

Disability Access and Inclusion Plan

2017–2022



Alternative Formats

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Executive summary

The City of Subiaco acknowledges that people living with disability provide an important contribution to the community and understands the importance of appropriate access to the community to develop a sense of inclusion. The Disability Access and Inclusion Plan (DAIP) is a plan representing the city's commitment to enhance the accessibility and inclusiveness of our community.

The review of the DAIP 2012–2017 and the development of the draft DAIP 2017–2022 has been undertaken in accordance with requirements of the *Disability Services Act 1993* (the Act). The review assisted the city to determine the effectuality of the strategies in achieving the seven identified outcomes areas and assisted in the formulation of the strategies and actions for the development of the *Disability Access and Inclusion Plan 2017–2022*. Extensive community consultation and research on best practice in Western Australia was undertaken to ensure the strategies and actions in the plan accurately represented community desires.

This document details the findings of the consultation conducted for the development of the DAIP and also provides strategies and actions for the implementation of the city's new *Disability Access and Inclusion Plan 2017–2022*.



What is disability, access and inclusion?

A disability is any continuing condition that restricts everyday activities. For the purposes of the Act it is defined as a disability which:

- (a) is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- (b) is permanent or likely to be permanent;
- (c) may or may not be of a chronic or episodic nature; and
- (d) results in a –
 - (i) substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
 - (ii) need for continuing support services.

Access refers to physical access to the natural and built environment – buildings, recreational facilities, parks and footpaths – and access to the city's services, products and information.

Inclusion refers to the practice of ensuring that all people feel they belong, are engaged and connected within community. It is a universal human right whose aim it is to embrace all people, irrespective of their race, gender, disability or other attribute which can be perceived as different.

About the City of Subiaco

3.1 Our community

The City of Subiaco (city) is located immediately west of the City of Perth. The city is bounded by the Town of Cambridge in the north, the City of Perth and Kings Park in the east and the south and the City of Nedlands in the west and includes the suburbs Subiaco, Shenton Park (part), Jolimont (part) and Daglish.

The city serves a population of 17,401 (Profile id. community profile June 2017) and covers an area of six square kilometres.

The city is a diverse community with residential, business, shopping and entertainment/recreation facilities. The city is committed to building a diverse and respectful community that is welcoming and inclusive and has a strong sense of identity.



3.2 Functions, facilities and services provided by the City of Subiaco

The city has many facilities, functions and services which support the community. The provision of these directly and indirectly impacts on the quality of life of people with disability who live, work and participate in the Subiaco community. The DAIP applies to all of the functions, facilities and services provided by the city. Examples of these include but are not limited to:



3.3 People with disability in Subiaco

According to the Australian Bureau of Statistic, 2012 Survey of Disability, Ageing and Carers estimated that 4.2 million Australians or 18.5% of the population had a disability that affects their lives to some degree.

In the City of Subiaco, 670 people or 3.5% of the population reported needing help in their day to day lives due to a severe or profound disability (Profile id. community profile, 2017). However, the actual number of People with disability living in the community is likely to be higher. These statistics are based upon self-reporting and a subjective assessment of the individuals own needs. Additionally, there are a large number of people in the community who have a disability but do not require assistance with their daily activities and are therefore not captured in the census data.

Between 2017 and 2036, the population for the City of Subiaco is forecasted to increase by 5,166 persons (29.45% growth). As the population increases and the demographics of the community change, more residents are reporting the need to assistance due to disability. In particular this is due to our ageing population. Between 2011 and 2021 the age structure forecasts for the City of Subiaco indicates that 22% of the city's population will be sixty years and older. This is a total increase of approximately 1292 persons aged sixty years and over who will be living within the city.



Planning for a more accessible and inclusive community

The city plays an important role in the lives of people who are living with a disability. The city first adopted a DAIP in 1995 to ensure that people living with a disability have equitable access to the city's functions, facilities and services. The most recent version seeks to build on the achievements made under previous DAIPs and further enhance planning, facilitation and development of accessible and inclusive city. The DAIP provides strategies and actions to meet the needs of people living a disability and enabling and enhancing participation in the community.

Some specific outcomes of the DAIP include:

- increased awareness of access and inclusion as a priority within the city
- enhanced access and inclusion for all members of the community
- increased awareness of existing strategies and initiatives that occur within the city to support people requiring assistance
- acknowledgement of the parameters of the work that can be undertaken by the city and provide a clear explanation of the role and responsibility of the city
- implementation of an across city approach to further developing an accessible and inclusive community with clear outcomes and responsibilities for the various actions
- identifying the best application of resources.

4.1 Implementing the Disability Access and Inclusion Plan

The DAIP 2017–2022 is one of the issue specific plans that forms a key part of the City of Subiaco’s integrated reporting framework. After extensive engagement with the community through the Think2030 visioning process, council endorsed the city’s Strategic Community Plan in April 2012. Aspirations identified as part of the Think2030 process have since been integrated into the city’s *Corporate Business Plan 2015–2019*. This plan is the city’s contract with the community, outlining key priorities and actions over the next four years.

The Corporate Business Plan links through to a range of supporting and informing policies, strategies and plans. These plans are developed in strategic and operational areas and are integrated into the overall framework (Figure 1).

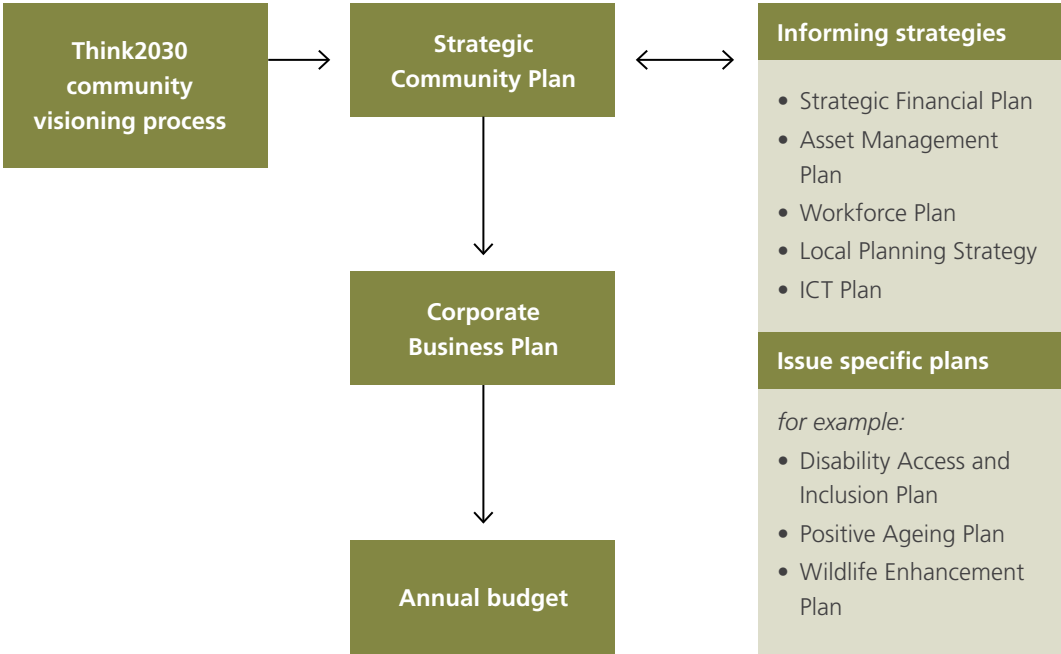


Figure 1: The Corporate Business Plan Framework

Review and achievements of the DAIP 2012–2017

The review of the DAIP 2012–2017 identified that the city implemented the majority of strategies identified in the plan with great success. These included:

- Auslan interpreters present at City of Subiaco events
- the development of an accessible play space policy modelled on international best practice
- council policy requiring access consultants to be engaged when planning and designing any public facilities or major refurbishments
- development of an access and inclusion induction for all city staff
- implementation of the Recharge Scheme in Subiaco
- recruitment of employees living with disability
- provision of assistive equipment, such as portable hearing loops, available at the city's administration centre
- development of an access and inclusion events checklist for city events
- development of an access and inclusion intranet page for city staff
- training for staff on disability awareness and disability specific issues
- accessible ramp and signage audit conducted in city buildings
- introduction of communication boards at the city's administration building.

Disability, Access and Inclusion Policy Statement

The city is committed to improving access and inclusion for the whole community, in particular for people living with a disability. The following statement has been endorsed by the city in the Policy Manual.

Objective

To state the city's commitment to ensuring facilities are accessible for people with disabilities, their families and carers and that 'reasonable measures' in the level of access provided is taken into consideration.

Policy Statement

The City of Subiaco recognises that people with disability have the same rights and responsibilities as other community members to access services and facilities and to participate in the life of the community. The city is committed to ensuring that the community is accessible and inclusive to all its members.

Developing the Disability Access and Inclusion Plan

The *Disability Services Act 1993* (amended 2004) requires all local government and selected state government agencies to develop, and regularly review improvements to DAIPs.

7.1 Responsibility for the planning process

The city's Cultural Services branch oversees the development, review and evaluation of the Disability Access and Inclusion Plan. A Community Development Officer is allocated the responsibility for driving the implementation of the plan and supporting city officers in achieving the outcomes.

With the support of Cultural Services each branch of the city will plan, implement, monitor and report actions related to their own area. This includes the induction of contractors and agents who are engaged by the city and interact with the public.

7.2 Review and consultation process

In 2016, the city conducted a review of the DAIP 2012–2017 strategies and actions to assess the level of achievement and identify areas for further improvements. Following the review the city sought feedback from the community to guide the development and review of the new DAIP.

The consultation extended from 20 February 2017 to 28 March 2017. Consultation was conducted with key stakeholders including city staff, local disability service providers and the community.

Consultation was promoted via:

- the city's website and community engagement tool, Have Your Say Subiaco
- the city's social media accounts i.e. Facebook
- advertisements in the local newspaper
- targeted consultation via telephone and email with local service providers and members of the community
- targeted posters provided to local businesses and city facilities i.e. Subiaco Library
- the Hive (City of Subiaco's intranet portal).

The consultation process included:

- surveys (hardcopy and electronic versions) which were open for comment for four weeks
- focus group with the Disability Access and Inclusion Committee (DAIC) – advisory committee of council
- focus group with internal city staff
- two community focus groups (open to people living with a disability, their families and carers, local disability service providers, local businesses and any community member with an interest or a passion in the area of access and inclusion).

Feedback from consultation conducted in 2016 for the development of the city's *Positive Ageing Plan 2017–2021* was also considered in the development of this plan.

7.3 Findings of the consultation

The overwhelming feedback from the consultation indicated the city has been making good progress in improving access and inclusion in the city. However, there are still many opportunities to further improve, in particular:

- increased availability of Auslan interpreters at city events
- better education for contracted event planners about access and inclusion considerations
- improving footpaths for mobility aid access
- educating businesses and other facility owners to encourage improved access to venues
- more awareness of available services
- further training for staff, contractors and elected members to increase knowledge on disability, access and inclusion
- more opportunities to consult with people living with a disability, their families and carers
- more effective strategies to meet access and inclusion needs in the community
- explore packages that encourage and support local business to employ people with disability.

7.4 Communication of the City of Subiaco Disability Access and Inclusion Plan

Following the endorsement of the DAIP by council and Disability Services Commission, it will be promoted to the community by the following methods:

- the City of Subiaco's website
- a notice in the local newspaper
- notification to staff via internal newsletters, intranet and at relevant staff meetings.

A copy of the DAIP will be available electronically through the city's website, intranet and via email. Hard copies will be available at the city's administration building. Alternative format documents, such as electronically, in standard and large print hard copy, audio format on cassette or compact disc and via email, in Braille and in other languages will be available upon request. Contact the city for further information on this.

7.5 Monitoring, reviewing and reporting mechanisms

The *Disability Services Act 1993* sets out the minimum review requirements for public authorities in relation to DAIPs. The city's DAIP will be formally reviewed at least every five years in accordance with the requirements outlined in the Act. The next review will occur prior to 2022.

The DAIP Implementation Plan is an internal document that assists the city to implement progress of the DAIP. All actions are monitored and reported internally every six months. Progress updates are given to council through the city's Corporate Business Plan reporting framework.

In line with the minimum reporting requirements within the *Disability Services Act 1993*, the city will report on the implementation of the DAIP to the Disability Services Commission through the prescribed progress reporting documents. The report to the DSC will outline:

- progress towards the desired outcomes of the DAIP
- progress of its agents and contractors, and
- strategies used to inform its agents and contractors of the DAIP.

The city will also report in its annual report about the implementation of the plan.

The city is committed to ensuring that its agents and contractors implement the desired outcomes of the DAIP through the following strategies:

- distributing a copy of the city's DAIP to all contractors and agents that have interaction with the public
- distributing annual report to advise the progress made by the city and its agents and contractors
- inclusion of information relating to legislative obligations towards disability, access and inclusion in all contractor and agent tender documents
- annual feedback reporting strategy on how access and inclusion were enhanced.



Strategies to improve access and inclusion

The city has developed the DAIP 2017–2022 to ensure that the city is working to create an accessible community that promotes inclusiveness by improving areas that benefit people living with a disability. The DAIP focuses on improving access and removing barriers. The following overarching strategies will guide the actions that the City of Subiaco, its contractors and agents will undertake between 2017 and 2022 to improve access and inclusion in the city.

Outcome 1: Access to services and events

Disability Service Regulations 2004: People with disability have the same opportunities as other people to access the services of, and any events organised by, the City of Subiaco.

People with disability often report difficulty in gaining access to a range of services due to physical barriers or lack of accessible information. The way in which a service is delivered, policies and procedures may also unintentionally exclude people from accessing a service.

The strategies and initiatives identified in this outcome seek to improve access to services and events. It considers access to:

- services to property, such as construction and maintenance of roads, footpaths, street cleaning and waste disposal
- services to the community, for example recreation and cultural activities, management of facilities, library and information services, community centre and community consultation
- regulatory services, including planning, building, environmental health, animal control and parking
- general administration, information provision, lodgement of complaints and payment of rates
- processes of government, such as council and committee meetings, elector meetings and council elections.

Ref.	Strategy	Action	2017 -18	2018 -19	2019 -20	2020 -21	2021 -22	Responsible Branch
1.1	Ensure accessibility is considered in the planning and delivery of all programs, services and events	Educate staff, agents and contractors to ensure they are aware of the elements of accessible works, activities and events	✓	✓	✓	✓	✓	All branches, supported by Cultural Services
		Review and promote the availability of resources designed to be used to enhance event accessibility	✓	✓	✓	✓	✓	Cultural Services Health and Compliance
		Ensure applications for event and activity funding through the community grants and partnership programs consider disability access and inclusion	✓	✓	✓	✓	✓	Cultural Services Health and Compliance
		Ensure applications for event and activity funding through the community grants and partnership programs consider disability access and inclusion	✓	✓	✓	✓	✓	Cultural Services
		Promote the accessibility elements of activities and works on related promotional materials and correspondence documents	✓	✓	✓	✓	✓	All branches
		Continue to utilise Auslan interpreters at city events where appropriate	✓	✓	✓	✓	✓	All branches
		Consider disability access and inclusion in all city project and event planning documents	✓	✓	✓	✓	✓	Cultural Services Commercial Services
1.2	Ensure there are opportunities for people with disability to be involved in community initiatives	Promote programs and initiatives aimed at developing a connected, accessible and inclusive community	✓	✓	✓	✓	✓	Commercial Services Cultural Services
		Work with community organisations to deliver and promote events that enhance disability awareness and support initiatives through the city's grants program	✓	✓	✓	✓	✓	Cultural Services
		Investigate volunteering opportunities for people living with a disability	✓	✓	✓	✓	✓	Cultural Services
		Identify opportunities in the area of recreation services to increase access and inclusion opportunities	✓	✓	✓	✓	✓	Recreation Services
		Identify opportunities to further participate in the Companion Card Scheme where appropriate	✓	✓	✓	✓	✓	Cultural Services Recreation Services

Part eight Strategies to improve access and inclusion

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
1.2	Ensure there are opportunities for people with disability to be involved in community initiatives	Review the Books on Prescription program	✓					Cultural Services
		Support community organisations through the city's community grants program to deliver inclusive and accessible events, activities and programs	✓	✓	✓	✓	✓	Cultural Services
		Develop a master plan for the Tom Dadour Community Centre and explore its suitability as a community hub	✓	✓				Cultural Services
1.3	Develop links between the DAIP and organisational policies, plans, strategies and processes to embed inclusive practice across the organisation	As city policies, protocols and procedures are created or reviewed ensure there are links made with the DAIP where relevant	✓	✓	✓	✓	✓	All branches
1.4	Ensure all contractors and agents are aware of their responsibilities under the city's DAIP	All contractor engagement documents include disability, access and inclusion considerations and ensure officers understand the responsibility of contractors in achieving DAIP strategies	✓	✓	✓	✓	✓	All branches, supported by Financial Services
		Review the Contractor Progress Reporting strategy	✓		✓		✓	Cultural Services
1.5	Encourage sustainable transport options for people with a disability	Review the Subiaco Community Transport Service and investigate transport opportunities for People with disability	✓					Cultural Services
		Inspect and repair where necessary damaged footpaths to ensure accessibility is maintained	✓	✓	✓	✓	✓	Transport and Infrastructure Development
		Investigate improvements for pedestrian safe road crossings	✓	✓	✓	✓	✓	Transport and Infrastructure Development
1.6	Focus on providing accessible parking	Incorporate accessible parking into new, existing and upgraded parking facilities within the city	✓	✓	✓	✓	✓	Transport and Infrastructure Development Commercial Services
		Investigate opportunities to make the parking permit system more user friendly	✓					Health and Compliance

Outcome 2: Buildings and facilities

Disability Service Regulations 2004: People with disability have the same opportunities as other people to access buildings and facilities of the City of Subiaco.

Outcome 2 considers the provision of appropriate access to buildings and other facilities owned by the City of Subiaco. These not only benefit People with disability but also seniors, people with temporary disability and parents with young children in prams. Items such as the location of facilities, wayfinding, lighting and placement of amenities should be considered.

Ref.	Strategy	Action	2017 -18	2018 -19	2019 -20	2020 -21	2021 -22	Responsible Branch
2.1	Ensure all city buildings are accessible for all community members	Upgrade the toilet and changing room facilities in the Lords Recreation Centre	✓					Transport and Infrastructure Development Recreation Services
		Conduct access audits to city owned buildings and upgrade as required to enhance accessibility			✓			Transport and Infrastructure Development
		Develop a building information system for city owned facilities to inform staff about accessibility of buildings		✓				Transport and Infrastructure Development Recreation Services
		Promote the Recharge program	✓	✓	✓	✓	✓	Cultural Services
2.2	Develop and maintain accessible public spaces	Engage an access consultant for all major upgrades or renewal projects in the public realm	✓	✓	✓	✓	✓	Planning Services Transport and Infrastructure Development Project Delivery Operations and Environment
		Review the city's A-frame policy and conduct regular audits to encourage clear access on footpaths		✓	✓	✓	✓	Operations and Environment
		Conduct regular access audits along Rokeby Road and surrounding streets	✓	✓	✓	✓	✓	Cultural Services
		Conduct regular audits of trading boundaries	✓	✓	✓	✓	✓	Health and Compliance
		Conduct a facility signage audit to regularly check for compliance with the Australian Standards on Access and improve wayfinding			✓			Transport and Infrastructure Development
		Conduct a regulatory street signage audit to ensure compliance	✓	✓	✓	✓	✓	Health and Compliance

Part eight Strategies to improve access and inclusion

Ref.	Strategy	Action	2017 -18	2018 -19	2019 -20	2020 -21	2021 -22	Responsible Branch
2.2	Develop and maintain accessible public spaces	Upgrade signage in public areas of heavy usage (such as library, toilets, community centres and recreation centre)	✓	✓	✓	✓	✓	Transport and Infrastructure Development
		Ensure that all future playground renewal projects consider accessible equipment in playgrounds	✓	✓	✓	✓	✓	Operations and Environment
		Investigate installing a changing facility in Subiaco accessible to people living with a disability				✓		Transport and Infrastructure Development Operations and Environment
2.3	Promote the benefits of accessible buildings to the community and local businesses	Ensure all development and building approvals processed comply with relevant legislation	✓	✓	✓	✓	✓	Planning Services Health and Compliance
		Advocate to relevant agencies to facilitate accessible and affordable housing opportunities for people living with a disability in Subiaco	✓	✓	✓	✓	✓	Planning Services
		Develop a resource to encourage and support businesses to become age friendly and accessible		✓				Cultural Services supported by Commercial Services

Outcome 3: Information

Disability Service Regulations 2004: People with disability receive information from the City of Subiaco in a format that will enable them to access the information as readily as other people are able to access it.

Giving and receiving information is a critical aspect of our daily lives. People with disability frequently report frustration at the difficulties they experience in gaining access to all types of public information. Communication difficulties are frequently associated with barriers such as:

- hearing impairment
- English is a second or foreign language
- psychosocial disability.

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
3.1	Information and promotional materials comply with best practice guidelines for accessible documents	Ensure information is available in multiple formats and all public documents include a statement that the document is available in alternative formats on request	✓	✓	✓	✓	✓	All branches, with support from Communications and Engagement
		Staff are informed of how to develop documents in alternative formats	✓	✓	✓	✓	✓	Cultural Services
		Staff are informed about creating accessible documents through the city style guide	✓	✓	✓	✓	✓	Communications and Engagement
3.2	Ensure all city websites are accessible to all community members	Review the city's websites and ensure they are Web Content Accessibility Guidelines 2.0 AA level compliant	✓	✓				Communications and Engagement Commercial Services
		Consider utilising assistive technology to enhance the city's website	✓	✓	✓	✓	✓	Communications and Engagement
3.3	Ensure information is accessible for the community	Develop a community directory to promote organisations and opportunities for inclusion available in the community	✓					Cultural Services
		Develop a 'You're Welcome Access WA' profile	✓					Cultural Services supported by all branches
		Promote Easy English principles to city staff so materials are more accessible to people with cognitive disability	✓	✓	✓	✓	✓	Cultural Services
		Utilise the city's website to inform residents of emerging access and inclusion trends and issues	✓	✓	✓	✓	✓	Cultural Services

Outcome 4: Staff awareness and skills

Disability Service Regulations 2004: People with disability receive the same level and quality of services from staff at the City of Subiaco as other people receive from the staff at the City of Subiaco.

People with disability have contact with a variety of staff in local government. It is important that staff are aware of the access requirements for People with disability. Access can be improved if all staff are aware of the needs of people with disability and are able to effectively communicate with them.

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
4.1	Ensure staff and elected members are aware of their responsibilities under disability legislation and the DAIP	Allocate the disability access and inclusion portfolio to an officer to work across the organisation to coordinate, monitor, report and review the DAIP, and provide general access and inclusion advice	✓	✓	✓	✓	✓	Cultural Services
		Conduct an access and inclusion induction with all new city staff	✓	✓	✓	✓	✓	Cultural Services
		All elected members will participate in an access and inclusion induction	✓		✓		✓	Financial Services
4.2	Staff are educated in disability awareness	Conduct disability awareness training for all permanent city staff	✓		✓		✓	People and Organisational Development
		Investigate conducting disability awareness training in-house		✓				Cultural Services People and Organisational Development
		Conduct mental health awareness training for staff		✓		✓		People and Organisational Development
		Ensure the access and inclusion intranet page is updated and promoted to staff regularly	✓	✓	✓	✓	✓	Cultural Services

Outcome 5: Complaints

Disability Service Regulations 2004: People with disability have the same opportunities as other people to make complaints to the City of Subiaco.

It can be difficult for people with disability to make complaints. Information about how to make a complaint may be in a format that is inaccessible, and the processes themselves may create barriers, for example requiring all complaints to be in writing. As local governments provide services to the public it is essential that people with disability have opportunities to raise concerns or make complaints about any aspect of their services.

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
5.1	Ensure the city's complaint mechanisms are accessible to people with disability	Ensure complaints can be made utilising multiple contact points	✓	✓	✓	✓	✓	Information Services
		Implement a customer request management program	✓					Information Services

Outcome 6: Consultation

Disability Service Regulations 2004: People with disability have the same opportunities as other people to participate in any public consultation by the City of Subiaco.

As local governments provide services to the public it is important that people with disability have opportunities to participate in their decision-making processes. This is in accordance with the planning processes outlined in the Local Government Act.

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
6.1	People with disability, carers and organisations representing disability access and inclusion are consulted	A database of relevant stakeholders to be consulted on access and inclusion matters is to be developed and utilised	✓	✓	✓	✓	✓	Cultural Services
		Community consultations are planned and executed in an accessible manner with consideration given to venues and formats for communication during the consultation process	✓	✓	✓	✓	✓	Communications and Engagement
6.2	Support the Disability Access and Inclusion Committee in its roles as an expert consultative group	Promote the Disability Access and Inclusion Committee internally as a consultative mechanism	✓	✓	✓	✓	✓	Cultural Services
		Review the model/format of the Disability Access and Inclusion Committee	✓					Cultural Services
		Review the terms of reference for the Disability Access and Inclusion Committee	✓		✓		✓	Cultural Services

Outcome 7: Employment

Disability Service Regulations 2004: People with disability have the same opportunities as other people to obtain and maintain employment with the City of Subiaco.

Finding, securing and retaining employment can be challenging. People with disability can often be overlooked for positions for a variety of reasons. Meaningful employment is important to achieving social inclusion and independence. Employment contributes to physical and mental health, personal wellbeing and a sense of identity.

Ref.	Strategy	Action	2017-18	2018-19	2019-20	2020-21	2021-22	Responsible Branch
7.1	Implement recruitment and employment policies and practices to promote equal opportunity for staff, including the ageing workforce and people with disability	Review and amend current recruitment and employment policies			✓		✓	People and Organisational Development
		Train staff in their obligations under the Equal Employment Opportunity legislation	✓	✓	✓	✓	✓	People and Organisational Development
7.2	Engage with specialist services for employment for people with disability recruitment, advice and resources where appropriate	Work with disability employment agencies where appropriate to ensure employment within the City of Subiaco is desirable, accessible and inclusive for employees engaged through that agency	✓	✓	✓	✓	✓	People and Organisational Development
		Advertise suitable vacancies through the disability employment networks such as Job Access	✓	✓	✓	✓	✓	People and Organisational Development
		Explore entering into a partnership with the National Disability Recruitment Coordinator or a similar organisation		✓				People and Organisational Development
		Explore opportunities to encourage local businesses to employ People with disability		✓	✓	✓	✓	Commercial Services Cultural Services
7.3	Create more accessible and safer workplaces for People with disability	Support the employment of People with disability and modify work areas if required	✓	✓	✓	✓	✓	All branches
		Conduct an accessibility assessment of the City of Subiaco as a suitable place to work for people with disability		✓		✓		People and Organisational Development
		Educate city leadership positions to improve awareness and support for people with disability who are seeking work in the city	✓	✓	✓	✓	✓	Cultural Services
		Ensure work experience opportunities are accessible to people living with disability		✓		✓		People and Organisational Development





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