

Draft Community Access Plan

2019 - 2023

Executive Summary

In 2014, the New South Wales Government introduced the Disability Inclusion Act which requires State Agencies and Local Governments to develop a four-year Disability Inclusion Action Plan.

Prior to the implementation of the Disability Inclusion Act, Strathfield Council had resolved to develop a new Disability Action Plan under Section 60 of the Commonwealth Disability Discrimination Act, 1992.

This new Action Plan was intended to replace Council's original Disability Discrimination Action Plan, 1999, which had become outdated as a result of the introduction of new Australian Standards.

Council engaged an Access Consultancy, [**Accessible Public Domain**](#), to assist with the development of the new Disability Action Plan, and agreed to adopt the new title of 'Community Access Plan', to reflect the fact that the new Plan was to benefit **all** sections of the Strathfield Community.

The Community Access Plan, 2015-2019, was adopted by Council on 5 May 2015.

Although the new Plan was based on the principles of the Disability Discrimination Act Action Plan, elements of the proposed NSW Disability Inclusion Action Plan were incorporated into the Community Access Plan.

As required, the new Plan was lodged with the Disability Council of New South Wales. Strathfield's Plan was one of the first to be so lodged by a Local Government Authority.

The Strathfield Community Access Plan, 2015-2019, built on the five broad themes of the Strathfield 2025 Strategic Plan-

- Strathfield connections
- Community wellbeing
- Promoting a prosperous Local Government Area
- Balancing sustainable development with enhancement of the natural environment
- Improving infrastructure and Council services

The four Key Focus Areas of the Community Access Plan 2015-2019 were-

- A corporate approach to Council's responsibilities under the Disability Discrimination Act 1992 and the NSW Disability Inclusion Act 2014
- Council as a Service Provider
- Council as a Planning Authority
- Council as a responsible citizen.

Council has again engaged **Accessible Public Domain** to review the existing Plan and to develop a new 4-year Plan. The new Plan will revert to the title required by the Disability Inclusion Act, 2014, and will be known as The Strathfield Disability Inclusion Action Plan, 2019-2023. In order to gauge the success of the original Plan extensive community consultation has been undertaken.

Local Government NSW has issued a 'How to Guide' to assist Councils in the adaptation of existing Disability Action Plans to Disability Inclusion Action Plans.

The new DRAFT Disability Inclusion Action Plan 2019-2023 has adopted the four Key Outcome Areas required by the NSW Disability Inclusion Act, 2014 -

- ❖ Liveable Communities
- ❖ Employment
- ❖ Community Attitudes and Behaviours
- ❖ Systems and Processes

Although these four Key Outcome Areas differ in name to the four Key Focus Areas of the original Community Access Plan the issues they encompass were incorporated into the original Plan under various 'Actions'.

As required by the NSW Disability Inclusion Act, a review of Council's original Community Access Plan has involved extensive community consultation with all sections of the community, particularly people with disability, through on-line surveys, individual and community group surveys, public forums and special events.

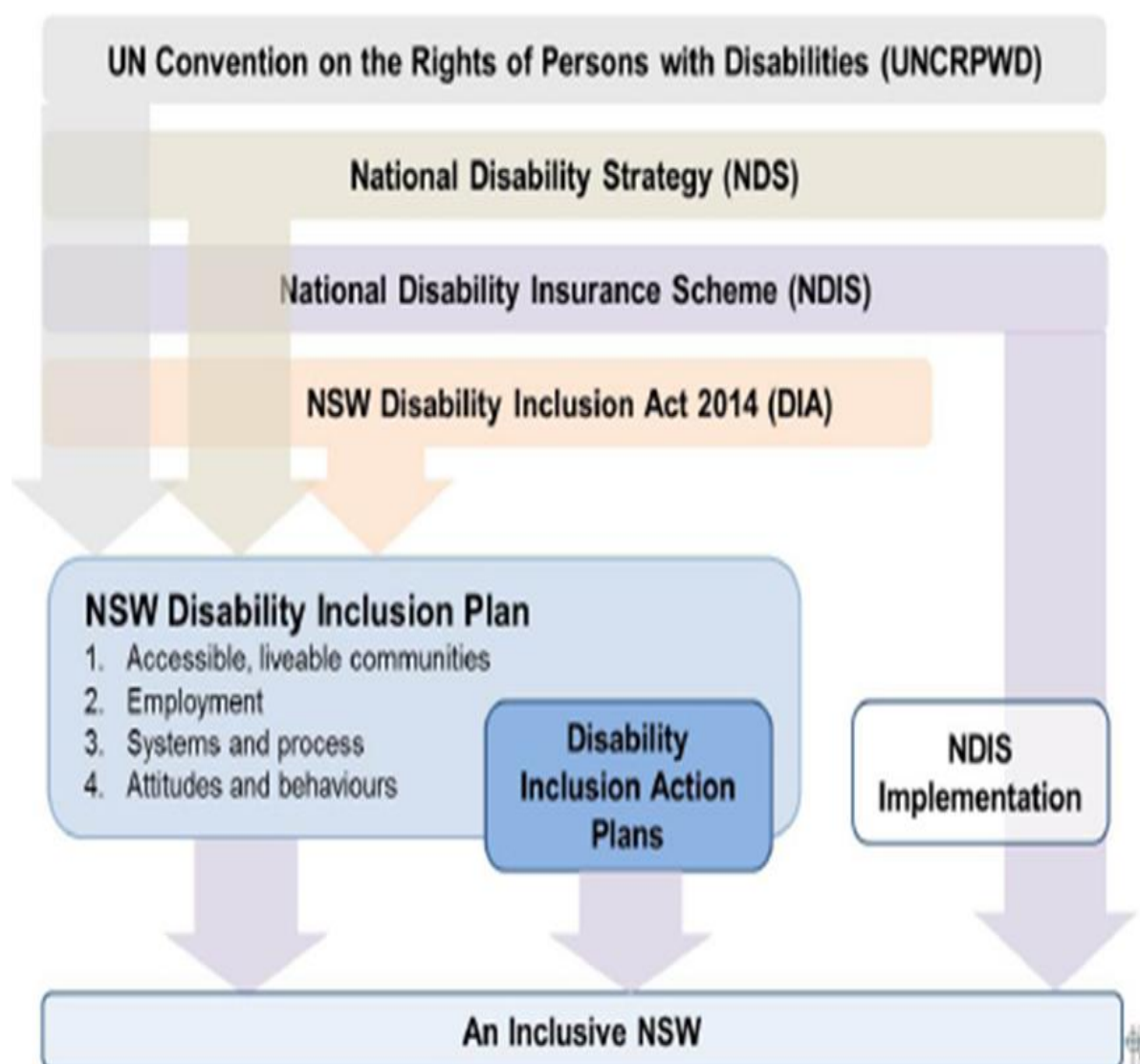
The comprehensive consultation and review of the Community Access Plan 2015-2019

CONSULTATIONS

The review of the Community Access Plan 2015-2019 involved extensive community consultation, with the following participation:

- Council Managers
- On line surveys
- Individual surveys
- Community Organisations
- Community Forum
- South Strathfield High School Students
- Chalmers Road School – Teachers and Parents
- Stepping On Participants – a falls prevention program for seniors
- Harmony Day Attendees
- Community Health Conference Night for members of the Vietnamese community
- Community Education for Seniors – Healthy Ageing and Hearing, presented by Australian Hearing

Disability reform impacting inclusion in NSW



The Key Action Areas

Liveable Communities

All people, including those with disability, are able to exercise their rights and live, learn, work and play, feel safe, raise a family and grow old within their own community

Employment

People with disability have the opportunity to gain and retain employment; to contribute positively; and to experience the positive benefits of employment

Attitudes and Behaviours

Government, businesses and the general community are aware of, and demonstrate positive attitudes to, the inclusion of people with disability and actions

Systems and Processes

People with disability are able to access information, systems, processes and services, and to support their rights to exercise choice and control

Key Outcome Area 1.00:**LIVEABLE COMMUNITIES****Recent Achievements**

- Strathfield Park Upgrade
- Commencement of the Strathfield District Park (Hudson Park) Master Plan
- Introduction of the Free Strathfield Connector Bus
- The up-grade of Strathfield Square

Item	Issue	Action	Responsibility	Timeline
1.01	Continuous Accessible Path of Travel	Provide a continuous accessible path of travel to and within all of Council's premises, open spaces and facilities	General Manager, People, Place and Civic Services	On-going
1.02	Council premises and facilities	Audit all of Council's premises and facilities to determine what works are required to bring them into line with the Disability (Access to Premises – Buildings) Standards, 2010	General Manager, People, Place and Civic Services	On-going
1.03	Council developments	Ensure that the design of all new Council facilities complies with the Disability (Access to Premises – Buildings) Standards, 2010; and involves community consultation as required by the NSW Disability Inclusion Act	General Manager, Planning, Environment and Urban Services	On-going
1.04	Private developments that provide public amenities and open space, or impact on the Public Domain	Ensure that the design of all new private developments that provide public amenities, or impact on the public domain, complies with the Disability (Access to Premises – Buildings) Standards, 2010; and involves community consultation as required by the NSW Disability Inclusion Act	General Manager, Planning, Environment and Urban Services	On-going
1.05	Bus Stops	Ensure that all new Bus Stops comply with the Disability Standards for Accessible Public Transport, 2002 (DSAPT)	General Manager, Planning, Environment and Urban Services	2020-2022

		<p>Survey all Bus Stops within the Strathfield LGA to determine the works required to meet the criteria of the Standards</p> <p>Ensure that all existing Bus Stops comply with the DSAPT time-frame; and complete up-grade works by 31.12.2022</p>		
1.06	New Accessible Parking	Ensure that new accessible parking spaces comply with Australian Standards in number, location, dimensions, signage and crossfalls	General Manager, Planning, Environment and Urban Services	On-going
1.07	Existing Accessible Parking	Review existing sites to determine what improvements are required for compliance with Australian Standards; including the provision of Shared Areas adjacent to Accessible spaces	General Manager, Planning, Environment and Urban Services	On-going
1.08	Parks, Gardens and Open Spaces Survey	<p>Carry out an audit of parks, gardens and open spaces to determine what facilities need to be improved to comply with Australian Standards.</p> <p>Develop a priority works schedule to improve these facilities</p>	General Manager, People, Place and Civic Services	2020-2023
1.09	Sporting facilities	Ensure that all existing and new sporting facilities provide equivalent and dignified participation for people with disability	General Manager, People, Place and Civic Services	On-going
1.10	Ramps, steps and handrails	Ensure that all new and existing ramps, steps and handrails comply with Australian Standards	General Manager, People, Place and Civic Services	On-going
1.11	Kerb Ramps	Ensure that all new and existing kerb ramps comply with Australian Standard AS1428.1	General Manager, Planning, Environment and Urban Services	On-going

1.12	Public Seating	Provide new public seating with back rests and arm rests	General Manager, People, Place and Civic Services	On-going.
1.13	Street Furniture	Ensure that the location of new street furniture does not encroach into a path of travel	General Manager, People, Place and Civic Services	On-going
1.14	Drainage Grates	Ensure that drainage grates within a pedestrian path of travel comply with Australian Standards	General Manager, Planning, Environment and Urban Services	On-going
1.15	Tree Trimming	<p>For the benefit of people who are blind, deafblind or who have low vision ensure that street trees and vegetation and trees and vegetation on private land are trimmed to maintain a vertical clearance of at least 2000 mm above the footway to the underside of the canopy; and that they do not cast a shadow from street lighting.</p> <p>Ensure that trees provide vertical clearance of at least 2400 mm above a cycle path, to comply with the NSW Roads and Maritime Services Guidelines.</p>	General Manager, People, Place and Civic Services	On-going
1.16	Council Standards	Ensure that all Council Standards reflect compliance with current Australian Standards and best practice.	General Manager, People, Place and Civic Services	2020
1.17	Footpaths as Council Assets	Maintain a list of paved and unpaved footpaths, and identify those that do not meet Council's current standard or best practice for prioritising in Council's future Works Programs.	General Manager, Planning, Environment and Urban Services	On-going
1.18	New Footpaths	Ensure that new footpath construction provides a minimum width of 1200mm, with regular passing areas 2000mm long and 1800mm wide; with a maximum crossfall of 1:40; and surfaces that are	General Manager, Planning, Environment and Urban Services	On-going

		non-slip in wet and dry conditions.		
1.19	Footpath Maintenance	Ensure that footpaths are maintained in a safe and negotiable condition, free from obstructions; overhanging vegetation; and slippery leaf cover	General Manager, Planning, Environment and Urban Services	On-going
1.20	Decorative Paving	Ensure that decorative paving provides a non-slip surface in wet and dry conditions. Ensure that the slip-resistance value of adjoining surfaces is similar, to avoid trip hazards.	General Manager, Planning, Environment and Urban Services	On-going
1.21	Driveways	Ensure that new driveways are constructed with a 1:40 standard footpath crossfall, for a distance of 1800 mm from the building alignment	General Manager, Planning, Environment and Urban Services	On-going
1.22	Intersection Design	Ensure that kerb radii at intersections are kept to a minimum so as to slow traffic and reduce the incidence of vehicle-pedestrian impacts	General Manager, Planning, Environment and Urban Services	On-going
1.23	Traffic Islands	Ensure that traffic islands provide maximum protection for pedestrians Provide walk-throughs with vertical sides, in a contrasting colour to that of the island, for the benefit of people with impaired vision	General Manager, Planning, Environment and Urban Services	On-going
1.24	Medians	Ensure that medians do not encroach into the clear path of travel provided by a marked or non-marked pedestrian crossing Provide Tactile Ground Surface Indicators in pedestrian refuges	General Manager, Planning, Environment and Urban Services	On-going
1.25	Leash-free Areas	Ensure that leash-free areas for dog exercise are fully	General Manager, People, Place and	On-going

		accessible, including facilities and seats	Civic Services	
1.26	Playgrounds	Ensure that playgrounds are fully fenced, for the protection of small children and children with disability; and that some play equipment is accessible	General Manager, People, Place and Civic Services	On-going
1.27	Wayfinding	Improve the legibility and consistency of public signage; and ensure appropriate colour contrast	General Manager, Planning, Environment and Urban Services	On-going
1.28	Universal Design	Ensure that all new planning proposals implement the Principles of Universal Design	General Manager, Planning, Environment and Urban Services	On-going

Key Outcome Area 2.00:**EMPLOYMENT**

Item	Issue	Action	Responsibility	Timeline
2.01	Council's education in its responsibilities under the Disability Discrimination Act	Ensure that all Councillors and staff are instructed in their responsibilities as Service Providers under the Disability Discrimination Act, to remove and prevent discriminatory practices against people with disability.	Director, Corporate and Financial Services	On-going
2.02	Council's education in its responsibilities under the NSW Disability Inclusion Act	Ensure that all Councillors and staff are instructed in their responsibilities as Service Providers under the NSW Disability Inclusion Act, so as to put in place actions that will allow people with disability to participate fully in the local community and access all of Council's supports and services	Director, Corporate and Financial Services	On-going
2.03	Access Awareness	Implement regular Access Awareness instruction for all Councillors, staff and new employees	Director, Corporate and Financial Services	On-going
2.04	Duty Statements	Include employee responsibilities under the Disability Discrimination Act and the NSW Disability Inclusion Act in all duty statements and in Council's Employee Handbook and on Council's web site.	Director, Corporate and Financial Services	On-going
2.05	New Employees	Ensure new employees are instructed in Council's requirements under the Disability Discrimination Act and the NSW Disability Inclusion Act; and that they are provided with a copy of Council's Employee Handbook	Director, Corporate and Financial Services	On-going
2.06	Contractors and Volunteers	Ensure that all Contractors and Volunteers are made aware of	Director, Corporate and	On-going

		Council's commitment to the Disability Discrimination Act and the NSW Disability Inclusion Act; and that all contractors provide written confirmation of their commitment to the DDA and the DIA	Financial Services	
2.07	Customer Service Personnel	Provide training for Customer Service Staff in the provision of assistance to people with disabilities such as dementia, vision or hearing impairment	Director, Corporate and Financial Services	On-going
2.08	Accessible Information	<p>Provided up-to-date information in alternative formats for people with various forms of disability.</p> <ul style="list-style-type: none"> • Use universally accepted iconography in signage, advertising and printed matter • Provide access to the National Relay Service 	Director, Office of CEO	On-going
2.09	Council's Website	Ensure Council's website complies with the current Australian Government-endorsed Web Content Accessibility Guidelines	Director, Office of CEO	2020
2.10	DAISI Website	Provide a link on Council's website to the Disability and Aged Information Service Inc. (DAISI) website	Director, Office of CEO	2020
2.11	Assistive Hearing Facilities	Ensure that assistive listening systems are available in the Customer Service area and in all Council meeting places and libraries	Director, Corporate and Financial Services	2020
2.12	Wheelchair Accessible Counters	Ensure that compliant wheelchair accessible counters and tables are provided in Libraries and in consultation and meeting venues	Director, Corporate and Financial Services	2020
2.13	Communication Channels	Provide communication channels for people who are not computer literate or who do not speak or read English	Director, Office of CEO	2020
2.14	Schools and	Ensure that all Schools and	Director, Office	2020

	Service Providers	Service Providers in the LGA are registered to receive all Council information on events and services	of CEO	
2.15	Community Event Participation	<p>Ensure that Disability Groups are advised of up-coming community events; and that they are advised of any potential barriers to participation, so that alternate arrangements can be made by the attendees.</p> <p>Provide activities for people with disability, e.g. photographing, cataloguing or planting of seedlings in raised planters on Plant a Tree Day</p>	Director, Office of CEO	On-going
2.16	Community Event Access	Develop Access Plans for all community Events, to include physical access, parking and toilet arrangements	Director, Office of CEO	On-going
2.17	Location of Public Toilets	<p>Provide an on-line location list of toilets within the Strathfield LGA.</p> <p>Identify those toilets that are compliant with AS1428.1 (2009).</p> <p>Identify MLAK-controlled toilet sites within the Strathfield LGA</p> <p>Ensure that information provided to the National Public Toilet Map indicates which of Council's public toilets fully comply with Australian Standards, and those for which assistance is required.</p> <p>Provide a link to the National Public Toilet Map on Council's web site.</p>	General Manager, People, Place and Civic Services	On-going
2.18	Library Services	<p>Ensure that all services and facilities provided for visitors to the libraries are made equally available to everyone</p> <p>Provide up-to-date assistive technology for physical use of computers, and for on-line searches. Ensure websites</p>	<p>General Manager, People, Place and Civic Services</p> <p>Kathryn Fayle</p>	On-going

		available through libraries comply with current Australian Government-endorsed Web Content Accessibility Guidelines		
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Key Focus Area 3.00:	COMMUNITY ATTITUDES AND BEHAVIOUR
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Recent achievements

- Events Policy
- The introduction of the Strathfield Town Centre Mobility Map
- Preparing Mobility Maps for Homebush and Homebush West Town Centres
- Introduction of the Community Education for Seniors Program

Item	Issue	Action	Responsibility	Timeline
3.01	Council's commitment to the Disability Discrimination Act 1992	Include a statement of Council's commitment to the Disability Discrimination Act 1992 in all future Plans and Policies that relate to the community	Director, Office of CEO	On-going
3.02	Council's commitment to the NSW Disability Inclusion Act 2014	Include a statement of Council's commitment to the NSW Disability Inclusion Act 2014 in all future Plans and Policies that relate to the community	Director, Office of CEO	On-going
3.03	National Disability Strategy	Council resolves to acknowledge and commit to the provisions of the National Disability Strategy	Director, Office of CEO	2020
3.04	United Nations Convention on the Rights of People with Disability.	Council resolves to acknowledge and commit to the provisions of the United Nations Convention on the Rights of People with Disability	Director, Office of CEO	2020
3.05	United Nations Decade of Action for Road Safety 2011-2020.	Council resolves to acknowledge and commit to the provisions of the United Nations Decade of Action for Road Safety 2011-2020	Director, Office of CEO	2020
3.06	Council's Mobility Maps	Up-date Council's Mobility Maps to reflect current Standards	General Manager, People, Place and Civic Services	On-going
3.07	After-hours Library Chute.	Ensure that wheelchair accessibility to the after-hours chute complies with the Standards	General Manager, People, Place and Civic Services	2020
3.08	Outdoor Dining.	Council's Outdoor Dining Policy to ensure safe passage past the	Director, Office of CEO	On-going

		leased area for people with disability, including people who use a wheelchair; people who are blind or deafblind and parents with strollers		
3.09	Consultation venues	Ensure that venues supplied for the discussion of Planning requirements are fully accessible, or that alternate accessible venues are available	General Manager, Planning, Environment and Urban Services	On-going
3.10	Awareness of Planning Staff	Ensure that Planning Staff are aware of the impact that the Disability (Access to Premises – Buildings) Standards, 2010, have on designs	General Manager, Planning, Environment and Urban Services	On-going
3.11	Sporting Groups	Encourage Sporting Groups to promote the participation of people with disability in Club sporting and management activities	General Manager, People, Place and Civic Services	On-going
3.14	Work Experience	Encourage people with disability to undertake work experience	Director, Corporate and Financial Services	On-going
3.15	Chambers of Commerce	Encourage members of Chambers of Commerce to provide work experience for people with disability	Director, Office of CEO	On-going

Key Focus Area 4.00:**SYSTEMS AND PROCESSES****Recent achievements**

- Homebush Library up-grade commencing December 2019
- Review of the 2015-2019 Community Access Plan

Item	Issue	Action	Responsibility	Timeline
4.01	Review of Community Access Plan	The Community Access Plan is to be reviewed every four years, in consultation with people with disability.	CEO	2022
4.02	Annual Reports to Council	All Directors to include in their annual report to Council a statement on the compliance of their Sections with the Community Access Plan.	General Managers and Directors All	Annually
4.03	Annual Report to the NSW Minister for Disability Services	The progress and implementation of the Community Access Plan is to be reported annually to the NSW Minister for Disability Services	General Manager, People, Place and Civic Services	Annually
4.04	Availability of Community Access Plan to the Public	The Community Access Plan is available on Council's web site.	Director, Office of CEO	On-going
4.05	Lodgement of the Community Access Plan with the Disability Council of NSW	Upon adoption by Council the Community Access Plan is to be lodged with the NSW Disability Council for the duration of the Plans, tenure, 2020-2023	General Manager, People, Place and Civic Services	2020
4.06	Community Planning Consultations	Ensure that people with disabilities are included in any planning consultations regarding proposed community plans by advice to Disability Organisations and via Council's usual information outlets	CEO	On-going
4.07	Planning policies	Review all existing policies that impact on the community to ensure that they do not discriminate against people with	CEO	2020

		disability		
4.08	Development Applications	Include in pre-DA advice the requirement for Applicants to provide an Access Plan produced by an Accredited Access Consultant that outlines how the proposed development complies with the Disability Discrimination Act, 1992; the Disability (Access to Premises – Buildings) Standards, 2010; the NCC 2020; and the NSW Disability Inclusion Act	General Manager, Planning, Environment and Urban Services	On-going
4.09	Disabled Persons Parking Scheme	Consult with the NSW Roads and Maritime Services on the management the Disability Parking Permit Scheme	General Manager, Planning, Environment and Urban Services	On-going
4.10	Wayfinding Policy	Develop a Wayfinding Policy for the provision of Tactile Ground Surface Indicators, Tactile Signage and alternate directional and safety cues for people who are blind or deafblind	General Manager, Planning, Environment and Urban Services	2020-2023
4.11	Tactile Ground Surface Indicators (TGSI's)	Only provide TGSI's where they can comply with Australian Standards, unless advice is obtained from Vision Australia or Guide Dogs NSW/ACT	General Manager, Planning, Environment and Urban Services	On-going
4.12	Tactile Signage	Ensure that tactile signage is provided in raised lettering and in Braille, as required by Australian Standards, on public toilets and other facilities	General Manager, Planning, Environment and Urban Services	On-going
4.13	Existing Public Toilets	Ensure that only those public toilets that fully comply with Australian Standards are designated as "Accessible". If they are not fully compliant, signage should indicate that assistance is required	General Manager, People, Place and Civic Services	On-going
4.14	Unisex Accessible	Where possible, provide two adjacent Unisex Accessible	General Manager,	On-going.

	Toilets	Toilets, with one the mirror-reverse of the other Erect signage to indicate which cubicle provides for right-hand transfer, and which provides for left-hand transfer.	People, Place and Civic Services	
4.15	New Public Toilets	Assess the need to provide additional public toilets in places under Council's responsibility.	General Manager, Planning, Environment and Urban Services	2020-2023
4.16	Ambulant Toilets	Ensure that at least one cubicle in each Male and Female Toilet Block complies with Australian Standard requirements for an Ambulant Toilet	General Manager, Planning, Environment and Urban Services	2013-2023
4.17	Accessible Adult Change Facilities	From 1 st May 2020, the National Construction Code 2020 will require the inclusion of Accessible Adult Change Facilities in major new developments such as – major shopping complexes, major sporting complexes and aquatic centres.	General Manager, Planning, Environment and Urban Services	On-going
4.18	Change of Use	Require applications for Change of Use to include existing Accessible facilities on DA drawings; and ensure that those facilities are retained or up-graded to comply with the Standards	General Manager, Planning, Environment and Urban Services	On-going
4.19	Adaptable Housing	Ensure that proposals for Adaptable Housing are designed so as to require minimal alterations in the post-adaptation stage, to minimize inconvenience and cost	General Manager, Planning, Environment and Urban Services	On-going
4.20	Asset Management	Develop a pathway within Council's Asset Management Register that identifies which of Council's facilities fully comply with Australian Standards, and	Manager, People, Place and Civic Services	On-going

		what work is required to bring other facilities into compliance		
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