

# Accessibility Framework for Action 2018 – 2021

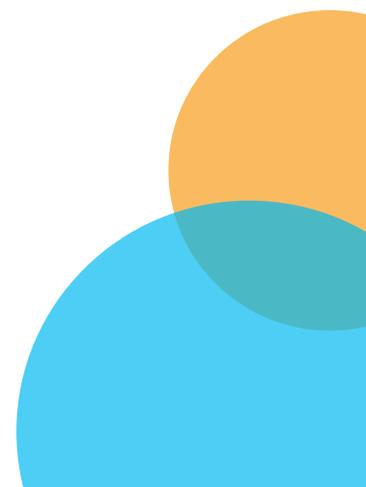
Making Casey more accessible for people with a disability.



*'An inclusive, safe and connected community'*

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# Message from the Mayor

As a growing municipality with the largest number of people with a disability in Victoria, the City of Casey aims to provide meaningful opportunities for every member of our community to be involved, included and valued for their unique contributions.

Through our *Council Plan 2017-2021* and long-term Council vision of creating Australia's most liveable city, the City of Casey is committed to making Casey a more accessible place for all residents and visitors. Council understands the importance of being able to access services and the support required to be able to fully participate in all aspects of community life.

This *Accessibility Framework for Action 2018-2021* has been developed to guide the work of Council and its partners over the next three years. This framework is underpinned by the *Inclusive Casey Strategic Framework 2018-2021*, which aims to meet the City of Casey's key strategic objective of creating an inclusive, safe and connected community.

We want to work together to make Casey a more inclusive place for everyone.

**Mayor**  
**City of Casey**

November 2018

# Introduction

The Accessibility Framework for Action 2018 – 2021 (the Framework), sets out Council’s commitment over the next three years, to make Casey more accessible and enable people with a disability to achieve their full potential and live a fulfilling and productive life.



# Purpose of the Framework

**There are important ethical, legislative, demographic and social motivations for Council when ensuring Casey is an accessible and inclusive place for people with a disability.**

Around one in five Victorians, has a disability and most people will experience some kind of disability at some time in their lives.

People with a disability purchase consumer goods, have jobs, go on holidays, access information and contribute to society in the same way that people without a disability do. The only difference is that often people with a disability have significant barriers while trying to do the things that many of us take for granted.

## Legislative obligations

The Framework assists and enables Council to meet its obligations under the Disability Discrimination Act 1992 (Cth) (s.38). It is important to note that under this Act it is a legal requirement for local government to provide equal access to employment, public buildings, goods, services and facilities.

The Disability Discrimination Act (DDA) makes discrimination based on a person's disability unlawful and promotes equal rights, opportunities and access for people with a disability.

**The Framework also assists in meeting Council obligations to the following legislation:**

- *Local Government Act 1989 (Vic)*
- *Disability Act 2006 (Vic)*
- *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- *Fair Work Act 2009 (Cth)*
- *Equal Opportunity Act 2010 (Vic)*
- *Disability Amendment Act 2012 (Vic)*

# Our Community

Of the City of Casey's current population of 327,380 residents there are 14,144 residents with a severe or profound disability. This number has increased by 19% since 2011<sup>1</sup>.

# 14,144

Residents with a severe or profound disability

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**There are complex issues facing people with a disability.**

## Discrimination

People with a disability experience discrimination at higher rates than people without a disability, (23% compared with 17%), and are more likely to feel that people could not be trusted, (34% compared with 24%). In addition, businesses and services may unintentionally discriminate against people with a disability<sup>2</sup>.

# 23%

Experience discrimination

## Health

People with a disability are far more likely than those without a disability to experience a barrier to accessing healthcare and are more likely to assess their health as poor, (13% compared with 0.8%)<sup>3</sup>.

# 13%

Experience barriers to healthcare access

## Employment

Poverty and unemployment impacts significantly on people with a disability, with more than three-quarters (81.7%) of people with a disability earning less than \$500 per week compared to 40.2% of people without a disability. People with a disability are also carers, with more than one-third (34.2%), caring for their own or other children, which impacts on employment opportunities<sup>4</sup>.

# 81.7%

Earn less than \$500 per week

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<sup>1</sup>ABS, "Profile id City of Casey Community Profile," 2018. [Online]. Available: <https://profile.id.com.au/casey>

<sup>2</sup>AHRC, "Access for All: Improving Accessibility for Consumers with a Disability," Australian Human Rights Commission, 2016

<sup>3</sup>ABS, "Ausstats," 2014. [Online]. Available: [www.abs.gov.au/ausstats/abs@.nsf/mf/4159.0#Anchor1](http://www.abs.gov.au/ausstats/abs@.nsf/mf/4159.0#Anchor1)

<sup>4</sup>ABS, "Ausstats," 2014. [Online]. Available: [www.abs.gov.au/ausstats/abs@.nsf/mf/4159.0#Anchor1](http://www.abs.gov.au/ausstats/abs@.nsf/mf/4159.0#Anchor1)

This Framework responds to the needs of people with a disability in Casey, working towards making Casey Australia's most liveable city.

No two people with the same disability experience their disability in the same way<sup>5</sup>. With such a large and growing population of people with a disability in Casey, Council needs to consider the unique and complex challenges being faced by people with a disability who call Casey home.



<sup>5</sup>A. N. o. Disability, "Australian Network on Disability," 2018. [Online]. Available: [www.and.org.au](http://www.and.org.au)

# How the Framework was developed

The Framework was developed based on community feedback, particularly the lived experience of people with a disability and their carers in the City of Casey. The Framework has also considered relevant State and Federal legislation, and alignment to the *'Absolutely Everyone' Victorian State Disability Plan 2017-2020* and the *Inclusive Casey Strategic Framework 2018-2021*.

## Guiding Principles

The Framework is underpinned by guiding principles which are based on *'Absolutely Everyone' Victorian State Disability Plan 2017-2020*, and the *Inclusive Casey Strategic Framework 2018-2021*. These principles guide the work of Framework.

**The principles and an explanation as to why they are important are detailed below.**

### Autonomy

Improving autonomy for people with a disability increases their opportunity to make decisions independently and have freedom of choice and control over all aspects of their day to day life.

### Opportunity

Providing equal opportunities for people with a disability enables individuals to achieve their full potential and live a fulfilling and productive life, where they can participate in social, cultural and economic activities, as everyone does.

### Upholding human rights

Recognising and making a commitment to human rights will ensure that people with a disability can participate with dignity, respect and without discrimination in all aspects of their life.

### Embracing Diversity

Embracing diversity enables people with a disability to live in a safe, positive and nurturing environment that recognises and respects differences and the rich dimensions that individuals bring to the community.

### Accountability

Developing a Framework ensures Council is accountable and committed to providing equal opportunities for people with a disability to participate and contribute to community life, as well as ensuring Council facilities, built environment, programs, services, communication and information is inclusive and accessible, through a whole of Council approach.

# Strategic Directions

The following three goals and associated strategic objectives outline how Council will strive to build an accessible, inclusive and safe community, primarily by reducing or removing physical barriers, changing attitudes, and reducing barriers to effective communication.

1

## Goal One

Create an accessible Casey for people with a disability

2

## Goal Two

Promote inclusion and participation for people with a disability

3

## Goal Three

Increase leadership and employment opportunities for people with a disability



# 1

## Goal One – Create an accessible Casey for people with a disability

### Strategic objectives

- 1.1. Increase accessibility of Council facilities and infrastructure
- 1.2. Improve accessibility of Council services and programs

### Why this goal is important

This goal will enhance the lifestyle and wellbeing of people with a disability by reducing barriers to accessing community facilities and infrastructure, providing information in accessible formats and improving transport access, so that people with a disability can participate equally, with choice and control over their own lives.

Council is committed to ensuring that people with a disability are informed and considered in all aspects of planning and service delivery, therefore increasing the ability of people with a disability to fully participate in all aspects of life and reach their full potential.

### What the community told us

A high percentage of responses identified that the City of Casey was a relatively accessible municipality, however, there were a number of barriers identified. This included social, physical, systemic and communication barriers.

The community also told us that for people with a sensory impairment or an intellectual disability, access issues go far beyond structural features. There may also be a lack of understanding of the economic and social benefits that participating in community life brings.

### Related Council policies and strategies

- Community Facilities Plan
- *Municipal Public Health and Wellbeing Plan 2017-2021*



# 2

## Goal Two – Promote inclusion and participation for people with a disability

### Strategic objectives

- 2.1. Increase disability awareness to inform inclusive practice
- 2.2. Improve community participation to enhance social connection

### Why this goal is important

This goal builds the capacity of Council and local businesses through education and disability awareness training, to meet the needs and create opportunities for people with a disability to participate and be part of the community. It improves access to Council events and activities, which will build a stronger connection to the community, assisting people with a disability to reach their goals and aspirations.

Above all, this goal will increase choice in community participation and enable people with a disability to participate in the community the same as everyone else.

### What the community told us

The community told us that people with a disability do not always want to be dependent on friends and family for support to access health services, events and activities.

A more flexible approach with integrated supports and services that complement and connect with mainstream services, will give meaningful choice and control to the person. The community also told us that people with a disability often experience social isolation, which impacts on health and wellbeing.

### Related Council policies and strategies

- Community Engagement Strategy
- *Municipal Public Health and Wellbeing Plan 2017-2021*



Many people with disabilities in the community are isolated and lonely

My daughter with autism was turned away from a program because she had different ways of learning and the teacher did not understand

# 3

## Goal Three – Increase leadership and employment opportunities for people with a disability

### Strategic objectives

- 3.1. Increase employment opportunities and outcomes
- 3.2. Increase leadership opportunities in public, political, and community life

### Why this goal is important

People with a disability have a desire to be employed and have a voice in decisions that affect their lives and enhance their sense of identity. The opportunity for meaningful employment is essential to not only an individual's economic security but also their physical and mental health and wellbeing. There is a low rate of meaningful employment of people with a disability and there are limited leadership opportunities within the community<sup>7</sup>).

This goal will improve employment and work experience opportunities across Council, by introducing methods to increase the representation of people with a disability in Council's workforce. In addition, Council has committed to build the capacity of people with a disability to take on leadership roles and be consulted on matters that impact on their day to day life.

### What the community told us

Responses indicated that there is a lack of employment and leadership opportunities in the local area for people with a disability. Although there are many organisations working vigorously to improve the skills of individuals to gain employment it is difficult to find employers who are willing to provide employment opportunities for people with disabilities.

People with a disability have told Council that they would like the opportunity to be employed and to achieve their personal goals. This could be addressed through capacity building of Council and local businesses to create pathways for employment for people with a disability.

### Related Council policies and strategies

- Casey Cardinia Economic Development Strategy
- Community Engagement Strategy
- *Municipal Public Health and Wellbeing Plan 2017-2021*

“  
There is a need for engagement with the wider business community to support employment opportunities

I believe some employers perceive workers with a disability as a potential burden rather than an attribute

<sup>7</sup>VicHealth, "Disability and health inequalities in Australia Research Summary," Melbourne, 2012

# Implementation, monitoring and evaluation

The *Accessibility Action Plan 2018 - 2019*, outlines the actions and associated performance measures that will deliver on the goals and strategic objectives of the Framework. These will be delivered by multiple departments across Council in the first year.

These actions will be reviewed at intervals throughout the year, and a progress report presented to Council and the community at the end of year one. The progress report will identify priorities for the development of the year two and year three action plans.

The *Accessibility Framework for Action 2018 - 2021* will be registered with the Australian Human Rights Commission.

**The full framework can be found at:**

[casey.vic.gov.au/accessibilityframework](http://casey.vic.gov.au/accessibilityframework)





## Contact City of Casey

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