

Item 12.11**Notices of Motion****City's Inclusion (Disability) Advisory Panel on City of Sydney Implementing Royal Commission Recommendations**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) the Australian Federal Government is a signatory to the UN Convention on the Rights of Persons with Disability, and ratified the Convention on the Rights of Persons with Disabilities (CRPD) and Optional Protocol in 2008 and 2009;
- (ii) the Australian Local Government Association (ALGA) is a signatory to Australia's National Disability Strategy, and reports annually on local government progress towards the goals;
- (iii) the City of Sydney has established an Inclusion (Disability) Advisory Panel, with members appointed by Council, to provide strategic, expert and impartial advice to the City on the development, implementation, monitoring and review of the City's policies, strategies and plans to advance the inclusion of people with a disability;
- (iv) specifically, the Terms of Reference of the Panel note that the Panel uses the following strategies to achieve its objective:
 - (a) provide input to policy development and review, planning and advice to Council across all areas relevant to people with disability;
 - (b) provide input to enhance inclusion and accessibility of City's infrastructure, facilities, events, services, programs, systems and information for people with disability;
 - (c) advise the City on submissions the City may make relating to State and Federal Government policy and legislation; and
 - (d) provide advice to Council on how to identify issues that are relevant to people with disability.
- (v) the City of Sydney Disability Action Plan 2021-2025 outlines four key directions to build a safer, more inclusive and accessible City:
 - (a) Direction 1: develop positive community attitudes and behaviours towards people with disability;
 - (b) Direction 2: create more liveable communities for people with disability;
 - (c) Direction 3: achieve a higher rate of meaningful employment participation by people with disability; and

- (d) Direction 4: provide more equitable access to mainstream services for people with disability;
 - (vi) City staff advise that whilst work to update the Inclusion (Disability) Action Plan 2021-25 will begin in 2024 and will include consideration of the associated actions in light of the Disability Royal Commission, a new Action Plan will not be in place until June 2025;
 - (vii) should any changes to the City's work be required as a result of the Royal Commission Recommendations, this will be reflected sooner in the internal facing action plan and reported to Council through quarterly operational plan reporting, and the annual Inclusion (Disability) Action Plan reporting process;
 - (viii) the Australian Disability Royal Commission (the Commission) was established in April 2019 in response to community concern about widespread reports of violence against, and the neglect, abuse, and exploitation of people with disability;
 - (ix) the Commission delivered its final report to the Australian Government on 29 September 2023. This report included 222 recommendations on how to improve laws, policies, structures and practices that support people with disability; and
 - (x) the Commission explicitly didn't consider a range of domains, including transport and mental health, which still need to be addressed;
- (B) the Chief Executive Officer be requested to report back to Council regarding the proposed amendments to the City of Sydney's Disability Action Plan, with respect to the following Commission recommendations:
- (i) Direction 1, 'what will we do next', "Continue to provide information and communication plans that promote the City's accessible features. This will allow for increased autonomy and access";
 - (ii) Direction 2, 'What will we do next', "Group Homes will be phased out within 15 years. Housing and Transition assistance will be provided for those who are currently residing in group homes";
 - (iii) Direction 2, 'what will we do next'; "No special schools will be built in the City of Sydney from 2025. This will phase out segregated education, increasing opportunities for success for children and students with a disability";
 - (iv) Direction 3, 'what will we do next'; "Australian Disability Enterprises (ADEs) will develop into integrated workplaces by 2034, reducing below minimum wage workers and ending employment segregation";
 - (v) Direction 3, 'what will we do next'; "The Disability Employment Services (DES) program will be used to assist in the distribution of employees for inclusive employment across a range of companies in the City of Sydney";
 - (vi) Direction 4, 'what will we do next'; "The City of Sydney in conjunction with the Royal Commission and the City's Disability Advisory Panel will continue to outline the requirements for disability services and support for the delivery and design of products and services that the City offers"; and

- (vii) Direction 4, 'what will we do next'; "Develop complaint mechanism through the City of Sydney's website that is specifically for abuse, violence and neglect against people with disabilities rather than the City of Sydney's general complaint link" ;
- (C) the Chief Executive Officer be requested to support the Inclusion (Disability) Advisory Panel meeting with the Housing for All Working Group and Aboriginal and Torres Strait Islander Advisory Panel to discuss and make further recommendations for how the City of Sydney will implement the recommendations made by the Commission by March 2024 and report back to Council via the CEO Update;
- (D) in accordance with the Terms of Reference, and on the basis of an agenda item discussing the findings of the Commission, the City's Inclusion (Disability) Advisory Panel's recommendations for City of Sydney adoption, the Chief Executive Officer be requested to:
 - (i) consult First People's Disability Network and People with Disability, Down Syndrome NSW and other disability advocacy organisation in NSW;
 - (ii) develop and publish research, with a focus on economic evidence, on the benefits to all City of Sydney residents and businesses from increased inclusion of people with a disability;
 - (iii) include, as part of the City's review of Planning Proposal and Draft Development Control Plan – Policy and Housekeeping Amendments 2023, include a commitment to at least 15 per cent of dwellings classified as Platinum level in the Liveable Housing Design Guidelines (measured via number of units, ensuring a mix across dwelling types to ensure a variable unit mix);
 - (iv) ensure the City reviews - with a view to ceasing - controls that permit segregated group housing;
 - (v) review the City's communications to ensure it is accessible for people with disability, including cognitive disability;
 - (vi) ensure the City's annual training increases awareness of opportunities to include people with disability and in particular, intersectionality;
 - (vii) ensure City services don't procure from, create, fund or participate or award grants for organisations that participate in segregated services or employment, or engages in restricted practices;
 - (viii) reform relevant City processes and procedures to increase opportunities for people with disability in public sector employment (by setting increased employment targets and pathways), and in public sector procurement (by setting increased targets);
 - (ix) ensure the City shares authentic images, stories and other communications about people with disability;
 - (x) ensure the City reviews events approval and other processes to ensure increased disability inclusion;

- (xi) review the City's ICT policies to ensure that all technology purchased and procured is accessible and inclusive, with Royal Commission recommended standards (YK2.0);
 - (xii) consider, in particular, what more the City can do to support people with a severe disability and people with intersectional disabilities;
 - (xiii) examine more effective mechanisms for effective enforcement of standards;
 - (xiv) repair the lift at Alexandria Town Hall; and
 - (xv) review all other Royal Commission findings and report back to Council via the CEO Update on reforms undertaken by mid-2024; and
- (E) the Lord Mayor be requested to write to the Federal Minister for the National Disability Insurance Scheme and the NSW Minister for Disability Inclusion to advocate for the Australian and NSW Governments to adopt the recommendations of the Royal Commission, including:
- (i) the creation of a Disability Rights Act;
 - (ii) a new complaints mechanism to be co-designed by the National Disability Commission;
 - (iii) a new Disability Agreement; and
 - (iv) a new Federal Department of Disability Equality and Inclusion.

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