



Towards an
inclusive city

Darebin Access And Inclusion Plan 2015-2019

Master Document



For information about this Plan contact our Disability Access Planner on 8470 8888 or mailbox@darebin.vic.gov.au. Or go to www.darebin.vic.gov.au/disabilityaccess

نبيراد ةيذلب سلجم 2015-2019 ماوعأل (Darebin) نبيراد ةنيذمل نيقياعملا جامدن او لوصو ةطخ دعاست فوس نم نونواعي نيذلا صاخشأل تاوصأ عفرو قفارمأل او تايلمعل او ،امتامدخ عيجم يل ل لوصولا ةلوس ري فوت يف تاغللا ددعتمل افتاهلا طخب لاصتال اىجرى ةطخل هذه لوح تامولعمل اىلع لوصحلل .نبيراد عمدتجم يف ةقاعللا www.darebin.vic.gov.au/ ينورتكلل اىلعوملا ةرايزب مق ، 8470 8470 مقرلا اىلع نبيراد ةيذلب سلجم mailbox@darebin.vic.gov.au ينورتكلل اىل ديربلا قي رطنع و disabilityaccess

戴瑞宾市议会的《2015–2019年残疾人无障碍包容计划》将帮助戴瑞宾市议会改进工作，让残疾人无任何障碍地公平使用市议会的各项服务、程序和设施，并提高戴瑞宾社区中残疾人的声音。查询有关该计划的更多信息，请致电戴瑞宾市议会多语种电话专线8470 8470，浏览 www.darebin.vic.gov.au/disabilityaccess，或发送电子邮件至mailbox@darebin.vic.gov.au。

To Σχέδιο του Δήμου του Darebin Πρόσβασης και Ενσωμάτωσης 2015-2019 θα βοηθήσει το Δήμο του Darebin να παρέχει πρόσβαση σε όλες τις υπηρεσίες, διαδικασίες και εγκαταστάσεις και να ακουστεί η φωνή των ατόμων με αναπηρία στην κοινότητα του Darebin. Για πληροφορίες σχετικά μ' αυτό το Σχέδιο καλέστε την Πολυγλωσσική Τηλεφωνική Γράμμή [Multilingual Telephone Line] στο 8470 8470, επισκεφτείτε το www.darebin.vic.gov.au/disabilityaccess ή με email στο mailbox@darebin.vic.gov.au.

सटी ऑफ डेयरबनि की पहुँच और समावेशन योजना 2015-2019, डेयरबनि समुदाय में डेयरबनि काउंसिल की सभी सेवाओं, प्रक्रियाओं और सुविधाओं पर आसान पहुँच देने और बकिला ग लोगो की आवाज उठाने में डेयरबनि काउंसिल की मदद करेगी. इस योजना के बारे में जानकारी पाने के लिए डेयरबनि काउंसिल की बहुभाषी टेलीफोन लाइन 8470 8470 पर संपर्क करें या www.darebin.vic.gov.au/disabilityaccess देखें या mailbox@darebin.vic.gov.au पर ईमेल करें.

Il Piano per l'Accesso e l'Inclusione della City di Darebin 2015-2019 aiuterà il Comune di Darebin a fornire un buon accesso a tutti i servizi, le procedure e strutture e a dare una voce alle persone disabili nella comunità di Darebin. Per informazioni su questo piano contattate la linea telefonica multilingue del comune di Darebin al numero 8470 8470, visitate il sito www.darebin.vic.gov.au/disabilityaccess oppure mandate un messaggio a: mailbox@darebin.vic.gov.au.

Планот за пристап и вклучување на онеспособени лица во Општината Даребин за периодот од 2015 до 2019 год. овозможува добар пристап до сите нејзини служби, процеси и установи и се грижи да се слушне гласот на онеспособените лица во заедницата на Даребин. За информации за овој План јавете се на повеќејазичната телефонска линија на Општината Даребин на 8470 8470, одете на www.darebin.vic.gov.au/disabilityaccess или пратете електронска порака на mailbox@darebin.vic.gov.au.

Degmada Darebin Qorshaheeda ka mid ahaanshaha ee 2015-2019 wuxuu caawimayaa in Degmada Darebin ay u suurtageliso in dadka iinta qabaa sahal ku heli karaan adeegyada, iskudubaridka, habaynta iyo tas-hiilaadka iyo kor u qaadista codka dadka iinta qaba ee ku jira bulshada Darebin. Macluumaad intaas ka badan oo ku saabsan qorshaha la xiriiir Golaha Degmada Darebin Khadka Luqadaha badan oo ah 8470 8470, ama gal www.darebin.vic.gov.au/disabilityaccess ama email: mailbox@darebin.vic.gov.au.

Kế hoạch Bình đẳng và Bao gồm (Access and Inclusion Plan) 2015-2019 của Thành phố Darebin sẽ giúp Hội đồng Thành phố Darebin tạo điều kiện thật tốt để mọi người có thể sử dụng tất cả dịch vụ, thủ tục và cơ sở vật chất của chúng tôi cũng như giúp người khuyết tật trong cộng đồng Darebin có tiếng nói. Muốn biết thông tin về Kế hoạch này, xin gọi điện thoại cho đường dây đa ngữ của Hội đồng Thành phố Darebin qua số 8470 8470, hay vào trang mạng www.darebin.vic.gov.au/disabilityaccess hoặc gửi thư điện tử (email): mailbox@darebin.vic.gov.au.

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Mayor's Welcome

As Mayor of Darebin it is with great pleasure that I present to you the City of Darebin's Access and Inclusion Plan 2015-2019 - *Towards and Inclusive City*. The Access and Inclusion Plan 2015 - 2019 will help Council to ensure our services, processes and facilities meet the needs of people with a disability. It also helps us raise the voice of this community in Darebin.

This plan was developed through community engagement with Council Advisory Committees; disability agencies; community groups and people with disability and their carers and families.

I wish to thank the many community groups, service providers and people with disability and their carers who generously contributed their time and energy to develop this Plan. In particular, I would like to acknowledge the effort and support of the Darebin Disability Advisory Committee.

It is with great pride that I present this Plan to you, and I look forward to continuing to work together in the coming years to enhance liveability, access and inclusion in Darebin.

Steven Tsitas
Mayor, Darebin City Council



Introducing the Darebin Access and Inclusion Plan 2015-2019

A vision for a liveable, accessible and inclusive City

Darebin's Access and Inclusion Plan 2015-2019 builds on our vision to make Darebin a more liveable, accessible and inclusive place, and to reduce the social barriers experienced by people with a disability.

During its lifetime this Plan will support Darebin staff to provide equitable and dignified access to all parts of community life in keeping with the *Disability Discrimination Act 1992* (DDA).

The Plan will also support Darebin Council to achieve the following aims which are based on Section 38(1) of the *Disability Act 2006*:

- Reduce barriers to people with a disability accessing places, goods and services
- Support people with a disability to obtain and maintain employment and other social opportunities that enhance their wellbeing, and their personal satisfaction and fulfilment with life
- Encourage the participation and belonging of people with a disability in all aspects of community life including the pursuit of their social, educational, economic, political and spiritual interests
- Achieve tangible changes in attitudes and practices that discriminate against people with a disability

These aims will help make Darebin more accessible and inclusive, and ultimately a more desirable place to live for all people.



Our City, our future

Our growing population

Today Darebin is a liveable place with one of the largest and most diverse communities in Victoria. Darebin is an important place of Aboriginal history, and is proud to have the second largest Aboriginal community in Greater Melbourne. Darebin is also home to people of diverse backgrounds including diverse faiths and beliefs, sex and gender identities, people with a disability, carers, and people from different age groups.

In future years Darebin is anticipated to experience significant population growth and change. This will place new pressures on Council services and infrastructure, and create different demands. The official resident population of Darebin according to the 2011 Census of Population and Housing (143,057) is expected to increase by 21.6% to 173,980 people by 2031¹. This will include an increase in Darebin's Aboriginal community, older residents as well as young people and children in the City.

Growing demand for accessible services, facilities and public spaces

To accommodate a growing and diverse population Darebin needs to improve the accessibility and diversity of its services, facilities and public spaces so that all people in Darebin can enjoy their right to the City. According to the 2011 Census of Population and Housing, Darebin has a higher percentage of people with a disability needing assistance with core activities (5.9%) compared to Greater Melbourne (4.5%)². Darebin also has a higher proportion of people needing assistance born outside of Australia (3.47%) compared to Greater Melbourne (2.18%)³. These trends suggest that Darebin has a high need for quality, culturally appropriate and accessible community services, and this need is likely to continue into the future.

¹ Australian Bureau of Statistics, 2011. *Census of Population and Housing*.

² Australian Bureau of Statistics, 2011. *Census of Population and Housing*.

³ Australian Bureau of Statistics, 2011. *Census of Population and Housing*.

The critical need for affordable, accessible housing

Forecast population growth in Darebin is expected to generate new pressures for housing. Like other inner city Councils in Melbourne, Darebin currently has a critical lack of accessible, affordable and appropriate housing. This is partly due to a gradual but consistent change in the socio-economic make up of Darebin towards a more affluent population. Increasing affluence through gentrification is having a major impact on land use and development patterns in Darebin. These patterns can already be seen in the southern half of the municipality (Northcote, Thornbury, Fairfield and Alphington) and progressing north into Preston, Reservoir and Bundoora⁴.

As a Planning Authority, Darebin Council will respond to Melbourne's affordable housing shortage by working in stronger partnership with the community and private sector to embed access, inclusion and diversity in housing in our city.

The need to improve pathways to training and employment

Currently in Darebin people with a disability are disproportionately represented in low income and unemployed groups. In 2015 the median personal income of residents in Darebin with a disability aged over 15 was 53% that of the municipal median. This equates to an average weekly income of less than \$400 (gross) which is considered to be below the poverty line. To redress economic disadvantage Darebin Council will work with the community to diversify pathways to employment for people with a disability.

⁴ City of Darebin, 2013. *Darebin Planning Scheme Clause 21.01-21.05 Municipal Strategic Statement (Current Amendment C138 to the Darebin Planning Scheme)*.



Darebin Council's vision

Darebin Council's vision is for the municipality to be a fair, sustainable and caring place. A place where all people feel valued, differences are respected, and where the needs of people are met so that they can live in dignity.

This vision echoes Council's commitment to enhancing liveability, as expressed in the Darebin Council Plan 2013-2017. A liveable place is one that is safe, attractive, socially inclusive, environmentally sustainable and well networked by public transport and walkable infrastructure. It has accessible and affordable housing linked to employment, public open space, local shops, health and community services, schools, and leisure and cultural opportunities.

It is a commitment of this Plan that Council will work with community groups and businesses to make Darebin a *Place to Live* now and into the future.

The Plan will also support people with a disability in Darebin to achieve an amplified voice in community affairs, and a greater sense of belonging combined with greater overall responsibilities in the community.

Principles of this Plan

The Principles underpinning this Plan are:

- **Liveability:** Making Darebin a desirable *Place to Live* now and in the future
- **Collaboration:** Local Government working collaboratively with the community and stakeholders to achieve long-term outcomes
- **Accessibility:** Removing the barriers to participation
- **Social Justice:** Planning for recognition of people with a disability and redress of disadvantage
- **Diversity:** Valuing and respecting difference among people with a disability
- **Participation:** Facilitating the involvement of people with a disability in all aspects of city life including young people and children

Policy and planning context

Darebin's Access and Inclusion Plan 2015-2019 is situated within a broader legislative and policy framework that includes the *United Nations Convention on the Rights of Persons with Disabilities*.

The following Standards, Codes and Policies also relate directly to the Plan.

Federal legislation and standards

- Australian Standards for Access and Mobility AS1428
- National Construction Code (including the Building Code of Australia)
- Disability (Access to Premises – Buildings) Standards 2010
- National Disability Insurance Scheme Act 2013
- National Disability Strategy 2010-2020
- *Disability Discrimination Act 1992*

Victorian state legislation and policy

- The Local Government Act 1989
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Victorian Equal Opportunities Act 1995
- The Disability Act Victoria 2006
- Victorian State Disability Plan 2013-2016

Local Government context

This Access and Inclusion Plan 2015-2019 integrates with Darebin's Council Plan 2013-2017 and is integral to all other Local Government Plans, Policies and Strategies.

National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme (NDIS), launched in July 2013 symbolises Australia's commitment to making disability and mainstream services more responsive to the long-term needs of people with a disability, their families and carers.

The creation of the NDIS was guided by the Productivity Commission's inquiry into the need for a long-term disability care and support scheme. The inquiry found the *current disability support arrangements are inequitable, underfunded, fragmented, and inefficient and give people with a disability little choice*.

In effect, the *NDIS Act 2013* was introduced to ensure people with disability would get the support they need. People with disability will receive individual support and greater choice and control based on a lifetime approach to a person's support needs.

Since July 2013, the NDIS has been trialled throughout the country - the Barwon region in Victoria. Learnings from the trial sites have informed the Scheme's ongoing development and progress.

On 16 September 2015, the Government announced that from 1 July 2016, the official roll out in Victoria will commence in Melbourne's North East, which includes the local government areas of: Darebin, Yarra, Nillumbik, Banyule and Whittlesea.

Council has contributed to many NDIS discussion papers in consultation with Darebin Council's Disability Advisory Committee. With greater insight now regarding the commencement of the rollout, Council will be engaging the community to learn more about perceived local impacts and benefits of the NDIS.

Darebin Access and Inclusion Plan 2015-2019 Goals

Goal 1

Liveable housing, and safe public places

Advance the rights of people with a disability to access affordable, accessible, appropriate housing, and to experience a sense of belonging and safety within public places.

Goal 2

Accessible transport and freedom of movement

Work to create an accessible, well-networked public transport system in Darebin including comfortable, safe infrastructure and good access to destinations and attractions.

Goal 3

The right to education, employment and pathways to health and wellbeing

Work within Council, and with businesses and community groups to advance the rights of people with a disability to participate equally in the workforce, education and training opportunities, as well as other activities that support health and wellbeing.

Goal 4

An amplified voice in public affairs and decision-making

Amplify the voice of people with a disability in public affairs and decision-making, including people from different age groups and backgrounds (Aboriginal, CALD, GLBTIQ and different socio-economic groups).

Goal 5

The right to a creative and dynamic city with quality services

Provide, and support the community to provide a diverse range of accessible community services and arts, cultural, sport and recreational activities and events that are creative and fun.

Goal 6

Freedom from discrimination into the future

Take measures to achieve tangible positive changes in attitudes about disability as well as structural discrimination, and raise community awareness about mental illness.

Monitoring and evaluation

Darebin Disability Advisory Committee

The Darebin Disability Advisory Committee is a formalised Advisory Committee to Darebin Council whose purpose is to raise awareness about issues impacting people with a disability and carers who live, work and study in Darebin. The Darebin Disability Advisory Committee also has a role to promote and advocate for, improved access and equity within Council and the wider community, irrespective of age, type of disability, gender, culture or linguistic background.

The Committee has been in operation for 21 years, is chaired by a nominated Councillor and includes residents with a disability, carers, local disability service providers, and internal Council staff.

During the lifetime of this Plan, the Darebin Disability Advisory Committee will play an instrumental role in supporting Council to implement, monitor and evaluate its progress.

The Darebin Disability Advisory Committee will also receive regular progress updates and information will be made available on the Darebin website.

For more information about the Darebin Disability Advisory Committee, including meeting agendas and minutes visit www.darebin.vic.gov.au/ddac, or call 8470 8888.

Measuring our progress

An annual review of the Plan will take place by the Disability Access Planner in line with Council's annual reporting cycles across each department.

Progress updates on the Plan will be available on Council's website as well as in the Darebin Annual Report, as per the requirement of Section 38 (3) of the *Disability Act 2006*.

Glossary

Access – Any outcome that is achieved by the removal of barriers that impede a person’s rights to engage in an activity in a manner that is equitable and dignified

Accessible – An outcome where a person with a disability is able to approach, enter, pass to and from, and make use of an area and its facilities without need for support

Accessible housing – Housing that incorporates Universal Design Guidelines, Access to Premises Standards and Liveable Housing Design Guidelines

Adaptable housing – Housing that includes features designed and constructed for easy modification that will suit the needs of the occupant

Advocacy – The political process whereby an individual or group seek to influence policy decisions, systemic processes or resource allocations within a social system or institution

Affordable housing – Housing that is located within close proximity to transport and services where the total cost of housing (whether mortgage or rental payments) including services and utilities is no more than 30% of the household’s income

Appropriate housing – Housing that is well linked to key services including education, employment, transport and health services, and that allows for the expression of cultural identity and individual privacy

Barrier – Any building, system, law, program or attitude that precludes a person with a disability from full participation in community life

Built environment – The physical, public environment including commercial and public buildings, toilets, parks, shopping strips and footpaths.

CALD – Culturally and Linguistically Diverse

Disability – The loss or reduction of a functional ability that may be of a physical, intellectual, psychiatric, neurological or sensory nature, including people who are Deaf or Hard of Hearing

Discrimination – Any action, behaviour, policy, procedure or practice that intentionally or otherwise results in differential treatment of a person or group

Gentrification – A shift in an urban community towards wealthier residents and/or businesses including increasing property values

GLBTIQ – Gay, Lesbian, Bisexual, Transgender, Intersex or Queer

Inclusion – The processes that enable peoples’ social, economic, political, cultural and spiritual involvement in community life

Reasonable adjustment – Changes to work processes, schedules, equipment, resources or environments that enable a person with a disability to perform safely and productively in the workplace

Universal Design – Product, environment, building design and construction that accommodates the functional needs of a diverse range of people including youth, adults and older adults with or without disabilities

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