

Minutes

COMMUNITY ACCESS AND INCLUSION ADVISORY COMMITTEE

22 FEBRUARY 2019

By signing these minutes I certify that they were confirmed at the Community Access and Inclusion Advisory Committee Meeting held on 31 May 2019.

**CR ELLI PETERSEN-PIK
CHAIRPERSON**

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MINUTES

MINUTES of the meeting of the Community Access and Inclusion Advisory Committee, which was held in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **22 February 2019**, commencing at 3:44pm.

Committee Recommendations to Council are subject to adoption, or otherwise, at the following Ordinary Meeting of Council, as recorded in Minutes of that Council Meeting.

1. OFFICIAL OPENING

The Chairperson, Cr Elli Petersen-Pik, declared the meeting open at 1:02pm.

2. ACKNOWLEDGEMENT OF COUNTRY

The Chairperson, Cr Elli Petersen-Pik, acknowledged the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and paid respects to Elders past, present and emerging.

3. ATTENDANCE

Members

Cr Elli Petersen-Pik	Presiding Member
Cr Catherine Ehrhardt	
Cr Stephanie Gray	
Cr Sally Palmer	
Mr Don Francis	
Ms Catherine Marion	
Mr Tony Santoro	

Officers

Mr Des Abel	Director Community and Development
Ms Karen Quigley	Manager Community Development
Ms Michele Fletcher	Coordinator Community Development
Ms Sherilee Macready	Community Development Officer
Ms Melissa Dias	Community Development Officer
Mr Bryce Coelho	Manager Engineering Services
Ms Karen D'Cunha	Administration Officer
Mr Joe Gomboc	Manager Building Works

Observers

Cr Giorgia Johnson

3.1 Apologies

Mr Galvin Phuong	
Mr Tim Priest	
Mr Martin Toldo	
Ms Marie Walker	Coordinator Community Development

3.2 Approved Leave of Absence

Nil.

4. DISCLOSURE OF INTEREST SUMMARY

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.

The following disclosures of interest were made at the meeting:

Nil.

5. DELEGATED AUTHORITY BY COUNCIL

There are no items appearing in this minutes for which the Community Access and Inclusion Advisory Committee has been granted delegated authority by Council in accordance with section 5.23(1)(b) of the *Local Government Act 1995*; this meeting is closed to the Public.

6. TERMS OF REFERENCE

TERMS OF REFERENCE Community Access and Inclusion Advisory Committee (CAIAC)	
Meeting occurrence:	As required (4 times per year)
Day of Meeting:	When suitable (Fridays)
Time of Meeting:	1:00pm - 2:30pm
Location of Meeting:	City of Bayswater, Civic Centre, 61 Broun Ave Morley WA 6062
Liaison Officer:	Director Community and Development or nominated officer
Purpose of Committee:	The Community Access and Inclusion Advisory Committee (CAIAC) considers and makes recommendations on the implementation of the City's: <ul style="list-style-type: none"> • Disability Access and Inclusion Plan (DAIP); • Age Friendly Strategy; • Other City plans and strategies with a focus on access and inclusion. The CAIC ensures that all members of the community regardless of their race, disability, age, religion or education level have access to all Council services, information and facilities, in accordance with the <i>Disability Services Act 1993</i> and the <i>Equal Opportunity Act 1984</i> .
Role of Representatives	The roles and responsibilities of the City of Bayswater representatives on this Committee are: <ul style="list-style-type: none"> • Member in own right; and • Spokesperson for City of Bayswater
Elected Members:	Cr Sally Palmer Cr Catherine Ehrhardt Cr Stephanie Gray, and Cr Elli Petersen-Pik. All other Councillors are deputies.
Non-Council Members:	Maximum of six (6) community members residing within the City of Bayswater.

TERMS OF REFERENCE Community Access and Inclusion Advisory Committee (CAIAC)	
Non-Voting Members:	Director Community and Development; Manager Community Development; Other business unit Managers as relevant and as required to be invited to attend meetings; Community Development Officer; and Other officers as required.
Terms of Membership:	Elected members - Two years commencing after each Ordinary Council election Non-Council members - from the date of appointment by Council until October 2019.
Delegated Authority:	Nil.
Sitting Fees:	Nil. (included as part of the annual Sitting Fees paid to Councillors)

7. CONFIRMATION OF MINUTES

COMMITTEE RESOLUTION

The Minutes of the Community Access and Inclusion Advisory Committee held on 30 November 2018 which had been distributed, are to be presented for confirmation as a true and correct record.

MR TONY SANTORO MOVED, MR DON FRANCIS SECONDED

CARRIED UNANIMOUSLY: 7/0

8. PRESENTATIONS

8.1 Presentations

Nil.

8.2 Deputations

Nil.

9. REPORTS

9.1 Progress of Disability Access and Inclusion Plan 2016-2020 - Outcome Areas 7 and 8

Responsible Branch:	Community Development	
Responsible Directorate:	Community and Development	
Authority/Discretion:	<input type="checkbox"/> Advocacy <input type="checkbox"/> Executive/Strategic <input type="checkbox"/> Legislative	<input type="checkbox"/> Review <input type="checkbox"/> Quasi-Judicial <input checked="" type="checkbox"/> Information Purposes
Voting Requirement:	Simple Majority	
Attachments:	1. DAIP Outcome 7 - Employment: Branch Update from People, Culture and Safety 2. DAIP Outcome 7 – Employment: Branch Update from Community Development 3. DAIP Outcome 8 – Needs and Entitlements: Branch Update from People, Culture and Safety 4. DAIP Outcome 8 – Needs and Entitlements: Branch Update from Community Development	
Refer:	Item 10.5.1: OCM 29.01.2019 Item 13.2: OCM 25.09.2018 Item 13.18 OCM 28.08.2018	

SUMMARY

For Council to note the Disability Access and Inclusion Plan 2016 - 2020 (DAIP) progress to date relating to Outcome 7: *Employment* and Outcome 8: *Needs and Entitlements*, as discussed within this report, which the Community Access and Inclusion Advisory Committee (CAIAC) has provided input into.

OFFICER'S RECOMMENDATION

That Council:

1. Notes the information provided in this report regarding the progress of the Disability Access and Inclusion Plan 2016 - 2020 Outcome Areas, namely:
 - (a) Outcome 7 - Employment.
 - (b) Outcome 8 - Needs and Entitlements.
2. Notes the following actions suggested by the Community Access and Inclusion Advisory Committee in relation to Outcomes 7 and 8:
 - (a) _____
 - (b) _____
 - (c) _____.

COMMITTEE RESOLUTION

That Council:

1. Notes the information provided in this report regarding the progress of the Disability Access and Inclusion Plan 2016 - 2020 Outcome Areas, namely:
 - (a) Outcome 7 - Employment.

(b) Outcome 8 - Needs and Entitlements.**2. Notes the following actions suggested by the Community Access and Inclusion Advisory Committee in relation to Outcomes 7 and 8:**

- (a) The City to consider conducting an anonymous survey or similar of its workforce to gather more accurate workforce diversity statistics. This could be aligned to the upcoming Disability Access and Inclusion Plan review.**

CR ELLI PETERSEN-PIK MOVED, MS CATHERINE MARION SECONDED

CARRIED UNANIMOUSLY: 7/0

REASON FOR CHANGE

The Committee changed the Officer's recommendation as considers it important to have more accurate statistics about diversity in the workplace.

BACKGROUND

The City's DAIP 2016 - 2020 outlines eight desired Outcome Areas and associated strategies which are progressed each financial year over the term of the Plan.

The CAIAC's terms of reference outlines one of the responsibilities of the Committee is to consider and make recommendations on the City's DAIP.

A report was presented at the CAIAC meeting held 13 July 2018, recommending Council notes that two DAIP 2016-2020 Outcome Areas be presented at each CAIAC quarterly meeting. This recommendation was supported by CAIAC members at that meeting and subsequently noted by Council on 28 August 2018.

DAIP Outcome Areas 3 and 4 were discussed at the CAIAC meeting on 30 November 2018 and the Committee's recommendation was endorsed by Council on 29 January 2019 as follows:

"That Council:

- 1. Notes the information provided on the following two Disability Access and Inclusion Plan 2016 - 2020 Outcomes discussed within this report:*
 - (a) Information; and*
 - (b) Quality Customer Service*
- 2. Receives the following feedback from the CAIAC on the information provided within this report:*
 - (a) The City to utilise its social media channels to encourage Access and Inclusion feedback on the DAIP.*
 - (b) The Event Guidelines and Temporary Food Permit applications to be updated to inform contractors of their responsibility to provide access to people with disability, including the Disability Service Commission Information Checklist extracted from the Access Resource Kit and linking to the publication "A Guide to Disability Access and Inclusion Plans for Local Government contractors".*
 - (c) City officers to investigate the option and suitability of including dyslexia pens as a resource at the Libraries;*
 - (d) Library officers to investigate community need with VisAbility and feasibility of purchasing the JAWS (Job Access With Speech) computer screen reader to be installed on public computers in the Libraries."*

This report offers two DAIP Outcome Areas and associated branch progress reports for consideration by the CAIAC, namely Outcome 7: *Employment*, which broadly relates to ensuring

people with disability have the same opportunities as other people to obtain and retain employment with the City, and Outcome 8, which broadly relates to people with disability having the same opportunities as others to have their needs and entitlements considered in all City processes.

EXTERNAL CONSULTATION

Community consultation was not required for this report.

OFFICER'S COMMENTS

DAIP Outcome Areas 7 and 8 are presented below for consideration by CAIAC members and Council, including the current strategies in the DAIP being addressed by the City during 2018/2019 as tabled below:

DAIP Outcome 7: *Employment*

Outcome	Outcome 7 Strategies
<ul style="list-style-type: none"> People with disability have the same opportunities as other people to obtain and retain employment with the City of Bayswater. 	<ul style="list-style-type: none"> All staff to receive access and inclusion information, training and support to encourage the employment of people with disability. (ongoing) Improve workplace flexibility to ensure people with a disability are included in the City's workforce. (ongoing) Ensure that the City's employment-related policies and procedure are consistent with the DAIP. Ensure recruitment policies and practices reflect the desire for a diverse workforce as one way of achieving equitable service delivery. The City selects on merit for open employment opportunities and gives fair and due consideration to all candidates, including people with disability. (ongoing) The City continues to offer employment opportunities directly to people with disability via disability employment agencies. (ongoing) Ensure that all employment opportunities are widely promoted through a variety of avenues and formats. (ongoing) All staff to have an awareness of resources and support available to recruit and retain people with disability. (ongoing) Support local businesses to develop their access awareness and improve accessibility of people with disability in their workforce. (ongoing) All venues used for recruitment and / or employment are accessible. (ongoing)

	<ul style="list-style-type: none"> • Ensure that workplace modifications and adaptive technologies are offered when appropriate to recruit and retain people with disability. (ongoing)
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DAIP Outcome 8: Needs and Entitlements

Outcome	Outcome 8 Strategies
<ul style="list-style-type: none"> • People with disability have the same opportunities as others to have their needs and entitlements considered in all City of Bayswater processes. 	<ul style="list-style-type: none"> • Ensure that the City's position descriptions and employment contracts include a clause identifying DAIP implementation as a 'shared responsibility' similar to the OSH clause. (ongoing) • Ensure that all City staff understand their shared responsibility for implementing the DAIP, and have the skills and knowledge to do so. (ongoing)

Officers have consulted with internal branches whose core business relates to progressing the above strategies of Outcomes 7 and 8. Branch updates are presented as attachments to this report. The reports focus on the City's current progress in working towards achieving projects and initiatives aligned with the two outcomes, and future plans for the remainder of 2018-2019.

LEGISLATIVE COMPLIANCE

Disability Access and Inclusion Plan (DAIP) 2016-2020

FINANCIAL IMPLICATIONS

Nil.

STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2017-2027, the following applies:

Theme: Our Community
 Aspiration: An active and engaged community.
 Outcome C2: Accessible services that recognise diversity.

- Outcome Area 7, the City encourages a more diverse workforce with accessible services.
- Outcome Area 8, the City encourages an active and engaged community which supports accessible services that recognise diversity.

CONCLUSION

It is recommended that Council notes the information provided about Outcome Areas 7 and 8 of the Disability Access and Inclusion Plan 2016 – 2020 discussed within this report. This is in line with the report noted by Council on 28 August 2018, which confirmed the presentation of two DAIP Outcomes at CAIAC meetings each quarter.

Attachment 1

City of Bayswater Disability Access and Inclusion Plan 2016 - 2020 INFORMATION UPDATE REPORT	
AUTHOR	Manager People, Culture and Safety
DEPARTMENT	People, Culture and Safety
OUTCOME AREA	7 – Employment
DAIP STRATEGIES	<ol style="list-style-type: none"> 1. All staff to receive access and inclusion information, training and support to encourage the employment of people with disability. 2. Improve workplace flexibility to ensure people with a disability are included in the City's workforce. 3. Ensure that the City's employment-related policies and procedures are consistent with the DAIP. 4. Ensure recruitment policies and practices reflect the desire for a diverse workforce as one way of achieving equitable service delivery. 5. The City selects on merit for open employment opportunities, and gives fair and due consideration to all candidates, including people with disability. 6. The City continues to offer employment opportunities directly to people with disability via disability employment agencies. 7. Ensure that all employment opportunities are widely promoted through a variety of avenues and formats. 8. All staff to have an awareness of resources and support available to recruit and retain people with disability. 9. All venues used for recruitment and/or employment are accessible. 10. 10. Ensure that workplace modifications and adaptive technologies are offered (when appropriate) to recruit and retain people with disability.
INFORMATION	<p>Many of the strategies itemised in Outcome 7 are subject to review as part of a broader approach to reviewing policy, practices and training for Employment Equity and Workplace Diversity.</p> <p>There are three focus areas:</p> <ul style="list-style-type: none"> • Improving recruitment options through a review of 'merit selection'. • Building and maintaining relationships with disability employment agencies as previous attempts have not delivered measurable outcomes. • Increasing training options and exposure for staff.
OUTCOMES	<p>Comments provided below relate directly to the numbered DAIP Strategy points above.</p> <ol style="list-style-type: none"> 1. All staff receive access and inclusion information on joining the

	<p>organisation.</p> <ol style="list-style-type: none">2. Workplace flexibility arrangements are addressed on an individual basis, as needs are identified.3. The City's employment related policies and procedures are subject to review which will be completed during 2019.4, 5, & 8. Recruitment policies and practices reflect the desire for a diverse workforce and steps have been taken to reinforce this in promoting the City as an Equal Opportunity Employer; and ensuring that there is an appropriately trained member of staff on all selection panels.6. The City continues to offer employment opportunities directly to people with disability and re-establish connections with disability employment agencies as potential avenues to source candidates, when an opportunity arises.7. All employment opportunities are widely promoted through a variety of avenues and formats. Look to add other platforms specifically targeting diverse candidates.9. Venues used for recruitment and employment are accessible10. Workplace modifications and adaptive technologies are offered (when appropriate) to recruit and retain people with disability.
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Attachment 2

City of Bayswater Disability Access and Inclusion Plan 2016 - 2020 INFORMATION UPDATE REPORT	
AUTHOR	Community Development Officer
DEPARTMENT	Community Development
OUTCOME AREA	7 – Employment
DAIP STRATEGIES	Support local businesses to develop their access awareness, and improve accessibility of people with disability in their workforce.
INFORMATION	<p>The Community Development branch undertakes the following action:</p> <ul style="list-style-type: none"> Under the 'Business' section on the City website there is a content page entitled 'Access and Inclusion for Businesses' which aims to educate businesses about relevant access and inclusion initiatives provided by the City, and also provides links to useful documents and websites. <p>Future plans:</p> <ul style="list-style-type: none"> The current website content page 'Access and Inclusion for Businesses' provides some information about access awareness. This will be reviewed and updated when the new website is launched (scheduled in March). Information will be updated to focus more on employment. For example, by providing links to disability employment agencies may give businesses contacts and tools to improve their accessibility and inclusion of people with disability in their workforce.
OUTCOMES	The current website 'Access and Inclusion for Businesses' content page provides information to support business to develop access and inclusion awareness. As outlined above, there are plans with the release of the new website to improve the information provided on this page to focus more on employment related information.

Attachment 3

City of Bayswater Disability Access and Inclusion Plan 2016 - 2020 INFORMATION UPDATE REPORT	
AUTHOR	Manager People, Culture and Safety
DEPARTMENT	People, Culture and Safety
OUTCOME AREA	8 – Needs and Entitlements
DAIP STRATEGIES	Ensure that the City's position descriptions and employment contracts include a clause identifying implementation as a shared responsibility similar to the OSH clause.
INFORMATION	The strategy has not been endorsed by the City's Executive Leadership Team and is subject to review.
OUTCOMES	The matter is under consideration as part of a broader initiative to ensure a coordinated approach to employment equity and workplace diversity which is aimed to take into account other legislative requirements and best practice.

Attachment 4

City of Bayswater Disability Access and Inclusion Plan 2016 - 2020 INFORMATION UPDATE REPORT	
AUTHOR	Community Development Officer
DEPARTMENT	Community Development
OUTCOME AREA	8 – Needs and Entitlements
DAIP STRATEGIES	Ensure that all City staff understand their shared responsibility for implementing the DAIP and have the skills and knowledge to do so.
INFORMATION	<p>Currently the Community Development branch undertakes the following actions:</p> <ol style="list-style-type: none"> 1. As part of the Corporate Induction Program, new starter employees are provided with an overview of Disability Access and Inclusion Plan and the need for a shared responsibility to advance equal access and inclusion for all aligned with strategies contained within the DAIP. 2. Branch Managers are invited to the internal 'Community Access and Inclusion Working Group' (CAIWG) twice each financial year to outline progress made toward relevant DAIP Outcome Areas and Strategies for the 2018-2019 financial year. This informs the annual DAIP Progress Report to the Department of Communities.
OUTCOMES	Actions 1. and 2. above assist to increase staff understanding about their shared responsibility for implementing the DAIP. In addition, these initiatives provide greater internal awareness about other activities and initiatives being progressed by relevant City Branches.

9.2 Youth Advisory Council - Progress Update

Responsible Branch:	Community Development	
Responsible Directorate:	Community and Development	
Authority/Discretion:	<input type="checkbox"/> Advocacy <input type="checkbox"/> Executive/Strategic <input type="checkbox"/> Legislative	<input type="checkbox"/> Review <input type="checkbox"/> Quasi-Judicial <input checked="" type="checkbox"/> Information Purposes
Voting Requirement:	Simple Majority	
Attachments:	1. Youth Program Marketing	
Refer:	Item 13.19: OCM 28.08.2018	

SUMMARY

This report contains a summary of youth development events and workshops delivered from July to December 2018 by the City in collaboration with the City's Youth Advisory Council (YAC) and in partnership with Mental Illness Fellowship of Western Australia (MIFWA).

The YAC are also currently assisting the City to develop a Youth Engagement Plan in relation to the consultation processes that will inform the development of the Youth Action Plan 2019 -2021.

COMMITTEE RESOLUTION **(OFFICER'S RECOMMENDATION)**

That Council:

- Notes the youth events and workshops delivered by the City from July to December 2018.**
- Notes the activities and initiatives delivered by the Bayswater Youth Advisory Council from July to December 2018.**

CR STEPHANIE GRAY MOVED, CR ELLI PETERSEN-PIK SECONDED

CARRIED UNANIMOUSLY: 7/0

BACKGROUND

The City of Bayswater Youth Advisory Council (YAC) consists of youth representatives aged between 12-25 years who live, work, study or recreate in the City of Bayswater. YAC members meet monthly to assist with the planning, implementation and delivery of a variety of initiatives that aim to improve outcomes for the City's youth. The YAC is currently made up of seven young people (with capacity of up to 10 members).

The City's officers facilitate the YAC to:

- Assist with planning of youth programs, events, activities and initiatives.
- Advise on youth engagement across the organisation.
- Participate in various youth program activities set by the City.
- Promote the youth program within networks and target group.
- Evaluate and review events, programs and initiatives undertaken.

The Community Access and Inclusion Committee (CAIC) last received a six monthly progress report on the YAC activities on 13 July 2018. This progress report reflects activities undertaken by YAC over the period July - December 2018.

EXTERNAL CONSULTATION

Initial planning for the development of the City's upcoming Youth Action Plan, entitled *The Platform* (previously YOLO) has been undertaken with the Bayswater YAC at a meeting held on 12 December 2018.

OFFICER'S COMMENTS

The Bayswater YAC support and contribute to the ongoing planning and implementation of the City's youth program and other youth related projects, initiatives and events being delivered by the City.

A summary of youth workshops, initiatives and events that were delivered by the City during July – December 2018 are listed below:

#	Activity	Target Group	Month
1.	Beatball 3 on 3 basketball	10-18 years	July 2018
2.	Provide CPR (accredited)	18-25 years	July 2018
3.	YAC Meeting – 21 August	YAC	August 2018
4.	YAC Meeting – 13 September	YAC	September 2018
5.	Self-defence 101	12-17 years	September 2018
6.	Baysie Waves Fest - 20 th Birthday – 21 October	6-12 years	October 2018
7.	YAC meeting – 5 December	YAC	December 2018

Statistical records that could assist with evaluation were not kept for youth workshops during the above period. To rectify this, an evaluation framework is being developed to capture key data on participation and to measure levels of program satisfaction.

Additional to the above the City held a two day 'Youth Mental Health First Aid Course' in October 2018 in partnership with MIFWA. The workshop attracted 15 participants aged between 18 - 64 years from a range of suburbs including, Morley, Maylands and Bayswater. Attendees came for a variety of reasons of which some are detailed below:

- They have personally experienced mental health issues.
- They provide care or support to a person with a mental health issue.
- They are working in the mental health sector.

The promotion that was undertaken for youth events and workshops during this period is shown as **Attachment 1**.

Furthermore, the YAC, together with the City's officers are currently at the initial stages of working through and preparing a Youth Engagement Plan to consult with a range of young people and the wider community to gain a comprehensive understanding of the needs and viewpoints of young people in the area. The outputs from this engagement will inform the development of a Youth Action Plan as outlined in the City's Corporate Business Plan 2017 - 2027. It is envisaged that the Youth Engagement Plan will be finalised by mid-February 2019.

LEGISLATIVE COMPLIANCE

Nil

FINANCIAL IMPLICATIONS

Nil

STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2017-2027, the following applies:

Theme: Our Community

Aspiration: An active and engaged community.

Outcome C1.2: Deliver community programs that encourage community interaction and participation.

The YAC is a forum for local young people aged 12-25 years to have a voice in their community, plan events and activities for young people and advise the City of what is important to them.

CONCLUSION

From July to December 2018, Bayswater YAC has assisted with the planning and promotion of a wide range of workshops and events for young people aged 12 - 25 years.

The Bayswater YAC has committed to support the City to undertake extensive consultation with the City's young people and relevant stakeholders to gain perspective on the issues facing our youth and what they would like to see prioritised. Once the Youth Engagement Plan and the consultation process is complete, the YAC will further assist the City to analyse and interpret the information to support the development of the upcoming Youth Action Plan.

Attachment 1


Winter Workshops

THESE INDOOR WORKSHOPS WILL KEEP YOU WARM THESE SCHOOL HOLIDAYS!

SELF DEFENSE 101

Come along, have some fun and get street smart tips.



TO BOOK
cityofbayswateryouthservices.eventbrite.com.au

Tuesday 3 July 2018, 9.00am-11.30am
For ages 12-17 years
City of Bayswater Civic Centre
FREE – Register online

BEATBALL 3 ON 3 BASKETBALL

Join us for a basketball competition, free food and prizes.

Wednesday 4 July 2018, 1.00pm - 4.00pm
For ages 10-18 years
The RISE, 28 Eighth Avenue, Maylands
FREE – Register on the day

PROVIDE CPR (ACCREDITED)

You could save a life or land a job with this accredited training!



TO BOOK
cityofbayswateryouthservices.eventbrite.com.au

Thursday 5 July 2018, 9.00am-1.00pm
For ages 18-25 years
Bayswater Waves, Orr Brown Avenue and Priestley St, Embleton
FREE – Register online

PREFERENCE IS GIVEN TO CITY OF BAYSWATER RESIDENTS FOR WORKSHOP BOOKINGS.



For more information, call 9270 4122 or email yac@bayswater.wa.gov.au




Spring Workshops

Get active and chill out these school holidays!



Self Defence 101

Come along, improve your street smart knowledge and learn self-defence skills.

📍 City of Bayswater Civic Centre

12-17 years	18-25 years
Wednesday 26 September 9.00am - 11.30am	Thursday 27 September 5.00pm - 7.30pm

Wellness Workshops

Exam stress? Need to chill? Learn relaxation skills including yoga, meditation and essential oils.

📍 City of Bayswater Civic Centre

12-17 years	18-25 years
Tuesday 25 September 1.00pm - 4.00pm	Tuesday 25 September 5.00pm - 8.00pm



Workshops are free. Register online at cityofbayswateryouthservices.eventbrite.com.au



For more information contact 9270 4122 or email yac@bayswater.wa.gov.au
Preference is given to City of Bayswater residents for bookings.
 facebook.com/yac.bayswater/



YOUTH MENTAL HEALTH FIRST AID COURSE



LEARN SKILLS & GAIN CONFIDENCE TO ASSIST YOUNG PEOPLE EXPERIENCING MENTAL HEALTH PROBLEMS.

FREE TRAINING: *Priority given to people who live, work or study in the City of Bayswater.*

This interesting course is delivered by a young person who will teach you how to better assist and support your friends and loved ones who may be experiencing a mental health problem or in a mental health crisis.

You will learn the signs and symptoms of mental health problems, how and where to get help and what sort of help has been shown by research to be effective.

COURSE INFORMATION

- 2 day course
- Topics include: depression, anxiety, psychosis, eating disorders, substance use, suicide and more.
- Participants receive a copy of the Youth MHFA manual and a certificate of attendance for your resume.

FRIDAY 19TH & SATURDAY 20TH OCTOBER
9.00AM – 5.00PM

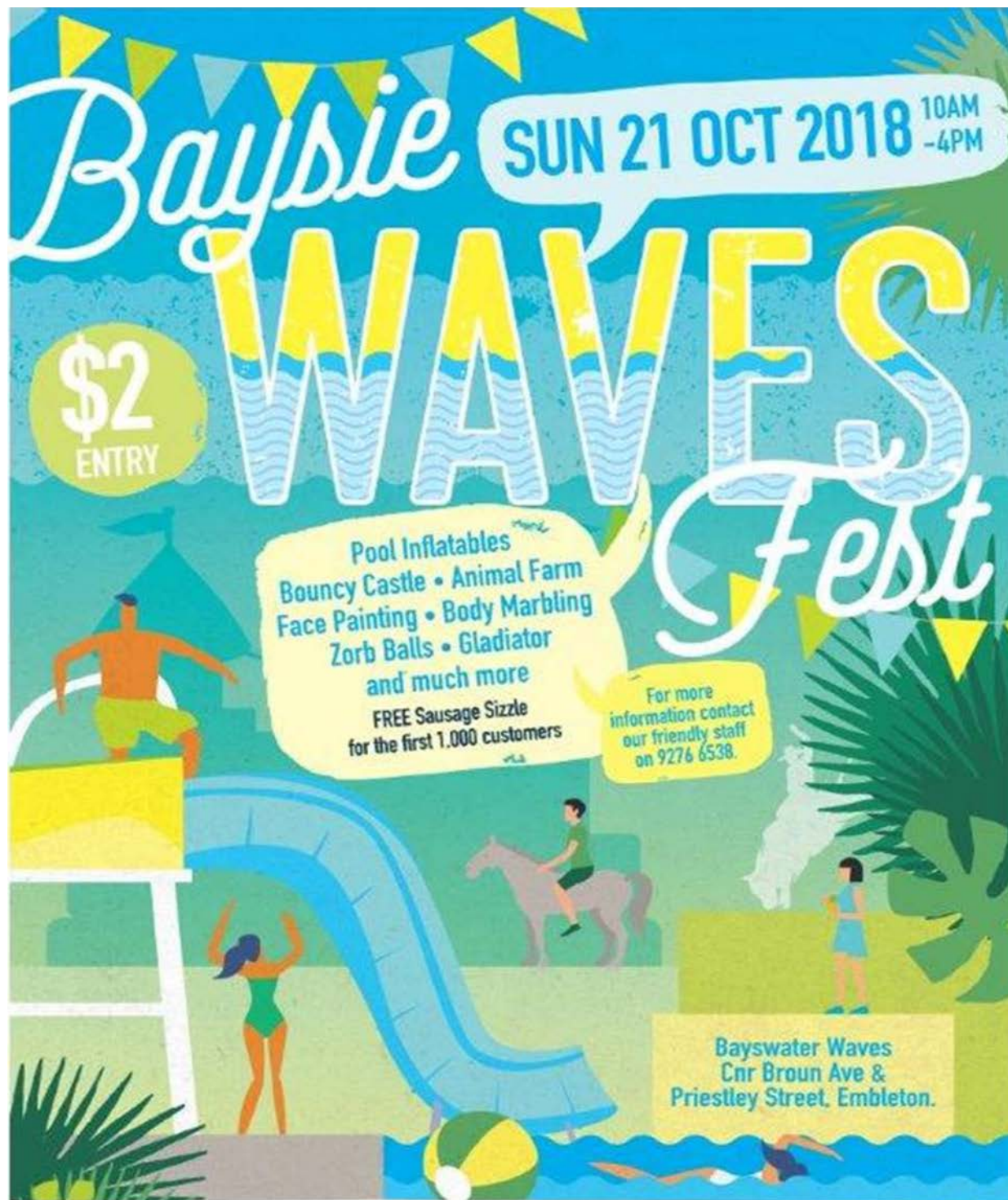
THE SNUG | MORLEY NORANDA REC CLUB
85 McGilvray Ave, Noranda

FOR MORE INFO CONTACT HAYLEY HARRIS
9237 8900 or 0466 436 152
hayley.harris@mifwa.org.au

PROGRAM FUNDED BY
BAYSWATER & NORANDA COMMUNITY BANK BRANCHES
SUPPORTED BY CITY OF BAYSWATER
SERVICE PROVIDER MIFWA



Bayswater & Noranda
Community Bank® branches
Bendigo Bank



www.bayswater.wa.gov.au/bayswaterwaves



9.3 Dementia Awareness Training

Responsible Branch:	Community Development	
Responsible Directorate:	Community and Development	
Authority/Discretion:	<input type="checkbox"/> Advocacy <input type="checkbox"/> Executive/Strategic <input type="checkbox"/> Legislative	<input checked="" type="checkbox"/> Review <input type="checkbox"/> Quasi-Judicial <input checked="" type="checkbox"/> Information Purposes
Voting Requirement:	Simple Majority	
Attachments:	Nil.	
Refer:	Item 10.5.1: OCM 29.01.2019	

SUMMARY

This report details the findings of the City's investigations into dementia awareness training as requested at the Community Access and Inclusion Advisory Committee (CAIAC) meeting on 30 November 2018.

COMMITTEE RESOLUTION **(OFFICER'S RECOMMENDATION)**

That Council notes the findings relating to Dementia Awareness Training as contained in this report.

CR CATHERINE EHRHARDT MOVED, CR SALLY PALMER SECONDED

CARRIED UNANIMOUSLY: 7/0

BACKGROUND

At the CAIAC meeting on 30 November, 2018, the committee requested that:

"City officers to prepare a report for the next meeting of the CAIAC, investigating options and costs for dementia awareness training for City staff."

The purpose of the CAIAC is to advise and make recommendations on the implementation of the City's Disability, Access and Inclusion Plan (DAIP), Age Friendly Strategy and other City plans and strategies.

The Committee ensures that all members of the community, regardless of their age, disability, religion, cultural background and level of education have access to City services, information and facilities.

Studies show almost one in ten people over the age of 65 living in Western Australia have dementia, with younger on-set dementia expected to double by 2050. Dementia is the single greatest cause of disability in older Australian's (age 65 years or older) and the third leading cause of disability overall (*Dementia Australia, Key facts and statistics, September 2018* www.dementia.org.au).

Also, one in five (20%) Australians aged 16-85 years experience a mental illness in any year. (4326.0 - *National Survey of Mental Health and Wellbeing: Summary of Results, 2007*).

In the City of Bayswater, the 2016 census data revealed that 15.1% of the population are 65 years and older, with the City having a higher than average percentage of older people residing in its municipality compared to other east metropolitan areas. The current population of the City of Bayswater is 66,050 of which the remaining 84.9% are made up of children, youth and families.

Mental health training in relation to a team environment was offered in the workplace in 2016, no specific dementia awareness training has been delivered.

EXTERNAL CONSULTATION

The City's Manager Community Development met with Alzheimer's WA Department Manager, Education and Consultancy in October 2018 to discuss their training and development services available in more detail.

In addition, officers contacted a number of other key organisations that support dementia and mental health training including Dementia Australia and Brain Ambulance to discuss suitable training options to be considered in conjunction with online training providers.

OFFICER'S COMMENTS

Overall investigations identified a broad range of available training options for staff, however many of the evaluated training modules focused on families living with dementia or direct health care professionals rather than targeted to frontline staff.

Alzheimer's WA has the ability to tailor training for the City depending on the City's immediate workforce needs i.e. understanding dementia; environment and; practical needs of people with dementia. These varied two hour tailored sessions provide a sound basis for understanding the principles of dementia. This is a training option the City will further pursue in 2019.

It is the view of the City officers that any staff training scheduled should aim to keep staff safe, educate and provide staff with insight in to how conditions such as dementia and mental health can affect a person's behaviour.

Considering that there are a number of conditions that may cause a change to mental capacity and/or behaviour a broader training approach would be most beneficial for the workforce into the future.

LEGISLATIVE COMPLIANCE

- Disability Access and Inclusion Plan (DAIP), 2016 to 2020.
- *Occupational Safety and Health Act 1984.*

FINANCIAL IMPLICATIONS

The following financial implications are applicable:

Item 1: Various costs for online training courses.

Asset Category:	N/A	Source of Funds:	Municipal
LTFP Impacts:	Nil		
Notes:	Online training costs vary significantly in cost depending on provider.		

Item 2: Alzheimer's WA tailored 2 hour training session for 20 staff.

Asset Category:	N/A	Source of Funds:	Municipal
LTFP Impacts:	Nil		
Notes:	Nil		

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL		INCOME (\$)	ASSET LIFE (YEARS)	WHOLE OF LIFE COSTS (\$)	CURRENT BUDGET (\$)
		MATERIALS & CONTRACT	STAFFING				
1	Various costs for online training (ranging from \$0 to \$6,000)	N/A	N/A	N/A	N/A	N/A	\$10,000
2	\$650 (Alzheimer's WA tailored training)	N/A	N/A	N/A	N/A	N/A	\$10,000

STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2017-2027, the following applies:

Theme: Our Community
 Aspiration: An active and engaged community
 Outcome B1: Accessible services that recognise diversity
 Outcome B3: Ensure the City's services and facilities are accessible and inclusive.

It is considered that dementia awareness training to staff will have a positive impact on the strategic direction as outlined in the City of Bayswater Strategic Community Plan 2017-2027 as it will assist staff to recognise and effectively respond to people that may be experiencing a change to their mental capacity and/or behaviour.

CONCLUSION

In order to successfully achieve the guiding strategies under Outcome area 4 in the City of Bayswater's DAIP 2016-2020 (detailed below), there is a need to focus on training that suits a wide range of disabilities.

- 'Quality Customer Service' all staff to have a high level of awareness and DAIP competency in their interactions with people with disability.
- Ensure that staff members involved in frontline customer service roles receive additional training on appropriate communication techniques and personal interaction skills.

In conjunction with the training that has already been completed, the City is looking at options for additional online training in the areas of mental health. Online training is cost effective, easily accessible and can be tailored to the needs of the organisation.

There are a number of online training providers that can deliver effective training in the management of a wide range of behaviours that are associated with dementia, mental health and a number of additional health conditions. It is the City's view that dementia awareness training for staff is an important consideration however one that should not necessarily be considered in isolation into the future.

Next Steps

- The City will further investigate online training options for the workforce to enhance their interactions with people with disability, including with those experiencing dementia and other mental health changes (holistic approach to training).

The City will schedule a two hour, tailored dementia training session with Alzheimer's WA in the months of May/June 2019 for its frontline staff, as an introduction to understanding the principles of dementia.

10. PREVIOUS MATTERS DEALT WITH NOT ON THE MINUTES**10.1 Completed actions from the Community Access and Inclusion Advisory Committee held 30 November 2018.**

- A Facebook post was completed in January asking for disability access and inclusion feedback, which has resulted in a couple of email enquiries.
- The relevant City branches have discussed the use of the Accessible Events Checklist, with focus placed on the use of the checklist for contractors.

11. GENERAL BUSINESS**11.1 Have a Go Day Video**

The Have a Go Day promotional video was played for the Committee. The Committee made the following suggestions:

- For the City to consider providing sub-titles for the promotional video.
- Promotions of the event should place more emphasis on its purpose.
- A list of stallholders should be on the promotional materials, if feasible.
- For the City to provide a list of the stallholders participating in the event once finalised for Committee members to make suggestions on attracting other stalls.

The Committee also queried whether the universal accessibility logo was the one agreed upon at a previous Committee meeting. It was discussed that another logo, endorsed by the previous DAIP Committee exists and should be used if allowable within the existing accessible logo usage standards.

11.2 Foreshore Access at Hinds Reserve

Cr Elli Petersen-Pik raised accessibility issues caused by soil erosion at the Hinds Reserve river foreshore. This area is utilised by the Bayswater Paddle Club, the ANA Rowing Club and Perth College. These clubs have requested the City consider solutions to prevent further soil erosion and improve accessibility.

The Manager Sustainability and Environment will meet with the three sporting Clubs using Hinds Reserve and come up with some options to present verbally at the next Committee meeting to improve Foreshore Access.

Manager Engineering Services will speak to Manager Sustainability and Environment regarding options and feasibility for reducing erosion at the specific section of the foreshore identified at Hinds Reserve.

Councillor Ehrhardt raised concerns about the lack of connectivity between the restrooms and accessible picnic table at Hinds reserve, which is an access barrier.

11.3 Access to Australia Post Parcel Collection Services

Cr Elli Petersen-Pik discussed Australia Post Parcel Collection Services in relation to the difficulties encountered by residents with accessibility issues when their items are not dropped off to the nearest collection centre.

A letter will be drafted by officers and signed by Cr Elli Petersen-Pik as Chairperson of the CAIAC to request Australia Post improves its Parcel Collection Service to benefit all residents, particularly those with disabilities.

11.4 Brick Paved Pathway Corner of Russell and Walter Roads

Ms Catherine Marion described an area of paving on the corner of Russell and Walter Roads in Morley. The brickwork in this area is uneven, creating challenges for people with accessibility issues.

The Manager Engineering Services will investigate the issues with the paving in this area and inform the Committee of the outcome at its next meeting.

11.5 New Recharge Point in Civic Centre

The Community Development Officer advised the City now has four recharge points, the latest of which is located in the Civic Centre reception area.

11.6 Projects discussed with the CAIAC

Cr Georgia Johnson asked the Committee if they had been kept up to date with and asked for feedback on relevant projects. The Committee confirmed that they had been asked for feedback into relevant projects such as the Bayswater Train Station upgrade and the Play Space Strategy.

12. CONFIDENTIAL ITEMS

Nil.

13. NEXT MEETING

The next meeting of the Community Access and Inclusion Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on 31 May 2019 commencing at **1:00pm**.

14. CLOSURE

There being no further business to discuss, the Chairperson, Cr Elli Petersen-Pik declared the meeting closed at 2:35pm.