



**9.1** ACCESS AND INCLUSION PLAN 2019-21

**EXECUTIVE MEMBER:** TONY KEENAN, GENERAL MANAGER, COMMUNITY AND ECONOMIC DEVELOPMENT

**PREPARED BY:** JULIA WANHILL, ACCESS PLANNER

**1. PURPOSE**

- 1.1 This report is to request Council's formal endorsement of the new Access and Inclusion Plan 2019 – 2021 (attachment 1), City of Port Phillip's third Disability Action Plan.
- 1.2 Council's formal endorsement of the plan means we can progress to stage 4 of the PACE model: Execution and Evaluation.

**2. EXECUTIVE SUMMARY**

- 2.1 City of Port Phillip's Access and Inclusion Plan (AIP or 'the Plan') 2019 – 2021 is our third action plan and articulates our commitment to improve the equitable participation and inclusion for people with disability within our community.
- 2.2 Disability Action Plans are a legislative requirement for local government and a means by which Council can demonstrate its efforts to eliminate disability discrimination.
- 2.3 Internal stakeholders across the breadth of the organisation were consulted to formulate actions for the new AIP, including an agreed implementation schedule for the period 2019 – 2021.
- 2.4 The draft Access and Inclusion Plan was open for community consultation from 15 April to 17 May. Both online and in-person sessions were offered and it was also communicated through a wide variety of channels to reach a broad audience, including Council employees.
- 2.5 The Plan outcomes we want to achieve by 2021 are:
  - 2.5.1 To have in place an active and engaged network representing the voices of people with disability in our community.
  - 2.5.2 To demonstrate a significant increase in Council's organisational disability confidence.
  - 2.5.3 To be an Employer of Choice for people with disability.
  - 2.5.4 To be regarded as a valued partner across industry sectors to lead access and inclusion initiatives within the City of Port Phillip.

**3. RECOMMENDATION**

That Council:

- 3.1 Formally endorses the new Access and Inclusion Plan (attachment 1), City of Port Phillip's Disability Action Plan, for the period 2019-21.
- 3.2 Authorises the Chief Executive Officer to make minor editorial updates that do not materially alter the intent.



- 3.3 Instructs officers to make the Access and Inclusion Plan available to the community through Council's communication channels.
- 3.4 Instructs officers to lodge the Access and Inclusion Plan 2019-21 with the Australian Human Rights Commission.

#### 4. KEY POINTS/ISSUES

- 4.1 In November 2017 Council completed the Australian Network on Disability (AND) Access and Inclusion Index. The confidential benchmark report measuring our organisational disability confidence became available to Council early 2018. Overall findings indicated a lower than average level of organisational maturity in relation to our organisational disability confidence compared with other organisations taking part in the Index at that time.
- 4.2 A comprehensive review of Council's second action plan titled *Access Plan 2013 – 2018* was completed in 2018. The review was conducted by an external consultant who engaged with internal stakeholders and conducted a survey with the City of Port Phillip Access Network (CoPPAN), a community group consisting of community members with disability or who have an interest in disability. Findings from the review confirmed the previous results from Council's Access and Inclusion Index report. It highlighted the need for Council to increase its focus on building organisational capability, become better equipped in accessibility best practice, and to serve the community to the highest standards for disability inclusion. The survey received less than 10 responses and indicated low community satisfaction in terms of perceived Council progress to foster disability inclusion through its Access plan 2013 - 2018.
- 4.3 The actions developed for the new Plan considered the findings from the 2018 review and Index report. The actions have been designed to equip council employees with best practice tools and resources to provide a positive accessibility and inclusion experience for community members and other stakeholders when dealing with Council. The new Plan also incorporates actions to strengthen our broader community engagement on accessibility and disability inclusion, providing more ways for the community to be engaged and informed about Council's progress in implementing the AIP.

#### 5. CONSULTATION AND STAKEHOLDERS

- 5.1 Internal stakeholders across the breadth of the organisation were consulted to formulate actions for the new Plan. An implementation plan supporting the actions in the AIP was developed in collaboration with the internal stakeholders to ensure support and commitment for delivery on actions within the agreed timeframes.
- 5.2 The draft Access and Inclusion Plan has been open for a month-long period of community consultation, with opportunity for feedback to be provided online and in-person. Pop up sessions at St Kilda and Port Melbourne libraries, and sessions for community members and community service providers were also offered. The consultation process was communicated through a wide variety of channels to reach a broad audience including online and social media messaging, email distribution, promotional postcards and posters. A listing of the audience categories is provided below:
  - City of Port Phillip community and visitors
  - City of Port Phillip Access Network (CoPPAN)



- Community service providers
- Community groups
- Government stakeholders (local and state)
- Council employees
- Have Your Say platform subscribers

- 5.3 The consultation process yielded few feedback comments on the draft AIP. The in-person feedback sessions at St Kilda Town Hall had low uptake, with one community member attending the morning session, two community service provider representatives attending the afternoon session and the evening session cancelled owing to no rsvp's received to attend. Feedback through the Have Your Say platform was provided by less than 10 respondents. Some additional feedback has also been received via email and verbally. Feedback has been documented, with several feedback comments noted for ongoing consideration in the implementation plan, which is the supporting document to the AIP publication.
- 5.4 An action is included in the new AIP to address community perception of council's progress in access and inclusion. The AIP, and its supporting implementation plan, contain measures to ensure increased emphasis on consistent communication and engagement with the community.
- 5.5 Changes to the principles and actions contained in the draft AIP publication have been of a minor nature. Changes logged are:
- 5.5.1 Revised wording for principle 3.4
  - 5.5.2 Revised wording for actions 3.2.1, 3.2.2, 3.3.2 and 3.4.3
  - 5.5.3 Revised delivery timeframe for action 3.3.2 and action 3.4.3

## 6. LEGAL AND RISK IMPLICATIONS

- 6.1 The Victorian Disability Act 2006 requires all public-sector bodies to have an Access and Inclusion Plan, also known as a Disability Action Plan (DAP).
- 6.2 The disability action plan assists Council in meeting its obligations under the Disability Discrimination Act (1992) and the Equal Opportunity Act (2010).
- 6.3 Councils are expected to have organisational accountability processes in place for implementing their disability action plan and publicly report on the progress in their annual Council Plan report.
- 6.4 The implementation of Council's new AIP will be governed by an internal project advisory group.
- 6.5 The advisory group will be guided in their governance of the AIP by the implementation plan, which specifies all actions, action owners, delivery timeframes and agreed measures to evaluate the status of actions.

## 7. FINANCIAL IMPACT

- 7.1 Council's new Access and Inclusion Plan is not expected to have a significant additional financial impact on the organisation. Organisational accessibility measures are rolled out on an ongoing basis within Council to ensure compliance with the Disability Discrimination Act and relevant Australian Standards. Existing resources will



continue to be utilised for the implementation of the plan. External consultants may be utilised from time to time for their expertise, in line with existing practice at Council.

**8. ENVIRONMENTAL IMPACT**

8.1 No significant environmental impact is anticipated upon introduction of the Access and Inclusion Plan 2019-21. The Plan will be available online and hard copy plans can be made available upon request.

**9. COMMUNITY IMPACT**

9.1 The Access and Inclusion Plan is anticipated to have a positive impact for the community, fostering inclusion and access for all.

**10. ALIGNMENT TO COUNCIL PLAN AND COUNCIL POLICY**

10.1 The framework for the AIP is designed according to four themes. The development of these themes was influenced by the strategic directions in the Council Plan, 'We are Port Phillip' (2017 - 2027), and the focus areas listed within the Victorian Government state disability plan – 'Absolutely Everyone' (2017 - 2020). An illustration of this linkage can be seen in table 1 - Access and Inclusion Plan themes – linking the strategic directions:

Access and Inclusion Plan themes	1. We Are Inclusive	2. We Are Thriving	3. We Are Fair	4. We Are Disability Confident
<p><b>Council Plan 2017 - 2027 'We are Port Phillip' Port Phillip today and tomorrow</b></p> <p><b>Strategic directions</b></p>	<ul style="list-style-type: none"> <li>Direction 1 (We embrace difference, and people belong)</li> <li>Direction 4 (We are growing and keeping our character)</li> <li>Direction 5 (We thrive by harnessing creativity)</li> <li>Direction 6 (Our commitment to you)</li> </ul>	<ul style="list-style-type: none"> <li>Direction 1 (We embrace difference, and people belong)</li> <li>Direction 2 (We are connected and it's easy to move around)</li> <li>Direction 3 (We have smart solutions for a sustainable future)</li> </ul>	<ul style="list-style-type: none"> <li>Direction 1 (We embrace difference, and people belong)</li> <li>Direction 4 (We are growing and keeping our character)</li> <li>Direction 5 (We thrive by harnessing creativity)</li> <li>Direction 6 (Our commitment to you)</li> </ul>	<ul style="list-style-type: none"> <li>Direction 1 (We embrace difference, and people belong)</li> <li>Direction 6 (Our commitment to you)</li> </ul>



<p><b>Victorian Government state disability plan 'Absolutely Everyone' (2017 – 2020)</b></p> <p><b>Four pillars</b></p>	<p>Inclusive communities</p>	<p>Health, housing and wellbeing</p>	<p>Fairness and safety</p>	<p>Contributing lives</p>
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Table 1 - Access and Inclusion Plan themes – linking the strategic directions

**11. IMPLEMENTATION STRATEGY**

11.1 TIMELINE

11.1.1 Once Council has endorsed the Access and Inclusion plan, it is anticipated that the Plan will be launched late July/August.

11.1.2 The AIP is supported by a comprehensive implementation plan. Actions will be delivered over the period 2019 – 2021 in a phased approach appropriate to the action item and the resources available to deliver the agreed action. Organisational stakeholders and action item owners have been identified and this is documented in the implementation plan. An internal project advisory group will oversee the governance of the implementation schedule.

11.2 COMMUNICATION

11.2.1 The endorsed Access and Inclusion Plan will be made available to the community through Council's standard communication channels.

11.2.2 The endorsed Access and Inclusion Plan will be lodged with the Australian Human Rights Commission.

11.2.3 The new AIP will be formally launched to council employees by City of Port Phillip's Executive Champion for Access and Inclusion – General Manager Mr Tony Keenan.

11.2.4 Key message: City of Port Phillip's Access and Inclusion Plan 2019 – 2021 is our commitment to improve the equitable participation and inclusion for people with disability within our community.

**12. OFFICER DIRECT OR INDIRECT INTEREST**

12.1 No officers involved in the preparation of this report have any direct or indirect interest in the matter.

**TRIM FILE NO:**

**02/01/221**

**ATTACHMENTS**

**1. CoPP\_ACCESS AND INCLUSION PLAN 2019-21\_Final**