

Northern Beaches Council

Disability Inclusion Action Plan 2017 – 2021

June 2017

Easy Read version



**NORTHERN BEACHES
COUNCIL**

northernbeaches.nsw.gov.au

How to use this document



This information is written in an easy to read way. We use pictures to explain some ideas.



This document has been written by Northern Beaches Council. When you see the word 'we', it means Northern Beaches Council.



Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 36.



This Easy Read document is a summary of another document.



You can find the other document on our website at www.northernbeaches.nsw.gov.au



You can ask for help to read this document.
A friend, family member or support person may be able to help you.

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About this plan



We want to make the Northern Beaches accessible and inclusive for people with disability.

We want to make Northern Beaches:



- accessible – people with disability can use all the resources we have



- inclusive – people with disability can take part in all the activities available.



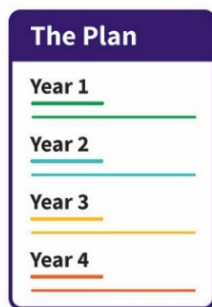
If their community is inclusive, people with disability have:

- choice
- control.



The *Disability Inclusion Action Plan* explains the steps we think we could take to make Northern Beaches a better place.

In this document we call it the Plan.



The Plan is an outline of what we will be doing for the next 4 years.



It explains the things we want to achieve for people with disability.

It explains what we will do so people with disability:



- have better access to:
 - information
 - services
 - facilities



- can take part equally.

Talking to the Northern Beaches community



While we were developing the Plan, we talked to the community to find out what they need.

We talked to a range of **stakeholders** – people who the Plan could affect:



- people with disability



- people who represent the community

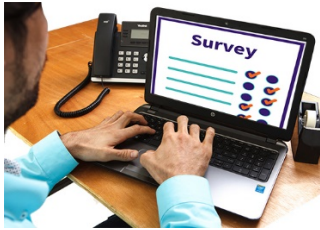


- service providers



- Council staff.

People told us their ideas in different ways,
these included:



- filling out surveys:
 - online
 - on paper



- community forums



- workshops with:
 - service users



- our staff



- meetings with our managers.

The Northern Beaches community



Northern Beaches Council is a new Local Government Area (LGA).

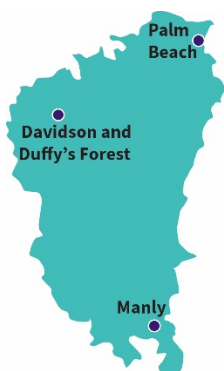


It was created when 3 councils merged:

- Manly
- Warringah
- Pittwater.



There are 266,247 people living in our LGA.



Our LGA goes as far as:

- Manly in the south
- Palm Beach in the north
- Davidson and Duffy's Forest in the west.



It includes:

- 80 square km of coastline
- 100 square km of natural areas
- 150 sports fields
- 220 playgrounds
- 21 surf clubs
- 25 rock pools
- 24 beaches
- 10 libraries
- 7 child care centres run by council
- 5 Vacation Care programs
- 2 aquatic centres
- 20 surf life-saving clubs
- 43 community centres.



We have millions of visitors each year who come to see our:

- national parks
- ocean beaches
- harbour beaches.

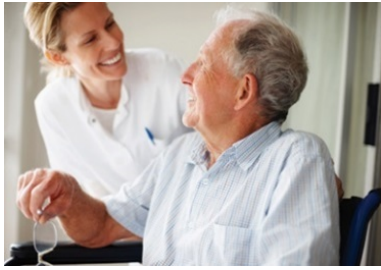


We have 1,800 people who work for us.



In September 2017 we will have elections for our first council members.

Disability in the Northern Beaches



Older people have higher rates of disability.



Almost 5% of children aged 5 or younger have a disability.



Almost 90% of people aged 90 or older have a disability.



This is the same in the Northern Beaches community.

3.3%



3.3% of people need help with activities that are part of their everyday life.



27% of those people live in households with a low income.

There are more than 20,000 unpaid carers who support someone with:



- disability
- long term health problems
- mental health issues
- old age.

The laws and agreements that apply



There are different laws and agreements that help make sure people with disability:

- have access
- are included.



The United Nations *Convention on the Rights of Persons with Disabilities* (UN Conventions) is an international agreement.

It applies all around the world.



The UN Convention sets out the rights of people with disability.

It explains how people with disability should be treated fairly.



The Commonwealth Government has agreed to follow the UN Convention.



The Commonwealth Government used the UN Conventions to develop the Commonwealth National Disability Strategy 2010–2020 (NDS).



The NDS is a 10 year plan to make life better for:

- people with disability
- families
- carers.



It applies all around Australia.



The Commonwealth Government also follows the rules in the *Disability Discrimination Act 1992*.



The *Disability Discrimination Act 1992* says it is against the law in Australia to treat people with disability unfairly.



There are other important national laws:

- *Disability Services Act 1986*
- *National Disability Insurance Scheme Act 2013*.

Laws in New South Wales



There are also some laws just for the state of New South Wales:



- *Disability Inclusion Act (DIA) 2014*



- *NSW Anti-Discrimination Act 1977*



- *NSW Disability Inclusion Regulation 2014*



- *NSW Disability Inclusion Plan 2015.*

Our Disability Inclusion Action Plan



The *Disability Inclusion Act 2014* tells us we have to write a *Disability Inclusion Action Plan*.



The Plan has to last for the next 4 years.

The Plan has to focus on 4 areas:



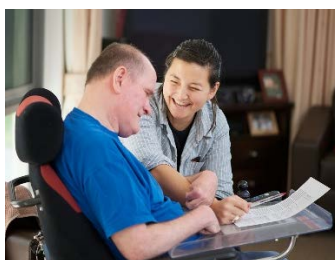
1. Developing positive ways of thinking and acting in our community.



2. Creating communities that are nice for people to live in.



3. Helping people find good jobs and work they like doing.

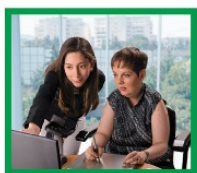


4. Having good ways of doing things that will help people use our services.

The Plan shows how committed we are to keep making Northern Beaches:



- accessible and inclusive



- a good place for people with disability to:
 - live
 - work
 - relax and have fun.

What we have already done



We have already done a lot of work to make facilities, services and events in Northern Beaches:

- accessible
- inclusive.



We want to build on the success we have had.

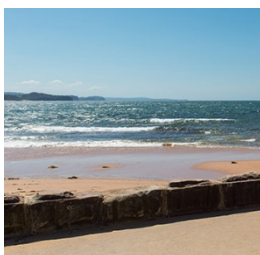
We have made good progress in some areas:



- our playgrounds



- our libraries



- our beaches



- our programs and services



- our facilities and **infrastructure** – things like buildings, footpaths, parking and bus stops that people need to use every day.

Our playgrounds

Northern Beaches already has 3 inclusive playgrounds:



- Bert Payne Park (Newport)
- Collaroy Beach
- Manly beachfront.



These playgrounds have lots of great features for children who have physical, sensory and intellectual disabilities.



They also have accessible:

- toilets
- parking.

Our libraries



Our libraries are accessible and inclusive places for everyone.

They offer:



- a large collection of books, magazines, CDs and DVDS



- different formats:
 - large print
 - talking books
 - Easy Read
 - literacy
 - e-Library



- a home library service for people who can't visit a library



- Navigator devices for people with vision impairment

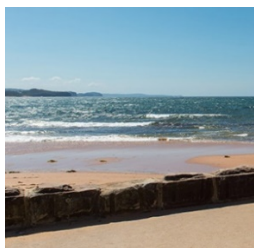


- resources in over 40 languages



- special events.

Our beaches



Our beaches are an important part of life for the community.



We have been working to make our beaches more accessible to everyone.

We have:



- had a trial of beach matting at Collaroy – it did not work very well because of the tides and the shape of the land



- put a fixed lifting hoist and a change table in the accessible toilets at Collaroy beach



- provided Freewheeler wheelchairs at Collaroy and Manly beaches



- helped our lifeguards understand more about disability



- made Master Locksmith Access Key (MLAK) keys available for accessible toilets.

Our programs and services

We support access for everyone at:

- our libraries
- Children's Services
- Customer Service
- Community Services.



Our programs and services help people learn about access and inclusion by:

- providing information
- teaching
- building awareness.



Our facilities and infrastructure



We make sure our new facilities, or facilities we upgrade, are:

- accessible
- inclusive.

This includes:

- buildings and community centres
- wharves
- footpaths and kerb ramps
- trails
- swim centres
- bus stops
- parking.



Our approach



These are the things we think we should do.



We want to know what the community thinks.



We want to make sure we will be doing the right things.

Ways of thinking and acting



We want the Northern Beaches community to treat people with disability in a way that is:

- positive
- inclusive.

We want our community to:



- learn more about what life is like for people with disability



- spend more time with, and get to know, people with disability.

We're planning to:



- teach people about what life is like for people with disability, including:
 - our staff
 - people in the community



- make all our events and community activities inclusive



- write guidelines for people to use so they know how to make their events inclusive



- set inclusion standards for organisations that we give funding to



- give out awards to businesses and organisations that do a good job of being inclusive
- set a good example and tell the community about the good things we do



- include positive stories about people with disability in the news we share with our community.

Communities that are nice places for people to live

We want people with disability to be able to take part in all parts of life in our community, including:



- housing



- education



- transport



- health and wellbeing.

We want places in our community, our neighbourhoods and our facilities to:



- promote health, happiness and wellbeing



- help the community to make social connections.

We're planning to:



- make sure the most important facilities in our community are accessible



- look at all of our facilities to see how accessible they are and work out ways to make them better



- make sure we think about accessibility when we plan new projects



- make paths, trails and walkways more accessible



- offer the community accessibility maps that show them where they can find accessible options



- include accessibility when we do work to improve footpaths, kerb ramps and bus stops



- look at what accessible parking we have and work out where we should start to make things better



- find ways to offer housing that is more affordable for people who don't earn a lot of money



- make more of our playgrounds accessible and inclusive



- make our accessible toilets better



- make sure our child care services stay inclusive and accessible



- make the programs we offer youth, families and seniors inclusive and accessible



- communicate with the community about the work we are doing to:
 - support people with disability
 - make Northern Beaches accessible.

Work and jobs

We want people with disability to find good jobs so they can:



- plan for their future



- have choice and control



- earn enough money so they feel secure.



We want people in our community to understand the value of working with people with disability.

We're planning to:



- make Northern Beaches Council a place where people with disability can find good jobs



- find out what the staff with disability who already work with us need



- make sure people with disability know there are jobs at Council that might be right for them.

The way we do things



We want to make sure we give people in the community the help and information they need from us.



We want it to be easy for people in the community to use our services.

We're planning to:



- look at the way we do things and see if we can improve



- make sure all the information we share is available:
 - to everybody
 - in a range of formats



- make sure all the information we share online is accessible



- let people know we provide information in ways that are accessible



- include accessibility in the way we do things



- talk to people in the community who know the best ways to connect with people with disability.

Checking and assessing



Everyone who works for us is part of making the Plan a success.



We will keep talking to the community about the Plan.



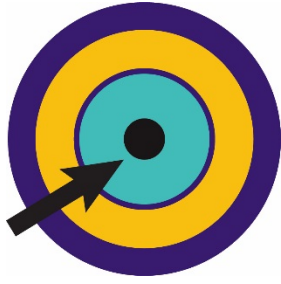
Every year we write our Annual Report.



When we write the report we will talk about things that are in the Plan.



We will talk about the progress we have made.



We will talk about what we have achieved.

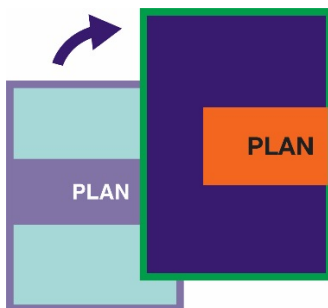


We will also tell the NSW Disability Council about our achievements.

When the Plan ends in 4 years, we will:

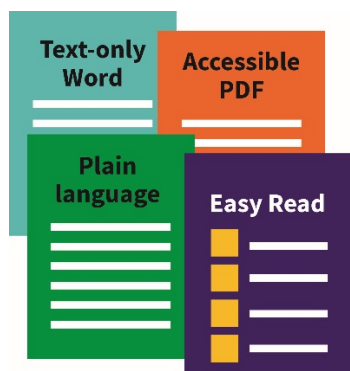


- look at how well things went



- develop a new Plan.

Word list



Accessible

People with disability can use all the resources we have



Inclusive

People with disability can take part in all the activities available.



Infrastructure

Things like buildings, footpaths, parking and bus stops that people need to use every day.



Stakeholders

People who the Plan could affect.

Contact us



(02) 9942 2111



council@northernbeaches.nsw.gov.au

Addressed to:

The General Manager

Northern Beaches Council



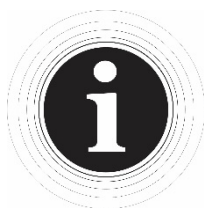
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