
Community and Stakeholder Engagement Report

Disability Inclusion Action Plan (DIAP) 2022-2026 (Stage 2 of 2)

Consultation dates: 29 April 2022 to 29 May 2022

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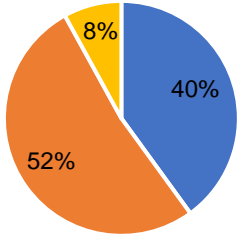

1. Summary

This report outlines the outcomes of stage 2 community and stakeholder engagement involving the public exhibition of the Draft Disability Inclusion Action Plan (DIAP) 2022-2026 and the Easy Read DIAP between 29 April 2022 and 29 May 2022.

A total of 37 submissions were received during the exhibition period. While most indicated support for the draft DIAP, many provided suggestions in their comments for how Council could further improve accessibility and inclusion. The proposed changes related mainly to physical access requirements, but also included requests for more available housing, more focus on mental health and autism, and the increased provision of Easy-Read documents.





Feedback received during the public exhibition has resulted in several changes to the DIAP and the detailed comments have been shared with teams across Council responsible for delivering on DIAP actions.


1.1. Key outcomes

 Total unique responses	37	
 How responses were received	Submission/Comment form Written responses (email/letter) Verbal responses	Completions: 25 Number received: 10 Number received: 2
 Online sentiment question: Do you support the draft Disability Inclusion Action Plan (DIAP) 2022-2026	<div data-bbox="710 1332 949 1568">  </div> <div data-bbox="1109 1366 1364 1523"> <ul style="list-style-type: none"> ■ Support ■ Support with changes ■ Don't support ■ Neutral/undetermined </div> <div data-bbox="1125 1579 1364 1612"> Total responses = 25 </div> <div data-bbox="550 1635 1420 1691"> *The above graph only represents sentiment provided in the online submissions, email and verbal submissions did not respond to a sentiment question. </div>	
 Feedback themes	Footpath & pedestrian safety Availability of housing Beach access Inclusion of people living with mental health and autism	Accessibility of bus stops and ferry wharves Accessibility of playgrounds and other recreation assets Accessible parking

	Implementation, monitoring and evaluation	Easy read format
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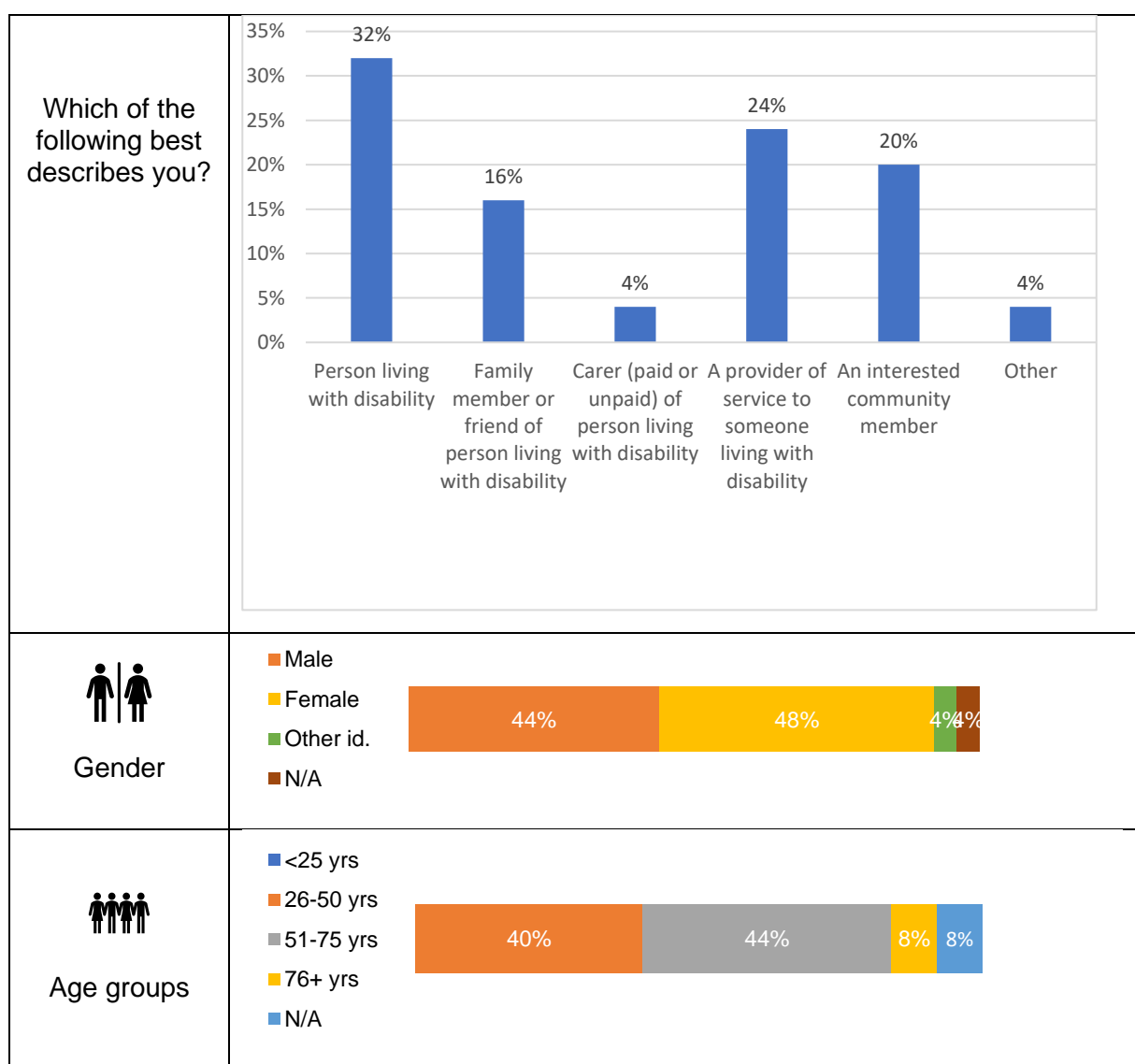
1.2. How we engaged

 Have Your Say: visitation stats	Visitors: 1010	Visits: 1348	Average time onsite: 43secs
 Social media	1 Council Facebook posts		4,607 reach 11 link clicks
	4 Council Facebook ads		27,232 reach 431 link clicks
	1 Council LinkedIn ad		4,305 reach 58 link clicks
	1 KALOF Facebook post		280 reach 6 link clicks
	1 Library Facebook post		290 reach 5 link clicks
 Print media and collateral	Collateral availability: Print copies of the draft DIAP available on demand		
 Electronic direct mail (EDM)	Community Engagement (fortnightly) newsletter: 2 editions		Distribution: Approx. 22,000 subscribers
	Council (weekly) e-News: 3 editions		Distribution: Approx. 160,000 subscribers
	The Wave Disability Newsletter: 1 edition		Distribution: 1288
	Business newsletter: 1 edition		Distribution: 13,955
	Creative Newsletter: 1 edition		Distribution: 1915
	Stakeholder emails: - EDM to stage one community engagement respondents - Email to identified service providers		Distribution: 141 Distribution: 77

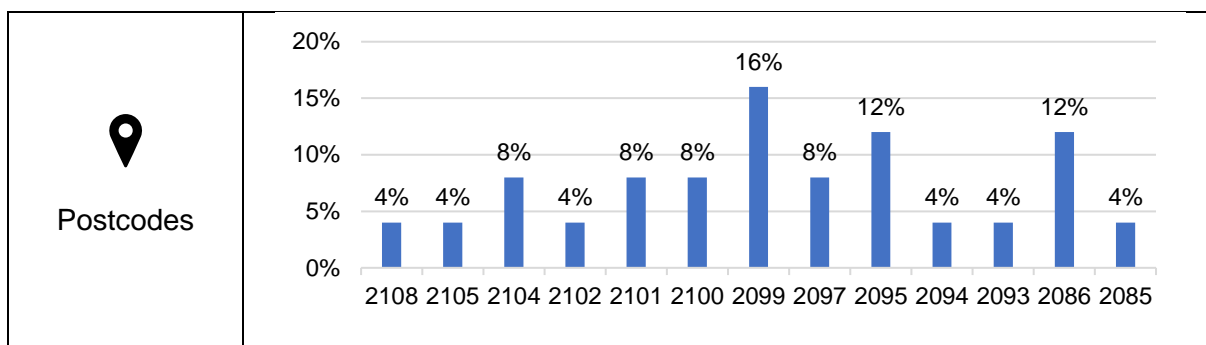
 <p>Community Gathering sessions</p>	<p>1 online session via Microsoft Teams</p> <p>1 face-to-face session offered but session moved to telephone</p>	<p>Attendance: 2</p> <p>Attendance: 1</p>

1.3. Who responded¹

The data represented below was gathered in the online Your Say submission form and only includes those respondents who provided this detail.



¹ Demographic data was gathered by request only. The data represented only includes those respondents who provided this detail.



2. Background

The Community and Stakeholder Engagement Plan for DIAP 2022-2026 was devised on a two-stage approach.

During stage 1 community consultation in October-November 2021 we gathered people's experiences and ideas about how to make the Northern Beaches a more accessible and inclusive place to live, work and visit across the four focus areas:

1. Positive community attitudes and behaviours
2. Creating liveable communities
3. Supporting access to meaningful employment
4. Improving access to mainstream services through better systems and processes.

This feedback helped inform actions within the draft DIAP 2022-2026. Details of stage 1 community consultation can be found on the project's Your Say page2.

Stage 2 community consultation was the public exhibition of the draft DIAP 2022-2026 to understand level of support and suggestions from the community to finalise the draft. This engagement report relates to the stage 2 consultation for the draft DIAP 2022 – 2026.

3. Engagement objectives

Community and stakeholder engagement aimed to:

- build community and stakeholder awareness of participation activities
- provide accessible information so community and stakeholders can participate in a meaningful way
- identify community and stakeholder concerns, local knowledge and values.

4. Engagement approach

Community and stakeholder engagement for the public exhibition of the Draft Disability Inclusion Action Plan (DIAP) 2022-2026 was conducted between 29 April 2022 and 29 May 2022 and consisted of a series of activities that provided opportunities for community and stakeholders to contribute.

The engagement was planned, implemented and reported in accordance with Council's [Community Engagement Matrix](#) (2017).

A project page² was established on our have your say platform with information provided in an accessible and easy to read format.

The project was primarily promoted through social media, internal and external stakeholder notifications and a range of Council newsletters.

Feedback was captured through an online submission form embedded onto the have your say project page. The form included a question that directly asked respondents for their level of support on the proposal.

An open-field comments box provided community members a space to explain or elaborate on their support, not support or neutral sentiment as well as any other feedback they wished to contribute.

We offered online and in person community information sessions. This was an opportunity for people to ask questions and share their feedback with the project team in a more conversational manner.

Email and written feedback were also invited. Contact details for the project manager were provided to allow people to speak directly with them and provide feedback over the phone.

4.1. Reaching diverse audiences

As part of this public exhibition, we undertook community-wide and targeted engagement to reach a diverse audience.

This included sharing information about the consultation in our Disability Newsletter, Business Newsletter and youth focused KALOF Facebook page.

We contacted via email over 75 local service providers to promote the consultation to their diverse networks. This ensured we had engagement from people living with disability and their networks.

5. Findings

37 submissions were received during the public exhibition period of the draft DIAP 2022-2026.

Most submissions were in support of the draft DIAP, with respondents recognising Council's commitment to improving access and inclusion and acknowledging the benefit of our proposed initiatives.

While many submissions were supportive, a number of comments included suggestions for improvement, resulting in changes to the plan.

Of the 37 submissions, 23 related to Focus Area 2: Creating Liveable Communities, highlighting the community's desire for Council to continue focusing on physical access requirements.

The table below outlines the four DIAP focus areas and the number of submissions related to each of these. Some submissions related to more than one focus area, reflected in the numbers below.

² <https://yoursay.northernbeaches.nsw.gov.au/diap-2022-2026>

Focus area	Number of submissions
FA1: Attitudes & behaviours	6
FA2: Creating liveable communities	24
FA3: Meaningful employment	3
FA4: Systems & processes	5

The amount of feedback related to physical access requirements is consistent with comments received during the initial engagement period in developing the draft DIAP. Most of the submissions relating to physical access can be linked to existing actions already identified in the draft DIAP 2022-2026. All submissions have been provided to the appropriate Council teams responsible for completing the actions outlined in the draft DIAP. The further detail provided in these submissions is valuable for relevant Council teams responsible for completing actions to continue gaining a better understanding of the nuances and complexity of access and inclusion when delivering new and upgraded assets.

Comments were received about the value of having had the draft DIAP presented in Easy Read format on the project's Your Say page. In addition, a submission outlined the potential benefit of having a range of key Council documents in Easy Read format for people living with communication disability.

Table 1: Issues, change requests and other considerations

Theme	Issues, change requests and other considerations raised	Council's response
Footpaths and pedestrian safety	General improvements need to be made to footpaths across the Northern Beaches including curbs, footpath transitions, and obstruction free footpaths.	Comments were received about the value of having had the draft DIAP presented in Easy Read format on the project's Your Say page. In addition, a submission outlined the potential benefit of having a range of key Council documents in Easy Read format for people living with communication disability.
Housing	People living with disability have identified a need for appropriate and affordable housing for people living with disability on Northern Beaches.	Council recognises the importance of all members of the community having access to appropriate housing on the Northern Beaches. We will

		continue to advocate for additional social and affordable housing in line the 2036 target in the Northern Beaches Local Housing Strategy.
Beach access	People living with disability want improved access to the beach and water. Suggestions to improve access included the installation of beach mats and extension of walkways at the beach.	<p>Council is committed to continuing to improve access to the beach and water for everyone. Council has trialled the installation of beach mats at Collaroy and Manly beaches. Unfortunately, these were ineffective due to the granular nature of the sand at our beaches. Where there are significant changes to beach shape and orientation over a 24-hour period this can also impact our ability to provide beach mats.</p> <p>We have a number of beach wheelchairs available to the public with more details available on our Council website.</p> <p>We will continue to improve access to our beach rockpools through capital works upgrades, creating better pathway connections and access points to pools.</p>
Inclusion of people living with mental health & autism	Respondents indicate that it is not easy to see how people with mental health or autism are included in the plan.	<p>People experiencing psychosocial disability were involved during consultation in the development of the plan.</p> <p>The definition of disability expressed within the DIAP is inclusive of anyone who experiences long-term physical, mental, cognitive, intellectual or sensory impairments.</p>
Accessibility of bus stops and ferry wharves	Respondents have indicated a number of bus stops on the Northern Beaches are not accessible. One submission also requested more information about accessibility of wharves and ferries.	Action FA2.05 in the draft DIAP reconfirms Council's commitment to ensuring that all bus stops adjoining new and renewal footpaths are accessible. While not all bus stops are owned or managed by Council, we will continue to advocate for improved outcomes to TFNSW. Where people have

		provided specific details about bus stops this information has been passed onto the relevant Council team.
Accessibility of playgrounds and other recreation assets	People living with disability want improved access to leisure and recreation facilities, including aquatic facilities and playgrounds.	There is an action in the draft DIAP to implement the Accessible Event Guidelines . An ongoing commitment of Council is that playground and facilities upgrades are designed for all abilities play.
Accessible Parking	There is demand for increased accessible parking across the Northern Beaches.	Council provides accessible parking spaces in all its car parks. As capital works projects are undertaken these are reviewed and updated in line with accessibility requirements in the current Australian standards for accessible parking.
Easy read format	There are significant benefits for people living with disability to have access to documents in Easy Read format to understand and engage with the information. There is demand for key Council documents and strategies to be presented in Easy Read formats.	An additional action was included in the draft DIAP to improve provision of Easy Read documents.
Implementation, monitoring and evaluation	Comments asked for a clearer understanding of how the DIAP will be measured.	The Implementation, Monitoring & Evaluation section of the draft DIAP has been reviewed and amended to better explain how the overall plan will be measured. For every action identified in the plan there is a performance measure to track success of each action.
Consultation of people living with disability	One respondent suggested forming an advisory group or community of practice as a way of consulting with people living with disability and including them in decision making.	A number of the actions in the DIAP will build capability, awareness and opportunities across Council to enable all people living with disability to participate in consultation and decision making. This will deliver greater improvement to access and inclusion as it will engage a larger more representative sample compared with a smaller advisory style group.

Appendix 1 Verbatim community and stakeholder responses*

List people's comments and feedback verbatim so they can directly see how their input has been considered (de-identify data by recording feedback rather than any personal information about the participants).

A. Online submissions

Number	Submission ³
1	I would also like to see that paths are clear of low overhanging branches. My disability is such that my head is falling on to my chest making it hard to spot until the last minute.
2	<p>I applaud the council's ongoing commitment to a robust and respectful DIAP. I have a few suggestions or ideas to make, I hope that these are helpful.</p> <p>It may be useful to consider the inclusion possibilities in emerging technology and innovation as a particular focus of your plan. Smart, connected places can benefit PWD greatly for example in wayfinding and mobility. In my work with Transport for NSW we have a particular focus on addressing issues of social isolation and exclusion (for target populations such as PWD and aged) and there are many nascent and emerging uses for technology to promote inclusion.</p> <p>Another very different idea is to consider more holistically leverage the heft of the council as both an employer and service provider to understand the lived experience of PWD and their carers in the formation of an advisory group, or community of practice informing and deepening the DIAP. Or you may consider an in-residence role at the council - an example of best practice in the Carer-in-Residence role at UTS, which is a part-time employment contract that sits across both student and faculty, reviewing policies, undertaking advocacy and comms roles, as well as research and M&E. You can find the case study here. (https://www.uts.edu.au/research-and-teaching/our-research/institute-public-policy-and-governance/about-institute/centre-for-carers-research/about-us/our-work/carer-in-residence).</p>
3	<p>I've read the Draft Plan and there's one thing I would like looked into. I'm an amputee and find crossing roads at pedestrian crossing a challenge. I'm finding the time allowed to cross is too short and I'm only just making it across before the lights change to green. If I was to hesitate then then lights would change to green before I got to the pavement. This is especially relevant crossing Pittwater Rd at Fisher Rd.</p> <p>I would find it extremely helpful if the timing could be increased by just a few seconds.</p>
4	I am an older person living with both severe back and breathing problems who until recently as a member of Warringah Golf Club have been able to play golf regularly using a Mobility Scooter. Due to the persistent rain and flooding of the course from Water Board overflow I along with many other have not been able to play for over four months. A solution, which would mitigate the problem, would be to install all weather footpath connecting all 18 holes. I believe this

*Personal details and inappropriate language have been redacted where possible. Spelling and grammatical errors have been amended only where misinterpretation or offence may be caused.

³ Not every respondent made a comment in addition to answering the sentiment question

	very worthy project which should immediately be supported by Council with maybe the help of the State and/or Federal Governments.
5	The core of the DIAP 2022-26 is positive and workable. My key issue relates to improved access to social housing for people with a disability. One of the points in the DIAP states "Advocate and plan for housing to meet the needs of our community through Council's Local Housing Strategy" - I'm uncertain what this Strategy is but I would like to see the NB Council strongly support affordable housing options in our area. My understanding is the recent DA (Submitted by Link Housing) for the Queenscliffe Health Centre site was rejected by Council. Part of this submission included a portion of the site being dedicated to housing for a group of young people with a disability. Surely the Queenscliffe Health Centre redevelopment proposal is in line with the Council's DIAP - advocate for people with a disability and 'plan for housing to meet the needs of our community'? This DIAP is only worthwhile if the council is prepared to act and support such proposals.
6	Looking good, but would like to see the action plan, especially to do with wharfs and access to ferries
7	I read the "Easy Read" and I am happy with it.
8	I Believe you have it partially right I do think improvements need to be made to footpaths, Parks, & tourist venues. There are many areas around which are to steep to access. Parking should be more accessible to people with a disability. There should be more concrete paths in dog walking areas not just grassy ovals. I agree with a lot of the plan but do you feel there's room for improvement
9	Wheelchair accessibility onto the beach/water area and close to the water to make easy access for people with disabilities to enter the ocean or water area.
10	The disability action plan is prepared in line with NSW disability action plan and responsibility area. It is very hard for me to understand what is in there for mental health.
11	I work as a local area coordinator partner of the NDIS I think people with disability who use mobility equipment would love access to even one of our beautiful beaches with those awesome mats that are rolled out so they can go down to the water. They have them at Fingal Bay I believe. Also more events at places like the PCYC and community halls that cater to those who live with disability particularly youth would be an awesome initiative.
12	While there are many wonderful initiatives in the draft plan, there needs to be a means of providing more disability and low cost/community housing within the broader community. While those with physical disabilities have access to SDA funding via the NDIS and those with severe intellectual & mental disabilities are catered for in group homes, the those with mild to moderate disabilities are forced to join the able-bodied community in finding housing. Because many are on a disability pension or are lowly paid, this is an almost impossible task on the Northern Beaches. In addition, it is becoming increasingly difficult to find carers because these are low paid workers and once again unable to afford the rental prices on the Northern Beaches. Often people with disabilities require care on a 24-hr basis, potential carers do not want to travel distances in the early mornings to provide personal care for two or three hours before their client goes to work or a day program. Carers need to be able to live on the Northern Beaches, so there needs to be community or affordable housing for them. To enable those with disabilities to be truly included in the community, there must be some mechanism for increasing disability and low-cost housing within existing and especially new developments on the Peninsular. Older members of the community are catered for in Over 55 developments and

	<p>retirement villages. Special regulations enable these developments to flourish. To truly integrate people with disabilities, Council needs to create similar incentives to incorporate community and disability housing within all new developments. This needs to be at a high percentage of housing stock- say at least 15%. This would truly integrate people with disabilities into the community. Other initiatives such as your planning department championing development applications for community and disability housing, showing a determination to make such developments a reality, despite objections from potential neighbours, would also assist in addressing the lack of housing in this area. As an over view, it is a sad reality that the Northern Beaches are changing their demographic. Once there was a diverse population. At surf clubs a butcher, doctor, builder and council worker would be amongst the parents standing along the shore for Nippers on a Sunday morning. Today, only the doctor and maybe the builder can afford to buy a house or even rent here. We are losing our diversity and our workforce. While I agree that the Council cannot fix everything in housing, it can address the housing affordability for this with a disability and their carers. If there is no attempt at fixing the housing shortage in the disability area then everything else is meaningless.</p>
13	<p>The Action Plan looks fine as a signal of purpose however I still find that council is approving new facilities that have poor access. The latest one that I regularly go to is [REDACTED] on the Manly beachfront which has a step at the front so that I cannot get in to the main room. I am in a wheelchair. Surely this should have been picked up with the planning approval before it opened.</p>
14	<p>As a resident of the Northern Beaches, and as a speech pathologist [REDACTED]</p> <p>[REDACTED] I was delighted to see the draft Disability Inclusion Action Plan which I understand was required, under the commitment of the NSW Government, to improving the lives of people with disability in NSW and to work towards a fully inclusive society for all.</p> <p>I commend you for the development of a DIAP in the Northern Beaches, and for your work in reducing and removing barriers for people with a disability, in order to foster a more accessible and inclusive community. An important segment of our community includes people with a communication disability and can involve people with developmental or acquired communication disabilities that might limit their capacity to speak, understand others, read or write, and in turn, impacts on their ability to interact and participate in society.</p> <p>Communication is an essential part of what it is to be human and without it, our quality of life is greatly diminished. Being able to communicate successfully is critical for our dignity, our happiness, and our development. As a fundamental human right, communication is enshrined in the Universal Declaration of Human Rights (Article 19). We tend to take it for granted until we lose it. If the right to communication is taken from people forcibly, for example, through the actions of a government or other form of authority, community outrage will be swift and loud. If that right is denied due to an illness, injury or other disorder, it often goes unnoticed even though 1 in 7 of us will struggle with a communication disorder at some stage in our lives. ABS data highlights that around 1.2 million people in Australia have a communication disability. Ensuring communication accessibility for these Australians means they are treated with dignity and respect.</p>

	<p>Communication disability can be experienced by a wide range of people, of any age, gender, or social economic status, and can be caused by numerous conditions. Communication disabilities can affect people's understanding of language, their ability to express themselves effectively, or interact socially. Sometimes those disabilities are obvious, for example if someone has a stutter or if they use an electronic communication aid to express themselves, however often communication disabilities are, for various reasons, not easily detected by the untrained eye. People who may experience communication disabilities. I have attached a factsheet on some of the common types of communication disabilities, and statistics relating to this.</p> <p>As a speech pathologist I am deeply committed to advocating for and facilitating the rights of people with a wide range of communication disabilities in speaking, understanding and communicating inclusively. Communication accessibility is crucial for people to be able to communicate and to participate as fully as they are able in society. Communication accessibility, like physically accessible buildings, means that everyone is able to access information and communicate in a way that will be understood by everyone. I'm pleased to see that there is consideration about the investigating becoming a communication accessible organisation, and the need for information to be given in "plain English" but I would like to highlight several other opportunities for further consideration of communication disabilities, e.g.</p> <p>Focus Area 1 - it would be good to ensure "hidden" disabilities, such as many communication needs, and how they may best be supported are included when raising community awareness and in workforce training. Speech pathologists should be consulted and/or included in the training delivery team to ensure this important area is fully addressed.</p> <p>Focus Area 2 - there are many opportunities for further development of signage to be more easily accessible to those with communication disabilities. Speech pathologists should be further consulted on this.</p> <p>Focus Area 4 - it is important to stress that "plain English" is unlikely to be sufficient to ensure it is understood by those with communication disabilities. I highly recommend that there are Easy English versions of key documents. I look forward hearing from you in relation to how the draft Disability Inclusion Action Plan will be amended to ensure more is considered in regard to communication accessibility</p>
15	<p>I take 2 wheelchair using clients to Manly using public transport (Bus). We get the ferry into the city quite regularly.</p> <p>On the way back from Manly to Dee why we sometimes get off at several stops. On the way to Warringah mall there are several stops with no cut out for a wheel chair to get down. This is especially difficult when the boys are in their heavy electric chairs.</p> <p>For example the stop by North Harbord bowling club and the next stop opposite the garage near the Tennis and Squash courts have no possible wheelchair access. It makes it very difficult to get across the road safely.</p>
16	more wheel chair access to council facilities
17	We've recently had 2 bus stop signs added to the street our street runs off, and they've erected these signs in the middle of the concrete pathway, resulting in

	the pathway being unusable, and pushing people in wheelchairs and pushing prams onto the road.
18	<p>I see that sensory sensitivities and needs have been brought up before, and I wanted to give it another voice.</p> <p>██████████ Travengers AU - Supported Youth Travel, based in Manly. We connect like-minded neurodivergent young adults to travel and connect socially. Kind of like Contiki with support. We're heavily focused on breaking down barriers in travel and social life for those who are autistic and have sensory needs.</p> <p>There are a lot of things we do to make travel more accessible and less overwhelming, such as the detailed itineraries we create, offering noise-cancelling headphones etc.</p> <p>But in addition to what we do, we need venues and restaurants, tourism providers and services in the community to be aware and inclusive of autism and hidden disabilities, as well as visible disabilities.</p> <p>This can be done in many ways - from education and staff training, sensory rooms, sensory maps, and much more. And most importantly, recommendations must primarily come from those with lived experience.</p> <p>Ideally it would be about working in partnership with organisations like Hidden Disabilities ANZ and the Sunflower scheme, and Aspect's autism friendly team, or even us if we can help by bringing in our community of young autistic people.</p> <p>I believe a message such as an «Autism Friendly» or «Sensory Friendly Northern Beaches» would not only be inclusive for the local community, giving out a message that families with kids, or adults, are welcome, and that differences are celebrated.</p> <p>It could also help send a message to travellers from around Australia and overseas - that Northern Beaches is autism friendly, welcoming a large number of families who might currently not be travelling.</p>
19	<p>I would strongly recommend and respectfully request that more emphasis be included in the DIAP around the less visible aspects of disability in the community such as the autism spectrum. Whilst physical disability can be more visible in society, mental and cognitive disability is often not as visible for the fact that it is internal and not observable. When observed it can unfortunately be misunderstood by those in the community who are less educated or less familiar with it. My overall takeout is that the DIAP is too centric to physical disability and needs to be more balanced in terms of content to include less visible conditions such as autism and neurodiversity.</p> <p>Awareness of autism and sensory challenges of others requires a community (citizens, business, local government) to be more educated on the challenges that a society largely structured to accommodate the needs of a majority neurotypical population places on the minority of the population who are neuro diverse.</p> <p>As a father of 3 young children who have been diagnosed with ASD and have sensory challenges, I'm determined to ensure that every opportunity for them to be included in the local community and in society is made available to them as they grow up. My biggest concerns and frustrations thus far are however issues</p>

	<p>(to the best of my knowledge) that fall under the remit of the state government (schooling and assistance) and federal government (NDIS funding and the bureaucracy underpinning the system) as opposed to the local government. We need to foster greater awareness of autism in our community, educate those less familiar with neurodiversity and proactively advocate for the strengths and capabilities of the neurodiverse population amongst us.</p> <p>More sensory friendly events, facilities, and promotion of disability awareness by the Northern Beaches Council would be great to see.</p> <p>On a separate note, I was disappointed to only find out about the 2 information sessions (held on 18th and 19th May) just today via Facebook. What information on this was communicated to Northern Beaches residents (mail, email etc) prior to the sessions run last week?</p>
20	<p>it would really help to be able to catch a bus into the city if I ever got a job but it's really confusing and everyone seems in a rush</p> <p>I know I know people are busy but is it possible to get a guide on how to catch the bus it can be confusing because sometimes I don't stop and now there's on demand which I don't understand</p> <p>I also raise that to northern beaches is one of the coolest areas but even still people can be rude</p>
21	<p>Living in Narrabeen I would like to see a boardwalk going from the rock pool at North Narrabeen to the end of Collaroy as well as along other beaches. We have a beautiful beach. It is not accessible for people with disabilities to walk along it and enjoy it with ramps to get to the water. This would also allow for healthy exercise for people with prams and elderly to enjoy it together as a community and interaction</p>
22	<p>Footpaths are broken and hard for any wheels to access (Wheelchair, Strollers etc). Would love footpaths and curb "lips" to be a priority. Collaroy is a great source of enjoyment for all abilities.</p>
23	<p>My observation is that there are just so few spots around this wonderful area where it is possible to park and take in the view. There are some, but they are a matter of chance that they are available. Obviously, if you have a mobility limited person in the car, in a situation where it is preferable for them to remain in the car, it would be great to have the availability of (some) reserved parking spots from which there is a view. One example would be the area just along The Serpentine, NW of the Bilogola Lookout, from where there is a great view, and usually, one can park there, but that is a matter of luck,</p> <p>Would it be possible to identify some suitable locations where this idea is feasible and could be implemented? It would mean a great deal for those who are effectively limited to being in the car, in terms of promoting their enjoyment of the environment.</p>

B. Emailed/written submissions

Number	Submission
1	<p>To me, access and inclusion will always be about footpaths that are even and wide. It is also about every bus stop having a shelter in place and it being connected to a footpath. Furthermore, access means Council considering as important, the fixing of footpaths affected by tree roots and other hazards. Additionally, it would be appropriate for Council to prioritize potholes on local roads. They have become noticeably bigger after the recent rains. Talking of</p>

	<p>rains, not all buildings have any shelter in place over entry or exit ramps. This would be an adaptation worthwhile considering and, much welcomed by me.</p> <p>The Council's key areas of focus have not changed for some time. I do not think Council can do much in relation to employment and certainly, engaging DES providers will guarantee wasted time and money but no jobs. See: https://engage.dss.gov.au/wp-content/uploads/2016/12/Submission-re-DES.docx. This remains my view of the DES system and the employment figures your disability plan quote have remained stubbornly the same for 20 to 30 years. This report from the NDIA itself (https://data.ndis.gov.au/media/2815/download?attachment) shows the employment of those with disability is still well below the general population. Just over half of those employed are still in receipt of the Disability Support Pension, or part thereof (including me).</p> <p>This hardly seems worthy of nine years of the NDIS and billions of dollars, which is the source of my growing frustration, as expressed at: https://www.aph.gov.au/DocumentStore.ashx?id=e7e5b939-3a5b-4b3d-8a1c-c4cd4c43fd45&subId=720681. Meanwhile, questions over the integrity and efficacy of NGOs have rolled around for years, yet we keep co-opting these bodies for civic functions at all levels of government – see: Adam-Johnston-310865.pdf (treasury.gov.au). This should stop. Rather than finding expensive and unsuccessful ways to allegedly 'live' with disability, why not deliver the best form of inclusion there is – a cure. Why not reimagine the proposed Town Centre in Frenchs Forest as a science and technology hub. It is close to the Northern Beaches Hospital and delivers on the mayor's much talked of (by him) but never realised university campus. This would be more useful than another Town Centre. It would also appear to meet an urgent need. As recorded by MSN: Missing in action: five issues the major parties are avoiding in the 2022 federal election (msn.com)</p> <p>Science funding</p> <p>Australian scientists are calling for more government research funding, which has declined in recent years despite vaccines and treatments for Covid-19 highlighting the key role science plays in tackling global challenges.</p> <p>The pandemic has brought widespread job insecurity and plummeting morale among Australian researchers. A Morrison government decision in December to veto some funding grants has had a "chilling effect" on academic independence in Australia and made it harder to attract international talent, a Senate inquiry heard in March.</p> <p>A new position statement released by the Australian Academy of Science (AAS) has criticised the current approach to science funding as "not fit for purpose".</p> <p>It said: "Today, Australia's science funding system is characterised by a real declining base level of government support for public science agencies and universities."</p> <p>"Despite one-off funding for research and science during the pandemic, in 2021 the Australian government's investment in science was 0.56% of gross domestic product – which is lower than peer nations – and has declined over the past decade."</p>
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	<p>It comes amid criticism by a leading Australian climate scientist that the national science agency, the CSIRO, has turned into a “very extravagant consulting company” under the Coalition.</p> <p>Prof David Karoly, who worked on four of the six major assessments by the Intergovernmental Panel on Climate Change, told Guardian Australia this week that CSIRO scientists had been barred from speaking publicly about government policy, and that budget cuts had transformed the agency into one reliant on external contracts to survive.</p> <p>It is difficult to judge the exact situation, or the reliability of this report (sourced from The Guardian). However, I know personally of scientists leaving research positions and losing grant funding. If I want to be cured of my disability and see others healed likewise, writing to consultations like this one is a good place to start.</p>
2	<p>I read both the easy read and the full plan, which both seem good, but without enough detail to really know whether it will work.</p> <p>It was easy to see that the draft disability action plan addresses many of the concepts needed for people with intellectual and physical disability. However, it wasn't easy to see whether people with psychosocial disability were included in the plan. One example that leads me to think that they were not included was the statement about consultation: "Community survey - An online community survey that was open to all community members from 8 October 2021 - 7 November 2021" and the use of an "online vision board".</p> <p>One of the main things for people with severe psychosocial disability is lack of ability to find out about things. They often don't have a smart phone or laptop or any other computer. Their disability often includes difficulty with communication so going to ask a librarian for help to access a public computer is difficult. Is there a way to increase access to local information for people with no private internet, and support them to do this? That way they could be included in the consultation process.</p> <p>The plan states on p18 that participants told you that they love "their connection to the community". Now I know there wasn't much consultation with people living with severe psychosocial disability because one of the greatest issues for them is their lack of connection. They become very socially isolated which leads to even greater lack of connection and social exclusion.</p> <p>I think the plan is a good start, and shows response to community feedback from those who were able to participate. However, I think it risks missing the mark if it missed out on getting consultation from those people who really need to be included.</p> <p>So please, try to ensure that people with severe psychosocial disability and their carers and advocates are included in the consultation process.</p>
3	<p>I have just read the easy to read format of the disability action plan for the next four years. As I wasn't sure how to send a submission, I wanted to email you with a few of my thoughts.</p>

	<p>I have a 25 year old daughter who has an intellectual disability. There are 2 issues that are challenging for us as a family right now. My daughter wants to work during the week and she also wants to move into accommodation with friends. These are common goals for most young adults in their 20's, regardless of ability.</p> <p>I am committed to supporting my daughter to achieve these goals and realise that as well as perseverance, we also need to be creative in both areas of seeking employment and housing. Please find below my suggestions for council to consider.</p> <p>Our family is part of a group of 9 other families who all have a young adult child with an intellectual disability. The group is called Amaroo and the young adults are friends who have known each other for many years. We have formed a cooperative and are in the process of setting up a website. We have been meeting for about 4 years, with the aim of creating an intentional community where our young adults can move into their own homes, either buying in or on long term leases. We envisage that following the successful creation of Amaroo, other family groups will be able to use the model to form their own intentional communities for their young people.</p> <p>With employment, is council able to look at running an awareness campaign targeted at successful businesses in the area that have space and an established market with the aim of encouraging these businesses to employ people with disabilities? For example, Australian Native landscapes in Terrey Hills has a lot of space and a retail nursery right next door, could a covered area be erected where people of all abilities planted seeds, repotted plants, watered, mixed soil etc and the plants could be sold in the nursery? I believe the council also has a nursery in the area, could something like this be set up there? Or at the ecohouse at Kimbriki tip? With councils backing and support from an enthusiastic disability service provider, more jobs can be created so more people with disabilities can have meaningful employment.</p> <p>The last two years have taught us all that we need to be flexible, adaptable, proactive and think outside the square. What better way for people living with disability to feel included and part of the community than having a job and a place to call home.</p>
4	Submission received about inclusion in the community, community member requested that this submission not be shared in the public forum.
5	I have a disability but not enough for ndis. Can anyone teach me how to upload images on computer to sell some things and my art? I have many ideas to help others enjoy some creative activities but need folk to help set up and support.
6	<p>I am a carer of a child with a disability.</p> <p>I am also a writer, and am doing a lot of work on stories concerning disability at the moment. I noticed part of the plan is to tell the stories of those with a disability and would love to be involved in this. Do you know how I could put my name in the hat, so to speak please?</p>
7	<p>I take 2 wheelchair-using clients to Manly using public transport (Bus). We get the ferry into the city quite regularly.</p> <p>On the way back from Manly to Dee why we sometimes get off at several stops.</p>

	Given the amazing Sargood and Fighting Chance services, as well as our growing clinic next year, it would be amazing to have council support in exploring better leisure and recreational options within the community including wheelchair sports and facilities with change tables appropriate to wheelchair users. People are flocking to the area without these things in place.
10	<p>Northern Beaches Council could consider small things that could be quickly and cheaply done to make the everyday lives of disabled and older people easier to navigate our footpaths, public spaces and public transport. These simple things need to be repeated the same every time a piece of infrastructure is installed, repaired or replaced. Cities like Oslo in Norway have reduced their pedestrian fatalities to zero and made navigating the city for their disabled population safer and more accessible by following similar things below:</p> <p>Footpaths: - Footpaths need to be clear of objects like stems and poles to allow easy access. - Wherever possible, move signs onto existing infrastructure or buildings and place away from the road if the footpath is next to the kerb. - Working with other councils to design a pamphlet to show footpath envelope clearances that can be mailed to households with overgrown vegetation blocking footpaths. - Identify noxious weeds like Privet, Africa Olive, Camphor laurel and Lantana that are creating trip hazards along footpaths, and remove them by poisoning around the sap line of the stump.</p> <p>Footpath Ramps: - Wherever possible, install ramps wider than the minimum 1.5m width so that disabled pedestrians do not feel that they have to wait for an able bodied pedestrian to use the ramp. The 1.2m minimum is required if an object like a building is close to a road and does not allow a wider ramp to be built. - At traffic signals, the ramp should be 3.6m wide as per TfNSW's R0300-11 kerb ramp standards. - The wing of the ramp at traffic signals should start at the pedestrian push button to allow the visually impaired and people in wheelchairs or elderly using walking frames easy access to the button and not need to step off the kerb but use the ramp without needing to readjust their position. - At zebra pedestrian crossings, the ramp should be 3.6m wide. - At raised zebra pedestrian crossings, the footpath should be level with the raised crossing with a grill or drain installed over the gutter so visually impaired pedestrians do not walk in the water.</p> <p>Bus Stops: - When upgrading bus stops, make sure the kerb height is 210-230mm (8-9 inches) to allow elderly and less abled passengers easier access. Under the Australian Disability Standards, the minimum height of an existing kerb before it must be jackhammered up and replaced with a higher kerb is 150mm (6 inches). Other councils around Australia and the world are jackhammering up all kerbs at bus stops with a height of 150mm and replacing them with higher kerbs to make buses more accessible for less abled people. - The bus stop 209386 Curban St opp Valley Rd Balgowlah Heights has recently had the curb replaced, creating a trip hazard for disabled passengers getting off the bus due to the kerb being reduced to less than 150mm from the original 210mm. - A large level pad around the bus stop flag should be installed to allow people in wheelchairs to board that bus and read the timetable safely. - Bus stops should be moved to safer locations like after intersections to allow buses to pull into the stop close to the kerb to enable elderly and disabled passengers to exit the rear door safely. - Wherever possible, as many objects should be removed from the bus zone area to allow buses to swing into the stop to enable elderly and disabled passengers to board safely. - Brand new bus shelters should not have stairs between the shelter and the bus. - Bus stop seats should be back on the boundary facing the road so that elderly and less able passengers can see the approaching bus and children cannot lean against them close to the road.</p> <p>Pedestrian Crossings: - Pedestrian crossings must have a clear line of sight so that both the pedestrian and driver can see each other. - All trees and shrubs around crossings should</p>

	<p>be removed or be extremely low so that drivers can see visually impaired pedestrians, including children, in time to stop safely. - Signage at pedestrian crossings should be simplified as per Australian Standards with only two R3-1 signs in both directions and, if at a raised crossing, a single 25km/h sign under the left R3-1 sign, nearest edge of the sign placed more than 600mm away from the vertical edge of the kerb, so not to be damaged by trucks. - If zig-zag marking or advanced signage is required, then the pedestrian crossing location should be reviewed as zig-zag markings must not be installed at new crossings. - Many brand new crossings around the Northern Beaches do not meet the minimum Australian Standards by only having one R3-1 sign instead of two in each direction. In Oslo, all pedestrian crossings have only two crossing signs in each direction with a clear line of sight so drivers can see visually impaired pedestrians crossing the road. Traffic Signals: - Ask TfNSW to, wherever possible, program pedestrian crossings to be 'Green for Walk' so that pedestrians do not need to press the button. Due to Covid-19 and people being distracted, many pedestrians no longer push the button when they arrive at a crossing, meaning that all other pedestrians, including less-able people, cannot cross. Green for walk is different to 'Auto Introduction', whereas if nobody presses a button and no vehicles are on any other loops, the lights do not continually change. This in no way will slow down vehicles but will improve vehicle flow. - Ask TfNSW to install Pedestrian Countdown Timers at crossings without vehicle conflict to allow pedestrians, especially disabled people, to know how long before the vehicles start to come through the crossing. Currently, disabled and elderly pedestrians that take a little longer to cross the road get anxious nearing the other side even though plenty of time still exists to finish crossing. - Program traffic signals to rest on a pedestrian green man in high pedestrian areas, prioritising people walking. TGSI: Ramps: - TGSI's should be only installed by certified installers who know what they are doing. Many installations direct the visually impaired pedestrian into the middle of the road instead of safely to the ramp on the other side of the road. - At ramps with the correct wings and angles as per TfNSW R0300-11, TGSI should not be installed unless other issues exist. - At ramps that do not meet these standards, TGSI's should be installed 300mm away from the edge of the road perpendicular to the direction of travel. - Install TGSI pavers instead of drilling into pavers/concrete and glueing TGSI buttons to the ground so that they do not perish in the sunlight or dislodge, lasting longer. - Brand new TGSI tiles have recently been installed at the corner of Sydney Rd and Condamine St Balgowlah and placed in the middle of the footpath. The new ramps meet the disability standards, so the TGSI tiles are unnecessary. The location of the tiles in the middle of the footpath indicates to a pedestrian using a cane that a hazard exists on the footpath. - Opposite side of Sydney Rd ramps have been installed between stop lines and pedestrian guidance lines confusing visually impaired pedestrians and vehicles blocking crossing. Navigating Busy Areas - When new footpaths are installed in high pedestrian areas, consider installing guidance TGSI's in the middle of the footpath so that visually impaired pedestrians using a cane do not need to try and navigate around outdoor seating for restaurants and other objects.</p>
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C. Verbal submissions

Number	Submission ⁴
1	Struggles with physical accessibility to some areas of the Beaches. Noted in particular that footpath transitions from paved to gravel can make it difficult to use a wheelchair. Hasn't had much to do with Council but other levels of government has found accessing information & forms is overcomplicated. Lack of availability of carers is a problem.
2	Commented that in Beacon Hill there is a lack of footpaths and this impacts mobility issues. Has been in contact with Council to understand how to get footpath installed however details given were complex and difficult to understand. Commented on the benefit of having an Easy Read version of the plan to engage with.

Document administration	
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Notes	Community and stakeholder views contained in this report do not necessarily reflect the views of the Northern Beaches Council or indicate a commitment to a particular course of action.