

# Minutes

## Disability Advisory Group

**Wednesday 19 March 2025**

*The minutes were accepted at the Disability Advisory Group Meeting held on \_\_\_\_\_.*

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## 1 OPENING AND ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member, Cr Nat Latter opened the meeting at 6.02pm and delivered the Acknowledgement of Country.

Noongar Language

*Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yay ba boordiar's boordawyn wah.*

English Language Interpretation

*We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.*

## 2 ATTENDANCE

**Council Members**

Cr Nat Latter  
Cr Assunta Meleca  
Cr Sally Palmer

**Community Members**

Stuart Jenkinson  
Kay Barnard  
Eva Di Blasio  
Kim Hutchinson  
Caoibhe Hendy

**Officers**

Michael Worthington	Manager Environmental Health and Statutory Building
Fatima Al Ghanimi	Acting Manager Transport and Building
Melissa Dias	Coordinator Community Development
Laura Bullock	Community Development Officer – Access Inclusion and Youth
Nicole Ceric	Coordinator Executive Services

**Observers**

Nil.

**Leave of Absence**

Nil.

**Apologies**

Nil.

### 3 DISCLOSURE OF INTERESTS

In accordance with section 5.65 of the *Local Government Act 1995*:

A member who has an interest in any matter to be discussed at a Council or Committee meeting that will be attended by the member must disclose the nature of the interest -

- (a) in a written notice given to the CEO before the meeting; or
- (b) at the meeting immediately before the matter is discussed.

There were no disclosures of interest.

### 4 TERMS OF REFERENCE

#### **Purpose**

The purpose of the Disability Advisory Group (DAG) is to offer guidance to the City on issues impacting people with a disability. The group will also provide advice on the development and implementation of the City's Access and Inclusion Plan.

Development applications and City-based works can be referred to the group to request the group's feedback.

#### **Membership**

Four Elected Members as appointed by Council.

Two staff members, as appointed by the Director Community Services.

Up to five Community Members, who will be selected by the Elected Members and Staff Members who are members of the group.

Community members must:

1. Reside in the City of Bayswater, or represent a service provider or organisation within the City of Bayswater; and
2. Live with a disability or are a parent, carer, advocate of a person with a disability, or be able to contribute expertise or advice on disability.

Members will be appointed for a two-year term in line with the local government elections.

If a member fails to attend three consecutive meetings of the group, their appointment shall be automatically terminated unless leave of absence has been granted.

Members must abide by the City of Bayswater *Code of Conduct for Council Members, Committee Members and Candidates*.

#### **Chairperson**

The Advisory Group members are to elect a Chairperson and Deputy Chairperson at the first meeting, both of whom must be an Elected Member of Council.

The Chairperson will preside at all meetings.

In the absence of the Chairperson, the Deputy Chairperson will assume the Chair, and in their absence, a person is to be elected by the Advisory Group present to assume the Chair.

The Chairperson is responsible for the proper conduct of the Advisory Group.

**Delegated Authority**

This group performs an advisory function and does not have any delegated authority.

**Meetings**

The Group shall meet no more than quarterly at the City of Bayswater Civic Centre.

Relevant staff members and guests may be invited to the meetings at the Chairpersons' discretion.

**Administration**

Notification of the meeting will be provided at least a fortnight prior to the meeting date.

An agenda shall be provided to members one week before the meeting.

Minutes of the meeting will be provided to all members, and all City Councillors, within 14 calendar days following the meeting date.

**Liaison Officer**

Director Community Services.

The Chair brought to the group's attention that the Disability Advisory Group Terms of Reference membership section states "up to Three Elected Members as appointed by Council". However, as Cr Dan Bull has resigned this will be presented to Council next week for consideration. Cr Latter asked if any members of the group objected to having three Council Members. There were no concerns raised by the group.

**5 CONFIRMATION OF MINUTES**

**The Minutes of the Disability Advisory Group held on 27 November 2024 be accepted.**

**Cr Sally Palmer Moved, Eva Di Blasio Seconded.**

**ACCEPTED**

**6 ITEMS FOR DISCUSSION****6.1 Calendar of Significant Dates**

At the Disability Ability Group meeting on 27 November 2024, members requested an opportunity to view a list of the significant dates that the City of Bayswater celebrates and provide feedback.

**(Attachment 1)**

**Group Comment**

- July marks Disability Pride Month, a time dedicated to honouring the contributions and resilience of people with disabilities. If there is an opportunity to promote this and could it possibly be added to the calendar?
- Remembrance Day – 11 November was not included on the calendar of significant events. Could this be added?

**Action**

City staff will consider adding Disability Pride Month and Remembrance Day to the Calendar of significant events.

## Calendar of significant 2025 dates

Date	Event/campaign/cause
8 March 2025	International Women's Day
15 - 21 March 2025	Harmony Week
10 - 17 April 2025	Youth Week
25 April 2025	ANZAC Day
27 May - 3 June 2025	National Reconciliation Week
7-14 July 2025	NAIDOC Week
5-11 August 2025	Homelessness Prevention Week
17 to 23 August 2025	Children's Book Week
25 August 2025	Wear it Purple Day: LGBTIQ+ awareness
5 to 12 October 2025	Mental Health Week
10-17 November 2025	Seniors Week
November 2025	PrideFEST
25 November to 10 December 2025	16 Days in WA
3 December 2025	International Day of People with Disability
5 December 2025	International Volunteers Day

## 6.2 Public Artwork in Bayswater

### Public Artwork in Bayswater

The Baysie Rollers Town Team in consultation with immediate business owners and the City, has commissioned artist Graeme Miles Richards for the proposition of a mural on the ground. This mural will be situated between the marked car bays of the privately-owned carpark adjoining 5-7 King William Street, Bayswater.

This project is funded by the Town Teams Streets Alive grant program which aims to support community groups to deliver traffic calming projects to make streets safer and more people friendly.

The City is seeking feedback from the Disability Advisory Council regarding accessibility considerations that need to be addressed for the mural.

### (Attachment 1 and 2)

The City advised the group that the proposed mural is being funded by a Streets Alive Grant obtained by Baysie Rollers Town Team. This mural is on private land and although it is not a requirement of the group to provide feedback, the City would like to seek comment.

### Group Comment

The group provided the following comments:

- This mural is a potential mobility hazard for those who have depth perception and vision issues.
- Struggling to see how this is a traffic calming measure as it will be in a carpark and not on the street. Could be a distraction to drivers.
- Optical illusions are used for traffic calming in other areas, however this is not on the street.
- Nice idea and concept but the artwork creates an illusion that there are steps from the crossover. This is actually a flat area.
- Very busy concept for a very small carpark.
- Question: is the grant funding specifically for ground murals? Answer: No
- Question: If the artist is not doing maintenance then the artwork could potentially degrade quickly which would make the appearance constantly change? Answer: The City to consider and provide feedback to the Applicant
- What paint is being used as this could be a slip hazard? Answer: The City to consider and provide feedback to the Applicant
- Could the paint wash into the drains and river? Answer: The City to consider and provide feedback to the Applicant
- Does the City have an Arts Officer, and have they been involved? Answer: Yes

### Action

City to provide the above feedback to the Baysie Rollers Town Team and the artist.





Image 2: Carpark wetland mural

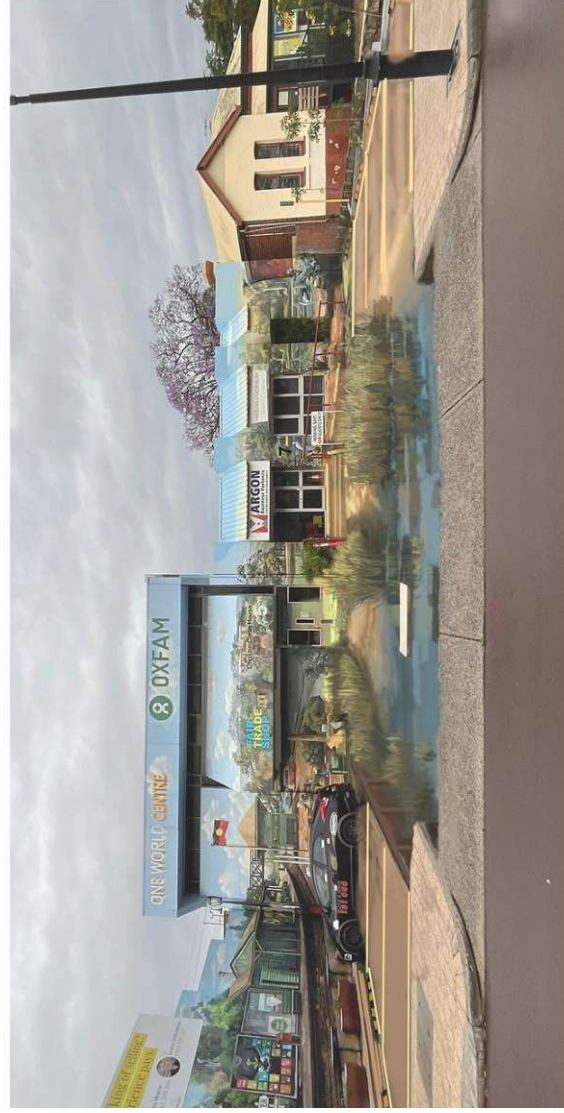


Image 1: Carpark Mural Wetland

## **7 CITY UPDATES**

### **7.1 Consultation for Access and Inclusion Plan**

Consultation for the Access and Inclusion plan is now complete.

This involved:

- Online survey
- Hard copy surveys
- Two student workshops at Durham Road School
- One workshop for People with Disability
- One workshop for Culturally and Linguistically Diverse community members
- One workshop for LGBTQIA+ community members
- One workshop for all community members

The City will provide a copy of the draft Access and Inclusion Plan to Disability Advisory Group members on 14 April 2025. Members will have until 28 April 2025 to provide feedback on the draft plan.

The City outlined the process for the consultation for the Access and Inclusion Plan which is now completed. 226 survey responses were received. The workshops were well attended and a lot of input and feedback was received.

#### **Group Comment**

Well done. Gift cards for participation were a great suggestion.

## **7.2 Progress Update Report - Disability**

An update on Disability projects/initiatives that have been completed by the City delivered from September 2024 – January 2025 for noting (**Attachment 1**)

Verbal updates were provided to the group and members asked questions.

### **Group Comment**

Does the City have specific targets in employing people with disabilities? Are there records on how many people with a disability the City employs and what percentage of the City's workforce does this equate to?

When a person performs well during a work experience placement is there an option to employ that person after the end of their work experience period?

Page 15 a comment was noted that the relationship between the strategy and action that people with English as a second language is not a disability it is a barrier.

Page 43 Can the group be provided with a copy of the report and an update? Answer: Yes

### **Action**

City officers are to liaise with People, Culture and Safety and provide information on any targets the City may have on employment targets relating to disability.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Library Services Manager</b>
<b>BRANCH</b>	Community Development (Library Services)
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community
<b>ACTION</b>	(a) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible parking, public transport and alternative print
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>Alternative Print</u></b> The Library Service provides access to Council information in a variety of formats and ensures that documentation prepared for the City's three libraries is also available in alternative formats. This initiative aims to create a more accessible and inclusive environment, facilitating the engagement of individuals.
<b>OUTCOME</b>	The incorporation of alternative print formats into City documentation, including grants, donations, sponsorships, and events, ensures a more inclusive and accessible experience for individuals with disabilities. By prioritising alternative print and making it accessible from the City's libraries, the City aims to enhance the readability and comprehension of information, fostering greater participation and engagement among people with diverse needs.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Senior Communications Officer</b>
<b>BRANCH</b>	Communications and Marketing

<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community
<b>ACTION</b>	(a) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible parking, public transport and alternative print
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<p><b><u>Upper Hillcrest Reserve Upgrades</u></b></p> <p>The City promoted upgrades to the changerooms at Upper Hillcrest Reserve which now feature gender inclusive and accessible facilities.</p> <p>The new changerooms are equipped with private shower partitions, individual changing spaces, regular seated toilets and ambulant toilets.</p> <p>Accessibility improvements included wheelchair ramps, grab rails and two ACROD parking bays, scheduled for completion by March 2025.</p> <p>The City's Communications and Marketing team promoted this through the following methods:</p> <ul style="list-style-type: none"> <li>• Web news article: <a href="https://www.bayswater.wa.gov.au/city-and-council/news/2025/january/new-additional-gender-inclusive-and-accessible-changerooms-at-upper-hillcrest-reserve">https://www.bayswater.wa.gov.au/city-and-council/news/2025/january/new-additional-gender-inclusive-and-accessible-changerooms-at-upper-hillcrest-reserve</a></li> <li>• Instagram post: <a href="https://www.instagram.com/p/DFcYA5UNR1/">https://www.instagram.com/p/DFcYA5UNR1/</a></li> <li>• Facebook post: <a href="https://www.facebook.com/bayswatercity/posts/pfbid04iXoBGq88N74KvzyrpAh2LPMN2CySrrTAru7D795bkvuERQ9ioYzvF7KmGLqdjrsI">https://www.facebook.com/bayswatercity/posts/pfbid04iXoBGq88N74KvzyrpAh2LPMN2CySrrTAru7D795bkvuERQ9ioYzvF7KmGLqdjrsI</a></li> <li>• City e-newsletter</li> </ul> <p>The City is proud to demonstrate its commitment to improving community facilities and infrastructure to ensure better access and inclusion for all. The recent upgrades at Upper Hillcrest Reserve highlight our dedication to creating an inclusive environment where everyone can participate fully in community life.</p>
<b>OUTCOME</b>	By investing in improvements and working closely with community and sporting groups, the City continues to build strong partnerships that support people with disability and create a welcoming space for residents and visitors alike. These efforts reinforce our commitment to being a City where everyone can participate with dignity and ease.



IMAGE 1

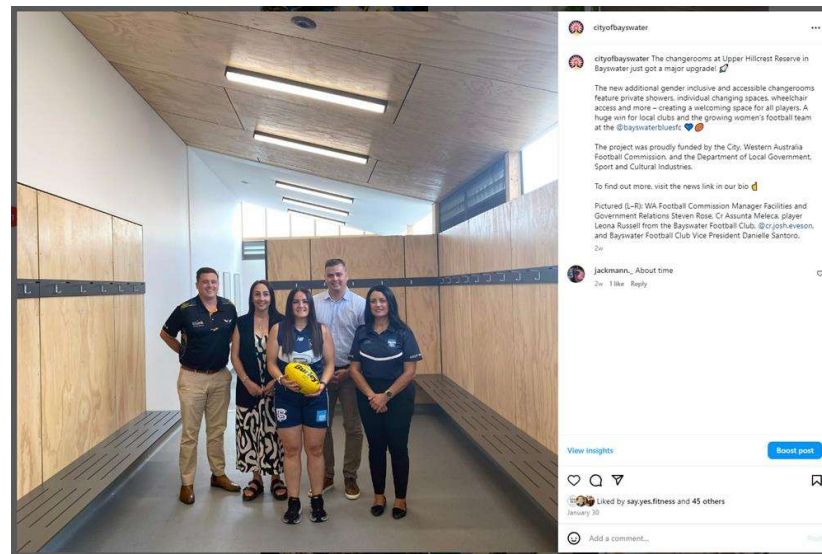



Image 1: Upper Hillcrest Reserve upgrades

## City of Bayswater

## Access and Inclusion Plan 2020 – 2024

## INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	<b>Library Services Manager</b>
<b>BRANCH</b>	Community Development (Library Services)
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community
<b>ACTION</b>	(b) Investigate hosting Easy English sessions for people with low literacy
<b>DELIVERABLE</b>	☑ 2024/25
<b>INFORMATION</b>	<p><b><u>English Conversation Groups</u></b></p> <p>The English Conversation Groups, facilitated by volunteers at Maylands and Morley Libraries, provided individuals whose first language is not English with valuable opportunities to practice and enhance their conversation skills. During this reporting period a total of 26 sessions were conducted, engaging 322 participants. These groups served as a platform for individuals to refine their conversational abilities, contributing to the cultivation of an inclusive environment.</p>

<b>OUTCOME</b>	The provision of free literacy programs empowers community members to enhance their skills in a secure and inviting setting. As a result, participants experience a greater sense of belonging and connection within their community, fostering a supportive atmosphere that encourages lifelong learning and social engagement.
<b>IMAGE 1</b>	 <p data-bbox="443 1098 1062 1125"><b>Image 1:</b> English Conversation Group at Morley Library</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	Health Promotion Officer
<b>BRANCH</b>	Environmental Health
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community
<b>ACTION</b>	(d) Provide and promote information to sporting clubs and community groups to assist with the inclusion of people with disability
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25




<b>INFORMATION</b>	<p><b><u>Parents and Bubs Yoga Program &amp; Parent Connect Series</u></b></p> <p>The City's Health and Wellbeing Program delivered a Parents and Bubs yoga program with an Auslan interpreter, and an ADHD workshop for parents.</p> <p>The Parents and Bubs yoga program ran over the course of six weeks at the Bayswater Drill Hall. Among the participants was a Deaf mother who wanted to connect with other new mothers while participating in the sessions. The City provided an Auslan interpreter to support her inclusion in the program.</p> <p>Additionally, as part of the Parent Connect series the City hosted an informative session on ADHD facilitated by Andy Hayes. The presentation provided an understanding of ADHD, its impact on learning and self-esteem, and practical strategies for support. Andy shared unique insights from his personal experience and extensive expertise as a teacher and school leader, offering valuable tips for parents and family members.</p>
<b>OUTCOME</b>	<p>Both programs were well received by the community, and particularly by the Deaf yoga program participant who expressed appreciation for the City's support in providing an Auslan interpreter.</p> <p>The Parent Connect ADHD session strengthened the City's commitment to inclusion by providing the community with valuable knowledge and practical strategies to support individuals with neurodiversity.</p>
<b>IMAGE 1</b>	 <p>Image 1: Parents and Bubs Yoga session</p>

IMAGE 2



Image 2: Empowering Families to Navigate ADHD workshop

## City of Bayswater

## Access and Inclusion Plan 2020 – 2024

## INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	<b>Senior Communications Officer</b>
<b>BRANCH</b>	Communications and Marketing
<b>STRATEGY</b>	1.2 Build partnerships to support people with disability to participate in their community
<b>ACTION</b>	(e) Raise public awareness and understanding of people with disability by celebrating local achievements on 'International Day of People with Disability'
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<p><b><u>International Day of People with Disability</u></b></p> <p>The Communications and Marketing team shared the City's plans for International Day of People with Disability – Inclusive Beats, two silent disco sessions for community members to enjoy.</p> <p>Marketing activities comprised:</p> <ul style="list-style-type: none"> <li>• Poster and flyer design</li> <li>• Digital screen design</li> </ul>

	<ul style="list-style-type: none"><li>• What's On event on the City's website <a href="https://www.bayswater.wa.gov.au/arts-and-leisure/what-s-on-calendar/2024/december/inclusive-beats">https://www.bayswater.wa.gov.au/arts-and-leisure/what-s-on-calendar/2024/december/inclusive-beats</a></li><li>• City e-newsletter</li><li>• Facebook posts</li><li>• Facebook event</li><li>• Social media advertising campaign</li><li>• Instagram stories</li><li>• Instagram posts: <a href="https://www.instagram.com/p/DDOeEk2t75G/?img_index=1">https://www.instagram.com/p/DDOeEk2t75G/?img_index=1</a></li><li>• LinkedIn post: <a href="https://www.linkedin.com/feed/update/urn:li:activity:7270678516495507458">https://www.linkedin.com/feed/update/urn:li:activity:7270678516495507458</a></li><li>• Direct email to relevant organisations</li></ul>
<b>OUTCOME</b>	Events like this ensure all community members, regardless of age, ability or background, feel welcomed, valued and able to participate fully. The silent disco event offered a flexible and sensory-friendly experience, and included a designated quiet zone comprising a space to assist with desensitisation or reduce sensory overload.

IMAGE 1

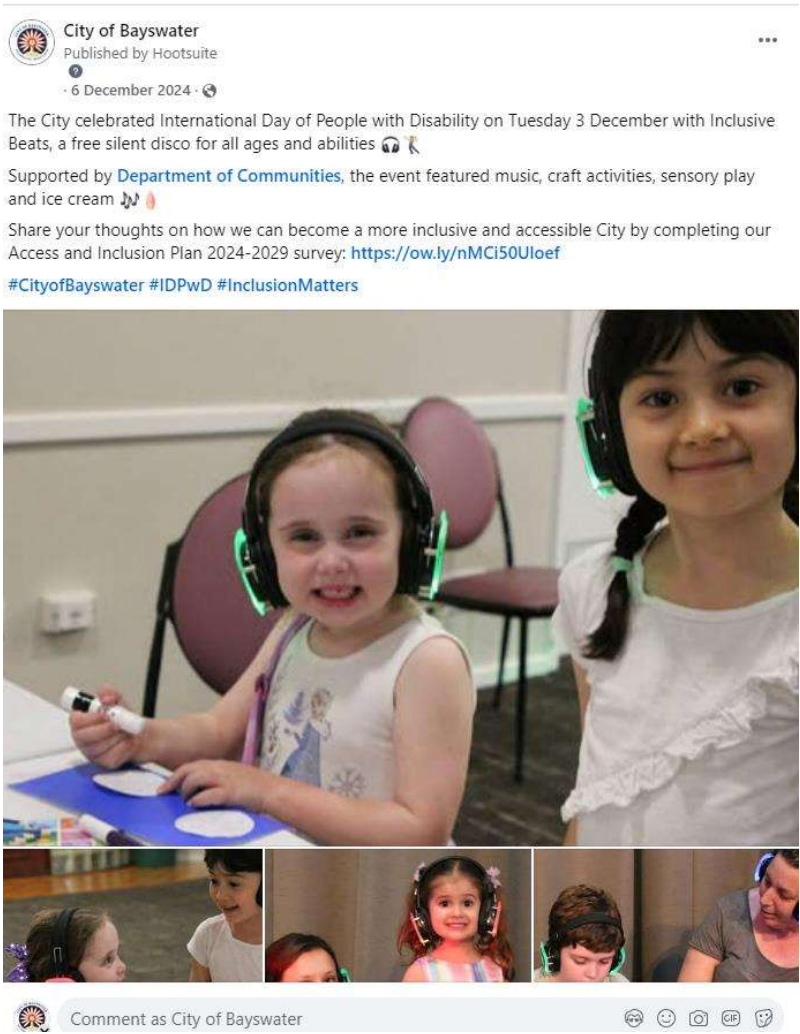
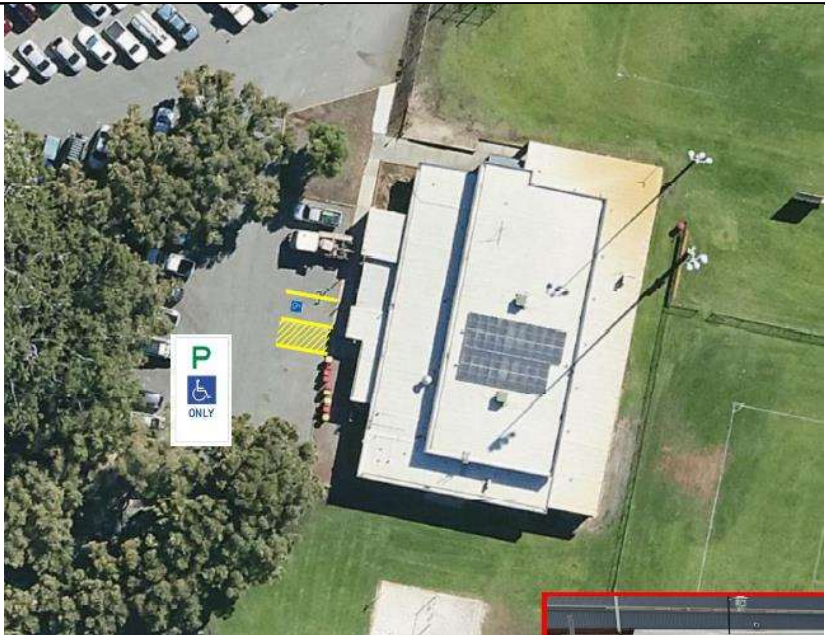


Image 1: International Day of People With Disability


City of Bayswater	
Access and Inclusion Plan 2020 – 2024	
INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025	
AUTHOR	Transport Infrastructure Manager
BRANCH	Transport and Buildings
STRATEGY	2.3 Improve and promote accessible parking infrastructure

<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	☑ 2024/25
<b>INFORMATION</b>	<p><b>Morley Windmills Soccer Club</b></p> <p>The ACROD bay opposite the main entrance to the Morley Windmills Soccer Club previously was not compliant with current accessibility standards. The City has upgraded this ACROD bay to be compliant with current standards.</p>
<b>OUTCOME</b>	People with disabilities accessing Morley Windmills Soccer Club are able to park in the now compliant ACROD bay and be included in community activities.
<b>IMAGE 1</b>	 <p><b>Image 1:</b> Aerial map of Morley Windmills Soccer Club car park</p>

**City of Bayswater**
**Access and Inclusion Plan 2020 – 2024**
**INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025**

<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings



<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	☑ 2024/25
<b>INFORMATION</b>	<p><b><u>Hampton Square Reserve</u></b></p> <p>While the two ACROD bays at the Hampton Square Reserve were compliant with the current accessibility standards, the shared zone between the two bays was missing the bollard which meant that a vehicle could park there illegally. This created a risk for the ACROD bays to be blocked as well as blocking the ramp onto the path.</p>
<b>OUTCOME</b>	A bollard in the shared zone was installed to restrict illegal parking and comply with current accessibility standards.
<b>IMAGE 1</b>	 <p><b>Image 1:</b> The installed ACROD bollard in the shared zone at Hampton Square Reserve</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure


<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	☑ 2024/25
<b>INFORMATION</b>	<b><u>ACROD Bays at Ellesmere and Thirlmere Road</u></b> Two ACROD bays in the Ellesmere Road and Thirlmere Road carparks opposite the St John of God Mount Lawley Hospital were not compliant with current accessibility standards.
<b>OUTCOME</b>	The bays were upgraded in accordance with the current standards. A minor modification to the standard bays was undertaken to accommodate compliant bay widths.
<b>IMAGE 1</b>	 <p><b>Image 1: ACROD bay on Ellesmere Road</b></p>

IMAGE 2

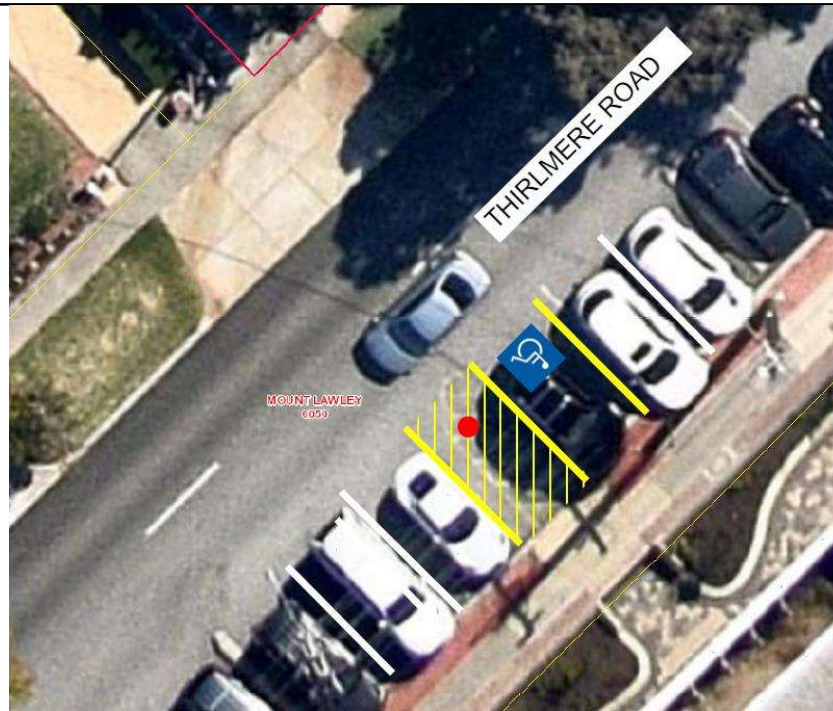


Image 2: ACROD bay on Thirlmere Road

## City of Bayswater

## Access and Inclusion Plan 2020 – 2024

## INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>ACROD Bay at Bayswater Drill Hall</u></b> The ACROD bay at the Drill Hall carpark was not compliant with the current accessibility standards.
<b>OUTCOME</b>	The bay was upgraded to current standard to include a shared zone, bollard and appropriate signage and bay width.



IMAGE 1



Image 1: ACROD bay at Bayswater Drill Hall

## City of Bayswater

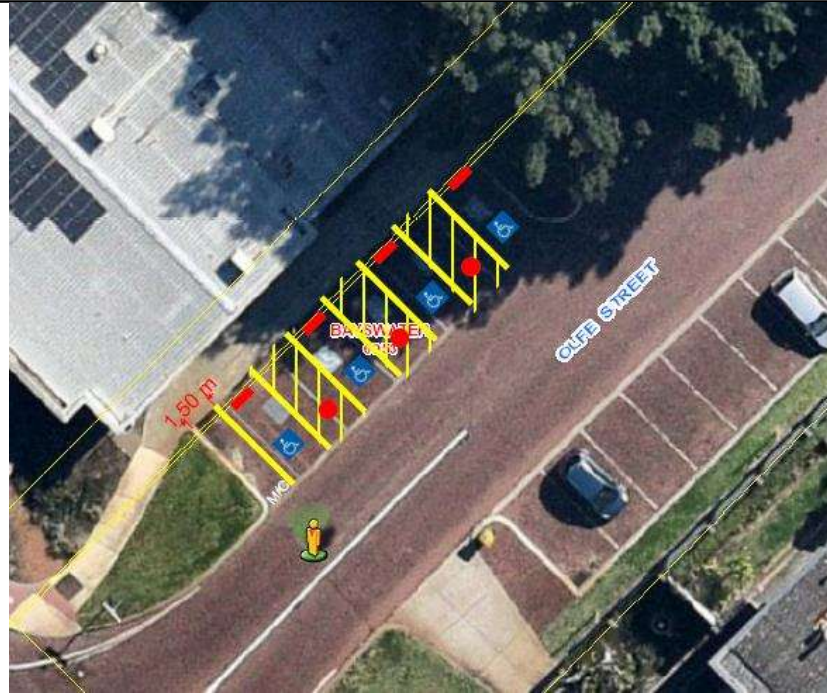
## Access and Inclusion Plan 2020 – 2024

## INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b>ACROD Bays at Olfe Street</b> The series of ACROD bays along Olfe Street opposite the Bayswater Library were not complaint with current standards.
<b>OUTCOME</b>	All bays were upgraded to current standards with a shared zone installed between each two bays. This has resulted in the loss of

one ACROD bay to accommodate a compliant design. Wheel stops were provided at each bay to ensure that the pathway behind the bays remain unobstructed. The motorcycle bay remains to be provided.

**IMAGE 1**



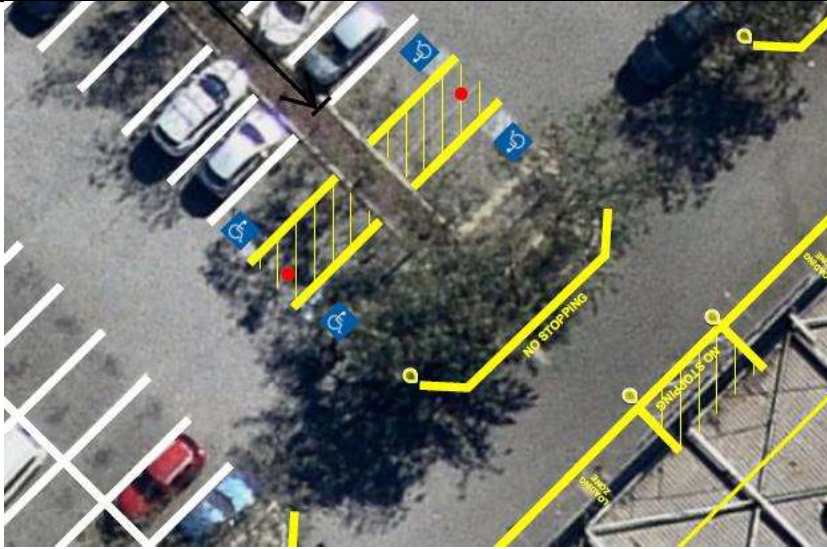
**Image 1: ACROD bays at Olfe Street**

## City of Bayswater

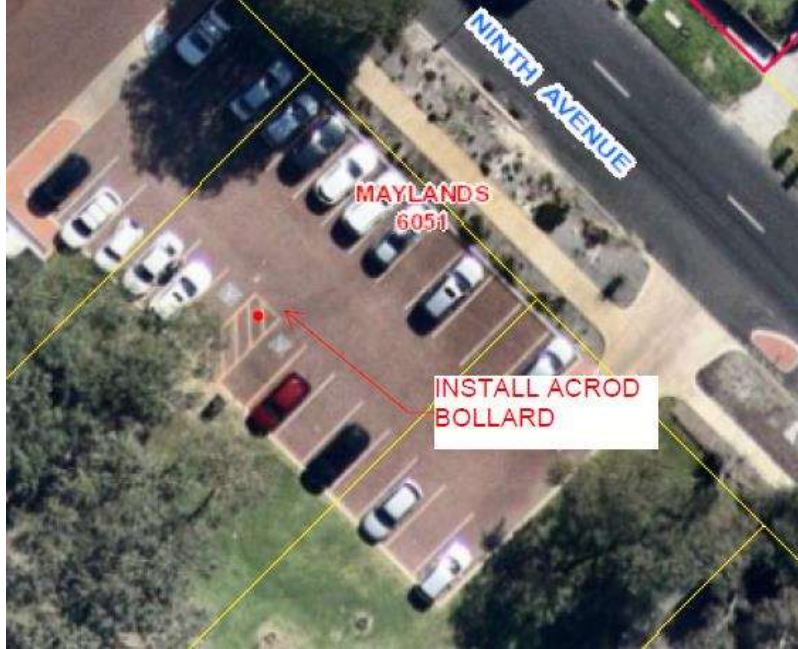
### Access and Inclusion Plan 2020 – 2024

#### INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25


<b>INFORMATION</b>	<b><u>ACROD Bays at Morley Markets</u></b> The ACROD bays at the Morley Markets carpark opposite the Morley Library were not complaint with current standards.
<b>OUTCOME</b>	The four ACROD bays were upgraded to current standards along other modifications to the carpark and reinstatement of the line marking.
<b>IMAGE 1</b>	 <p>Image 1: ACROD bays at Morley Markets carpark</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Transport Infrastructure Manager</b>
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.3 Improve and promote accessible parking infrastructure
<b>ACTION</b>	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>ACROD Bays at The RISE</u></b> While the two ACROD bays at the eastern carpark at The RISE were compliant with the current standards, the shared zone between the two bays was missing the bollard which meant that a

	vehicle could park there illegally. This created a risk for the ACROD bays to be blocked as well as blocking the ramp onto the path.
<b>OUTCOME</b>	A bollard in the shared zone was installed to restrict illegal parking and comply with current accessibility standards.
<b>IMAGE 1</b>	 <p>Image 1: ACROD bays at The RISE carpark</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.4 Improve the pedestrian network accessibility within town centres
<b>ACTION</b>	(b) Implement a priority capitals works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending)
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25



INFORMATION	<p><b><u>Footpath Accessibility</u></b></p> <p>The City has previously installed a footpath along Doyle Street from Broun Avenue to Rokebury Way in the 2023/24 budget to improve accessibility for a resident requiring mobility aid. In the 2024/25 budget, the City accommodated the remainder of the footpath.</p>
OUTCOME	<p>In September 2024, the City completed the Doyle Street footpath extending from Rokebury Way to Mickleham Road, including provision of a ramp to Hampton Square Reserve. Access for residents requiring mobility aids was improved.</p>
IMAGE 1	<div></div> <p><b>Image 1:</b> Footpath along Doyle Street</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Transport Infrastructure Manager</b>
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.4 Improve the pedestrian network accessibility within town centres
<b>ACTION</b>	(b) Implement a priority capitals works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending)
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>Safe Routes</u></b> Through the Safe Routes survey conducted for Maylands Peninsula Primary School, ramps were identified to be non-compliant and/or lacking in connectivity. These were at the Swan View Terrace and Richard Street intersection.
<b>OUTCOME</b>	Following the completion of the Maylands Underground Power project, the City installed the ramps to ensure connectivity is maintained at the intersection.

**IMAGE 1**



**Image 1:** Footpath ramp at the Swan View Terrace and Richard Street intersection


**IMAGE 2**

**Image 2:** Footpath ramp at the Swan View Terrace and Richard Street intersection

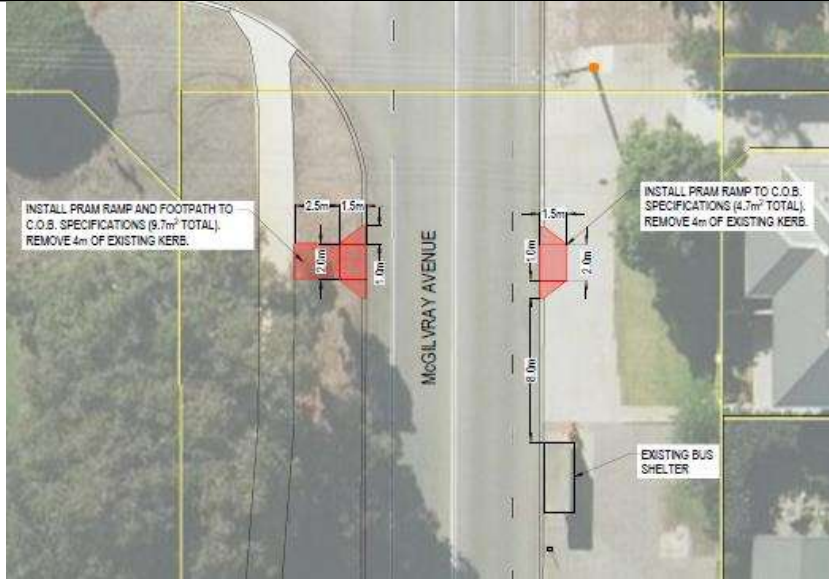
**City of Bayswater**
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**INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025**

<b>AUTHOR</b>	<b>Transport Infrastructure Manager</b>
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.4 Improve the pedestrian network accessibility within town centres
<b>ACTION</b>	(b) Implement a priority capitals works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending)
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>De Lacy Reserve ramps</u></b> A resident requiring mobility aid contacted the City requesting for




	the provision of accessibility ramps to De Lacy Reserve at Hillside Crescent.
<b>OUTCOME</b>	Ramps were installed to provide accessibility.
<b>IMAGE 1</b>	 <p><b>Image 1:</b> Footpath ramp to De Lacy Reserve at Hillside Crescent</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	Transport Infrastructure Manager
<b>BRANCH</b>	Transport and Buildings
<b>STRATEGY</b>	2.4 Improve the pedestrian network accessibility within town centres
<b>ACTION</b>	(b) Implement a priority capitals works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending)
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>Crossing at Lincoln Street and McGilvray Avenue intersection</u></b> A request was made for connectivity of a crossing at the Lincoln Street and McGilvray Avenue intersection to assist with access

	and provide connectivity with the Public Access Way on the eastern side of the carriageway.
<b>OUTCOME</b>	Ramps were installed to provide accessibility and connectivity.
<b>IMAGE 1</b>	 <p>INSTALL PRAM RAMP AND FOOTPATH TO C.O.B. SPECIFICATIONS (9.7m<sup>2</sup> TOTAL). REMOVE 4m OF EXISTING KERB.</p> <p>INSTALL PRAM RAMP TO C.O.B. SPECIFICATIONS (4.7m<sup>2</sup> TOTAL). REMOVE 4m OF EXISTING KERB.</p> <p>EXISTING BUS SHELTER</p> <p>McGILVRAY AVENUE</p>
	<b>Image 1: Crossing at McGilvray Avenue</b>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Library Services Manager</b>
<b>BRANCH</b>	Community Development (Library Services)
<b>STRATEGY</b>	2.7 Support people with hearing impairment to enhance engagement and participation
<b>ACTION</b>	No applicable actions
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>Santa Storytime</u></b> The City's Library Service hosts an annual Picnic in the Park event in December for children and their families. To improve accessibility, an Auslan interpreter was engaged for the two Santa Storytime sessions. The availability of the interpreter was


	highlighted in all event promotions and shared with disability service providers such as Wanslea.
<b>OUTCOME</b>	The event attracted 320 attendees. However, it is unknown if any participants were deaf or hard of hearing.
<b>IMAGE 1</b>	 <p><b>Image 1:</b> Auslan interpreter at Santa Storytime session</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Library Services Manager</b>
<b>BRANCH</b>	Community Development (Library Services)
<b>STRATEGY</b>	4.1 Promote the City's commitment to access and inclusion in the Customer Service Charter
<b>ACTION</b>	(a) Provide and promote a range of options for community members to connect and communicate with the City
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<b><u>Inclusive Library Staff</u></b> The Library Service actively advocates for diverse communication channels between the community and the City. Libraries often

	serve as the initial point of contact for information seekers. Our Library staff consistently assist individuals in navigating the City's website and provide support with hardcopy documentation for those without computer access or the skills to use one. This commitment ensures that community members have various accessible options to connect and communicate with the City, promoting inclusivity.
<b>OUTCOME</b>	Enhanced community engagement and connectivity, fostering a deeper sense of belonging among community members.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Community Development Officer</b>
<b>BRANCH</b>	Community Development
<b>STRATEGY</b>	6.1 Consider access and inclusion in the planning, design and delivery of public consultation
<b>ACTION</b>	(a) Embed access and inclusion in community engagement planning process
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<p><b><u>Access and Inclusion Plan 2024-2029 Consultation</u></b></p> <p>The City's Community Development team undertook many considerations to embed access and inclusion in the community engagement process for the new Access and Inclusion Plan 2024-2029 from 15 November 2024 to 3 March 2025.</p> <p>Accessible and inclusive considerations included:</p> <ul style="list-style-type: none"> <li>• Pre-engagement consultation with members of the Disability Advisory Group and Inclusion and Diversity Advisory Group to design an accessible and inclusive engagement process</li> <li>• Offering the survey in different accessible formats both hardcopy and digital such as standard print, large print, and Easy English (developed in partnership with Centre for Accessibility)</li> <li>• Contracting a consultant with lived experience of disability to run the community workshops, who was able to relate</li> </ul>



	<p>personally to participants and tailor content to specific needs and barriers</p> <ul style="list-style-type: none"> <li>• Offering Auslan interpreters and language translators for participants who needed them – these services were not utilised</li> <li>• Sharing an overview on Eventbrite and in promotions to community and committee members detailing what participants could expect during a community workshop</li> <li>• Sharing detailed venue accessibility information from annotated maps to parking bays, pathways to entrances, internal venue layout, alternative lighting options, quiet rooms, and accessible bathroom</li> </ul>
<b>OUTCOME</b>	Embedding access and inclusion in the community engagement process ensures that a broader range of the community can get involved on their terms. People with disability, people from CaLD backgrounds, and people who identify as part of the LGBTQIA+ community are able to engage in community consultation.
<b>IMAGE 1</b>	 <p><b>Image 1:</b> Community workshop focussed on people with disabilities</p>

## City of Bayswater

## Access and Inclusion Plan 2020 – 2024

## INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025

<b>AUTHOR</b>	Senior Communications Officer
<b>BRANCH</b>	Communications and Marketing
<b>STRATEGY</b>	6.1 Consider access and inclusion in the planning, design and delivery of public consultation.

<b>ACTION</b>	(a) Embed access and inclusion in community engagement planning process.
<b>DELIVERABLE</b>	☑ 2024/25
<b>INFORMATION</b>	<p><b><u>Promotions for Access and Inclusion Plan 2024-2029</u></b></p> <p>The City's Communications and Marketing team worked closely with the Community Development team to promote community consultation for the City's next Access and Inclusion Plan 2024-2029.</p> <p>Marketing activities comprised:</p> <ul style="list-style-type: none"> <li>• Poster and flyer design and distribution (with the back of the flyer translated into different languages)</li> <li>• Corflute board for engagement at events</li> <li>• Media release/web news:  <a href="https://www.bayswater.wa.gov.au/city-and-council/news/2024/november/city-seeks-feedback-for-next-access-and-inclusion-">https://www.bayswater.wa.gov.au/city-and-council/news/2024/november/city-seeks-feedback-for-next-access-and-inclusion-</a></li> <li>• Media coverage in Out in Perth:  <a href="https://content.isentia.io/?url=https://www.outinperth.com/city-of-bayswater-look-input-on-access-and-inclusion-plan/&amp;key=4a205ee5c4a8fdc4d9da64b7983aca84&amp;ver=1&amp;mid=1136177826">https://content.isentia.io/?url=https://www.outinperth.com/city-of-bayswater-look-input-on-access-and-inclusion-plan/&amp;key=4a205ee5c4a8fdc4d9da64b7983aca84&amp;ver=1&amp;mid=1136177826</a></li> <li>• Updates to City's webpage:  <a href="https://www.bayswater.wa.gov.au/community/community-services-and-programs/access-and-inclusion/access-and-inclusion-plan">https://www.bayswater.wa.gov.au/community/community-services-and-programs/access-and-inclusion/access-and-inclusion-plan</a></li> <li>• City e-newsletters</li> <li>• Facebook post</li> <li>• Facebook events for focus groups</li> <li>• Instagram stories</li> <li>• Instagram post</li> <li>• Direct email to relevant organisations</li> </ul> <p>At the time of reporting, community consultation was still underway.</p>
<b>OUTCOME</b>	<p>Promoting community engagement for the City's next Access and Inclusion Plan spanned various digital and print channels to ensure a wide range of people were reached and offered numerous opportunities to get involved and provide input into the next plan:</p> <ul style="list-style-type: none"> <li>• In person at pop-up community engagement sessions</li> <li>• Focus groups (All welcome, CALD community, LGBTQIA+ community, people with a disability and their families/carers)</li> <li>• Online survey</li> <li>• Hard copy survey</li> </ul>

- Large Print survey
- Easy English version survey

Highlighting our commitment to improving facilities and infrastructure to enable better access showcases the City as an inclusive and supportive place in which to work, live or visit.

IMAGE 1



**Image 1:** Social media post for Access and Inclusion Plan 2024-2029 community engagement

IMAGE 2




Image 2: Poster for Access and Inclusion Plan 2024-2029 community engagement

City of Bayswater Access and Inclusion Plan 2020 – 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025	
AUTHOR	Community Engagement Officer
BRANCH	Community Engagement
STRATEGY	6.2 Expand the variety of consultation methods offered by the City
ACTION	(b) Monitor the diversity of people, including people with disability, engaging in public consultations by including questions to gauge the diversity of contributors  (c)



<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	Where relevant and practical, the City now includes questions on aspects of diversity such as disability, mental health and CALD status in its consultation activities.
<b>OUTCOME</b>	<p>In the period between September 2025 and January 2025, the Access and Inclusion Plan survey attracted responses from 92 people identifying as living with either a mental health condition, disability or both.</p> <p>Additionally, the Access and Inclusion Plan engagement included four workshops with diverse members of the community. One workshop was focussed exclusively on people living with a disability and attracted 19 participants.</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Programs Manager</b>
<b>BRANCH</b>	Recreation
<b>STRATEGY</b>	7.1 Advance employment practices to increase the employment of people with disability
<b>ACTION</b>	No applicable actions
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	<p>A person with a disability has been successfully employed as a Customer Service Support Officer following a productive work experience period in the Health Club at the Bayswater Waves Aquatic Facility.</p> <p>A new position description was developed specifically for this role to ensure alignment with the staff member's strengths and the needs of the team. The staff member, known for his sociable nature, strong work ethic, and commitment, has become a valued team member. He contributes to the team through a variety of tasks including equipment cleaning, document shredding, stocktakes and much more. As the staff member's confidence and skills grow, so will his contribution.</p>

<b>OUTCOME</b>	People with disability have the same opportunities as other people to obtain and maintain employment with the City of Bayswater.
<b>IMAGE 1</b>	 <p>Image 1: Staff member working on the gym floor</p>

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	Manager People Culture and Safety
<b>BRANCH</b>	People, Culture and Safety
<b>STRATEGY</b>	7.1 Advance employment practices to increase the employment of people with disability
<b>ACTION</b>	No applicable actions
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25

<b>INFORMATION</b>	The City hosted a work experience placement in conjunction with My Workplace. The placement student was aiming to develop her administration and computer skills. She came in two days a week for three months with her job coach and worked in our Engineering Services area doing data entry work and processing paperwork in relation to crossovers. She finished her placement in December.
<b>OUTCOME</b>	Feedback from the job coach indicated that the workplace student now has plans to undertake some TAFE study one day a week and is looking for more volunteer work to develop her skills. The City is currently assessing suitable areas for another possible placement.

<b>City of Bayswater</b> <b>Access and Inclusion Plan 2020 – 2024</b> <b>INFORMATION UPDATE REPORT: SEPTEMBER 2024 – JANUARY 2025</b>	
<b>AUTHOR</b>	<b>Manager People Culture and Safety</b>
<b>BRANCH</b>	People, Culture and Safety
<b>STRATEGY</b>	7.1 Advance employment practices to increase the employment of people with disability
<b>ACTION</b>	(a) Join the Australian Network on Disability and take the Access and Inclusion Index Self-Assessment to maximise employment impact and contribute to a national benchmark
<b>DELIVERABLE</b>	<input checked="" type="checkbox"/> 2024/25
<b>INFORMATION</b>	The City undertook the Access and Inclusion Index Self-Assessment and submitted this to Australian Network on Disability in December 2024. The Index asks the City to look at all areas of the organisation and assess its strength in terms of access and inclusion.
<b>OUTCOME</b>	The City is still waiting on the results which are due to be released in April 2025. The final report will provide the City with feedback on areas that it is doing well in access and inclusion and will also provide recommendations on areas to improve.

## **8 GENERAL BUSINESS**

Items not listed on the agenda were raised at this point.

- When someone applies for a grant from the City, or proposes a public artwork is there an accessibility criteria included in the approval process?
- New accessible swing at Bardon Park – whole playground done really well and swing is a good addition. Question: why has this been gated and locked?
- Feedback on the City's promotional materials written in all caps – not accessible.
- Can the bike rack be moved away from the ACROD bay out the front of the Civic Centre
- Kay Barnard requested to receive the next agenda without the Australian Disability Network report.
- Inclusive language – make sure before the Access and Inclusion plan is finalised that this has been checked.

### **Actions:**

- City staff to pass on feedback relating to promotional materials to Communications team.
- City staff to explore whether the bike rack next to the ACROD bay can be moved.
- City staff to remove the Australian Disability Network report from the agenda that Kay Barnard receives at the next meeting.
- City staff to share draft Access and Inclusion Plan with the group for feedback.

## **9 NEXT MEETING**

The next meeting of the Disability Advisory Group will take place in the Committee Room, City of Bayswater Civic centre, 61 Broun Avenue, Morley, on 18 June 2025 commencing at 6.00pm.

## **10 CLOSURE**

There being no further business, the Chair Cr Nat Latter, closed the meeting at 6.55pm.