

Inclusive Bayswater: Access and Inclusion Plan 2025-2030

Acknowledgement of Country

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.

The City of Bayswater acknowledges the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and pays its respects to Elders past, present and emerging.

The City extends this acknowledgement to all Aboriginal and Torres Strait Islander peoples who took part in this consultation.

Inclusivity Statement

The City of Bayswater is committed to providing an inclusive, safe and respectful organisation and work environment, free from discrimination, harassment and racism. We recognise the impacts of inequity and discrimination and strive to remove the barriers these create.

We celebrate diversity as a strength within our community. Supporting diversity and operating in an inclusive and respectful manner is central to our values and principles of providing safe, accessible and welcoming services and facilities for the community and our employees and partners.

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Mayor's Message

I am proud to present the City of Bayswater's Inclusive Bayswater: Access and Inclusion Plan 2025-2030.

We are dedicated to creating a welcoming, accessible, and inclusive City – a home for people with and without disability of all backgrounds and ages. A place where everyone can enjoy the same experiences and opportunities and have equitable access to all the City has to offer.

One of our City's greatest strengths is the diversity of our community members. I would like to extend my gratitude to everyone involved in the extensive consultation for this Plan, including our residents, local organisations, schools, businesses, City stakeholders and officers.

The goal of this Plan is to continue building a culture of belonging, opportunity and respect. Social inclusion benefits everyone and makes for a stronger community.

We all have a role to play in enhancing access and inclusion in our City. I am confident we will build upon our strong foundations and continue making our City an even better place to live, work and visit.

FILOMENA PIFFARETTI
MAYOR

Introduction

The City's Inclusive Bayswater: Access and Inclusion Plan 2025-2030 is a strategic document that guides our organisation to improve access and inclusion for people living in, working in, and visiting the City of Bayswater. It is a requirement of the *Disability Services Act 1993* that all local governments develop and implement a Disability Access and Inclusion Plan (DAIP) every five years. The purpose of Inclusive Bayswater is to ensure that everyone has equitable access to participate in community life.

The City recognises that removing barriers to access and inclusion benefits everybody in our community. To reflect and support the broader range of community members that can benefit from an accessible and inclusive community, the City is now expanding from the previous DAIP to an Access and Inclusion Plan (AIP). This Plan now includes a strong focus on people with disability, their families and carers; neurodivergent people; people from culturally and linguistically diverse backgrounds (CaLD); and people who identify as part of the LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and more) community.

The City's Inclusive Bayswater: Access and Inclusion Plan sets actions and priorities for the next five years to address and respond to barriers faced by community members and improve access and inclusion across seven legislated outcome areas. These are:

Outcome 1 – Services and Events

Everyone has equitable opportunities to access the services of, and any event by, the City of Bayswater.

Outcome 2 – Buildings and Facilities

Everyone has equitable opportunities to access the buildings and other facilities by the City of Bayswater.

Outcome 3 – Information

Everyone receives information from the City of Bayswater in a format that is accessible to them.

Outcome 4 – Customer Service

Everyone receives equitable level and quality of service from the employees of the City of Bayswater.

Outcome 5 – Complaints

Everyone has equitable opportunities to make complaints to the City of Bayswater.

Outcome 6 – Public Consultation

Everyone has equitable opportunities to participate in any public consultation by the City of Bayswater.

Outcome 7 – Employment

Everyone has equitable opportunities to obtain and maintain employment with the City of Bayswater.

While people with disability and their families and carers remain a strong priority within the seven outcome areas, the City for the first time will now also address these outcomes for neurodivergent people, people who identify as members of the LGBTQIA+ and CaLD communities.

The City is excited to share the new Inclusive Bayswater: Access and Inclusion Plan to its community. Everyone benefits from improved access and inclusion – an accessible and inclusive Bayswater is a better Bayswater for everyone.

What do these words mean?

A **disability** is any continuing condition that restricts everyday activities and can affect a person's capacity to function independently, to communicate or interact with others, or learn.

It can be:

- **Sensory** – affecting vision, hearing, touch, smell, and taste e.g. deafness or blindness, or just needing glasses
- **Neurological** – affecting a person's ability to control their movements e.g. cerebral palsy
- **Physical** – affecting mobility and/or a person's ability to use their upper or lower body e.g. amputation, limb differences, or visible facial differences
- **Intellectual** – affecting a person's judgment, ability to learn and communicate
- **Cognitive** – affecting a person's thought processes, personality and memory e.g. autism, ADHD, or impacts from a brain injury
- **Psychiatric** – affecting a person's emotions, thought processes and behaviour e.g. schizophrenia or depression

Disability can be permanent, intermittent or temporary such as physical injury, and can vary in type and degree with each person. In simple terms, it means that a person's body or mental function looks or works differently to another persons. These individual differences interact with physical, social, digital or societal barriers which create disabling experiences and prevent a person from participating fully.

Not all people protected by disability legislation will identify as a person with disability. The City acknowledges and respects the deeply personal nature of language.

Neurodiversity or **neurodivergence** refers to a natural difference in how the brain functions and processes information, leading to differences in thought, behaviour and learning styles. Neurodivergence looks different for everybody and embraces diverse ways of experiencing the world, including conditions like autism, ADHD, and dyslexia.

LGBTQIA+ is an acronym used to represent the diverse spectrum of sexual orientations and gender identities and stands for lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual individuals. The plus symbol symbolises other identities not specifically listed.

CaLD stands for culturally and linguistically diverse. It is a term used in Australia to describe individuals and groups who differ in their cultural background, language, ethnicity, religion, and ancestry.

Access is when people have permission, choice, and the ability to enter, transport to a place, or interact with a thing, place, or person. This includes the ability to move around the built and natural

environment, such as buildings, recreation centres, parks, footpaths, community services and events, shops and other services.

Accessibility ensures that everyone, regardless of their disability, lack thereof or other diversity, has the ability to use and benefit from their environment. It means that people with and without disability, LGBTQIA+ people and people from CaLD backgrounds have access to the physical environment, transportation, information and communications. Accessibility means having the necessary conditions to reduce or eliminate the barriers that prevent the full and equitable participation of people with disabilities and people from diverse backgrounds.

Inclusion is when everyone in a group is involved and respected. Diversity is celebrated and things can be changed to suit the needs and preferences of the individual. Everyone has the opportunity to hold a valued role and participate as an individual in the community.

Who does the Plan apply to?

There are many groups within the community that may experience access and inclusion barriers, and the following are reflected in this Plan (but not limited to):

- People with disability and carers
- Older adults
- Parents with infants, young children and prams
- Aboriginal and Torres Strait Islander people
- LGBTQIA+ people
- People from diverse cultural backgrounds
- People experiencing mental health conditions
- People with neurodivergent identities
- People with chronic illness and fatigue, temporary injuries, and visible differences

Progress over the last five years

The City's Inclusive Bayswater: Access and Inclusion Plan 2025-2030 builds on the progress and success achieved from previous DAIPs. Some of the key achievements from the City's DAIP 2020-2024 include:

- Perth's first communications board in a playground installed at Gibbney Reserve in Maylands
- Auslan interpreters, wheelchair accessible matting, and quiet zones to promote participation at City events such as Carols by Candlelight
- The 'Gopher' – an assisted waste collection service for people living with disability, which allows residents to remain independent in the community and remove waste from their property
- Sensory Storytime – a storytime program for children living with autism or challenges related to sensory experiences delivered by City of Bayswater Libraries
- Seated tai-chi and yoga sessions
- Communications and Marketing team trained in Easy English
- Inclusive Beats – an accessible and inclusive silent disco event for people with and without disability of all ages in celebration of International Day of People with Disabilities
- Major accessibility upgrades at Bayswater Waves
- Lift installed at Bayswater Library
- Upgraded accessible staff toilets and automatic doors at the City of Bayswater Civic Centre and Libraries
- Access improvements at parks and reserves
- ACROD bays and footpaths upgraded to contemporary accessibility standards
- Accessibility review of the City's website in line with W3C Web Accessibility Guidelines
- Completion of the Australian Disability Network Access and Inclusion Self-Assessment Index benchmark
- Reviewed recruitment and employment practices and processes in consultation with a reference group, including officers with disability and employment providers, to increase representation and reduce unconscious bias.

About the City of Bayswater

The City of Bayswater sits on the land of the Noongar Nation within the Whadjuk region. The Noongar people are the Traditional Custodians of the south-west of Western Australia. The City is set against the backdrop of four thriving town centres, spanning over 380 hectares of green open space and a 10km stretch of the Swan River, known to the Whadjuk people as the Derbal Yerrigan.

The City's closest boundary is only 4km from the Perth Central Business District and is bounded by the City of Swan in the north, the Town of Bassendean in the east, the Swan River and the City of Belmont in the south, and the Cities of Stirling and Vincent in the west.

The City of Bayswater is made up on several suburbs, including Noranda, Morley, Embleton, Bedford, Bayswater, Maylands, and parts of Dianella and Mount Lawley.

This area has been a significant meeting point for Noongar peoples throughout history. These significant places within the City open opportunities to both Aboriginal and non-Aboriginal peoples to make fresh connections between the environment and the people for a vibrant and multicultural community to thrive.

Our community

Population (ABS 2023)

74,283

Suburb breakdown of population (ABS 2023)

Morley – 33%
Embleton – 5%
Noranda – 12%
Mount Lawley (part) – 0.5%
Bedford – 8%
Bayswater – 22%
Dianella (part) – 0.5%
Maylands – 19%

Age breakdown of population (ABS 2021)

Children and teens (under 18) – 18.6%
Adults (between 19 and 59) – 58.4%
Older adults (over 60) – 22.8%

Sex (ABS 2021)

Females 50.4%
Males 49.6%

Aboriginal and Torres Strait Islander population (ABS 2021)

1.6% City of Bayswater (COB) / 2% Greater Perth

Ancestry (ABS 2021)

English 30.4%
Australian 24.3%
Italian 9.3%
Irish 8.9%
Scottish 7.6%

Language used at home (ABS 2021)

Vietnamese 3.6%
Mandarin 2.7%
Italian 2.6%
Cantonese 1.9%
Filipino/Tagalog 1.0%

LGBTQIA+ (Australian Human Rights Commission)

Up to 11% with diverse sexual orientation, sex or gender identity across Australia.

People with disability in the community (ABS 2021, NDIS, Australian Government)

5.3% COB / NDIS Service Map

1382 active NDIS participants in COB (including approximately 70 Aboriginal and Torres Strait Islander participants and 170 participants identifying as CaLD – NDIS 2024/25)

Top five primary disabilities within the City of Bayswater (NDIS 2024/25)	Number	Percentage
Autism	501	36.3%
Intellectual Disability	187	13.5%
Psychosocial Disability	158	11.4%
Developmental Delay	102	7.4%
Other Neurological	71	5.1%

2181 NDIS providers active

People living with long-term health conditions (ABS 2021)

31.3% COB / 29.9% Greater Perth

The role of Local Government in Access and Inclusion

Local governments have a legislated responsibility under the *Disability Services Act 1993* to develop and implement Access and Inclusion Plans. These plans document local governments' vital role in fostering access and inclusion by ensuring their services, infrastructure, and community spaces are accessible to all, including people with disability. Local Governments are key to ensuring that all community members can participate equitably in public life.

Strategic framework

Inclusive Bayswater is underpinned by the City's Council Plan and works alongside our other social plans, including but not limited to the Reconciliation Action Plan and Public Health and Wellbeing Plan. These plans elaborate on the community's vision and guide the services and projects delivered by the City of Bayswater in support of the Strategic Community Plan Outcomes of:

- 1.1 A connected and inclusive community
- 1.2 A safe and resilient community
- 1.3 An active and healthy community

Other strategies on a state and national level also inform the Plan, such as:

- *Commonwealth Disability Discrimination Act 1992*
- *Equal Opportunity Act 1984*
- *National Disability Strategy 2021-31*
- *State Disability Action Plan 2020-30*
- *State Disability Strategy 2020-30*
- *The Building Code of Australia*
- *The Disability (Access to Premises) Standards 2010*
- *WA Multicultural Policy Framework*

While Access and Inclusion is one program area of the Community Development team, access and inclusion is a shared responsibility across the City of Bayswater. Many of the City's teams and services have a direct impact on people who experience access and inclusion barriers. The City is committed to taking a partnership approach to improve access and inclusion across the community.

As part of the annual Council-led Business Planning and Budgeting process, the Community Development team liaise with service teams across the City to ensure actions that support the AIP strategies are included in service and project plans for delivery. Progress is tracked and reported through the City's quarterly reporting to Council.

Development of Inclusive Bayswater: Access and Inclusion Plan 2025-2030

Consultation process

The City of Bayswater held community consultation to develop this Plan between 15 November 2024 and 3 March 2025.

While engagement was promoted widely to the community, the City targeted the following groups for their experiences related to access and inclusion: people living with a disability, their families and carers, people from CaLD backgrounds, the LGBTQIA+ community, and people living with mental health conditions.

The consultation was promoted in the following ways:

- On the City's website
 - www.bayswater.wa.gov.au
- An online survey via Engage Bayswater
- City's social media
 - Facebook and Instagram
- Direct
 - correspondence to schools, community organisations, service providers (such as Mission Australia, Youth Pride Network and Chung Wah)
- Posters & flyers
 - distribution to local businesses, community organisations, libraries, recreation centres, schools, and at community engagement pop-ups

Feedback was received through various communication channels, including:

- Survey
 - online and hard copy (Easy Read and large print formats available)
- Pop-up engagements
 - at City of Bayswater events and facilities
- Community workshops
 - facilitated by an experienced consultant with community members and stakeholders from the target groups of LGBTQIA+, CaLD, and people with disability
- School workshops
 - with students at Durham Road School
- Internal workshops
 - with relevant staff at the City of Bayswater
- Advisory Groups
 - quarterly meetings with the Disability Advisory Group and Inclusion and Diversity Advisory Group

Findings of the consultation

Who responded:

Age

Under 18	5	2.2%
18-24	14	6.2%
25-34	41	18.1%
35-49	50	22.1%
50-59	33	14.6%
60-69	41	18.1%
70-84	38	16.8%
85 and over	4	1.8%

Gender

Female	146	64.6%
Male	63	27.9%
Non-binary	12	5.3%
I prefer a different term	5	2.2%

Suburbs

Morley	37	16.4%
Embleton	7	3.1%
Noranda	13	5.8%
Mount Lawley	4	1.8%
Bedford	15	6.6%
Bayswater	50	22.1%
Dianella	10	4.4%
Maylands	44	19.5%
Other	46	20.4%

Aboriginal and Torres Strait Islander

Aboriginal and Torres Strait Islander	18	6.2%
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Culturally and linguistically diverse

Speaking a language other than English with family or identifying as culturally and linguistically diverse	29	10.0%
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LGBTQIA+

LGBTQIA+	55	18.9%
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Living with a disability, other longstanding health condition or chronic illness

Living with a disability, other longstanding health condition or chronic illness	49	16.8%
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Living with a mental health condition or neurodivergence

Living with a mental health condition or neurodivergence	45	15.5%
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Feedback from the consultation shows that some significant progress has been made by the City to increase access and inclusion since the Access and Inclusion Plan 2020-2024.

Comparing 72 survey respondents in 2019 to 226 survey respondents in 2024-25

Satisfaction with accessibility of...

	2019 (72 responses)	2024-25 (226 responses)
Services and events	40.3%	62.8%
Buildings and facilities	43.1%	55.8%
Information	48.6%	51.8%
Customer service	41.7%	60.6%
Complaint mechanisms	36.1%	19.5%
Consultation processes	43.1%	38.1%
Employment	22.2%	35.0%

What we heard:

Identified strengths

- Improved accessibility for staff and patrons at the Civic Centre and Libraries
- Assisted employment and accommodating workplace modifications
- Club development accommodates the needs of diverse participants
- Friendly, helpful and inclusive reception staff
- Access to tactile mats and hearing loops for patrons and event attendees
- Number of free multicultural events celebrating diverse and inclusive communities
- Supported grant funding opportunities for diverse communities
- Inclusive and seated options for recreational and physical activities
- Inclusive workshops and activities such as the Mums and Bubs courses and the Storytime series
- Free programs are organised for various vulnerable and marginalised groups such as disengaged youth, Aboriginal and Torres Strait Islander people, low socio-economic, homeless, multicultural, and older adults
- Installation of pedestrian footpath ramps for resident properties requiring accessibility
- Prioritisation of accessibility with building and facility upgrades
- Great bike paths, parks and nature play spaces with varied options for participation

Identified opportunities

	People with disability, their families and carers	LGBTQIA+ community members	Culturally and linguistically diverse members	All groups
Outcome 1: Events and services	<ul style="list-style-type: none"> Share detailed accessibility information for events Safer venues (e.g. better lighting) 	<ul style="list-style-type: none"> Hold events throughout the year 	<ul style="list-style-type: none"> Hold events where multicultural groups already gather City Council environments can be intimidating 	<ul style="list-style-type: none"> Improve awareness and information about events Assistance with event and grant applications Improve awareness of Council meeting processes and how to get involved
Outcome 2: Buildings and facilities	<ul style="list-style-type: none"> The current standard should be a starting point not the end point Ensure existing buildings, footpaths and toilets are accessible Prioritise access over aesthetics 	<ul style="list-style-type: none"> Greater sense of security (e.g. better lighting, car parks closer to the entrance) Universal toilets signposted with the features within instead of genders (e.g. urinals, toilets, baby change tables) 		<ul style="list-style-type: none"> Continue improving park accessibility and safety (e.g. communication boards, better lighting, more seating, and accessibility information) Improve parking security
Outcome 3: Information	<ul style="list-style-type: none"> Improve accessibility of marketing and information 	<ul style="list-style-type: none"> Connect with LGBTQIA+ community groups Share statements of inclusion 	<ul style="list-style-type: none"> Improve access to translated resources Connect with multicultural groups 	<ul style="list-style-type: none"> Use more imagery and infographics
Outcome 4: Quality service	<ul style="list-style-type: none"> Improve awareness of non-visible disabilities 			<ul style="list-style-type: none"> More empathetic, personal service Improve communication channels to relevant staff Awareness and sensitivity training for staff, rangers and Council

Outcome 5: Complaints procedures				<ul style="list-style-type: none"> • Preference to speak to a staff member rather than complete a form • Staff understanding of disability, CaLD, and LGBTQIA+ • Receive prompt status updates • Improve access and understanding of process
Outcome 6: Public consultation	<ul style="list-style-type: none"> • Longer lead time 	<ul style="list-style-type: none"> • Promote to specific LGBTQIA+ groups 	<ul style="list-style-type: none"> • Provide information in language • Promote to specific cultural groups 	<ul style="list-style-type: none"> • Improve promotion and accessibility of engagement initiatives
Outcome 7: Employment	<ul style="list-style-type: none"> • Improve accessibility of recruitment process • Flexible work arrangements (e.g. job carving, support workers, flexible working hours) 	<ul style="list-style-type: none"> • Inclusive language in recruitment process • Express support for community (e.g. pins on lanyard) • Support for transitioning or affirmation surgeries 	<ul style="list-style-type: none"> • Continue to improve cultural appropriateness of work environment • More comprehensive training sessions 	<ul style="list-style-type: none"> • Continue developing inclusive workplace policies within the City • Inclusive language training for staff

Special thanks

The City of Bayswater would like to acknowledge and thank everyone who provided input during the development of Inclusive Bayswater: Access and Inclusion Plan 2025-2030. The City extends this acknowledgment and appreciation to people living with disabilities, their families and carers; people who identify as part of the LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and more) community; and people from culturally and linguistically diverse communities of all ages and backgrounds.

In addition, the City would like to share thanks and appreciation to the members of the Inclusion and Diversity and the Disability Advisory Groups who offer guidance, community members with lived experience, representatives, and employees who are committed to supporting the City of Bayswater in creating an accessible, inclusive and diverse community.

Your valuable contributions have been incorporated into the City's new Inclusive Bayswater: Access and Inclusion Plan 2025-2030. Without your input, this Plan would not have been possible.

Improving Access and Inclusion within the City of Bayswater from 2025-2030

How to read and implement the strategies in this plan

The City has re-imagined the way Access and Inclusion Plans are written. Rather than include a limited number of specific actions across the seven legislated outcomes for the five-year period, the City has developed a range of stronger and more flexible high-level priorities that effectively cover the bulk of feedback we received. These strategies, which are accompanied by several actions in a separate internal Action Plan document, allow for access and inclusion to be embedded in daily activities across the City with a greater deal of adaptability and creativity.

These strategies and actions can be applied to any diverse lens such as disability, culturally and linguistically diverse, Aboriginal and Torres Strait Islander, LGBTQIA+, young people, older adults and more. With the flexibility and freedom this approach allows, the City can implement a greater diversity and range of possible innovative and equitable solutions and outcomes. This means that access and inclusion in the City of Bayswater can go above and beyond a 'tick the box' approach.

To ensure effective implementation of Inclusive Bayswater, the City has developed a separate internal Action Plan with key outcomes, timeframes, and responsibilities for each outcome area.

Each year, proposed actions will be prioritised during the Council-led annual business planning and budgeting process. Responsible departments will be required to report on their allocated actions each quarter. The Action Plan will be updated annually by the Community Development team to maintain accountability, identify completed actions, and add new actions and/or amend actions where required. In addition, the City is required to submit a progress report to the Department of Communities on an annual basis.

Outcome 1: Access to City of Bayswater events and services

Everyone has the same opportunities as other people to access the services of, and any event organised by, the City of Bayswater.

Strategies:

- 1.1. Support the community to hold events that prioritise accessibility and inclusion throughout planning, design and delivery
- 1.2. Build partnerships and engage diverse community groups and organisations to facilitate and promote events more widely for increased participation
- 1.3. Improve availability of accessible features at events and services
- 1.4. Increase access and inclusion awareness with City engaged agents, contractors, local businesses and service providers

Example action: Provide sensory friendly activities and a quiet zone at selected City events where possible.

Outcome 2: Access to City buildings and facilities

Everyone has the same opportunities as other people to access buildings and other facilities of the City of Bayswater.

Strategies:

2.1. Maintain and upgrade City buildings, facilities, and infrastructure to improve accessibility, inclusion and safety in all stages from planning to construction

2.2. Continue to improve the pedestrian network accessibility within town centres

2.3. Improve accessibility in natural recreational environments

2.4 Prioritise accessibility and inclusion of diverse groups in the planning, design and development of new City assets

2.5 Improve accessibility and inclusion information about City buildings, facilities and venues

Example action: Identify accessibility features of City buildings, facilities and parks, and publish on the City's website.

Outcome 3: Access to City information

Everyone receives information from the City of Bayswater in a format that will enable them to access the information as readily as other people are able to access it.

Strategies:

3.1. Utilise a diverse range of promotion methods to inform community members about City programs, events and processes

3.2. Promote and increase the use of inclusive language across the City's written, audio, visual and verbal communications

3.3. Improve accessibility of, and access to, information about City documents and processes via alternative formats, language translations and support options

3.4. Increase staff capacity to develop accessible and inclusive written and visual content on City communication platforms

3.5. Review the accessibility of information in digital formats

Example action: Provide the City's Inclusive Bayswater: Access and Inclusion Plan in Easy English to encourage the participation of people with disability, people from diverse backgrounds or with low literacy.

Outcome 4: Access to quality service

Everyone receives the same level and quality of service from the staff of the City of Bayswater as other people receive from the staff of the City of Bayswater.

Strategies:

4.1. Build access and inclusion confidence and awareness of diverse needs and barriers to enhance staff and community capacity

4.2. Promote the City's commitment to access and inclusion in the Customer Service Charter

4.3. Promote inclusion across the City with no tolerance for discrimination or hateful speech

Example action: Regularly provide role-specific training for staff on social inclusion, diversity, mental health, and disability awareness, using specialist providers.

Outcome 5: Access to City complaints procedures

Everyone has the same opportunities as other people to make complaints to the City of Bayswater.

Strategies:

5.1. Continue to identify opportunities to improve the accessibility of City feedback and complaints processes

Example action: Review the City's complaints and feedback procedures for accessibility.

Outcome 6: Access to participation in public consultation

Everyone has the same opportunities as other people to participate in any public consultation by the City of Bayswater.

Strategies:

6.1. Prioritise access and inclusion in the planning, design and delivery of public consultation

6.2. Explore new methods of consultation to encourage participation by all

Example action: Promote the availability of alternative formats in public consultation.

Outcome 7: Access to employment

Everyone has the same opportunities as other people to access the services of, and any event organised by, the City of Bayswater.

Strategies:

7.1. Explore ways to increase employment opportunities for people with disability and people from diverse backgrounds within the City

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

7.3. Foster a workplace culture that embraces diversity, equity, inclusion and belonging for all people

Example action: Increase the representation of people with and without disabilities from diverse backgrounds through employment, placement opportunities, or mentoring

Review, monitor and report

The City is required by the *Disability Services Act 1993* to review the Access and Inclusion Plan a minimum of every five years. The Plan explains our high-level priorities. Specific actions to implement the strategies are considered through the Council-led annual business planning and budgeting process.

Inclusive Bayswater: Access and Inclusion Plan and our progress are monitored by:

- Quarterly reports to the City's Disability Advisory Group and Inclusion and Diversity Advisory Group
- Quarterly service and project reporting to Council
- Annual reports to the Department of Communities
- A summary of Inclusive Bayswater activities included in the City's Annual Report
- Routine supervision and operational management of City officers responsible for delivering the changes required.

Over the term of Inclusive Bayswater: Access and Inclusion Plan 2025-2030, the City will communicate achievements and seek feedback from staff, community members with and without disability of all ages and backgrounds, carers, and service providers.

Adopted by Council

This plan was adopted at the Ordinary Council Meeting on 1 July 2025.

Contact the City of Bayswater

City of Bayswater

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PO Box 467, Morley WA 6943

Telephone: 9272 0622

Email: mail@bayswater.wa.gov.au

Website: www.bayswater.wa.gov.au

The National Relay Service (NRS)

The NRS can contact the City of Bayswater on your behalf:

- TTY/Voice Calls: 133 677
- Speak and Listen: 1300 555 727
- SMS Relay: 0423 677 767

Translating and Interpreting Service

Telephone: 131 450

Website: www.tisnational.gov.au/en/non-english-speakers

Feedback

The City of Bayswater welcomes and encourages feedback on Inclusive Bayswater: Access and Inclusion Plan.