

ITEM 2. A CITY FOR ALL - INCLUSION (DISABILITY) ACTION PLAN - PUBLIC EXHIBITION**FILE NO: S116523****SUMMARY**

Under the *NSW Disability Inclusion Act 2014*, the City of Sydney is required to develop a disability inclusion action plan. The plan must align with the four year Integrated Planning and Reporting cycle 2017-2021, and must be in place by 1 July 2017.

The City's draft Inclusion (Disability) Action Plan 2017-2021 (the draft plan), which has been developed in consultation with people with disability, key members of disability stakeholder groups and in collaboration with the City's Inclusion (Disability) Advisory Panel, is provided at Attachment A. It will be the City's fourth disability action plan. Development and implementation of the plan meets the City's legislative obligations, but also its ongoing commitment to inclusion and access for people with disability, and its obligations to provide accessible facilities and services in accordance with the Commonwealth *Disability Discrimination Act 1992*.

In Australia, approximately 18.5 per cent of the population, almost one in five people, have a disability. To deliver on the City's commitment to inclusion and access for people with disability, the draft Inclusion (Disability) Action Plan 2017-2021 aims to make the City of Sydney local government area inclusive and accessible for people with a disability, now and in the future.

The draft plan supports delivery on the City's commitments under the Social Sustainability Policy - A City for All, in particular the principles that 'Sydney is a just city that respects human rights and dignity' and that 'Sydney is a safe and accessible city for people of all ages and abilities'. The plan is also aligned to the United Nations Sustainable Development Goals, in particular Goal 10 that seeks to reduce inequality within and among countries.

Consistent with the City's draft Digital Strategy, the draft plan outlines how the City will harness technology to create a more inclusive city, including providing information online such as the City's online access map, ensuring the City's online and digital information is accessible and meets international standards, and providing hardware and software to increase accessibility of the City's public access computers.

The City's Inclusion (Disability) Advisory Panel has played an integral role in identifying key priorities for the draft plan, and providing ongoing advice on the strategies and actions the City can take to create an inclusive city. The draft plan sets out four key directions (determined by the NSW Government) that aim to deliver meaningful outcomes for people with a disability, and priority actions that the City will implement over a four year period. At the end of this period, the plan will be reviewed and updated to reflect any new priorities that will continue to deliver on the long-term vision.

Public exhibition of the draft plan will provide a further opportunity for the community to comment on the City's vision for an inclusive and accessible city. Feedback received from public exhibition will be incorporated into the final plan before it is presented to Council for adoption.

RECOMMENDATION

It is resolved that Council:

- (A) note the ongoing contribution of the Inclusion (Disability) Advisory Panel in development and implementation of the City of Sydney's Inclusion (Disability) Action Plans; and
- (B) approve the draft Inclusion (Disability) Action Plan 2017-2021, as shown at Attachment A to the subject report, for public exhibition for a minimum period of 28 days.

ATTACHMENTS

Attachment A: Draft Inclusion (Disability) Action Plan 2017-2021

BACKGROUND

1. The draft Inclusion (Disability) Action Plan 2017-2021 (the draft plan) is the City of Sydney's fourth Disability Action Plan. In 2002, the City developed its first Action Plan for People with Disabilities 2002-2005, which primarily focused on physical disability and access in the physical environment. Subsequently, the City's Inclusion (Disability) Action Plan 2007-2011 expanded its scope to include other important aspects of inclusion to promote participation by people with a disability, and access to services and amenities for all residents, workers and visitors to the city.
2. The City's third Plan, the Inclusion (Disability) Action Plan 2014-2017 was developed in consultation with the City's Inclusion (Disability) Advisory Panel. It aimed to build on the successes of previous plans by continuing to embed inclusion and access as core considerations across all council services and processes and to deliver meaningful outcomes for people with disability and their families and carers. Implementation of the plan resulted in substantial and ongoing improvements in the accessibility of the City's public spaces and the development of inclusive programming and accessible information across the City's services.
3. The 2017-2021 draft plan strengthens the City's ongoing commitment to inclusion and access. Developed in consultation with people with disability and in collaboration with the Inclusion (Disability) Advisory Panel, the draft plan details practical steps to embed inclusion across the fabric of city life.
4. On 3 December 2014, the NSW Government introduced the *Disability Inclusion Act 2014* and the *Disability Inclusion Regulation 2014*. This legislation aims to better recognise the human rights of people with disability and clarifies the role of the NSW Government throughout the implementation of the National Disability Insurance Scheme (NDIS).
5. In response, NSW Family and Community Services (FACS) has prepared the NSW Disability Inclusion Plan in consultation with people with disability. The NSW Disability Inclusion Plan outlines four areas of action. They are:
 - (a) the development of positive community attitudes and behaviours towards people with disability;
 - (b) the creation of more liveable communities for people with disability;
 - (c) the achievement of a higher rate of meaningful employment participation by people with disability through inclusive employment practices; and
 - (d) more equitable access to mainstream services for people with disability through better systems and processes.
6. Under the *Disability Inclusion Act 2014*, local governments are required to prepare and adopt disability inclusion action plans and lodge them with the Minister for Family and Community Services by 1 July 2017.
7. Local governments are encouraged to integrate disability inclusion action plans within their Integrated Planning and Reporting process and documents to ensure integrated planning. However, they may also develop a stand-alone plan.

8. The City has opted to develop a stand-alone Inclusion (Disability) Action Plan for the 2017-2021 planning cycle. A stand-alone plan will ensure that the plan retains its visibility and will allow for more direct monitoring by the City's Inclusion (Disability) Advisory Panel. City staff will explore how any future plans may be integrated within the Integrated Planning and Reporting framework for the next four year cycle.
9. The disability inclusion action plan must outline how the City will deliver on four areas of action identified in the NSW Disability Inclusion Plan. It is also required to detail:
 - (a) how people with disability were consulted in the development of the plan; and
 - (b) how the plan supports the NSW Disability Inclusion Plan.
10. Further requirements under the *Disability Inclusion Act 2014* include:
 - (a) Councils must give a copy of the plan to the Disability Council NSW;
 - (b) Councils must report on implementation of their plan in their Annual Report, and forward a copy to the Minister for Family and Community Services; and
 - (c) Councils must review their plan every four years.
11. The City's Inclusion (Disability) Advisory Panel has provided ongoing advice in the consultation of people with disability and disability groups, development of the draft plan, and setting of priority actions. The panel will continue to play a critical role in monitoring the implementation of the plan once adopted.
12. The 2017-2012 draft plan adopts a social model of disability, whereby disability is understood as a product of the barriers that communities allow to remain in place in interaction with an individual's impairment. In the local government context, such barriers may include:
 - (a) Physical - such as inaccessible facilities, streetscapes, or parks and open spaces; or
 - (b) Social - such as a lack of information in accessible formats or systems that create barriers, often unintended, for people with disability to participate in community life; or
 - (c) Attitudinal - such as assumptions that people with disability cannot participate in certain activities or perform certain jobs.
13. The draft plan includes actions that respond to each of these areas. It sets out 33 priority actions across a range of the City's core functions, including the City's responsibilities to create and maintain accessible community facilities and public domain spaces and infrastructure, provide accessible and inclusive communications and engagement opportunities, deliver inclusive and accessible services and events, and provide equitable employment opportunities and develop a diverse and inclusive work place.
14. For context, the draft plan also describes a range of activities the City has undertaken to improve inclusion and access under previous plans. For example, the City provides Care Worker Parking Permits for accredited care workers who provide in-home care services to local residents. These permits assist care workers in their duties by allowing care worker vehicles to be exempt from certain parking restrictions while the care worker is doing home visits.

15. During the public exhibition period, the draft plan will be open for comment on the SydneyYourSay website in a range of formats including accessible PDF, large print and Easy English. The draft plan will also be made available in Braille on request.
16. The draft plan will also be circulated to key disability sector organisations for comment. These include organisations representing people with intellectual disability, people with mental health conditions and people with disability from culturally and linguistically diverse communities, including Aboriginal and Torres Strait Islander people with disability. Briefings will be offered to key disability sector groups and organisations during this period. Inclusion (Disability) Advisory Panel members will also be encouraged to circulate the draft plan to their networks.
17. All key points raised during the public exhibition period and engagement with stakeholders will be captured and provided to Council as part of the report proposing the adoption of the final Inclusion (Disability) Action Plan 2017-2021.

KEY IMPLICATIONS

Strategic Alignment

18. The City's draft Inclusion (Disability) Action Plan 2017-2021 has been designed to align with the four directions established in the NSW Disability Inclusion Plan and to build on the progress made by previous plans.
19. The City's draft Community Strategic Plan: *Sustainable Sydney 2030* is a vision for the sustainable development of the city to 2030 and beyond. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. The draft Inclusion (Disability) Action Plan is aligned with the multiple objectives of *Sustainable Sydney 2030*, particularly Strategic Direction 6 – Resilient and inclusive local communities, and Strategic Direction 4 – A city for walking and cycling.
20. On 25 July 2016, Council adopted the Social Sustainability Policy "*A City for All: Towards a socially just and resilient Sydney*". The policy outlines the City's framework for sustaining a socially just and resilient Sydney – a city for all. The policy outlines the City's vision, guiding principles and roles. The development of the draft Inclusion (Disability) Action Plan has been informed by, and is aligned to, the principles of the Social Sustainability Policy.

Organisational Impact

21. The City has responsibilities under the (Cth) *Disability Discrimination Act 1992* to provide equitable access to its facilities, infrastructure and services for people of all abilities. The City also has responsibilities under the (NSW) *Disability Inclusion Act 2014* to develop a disability inclusion action plan that addresses barriers to inclusive participation faced by people with disability.
22. The draft plan details meaningful steps the City will take to address barriers for inclusive participation in city life and employment.
23. These actions have been designed to build on the City's ongoing commitment to inclusion, the successes of previous plans, and harness emerging opportunities, with the aim of ensuring access and inclusion are core considerations across all services and facilities offered by the City.

24. The actions are deliverable within existing staffing and operational budgets, or will be delivered through future planned capital works projects, procurement contracts and agreements.

Social / Cultural / Community

25. The draft plan seeks to foster the development of an inclusive and accessible city and enable full participation in city life. Through delivering the draft plan, people with disability who live, work in or visit the city should experience greater independence and dignity, and more equitable opportunities for social and economic inclusion.
26. By providing equitable access for people with a disability, the City is also improving opportunities for participation across all community groups. For example, providing a more accessible physical environment assists people with a physical disability, but is also beneficial for people who are older, people with injuries and families with prams. Using clear and accessible communication strategies also benefits people with low levels of literacy, and people who speak English as a second language.

Economic

27. The draft plan contains ongoing actions to improve ease of access in the public domain, to the City's events and to the retail and hospitality industry, and actions to promote the City as an inclusive and accessible tourist destination. Improving access in these ways encourages a wider variety of people to come to the city, and therefore opens up potential market opportunities for businesses.

BUDGET IMPLICATIONS

28. The proposed actions in the draft plan focus on ensuring access and inclusion are key considerations in the services and facilities the City provides, and will be delivered within existing staffing and operational budgets, or through future capital works projects or procurement contracts and agreements.
29. The planning process for the 2017/18 operating and capital budgets has taken into account the costs associated with delivering actions scheduled to occur in the 2017/18 financial year as outlined in the draft plan at Attachment A. Availability of budget resources is subject to final Council approval of the 2017/18 budget.

RELEVANT LEGISLATION

30. Local Government Act 1993.
31. Disability Discrimination Act 1992 (Cth).
32. Disability Inclusion Act 2014.
33. Carers Recognition Act 2010.

CRITICAL DATES / TIME FRAMES

34. The NSW Government requires all Inclusion (Disability) Action Plans to be in place by 1 July 2017.
35. If approved by Council, the draft plan will be placed on public exhibition for 28 days (17 May - 14 June).

36. The final plan will need to be considered and adopted by Council at its meeting on 26 June in order to meet the NSW Government time frames.

PUBLIC CONSULTATION

37. In accordance with requirements under the *NSW Disability Inclusion Act 2014*, the City has used a range of engagement approaches in developing the draft plan, including:
- (a) in late 2015, surveying staff to gain greater insights into the diverse needs and experiences of staff with disability and caring responsibilities;
 - (b) conducting three disability action planning workshops with community members, service providers and peak advisory groups in December 2016. Thirty four people participated in the workshops, representing 20 disability peak and advocacy groups, including Vision Australia, Guide Dogs NSW/ACT, NCOSS, Ability Links, Deaf Society NSW, The Shepherd Centre, Chinese Parents Association - Children with Disabilities Inc., Belgravia Leisure, Carers NSW, People With Disability Australia, Down Syndrome NSW and NSW Chamber of Commerce; and
 - (c) providing an online guided submission process for all community members on the Sydney Your Say website. The guided submission was open from 12 December 2016 to 12 January 2017. The Sydney Your Say platform website traffic recorded 399 page visits and 18 online surveys were received.
38. Members of the Inclusion (Disability) Advisory Panel attended and assisted in delivering public consultation workshops.
39. A summary of the feedback and suggestions made during these consultation activities is described within the draft plan, as required by the *NSW Disability Inclusion Act 2014*.

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