

Agenda

Disability Advisory Group

Wednesday 15 May 2024

The next Disability Advisory Group will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Wednesday 15 May 2024**, commencing at **6:30 pm**.

8 May 2024

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1 ELECTION OF CHAIRPERSON

In accordance with section 5.12 of the *Local Government Act 1995* the members of the Committee are to elect a Chairperson (Presiding member) from amongst themselves in accordance with Schedule 2.3, Division 1.

2 OFFICIAL OPENING

3 ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member will deliver 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.

4 ATTENDANCE

Members

Cr Nat Latter
Cr Assunta Meleca
Cr Dan Bull
Cr Sally Palmer
Stuart Jenkinson
Eva Di Blasio
Kim Hutchinson
Caoibhe Hendy

Non-Voting Members

Michael Worthington
Fatima Al Ghanimi

Manager Environmental Health and Statutory Building
Transport Infrastructure Manager

Observers

Julie-Ann Gray
Bianca Sandri

Manager Community Development
Director Community Services

Leave of Absence

Nil.

4.2 Apologies

Kay Barnard

4.3 Approved Leave of Absence

Nil.

5 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.

6 TERMS OF REFERENCE

TERMS OF REFERENCE Disability Advisory Group

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

Three 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 Advisory Group to review their terms of reference and recommend any changes that are considered necessary. Please note at the Ordinary Council meeting held on the 30 April and then adjourned and reconvened on Monday 4 May 2024, Council have supported an additional elected member; Cr Sally Palmer.

7 CONFIRMATION OF MINUTES

Nil.

8 GENERAL BUSINESS**1. Introductions**

Group members to introduce themselves and their reasons for nominating on the group.

2. Code of Conduct

The City will provide an overview of the City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates, see link [here](#).

3. Draft Terms of Reference

Group to review draft Disability Advisory Group Draft Terms of Reference, provide feedback on any changes, as per Council resolution. Note: Change to membership to include an additional elected member (3).

4. Progress Report – Access and Inclusion

An update on Access and Inclusion projects/ initiatives that have been completed by the City of Bayswater delivered from September 2023 – February 2024 for noting. See **Attachment 1**.

5. Public Health Plan (PHP) Update

At the Ordinary Council Meeting held on 30 April and then adjourned and reconvened on Monday 4 May 2024, Council have supported an extension of the City's PHP to 2025.

6. Payment for Independent Members

As per Council Policy; payments to independent members of Committees and Advisory Groups Policy ID: 4681589. Link [here](#)

7. Other General Business

Attachment 1

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Library Services Manager
BRANCH	Community Development
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community.
ACTION	(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.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>Picnic in the Park</u> The City of Bayswater Library Service engaged an Auslan (Australian sign language) interpreter for Picnic in the Park with two Santa Storytimes sessions on Monday, 18 December 2023.
OUTCOME	Picnic in the Park was well attended with 350 adults and children. Engaging Auslan interpreters made the event accessible to hearing impaired community members and may also contribute to raising awareness of the Auslan language.

Image 1 Glenn Swift (Santa), an Elf and Auslan Interpreter at Santa Storytime.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Library Services Manager
BRANCH	Community Development
STRATEGY	1.2 Build disability confidence to enhance staff and community capacity.
ACTION	(a) Embed information to improve access and inclusion into City documentation, including grants, donations, sponsorships and events. This includes providing accessible public parking, public transport and alternative print.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>Sensory Storytime</u> The City Libraries ran a six-week program of Sensory Storytime program during Term Four, 2023. This program was developed with assistance from the Community Capacity Building team at Wanslea, who work with children with disability. The program is designed to be beneficial for children with sensory processing difficulties and encourages the use of all five senses.
OUTCOME	A total of 75 parents and children participated and enjoyed the program. Feedback from parents/ caregivers communicated that they saw an increase in confidence in their children over the course of the program.

Image 1: Sensory exploration tray at Sensory Storytime.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	1.2 Build partnerships to support people with disability to participate in their community.
ACTION	(e) Raise public awareness and understanding of people with disability by celebrating local achievements on 'International Day of People with Disability'.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>International Day of People with Disability</u> The City of Bayswater held A World of Ability: Stories and Cinema event at the City of Bayswater Civic Centre in December 2024, in partnership with Focus on Ability short film festival. The City of Bayswater successfully applied for a Developmental Disability WA International Day of People with Disability 2023 grant to assist with the cost. Paralympian Brad Scott shared his lived experience, in alignment with the 2023 International Day of People with Disability theme: My Life, My Community. Selected short films from the Focus on Ability Short Film Festival were also screened, and Auslan interpreters were provided at the event.
OUTCOME	Community members who attended heard from an inspiring Paralympian with lived experience of cerebral palsy. Attendees also enjoyed three short films that celebrate the achievements and abilities of people with disability.

Image 1: Brad Scott Speaking at; A World of Ability: Stories and Cinema.

Image 2: Auslan Interpreter at; A World of Ability: Stories and Cinema.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Building Operations Manager
BRANCH	Building Works
STRATEGY	2.1 Improve building accessibility in the planning, design and construction phases.
ACTION	(d) Allocate funds into the draft annual budget to address access barriers from audits to improve City owned buildings and facilities.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>Ongoing improvements to City of Bayswater facilities and infrastructure.</u> Clubrooms <u>Upper Hillcrest Clubroom</u> – New double accessible entry doors have been installed. <u>Pat O'Hara Clubrooms</u> – Paving raised to ramp up to door to improve building access. <u>Elstead Reserve Clubroom</u> – Accessible ramp installed (Images 1 and 2). Public Toilets <u>Riverside Gardens Public Toilet</u> – Two new Universal Access Toilets, modification in carpark with accessible bay and assessment of paths. <u>Hinds Reserve Public Toilet</u> – Paving works to improve accessibility to Universal Access Toilet. Community Centres <u>Morley Community Centre</u> – Entry modifications and accessibility improvements made to toilets. Reserves <u>Grand Promenade Reserve</u> – New Universal Access Toilet installed and connective paths.
OUTCOME	These changes help to improve accessibility to facilities and infrastructure within the City of Bayswater.

Images 1 and 2: Elstead Reserve Pidgeon Club accessible ramp installed.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Services
STRATEGY	2.3 Improve and promote accessible parking infrastructure.
ACTION	(b) Prioritise a capital works program to upgrade City owned and managed designated accessible parking bays to Australian Standards.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The Bedford Bowling Club and the Filipino Club requested that the City provide ACROD bays at each facility. The Bayswater Bowling Club requested for the provision of ACROD bays adjacent to the club entrance to accommodate the aged community attending the facility.
OUTCOME	A draft design has been commissioned to include three ACROD bays on the on-street parking on Catherine Street opposite the building and adjacent to the main door of the facility. This design is subject to change pending consultation (Images 1 and 2). A draft design has been commissioned to include four ACROD bays on Oval Street adjacent to the main entrance of the facility. This design is subject to change pending consultation (Image 3).

Image 1: Proposed ACROD Bay adjacent to the main building door at the Filipino Club.

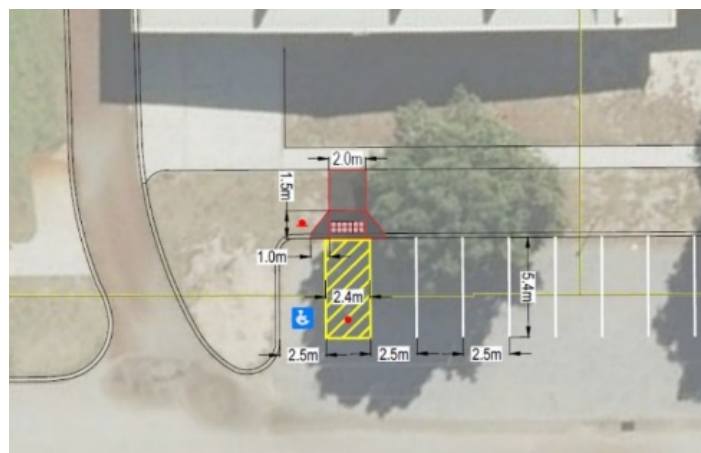


Image 2: Proposed ACROD bays adjacent to the main building access at the Bedford Bowling Club.

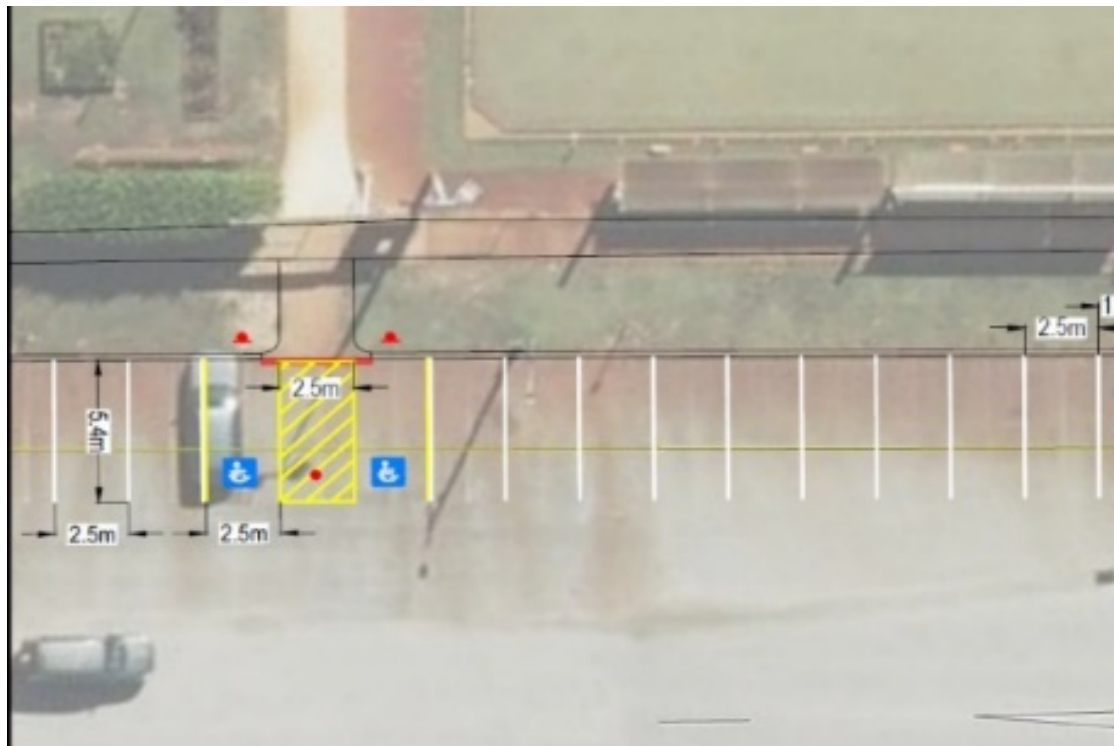
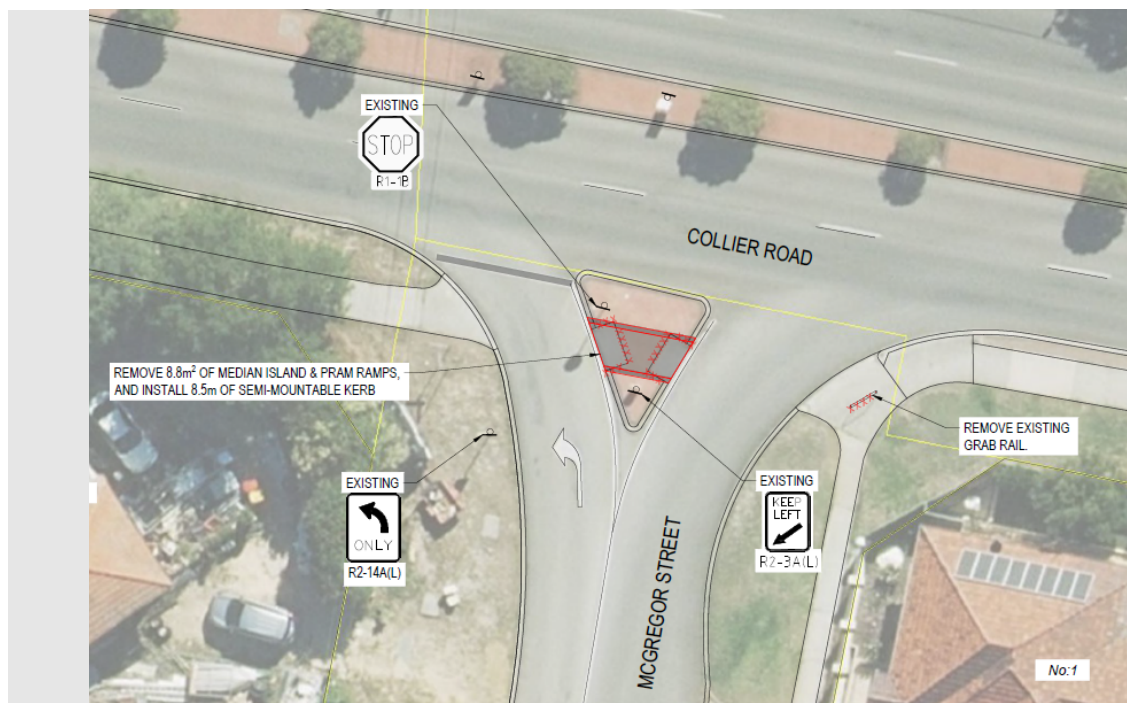


Image 3: Proposed ACROD bays at the Bayswater Bowling Club.



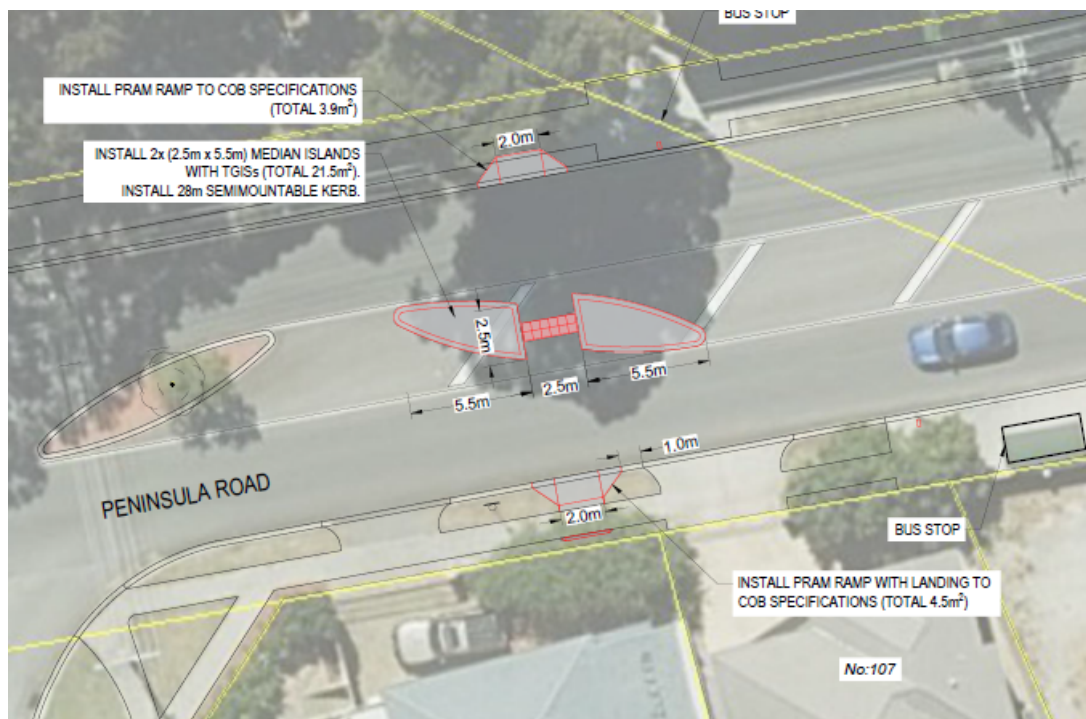
City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Services
STRATEGY	2.4 Improve the pedestrian network accessibility within town centres.
ACTION	(a) Implement a priority capital works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending).
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The City is planning to install compliant ramps across McGregor Street at Collier Road intersection for ease of movement for prams and wheelchair users.
OUTCOME	A draft design has been commissioned to remove the existing ramps and provide cut-throughs across the island for ease of the movement of the vulnerable road users. This design is subject to change pending consultation and any third-party approvals.

Image 1: Draft Design for the provision of island cut-throughs across McGregor Street at the Collier Road intersection



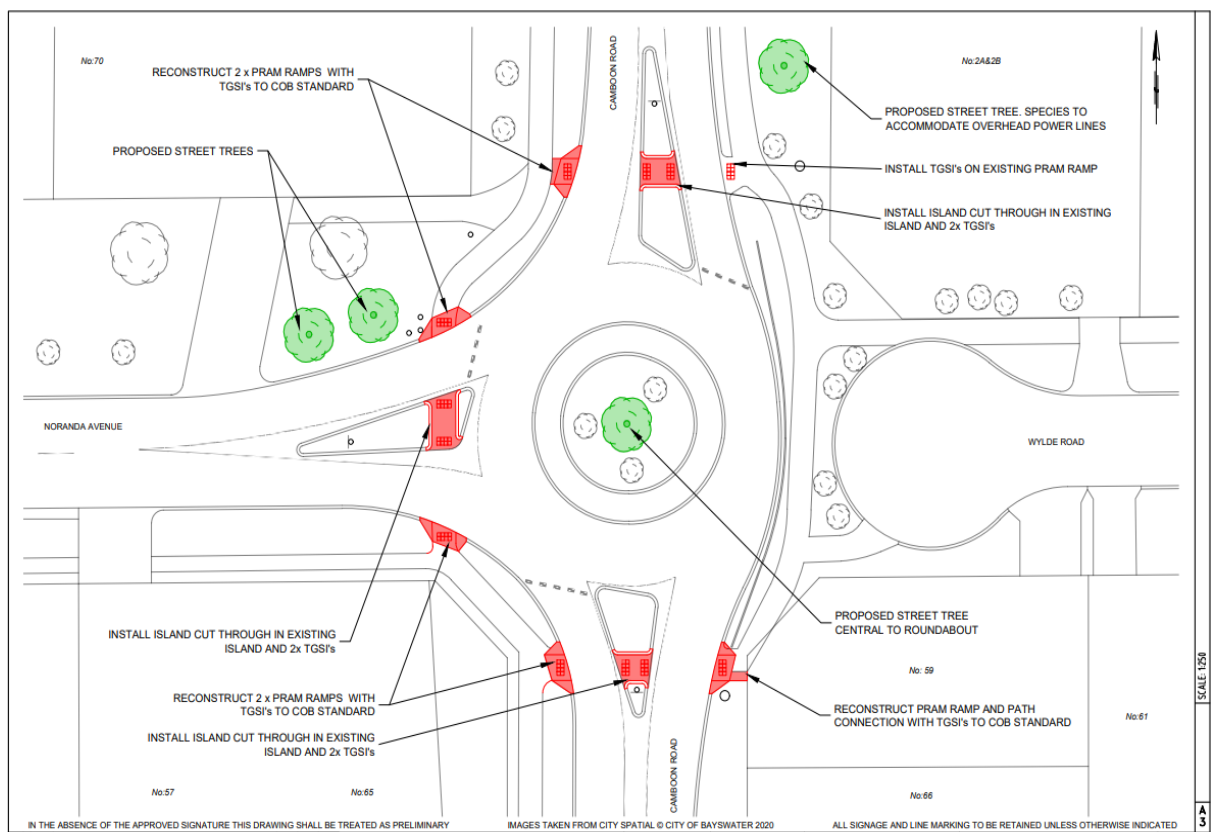
City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Services
STRATEGY	2.4 Improve the pedestrian network accessibility within town centres.
ACTION	(a) Implement a priority capital works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending).
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	A request was received regarding the inadequacy of crossings on Peninsula Road between Joseph Street and Kirkham Hill Terrace, where there are no ramps available, to get pram ramps and wheelchair users across the road.
OUTCOME	The provision of pram ramps midblock between the two side roads is being investigated ensuring that sufficient sightlines can be accommodated. A draft plan has been prepared and is subject to change pending consultation and third-party approvals.

Image 1: Draft design for the provision of pram ramps at Peninsula Road West of Kirkham Hill Terrace, Maylands.



City of Bayswater Access and Inclusion Plan 2020 – 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Works
STRATEGY	2.4 Improve the pedestrian network accessibility within town centres.
ACTION	(a) Implement a priority capital works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending).
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The existing roundabout at Camboon Road and Noranda Avenue lacked the median cut throughs and Tactile Ground Surface Indicators (TGSIs) for the accommodation of vulnerable road users utilising the crossings at the intersection.
OUTCOME	Pram ramps and associated TGSIs were constructed in November 2023.

Image 1: Design of the median cut throughs and TGSIs provision at the Camboon Road and Noranda Avenue roundabout.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Works
STRATEGY	2.4 Improve the pedestrian network accessibility within town centres.
ACTION	(a) Implement a priority capital works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending).
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The City of Bayswater received a resident request to extend the path from the pedestrian laneway opposite Weatherill Way and provide a safe pedestrian crossing facility across McGilvray Avenue.
OUTCOME	The path and ramps connecting to the bus stop were constructed in February 2024.

Image 1: Design of path connectivity and ACROD compliant crossing facility across McGilvray Avenue, Noranda.



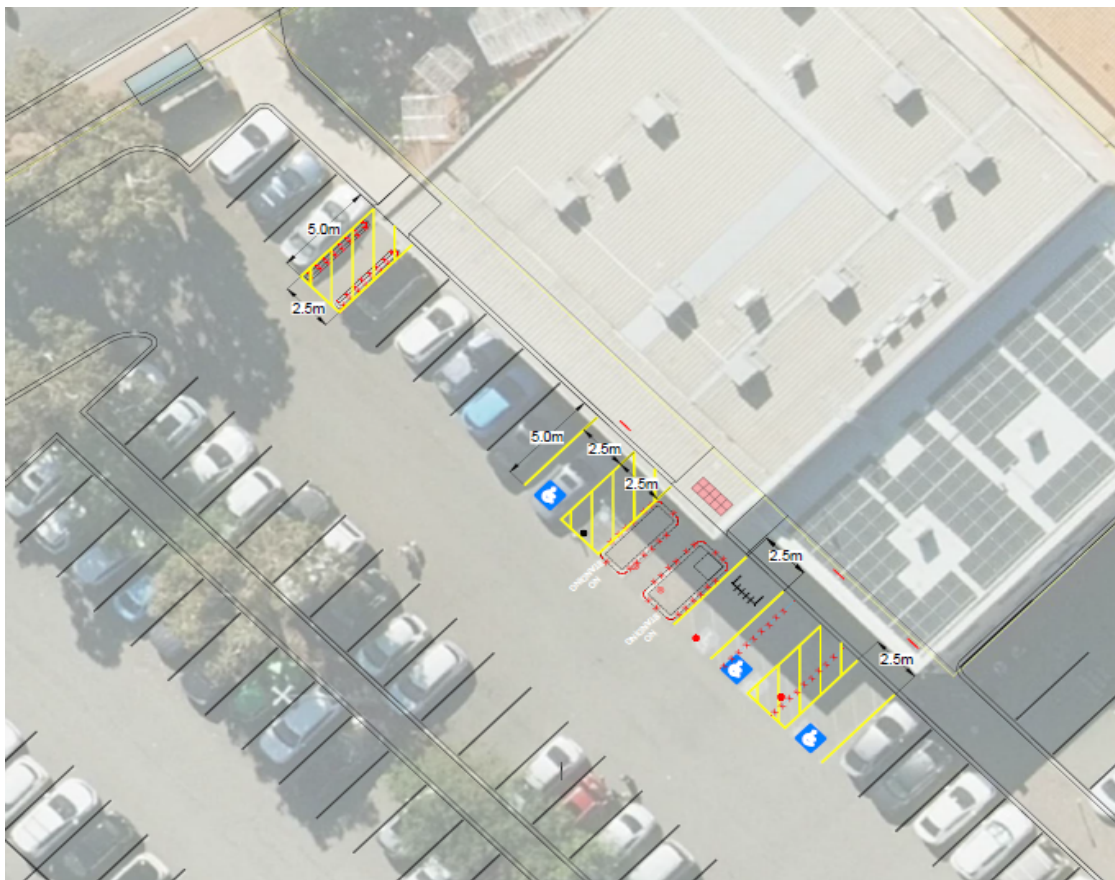
City of Bayswater Access and Inclusion Plan 2020 – 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Acting Manager Transport and Building
BRANCH	Engineering Works
STRATEGY	2.4 Improve the pedestrian network accessibility within town centres.
ACTION	(a) Implement a priority capital works program to improve the pedestrian network within the defined town centre precincts of Morley, Maylands and Noranda (Bayswater pending).
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The City of Bayswater received a resident request to provide crossing facilities across McGilvray Avenue at the Malaga Drive intersection, Noranda.
OUTCOME	Pram ramps and associated TGSI's were installed across McGilvray Avenue at the Malaga Drive intersection.

Image 1: Pedestrian ACROD Compliant Crossing Facilities across McGilvray Avenue, Noranda.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Transport Infrastructure Manager
BRANCH	Engineering Services
STRATEGY	2.3 Improve and promote accessible parking infrastructure.
ACTION	(a) Audit all City owned and managed accessible parking infrastructure to ensure all compliance with Australian Standards
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>Morley Library Entrance Report</u> A review of the car park and accessibility arrangement was conducted, and it was deemed that the access arrangement to the library was non-compliant.
OUTCOME	In response to the review a design has been prepared to modify access to the Morley Library in addition to the ACROD parking arrangement on site to upgrade all facilities to ACROD compliant.

Image 1: Modified design for the access arrangement and ACROD Bays at the Morley Library.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Environment Manager Parks and Environment
BRANCH	Parks and Gardens
STRATEGY	2.6 Develop accessible design and inclusive play spaces to support social development for people with a range of disability.
ACTION	(a) Design and develop play spaces in line with the City's Parks and Play Space Classification Hierarchy; providing accessible infrastructure and play equipment in parks, including continuous accessible pathways, fountains, shelter, shade, and seating. Where possible and appropriate, engage education and disability service providers in the design of play spaces across the City of Bayswater.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The City of Bayswater installed an accessible pathway at Houghton Park Tennis Courts from Babbington Crescent/ Bedford Street carpark to the tennis courts.
OUTCOME	There is now an accessible pathway at Houghton Park Tennis Courts for community members.

Images 1 and 2: Accessible pathway Houghton Park Tennis Courts.





City of Bayswater Access and Inclusion Plan 2020-2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Manager Communications and Marketing
BRANCH	Communications and Marketing
STRATEGY	3.1 Diversify accessible information and communication methods.
ACTION	(a) Provide information in accessible formats on request for people with disability.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	During this period, the City of Bayswater called for community member nominations for Disability Advisory Group and Inclusion and Diversity Advisory Group, demonstrating the City of Bayswater's commitment to working alongside members within this community. These nominations were communicated through the creation of a poster, digital screen, web news item, social posts and adverts. A video with open captions was created to promote nominations opening for the 2024 Community Citizen of the Year Awards. A video with open captions was also shared to promote the City of Bayswater Art Awards Exhibition. As per the City of Bayswater Access and Inclusion Plan 2020 – 2024, the City of Bayswater is committed to ensuring people with disability receive information from the City of Bayswater in a format that enables them to access as readily as other people: https://www.instagram.com/reel/Cx9ebLoPRzB/ https://www.facebook.com/bayswatercity/videos/1735828966890848/ https://www.instagram.com/p/CzdJWevvPeG/ <u>Annual Report</u> Across the January to February 2024 period, the City produced its Annual Report 22/23. As per the message on the inside front cover: This publication is available in alternative formats on request, including hard copy in large print or standard print, and electronic format. This publication can be found on the City's website and can be made available in languages other than English upon request. For the first time in the City's Annual Report, the message included the sentence "This information is available in other formats and languages upon request." in Chinese (simplified), Italian and Vietnamese, the top three languages spoken in the City after English.
OUTCOME	The City's open captioned videos are inclusive for community members who are deaf or hard of hearing, or who may be learning English as a second language.

Image 1: Inside cover of the City of Bayswater Annual Report 2022/23.

Accessibility

This publication is available in alternative formats on request, including hard copy in large print or standard print, and electronic format.

This publication can be found on the City's website and can be made available in languages other than English upon request.

可根据要求以其他格式和语言提供此信息。

Queste informazioni sono disponibili in altri formati e lingue su richiesta.

Chúng tôi có thể cung cấp thông tin này bằng những dạng và ngôn ngữ khác khi được yêu cầu.

City of Bayswater Access and Inclusion Plan 2020-2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Library Services Manager
BRANCH	Library and Customer Services
STRATEGY	4.1 Promote the City's commitment to access and inclusion in the Customer Service Charter.
ACTION	(a) Provide and promote a range of options for community members to connect and communicate with the City of Bayswater.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The Library Service actively advocates for diverse communication channels between the community and the City of Bayswater. Libraries often serve as the initial point of contact for information seekers, our Library staff are consistently observed aiding individuals in navigating the City of Bayswater's website. Staff provide assistance and hardcopy documentation for those without access to a computer and/or the skills to use one.
OUTCOME	This commitment ensures that community members have a range of accessible options to connect and communicate with the City of Bayswater.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Coordinator People and Culture
BRANCH	People, Culture and Safety
STRATEGY	4.2 Build disability confidence to enhance staff and community capacity.
ACTION	(b) Provide disability awareness and mental health training for staff, using specialist providers and people with lived experience.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	<u>Mental Health First Aid Training</u> The City of Bayswater provided Mental Health First Aid training to approximately 32 staff in October 2023, to assist staff understanding how to identify and provide support in a mental health crisis. <u>Mental Health Week</u> The City of Bayswater hosted a Mental Health Week program for staff in October. Activities included yoga sessions, guest speakers talking about mental health awareness – webinars on finance, mental health, meditation activities online, a gratitude board, fruit for staff and more.
OUTCOME	These initiatives build confidence to enhance staff and community capacity.

City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	6.1 Consider access and including in community engagement planning process.
ACTION	(a) Embed access and inclusion in community engagement planning process.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	City Officers held two sessions at Durham Road School to engage with students and hear what is important to them, and to receive feedback and input for youth planning.
OUTCOME	Young people took part in activities and shared their views on a range of topics. This will help the City of Bayswater identify needs of young people in the community.

Image 1: City Officer engaging with Students at Durham Road School.



City of Bayswater Access and Inclusion Plan 2020 - 2024 INFORMATION UPDATE REPORT: SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	7.2 Continue investment in building and promoting an inclusive workplace culture.
ACTION	(b) In consultation with staff, review workplace design and ergonomics to enable reasonable adjustments for staff with disability.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The City aims to provide an inclusive and flexible recruitment process and practice and improve accessibility of work facilities to enable more employment of people living with disability. To assist in meeting this aim, the <i>Workplace Adjustments Management Practice (WAMP)</i> has been developed in collaboration between the Access & Inclusion Officer and members of People, Culture & Safety team. The WAMP provides a guiding framework for the City to support and enable people with disability, during recruitment and employment, through the provision of reasonable adjustments to the physical environment to accommodate disability. The Workforce Diversity & Inclusion Committee has informed the WAMP to ensure it takes into consideration workplace design and ergonomics to enable reasonable adjustments for those with a disability.
OUTCOME	The <i>Workplace Adjustments Management Practice (WAMP)</i> , endorsed by ELT in February 2023 will provide a framework for the City as an employer that promotes and embraces diversity in its workforce.

Initiatives outside of the City of Bayswater's Access and Inclusion Plan SEPTEMBER 2023 – FEBRUARY 2024	
AUTHOR	Coordinator People & Culture
BRANCH	People, Culture and Safety
STRATEGY	7.2 Continue to invest in building and promoting an inclusive workplace culture.
ACTION	(a) In consultation with staff, review workplace design and ergonomics to enable reasonable adjustments for staff with disability.
DELIVERABLE	☐ 2020/21 ☐ 2021/22 ☐ 2022/23 ☒ 2023/24
INFORMATION	The Employment Assistance Fund (EAF) gives financial help to eligible people with disability and mental health conditions and employers to buy work related modifications, equipment, Auslan services and workplace assistance and support services. The EAF is available to eligible people with disability who are about to start a job, are self-employed or who are currently working. In February 2023, an Employment Assistance Fund application via Job. Access was submitted on behalf of a City of Bayswater employee. The scope of works included changes to doors for improved access, changes to swipe control, changes to the staff toilet.
OUTCOME	In August 2023, the City was awarded an accessibility grant (\$36,907) to provide for modifications to the Bayswater Library through the Employment Assistance Fund. Building modifications were approved by the CEO and this will increase accessibility at Bayswater Library for employees with disability.

The following section refers to additional initiatives that the City of Bayswater has delivered for access and inclusion, outside of the plan.

Diversity initiatives outside of the City of Bayswater's Access and Inclusion Plan SEPTEMBER 2023 – FEBRUARY 2024	
INFORMATION	<u>Wheelchair and Seated Yoga</u> The City of Bayswater held wheelchair and seated yoga at the Bayswater Library on 7 October 2023 and the Morley Library on 14 October 2023. These sessions were run by a local yoga instructor who is also an Occupational Therapist.
OUTCOME	Both sessions were booked-out and very well received.
INFORMATION	<u>Dementia without Loneliness Workshop</u> On the 13 November 2023 the City of Bayswater hosted a free workshop on inclusive communication for those living with Dementia. The Dementia without Loneliness workshop was presented by guest speaker Micheal Verde who is an award-winning writer, speaker, documentary producer and globally recognized thought leader in the field of dementia care.
OUTCOME	The Dementia without Loneliness workshop: • Identified the common factors contributing to the emotional isolation of people with dementia-related cognitive impairments. • Introduced participants to person-centred communication that mitigates/ends emotional isolation; and • Illustrated person-centred communication with video footage.
INFORMATION	<u>Rangers and Security</u> The City of Bayswater continues to enforce parking offences in ACROD bays and remove obstructions from access points to enable safe passage by all users. The City of Bayswater has been nominated to participate in a program called the Disability Inclusion Emergency Plan (DIEP). It is being led by the University of Sydney who sought nominations from local governments to host a DIEP forum, involving service providers, emergency services personnel and people with disabilities to plan for and be prepared for emergency situations.
OUTCOME	The City of Bayswater awaits the outcome of the nomination.

Image 1: Guest Speaker Michael Verde Presenting Dementia without Loneliness Workshop to community members.



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 a date and time to be advised.

10 CLOSURE