



Brimbank
City Council



Brimbank Disability Action Plan 2022-2026



Acknowledgement

Brimbank City Council respectfully acknowledges and recognises the Wurundjeri and Bunurong Peoples as the Traditional Custodians of this land and pays respect to their Elders, past, present and future.



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**“ Sometimes disability
has gotten in the way of
being the “perfect” person,
but what I say is, who is
perfect?**

No-one... ”

Leonie, Co design team member



Executive Summary

Council's commitment to the values of access and inclusion is unwavering and an important part in the development of this Disability Action Plan 2022-2026 (the DAP). As the fourth Disability Action Plan, Council engaged a co-design approach with local people with lived experience of disability and carers.

The Co-design team played an important role in the development of the plan by sharing life experiences and co-designing community surveys and engagement tools to explore, in their own words, "how people with disability are feeling left out." The co-design team said it was important that no one was excluded and this was a key purpose of the DAP.

Understanding and recognising what is important to people living with disability from people with disability and carers will help guide Council to a better connected community and stronger plan. Working with the co-design team provided a greater insight into individual experiences and helped maximise participation, connection and inclusion for people with disability in Brimbank.

Through the development of the DAP, Council created opportunities for people with disability, their carers, families and friends, as well as service providers to describe their ideas and provide their feedback. As a result of this meaningful and purposeful engagement, more than two hundred people contributed to this process. It also provided the opportunity for community to participate in a local planning process and build their understanding of local government.

In Brimbank, the 2021 Census disability data reported:

- 14,975 people (or 7.7 percent of the population) in City of Brimbank reported needing help in their day-to-day lives due to disability.
- This was 2.2 percent higher than Greater Melbourne (5.5 percent).
- A larger percentage of females (8.3 percent) reported needing assistance than males (7 percent).

Council recognises that this should not be viewed as the total population with a disability, as many people with a disability do not require assistance.

The DAP provides a whole of community approach to changing the lives of people with disability. The plan will be instrumental in achieving a more inclusive, caring and accessible Brimbank community that supports people with lived experience of disability and their carers in feeling more connected and heard. Council

has also ensured that the DAP aligns with the Disability Act 2006, the Inclusive Victoria: State Disability Plan (2022-2026) and the Together We are Brimbank Plan that incorporates the Community Vision 2040, Council Plan 2021 - 2025 and the Municipal Public Health and Wellbeing Plan.

The DAP aims to promote inclusion and participation to achieve positive changes in attitudes, structures and practices which discriminate against people with disability

The Disability Action Plan identifies four key priority themes:

- Improve communication and increase access to information
- Develop employment, education and volunteering opportunities
- Advocate to improve access to health and wellbeing services and supports
- Improve accessibility to the built environment

The DAP maintains the four core roles that Council can play: deliver, partner, plan, and advocate. These roles allows Council to adapt different approaches in response to identified priorities and emerging trends. These roles are supported by the 27 actions focussed on engagement and collaboration.

The DAP is a four year plan which will be reported annually through the delivery of a Community Report Card. To ensure it remains relevant and responsive to changes in policy or community need, the Brimbank Disability Advisory Committee will be formed to monitor the implementation and progress on these actions and to demonstrate compliance with the Disability Act 2006 and the Human Rights and Equal Opportunity Commission. The Disability Advisory Committee will include people with lived experience of disability, carer and disability service provider representation.



Introduction

Brimbank City Council's Disability Action Plan 2022 – 2026 (DAP) will guide Council's key priorities and actions in supporting people living with disability and their carers, over the next four years. The DAP builds upon Council's previous three plans and incorporates the needs and aspirations of people with disability and their carers identified through an extensive community consultation and co-design process.

The DAP complies with the Commonwealth Disability Discrimination Act 1992 and the Victorian Disability Act 2006, to recognise a stronger commitment to access and inclusion planning for people living with disability and their carers. The DAP also aligns to the United Nations Convention on the Rights of Persons

with Disabilities, acknowledging that people living with disability have the same human rights as other members in our community and that the State and community have a responsibility to facilitate the exercise of those rights and also aligns with the Victorian Disability Action Plan 2022-2026 outcomes framework.

The COVID-19 pandemic is an unprecedented public health, social and economic emergency that has impacted every part of society. Council recognises the sacrifices its residents have made during the pandemic, particularly people with disability and their carers who are more susceptible to COVID-19.

Acknowledgements

Council would like to acknowledge the support of the co-design team who helped develop the DAP. Their contribution, through perspectives and life stories, has been greatly appreciated. The team work, heartfelt conversations and enthusiasm in being part of the team has helped shape a plan for people with disability in Brimbank by people with disability.

The following people have been instrumental in the development of Council's Disability Action Plan 2022-2026.



Rosanna Cannata



Deb Gawthorpe



Simon Homburg



Leonie Matthews



Meagan Brown



Alexandra Saenz



Irene Kwong



Jenny Willis



Amarpal Padam

Co-design team's message

As members of the Co-design team, it has been a wonderful opportunity to represent the views of people living with disability to shape Brimbank's Disability Action Plan 2022-2026.

We commenced the journey by sharing our experiences and aspirations for creating a more connected and liveable Brimbank for people living with disability and their carers. We spoke about what was important to us and shared our perspectives throughout this plan's development.

Our Co-design team membership consists of people from a diverse range of backgrounds and experiences of disability, we have worked together with Council to bring you this plan and hope that the plan can guide us towards a more connected and liveable community for people living with disability.

Most importantly, this plan has been developed for people living with disability and their carers. We hope that we have represented the views of people with disability and their carers to deliver the best outcomes.

Other contributors include:

- **Scope Australia - St Albans Lifestyle Options**
- **Council's Disability Advisory Committee**
- **Brimbank Disability Network Group**
- **Council staff**

Additional thanks must be given to the members of the community who provided invaluable information and robust feedback around disability access and inclusion in Brimbank. All contributions have helped inform the Council's Disability Action Plan 2022-2026.



Brimbank DAP - Assembly Interviews

Council's Guiding Principles

Guiding principles have been developed in accordance with the Brimbank Social Justice Charter and Council's legislative and human rights obligations. They aim to uphold the work of Council when addressing the aspirations of residents with disability and their carers.

Access, Fairness and Equity

Recognising a safe, inclusive and accessible environment enables diverse communities to achieve their potential and desire to contribute fairly and equitably to society.

Valuing and Respecting Diversity

Providing welcoming environments which embrace and promote diversity. This includes diversity of language, religion, ethnicity, gender, socio-economic status, geographic location, sexuality, ability and age.

Social Wellbeing and Connectedness

Creating opportunities for people to build greater skills, community connections and learning pathways that promote physical, mental and social wellbeing.

Collaboration and Participation

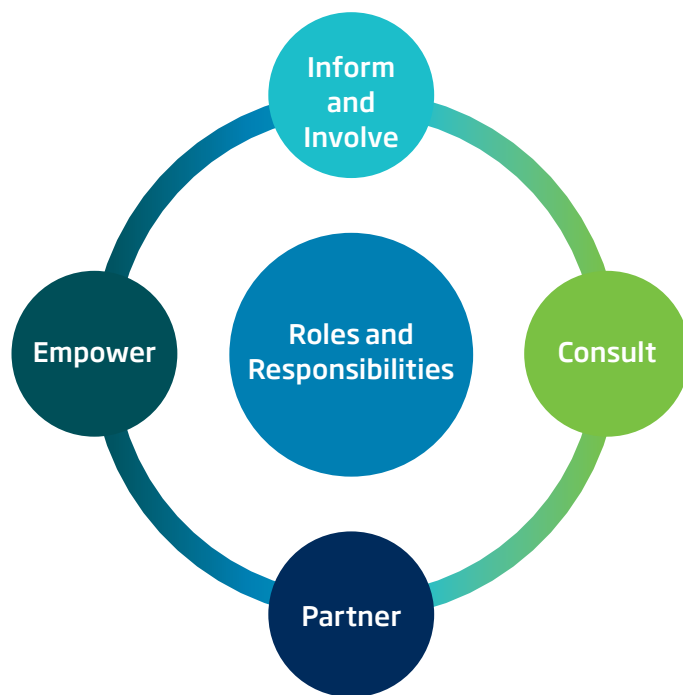
Information will be compliant and available in user friendly and easy to access communication platforms. Council will use an evidence-based approach to programming and identify partnership opportunities that advocate for community issues and needs.

Informing and Responding to the Community

Through the provision of training and consultative supports, the voice of people with disability, their families and carers and their lived experiences are captured when developing policies and decisions that affect them.

Continuous Improvement and Sustainability

Council will seek and encourage feedback from community members and groups about programs, activities and facilities as subject matter experts and support initiatives that encourage self-sustainability in the longer term.



“Our journey towards becoming a more inclusive community is everyone’s responsibility. Small changes to the way we ensure people with disability and their carers are considered, included and valued, all add up to make a big difference”

Jenny, Co design team member

Understanding disability

The term 'disability' is an umbrella term which covers many different conditions. Council has used the definition provided by the World Health Organisation, where the classification recognises disability as a universal human experience and takes into account the social aspects of disability. The definition shifts away from a medical or biological dysfunction paradigm to one recognising that environmental factors affect personal functioning. This approach is known as the social model of disability.

The *Disability Discrimination Act 1992*¹ makes it unlawful to discriminate against a person, in many areas of public life, including: employment, education, getting or using services, renting or buying a house or unit, and accessing public places, because of their disability. It defines disability as²:

- total or partial loss of the person's bodily or mental functions
- total or partial loss of a part of the body
- the presence in the body of organisms causing disease or illness
- the malfunction, malformation or disfigurement of a part of the person's body
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour;

and includes disability that:

- presently exists
- previously existed but no longer exists
- may exist in the future
- is imputed to a person (meaning it is thought or implied that the person has disability but does not).

There are many different kinds of disability and they can result from accidents, illness or genetic disorders. A disability may affect mobility, ability to learn things, or ability to communicate easily, and some people may have more than one. A disability may be visible or hidden, may be permanent or temporary and may have minimal or substantial impact on a person's abilities.

Although some people are born with disability, many people acquire disability. For example, a person may acquire a disability through a workplace incident or car accident, or may develop a disability as they age.

A person's environment has a huge effect on the experience and extent of disability. Inaccessible environments create barriers that often hinder the full and effective participation of persons with disabilities in society on an equal basis with others. Progress on improving social participation can be made by addressing these barriers and facilitating persons with disabilities in their day to day lives.

- World Health Organisation

1 <https://humanrights.gov.au/our-work/employers/disability-discrimination>

2 www.afdo.org.au

Legislation and policy context

In the development of Council's Disability Action Plan we are guided and informed by current International, Federal and State legislation and policy in respect to people with disability and inclusivity in Brimbank.

International

- United Nations Convention on the Rights of Persons with Disabilities (CRPD)


 United Nations Convention on the Rights of Persons with Disability

- World Health Organisation (WHO)

 World Health Organisation Disability definition

Federal

- National Disability Insurance Scheme (NDIS) Act 2013

 National Disability Insurance Scheme Act 2013

- Disability Discrimination Act 1992

 Disability Discrimination Act 1992

- Australia's Disability Strategy 2021-2031 (formerly the National Disability Strategy)

 Australia's Disability Strategy 2021 - 2031

Victorian State Government


- The Disability Act Victoria 2006

 The Disability Act Victoria 2006

- Equal Opportunity Act 2010

 Equal Opportunity Act 2010

- The Charter of Human Rights and Responsibilities Act 2006

 Charter of Human Rights and Responsibilities Act 2006

- The Victorian State Disability Plan 2022-2026

 The Victorian State Disability Action Plan 2022-2026

- The Local Government Act 2020

 Local Government Act 2020

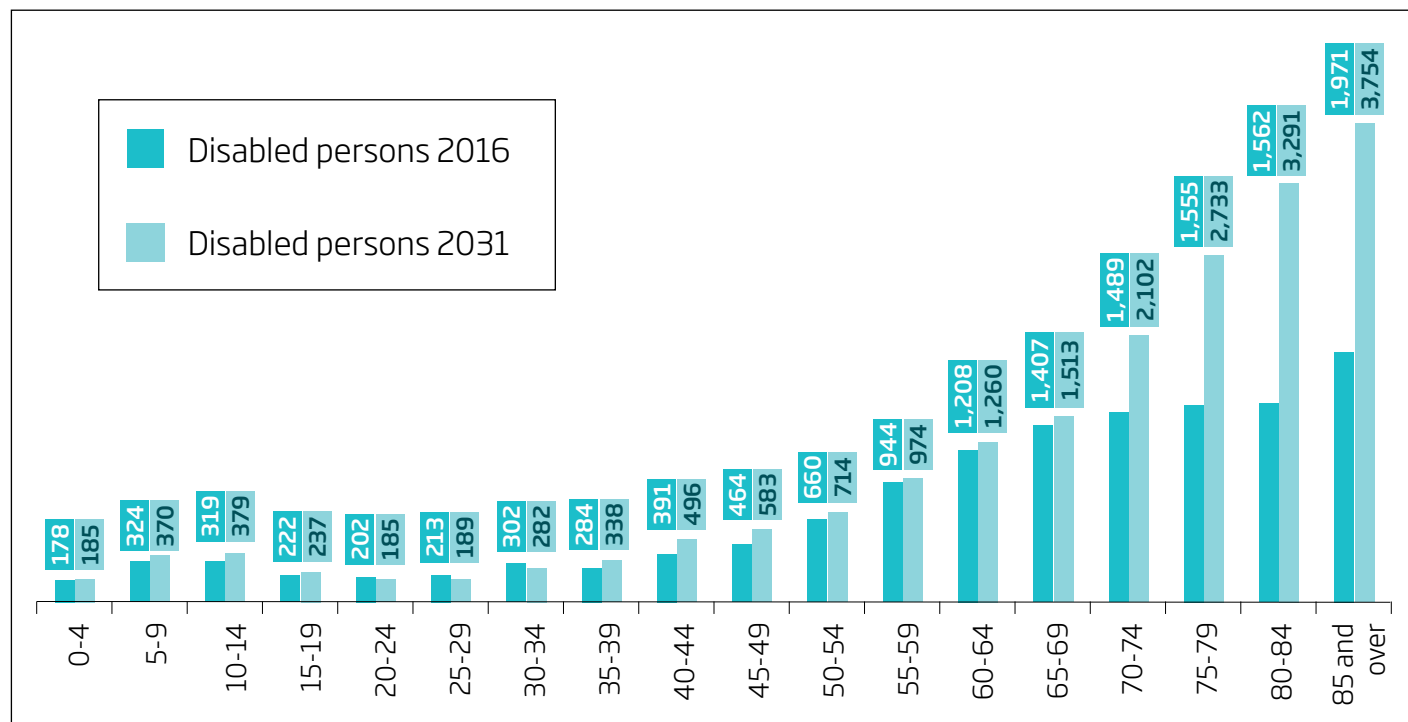
Council will continue its commitment in providing a copy of the plan to the Australian Human Rights Commission pursuant to section 67 of the Disability Discrimination Act 1992.

People with disability in Brimbank


An increasing number of people who require assistance

The numbers of people with disability living in Brimbank is increasing. Chart 1 summarises projected growth across all age cohorts from 2016 to 2031. Growth in most age groups is expected, with the largest being people aged over 70 years.


WITH DISABILITY IN BRIMBANK 2016-2031



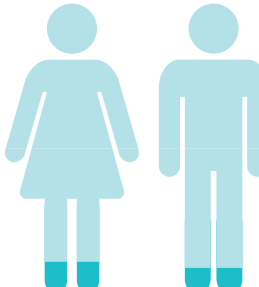
In Brimbank, how many people need assistance in their day-to-day lives due to a disability?



In 2021,
14,975 people
 (or **7.7%** of the population)
 in City of **Brimbank** reported
 needing help in their day-to-day lives
 due to **disability**.



This was **2.2%** higher than
Greater Melbourne
(5.5%).



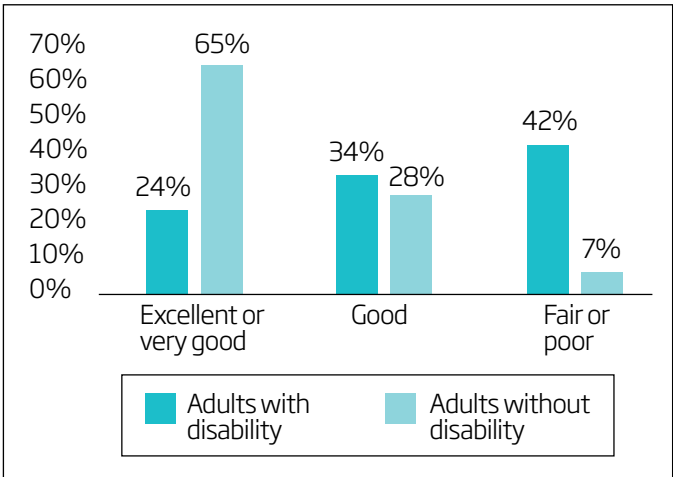
A larger
 percentage of
females
(8.3%)
 reported needing assistance
 than **males**
(7%).

Source: Australian Bureau of Statistics

Health and Wellbeing

Based on self-reported data, people with disability are more likely to state they have poorer general and mental health than people without disability. The data is taken from a large Australia-wide survey completed in 2018.³ People with disability rate their health status much lower than people without disability.

CHART 2: SELF-ASSESSED GENERAL HEALTH BY DISABILITY STATUS (2018)



Other areas of concern regarding the health status of people with a disability relate to the impact that having a disability has on the capacity to engage in physical activity.

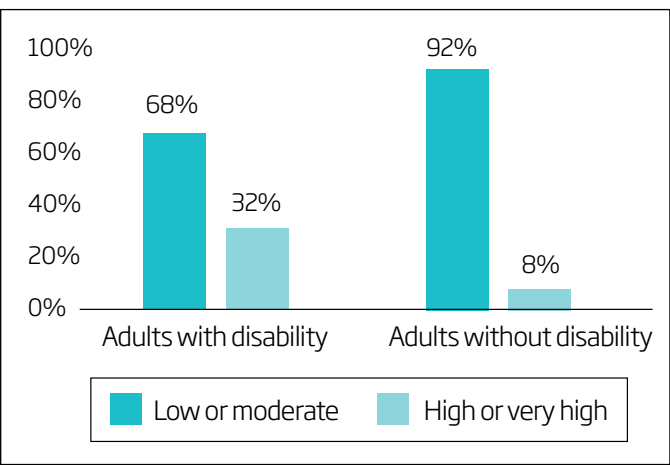
- Higher rates of being overweight or obese based on measured body mass index (aged 2+) - people with disability 72% of those surveyed compared to 55% of people without disability



- Do not do enough physical activity for their age (including at work) (aged 15+) - people with disability 72% of those surveyed compared to 52% of people without disability
- More people with disability have hypertension (aged 18+) - 54% compared to 27% of people without disability.

However, people with disability are less likely to overconsume alcohol than people without disability.

CHART 3: SELF-REPORTED PSYCHOLOGICAL DISTRESS BY DISABILITY STATUS (2018)



People with disability rated their level of psychological distress much higher than people without disability.



³ <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia-2020-in-brief/contents/health>

The impact of COVID-19

Living with disability can create barriers to building social connections, particularly practical issues such as difficulty accessing mobility aids, like a wheelchair, the need for accessible transport and buildings, and appropriate social care. Poor levels of public understanding and awareness of disability is most often the biggest barrier to making friends and finding common interests with others.⁴

COVID-19 has exacerbated isolation and loneliness for people with disabilities. Many felt lonelier during the coronavirus pandemic, but some say the experience has made them feel “dispensable”, compounding a sense of isolation and exacerbating mental health issues.⁵

With restrictions in place due to COVID-19 many people with physical disability found it very hard, or even impossible, to participate in their usual community and social activities. Furthermore, already limited friendships and connections may have been further disrupted due to the pandemic.⁶

COVID-19 restrictions have also impacted severely on carers. Council's Community Impact Analysis reports noted that parent carers are reporting additional pressure, especially where children have complex needs.

Creating an inclusive and accessible Brimbank

A focus on disability is important across many parts of Council's service and program delivery. The Together We are Brimbank Plan includes a Strategic Direction titled People and Community- “A welcoming, safe and supported community – an inclusive place for all.”

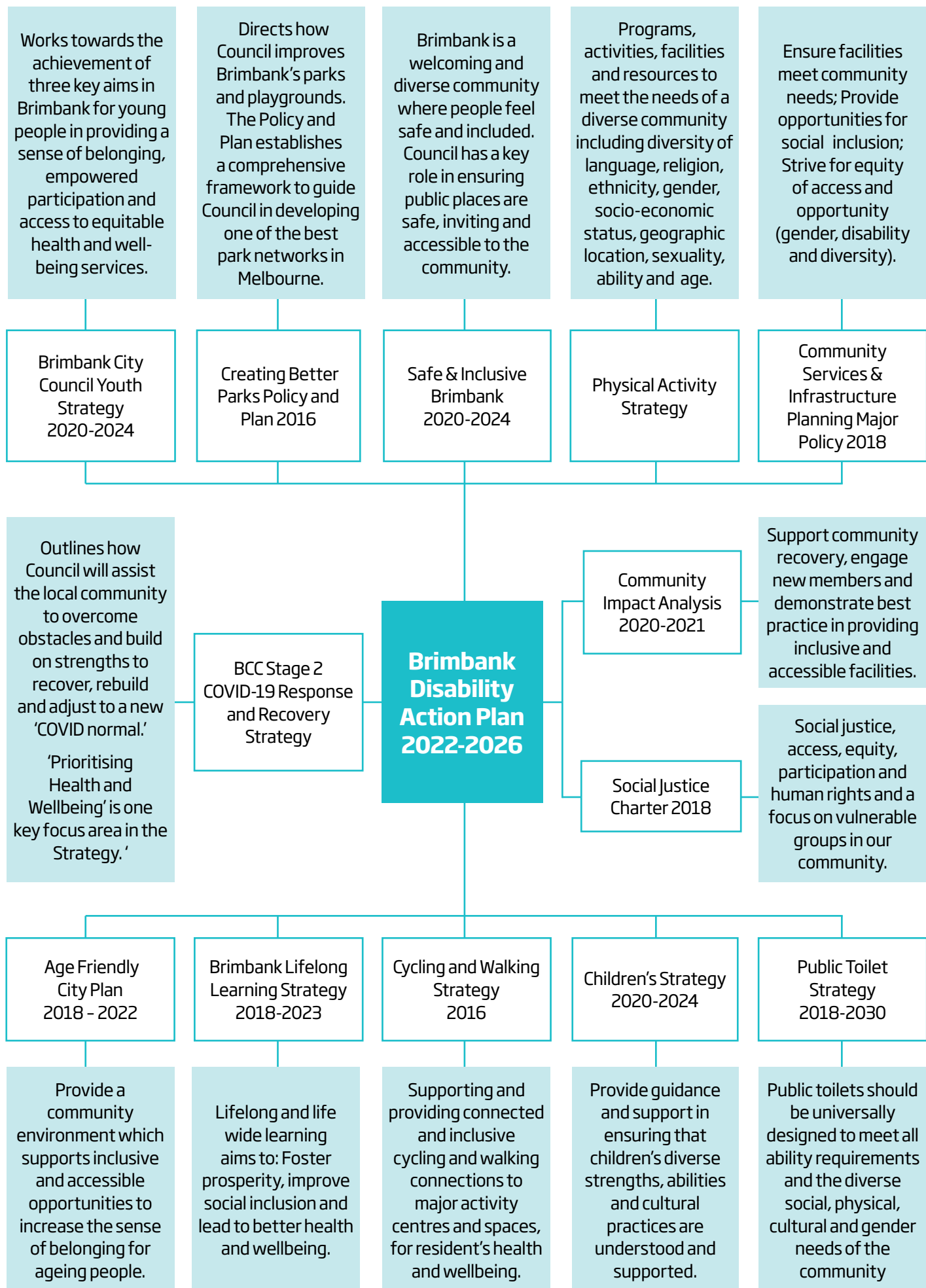
Council developed the Brimbank Community Vision 2040 with more than 1,000 members of our community. The Vision includes the statement: “Our city will be inclusive, resilient, innovative and vibrant and our people will share equally in the City's prosperity and opportunity”.

Many of our other Council plans and strategies are also working to build positive outcomes for people with disability and carers in Brimbank. The following diagram provides a sample of these plans and strategies.

4 <https://blogs.redcross.org.uk/health/2017/07/disabled-people-loneliness-common>

5 <https://www.abc.net.au/news/2020-09-15/loneliness-disability-mental-health-covid-19-q+a/12663454>

6 <https://coronavirus.beyondblue.org.au/managing-my-daily-life/coping-with-isolation-and-being-at-home/people-with-physical-disability-supporting-mental-health.html>



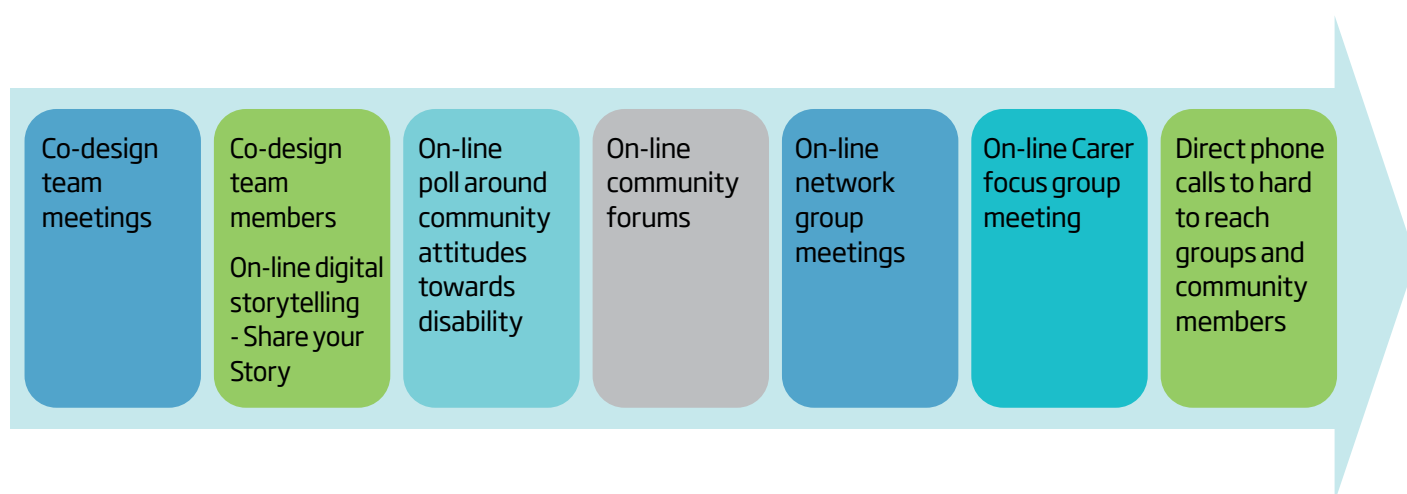
Community Consultation

The community consultation approach was developed in partnership with the Co-design team and included widespread community consultation sessions for people living with disability, their carers, family and friends, local disability service providers, state government representatives and council staff.

In total, more than two hundred people with disability, carers, disability service providers, state government representatives and council staff participated in the consultation process.

Key priorities identified through these sessions included:

- accessible information on services, programs and events and in a range of formats
- raising the profile of disability in our community through media, social platforms, council events
- educating business in raising the profile of employment for people living with disability
- developing employment, training and education pathways, working in partnership with local agencies to create sustainable opportunities;
- the provision of volunteering and work experience opportunities;
- greater accessibility to health and wellbeing services including mental health supports;
- prioritising accessibility in both planning the built environment and
- increasing safety and community participation for people living with disability and their carers.



What you told us

A thematic analysis of the data collected from the community consultation activities identified four priority themes. The Plan will guide Council's work based on the priority themes to enable opportunities for people with disability, their carers and families to achieve the best possible outcomes within an inclusive and supportive community. The priority areas are:

Priority One: Improve communication and increase access to information

Community said...



Respondents wanted to see Council develop stronger accessible information, technology and website accessibility in supporting the needs of people with disability..

Council can...



Play a greater role in increasing community awareness, understanding and acceptance of people with disability through media platforms and further developing accessibility on Council's website.



Provide a carers space for people to share supports and programs for the whole community

Not knowing what is out there to help carers

Participant - Community Workshop

The biggest disability, is the disability to see the ability of people with disability

Participant - Community Workshop

We need to capture people's voices and provide visuals for people to start seeing people with disability in our community

Participant - Community Workshop

Priority Two: Develop employment, education and volunteering opportunities

Community said...



Participants asked for interventions that would change how people living with disability gain opportunities in employment, work experience, volunteering and education.

Council can...



Explore partnerships with business, industry, state government and local specialist schools that focus on achieving employment and training opportunities for people with disability.



We need to see more workshops and employment pathways for young people with disability

Participant - Community Workshop

People with disability are often encouraged to volunteer as there is a thought that they will not be able to go into paid employment

Participant - Community Workshop

We need to have conversations with cultural community leaders to identify gaps

Participant - Community Workshop

Update of Information database required to access services on Councils website to support carers and people with disability

Participant - Community Workshop

For families from different cultural backgrounds, they are not aware of their rights in accessing services and supports. There are language barriers to information provided

Participant - Community Workshop

Priority Three: Advocate to improve access to health and wellbeing services and supports

Community said...

Improved mental health and other health support services were important for many of the people consulted.



Council can...

Explore and advocate for key mental health and allied health service providers to deliver programs, supports and services in Brimbank for people with disability and their carers.



Lack of allied health services is a barrier - the west don't have enough services and the waiting lists are massive

Participant - Community Workshop

I should have the right to access health and mental health services when I need them

Participant - Community Workshop

My child cannot access speech therapy as the waiting lists are huge

Participant - Community Workshop



Priority Four: Improve accessibility to the built environment

Community said...

Participants wanted to see Council prioritise accessibility in both planning the built environment and do what it could to increase safety and community participation for people living with disability and their carers.



Council can...

Continue to ensure that the places and spaces are accessible and contribute to the physical and mental health and wellbeing of people with disability and carers through improved social connection, independence and community participation.



Sometimes the decisions of where one goes is based on a number of factors and this can mean you don't go because it will be too challenging - car parking, toilets, building access, a lack of space to use mobility aid. Does an abled person have to think about this? No. If you have a bad experience then sometimes this can impact on your day to day activities

Participant - Community Workshop

Not everyone appreciates the extra thinking that families need to consider - Council need to consider differing needs and create inviting spaces for support

Participant - Community Workshop

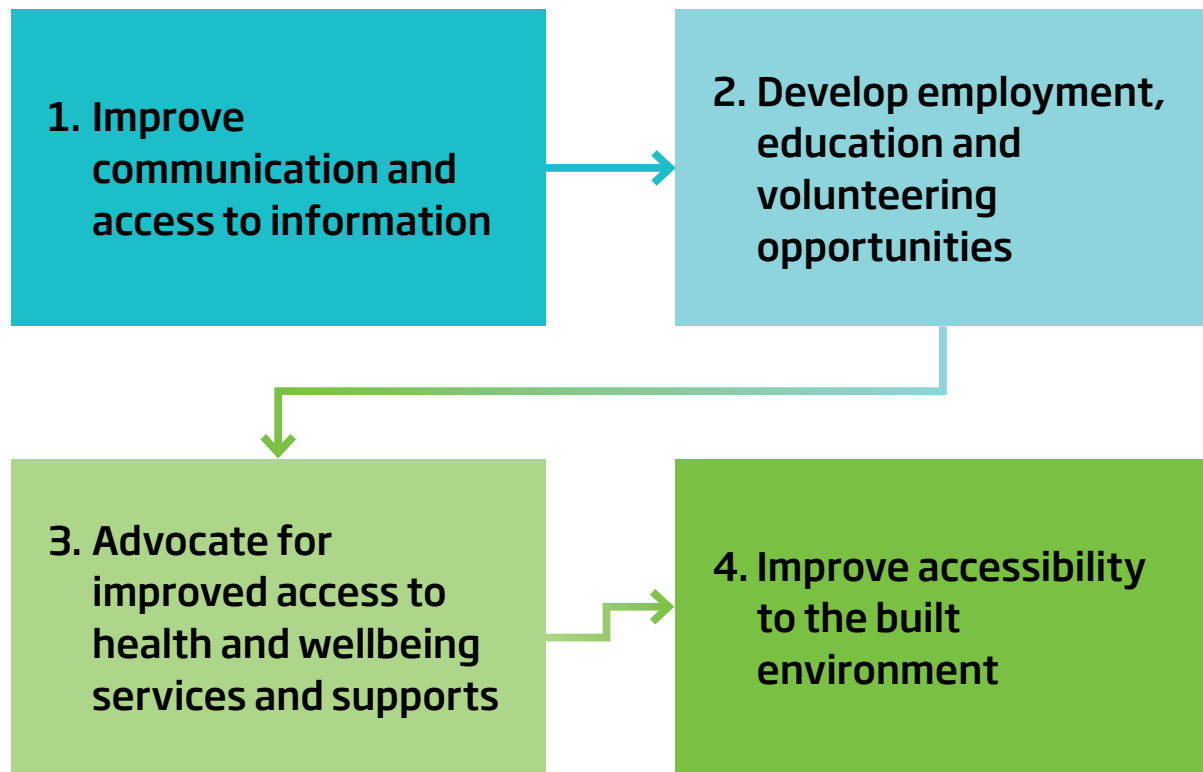
Our children centre buildings are outdated and difficult for some children to access. Programs are really very inclusive but the buildings are not accessible, the programs are not reaching everyone and this can be a barrier

Participant - Community Workshop



How will we achieve this?

The Disability Action Plan is built upon four key priority areas which were identified through community consultation as impacting the lives of people with disability and their carers. The Plan will provide opportunities for people with disability, their carers and families to achieve the best possible outcomes within an inclusive and supportive community. The four priority themed areas are:



Council will also ensure inclusion at all levels and recognises the rights and specific needs of Aboriginal and Torres Strait Islander people, culturally and linguistically diverse communities (CALD), people living with disability, lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, plus (LGBTQIA+) community members in all priority areas and strategies contained in the Plan.

Disability Action Plan 2022–2026 Actions

The list of actions below is in addition to those actions endorsed through Council's existing plans and strategies, such as the Council Plan 2021-2025 and the Age Friendly City Plan 2018-2022.

Timeframes:

- (I) Immediate, Year 1
- (S) Short, Years 2-4 years
- (O) Ongoing

Resourcing:

- Within existing resources – action may be implemented using existing resources committed by Council
- Additional resources required – additional resources are required to implement the action (through Council's future budget processes and/or external funding opportunities)

Priority One: Improve communication and access to information

Goal One : Increase accessibility of inclusive information and assistive technology

Actions	Council Role	Timeframe	Resourcing
1.1.1 Provide accessible and inclusive Council documents and progress web accessibility to enable participation and increase understanding for people with disability.	Deliver	I, O	Within existing resources
1.1.2 Review, audit and update Council's adaptive equipment, assistive technology and software programs for individual and group use.	Deliver, Partner	S, O	Additional resources required
1.1.3 Review and update Council's visual communication boards to support people with complex communication needs.	Deliver, Partner	S, O	Additional resources required

Goal Two: Build community knowledge and awareness about residents living with disability and their carers

Actions	Council Role	Timeframe	Resourcing
1.2.1 Find opportunities, where possible, to profile the achievements and skills of people with disability in Council's internal and external communications.	Deliver, Partner	I, O	Within existing resources
1.2.2 Raise Brimbank's disability profile and keep the community informed with disability specific data as it becomes available from the Australian Bureau of Statistics, Centrelink and other sources.	Deliver	S, O	Within existing resources
1.2.3 Facilitate and participate in networks that strengthen Council's ability to identify and respond to current issues for people with disability and their carers.	Deliver, Advocate	I, O	Within existing resources

Priority Two: Develop employment, education and volunteering opportunities

Goal One: Support the development of volunteering opportunities

Actions	Council Role	Timeframe	Resourcing
2.1.1 Explore partnerships and develop capacity within local organisations to develop pathways and opportunities for people with disability volunteering in Brimbank.	Partner	S, O	Within existing resources
2.1.2 Identify and progress Council's volunteering recruitment strategies to provide more participation opportunities for people with disability.	Deliver	I, O	Within existing resources

Goal Two: Support access to local employment and training opportunities

2.2.1 Encourage local employment of people with disability by promoting opportunities for local businesses to engage in disability awareness and education to build their capacity.	Deliver, Partner	S, O	Within existing resources
2.2.2 Strengthen post-school planning approaches between young people with disability, families, agency partners and schools by developing employment, volunteering and training opportunities.	Deliver, Partner	I, O	Additional resources required
2.2.3 Increase the participation of people with disabilities across Council's employment programs, including work experience.	Deliver, Partner	S, O	Within existing resources



Priority Three: Advocate for improved access to health and wellbeing services and supports

Goal One: People with disability and their carers can participate, contribute and engage in community life

Actions	Council Role	Timeframe	Resourcing
3.1.1 Undertake community research and advocacy to address any increased need for mental health services and support for people with disability and their carers, due to the impacts of COVID-19.	Deliver, Advocate	S	Within existing resources
3.1.2 Work with the Local Area Coordination provider of the NDIS (National Disability Insurance Scheme) to strengthen partnerships and support the implementation of community capacity building activities, including access to information, education and other services.	Partner	S, O	Within existing resources
3.1.3 Progress ongoing advocacy and support Council to be a Child Safe organisation where the safety of all children and young people, including children and young people with disability are included.	Deliver, Advocate	I, O	Within existing resources
3.1.4 Encourage, support and promote the participation of people with disability and their carers in Council-managed health and wellbeing services, activities, performing arts and cultural events, to improve and increase health, wellbeing and social connectedness.	Deliver, Partner	I, O	Within existing resources
3.1.5 Strengthen partnerships with neighbouring Councils to deliver social programming and events for young people with disability.	Deliver, Partner	I, O	Within existing resources
3.1.6 Develop opportunities to partner with State Sporting Associations and local sporting clubs to provide and support access to sport and leisure opportunities for people with disability and their carers.	Partner	S, O	Within existing resources
3.1.7 Review Council's Community Engagement Policy and Framework to include inclusive practices and processes that will improve consultation for people with disability.	Plan, Deliver	S, O	Within existing resources
3.1.8 Ensure that Council Plan, and any other relevant strategies, policies and procedures developed by Council, consider disability accessibility and inclusion in their development and delivery.	Partner, Plan, Deliver	S, O	Within existing resources
3.1.9 Assist carers in accessing information about Commonwealth and State funded supports and services provided in the Brimbank area.	Deliver, Partner	I, O	Within existing resources

Priority Four: Improve accessibility to the built environment

Goal One: Public spaces that are managed by Council are accessible

Actions	Council Role	Timeframe	Resourcing
4.1.1 Prioritise disability access on existing council-owned facilities by undertaking access audits that are responsive to the needs of people with disability and their carers.	Plan, Deliver	S, O	Within existing resources
4.1.2 Ensure that Council-run Emergency Response and Relief Centres are planned to incorporate the access and inclusion needs of people with disability.	Plan, Deliver	S, O	Within existing resources
4.1.3 Investigate funding opportunities that may assist in establishing a Changing Places facility in Brimbank.	Plan, Advocate	I	Additional resources required
4.1.4 Deliver community education activities to reduce unauthorised use of accessible parking bays, while continuing to monitor and issue infringement notices within Council owned areas.	Deliver	S	Within existing resources
4.1.5 Support the VicRoads Australian Disability Parking Scheme reform process by promoting and participating in consultation activities when delivered in the Brimbank municipality.	Partner, Advocate	S	Within existing resources
4.1.6 Continue the delivery of Brimbank's Creating Better Parks Policy and Plan by providing information on the development of future play spaces across Brimbank incorporating the needs of people with disability and their carers.	Deliver	S, O	Within existing resources
4.1.7 Continue to facilitate improvements to meet accessibility standards for footpaths, parking and kerb ramps.	Plan, Deliver	S	Within existing resources

Implementation, monitoring and review

Implementation

An implementation plan will sit alongside the DAP to ensure the goals and actions of the DAP are being delivered. The following guidelines will be applied when developing and revising the implementation plan:

- Annual revision and update of the implementation plan through negotiations with each Council department with a stake in the DAP.
- Integration with current Council plans and strategies through the identification of existing actions that align with the goals and objectives agreed to in the DAP.
- Where possible address any gaps by modifying and/or expanding existing Council actions that have the potential to address the goals and objectives of the DAP.
- Create new actions where the objectives of the DAP cannot be addressed by existing Council actions.
- For each action nominate a Council department that is responsible for the action, including clear timeframes.
- The DAP will be funded through existing resources and budget, unless specified.

Monitoring and Review

The Disability Advisory Committee has been established to oversee the monitoring and implementation of the Disability Action Plan.

The DAP will be reviewed and reported on annually through a community report card and presented to the community.



Appendix 1

Brimbank Disability Action Plan (DAP) 2017-2020: Community Report Card

In the previous DAP there were four key themes, which resulted in many positive outcomes for people with disability and their carers including the following.

1. Fostering respect and embracing diversity	<ul style="list-style-type: none"> • Provided community capacity building strategies and partnership brokerage opportunities to deliver key events and community education workshops – These include Carers Week and International Day of People with Disability • Planned, delivered, implemented and evaluated the Sexual Lives: Respectful Relationships program which was co-designed and peer educator led by people with disability in Brimbank • Initiated disability specific application information about Council's community grants for disability services and people with disabilities during Covid-19. • Coordinated and increased awareness of Council's Community Register for vulnerable clients to access weekly phone calls or as required.
2. Gaining and maintaining employment	<ul style="list-style-type: none"> • Partnered with State Government – Department of Education and other key agencies to deliver key workshops (on-line) for young people with disability exploring pathway options when leaving school
3. Accessible and affordable places and spaces	<ul style="list-style-type: none"> • Completed Building maintenance annual access audits to ensure compliance with the Disability Discrimination Act 1992. • Sought improvements to ensure universal design principles are implemented across all Council facilities and buildings. • Ensured contractors are aware of Council's requirements and that all works are disability compliant through the Disability Discrimination Act and Building Codes.
4. Participation and representation.	<ul style="list-style-type: none"> • Partnered with Carers Vic to deliver the Carer Friendly Program in supporting carers to access Neighbourhood Houses and Community Centres • Delivered targeted information sessions to people with disability and carers about accessing covid-19 information • Delivered a monthly on-line Carers Support Group in partnership with the Brotherhood of St Laurence • Delivered the Council Support for Carers program to support the wellbeing of carers in Brimbank • Partnered with the National Disability Insurance Scheme (NDIS) to increase referral pathways for clients who are not eligible for the NDIS and for Council to provide supports • Continued meeting with the Brimbank Disability Network Group on digital platforms, to ensure continuation of connection and support during COVID-19. • Delivered Next Chapter Book Clubs on-line for people with disability to promote access to library services and connection with other community members • Delivered the Youth Disability Advocacy Service – inclusive Youth Sector training to all Library Staff to help support young people with disability to access library programs and services.

Glossary of key terms

Accessible Documents – Documents that are available in multiple formats.

Accessible Parking - Permits give parking concessions to those with impaired mobility. There are three types of Accessible Parking Permits available to Victorian residents:

1. An Australian Disability Parking (ADP) Permit (for individuals)
2. A Victorian Double Time Permit (for individuals)
3. An Australian Disability Parking (ADP) Permit (for organisations)

Major Activity Centre - These are centres intended to provide a diverse range of jobs, activities and housing that are well served by public transport. These centres will play a major service delivery role, including government, health, justice and education services, as well as retail and commercial opportunities.

Adaptive Equipment – computer equipment and aids to support people with disability accessing computers

BCA - Building Code of Australia - provides the minimum necessary requirements for safety, health, amenity and sustainability in the design and construction of new buildings (and new building work in existing buildings) throughout Australia.

BDNG – Brimbank Disability Network Group

Changing Places Facility - Fully accessible public toilet with change tables and hoists for people with severe or profound disability across Australia.

Communication Boards – Communication tool to support people with complex communication needs

DAC – Disability Advisory Committee

DAP – Disability Action Plan

Easy English - is a style of writing that has been developed to provide understandable, concise information for people with low English literacy

‘Good Access is Good Business’ - a program providing information to support businesses to meet the legal and community expectations of “Access for All” to goods, services and opportunities.

Inclusion - People are supported to be participate in all aspects of community that they choose and viewed as valued and equal citizens

NDIA – National Disability Insurance Agency

NDIS – National Disability Insurance Scheme

TGSI - Tactile Ground Surface Indicators - is to give pedestrians who are blind, or who have vision impairment warning of hazards and directional information to aid navigation of the urban environment.

WCAG and AA - Web Content Accessibility Guidelines (WCAG) explains how to make web content more accessible to people with disabilities. WCAG covers web sites, applications, and other digital content. It is developed by the World Wide Web Consortium (W3C) Web Accessibility Initiative (WAI). WCAG is an international standard. The AA standard is the requirement level to meet to be usable and understandable for the majority of people with or without disability.

Universal Access Symbols



This symbol can be used to indicate directional access both left and right for accessible pathways.



This symbol can be used to indicate an accessible ramp is available for use.



This symbol indicates that an accessible ramp is available for use one way.



Parking sign displayed with Universal Wheelchair design indicates parking can only be accessed by drivers with a certified disability parking permit.



Disability icon indicates brain neurodiversity, autism, mental health or neurological conditions.



Eye image with line through indicates that the person is blind with no vision.



Assistive listening systems (augmented hearing, or hearing loop) are installed in many venues and are used to amplify or enhance sound quality via hearing aids, headsets or other devices. They include infrared, loop and FM systems. Portable systems may be available from the same audiovisual equipment suppliers that service conferences and meetings



Using the Sign Language Interpreting symbol tells Deaf Australian Sign Language (Auslan) users that Auslan interpreting is provided for a performance, film, guided exhibitions tour, forum, workshop or event. Interpreting makes sure Deaf Auslan users can engage with the performance or event using their first language.



Disability icon indicates neurodevelopmental brain conditions that include - intellectual and cognitive disability.



This image indicates that there are books and reading materials available for use.



Braille symbol indicates that written materials are available in Braille. This could include labelling, marketing, publications and signage at the venue.



Telephone Typewriter (TTY) Can also be known as text telephone (TT), or telecommunications device for the deaf (TDD), TTY indicates a telephone device used with the telephone (and the phone number) for communication between deaf, hard of hearing, speech-impaired and/or hearing persons.



This symbol indicates guide dogs assist people who are blind or vision impaired. This symbol also refers to assistance animal.



Indicates access for people with limited mobility, including wheelchair users. For example, the symbol is used to indicate an accessible entrance, bathroom or that a phone is lowered for wheelchair users. Remember that a ramped entrance is not complete access if there are no curb cuts, and an elevator is not accessible if it can only be reached via steps



This symbol can be used to indicate access for people who are blind or have low vision, including: a guided tour, a path to a nature trail or a scent garden in a park; and a touch/tactile tour or a museum exhibition that may be touched.



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Brimbank City Council

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Hearing or speech impaired?

- TTY dial 133 677
- Speak & Listen 1300 555 727
- www.relayservice.gov.au, then enter 03 9249 4000



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131 450

Local call costs apply



Use Brimby, the online virtual assistant
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