



# Disability Inclusion Action Plan

## Easy Read

Draft March  
2022

Smiling child on swing

## **Acknowledgement of Country**

Woollahra Council acknowledges the Gadigal and Birrabirragal people who are the traditional custodians of this land and pay our respects to Elders both past and present and leaders emerging.



# How to use this document

This 'Easy Read' Plan is a summary of a larger document.



It has all the same information, but it is written in an easy to read way with pictures to help people understand. The larger document is called the Disability Inclusion Action Plan 2022 (Draft) and it can be found on our website:

**[woollahra.nsw.gov.au/disability](https://woollahra.nsw.gov.au/disability)**



You can ask a friend, family member or support person to help you read this document.

We'd like to know what you think of this Plan. Please contact us by **DATE 2022**.



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Woollahra Municipal Council

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Visit: **[woollahra.nsw.gov.au](https://woollahra.nsw.gov.au)**



### **Message from the Mayor**

Woollahra Council is committed to supporting people with disability who live, work in and visit our area.

We want places and services to be used by everyone, no matter their ability.

This Plan shows how Council will help people with a disability feel supported and included in our community over the next four years.

Thank you to everyone who provided feedback for this Plan. We are excited to work with you to bring this plan to life.

### **Councillor Susan Wynne**

Mayor of Woollahra



### **Message from the General Manager**

This plan will make Woollahra a better place to live for people with a disability.

It will improve our services, promote positive attitudes and create more job opportunities.

A lot of research and study has informed this plan. People who live with disability also told us about their experiences and gave us valuable advice.

We look forward to carrying out this plan over the next four years.

### **Craig Swift-McNair**

General Manager

# Our Vision



Two people dancing, holding hands and enjoying a live music performance.

We believe everyone in our community should have the same rights and opportunities. We believe everyone's differences should be respected and celebrated.

**Our vision says:**

*Woollahra will continue to be a great place to live, work and visit where places and spaces are safe, clean and well-maintained.*

**And that:**

*We will be a harmonious, engaged and connected community that looks out for each other.*

# Principles of Social Justice



Person dancing

We want to make sure people with disability can take part in the same activities and enjoy the same things as people without disability.

To do this we must remove barriers that make it hard for people with disability to participate.

This will require looking for creative solutions, supporting positive attitudes, and giving funding to organisations that help people with disability.

# Disability in Woollahra



**59,431**

People live in  
Woollahra

59,431 people live in Woollahra.

This is expected to grow to 60,750 people by the year 2041.



**2.7%**

People need  
help day-to-day

2.7% of people in Woollahra need help in their day-to-day lives because of disability.

This means that they need someone to help take care of themselves, help them move, or help them communicate.



**4,627**

People  
are carers

Woollahra has 4627 people who care for people living with disability, long term illness or old age.

Woollahra, Bellevue Hill and Paddington have the highest number of people needing help because of disability.



# Policy and Legislative Context

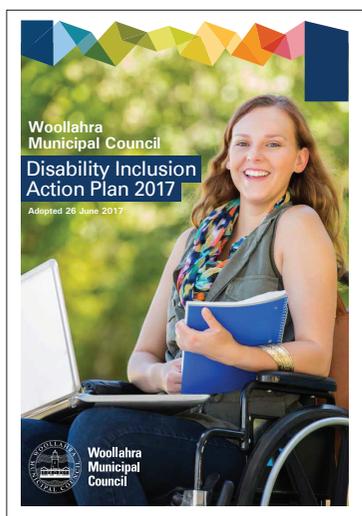


All Councils in Australia have to make a plan like this under the NSW Disability Inclusion Act.

Every year we have to report our plan to the NSW Office of Local Government

We write this plan using guidance from state, national and international agencies.

This is the second Disability Inclusion Action Plan that we have written so far.



Covers of previous action plans

# What we already do



Person with headphones.



Person in the lift of the new Woollahra Gallery at Redleaf.



Woollahra Preschool ramp.

Since 2017, Council has done a number of things to make Woollahra better for people with disabilities.

## Training

- We provide training and workshops/talks for both our staff and the wider community on mental health, job accessibility and dementia awareness.
- We provide workshops that help people in the community manage anxiety, sleep, resilience, child development and being a carer.

## Building upgrades

- Council has improved accessibility in toilets and change rooms in a number of our parks and venues.
- We installed a new accessible toilet and lift, widened doors and improved paths at E J Ward Paddington Community Centre.
- At Council Chambers and our Customer Service Centre we installed signs telling people that the buildings are accessible.
- Council's preschool has a new accessible playroom and toilets, plus an outdoor playground with ramps.

## What we already do



Gap Park Tramway accessible walking path.



Printed newsletter



Support services brochures delivered to all households.

## Open Space upgrades

- Council installed a new accessible toilet at Christison Park and a ramp at the Woollahra Golf Club clubhouse.
- We upgraded the Parsley Bay Playground so that children of all abilities can play there.
- We built the Gap Park Tramway Pathway to be accessible.

## Council's communication

- Our brochures, newsletters and guides now include more diverse images.
- We use font, colour and design in ways that make our content easier to read.
- Our Library brochures list accessibility features for venues where we hold activities.
- The Library's What's On guide and Woollahra Small Sculpture Prize Exhibition guide are available in large print.
- Council's website has a page that describes the accessibility features of all our venues, parks and public spaces. It also has useful resources such as an accessible toilet map.

## What we already do



Home Library Service bus and staff member.



Person with carer enjoying each other's company.

### On-going accessible services

- Our Home Library Service visits people who can't leave their home.
- We mow road verges and bring out bins for anyone who can't do it themselves.
- We give parking permits to health care staff so they can look after people in their own homes.
- We run a friendship program so that people at home can enjoy company and conversation with others.
- We offer a monthly bus service for people who have difficulty getting to the Library.

### Inclusion (Disability, Aged and Carers) Advisory Committee

- We now have a group that helps Council understand what people living with disability need and want. They give Council advice using their lived experience.

# Developing this Action Plan



Staff at a community pop-up stand.



This new plan builds on a previous plan that was written in 2017.

We will ask the community what they think of it. We will then take that feedback and use it to improve the plan.

This plan will also be reviewed by our Inclusion Advisory Committee. They will give Council advice on how to bring the plan to life.

Adopting this plan will show that Council is committed to improving access, job opportunities and inclusion for people with disability.

# Our Action Plan



Person smiling and with hands outstretched.

Council has 4 main focus areas.

Our plan for each of these focus areas is explained below.

## 1. Promoting positive attitudes and behaviours

- Continue our current training of Preschool and customer service staff. This training helps them understand people's specific needs and how to help them in the right way.
- Continue giving disability awareness training to staff who interview people for jobs.
- Find dementia-friendly training for staff who ask for it.
- Find training that teaches staff how to engage with people with different needs.
- Continue providing mental health information to the community.
- Celebrate International Day of People with a Disability.
- Give grants to groups that help people living with a disability.
- Support the Woollahra Dementia Alliance and Holdsworth Community.

## Our Action Plan



Two people enjoying a happy moment.

### **2. Creating communities that people with disability can live comfortably in.**

- Continue our bin and mowing services for those who can't do it themselves.
- Continue our Home Library Service.
- Make sure any new community spaces are easy to get to and use.
- Create a program for people on the autism spectrum.
- Look for ways to make Council-owned places more accessible when we upgrade them.
- Monitor the availability of aged care housing every year.
- Make sure any new community spaces are easy to get to and use.
- Promote building new homes that people of all abilities can live in.
- Make it easier for people to find out which of our community spaces (buildings, parks and public spaces) are easy to get to and use.
- Study the possibility of building a hydrotherapy pool, fully accessible and toilet within Woollahra.
- Explore the installation of more outdoor seats in Steyne Park.

## Our Action Plan



Disabled car parking sign.

- Look at ways to make it easier for people to get to the ocean.
- Install handrails and seating at outdoor showers throughout the area.
- Look for ways to make our playgrounds more inclusive.
- Maintain footpaths to prevent tripping.
- Promote the location of disabled car parking spots on our website.
- Study the possibility of adding more disabled parking at Lyne Park.

## Our Action Plan



Person in a wheelchair holding a book.

### 3. Improving job opportunities for people with disability

- Continue educating hiring managers on how to find more work for people with disability.
- Continue educating staff on how to make reasonable changes at work to accommodate staff with disability.
- Ensure all people have equal rights and equal treatment with getting a job and working at Council.
- Promote that Council welcomes volunteers and work experience students who are living with disability.
- Apply for a grant that would help us teach older Australians gain digital skills.

## Our Action Plan



Captioned video with our Companion Animal Officer and a dog in a park



Preschool Director and a child on automatic and adjustable change mat.



Video camera

### 4. Making our services easier to access

- Continue supporting children with additional needs at Woollahra Preschool.
- Buy an audio device that the Library can lend to people who are visually impaired.
- Continue providing events that are both in person and online so that people with disability can attend.
- Continue producing large print Library What's On and Small Sculpture Prize guides.
- Write 'Plain English' instructions for in person and online Library services.
- Add captions to the videos we make.
- Look at ways to make online information more accessible, for example text-to-speech.

# Making sure our plan is working



Two people holding hands.

We want to make sure this plan is working well.

We will check our progress and report back as part of our normal reporting.

This happens every 3 months and at the end of every financial year.

We will also regularly ask our Inclusion Committee how well we are doing.

A final copy of this plan will be submitted to the Disability Council. It will also be available on Council's website.

**[woollahra.nsw.gov.au/disability](https://woollahra.nsw.gov.au/disability)**

Woollahra  
Municipal  
Council



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