



City of Rockingham Community Plan Strategy

Disability Access and Inclusion Strategy 2016-2019

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Alternative formats

Large print or alternative format copies of this Strategy can be obtained on request from the City of Rockingham.

1. Executive Summary

The Disability Access and Inclusion Strategy (DAIS) outlines the key actions to be implemented by the City of Rockingham (the City) over the timeframe 2016 - 2019, in order to achieve its vision of “an inclusive community that enables people with disability to fulfil their potential as equal citizens”.

Disability access and inclusion is a complex and sensitive issue. This Strategy explores the relevant, multifaceted legislation, as well as the overarching context of disability, before exploring local issues as identified through consultation with internal and external stakeholders. The City has determined that it will take a leadership role in a number of areas to create a more accessible and inclusive community and has primarily determined that “accessibility of the City’s infrastructure and spaces is the key to community inclusiveness”.

Actions are recommended for implementation under the following Key Elements:

1. Accessibility of City Infrastructure and Spaces

- Addressing both future and existing buildings and reserves (and surrounds)
- An Audit and Improvement program for select existing buildings and reserves (and surrounds)
- Mapping and promotion of infrastructure and spaces

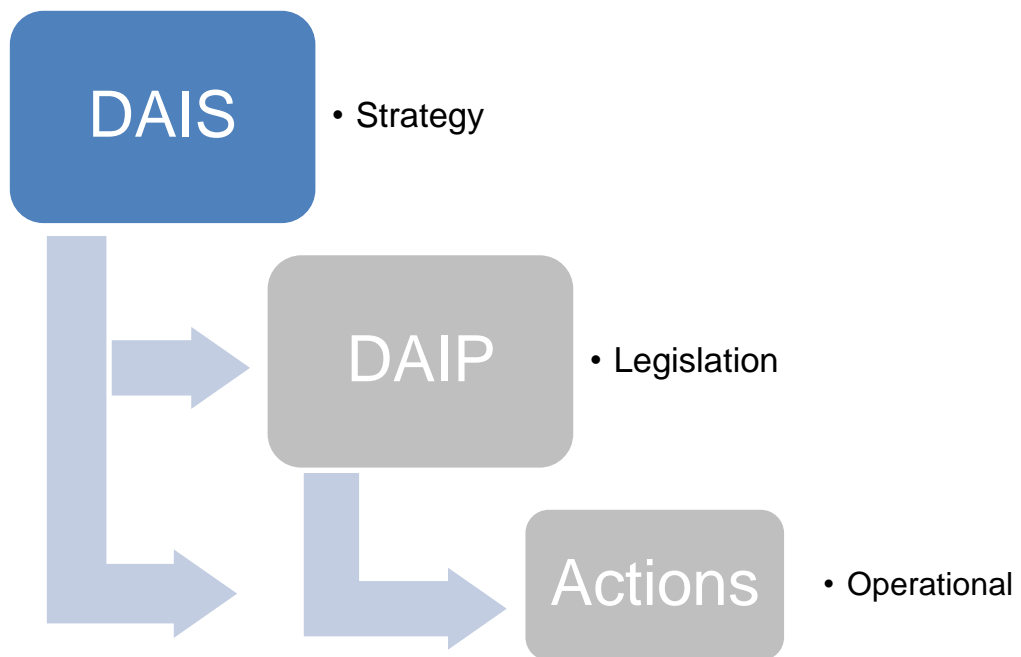
2. Social Inclusion

- Communication and awareness
- Programs and events
- Advocacy
- Employment

3. Compliance and Organisational Improvements

- Implementation of the Disability Access and Inclusion Plan (DAIP)
- Organisational improvements
- Evaluation and review of both the DAIS and DAIP

This DAIS is an overarching strategy for the City and should be read in conjunction with the City’s Disability Access and Inclusion Plan (DAIP). The DAIS identifies broader strategic aspirations regarding disability access and inclusion (DAI) for our community, while the DAIP addresses the City’s legislative responsibilities. Both documents are based on the fundamental values of respect and dignity for all.



Acknowledgments

The City of Rockingham acknowledges the valuable input received from community stakeholders, through surveys, workshops and meetings. These inputs have been instrumental in the development of the DAIS and DAIP. In particular, the City wishes to acknowledge the contributions of the Disability Access and Inclusion Advisory Committee to Council, and the 'Let's Talk' network of local service providers. These groups worked with City Officers to ensure the documents reflect the community's needs.

2. Strategic Objective

Vision for the future: “Rockingham will be an inclusive community that enables people with disability to fulfil their potential as equal citizens”.

Mission to attain the vision: “Accessibility of the City’s infrastructure and spaces is the key to community inclusiveness”.

The City’s commitment to disability access and inclusion is stated in the City’s Strategic Community Plan (2015-2025):

Aspiration B: Strong Community

Objective 5: Mobility and Inclusion: ‘Community services, programs and infrastructure that effectively caters for all residents including seniors, youth and vulnerable populations’.

This DAIS is an overarching strategy for the City, and the DAIP is an attachment/subset of the DAIS. The DAIS identifies broader strategic aspirations regarding disability access and inclusion (DAI) for our community, while the DAIP addresses the City’s legislative requirements.

In accordance with the Western Australian (WA) Disability Services Act 1993 and the Disability Services Regulations 2004, the City is required to lodge a DAIP, and to provide an annual progress report on the prescribed desired outcomes contained in the DAIP, to the Disability Services Commission (DSC).

3. Background

3.1 Definition

A disability is any continuing condition that restricts everyday activities. The WA Disability Services Act 1993ⁱ defines 'disability' as meaning a disability:

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

With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome. People with disability (PWD) may have multiple disabilities, and the types of disability are outlined belowⁱⁱ:

Type of disability	Description
Physical	Generally relates to disorders of the musculoskeletal, circulatory, respiratory and nervous systems.
Sensory	Involves impairments in hearing and vision.
Neurological and cognitive	Includes acquired disability such as multiple sclerosis or traumatic brain injury.
Intellectual	Includes intellectual and developmental disability which relate to difficulties with thought processes, learning, communicating, remembering information and using it appropriately, making judgments and problem solving.
Psychiatric	Psychiatric disorders resulting in disability may include anxiety disorders, phobias or depression.

3.2 Legislation

The two key pieces of legislation that address disability in Australia and Western Australia are the:

- Commonwealth Disability Discrimination Act 1992 (DDA); and the
- WA Disability Services Act 1993 and the Disability Services Regulations 2004.

The objects of the DDA are:

- “(a) to eliminate, as far as possible, discrimination against persons on the ground of disability in the areas of:
- (i) work, accommodation, education, access to premises, clubs and sport; and
 - (ii) the provision of goods, facilities, services and land; and
 - (iii) existing laws; and
 - (iv) the administration of Commonwealth laws and programs; and
- (b) to ensure, as far as practicable, that persons with disabilities have the same rights to equality before the law as the rest of the community; and
- (c) to promote recognition and acceptance within the community of the principle that persons with disabilities have the same fundamental rights as the rest of the community.”

Section 31(1) of the DDA allows for formulation of “disability standards” such as the ‘Disability (Access to Premises - Buildings) Standards 2010’. Once a disability standard has been approved it is unlawful for a person or organisation to contravene it.

Where a person believes they have been discriminated against in breach of the DDA they may make a complaint to the Australian Human Rights Commission about the person or organisation (including a public authority) alleged to have behaved in a discriminatory manner. The DDA makes it against the law to discriminate against people with disability in many areas of public life, including employment, using goods and services and accessing public places.

The DDA provides an exception if the cost or difficulties of providing access will place an unjustifiable hardship on a person or organisation. Unjustifiable hardship is based on an assessment of what is fair and reasonable in the circumstances. If the proposed adjustments are likely

to cause hardship, it is up to the person or organisation to show that they are unjustified.

The 'Disability (Access to Premises - Buildings) Standards 2010' (also called the 'Premises Standards') is now aligned with the Building Code of Australia (BCA). Both the Premises Standards and the BCA refer to Australian Standards for Design for Access and Mobility (AS 1428).

The WA Disability Services Act 1993 (the Act) Schedule 1 states that people with disability have the inherent right to respect for their human worth and dignity without discrimination and with equality of opportunity. Additionally, it states that "people with disability have the same human rights as other community members, regardless of the origin, nature, type or degree of their disability".

This Strategy furthers the principles and objectives of the Act. Additionally the City complies with requirements of the Act to lodge, and annually report on, its Disability Access and Inclusion Plan.

Other state legislation that addresses disability includes the WA Equal Opportunity Act 1984.

3.3 International, national and state context

The Convention on the Rights of Persons with Disabilities is an international human rights treaty of the United Nations to protect the rights and dignity of people with disability. The purpose of the Convention is "to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disability, and to promote respect for their inherent dignity". Australia ratified the Convention in 2008.ⁱⁱⁱ

The World Health Organisation (WHO) states, "Disability is thus not just a health problem. It is a complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which he or she lives. Overcoming the difficulties faced by people with disabilities requires interventions to remove environmental and social barriers". The WHO World Report on Disability identifies the main barriers for people with disability as: inadequate policies and standards; negative attitudes; lack of provision of services; problems with service delivery; inadequate funding; lack of accessibility; lack of consultation and involvement; lack of data and evidence.^{iv}

The National Disability Strategy 2010-2020 outlines a vision of “an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens” and includes six broad outcome areas: inclusive and accessible communities; rights protection, justice and legislation; economic security; personal and community support; learning and skills; and health and wellbeing.^v

The National Disability Insurance Scheme (NDIS) is currently being trialled nationally as the new way of providing individualised support for eligible people with permanent and significant disability, their families and carers.^{vi} The NDIS trial in WA is unique because there are two different disability service models – the Commonwealth’s National Disability Insurance Agency model and the Disability Services Commission WA My Way model. Both models of these trials cater for people less than 65 years of age (some other age restrictions apply in other states/trial sites).^{vii}

The Disability Services Commission (DSC) is the State Government agency responsible for advancing opportunities, community participation and quality of life for people with disability in WA. This includes overseeing state legislation as well as the NDIS trial. It also includes ‘Count Me In’ – a long-term strategy to guide all Western Australians when responding to people with disability. ‘Count Me In’ is a major social policy of the State Government and has a vision that ‘All people live in welcoming communities that facilitate citizenship, friendship, mutual support and a fair go for everyone’.^{viii}

In addition to the ongoing issue of accessibility (primarily covered by DAIPs and Australian Standards) other contemporary issues regarding Disability Access and Inclusion (DAI) in WA include:

- Changing place facilities;
- Employment for PWD; and
- Affordable accessible housing.^{ix}

4. Current situation

4.1 Rockingham community

Disability affects one third of the population, either directly or through caring for someone with disability. The Australian Bureau of Statistics (ABS) estimates that 20.6% of the WA population have a disability. Based on Rockingham's estimated resident population (125,889) this means that 25,933 people in Rockingham have a disability. An estimated 12.6% of the WA population are carers of PWD which equates to 15,862 people in Rockingham being carers of PWD.

In 2011, 3.7% of the City of Rockingham's population reported needing help in their day-to-day lives compared to 3.5% in WA. Proportions ranged from a low of 1.7% in Secret Harbour to a high of 8% in Shoalwater. The five areas in Rockingham with the highest percentages of population in need of assistance were: Shoalwater (8%); Cooloongup (6.6%); Rockingham Ward (5.7%); Rockingham - Peron - Garden Island (5.7%); and Hillman - East Rockingham (5%).^x

4.2 Community consultation

In order to update the City's previous DAIP (2012-2015), the community was consulted in April 2014 through focus groups (53 people) and a survey (87 responses).

The consultation process was designed to maximise input from a range of organisations, groups, individuals and local residents likely to be affected by, or have an interest in, the development of the new DAIP.

Overall the survey results and tone of the consultation suggests that people feel positive about accessibility and inclusion for PWD within the greater Rockingham area. In considering what is required for the revision of the DAIP, it was noted by many that there is a diversity of disability that needs to be taken into consideration, for example:

- People with intellectual disability
- People with physical disability
- People with sensory disability (visual or hearing impairments)
- People with disability that live independently.

The survey results indicated that 53% of respondents either agreed or strongly agreed that Rockingham is an inclusive and accessible place to live. The consultation was primarily based around the desired outcomes of the DAIP, that is: services and events; buildings and facilities; information; quality and level of service; complaints; public consultation; and employment. Other key themes identified in the consultation included the need to:

- Address attitudes and prejudice, and promote respect for PWD and promote awareness of diversity;
- Include PWD in design and planning processes;
- Allocate resources to make buildings/facilities/areas physically accessible;
- Address employment for PWD – the City to take a leadership/modelling role;
- Improve skills of City staff to work with PWD;
- Inform people of the opportunities available to them; and
- Ensure information uses inclusive language and is accessible.

4.3 Organisational consultation

The City plays an important role in the lives of local people with disability, and the City undertakes an array of functions which impact on the quality of life of people with disability. These include infrastructure provision, facilities management and the delivery of services and programs.

To improve DAI in the community and guide the development of this Strategy, organisational engagement (with Executive, elected members, and key staff) identified the following key issues:

- Physical accessibility of existing City infrastructure and spaces and surrounds;
- Physical accessibility of new City infrastructure and spaces;
 - Changing Place facilities
 - All Abilities Playground
- Provision of information regarding infrastructure and spaces and services for PWD;
- Improving community attitudes regarding PWD;
- Advocacy for PWD and their carers;
- Programs and events for PWD and their carers;
- Employment of PWD;

- Compliance with legislative requirements by the City; and
- Organisational improvements for the City.

Disability is a sensitive issue and it is important to acknowledge:

- Different types of disability;
- The diversity of needs of PWD;
- Some PWD not wanting to self-identify as having a disability;
- Carers' needs;
- The City's resource constraints;
- Other constraints regarding areas not under the City's control (e.g. private developments); and
- The City's role in achieving the best outcomes for PWD.

4.4 Contemporary issues for the City

Internal consultation and a review of records, processes and legislation identified the following contemporary issues for the City.

Changing Place Facilities

In February 2014 it was resolved “that Council require infrastructure planning for future City of Rockingham community buildings includes consideration of ‘changing place’ facilities comprising adult change tables and hoist equipment”. The City's Mary Davies Library and Community Centre, opened in 2014, has an adult change table and hoist, however in its first year of operation the facility had not been used. Additionally, the Secret Harbour Surf Lifesaving Club, which opened in 2016, incorporates two adult changes tables and hoists. Future facilities, such as the Singleton Sports and Community Centre and Golden Bay Sports Pavilion which are currently under construction, will also have this equipment.

None of the City's facilities however have accredited Changing Places as per Disability Services Commission criteria (design specifications). Raising community awareness of the existing facilities is required. Guidelines for placement of such facilities in future, and facility specifications have been developed by the City (Community Infrastructure Planning).

All Abilities Playgrounds

In May 2014 Council resolved to:

1. Support the construction of an All Abilities Playground prior to the end of 2015/2016 financial year;
2. Direct the Chief Executive Officer to investigate options for the construction of an All Abilities Playground including its form, function, cost, location and grant funding opportunities and submit a report to Council on or before March 2015; and
3. Include the construction of an All Abilities Playground into the 2014-2017 Disability Access and Inclusion Plan”.

At the September 2015 Council meeting, Lot 4038 San Javier Circle Secret Harbour was endorsed as the preferred location for the All Abilities Playground (also referred to as an “Inclusive Play Space”).

A liberty swing (for people in wheelchairs) is installed at City Park. Fantasy Park is an all abilities playground (featuring sensory activities) in Waikiki. As per the City’s business plan, both of these parks are due for upgrades in the coming years. Other contemporary playground installations are frequently being installed throughout the City however there is either no or limited mapping of these installations.

Accessibility

The City complies with current legislation and standards, such as the ‘Disability (Access to Premises – Buildings) Standards 2010’ and the ‘Australian Standards for Disability’. In some cases the City exceeds the required standards, however there is no/little formal documentation to guide this approach.

The purpose of the ‘Disability (Access to Premises – Buildings) Standards 2010’ (the ‘Premises Standards’) is to both:

- Provide for equitable and dignified access to new buildings and those areas of existing buildings that undergo renovation or upgrade that require building approval, and
- Provide greater certainty to those involved in the design, construction, certification and management of buildings in relation to the level of access required in the buildings covered by the Premises Standards.

The Australian Standards on Disability (AS 1428– Parts 1-5) provides design requirements for buildings encompassing the specific needs of people with disability.

Section 4 of the DDA defines 'premises' as:

- “a) a structure, building, aircraft, vehicle or vessel;
- b) a place (whether enclosed or built on or not); and
- c) a part of premises (including premises of a kind mentioned in paragraph (a) or (b)).”

However, the Premises Standards only apply to public buildings of the type covered by the building classifications within the BCA and only to new buildings and existing buildings that undergo building work that involves extensions to, or modifications of the building, where a building or construction approval is required.

This means that the Premises Standards do not cover parks, playgrounds, footpaths, and beach accessibility; however if a person with disability experiences discrimination, a complaint can be made directly under the provisions of the DDA.

Although the City's Officers may adhere to Australian Standards or other best practice principles for accessibility as a matter of course, there is limited documentation of the City's approach to accessibility requirements of these outdoor spaces. City documents that may need to be reviewed include the City's Playground Development Plan (2011) and Planning Policy 3.4.1 Public Open Space (this policy will be updated given the impending review of Liveable Neighbourhoods).

Anecdotally, there is often a substantial gap between complying with legislative requirements and making a building/space accessible for people with disability, however the City's imperative is to meet legislative and statutory requirements.

Accessibility Audits

Audits of the following facilities (and programs) were undertaken in 2009; however any actions/recommendations resulting from the audits have not yet occurred:

- Golden Bay Coastal Community Centre
- Mike Barnett Sports Complex
- Singleton Community Centre
- Warnbro Community Y

- Baldivis Recreation Centre
- Aqua Jetty
- Rockingham Aquatic Centre
- Hillman Hall
- McLarty Hall
- Port Kennedy Community Centre
- Secret Harbour Community Centre
- Singleton Hall.

An audit on the accessibility of the City of Rockingham Administration Building was undertaken in 2015. Recommended improvements are being prioritised and resources allocated.

General compliance inspections/audits are regularly undertaken on all City assets by the Assets Services team. These audits address condition, safety and basic accessibility.

Information

The City has previously provided information about accessible environments through the You're Welcome WA Access Initiative website (2008), and the City of Rockingham Access & Mobility Maps (2011). The information in both resources is now out-of-date (for example the website only contains information on six of the City's 16 suburbs) and the resources require updating.

National Disability Services (WA) Local Government Disability Employment Project

In 2013/2014 the City was one of four local governments (along with the Cities of Armadale, Cockburn and Melville) to participate in a 12-month pilot project to review recruitment strategies and policies. This program, which was funded by National Disability Services WA and supported by the Disability Services Commission (DSC), resulted in positive outcomes for people with disability. The Lighthouse Project, a partnership between DSC and the Local Government Managers Australia WA, builds on this pilot program and incorporates a series of initiatives (including grants) that will be delivered to increase the employment of people with disability in local government in WA.

Agents and Contractors

The City is not currently meeting legislative requirements regarding agents and contractors. That is, the City currently does not have any formal processes in place to inform its agents and contractors of the DAIP, and reporting processes for agents and contractors are ad hoc.

Disability Access and Inclusion Advisory Committee

The City's Disability Access and Inclusion Advisory Committee (DAIAC) Terms of Reference is "To represent the Community by providing advice/support to Council with regard to the implementation of the Disability Access and Inclusion Plan/Strategy and to address city controlled disability access and inclusion issues within the boundaries of Rockingham".

Engineering Services lead the DAIAC by providing Executive Support, and the DAIAC minutes are referred to Council through the Planning and Engineering Standing Committee. The review, implementation and reporting of the DAIP, however, is the responsibility of Community Capacity Building, and is reported through the Corporate and Community Development Standing Committee. Currently only two departments are involved in the DAIAC – Engineering Services and Community Capacity Building. Disability access and inclusion issues extend much further than these two departments. All relevant departments need to be involved and fully understand their responsibility for disability access and inclusion.

Let's Talk Disability Network Meeting

The City supports the Let's Talk Disability Network – an interagency community network that provides opportunities to collaborate and form partnerships with like-minded stakeholders.

The City's response to these identified issues is outlined in the next section.

5. The Way Forward

In order to achieve its vision of Rockingham being “an inclusive community that enables people with disability to fulfil their potential as equal citizens” the City will implement actions under the following three Key Elements:

1. Accessibility of City Infrastructure and Spaces
2. Social Inclusion
3. Compliance and Organisational Improvements.

5.1 Accessibility of City Infrastructure and Spaces

The City’s vision: “Accessibility of the City’s infrastructure and spaces is the key to community inclusiveness”.

‘City infrastructure and spaces’ refers to new and existing City (owned/ managed/ controlled) buildings, facilities, parks, reserves, playgrounds, beach access etc. with consideration given to paths, kerbs, seating, shade, BBQs, signage, parking, public toilets etc. Given the enormity of this task, a staged/prioritisation approach will be undertaken. This will ‘set the standard’ and set some guiding principles for future years (beyond this strategy).

While there will be a focus on improving physical accessibility of City infrastructure and spaces, all types of disability will be considered. Any improvements in physical accessibility will result in better outcomes for people with other types of disability or multiple disabilities.

It is important that accessibility of City infrastructure and spaces addresses: the (immediate) journey to the destination; the experience in/at the destination; and the (immediate) journey from the destination. Actions will address both existing and new City infrastructure and spaces.

Actions under this key element include:

- Establish an Accessibility Working Group (comprising representatives from relevant City departments) to:
 - Review legislation, standards and guidelines (external);
 - Review any existing policies, procedures and guidelines (internal);
 - Identify gaps between external and internal practices;

- Develop policy, procedures and guidelines to provide strategic direction for the level of accessibility in current and future City infrastructure and spaces; and
- Include consideration of key issues such as ‘changing place facilities’; ‘beach access’; and ‘Inclusive Playspaces’.
- Embed policy/procedures in relevant City plans and strategies (e.g. Infrastructure Asset Management Plan, Business Plan, Community Infrastructure Plan, Open Space Strategy, Playground Development Strategy, Public Toilet Strategy).
- Implement a comprehensive program to audit and improve accessibility of (to/in/at/from) existing select buildings and reserves throughout the City (more information below).
- Review and consolidate current mapping programs to create a comprehensive directory/map of accessible City infrastructure and spaces.
- Develop and implement a promotional campaign to inform the community of the directory/map of accessible City infrastructure and spaces. (See also Key Element 2).

Audit and Improvement program

The audit process will not simply address compliance with legislation; it will ensure that the City’s high-use facilities and spaces will be accessible to all.

Based on a preliminary prioritisation process (hierarchical classification and high patronage), the buildings to be audited are regional and district level facilities, as well as the City’s libraries (Table 1). The audit of City facilities undertaken in 2009 will be reviewed, considering the Access to Premises Standards was introduced in 2011.

The reserves to be audited will be regional, district and neighbourhood reserves with more than 50 total assets per reserve (Table 2). The number of total assets indicates the reserves with greater infrastructure (e.g. playgrounds, BBQs, toilets, seating, lighting, car parks) and therefore greater use by the community.

High-use sports reserves with change room/toilet facilities (Table 3) will also be captured in the audits.

Reports from the audits will identify improvements, and associated costs. The City will then develop a program with Asset Services in relation to appropriate upgrades as part of a five-year capital works program depending on financial resourcing.

Table 1: Selected City of Rockingham facilities to be audited

1. Larkhill Sportsplex (2008)
2. Autumn Centre
3. Safety Bay Library
4. Warnbro Community Library (DoE)
5. Rockingham Central Library
6. Mary Davies Library and Community Centre (2014)
7. Gary Holland Community Centre (2008)
8. Rockingham Arts Centre (2013)
9. Golden Bay Coastal Community Centre*
10. Secret Harbour Community Centre*
11. Port Kennedy Community Centre*
12. McLarty Hall*
13. Rockingham Aquatic Centre*
14. Hillman Hall*
15. Mike Barnett Sports Complex*
16. Warnbro Community Y*
17. Baldivis Recreation Centre*
18. Aqua Jetty*
19. Naragebup Environmental Centre

*Audited in 2009

Table 2: Selected City of Rockingham reserves to be audited

Reserve	Hierarchy	Suburb	Total number of assets
1. Larkhill Sporting Reserve	Regional	Port Kennedy	178
2. Foreshore - Bell Park	District	Rockingham	170
3. Foreshore - Churchill Park	District	Rockingham	158
4. City Park	Regional	Rockingham	143
5. Foreshore - Safety Bay	Regional	Safety Bay	133
6. The Village Green	District	Rockingham	113
7. Foreshore - Catalpa	Neighbourhood	Peron	109
8. Foreshore - Waikiki (Malibu Road to Shelton Street)	District	Waikiki	96
9. Foreshore - Phoebe Hymus Park	Neighbourhood	Rockingham	90
10. Fantasy Park Reserve	Regional	Waikiki	84
11. Callistemon Gardens	District	Baldivis	75
12. Hourglass Reserve	Regional	Cooloongup	75

Reserve	Hierarchy	Suburb	Total number of assets
13. Palermo Cove	Neighbourhood	Secret Harbour	75
14. Steel Tree Reserve	District	Baldivis	73
15. Foreshore - Emerald Park	District	Rockingham	71
16. Veterans Memorial Park	District	Port Kennedy	71
17. Centenary Park	Regional	Safety Bay / Waikiki	69
18. Stan Twight Reserve	Regional	Rockingham	64
19. Lagoon Reserve	District	Secret Harbour	63
20. Don Cuthbertson Reserve	District	Cooloongup	62
21. Foreshore - Safety Bay (June-Malibu)	District	Safety Bay	61
22. Lions Park Reserve	Neighbourhood	Shoalwater / Safety Bay	60
23. Harmony Park	District	Singleton	58
24. Waterfront Parkway	District	Shoalwater	56
25. Foreshore - Shoalwater (Mersey Point - Watts)	District	Shoalwater	53
26. Foreshore - Secret Harbour (Palisades-Golden Bay Boundary)	Regional	Secret Harbour	52
27. Foreshore - Golden Bay	Regional	Golden Bay	51
28. Foreshore - Singleton	Regional	Singleton	47
29. Lake Richmond Reserve	Regional	Rockingham	24

Table 3: City of Rockingham sporting reserves with change room/toilet facilities

1. Anniversary Park
2. Careeba Park
3. Currie St Reserve
4. Georgetown Drive Reserve
5. Golden Bay Oval – Rhonda Scarrott
6. Koorana Reserve
7. Paul Garnett Reserve
8. Secret Harbour Oval
9. Settlers Hills Reserve
10. Shoalwater Oval
11. Singleton Oval – Laurie Stanford

It may be that some of the abovementioned locations are deemed irrelevant considering the redevelopments, such as the Rockingham Foreshore development (however consideration of DAI will be imperative in the ongoing planning and development of the Rockingham Foreshore Development Project).

Beach access throughout the City will be considered as part of the foreshore reserve audits.

Where relevant, the co-located 'infrastructure' and 'spaces' will be audited at the same time, for example, the Autumn Centre and City Park; Larkhill Sportsplex and Larkhill Reserve; Gary Holland Community Centre and the Village Green; Warnbro Community Y and Currie St Reserve.

Table 4 outlines the City's current leased facilities (excluding major community centres and sporting facilities). These facilities will not form part of the proposed Audit program. However, as per the City's Leasing Policy and the Community Grants Policy, lessees (incorporated associations) of these community facilities are encouraged to apply to the City's Community Grants Program (CGP). Maintenance Grants of up to \$10,000 per year are available to assist incorporated associations with the maintenance obligations outlined in their lease. This includes for any capital upgrade and capital expansion of assets within the leased area. Alternatively, lessees can apply for Infrastructure Planning and Development Grants of up to 50% of the total project cost up to a maximum of \$30,000, to assist in the planning and development of the enhancement or extension of community facilities. Officer support is available from the City to support any organisations to apply to the CGP. If, however, any DAI issues at these facilities are a result of non-compliance with legislation, the City will be responsible for ensuring compliance.

Table 4: Current leased facilities (excluding major community centres and sporting facilities)

1. Aquatic Centre Residence
2. Archery Club – Ennis Avenue Reserve
3. Baralda Court (Youth Centre)
4. Baldivis Children’s Forest
5. Baldivis Equestrian Centre
6. Baldivis Hall
7. Baldivis Old School
8. Baldivis RSL Village
9. Baldivis Tennis Courts
10. Baldivis Volunteer Brigade Fire Station
11. Bert England Lodge
12. BMX Club – Ennis Avenue Reserve
13. Cee & See Caravan Park
14. Challenger Lodge
15. Lifelinks Community Centre
16. Lotteries House
17. Comet Bay Bowling Club
18. Dog & Pigeon Club Rooms – Bungaree Oval
19. Golden Bay Coastal Community Centre
20. Rockingham Golf Club
21. Rockingham Golf Driving Range – Ennis Avenue Reserve
22. Hurrell Way Sheds – Rockingham Rotary Club, Palm Beach Rotary Club & Lions Club
23. Kent Street – Museum
24. Men’s Shed – Anniversary Park
25. Mersey Point – Visitors Centre, Kiosk & Rangers Office
26. Point Peron Boat Shed
27. Point Peron Naval Association
28. Point Peron Volunteer Sea Rescue Facility
29. Port Kennedy Community House
30. Rockingham Bowling Club
31. Rockingham Business Development Centre
32. Rockingham Pre-Primary Centre – Bungaree Primary School
33. Rockingham Tennis Courts
34. Safety Bay Bowling Club
35. Safety Bay Girl Guide Hall
36. Safety Bay Tennis Courts
37. Safety Bay Yacht Club
38. Secret Harbour Surf Life Saving Club
39. Singleton Tennis Courts
40. Village Green Shed – Rockingham Rotary
41. Volunteer Task Force Facility – Safety Bay
42. Waikiki Community Centre
43. Warnbro Access Housing

44. Warnbro Community Family Centre
45. Wanslea Child Care Centre
46. Westerley Family Centre

5.2 Social Inclusion

While the first Key Element aims to remove physical/environmental barriers, this Key Element aims to remove the social barriers for PWD; improve attitudes and promote respect for PWD and promote awareness of the diversity of disability. In support of the DSC 'Count Me In' vision, the City also aims that 'All people live in welcoming communities that facilitate citizenship, friendship, mutual support and a fair go for everyone'. The City deems that it has a leadership responsibility and will undertake actions and be a positive role model in the following areas:

- Communication and awareness
- Programs and events
- Advocacy
- Employment.

Communication and Awareness

- Develop and implement a promotional campaign, informing the community of the directory/map of accessible City infrastructure and spaces – the key to community inclusiveness:
 - Review and consolidate the 'City's Access and Mobility Map' / 'You're Welcome WA Access' website/Intramaps/City's website; and
 - Promote the facilities that have adult change tables and hoists; inclusive play spaces; beach matting and beach wheelchairs; audio loops etc.
- Promote:
 - 'Programs and events' (see below);
 - Awareness of diversity of disability (e.g. Hearing Awareness Week, Autism Day, Mental Health);
 - Awareness of the 'Companion Card' among residents and service providers; and
 - The 'Services for people with disability' section of the City's website.
- Investigate best practice initiatives for the provision of accessible information, e.g., installing text-to-speech technology, which turns the written word into audio for people with visual impairment, on the City's website.

Programs and Events

- Deliver an inclusive annual event, in partnership with community, which celebrates 'International Day of People with Disability'. The annual event may include specific target groups e.g. children and young people.
- Provide support for community groups to deliver inclusive and accessible events and activities, through the City's Community Grants Program.
- Grow, support and build the capacity of the Let's Talk Network.
- Implement the Social Connector Program.

Advocacy

- Advocate for disability issues where appropriate (e.g. local disability services, accessible public transport, sporting clubs).
- Work with local employers, service providers and employment services to support the dissemination of information to improve employment opportunities for PWD.

Employment

The City is bound by Equal Opportunity and other legislation relating to their role as an employer, and adheres to the City's charter that 'the best person for the job will get the job'. The City acknowledges that some employees/potential employees do not wish to disclose their disability. The City acknowledges the importance of employment for PWD and will model leadership in the community. Currently 1.6% of City of Rockingham employees identify as having a disability. The City's aim is to increase employment of people with disability to 2.5% of the City's workforce, as per the City's Employment Strategy, and will achieve this through the following actions:

- Provide training for managers on recruiting PWD;
- Audit positions to identify suitable positions that can be filled by PWD (considering diverse nature of disability); promote positions to PWD/agencies; employ PWD accordingly; and
- Implement all actions of Desired Outcome/Key Element 7 of the City's DAIP.

5.3 Compliance and Organisational Improvements

Compliance with the legislative requirements

The Western Australian Disability Services Act 1993 requires Local Government Authorities to develop and implement a DAIP that will further both the principles and the objectives of the Act.

The City is required to have an approved DAIP, and to provide an annual progress report on the prescribed desired outcomes contained in the DAIP to the DSC. The prescribed desired outcomes that a DAIP must include, and annually report on, are:

1. 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 of Rockingham.
2. Buildings and facilities	People with disability have the same opportunities as other people to access the buildings and other facilities of the City of Rockingham.
3. Information	People with disability receive information from the City of Rockingham in a format that will enable them to access the information as readily as other people are able to access it.
4. Quality and level of service	People with disability receive the same level and quality of service from the staff of the City of Rockingham as other people receive from the staff of the City of Rockingham.
5. Complaints	People with disability have the same opportunities as other people to make complaints to the City of Rockingham.
6. Public consultation	People with disability have the same opportunities as other people to participate in any public consultation by the City of Rockingham.
7. Employment	People with disability have the same opportunities as other people to obtain and maintain employment with the City of Rockingham.

The City's DAIP contains a range of actions under the seven desired outcomes that will be implemented over the period 2016-2019.

As outlined in the DAIP, a key focus for the City for the next few years will be to improve the City's procedures regarding the City's use of agents and contractors. This is particularly relevant in the areas of:

- Services and events (events; consultants; facilitators; contracted community services; community grants);
- Buildings and facilities (asset management; maintenance; construction; signage development); and
- Information (website development; developing promotional material).

Improving the City's procedures with agents and contractors, as well as other actions, is essential to being a more accessible and inclusive organisation and in turn creating a more accessible and inclusive community.

Organisational improvements

To improve organisational performance the City will:

- Allocate the Disability Access and Inclusion portfolio to an officer to work across the organisation to coordinate, monitor, report and review the DAIS and DAIP. This position will work across the organisation to ensure all actions are implemented within timeframes.
- Establish a DAI Internal Working Group incorporating members from all relevant departments and meeting two to four times per year, to guide the implementation and monitoring of the DAIS and DAIP.
- Implement a process to integrate DAI issues into other City Community Plan Strategies, Council policies, Team Plans etc.
- Provide training for all City staff, City volunteers and elected members on DAI.
- Implement processes for the DAI Internal Working Group to work collaboratively with the DAIAC.
- Undertake community consultation for the DAIS and DAIP evaluation and review.

6. Measuring success

The overall aim is that when the community survey is undertaken in 2019, results will indicate that over 70% of respondents either agree or strongly agree that Rockingham is an inclusive and accessible place to live. This will be an increase from 53% as indicated by the community survey undertaken in 2014.

Monitoring of specific actions of the DAIS will occur through the DAI Internal Working Group (meeting two to four times per year). Implementation of specific actions of the DAIS will be reported in the City's monthly Bulletin to Council through the Corporate and Community Development Committee, as well as reported, where appropriate, to the City's Disability Access and Inclusion Advisory Committee (Planning and Engineering Services Committee). The DAIP will also be reported in the City's Annual Report.

Additionally, the City must report annually to the Disability Services Commission on the DAIP. These annual reports will advise of the progress made by the City, and its agents and contractors, in achieving the desired outcomes of the DAIP.

The DAIS will cover the timeframe 2016-2019, and will be reviewed in line with the review of the City's DAIP for 2016-2019.

7. Risk Management

The main risk for the City in the area of disability access and inclusion is potential non-compliance with the Disability Discrimination Act. By implementing actions in both the DAIS and DAIP these risks are largely managed.

8. Actions

8.1 Accessibility of City Infrastructure and Spaces

New actions

Task	Cost	Team (refer to Glossary)	Commence	Complete
8.1.1 Establish an Accessibility Working Group (relevant City departments) to: <ul style="list-style-type: none"> – Review legislation, standards and guidelines (external); – Review any existing policies, procedures and guidelines (internal); – Identify gaps between external and internal practices; – Develop policy, procedures and guidelines to provide strategic direction for the level of accessibility in current and future City infrastructure and spaces; and – Include consideration of: ‘changing place facilities’; ‘beach access’; and ‘Inclusive Playspaces’. 	Nil	Community Capacity Building (CCB); Community Infrastructure Planning (CIP); Library & Information Services (LIS); Community & Leisure Facilities (CaLF); Engineering Services (ES); Parks Services (PS); Asset Services (AS); Statutory Planning (SP); Land & Development Infrastructure (LDI); Building Services (BS)	2016	2018
8.1.2 Embed policy and procedures in relevant City plans and strategies (e.g. Infrastructure Asset Management Plan, Business Plan, Community Infrastructure Plan, Open Space Strategy, Playground Development Strategy, Public Toilet Strategy).	Nil	CIP; ES; PS; AS; SP; BS; LDI	2017	2019

Task	Cost	Team (refer to Glossary)	Commence	Complete	
Audit and Improvement program					
8.1.3	Prioritise/confirm buildings and reserves for audit.	Nil	Accessibility Working Group	2016	2016
8.1.4	Prepare procurement documentation in preparation for the planned audit of buildings and reserves.	Nil	CCB; AS; Corporate Services (CS)	2016	2017
8.1.5	Audit buildings and reserves including reassessment of facility audit undertaken in 2009. Identify improvements and estimate cost for improvements as part of audit process.	\$150,000	CCB; AS	2017	2018
8.1.6	Prioritise improvements and allocate resources / embed in future plans.	Nil	AS; ES; PS	2018	2018
8.1.7	Make improvements in line with the audit process and resource allocation.	Currently Unknown	AS; ES; PS	2018	2019
8.1.8	Support lessees/incorporated associations (of community facilities listed in Table 4) to apply to the City's Community Grants Program in order to make DAI improvements.	Nil	CCB; CIP; CaLF; AS	2016	2019
8.1.9	Review and consolidate mapping programs to create a directory/map of accessible City infrastructure and spaces. (This will include a review of the You're Welcome Access WA website directory, the City of Rockingham Access and Mobility Map, Intramaps, and City's website).	\$5,000	CCB; Accessibility Working Group	2017	2017 <i>(and ongoing)</i>
8.1.10	Establish processes for adding new City infrastructure to the classification/mapping program/directory.	Nil	CIP ; Accessibility Working Group	2017	2017
8.1.11	Develop and implement a promotional campaign to inform the community of the directory/map of accessible City infrastructure and spaces.	See Action 8.2.1			

Ongoing actions

Task		Cost	Team (refer to Glossary)
8.1.12	Implement actions of the City's DAIP (Key Element Two – Buildings and Facilities).	Outlined in DAIP	Outlined in DAIP
8.1.13	Refer to the guidelines and criteria developed by the City for 'changing place' facilities (and adult change tables and hoist equipment) in infrastructure planning for future City of Rockingham community buildings.	Nil	CIP
8.1.14	Deliver an All Abilities playground/Inclusive Play Space by 2016/2017, in conjunction with above actions.	\$1.5m	CIP
8.1.15	Continue to improve accessibility of City facilities through the Community Grants Program – Infrastructure Planning and Development Grants.	\$104,000 pa	CIP

8.2 Social Inclusion

New actions

Task		Cost	Team (refer to Glossary)	Commence	Complete
Communication and Awareness					
8.2.1	Develop and implement a comprehensive promotional campaign to inform the community about accessible infrastructure and spaces, including: facilities with accessible toilets and adult change tables; play spaces; beach access paths, beach matting and beach wheelchairs; and audio loops & other technologies (see 8.1.11)	\$10,000 pa for two years	CCB; Strategy and Corporate Communications (SCC)	2018	2019
8.2.2	Investigate best practice initiatives for the provision of accessible information (e.g. text-to-speech technology).	\$5,000pa	CCB; SCC	2016	2016

Task	Cost	Team (refer to Glossary)	Commence	Complete	
Communication and Awareness					
8.2.3	Promote and connect the community to: <ul style="list-style-type: none"> – City ‘programs and events’ (see below); – Awareness of diversity of disability (e.g. Hearing Awareness Week, Autism Day); – Awareness of the ‘Companion Card’ (to both residents and businesses); – The ‘Services for PWD’ section of the City’s website); and – Access City information, make complaints etc. 	\$4,000 pa	CCB; CSSS; SCC; Customer and Corporate Support (CCS)	2016	2019
Programs and events					
8.2.4	Provide support for community groups to deliver inclusive and accessible events and activities, through the City’s Community Grants Program.	Nil	CCB	2016	2019
8.2.5	Build the capacity of the Let’s Talk Network	Nil	CCB	2016	2017
Advocacy					
8.2.6	Work with local employers, service providers and employment services to support the dissemination of information to improve employment opportunities for PWD.	Nil	CCB	2016	2019
Employment					
8.2.7	Provide training for managers on recruiting PWD.	\$5,000	Human Resources Development (HRD)	2016	2017
8.2.8	Audit CoR positions to identify those suitable for PWD (considering diverse nature of disability); promote positions to PWD/agencies; employ PWD accordingly.	Nil	HRD; All Managers	2017	2019

Ongoing actions

Task		Cost	Team (refer to Glossary)
Communication and awareness			
8.2.9	Implement actions of the City's DAIP (Key Element Three – Information).	Outlined in DAIP	Outlined in DAIP
Programs and events			
8.2.10	Deliver an inclusive annual event, in partnership with the community, which celebrates 'International Day of People with Disability'. The annual event may include specific target groups and issues e.g. children and young people; obesity, autism.	\$10,000 pa	CCB
8.2.11	Implement the Social Connector Program.	\$7,000 pa	CSSS
8.2.12	Implement actions of the City's DAIP (Key Element 1 – Services and Events).	Outlined in DAIP	Outlined in DAIP
Advocacy			
8.2.13	Advocate for disability issues as appropriate (e.g. disability services, public transport, activities)	Nil	CSSS; CCB
Employment			
8.2.14	Implement actions of the City's DAIP (Desired Outcome 7 – Employment).	Outlined in DAIP	Outlined in DAIP

8.3 Compliance and Organisational Improvements

New actions

Task		Cost	Team (refer to Glossary)	Commence	Complete
Compliance with legislative requirements					
8.3.1	Implement actions of the City's DAIP to cover legislative requirements and improve access and inclusion in the areas of: 1. Services and events 2. Buildings and facilities 3. Information 4. Quality and level of service 5. Complaints 6. Public consultation 7. Employment	Outlined in DAIP	Outlined in DAIP	2016	2019
Organisational improvements					
8.3.2	Allocate the Disability Access and Inclusion portfolio to an officer to work across the organisation to coordinate, monitor, report and review the DAIS and DAIP.	Nil	CCB	2016	2019
8.3.3	Establish a DAI Internal Working Group (DAI IWG) incorporating members from all relevant departments (Managers) and meeting two to four times per year to guide the implementation and monitoring of the DAIS and DAIP.	Nil	All relevant City teams which may include: CCB; CIP; ES; AS; CaLF; SCC; HRD; CSSS; CCS	2016	2019
8.3.4	Implement a process to integrate DAI issues into other City Community Plan Strategies, Council policies, Team Plans etc.	Nil	DAI IWG; all relevant City teams as above	2016	2019
8.3.5	Implement DAI training for the DAI IWG.	\$5,000	CCB; HRD	2016	2016

Task		Cost	Team (refer to Glossary)	Commence	Complete
Organisational improvements continued					
8.3.6	Utilise the latest best practice resources (e.g. Access and Inclusion Resource Kit and checklists) to assist in implementing, monitoring and reviewing the City's DAIP.	Nil	CCB; DAIIWG	2016	2019
8.3.7	Implement processes for DAIIWG to work collaboratively with the DAIAAC.	Nil	CCB; DAIIWG	2016	2019
8.3.8	Implement DAI training for all City staff, volunteers and elected members.	\$20,000	HRD; CSSS; Governance and Councillor Support (GCS)	2018/19	2018/19
8.3.9	Undertake community consultation for DAIS and DAIP evaluation and review.	\$5,000	CCB	2019	2019

Ongoing actions

Task		Cost	Team (refer to Glossary)
Compliance with legislative requirements			
8.3.10	Report annually on the City's DAIP to DSC.	Nil	CCB

9. Stakeholder Engagement

Key Stakeholders invited to participate	Contributed? (Yes/No)	Engagement method used
Community members	Yes	Print and online survey; Draft DAIS and DAIP advertised for public comment on City website and local newspapers.
Let's Talk Network	Yes	Print and online survey, focus group; advised of Draft DAIS and DAIP public comment period.
Disability Access and Inclusion Advisory Committee	Yes	Print and online survey, focus group, meetings, review final draft and advised of Draft DAIS and DAIP public comment period.
Disability Services Commission and other relevant stakeholders	Yes	Advised of draft DAIS and DAIP public comment period.
CoR – Elected Members	Yes	Discussion paper, facilitated discussion.
CoR – The Executive	Yes	Discussion paper, meetings.
CoR – Managers and key staff <ul style="list-style-type: none"> – Manager Community Capacity Building – Coordinator Community Capacity Building – Manager Community Infrastructure Planning – Manager Community Support and Safety Services – Manager Engineering Services – Manager Asset Services – Manager Parks Development – Manager Procurement and Projects – Senior Building Surveyor – Manager Parks Operations – Manager Human Resources 	Yes	Meetings and emails.

Key Stakeholders invited to participate	Contributed? (Yes/No)	Engagement method used
CoR – Managers and key staff <ul style="list-style-type: none"> – Manager Community Capacity Building – Coordinator Community Capacity Building – Manager Community Infrastructure Planning – Community Infrastructure Planning Officer – Manager Community Support and Safety Services – Manager Customer and Corporate Support – Manager Strategy and Corporate Communications – Manager Strategic Planning – Manager Library Services – Procurement Coordinator – Manager Human Resources – Manager Engineering Services 	Yes	Email – review final draft.
CoR – Managers and key staff <ul style="list-style-type: none"> – Manager Community and Leisure Facilities – Manager Statutory Planning – Manager Health Services – Manager Building Services – Manager Asset Services – Manager Parks Development – Senior Building Surveyor – Manager Parks Operations 	No	Email – review final draft.
CoR – key staff <ul style="list-style-type: none"> – Horticultural Technical Officer 	Yes	Site visits.

10. Glossary

10.1. Commonly used terms

ABS	Australian Bureau of Statistics
BCA	Building Code of Australia
CGP	City of Rockingham Community Grants Program
COR	City of Rockingham
DAI	Disability Access and Inclusion
DAIAC	Disability Access and Inclusion Advisory Committee
DAIWG	Disability Access and Inclusion Internal Working Group
DAIP	Disability Access and Inclusion Plan
DAIS	Disability Access and Inclusion Strategy
DDA	Commonwealth Disability Discrimination Act 1992
DSC	Disability Services Commission
NDIS	National Disability Insurance Scheme
PWD	People with Disability
WHO	World Health Organisation

10.2. City of Rockingham work teams

AS	Asset Services
BS	Building Services
CaLF	Community and Leisure Facilities
CCB	Community Capacity Building
CIP	Community Infrastructure Planning
CCS	Corporate and Customer Support
CS	Corporate Services
CSSS	Community Support and Safety Services
ES	Engineering Services
GCS	Governance and Councillor Support
HRD	Human Resource Development
LDI	Land and Development Infrastructure
PS	Parks Services
SCC	Strategy and Corporate Communications
SPE	Strategic Planning and Environment

11. References

- ⁱ WA Disability Services Act 1993
- ⁱⁱ Disability Services Commission website. Available from: <http://www.disability.wa.gov.au/understanding-disability1/understanding-disability/what-is-disability/> [11 August 2015]
- ⁱⁱⁱ Australian Government Attorney-General's Department, Convention on the rights of persons with disabilities. Available from: <https://www.ag.gov.au/RightsAndProtections/HumanRights/Pages/UnitedNationsConventionontherightsofpersonswithdisabilities.aspx> [11 August 2015]
- ^{iv} World Health Organisation 2011, World Report on Disability, Available from: www.who.int [11 August 2015]
- ^v Commonwealth of Australia 2011, National Disability Strategy 2010-2020: An initiative of the Council of Australian Governments.
- ^{vi} National Disability Insurance Scheme. Available from: <http://www.ndis.gov.au/> [11 August 2015]
- ^{vii} Government of Western Australia, Disability Services Commission, NDIS My Way. Available from: <http://www.disability.wa.gov.au/wa-ndis-my-way/wa-ndis-my-way/> [11 August 2015]
- ^{viii} Government of Western Australia, Disability Services Commission, About us. Available from: <http://www.disability.wa.gov.au/about-us1/about-us/> [11 August 2015]
- ^{ix} Presentation by Wendy Murray (Executive Director Strategy, Disability Services Commission) at Institute of Public Works Engineering Australasia Members Luncheon: Your community is the most important for people with disability. City of Bayswater, 24 July 2015.
- ^x City of Rockingham Profile id, Need for Assistance. Available from: <http://profile.id.com.au/rockingham/assistance> [11 August 2015]