

Agenda

Disability Advisory Group

Tuesday 15 September 2026

The next Disability Advisory Group will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on ***Tuesday 15 September 2026***, commencing at ***4:30 pm***.

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1 OPENING AND ACKNOWLEDGEMENT OF COUNTRY

The Chairperson, Cr Calla Loiacono, will open the meeting and 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.

2 ATTENDANCE

Members

Cr Calla Loiacono	Chairperson
Cr Nat Latter	Deputy Chairperson
Eva Di Blasio	
Debra Hill	
Rebecca Hocking	
Stuart Jenkinson	
Kara Perrin	
Lucy Rule	
Xavier Teo	

Officers

Ryan Hall	Director Community Services
Melissa Shaw	Manager Community Planning
Amy Tolley	Community Strategy and Programs Manager
Laura Bullock	Community Development Officer
Manon Arnold	Executive Assistant Community Services (minute-taker)

Apologies

No apologies have been received at the time of agenda distribution.

3 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.

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

Two Elected Members as appointed by Council.

Up to eight Community Members.

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.

Community members will be appointed and paid in accordance with the *Independent Advisory Group Members Policy*.

All Councillors are appointed as Deputies.

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 three times per year, or as required, 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

5 CONFIRMATION OF MINUTES

The Minutes of the Disability Advisory Group held on Tuesday 26 May 2026 be accepted.

6 ITEMS FOR DISCUSSION

6.1 Update on previous action items

The Manager Community Planning will provide an update on the previous meeting's action items for members' noting.

6.2 Inclusive Bayswater: Access and Inclusion Plan 2025 – 2030

6.2.1 Seeking input and comment on key 2026 - 2027 projects and 2027/28 Corporate Business Planning

An interactive workshop will be held with Advisory Group members and City officers to explore priority projects, services and key milestones that will guide the implementation of the Inclusive Bayswater Access and Inclusion Plan 2025-2030. Outcomes from the workshop will inform delivery priorities for the remainder of the 2026/27 financial year and support the development of the 2027/28 Corporate Business Plan.

As part of this discussion, the City seeks input and comment on its user-friendly draft Accessibility Audit Checklist in **Attachment 1** for staff to support the consistent collection and publication of facility access information on the City's website.

The Disability Advisory Group is invited to read through the checklist ahead of the meeting and provide any comments on the checklist, particularly in relation to accessibility ("Can I get there?") and inclusion ("Can I participate?"). Comments will help the City to ensure the information reflects the lived experiences and practical needs of people with disability and/or from diverse backgrounds.

6.2.2 Inclusive Bayswater: Access and Inclusion Plan 2025 – 2030 Information Update Report

An information update report on *Inclusive Bayswater: Access and Inclusion Plan 2025 – 2030* actions that have been delivered between April - August 2026 is provided in **Attachment 2** for members' review and noting.

Accessibility Audit for Buildings & Facilities			
Audited venue (select from dropdown):	Civic Centre		
Audited by:	Audit date:		
From car park to entry			 Comment
Drop-off zones, accessible parking and accessible public transport nearby	☐	☐	☐
Continuous accessible path of travel from transport arrival to front entrance or activity area	☐	☐	☐
Accessible and useful directional signage outside venue	☐	☐	☐
Accessible step-free entrance	☐	☐	☐
Venue outside is well lit and feels safe	☐	☐	☐
Wide self-opening or easy-to-open doors	☐	☐	☐
Enough space for assistants and wheelchairs to pass each other, on paths and around play equipment	☐	☐	☐
Outdoor seating is available	☐	☐	☐
Outdoor spaces have shade available	☐	☐	☐
Outdoor spaces are free from clutter/hazards	☐	☐	☐
Where is the location of the nearest...			
Bus stop: _____	Write here		
Train station: _____	Write here		
What information is currently on the website about this place? (select multiple)			

Entrances and doorways			
			 Comment
D-style lever door handles at an accessible height	☐	☐	☐
Door opening width is wide enough for a wheelchair user and companion	☐	☐	☐
Doors are able to be opened and closed independently by people using mobility	☐	☐	☐

Assistance animal welcome sticker at entry ☐ ☐ ☐

Clear space between furniture for people to move mobility devices ☐ ☐ ☐

Internal paths of travel				Comment
Wide, clear internal walkways for easy circulation	☐	☐	☐	
Continuous accessible paths of travel from front door to activity area and other destinations (e.g. toilets) within venue	☐	☐	☐	
Internal stairs have accessibility features (e.g. handrails, Tactile Ground Surface Indicators)	☐	☐	☐	
Accessible and useful venue and directional signage inside venue	☐	☐	☐	
Low-pile carpet or slip-resistant floor	☐	☐	☐	
Accessible area with circulation space to socialise	☐	☐	☐	
Ramp or lift access to all levels	☐	☐	☐	
The indoor space is well lit, with good luminous (colour/light) contrast	☐	☐	☐	
Public spaces and walkways are free from clutter/hazards	☐	☐	☐	
Easy to find my way around the venue, with clear signage and cues	☐	☐	☐	
Functional accessibility and participation				Comment
Reception counters are accessible to people standing or sitting	☐	☐	☐	
Activity area is accessible for people using mobility devices	☐	☐	☐	
Various seating options available	☐	☐	☐	
Hearing loops in place with signage	☐	☐	☐	
Emergency evacuation plan/signage considers people with disability	☐	☐	☐	
Accessible activities are offered (e.g. Auslan interpreted, captioned, Audio Described)	☐	☐	☐	
Audible and visual scoring system	☐	☐	☐	
Seating with backs and armrests	☐	☐	☐	
Quiet room is available for those who may have sensory overload	☐	☐	☐	
Drinking water is available	☐	☐	☐	

Food, beverage and reception counters are accessible (if applicable)	☐	☐	☐
Information is available in different formats (e.g. large print)	☐	☐	☐
Could any significant symbols and visual cues be installed?	Write here		
Could the Inclusivity Statement be installed anywhere? If so, where?	Write here		
Sanitary facilities and change areas			
Accessible toilet/s with clear signage that includes Braille	☐	☐	☐
Ambulant toilet/s with clear signage	☐	☐	☐
Accessible baby change and/or feeding area	☐	☐	☐
Gender-neutral toilet	☐	☐	☐
Changing Places facility	☐	☐	☐
Accessible shower/change areas	☐	☐	☐



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Infrastructure Projects
Strategy	1.1. Support the community to hold events that prioritise accessibility and inclusion throughout planning, design and delivery
Action	1.1.1. Continue to promote information and provide community upskiller programs for sporting clubs and community groups including information on how to make services and events more accessible and inclusive
Deliverable	☑ 2025/26
Information	<u>Community Upskiller sessions</u> The City delivered three Community Upskiller Sessions during the quarter: Child Safeguarding, Cultural Diversity and Inclusion, and Mastering Ceremonies for Beginners. These sessions were designed to build the capability of community groups and sporting organisations to create safer, more inclusive and welcoming environments. The training provided practical tools and knowledge to support accessibility, cultural inclusion and respectful engagement. By strengthening the skills of local organisations, the sessions contribute to more inclusive programs, events and services across the community.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	1.1. Support the community to hold events that prioritise accessibility and inclusion throughout planning, design and delivery
Action	1.1.4. Develop the capacity and confidence of staff and community with ongoing training to support and deliver accessible and inclusive events, services and programs within the City of Bayswater
Deliverable	☑ 2025/26
Information	<u>Sport4All launch</u> On Wednesday 1 July, the City successfully launched the Sport4All partnership program at the Morley Sport and Recreation Centre. The launch event brought together representatives from local sporting clubs, schools and councils to learn about the program and its role in supporting greater inclusion in community sport. Partnering with the City and funded federally, Sport4All supports local clubs, community groups and sporting organisations to build their confidence and capability in delivering inclusive programs. Presenters from Sport4All shared insights into the program's objectives and highlighted practical ways organisations can create more inclusive opportunities for people with disability to participate in sport and recreation activities. An Auslan interpreter was present to enable access for the present Deaf community member(s). The event provided a valuable opportunity for networking, knowledge sharing and discussion around inclusive practices. The City appreciates the strong support shown by attendees and acknowledges the contribution of the Morley Sport and Recreation Centre team in delivering a successful launch event. Through the Sport4All program, the City is continuing to support initiatives that promote participation, belonging and equitable access to sport and recreation for all members of the community.



Image 1: The Sport4All team, Community Planning team, Recreation team, and Councillors posing for a photo.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	1.2. Build partnerships and engage diverse community groups and organisations to facilitate and promote events more widely for increased participation
Action	1.2.2. Identify, encourage and support LGBTQIA+, CaLD and disability community groups and organisations to apply for City grants and facilitate inclusive events for all
Deliverable	☑ 2025/26
Information	<u>Cahoots Social Space supported by Better Bayswater grant</u> As part of the City's goal to encourage and support diverse community groups and organisations to apply for City grants, it has supported Cahoots in successfully applying for a Better Bayswater grant to run the Get Social with Cahoots (GETS). GETS is a series of programs for young people living with a disability aged 6-17 in a social and inclusive environment. Beginning in May 2026, the program is delivered at the Bayswater Family Centre and will include eight after-school sessions for young people aged 12-17 years. Facilitated by Cahoots and supported by the City, the sessions will provide a free, welcoming and inclusive environment where participants can connect with peers and participate in activities based on their interests. The need for additional social programs was identified through Cahoots' Parents and Carers Reference Group, which highlighted limited opportunities for young people with disability to engage in after-school social activities locally. Cahoots is a non-for-profit NDIS provider that runs inclusive camps and programs for children and teens living with a disability. Cahoots creates inclusive opportunities for people living with a disability and others that face challenges in developing friendships, skills and confidence.



CAHOOTS SOCIAL SPACE

A NEW FRIDAY HANGOUT FOR TEENS

4:00–6:00PM ON FRIDAYS | AGES 12–17 YEARS
FREE PROGRAM | REGISTRATIONS ESSENTIAL

Safe, inclusive and welcoming, teen-only space.
 Support workers welcome.

1300 103 880
 cahoots.org.au
 info@cahoots.org.au

For more information and to sign up, Please scan the QR code!

PROUDLY SUPPORTED BY

lotterywest yacwa CITY OF BAYSWATER
 We create City - Quality lives

CAHOOTS
 camps & adventures
 for all abilities

Image 1: Cahoots Social Space flyer.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Facilities
Strategy	1.2. Build partnerships and engage diverse community groups and organisations to facilitate and promote events more widely for increased participation
Action	1.2.2. Identify, encourage and support LGBTQIA+, CaLD and disability community groups and organisations to apply for City grants and facilitate inclusive events for all
Deliverable	☑ 2025/26
Information	<u>Inclusive Storytime Program</u> The City's libraries delivered a range of inclusive Storytime experiences designed to welcome different families and communities into library programs. For this reporting period these included Mums and Muffins and Rainbow Storytime, providing opportunities for families to connect, participate in shared literacy experiences and see diverse families and communities reflected through library programming. The programs supported inclusive participation and contributed to welcoming library spaces where children and families from diverse backgrounds could connect through stories and shared experiences. The activities promoted diversity, belonging and community connection while providing inclusive opportunities for families to participate in library programs.
	 Image 1: Mums and Muffins at Maylands Library.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	1.3. Improve availability of accessible features at events and services
Action	1.3.4. Provide sensory friendly activities and a quiet zone at selected City events where possible
Deliverable	☑ 2025/26
Information	<u>Quiet Zone presented by Bayswater Youth Advisory Council</u> At the 2026 Avon Descent Festival the Youth Advisory Council provided a sensory-friendly quiet zone as part of their engagement. This space featured rock painting, noise cancelling earmuffs, comfortable couches and sensory toys. This engagement provided a safe and welcoming space for attendees of the Avon Descent to take a break from the event, while also creating an opportunity for the YAC to engage with the community in a sensory-friendly and youth-focused way.
	 Image 1: The Quiet Zone at Avon Descent.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Parks and Environment
Strategy	1.4. Increase access and inclusion awareness with City engaged agents, contractors, local businesses and service providers
Action	1.4.1. Promote where appropriate and maintain the City's assisted waste collection service to support the independence of eligible residents in their homes
Deliverable	☑ 2025/26
Information	<u>Assisted waste collection service</u> The City continued to provide and promote its Assisted Waste Collection Service for eligible residents who are unable to move bins to and from the kerbside independently. The service supports residents to remain independent within their homes and ensures equitable access to essential waste services. Promotion through the City's website has helped maintain community awareness of the service.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	2.1. Maintain and upgrade City buildings, facilities, and infrastructure to improve accessibility, inclusion and safety in all stages from planning to construction
Action	2.1.1. Develop a checklist process for auditing the accessibility and inclusion of premises that officers can use as a guide
Deliverable	☑ 2025/26
Information	<u>Accessibility audits of City facilities</u> Discussions commenced between the Buildings and Transport, and Projects and Infrastructure teams to review current accessibility auditing processes for City facilities and community centres. Several challenges and opportunities were identified, including funding requirements for accessibility upgrades to older infrastructure. Accessibility audits are scheduled to commence next quarter and will help inform future improvement works and investment priorities.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Transport and Buildings
Strategy	2.1. Maintain and upgrade City buildings, facilities, and infrastructure to improve accessibility, inclusion and safety in all stages from planning to construction
Action	2.1.1. Develop a checklist process for auditing the accessibility and inclusion of premises that officers can use as a guide
Deliverable	☒ 2025/26
Information	<u>Accessibility audit framework and website improvements</u> The City met with accessibility representatives to discuss the development of facility accessibility audits and a standardised audit checklist. The proposed framework will help identify accessibility features, barriers and upgrade requirements across City facilities. The project will also support improvements to accessibility information published on the City's website, helping residents better understand available access features.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 – 2030 Information Update Report: April 2026 – June 2026	
STRATEGY	2.1. Maintain and upgrade City buildings, facilities, and infrastructure to improve accessibility, inclusion and safety in all stages from planning to construction
ACTION	2.4.3. Improve the range of accessible and inclusive restroom facilities such as all gender restrooms, Changing Place facilities, and child and adult change tables
DELIVERABLE	☑ 2025/26
INFORMATION	<u>Morley Noranda Recreation Club Soccer Change rooms</u> The project has delivered four new changerooms for men's and women's teams, with bench seating, seated toilets and showers with individual change spaces. The upgrades also include a universal accessible toilet, dedicated referees' change space, large storage room and improved accessible pathways throughout.
OUTCOME	Provided a new changing facility that caters for all genders, with a universal accessible toilet and compliant external pathways.
	

Image 1: Exterior of the new change room facility



Image 2: Changeroom wet area



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Financial Services
Strategy	2.1. Maintain and upgrade City buildings, facilities, and infrastructure to improve accessibility, inclusion and safety in all stages from planning to construction
Action	2.1.2. Engage accredited access consultants to conduct audits and prepare remedial action plans for upgrades to City buildings
Deliverable	☑ 2025/26
Information	<u>Inclusivity Statement</u> The City's Inclusivity Statement has been incorporated into all Request for Quote and Request for Tender templates since September 2025. By embedding the statement within procurement processes, the City reinforces its commitment to inclusion, diversity and respectful conduct, while ensuring suppliers and contractors are aware of the City's expectations.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Infrastructure Projects
Strategy	2.4 Prioritise accessibility and inclusion of diverse groups in the planning, design and development of new City assets or features
Action	2.4.1. Embed universal access considerations into the Project Management Framework, including procurement, approvals, and construction
Deliverable	☑ 2025/26
Information	<u>Footpath Policy amendment and accessibility review</u> The City amended its Footpath Policy and commenced a universal accessibility review of Hinds Reserve to ensure accessibility considerations remain embedded in infrastructure planning. These initiatives support improved access and participation for people with disability, older adults and others who may experience mobility barriers. Findings will inform future infrastructure improvements.



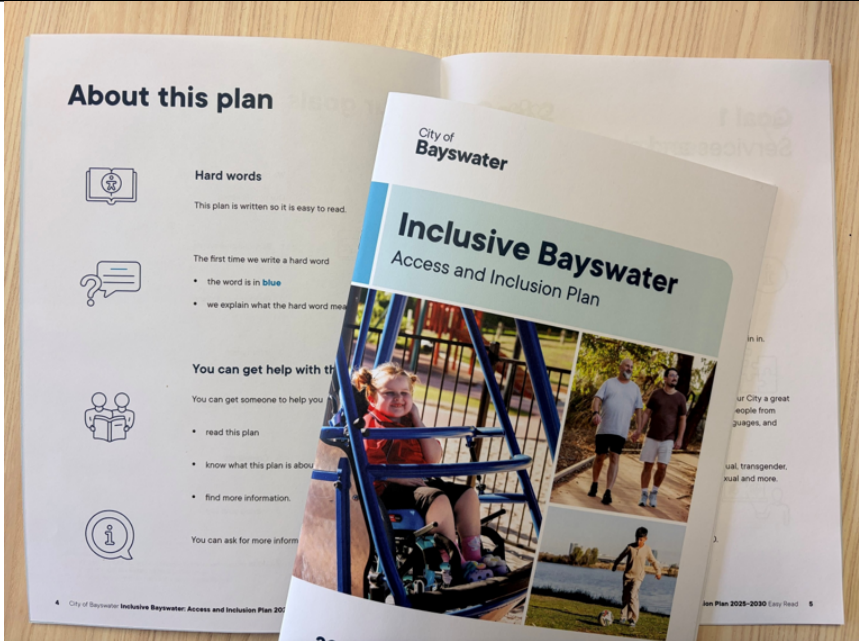
Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	2.5 Improve accessibility and inclusion information about City buildings, facilities and venues
Action	2.5.5. Investigate the display of significant symbols and visual cues on City buildings and facilities that promote an inclusive and safe space such as a rainbow flag symbol, Aboriginal and Torres Strait Islander flag symbols and assistance dog symbol
Deliverable	☑ 2025/26
Information	<u>Hidden Disabilities Sunflower public launch</u> The City of Bayswater is proud to have joined the Hidden Disabilities Sunflower initiative to support community members living with non-visible disability. This was a project planned and implemented by the Community Planning team in collaboration with the People, Culture and Safety team. Over 50% of customer-facing staff have now completed Hidden Disabilities Sunflower training, with the help of the PCS team delivering training in-person to casual staff at outstations. The City publicly launched its participation in the initiative to the broader community on 4 August and began providing free Hidden Disabilities merchandise to the public. Staff from across the City can now wear Sunflower initiative branding to indicate they have completed the training and are able to provide support. Following the public launch, visual cues such as posters and window decals will be installed on City buildings and facilities to demonstrate participation in the program. In addition, the City is exploring options to action advice from the Disability Advisory Group – which is to create a City branded 'Everyone is welcome here' decals for display on City buildings and facilities. This initiative showcases support and inclusion for LGBTQIA+ and CALD community members.



Image 1: Library and Community Centre staff who have completed training.



Image 2: Hidden Disabilities Sunflower information poster displayed at the reception desk at The RISE in Maylands.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	3.3. Improve accessibility of, and access to, information about City documents and processes via alternative formats, language translations and support options
Action	3.3.1. Provide the City's Access and Inclusion Plan in Easy English to encourage the participation of people with disability, people from diverse backgrounds or with low literacy
Deliverable	☑ 2025/26
Information	<u>Design and printing of Access and Inclusion Plan</u> The City engaged Blend Creative, a design consultancy employing designers with disability, to design the Inclusive Bayswater: Access and Inclusion Plan. Corporate and Easy English versions of the Plan have now been finalised in both digital and hard-copy formats, improving accessibility of information and supporting broader community understanding of the Plan.
	 Image 1: Open spread of the Easy Read version with the standard version overlaid on top.

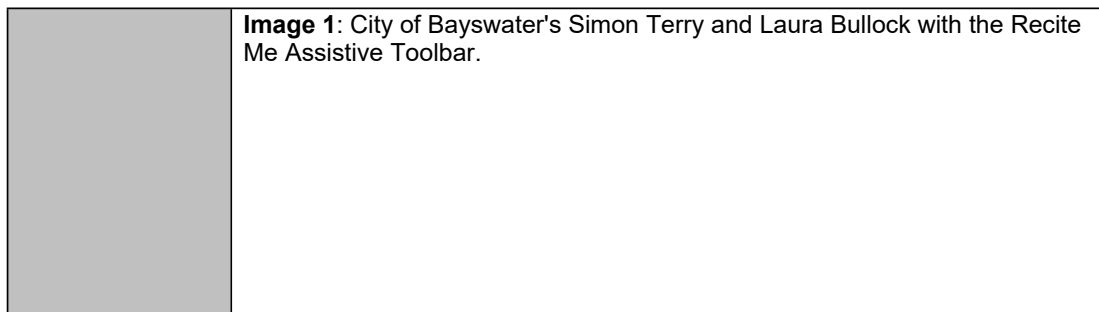


Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030	
Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	3.4. Increase staff capacity to develop accessible and inclusive written and visual content on City communication platforms
Action	3.4.1. Explore opportunities to build capacity in staff to develop Easy English documents and organise Auslan and other language interpreters
Deliverable	☑ 2025/26
Information	Review of staff access and inclusion resources Community Planning commenced a review of accessibility-related resources available to staff on Baynet, including guidance on accessible documents, interpreters and relay services. This work complements the new Diversity and Inclusion page and aims to ensure staff have access to practical resources that support inclusive communication and service delivery.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	3.4. Increase staff capacity to develop accessible and inclusive written and visual content on City communication platforms
Action	3.4.2. Create a dedicated Access and Inclusion page on Baynet (internal intranet) to provide guidance and resources for staff, for example: - Promoting the 'Guide to Accessible Events, Services and Information' once developed - Using inclusive language - Preferred suppliers - Guidance for best practice reporting for Plan progress and City Advisory Groups, once reviewed
Deliverable	☑ 2025/26
Information	<u>New Diversity and Inclusion page on Baynet</u> Created in partnership with People, Culture and Safety, the dedicated Diversity and Inclusion page on Baynet is now published and has 458 views by staff currently. The page provides comprehensive guidance, how-to guides and resources, and best practice information for many diversity groups such as people with disability, LGBTQIA+ people, women, youth, CALD and more. It also includes information about the City's partnership with the Hidden Disabilities Sunflower initiative.

Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Planning
Strategy	3.5. Review the accessibility of information in digital formats
Action	3.5.1. Continue to improve accessibility of the City's website in line with industry standards
Deliverable	☑ 2025/26
Information	<u>ReciteMe Accessibility Toolbar launch</u> In May, the City launched the new ReciteMe Accessibility Toolbar on its website, making it more user friendly for community members with a disability or from linguistically diverse backgrounds. The assistive toolbar allows visitors to access content in a way that works best for them. Accessibility tools available include text-to-speech, font adjustment, colour customisation and a translator to make content available in more than 130 languages. The toolbar can be used across mobile devices and desktop computers and aligns with the City's Inclusive Bayswater: Access and Inclusion Plan 2025-2030. The toolbar can be found in the top left corner of the City's website.
	





Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	People, Culture and Safety
Strategy	3.5. Review the accessibility of information in digital formats
Action	3.5.2. Review the City's internal platforms such as Baynet, Litmos, and employee induction documents (e.g. subtitles and transcript for all videos)
Deliverable	☑ 2025/26
Information	<u>Improved onboarding process</u> The City's Diversity and Inclusion Questionnaire for new employees was reviewed and updated as part of ongoing improvements to the onboarding process. All internally developed training materials remain available in accessible formats, including text and audio options, ensuring new employees can access information in ways that meet their needs. These improvements support an inclusive workplace experience from commencement.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	Community Facilities
Strategy	3.5. Review the accessibility of information in digital formats
Action	3.5.2. Review the City's internal platforms such as Baynet, Litmos, and employee induction documents (e.g. subtitles and transcript for all videos)
Deliverable	☑ 2025/26
Information	<u>Accessible Support for the WA Fuel Support Payment</u> The City's libraries provided practical assistance to community members accessing the WA Government Fuel Support Payment. Recognising that not all community members were able or confident to access the application digitally, libraries provided paper application forms, reply-paid envelopes and photocopying, as well as assistance with accessing digital application options. The initiative reduced digital and administrative barriers by providing accessible, face-to-face and non-digital support options through local libraries. Between July and August 2026, 2,888 community members were assisted with the Fuel Support Payment, demonstrating the role of libraries in supporting equitable access to government information and services.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	People, Culture and Safety
Strategy	7.1. Explore ways to increase employment opportunities for people with disability and people from diverse backgrounds within the City
Action	7.1.1. Promote employment opportunities widely, in a range of formats and through Disability Employment Services and disability networks
Deliverable	☑ 2025/26
Information	<u>Disability Employment Services</u> The City continues to work with a number of Disability Employment Service providers to support employment opportunities for people with disability. These partnerships help connect the City with a diverse talent pool while providing specialist advice and support when required, contributing to a more inclusive workforce.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	People, Culture and Safety
Strategy	7.2. Review the accessibility, inclusivity and flexibility of recruitment and induction processes, and work practices for people with disability and people of all ages and backgrounds
Action	7.2.3. Provide information in recruitment materials and advertisements to encourage applications from people with disability, Aboriginal and Torres Strait Islander peoples, people from diverse backgrounds and people of all ages
Deliverable	☒ 2025/26
Information	<u>Promotion of employment opportunities</u> The City continues to promote itself as an inclusive employer through recruitment practices and targeted advertising, including ongoing use of the Aboriginal Jobs Board. All job advertisements encourage applications from people with disability, Aboriginal and Torres Strait Islander peoples, and people from diverse backgrounds. Workplace adjustment options are also promoted throughout the recruitment process.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	People, Culture and Safety
Strategy	7.2. Review the accessibility, inclusivity and flexibility of recruitment and induction processes, and work practices for people with disability and people of all ages and backgrounds
Action	7.2.5. Seek feedback from employees with disability and people from diverse backgrounds about their experiences working for the City
Deliverable	☑ 2025/26
Information	<u>Staff Culture Survey</u> Questions relating to diversity and inclusion were incorporated into the City's recent staff culture survey. The survey will provide valuable insights into employee experiences and help identify opportunities to strengthen workplace inclusion, belonging and organisational culture.



Disability Advisory Group Inclusive Bayswater: Access and Inclusion Plan 2025 - 2030 Information Update Report: April 2026 - August 2026	
Branch	People, Culture and Safety
Strategy	7.3. Foster a workplace culture that embraces diversity, equity, inclusion and belonging for all people
Action	7.3.3. Continue the City's membership with peak bodies for access and inclusion to build on disability and diversity inclusion goals and confidence
Deliverable	☒ 2025/26
Information	<u>Hidden Disabilities Sunflower training</u> Hidden Disabilities Sunflower training was delivered to relevant staff groups and service areas during the quarter. The training increased staff awareness of hidden disabilities and strengthened their ability to provide appropriate support and assistance to customers, visitors and colleagues with non-visible accessibility needs.

7 GENERAL BUSINESS

8 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, at a time and date to be confirmed.

9 CLOSURE