all members of the community.

3   The Case for Inclusion

In addition to the human rights imperative the case for an inclusive community is strong:

- As a community, we are poorer without a diverse range of viewpoints and perspectives

- Exclusion leads to disadvantage and discrimination, which have far reaching negative impacts across all aspects of life, including health, welfare, education and employment. These impacts are felt beyond the individual, with families and the broader community being negatively impacts by a non-inclusive community

- Employment can provide independence, reduce reliance on benefits and improve the living standards of people with disability. This can have positive health impacts and contribute to a greater sense of self worth

- Access to business benefits not only people with disability but older people, parents with prams, and business owners by expanding their business reach. There is a strong economic case to increase inclusion in our community.

4   Legislative Framework

i)   United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The UNCRPD, was ratified by Australia in 2008 and acknowledges that people with disability have the same human rights as those without disability. This commits participating governments to ensure these rights can be exercised and that barriers are removed. The UNCPRD recognises that attitudes, practices and structures are disabling and can create barriers to people with disability from enjoying economic participation, social inclusion and equality which are not an inevitable outcome of their disability.

ii)   National Disability Strategy 2010-2020 (NDS)

The NDS 2010-2020, developed in partnership by the Commonwealth, State, Territory and Local Governments, sets out a national plan for improving life for Australians with disability, their families and carers, to support the commitment made to the UNCRPD.

The NDS NSW Implementation Plan 2012-2014 was the NSW Government's initial two-year strategy to promote the principles of the NDS.

Actions in the Implementation Plan that involve councils include:

- Implementing Web Content Accessibility Guidelines 2.0 Level AA
- Implementing local strategic plans and delivery programs
- Integrating NSW guidelines on universal design principles and *Disability (Access to Premises - Buildings) Standards 2010*
- Improving the availability of accessible toilets
- Supporting access to sports and recreation facilities
- Identifying measures to encourage people with disability to stand for election to Local Government
- Increasing internal workforce diversity.

The majority of these actions have now been aligned with the aims and objectives of the *NSW Disability Inclusion Act 2014* and NSW Disability Inclusion Plan.

iii)   NSW Disability Inclusion Act 2014

The NSW Disability Inclusion Act defines disability as:

"The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others."

This definition reinforces the importance of the social model of disability which focuses on the interaction between people living with a range of impairments and their physical and social environment.

Disability is not just about the individual or their impairment. The onus to break down barriers rests with the whole community.

The Disability Inclusion Act encourages planning and coordination across state and Local Government to reduce barriers for people with disability. It mandates Local Government to undertake disability action planning while recognising that this is not a new approach for some councils. A number of NSW councils have an existing Disability Action Plan as a consequence of the Federal *Disability Discrimination Act (1992)*.

iv)   Disability Inclusion Action Plans (DIAP)

 The Disability Inclusion Act also builds on existing social equity requirements within Council's Integrated Planning & Reporting framework to strengthen Local Government commitment to inclusion, consultation and rights for people with disability.

Under the *Disability Inclusion Regulation 2014*, Councils must prepare a Disability Inclusion Action Plan by 1 July 2017. This timing is designed to fit the current Community Strategic Planning and Delivery Program cycle.

Disability inclusion action planning plays a critical role in identifying and delivering on practical measures to transform intent into action by Local Government.
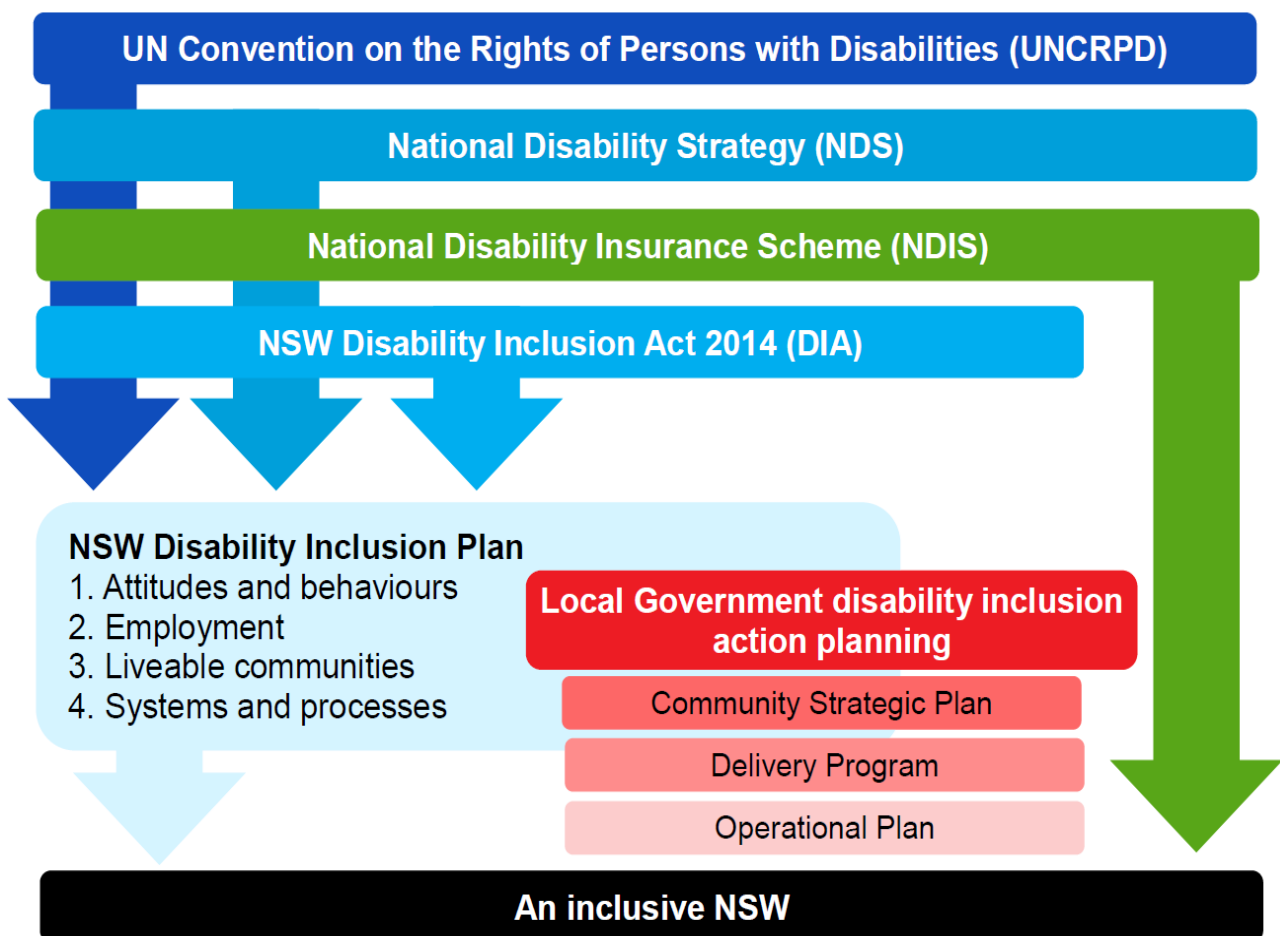
In developing its DIAP, Bayside http://www.facs.nsw.gov.au/reforms/developing-the-nsw-disability-inclusion-plan/disability-inclusion-action-plansCouncil has identified actions to support people under the four (4) key areas identified in the NSW Inclusion Plan. These are:

1. Liveable communities
2. Systems and processes
3. Access to meaningful employment
4. Attitudes and Behaviours

These actions aim to encourage Council to take a closer look at how it provides for access and inclusion both within the organisation and in its services to the community, and to identify opportunities to improve on its performance.

This performance will be reported on annually through Council's Annual Report to the NSW Department of Local Government.

Figure 1 – The relationships between the relevant policy and legislative instruments

UN Convention on the Rights of Persons with Disabilities (UNCRPD)

National Disability Strategy (NDS)

National Disability Insurance Scheme (NDIS)

NSW Disability Inclusion Act 2014 (DIA)

NSW Disability Inclusion Plan
1. Attitudes and behaviours
2. Employment
3. Liveable communities
4. Systems and processes

Local Government disability inclusion action planning

Community Strategic Plan

Delivery Program

Operational Plan

An inclusive NSW

5   Community Profile of Bayside

Bayside Council was established in September 2016 through the amalgamation of the former Botany City and Rockdale City Councils.

Bayside incorporates 29 suburbs and has an estimated population of 169 682 as at June 2017.

i)   Prevalence of Disability

Statistical data on the prevalence of disability in the community is undertaken every three (3) years by the Australian Bureau of Statistics (ABS) through its Survey of Disability, Ageing & Carers (SDAC).

In this survey, a person is defined as having a disability if they report a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities.

Disability may occur as a result of genetics, accident or illness and can affect a person's mobility, communication and learning.

In 2015, the ABS Survey of Disability, Ageing & Carers (SDAC) identified the rate of disability in Australia as 17% or approximately 1 in 5 Australians.

Based on current population estimates, this indicates a likelihood that approximately 28 856 Bayside residents are living with disability.

The incidence of disability increases significantly with age. This adds to the need to consider good access and inclusion policies and strategies across the organisation.

Bayside has an ageing population with 15.1% of residents aged 65 years and older.

According to the ABS, in 2015 just over half (50.7%) of Australians aged 65 and over reported living with disability.

The majority (78.5%) of people with disability reported a physical condition as their main long–term health condition. The other 21.5% reported mental and behavioural disorders.

ii) Disability and Employment

Disability affects all areas of a person's life including their income and participation in education, social activities and the labour force.

According to the 2015 ABS Survey on Disability, Ageing & Carers:

- The labour force participation rate for people with disability is 53.4% which is considerably lower than for people without disability (83.2%).

- Lower proportions of people with disability were employed full-time (27.0%) compared to those without disability (53.8%).

- Australians with disability were more likely to be unemployed compared to those without disability (10.0% compared with 5.3%).

iii) Discrimination

In 2015, a new disability discrimination module was introduced by the ABS to estimate the prevalence of discrimination for those with disability and to identify the nature of this discrimination.

Data collected referred to Australians with disability who were living in households, aged 15 years and over, and their experience in the last 12 months with discrimination due to their disability.

The survey found that:

- Almost one in 12 Australians with disability (8.6%) reported they had experienced discrimination or unfair treatment because of their disability.

- Young people with disability (aged 15 to 24 years) were more likely to report the experience of discrimination (20.5%) than those aged 65 years and over (2.1%).

- Over one-third (35.1%) of women and over one-quarter (28.1%) of men aged 15 years and over had avoided situations because of their disability.

6 Supporting the Community

The former Botany and Rockdale City Councils had a positive history of working to ensure the accessibility of the built environment and the inclusion of people with disability both in the workplace and the community.

This is still being fostered and encouraged by Bayside Council through:

- Compliance with all relevant Federal and State legislation, Codes and Standards with regard to disability access and inclusion for the delivery of its services, programs and facilities and in the built environment;

- Employment of a full time Aged and Disability Services specialist to develop Community Capacity, provide information, identify need and gaps in service provision and provide advice to Council on disability issues

- Employment of a Coordinator Aged and Disability services to deliver direct services to older people and people with disability through its Meals on Wheels, shopping and social programs and events

- Participation and support of local disability and aged forums and interagencies;

- Celebrations on the achievements and abilities of people with disability and older people through International Day of Disability and Seniors Week;

- Administration of the Community Grants program to assist with funding community groups to deliver and enhance local programs;

- Employment of staff with disabilities and fostering of an inclusive workplace;

- Provision of mobility parking spaces at public transport nodes and commercial centres

- On-going assessment of buildings as part of a rehabilitation program that funds upgrades to building facilities

- Accessibility of Council facilities and urban areas

- Assessment of all building and development in accordance with the Disability Discrimination Act and relevant Australian Standards and State codes

- Signage and way finding in accessible formats

- Information in a range of accessible formats

7   Talking to the Community

To assist in developing the actions listed in this Plan Council undertook extensive and interactive community engagement with people with disability, carers, older people, service providers, researchers and other key stakeholders.

Council advertised in the St George edition of the St George Sutherland Leader and the Southern Courier newspapers to promote the development of the Disability Inclusion Action Plan and the ways in which people could become involved in shaping the Plan.

Editorial stories featuring the development of the Plan also appeared in the Southern Courier and Council's Bayside Community Review newsletter.

Opportunities for involvement included:

- Attendance at one of two community forums located in Botany and Mascot;
- Completing an online survey on Council's *Have Your Say* page or a hard copy version of the same survey
- A face to face interview
- A telephone interview
- Small group discussions with existing community groups
- Service provider forum.

Council officers also sought direct input from key representatives from culturally and linguistically diverse, and Indigenous communities to ensure specific issues impacting on these communities were identified.

Through the community engagement process Council spoke to over one hundred and twenty (120) people with an additional forty nine (49) people completing the community survey either online or in hard copy.

An internal survey of Council staff was conducted with the aim of identifying staff attitudes toward disability, and the role of Council as an employer of people with disability. This survey received one hundred and ten (110) responses.

8   Listening to the community

The information obtained during the engagement process has proved invaluable, providing constructive and specific advice on what Council should be looking at to improve community inclusion.

This information has been collated into reports for each of the engagement processes and has informed the actions identified in the Disability Inclusion Action Plan.

A summary of issues identified from community engagement has been organised under the four (4) focus areas of the Disability Inclusion Action Plan.

i)   Focus Area One: Liveable Communities

- Better design of Kerb ramps and street crossings
- Provide shelter and seating at bus stops
- Improvements to accessible paths of travel in and around town centres and transport nodes
- Incorporate Universal Access Guidelines and best practice design guidelines from disability specific organisations into assessment policies
- More seating/rest areas in green space areas
- More accessible Council events including improvements to parking, drop off points and promotion
- Create inclusive playgrounds so that families can play together
- Provide opportunities to gain access to the beach and water for people with mobility difficulties
- Locate public toilets in town centres not just on the Grand Parade
- Improve access within Council pools to water areas

ii)   Focus Area Two: Systems and Processes

- Better options for distribution of Council and community information. Difficult to find out what is happening
- Website that is user friendly to all – accessible formats, multi lingual, Easy English
- Develop specific locations in public areas for location of Council information and community information and to enable staff to speak with the community
- Faster response times to resident enquiries
- Flexibility in how information is disseminated and received
- Promote opportunities for those who find it difficult to use on line services to participate in Council decisions and programs
- Visible signage of what assistance is available at Council touch points and customer service desks
- Improved Signage - less words, larger print, more explanatory diagrams

iii) Focus Area Three: Access to meaningful employment

- Provide a flexible work environment
- Improved access to workplaces including ramps, lifts , adjustable desks
- Outsource to disability business enterprises on a contract basis where feasible
- Designated positions for people with disability
- Partner with supported employment agencies to encourage employment by people with disability
- Investigate opportunities for internships and placements for university and TAFE students with disability

iv) Focus Area Four: Attitudes and Behaviours

- Disability awareness training for staff at all levels of responsibility
- Customer service staff to be trained in use of assistive devices
- Conduct workshops with businesses about access and people with disability as customers and potential employees
- Promote abilities of people with disabilities to the community and in promotions
- Reports on the community engagement outcomes will be submitted to Council Executive and the Disability Inclusion Working Group.

9   Reporting, Monitoring and Reviewing

The DIAP Working Group will be responsible for the coordination and implementation of the Disability Inclusion Action Plan and for determining the methodology for inclusion to become an inherent practice in all Council policies and plans of management.

This year Bayside Council will develop its Community Strategic Plan which will further entrench the philosophy of an inclusive community. The DIAP will inform the Community Strategic Plan and information obtained in the Strategic Plan will further enhance and develop actions within the DIAP.

Council will also report on the implementation of the Plan in its Annual Report which is submitted to the NSW Minister for Local Government and to the NSW Disability Council as required.

10 Risk Assessment

Council recognises that risks are inherent in delivering its strategies, activities and projects, and expects that they will be mitigated to acceptable levels. In order to manage such risks, Council has adopted a Risk Management Framework. This Framework is applied to the management of all risks within Council.

11 Actions

Focus Area One: Building Liveable Communities

Focus Area Two: Systems and Processes

Focus Area Three: Access to Meaningful Employment

Focus Area Four: Promoting Positive attitudes and Behaviours

DISABILITY INCLUSION ACTION PLAN 2017 - 2021

1:   Building Liveable Communities

1. Ensure Bayside Council's internal and external events, services and information programs are accessible

2. Make our buildings, facilities and infrastructure physically accessible

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
Deliver an inclusive Bayside Council Events Program which adds value to our community and City, activates public spaces and invigorates town centres	To increase the accessibility of Bayside Council events	Develop an access checklist for use in the planning phase of all Council events to improve accessibility and inclusion	Head Communications & Events (HCE)	Checklist compiled in accordance with best practice	2017/18
		Conduct an audit of current cultural venues and programs for accessibility and inclusion	Head Communications & Events (HCE)	Audit completed	2017/18
		Develop policy guidelines for planning and implementing accessible and inclusive events	Head Communications & Events (HCE)	Policy drafted and adopted	2017/ 18
		Improve availability of information regarding the accessibility of events and cultural services, facilities and programs	Head Communications & Events (HCE)	Marketing program for accessibility identified	2018
Continuously monitor effectiveness of Council direct services to ensure	Council direct services are inclusive and accessible	Collate existing usage data and identify strategies to promote increased use	Manager Recreation & Community Services (MRC)	% of participants satisfied based on annual survey	On going

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
provision of best practice community outcomes	Council facilities are accessible and inclusive				
Review utilisation and promote community facilities to encourage increased use and align with Council strategies		Collate existing usage data and identify strategies to promote increased use	Manager Community Capacity Building & Engagement (MBE)	% of users utilising facilities	Annually
Develop a business case for condition inspections and monitoring using mobility in the enterprise asset management system		Undertake an annual access audit of Council owned facilities including continuous accessible paths of travel and priority recommendations	Manager Property (MPR)	Access audit completed and priorities identified	2018
		Ensure prioritised upgrades are costed and incorporated into Council's Asset Management Plan	Manager Property (MPR)	Costs for priority upgrades identified and considered for Works Budget	2018
Identify and manage proposals for major development/urban renewal areas to ensure growth is appropriately scaled and located and delivers community benefits	Enhance Council's policy and planning assessment process for access and mobility	Continue to ensure the accessibility of new building and development in accordance with Disability Discrimination Act, relevant Australian Standards and the National Construction Code building codes	Manager Development Services (MDS)	Compliance with relevant Standards and Codes continue to be met	On going
		Review and revise Council's policies and requirements for accessibility and inclusion in all DA's and map the process for	Manager Development Services (MDS)	Revision and mapping completed and recommendations for improvement identified	2017/18

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
		approving DA's that impact on the community			
Advocate for an integrated accessible and affordable public transport system	Improve accessibility of public and private transport within Bayside Council area	Continue to improve accessibility to and within bus stops through compatibility of design against DSAPT guidelines	Manager City Works (MCW)	Public Transport nodes are increasingly accessible for people with disability and mobility issues	On going
		Map the location of existing Mobility Parking spaces in commercial centres, transport nodes Council operated facilities and parking areas and identify priority areas for location of future spaces	Manager Strategic Planning (MSP)	Mapping report conducted	2017/18
Undertake inspections of open space infrastructure and playgrounds from Asset Management Strategy	Ensure open space and playgrounds are inclusive places	Review accessibility and inclusion features of all playgrounds and play areas and identify opportunities to create inclusive spaces	Manager City Infrastructure (MCI)	Review completed	2017/19
Improve participation of all community groups in a range of active recreation, leisure and sporting opportunities	Opportunities for participation are available to all residents	Identify and facilitate opportunities to provide beach and water access through the provision of beach wheelchairs and beach mats	Manager Community Capacity Building & Engagement (MBE)	Business case created	2017/18
Deliver ongoing programs and events across all libraries to enhance lifelong learning	Library programs are inclusive and accessible	Review and identify the need for adaptive technologies in Council libraries	Manager Library & Customer Services (MLC)	Review with recommendations undertaken	2017/18

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
opportunities for the range of demographic groups within the community					

2: Systems and Processes

1. Ensure accessibility to Bayside Council's systems and information

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
Implement the Disability Inclusion Action Plan	Bayside Council is an accessible and inclusive community	Disability Inclusion Action Plan Adopted Plan adopted and strategies for implementation identified	Manager Community Capacity Building & Engagement (MBE)	DIAP adopted	2017
		Establish a DIAP Working Party with representatives from across Council to coordinate initial implementation of DIAP strategies	Manager Community Capacity Building & Engagement (MBE)	Working Group membership and TOR established	2017
		Embed access and inclusion principles into all Council frameworks, Plans of Management, criteria and studies related to infrastructure, asset planning and the urban environment	Manager Governance & Risk (MGR)	Governance and planning frameworks assessed recommendations to incorporate inclusiveness identified	2017
Undertake responsive and accountable Integrated Planning and Reporting to deliver the community vision and needs	Transparent IP & R based processes undertaken within specified timeframes	Incorporate DIAP actions and measures into IPR Framework and delivery program	Manager Community Capacity Building & Engagement (MBE)	Reports and Plans completed, adopted and submitted on schedule	Ongoing
		Develop Bayside Council Community Strategic Plan	Manager Community Capacity Building & Engagement (MBE)	Community Strategic Plan developed	2017

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
Implement a range of methods to engage the community including surveys, online and face to face methods as outlined in Council's adopted Communication & Community Engagement Strategy	All people are able to participate in Council's decision making processes	Councils Engagement processes are inclusive and maximise opportunities to include people with disability in Council consultations	Manager Community Capacity Building & Engagement (MBE)	% of people with disability identified as participating in Council's engagement processes	On going
		Conduct community engagement with people with disability annually to identify issues impacting on access and inclusion and DIAP outcomes	Manager Community Capacity Building & Engagement (MBE)	% of involvement of people with disability and relevant persons and groups in annual consultation	2018
Maintain Strategic Reference Groups to enable community input into Council decision making, and replace previous Council Advisory Committees	Ensure Councils Strategic Reference Groups are advised of, and address access and inclusion in their practices and decisions	Identify a transparent pathway for issues impacting on access and inclusion to be addressed and accounted for within the SRG process	Manager Community Capacity Building & Engagement (MBE)	Process for Strategic Reference Groups to identify access is identified	2017
Inform the community and stakeholders about Council business, news and activities via multimedia channels and maintain Council's image through positive media relations	All people are informed about Council activities	Assess website design to ensure compatibility with Web Accessibility National Transition Strategy – Guidelines (WCAG 2.0) to level `AA"	Website Working Party	Compatibility to WCAG 2.0 - AA assessed and necessary amendments made	2017
		Ensure staff involved in authoring website information and documents are aware of Councils	Head Communications & Events (HCE)	Staff training conducted	2017 and ongoing

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
		communication strategy and accessible formats and that this is incorporated in the style guide details online			
Prepare and produce key documents in alternative formats and community languages		Identify and implement the range of formats necessary to address all needs, including Easy English and digital communication and appropriate technologies to convey messages	Head Communications & Events (HCE)	Formats identified and report on potential implementation completed	2017
		Develop an Accessible Formats Style Guide to stand alongside Council existing Style Guide and Inform staff of availability	Head Communications & Events (HCE)	Style Guide developed and posted on Intranet	2017
Administer Bayside Councils Community Grants and Financial Assistance Programs	Grants and Assistance programs are	Ensure Community Grants programs identify inclusive criteria for groups supporting and /or advocating for people with disability	Manager Community Capacity Building & Engagement (MBE)	Grants program conducted as per guidelines	2017/18

3: Access to meaningful Employment

1.

2. *Be known as an accessible employer*

Relevant Ops Plan	Aim	Action	Responsibility	Indicator	Timeframe
Maintain and develop appropriate Human Resources Management Policies to attract, develop and retain a skilled and motivated workforce	Council's workforce is diverse	Continue to provide, and investigate future opportunities, to employ people with disability including work experience, traineeships, supported employment, flexible work hours, and reasonable adjustments to the workplace environment	Manager People & Organisational Culture (MPC)	Business case for targeted employment completed

Survey on internal staff support completed | 2017/18 |
| | | Investigate opportunities to establish links to purchase services from local disability organisations operating small business enterprise | Manager Procurement (MPT) | Business case conducted for consideration | 2018 |
| | | Improve employment opportunities locally in partnership with local Chambers of Commerce, business and disability agencies | Manager Strategic Planning / Manager Community Capacity Building & Engagement (MBE) | Information provided to relevant organisations and businesses | 2018 |

4: Promoting Positive Attitudes and Behaviours

1. *Deliver training to engage and educate staff and the community so that they can help build an inclusive culture.*

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
Provide excellence in Customer Service across Bayside Council community touch points	Bayside Customer Service Strategy ensures access and inclusion	Display information at Customer Service and Library information touch points and counters that encourages customers to notify staff if they require assistance due to disability	Manager Library & Customer Services (MLC)	Opportunities for information identified and assessed for implementation	2017
	Staff are trained in the use of assistive devices and aides	Assistive devices are available at targeted Council touch points and counters and staff are aware of and have the capacity to use them confidently	Manager Library & Customer Services (MLC)	Need for devices and locations identified and purchase and training program identified	2017/18
	All Council staff and Council representatives are aware of the issues impacting on inclusion	Undertake disability awareness and confidence training for all new staff at Induction and retrospectively for all current staff and Council representatives, including Councillors	Manager People & Organisational Culture (MPC)	Business Case prepared including potential training providers	2017/18
Partner with Botany Enterprise Centre to deliver Building Better Business Workshop Programs for local business operators	Local businesses are increasingly inclusive	Increase awareness within the business community of the benefits of being access friendly and inclusive	Manager Community Capacity Building & Engagement (MBE)	Opportunities to incorporated inclusiveness into workshops identified	2017/18

Operational Plan	Aim	Action	Responsibility	Indicator	Timeframe
Work with key stakeholders including FACS, SES Local Health District , community partners and NGO's to map existing services and identify gaps	Council and the community are aware of issues impacting on people with disability	Undertake activities to advocate and raise awareness of the rights of people with disability to support their increased inclusion and participation in community life	Manager Community Capacity Building & Engagement (MBE)	Number of activities to raise awareness conducted	On going
		Continue to support and participate in relevant inter-agencies and Forums in Bayside area	Manager Community Capacity Building & Engagement (MBE)	Number of inter-agencies and Forums attended or coordinated by Council	On going

12 References

1: Australian Bureau Statistics 2011 Census of Population and Housing

2: Australian Bureau Statistics - Survey of Disability, Ageing & Carers 2015

3: Bayside Council – Operational Plan 2017/ 2018

4: Disability Inclusion Action Planning Guidelines 2016

5: Disability Inclusion Action Planning Guidelines – Family & Community Services 2016

6: Profile i.d - Bayside LGA

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