

Disability Access and Inclusion Plan

2023–2028





**This plan is available in alternative formats on request.
Please contact the City's Customer Service team on (08) 9237 9222.**

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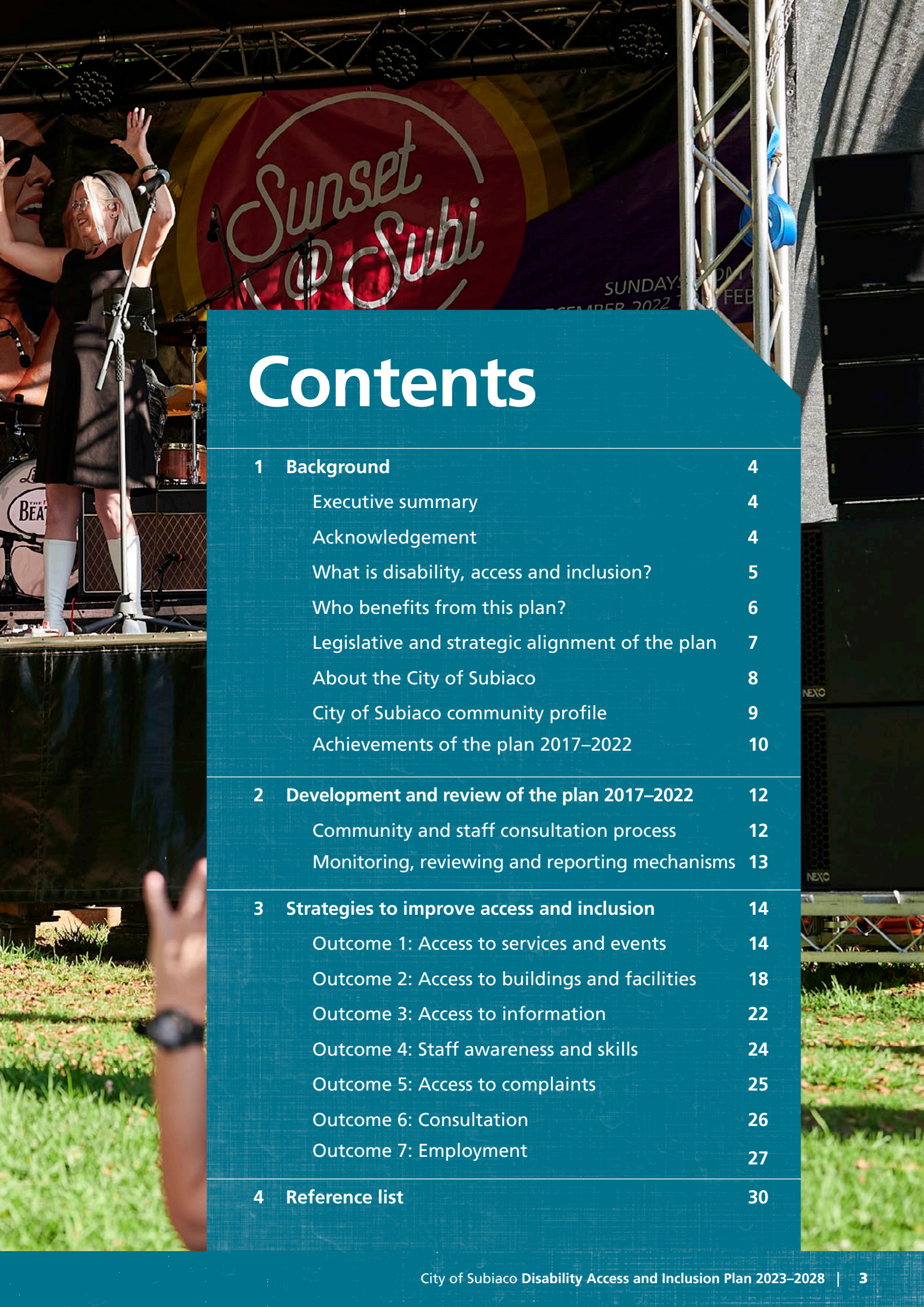
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Executive summary

The City of Subiaco (the City) is deeply committed to improving access and inclusion for people who live in, work in and visit Subiaco. The City's Disability Access and Inclusion Plan (DAIP) helps to identify areas for improving and ensuring that services, facilities and communications are accessible and inclusive for everyone in the community. While the City's DAIP aims to support people with disability, improved access and inclusion in our Subiaco community benefits people of all ages and abilities.

The City's Plan was reviewed in 2022 and involved extensive community and staff consultation, connecting with people with disability, families and carers, service providers, City employees and the City's Disability Access and Inclusion Committee (DAIC). Based on this input the new DAIP 2023–2028 identifies key priorities and tangible actions to ensure the City remains accessible, inclusive and welcoming to all.

Acknowledgement

City of Subiaco appreciates the invaluable feedback received from the community including people with disability, families and carers, service providers, and City employees.

Special thanks to the City's DAIC members who provided feedback at various stages of the renewal of the City's Plan.



Image 1: Auslan interpreter for Storytime at the Subiaco Library.

What is disability, access and inclusion?

A disability is any continuing condition that restricts everyday activities. Disability as defined in the *Disability Services Act 1993 (Western Australia, amended 2021)* is one 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 regardless of age, ability, gender, nationality or religion.

Who benefits from this plan?

Almost everyone will temporarily or permanently experience disability at some point in their life. The World Health Organisation (2022) estimates that “over 1 billion people – about 15% of the global population – currently experience disability, and this number is increasing due in part to population ageing and an increase in the prevalence of chronic diseases”.

The City’s DAIP aims to support people with disability as well as improving access and inclusion for people of all ages and abilities including:

- older adults
- people with temporary injury and chronic illness
- families, friends and carers of a person with disability
- parents who use prams
- people with mental health conditions
- people from culturally and linguistically diverse backgrounds
- children with developmental delays and disabilities.



Image 2: Sensory Storytime and Rhymetime at the Subiaco Library.

Legislative and strategic alignment of the plan

The *Disability Services Act 1993* requires all local government and selected State Government agencies to develop a DAIP.

The DAIP is also aligned with other State and National legislation including:

- *Disability Discrimination Act 1992 (Cth)*
- *Western Australian Equal Opportunity Act 1984 (WA)*
- *Disability (Access to Premises — Buildings) Standards 2010 (Cth)*



Image 3: Artist sitting in a wheelchair next to his artwork.

About the City of Subiaco

The City of Subiaco local government area includes the suburbs of Subiaco and Daglish, and parts of Jolimont and Shenton Park. The City has a residential population of almost 18,000 people and attracts around 28,000 workers each weekday. The area incorporates a mix of land uses, including residential, commercial, retail, hospitality and entertainment, and has good access to public transport and community infrastructure.

The City incorporates heritage buildings and modern architecture, and the City's parks, streets and open spaces provide a pleasant backdrop for a great lifestyle.



Image 4: Four attendees discussing feedback at a community workshop.

City of Subiaco community profile

According to the 2021 Census (ABS 2021), in the City nearly 4 per cent of the population report needing help in their day-to-day lives due to disability.

The 2021 Census also looked for the first time at the level of incidence of selected long-term health conditions in the community. The most prevalent conditions in the City were mental health conditions (8.7 per cent), other long term health conditions (7.5 per cent) and arthritis (7.1 per cent) (profile id 2023). This is consistent with national trends and calls for multiple supports to manage an ageing population, a mental health crisis and chronic illnesses (RACGP 2022).



Image 5: Artist sitting in a wheelchair next to his artwork.

Achievements of the DAIP 2017–2022

The review of the DAIP 2017–2022 showed that the City continued to make progress and implemented strategies identified in the plan including:

- The redevelopment of the City’s website into a more functional, accessible and customer-centric platform.
- The provision of Auslan interpretation at all sunset@subi concerts.
- The inclusion of DAIP and Disability Awareness training to staff onboarding process.
- The requirement to consider access and inclusion for all community partnership proposals and grant applications.
- The refurbishment of the City’s library into a more functional space incorporating dementia friendly principles and other accessibility features.
- The introduction of a job modification protocol to ensure workspaces are accessible to City employees.
- Partnered with National Disability Services (NDS) to participate in the ‘This Bay is Someone’s Day’ parking campaign in 2020.
- The review of the City’s Complaint Handling process to ensure customers are able to provide feedback via multiple channels and in different formats.
- Partnered with Mission Australia in 2020 and 2021 to deliver art exhibitions engaging artists living with a disability.
- Sensorium Storytime session for children with sensory needs at Subiaco Library for International Day of Disability in 2021.



Community and staff consultation process

In 2022, the City conducted a review of the DAIP 2017–2022 strategies and actions to assess the level of achievement and identify areas for further improvements. Following the review, the City sought feedback to guide the development of the new DAIP.

Consultation was conducted with key stakeholders including City staff, local disability service providers and the broader community. The consultation process included community and staff surveys, a workshop with Elected Members and a workshop with the DAIC, a display at Subiaco Library, and a pop-up stall at Subi Farmers Market. One in-depth interview was conducted with a community member.

Comments received during the consultation covered a broad range of topics; from parking accessibility to suggestions for staff training.

Here is a sample of comments received from the consultation:

“Improved “available” parking with space for accessibility; (such things as crutches and stiffness following surgery can make getting in and out of vehicles difficult. Navigating soft turf (events held at parks) can also be a challenge for those that want to be fiercely independent”

“There are so many disabilities, it would be good to learn the basics of addressing them all adequately, and good to get a refresher from time to time”

“My son is also deaf and it would be great to see some more staff upskilled in the use of sign language”

“Suggest staff undergo training on disability - especially invisible disabilities such as Autism, from a reputable provider who advocates a neurodiversity-affirming approach. Would also love to see event accommodation for Autistic people occasionally such as sensory-friendly events or “chill out zones” at large scale events which often results in sensory overload where Autistic kids and adults can go to a quiet area to self or co-regulate”

Monitoring, reviewing and reporting mechanisms

The City must report annually to the relevant State Government agency on the progress of its plan and review the DAIP every five years.

Introducing the Disability Access and Inclusion Committee (DAIC)

The Disability Access and Inclusion Committee (DAIC) advises Council on issues around access and inclusion in the community. The DAIC comprises of Elected Members, people with disability, community members with an interest and/or expertise in disability, and service providers. For more information on current DAIC members, visit the [City's website](#).



Image 6: Father and son writing feedback on paper at a community workshop.

Strategies to improve access and inclusion

The following overarching strategies and actions have been developed in consultation with community stakeholders to guide the City, its contractors and agents over the next five years to improve access and inclusion across the seven areas legislated in Schedule 3 of Disability Services Regulations, 2013.

Outcome 1: Access to services and events

People with disability have the same opportunities as other people to access the services of, and any events organised by, the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5	
1.1	Ensure accessibility is considered in the planning and delivery of all City events.	a. Develop a procedure for holding accessible events for City branches, grant recipients, partners and contractors.	Cultural Services	Economic Development and Place Cultural Services Events Working Group Recreation Services	✓					
		b. Investigate the creation of an Accessible Events policy.	Cultural Services	Governance Services		✓				
		c. Embed and promote accessibility features of City events and activities on related promotional materials and on the City's website.	Economic Development and Place Cultural Services Events Working Group Recreation Services	Cultural Services			✓	✓	✓	✓
		d. Offer and promote Auslan interpreted events among the deaf community.	Cultural Services Economic Development and Place	Not Applicable				✓	✓	✓
		e. Investigate the inclusion of accessible zones at City events.	Cultural Services Economic Development and Place	Not Applicable				✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
		f. Connect with local schools to promote accessible City events and consult with families with children with disability.	Cultural Services	Not Applicable		✓	✓	✓	✓
		g. Expand and promote the Books on Wheels volunteer program to support housebound residents.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓
1.2	Ensure accessibility is considered in the planning and delivery of all City programs and services.	a. Identify and audit popular grassed areas used for City events; and develop a list of recommendations for improving accessibility.	Cultural Services	Economic Development and Place Cultural Services Parks and Environment Services		✓			
		b. Improve and reinforce grass surfaces for wheelchair access in popular grassed areas used for City events.	Parks and Environment Services	Cultural Services			✓	✓	✓
		c. Create a volunteer position to support the digitization program by providing one-on-one assistance with online platforms and documents	Cultural Services	Not Applicable	✓				
		d. Promote the City's Wheelie Bin assistance service and review eligibility criteria to ensure the service assists people with disability and seniors with mobility limitations.	Waste and Infrastructure Maintenance	Not Applicable		✓	✓	✓	✓
		e. Investigate and promote other locations to be part of the City's Recharge program.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
1.3	Build partnerships with external stakeholders and local organisations to ensure people with disability and older adults are considered in the delivery of initiatives and services.	a. Consult with Community Development on accessibility when updating event guidelines.	Health and Compliance Services	Cultural Services	✓	✓	✓	✓	✓
		b. Support community organisations through the City's community grants and partnerships program to deliver inclusive and accessible events, activities and programs.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓
1.4	Develop links between the DAIP and organisational policies, plans, strategies and processes to embed inclusive practice across the organisation.	a. Provide advice to City branches when sought to include references to the DAIP when reviewing City policies and protocols.	Governance Services	Cultural Services	✓	✓	✓	✓	✓
1.5	Ensure all contractors and agents are aware of their responsibilities under the City's DAIP.	a. Embed DAIP reporting requirements in all contractor engagement documents.	Finance Services	Cultural Services	✓				
		b. Explore innovative ways to educate agents and contractors to ensure they are aware of their responsibilities under the City's DAIP.	Cultural Services	Not Applicable		✓			
1.6	Support access to a wide range of public and private transport options and supporting infrastructure critical for the inclusion of people with disability and older adults.	a. Evaluate the City's whole of journey approach and brainstorm a future action plan to advocate for an accessible public transport journey from, to and within the City.	Engineering Services Cultural Services	Not Applicable				✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
1.7	Celebrate and recognise people with disability and older adults.	a. Celebrate International Day of People with Disability in the Subiaco community and among staff.	Cultural Services Human Resources	Not Applicable	✓	✓	✓	✓	✓
		b. Celebrate Seniors Week to recognise the achievements of older adults.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓
		c. Investigate initiatives to raise awareness about lived experience of disability in the community.	Cultural Services	Not Applicable		✓	✓	✓	✓
		d. Use of images depicting people with disability (inclusive of invisible disabilities) and other social identities intersecting with disability in City promotional information to accurately display Subiaco's diversity.	Communications and Engagement Cultural Services	Not Applicable		✓	✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Outcome 2: Access to buildings and facilities

People with disability have the same opportunities as other people to access buildings and facilities of the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
2.1	Ensure universal access is considered in all development phases of City buildings.	a. Identify key accessibility information to be promoted for City buildings for hire, parks and reserves.	Cultural Services	Commercial Services and Property Parks and Environment Services	✓				
		b. Promote accessibility information for City buildings for hire, parks and reserves on relevant webpages on City's website and relevant websites (for example, National Toilet Map).	Commercial Services and Property Parks and Environment Services Recreation Services	Cultural Services		✓	✓	✓	✓
		c. Deliver training to wardens on how to evacuate people with disability in emergency situations at all City staffed buildings.	Human Resources	Commercial Services and Property	✓	✓	✓	✓	✓
		d. Develop and promote evacuation procedures with consideration for people with disability and purchase necessary equipment to ensure the evacuation of people with disability in an emergency.	Human Resources	Cultural Services		✓	✓	✓	✓
		e. Investigate accessible occupancy opportunities for residential developments in the City through a local planning policy.	Planning Services	Not Applicable		✓			

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
2.2	Integrate accessible and inclusive design in public spaces, parks and gardens.	a. Embed sensory design considerations in landscape and playground renewal works.	Parks and Environment Services	Cultural Services		✓	✓	✓	✓
		b. Review the City's A-frame policy and develop process to conduct regular audits for clear access on footpaths.	Parks and Environment Services Health and Compliance Services	Not Applicable	✓				
		c. Define and conduct access audits prioritising areas with high pedestrian traffic.	Cultural Services Waste and Infrastructure Maintenance	Not Applicable		✓		✓	
		d. Consult with people with disability including children and older adults to ensure all future playground and exercise equipment renewal projects consider accessible and age friendly equipment in playgrounds.	Parks and Environment Services	Cultural Services	✓	✓	✓	✓	✓
		e. Investigate the effectiveness of using an inclusive audit tool for existing and for new playgrounds and play spaces.	Parks and Environment Services	Not Applicable		✓			
		f. Develop a wayfinding strategy with accessibility considerations for Subiaco area.	Economic Development and Place	Cultural Services	✓				
		g. Consult with Community Development Officer or access consultant regarding relevant development application and major projects led by the City or State Government.	Planning Services	Not Applicable	✓	✓	✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5	
2.3	Promote the benefits of accessible buildings to the community and local businesses.	a. Promote the benefits of being an age friendly and accessible business.	Economic Development and Place	Cultural Services		✓	✓	✓	✓	
		b. Investigate the development of an accessible business program and provide resources to businesses to become age friendly and accessible.	Cultural Services	Economic Development and Place		✓				
2.4	Improve and promote accessible parking and toilet facilities available in the City.	a. Indicate number of ACROD bays (City car parks) on the City's website and intramaps.	Commercial Services and Property	Information Services		✓				
		b. Investigate opportunities to make the parking permit system more accessible.	Health and Compliance Services	Cultural Services		✓				
		c. Audit City owned and managed accessible parking within City Car parks to ensure compliance to Australian standards.	Commercial Services and Property	Not Applicable				✓		
		d. Develop a schedule of works to upgrade, enlarge and/or increase existing accessible parking, in consultation with the DAIC or with ACROD holders who reside in the City.	Commercial Services and Property	Parks and Environment Services					✓	✓
		e. Consult people with disability to identify community need for a Changing Place facility within the City; and investigate the feasibility of location within the new Lords facility.	Cultural Services	Commercial Services and Property Recreation Services			✓			
		f. Ensure all accessible toilets are in working order and open to the public.	Commercial Services and Property	Not Applicable		✓	✓	✓	✓	✓
		g. Promote campaigns to reduce the misuse of ACROD parking bays.	Cultural Services	Communications and Engagement			✓			

Part three Strategies and implementation plan to improve access and inclusion

		h. Ensure that all new buildings and major refurbishments comply with applicable Disability (Access to Premises – Buildings) Standards.	Commercial Services and Property	Not Applicable	✓	✓	✓	✓	✓
		i. Prioritise on-street ACROD bays in response to key locations identified by the DAIC and by residents with a disability who hold ACROD permits.	Engineering Services	Health and Compliance Services		✓	✓	✓	✓
2.5	Investigate ways to advocate for consideration of access and inclusion in the community.	a. Attend quarterly networking meetings including the WA Access and Inclusion Officer Networking Group meetings.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Outcome 3: Access to Information

People with disability receive information from the City in a format that will enable them to access the information as readily as other people are able to access it.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
3.1	Improve City practices in the provision of accessibility information.	a. Ensure all public documents include a statement to advise that the document is available in alternative formats on request.	Communications and Engagement	Cultural Services	✓	✓	✓	✓	✓
		b. Provide a Disability Access and Inclusion Plan in Easy English for people with low English literacy and learning disability.	Cultural Services	Communications and Engagement	✓				
		c. Audit the accessibility of City documents and define a roadmap for improvement.	Communications and Engagement	Cultural Services		✓	✓		
		d. Update the City's style guide to include information on document accessibility and explore ways to ensure consistency in the organisation (for example, staff training, one-on-one inductions).	Communications and Engagement	Cultural Services		✓		✓	
		e. Investigate a communication tool (for example, newsletter, Facebook page) to engage with people with disability, and carers and promote information sessions, training and events.	Cultural Services	Communications and Engagement		✓			

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
3.2	Review and improve the accessibility of City websites and digital information.	a. Ensure See Subiaco and Lords websites are Web Content Accessibility Guidelines 2.0 AA level compliant.	Economic Development and Place Recreation Services	Not Applicable		✓			
		b. Embed a procedure to ensure all social media communications incorporate image descriptors and ALT text for online photographs.	Communications and Engagement	Not Applicable	✓				
		c. Review the City's website in line with W2C Accessibility guidelines and make improvements.	Communications and Engagement	Not Applicable		✓			

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
3.3	Promote the benefits of accessible buildings to the community and local businesses.	a. Investigate the establishment of 'street booths' to provide accessible information for the community (particularly those without access to suitable technology); and report on feasibility.	Economic Development and Place	Cultural Services		✓			
		b. Develop a procedure on the use of Auslan interpreters and translation services and promote among staff.	Information Services	Cultural Services	✓				

Part three Strategies and implementation plan to improve access and inclusion

Outcome 4: Staff awareness and skills

People with disability receive the same level and quality of services from staff at the City as other people receive from the staff at the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
4.1	Build disability confidence among Elected Members to effectively advocate for the needs of people with disability.	a. Investigate Disability Access and Inclusion awareness training for Elected Members and Executive, Management and Coordination staff.	Cultural Services	Governance Services Executive Assistants		✓			
		b. Investigate making online onboarding training on Disability Access and inclusion available to Elected Members.	Governance Services	Cultural Services		✓			

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
4.2	Equip City staff with skills and confidence to deliver exceptional service to people with disability and older adults and to provide a safe space for people with disability in the workplace.	a. Provide Mental Health awareness sessions for all staff.	Human Resources	Cultural Services	✓	✓	✓	✓	✓
		b. Promote access and inclusion intranet page to staff throughout the year.	Cultural Services	Communications and Engagement	✓	✓	✓	✓	✓
		c. Design and investigate delivering annual upskilling staff sessions in house to improve knowledge, awareness and confidence in addressing access and inclusion in the City.	Cultural Services	Human Resources	✓	✓	✓	✓	✓
		d. Refine inclusive language guide and annually promote to City branches.	Cultural Services	Not Applicable	✓	✓	✓	✓	✓
		e. Review the City's onboarding DAIP module and make necessary improvements.	Cultural Services	Not Applicable		✓		✓	

Part three Strategies and implementation plan to improve access and inclusion

Outcome 5: Access to complaints

People with disability have the same opportunities as other people to make complaints to the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
5.1	Ensure the City's complaints mechanisms are accessible to people with disability and older adults.	a. Ensure complaints can be made utilising multiple contact points (for example, audio, written, video).	Information Services	Cultural Services	✓				
		b. Establish an effective process for all access and inclusion related complaints to be referred to the Community Development Officer.	Information Services	Cultural Services	✓				
		c. Consult with the Community Development Officer on access and inclusion matters for the completion of the City's feedback process review.	Information Services	Cultural Services	✓				
		d. Upon completion of City's feedback review, host training focusing on changes to feedback management, use of National Relay Service, and translating and interpreting procedure.	Information Services	Not Applicable		✓	✓	✓	✓
		e. Develop and embed a decision-making tree on translation and interpreting in onboarding staff training and Access and Inclusion webpage on the Hive.	Information Services	Governance Services	✓				

Part three Strategies and implementation plan to improve access and inclusion

Outcome 6: Consultation

People with disability have the same opportunities as other people to participate in any public consultation by the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
6.1	Consult and actively involve people with disability, carers, older adults and service providers in decision-making processes.	a. Create accessibility consultation guidelines with special consideration for consulting with people with disability and older adults.	Cultural Services	Communications and Engagement			✓		
		b. Explore innovative ways to consult with community (for example, vox pops, participatory engagement, other in person methods) and provide advice to staff.	Communications and Engagement	Not Applicable		✓	✓	✓	✓

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
6.2	Support the Disability Access and Inclusion Committee (DAIC) in its role as an expert consultative group.	a. Evaluate the model/format of the Disability Access and Inclusion Committee (DAIC).	Cultural Services	Governance Services		✓		✓	
		b. Review the Terms of Reference for the DAIC.	Cultural Services	Governance Services		✓		✓	
		c. Promote the DAIC internally and in the community.	Cultural Services	Communications and Engagement	✓	✓	✓	✓	✓

Part three Strategies and implementation plan to improve access and inclusion

Outcome 7: Employment

People with disability have the same opportunities as other people to obtain and maintain employment with the City.

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
7.1	Evaluate current recruitment policy and practices to enhance the employment of people with disability.	a. Become a member of Australian Network on Disability to access self-assessment through the Access and Inclusion Index, expert consulting, and gain recognition as a Disability-Confident recruiter.	Human Resources	Not Applicable		✓	✓	✓	✓
		b. Develop and implement a roadmap for improvement in employment practices based on assessment of current practices.	Human Resources	Cultural Services			✓		
		c. Review the Diversity and Inclusion Plan and consider setting a target of five per cent employment of people with disability by 2028.	Human Resources	Cultural Services		✓			
7.2	Change recruitment processes to ensure candidates with disability are able to apply and succeed in their roles.	a. Develop partnerships with disability employment agencies and other organisations where appropriate to match people with disability to job roles that suit their skills and interests.	Human Resources	Not Applicable		✓	✓	✓	✓
		b. Advertise job vacancies through specialist employment service providers, networks and social media to reach a wider audience.	Human Resources	Not Applicable	✓	✓	✓	✓	✓
		c. Improve recruitment processes to enable people with disability to succeed in their roles at the City.	Human Resources	Not Applicable			✓		

Part three Strategies and implementation plan to improve access and inclusion

Ref.	Strategy	Action	Primary Responsible Branch	In consultation with	Year 1	Year 2	Year 3	Year 4	Year 5
7.3	Build an accessible and dignified workplace to enable people with disability to succeed in the City.	a. Create a meaningful work experience program with opportunities for career progression for people living with disability.	Human Resources	Not Applicable		✓			
		b. Conduct an annual staff survey on disability, mental health conditions and accessibility requirements and allow for anonymous entries.	Human Resources	Cultural Services		✓	✓	✓	✓
		c. Provide annual training to staff in their obligations under the <i>Equal Opportunity Act 1984 (WA)</i> and the <i>Disability Discrimination Act 1992 (Cth)</i> .	Human Resources	Cultural Services	✓	✓	✓	✓	✓
		d. Provide training on basic Auslan course to employees in customer facing roles.	Human Resources	Cultural Services		✓		✓	
7.4	Encourage local businesses and organisations to become inclusive workplaces for people with disability.	a. Explore opportunities to encourage local businesses to employ people with disability.	Economic Development and Place	Cultural Services			✓	✓	✓
		b. Identify and promote success stories of people with disability being employed by local businesses via newsletters and social media.	Cultural Services	Economic Development and Place		✓	✓	✓	✓
7.5	Support organisations employing people with disability to social and economic participation.	a. Support the employment of people with disability by developing an internal protocol to facilitate the engagement of Australian Disability Enterprises.	Finance Services	Cultural Services		✓			



MATTI LOVES
Cafe's, parks, shopping,
catching the train & family time.
ACROD bays help us go about
our day in Subi.

THIS BAY IS MATTHEW'S DAY

Park right, day and night. Blue bays are reserved for ACROD permit holders.

THIS BAY IS SOMEONE'S DAY

NDS National Disability Services

ACROD PROGRAM

Government of Western Australia
Department of Communities

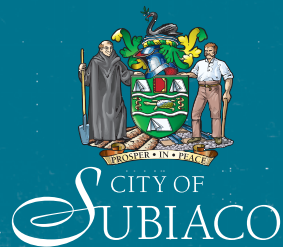


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**This plan is available in alternative
formats on request.**

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