**D**isability **A**ccess and **I**nclusion **P**lan

2018-2023



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# Policy Statement

Burswood Park Board will achieve Best Practice in ensuring that people with disabilities, their families and carers are able to fully access the Burswood Park, its information, services and facilities, providing them with the same opportunities, rights and responsibilities that other people in the community enjoy.

People with disability have the right to freedom, respect, equality and dignity. Based on the Survey of Disability, Ageing and Carers (SDAC) carried out by the Australian Bureau of Statistics, in 2015, almost one in five Australians reported living with disability (18.3% or 4.3 million people).

The number of Australians with disability is increasing, partly due to population growth but also because the incidence of disability increases with age.

The Western Australian *Disability Services Act 1993 (amended in 2004)* requires Local and State Government authorities to develop and implement a *Disability Access and Inclusion Plan* (DAIP) that will further both the principles and the objectives of the *Act*.

The DAIP provides a framework for identifying areas where access and inclusion can be improved and for developing strategies to improve access and inclusion. These strategies work towards the seven access and inclusion outcomes, defined in the *Act*, that:

##### People with disability have the same opportunity as other people to access the services of, and any events organised by, the relevant public authority.

##### People with disability have the same opportunities as other people to access the buildings and other facilities of the relevant public authority.

##### People with disability receive information from the relevant public authority in a format that will enable them to access the information as readily as other people are able to access it.

##### People with disability receive the same level and quality of services from the staff of the relevant public authority.

##### People with disability have the same opportunities as other people to make complaints to the relevant public authority.

##### People with disability have the same opportunities as other people to participate in any public consultation by the relevant public authority.

##### People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

# Background

The Burswood Park Board (BPB) was established as a statutory authority in January 1986 in accordance with clause 6 (1) (c) of the *Casino (Burswood Island) Agreement* scheduled to the *Casino (Burswood Island) Agreement Act, 1985*.

Under the provisions of the *Parks and Reserves Act 1895*, the Board is responsible for the control and management of Burswood Park. The Burswood Park by-laws are created under the provisions of the *Parks and Reserves Act 1895*.

Burswood Park comprises 56.5 hectares of ‘C’ class reserve which surrounds the Crown Perth complex and also includes parks and gardens, permanent car-parking areas and the State Tennis Centre.

Following the development of the Board approved Strategic Plan for 2018-2023, the Burswood Park Board (BPB) has a renewed Vision and Purpose.

#### Vision

To be the Family Park of choice in Perth.

#### Purpose

* Bring families together for active and or passive recreation;
* Promote the peninsula to local and international tourists;
* Support groups, their events and their cause;

#### Shared Values

* We are Passionate;
* We are ***Community*** focused;
* We value ***Quality***;

# Development of the DAIP

Essential to the development or reviewing of a plan, is the accessibility of people with a disability to services provided by State Government authorities in Western Australia. It is intended these services will facilitate increased independence, opportunities and inclusion for people with a disability in our community.

To comply with the amended *Act*, a State Government authority is required to:

* take all practicable measures to ensure the Plan is implemented by the authority, its officers, employees, and relevant agents and contractors;
* review its Plan no less than every *five* years;
* undertake public consultation, as specified in the regulations, when preparing, reviewing or amending its Plan;
* lodge review reports, amended Plans or new Plans with the Disability Services Commission; and
* report to the Commission each year by 4 July outlining the following:
* report in its annual report about the implementation of its Plan.

This *Disability Access and Inclusion Plan* has been prepared based on the State government resource manual on [DAIP](http://www.disability.wa.gov.au/business-and-government1/business-and-government/disability-access-and-inclusion-plans/steps-for-developing-a-daip/).

This DAIP replaces the BPB Disability Service Plan 2013 and will form part of strategic, operational and line management responsibilities and must be approved the Board of BP.

This DAIP applies to all existing and future BPB employees, contractors and organisations performing outsourced services on behalf of BPB.

#### Community Consultation Process

All staff and Board members are invited to comment and provide feedback on how the Burswood Park Board can ensure it achieves its objectives for an improved and relevant DAIP.

Burswood Park welcomes feedback from members of the public through it’s feedback mechanism on it’s website.

#### Definition

For the purposes of this DAIP, a disability means a disability —

* which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments; and
* which is permanent or likely to be permanent; and;
* which may or may not be of a chronic or episodic nature; and
* which results in —
  + a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
  + a need for continuing support services.

#### Implementation

This DAIP supersedes BPB Disability Service Plan (June 2013). The DAIP will be implemented over five years. In line with legislative requirements, the BPB will take all practical measures to ensure that staff, members and contractors implement the DAIP.

This DAIP applies to all:

* BPB employees;
* BPB contractors;
* Members of the BPB Board; and
* Organisations performing outsourced services on behalf of the BPB.

The Implementation Plan sets out who is responsible for each strategy.

#### Communicating the plan to staff and people with disabilities

Internally

* Promote the DAIP through team meetings and email;
* Encourage Disability Awareness Training for employees and volunteers.

Externally

* Distribute the DAIP to the Disability Services and agencies representing people with disability, their families and carers;
* Publish the DAIP on the BPB website;
* On request, provide the DAIP in (i) electronic format (ii) braille (iii) hard copy format in both standard and large print; and (iv) audio format.

#### Reporting Requirements

BPB has an ongoing commitment to report on the implementation of the Plan and its progress in achieving the desired outcomes.

In accordance with the Disability Services Act 1993 requirements, BPB will report on the implementation of the DAIP through its Annual Report and submit the *Progress Report Template* to the Disability Services Commission by the prescribed date each year, outlining:

* Progress towards the seven outcomes of the DAIP;
* Strategies used to inform BPB’s agents and contractors; and
* Progress of BPB’s agents and contractors towards meeting the seven desired outcomes.

#### Review and Evaluation

BPB has an ongoing commitment to periodically review and evaluate the Plan.

In accordance with the *Disability Services Act 1993*, this DAIP will be reviewed at least every five years.

Our DAIP will be reviewed and monitored through a range of means, including:

* An annual review of the progress on the implementation of DAIP strategies Inclusion of a summary of yearly DAIP activities in our Annual Report;
* Submission of an annual DAIP progress report to BPB’s Board and the Disability Services Commission;
* New or amended strategies will be included in the DAIP and lodged with the Disability Services Commission. Copies of the amended DAIP will be available to the community in alternative formats.

# Disability Access Improvements To Date

BPB has delivered a number of initiatives through its previous Plan to improve accessto the Burswood Park services and facilities.

#### Administrative Building

BPB’s relocation to a newly built ground floor building in 2017 greatly improved the access to the administrative office and its facilities. The entirely barrier-free building complies with Design and construction of public buildings and facilities comply with Building Codes Australia (BCA) and the requirements of the *Disability Discrimination Act 1992* and AS/NZ Building Standards.

#### Burswood Park

* BPB has upgraded the surface quality of a number of dual use paths and the access/egress onto these paths. Tactile ground surface indicators have been installed on all newly replaced pram ramps.
* Dual use Drink Fountains have been installed to cater for people in wheel chairs.
* Additional Disability Parking have been constructed throughout the site with upgraded signage.

# Strategies to Improve Access and Inclusion 2018-2023

BPB has an ongoing commitment to develop and implement strategies to improve access and inclusion. The following strategies will guide BPB to improve access to the Burswood Park services and facilities from 2018 to 2023.

#### Outcome 1 – Access to Services

People with disability have the same opportunities as other people to *access the services* of, and any events organised by BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. The objectives of the Plan are incorporated into BPB’s strategic planning.   2. Promote the Plan to staff and stakeholders via the meetings and through other publications such as the BPB website.   3. All public events leased by BPB are organised so that they are accessible for people with disability. | General Manager | Ongoing  Ongoing  Ongoing |

#### Outcome 2 – Access to Buildings and Facilities

People with disability have the same opportunities as other people to *access buildings* *and* other *facilities* of BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Ensure that all BPB offices and facilities are physically accessible to people with disabilities and their carers.   2. Adequate ACROD parking to meet the needs of people with disabilities in terms of quantity and location.   3. Continue to ensure that directional signage to facilities located throughout the park is clear, with appropriate colour contrasts and font styles and size.   4. Where possible, install tactile ground surface indicators on pram ramps and edge of raised crosswalks and transit platforms to indicate to people with visual impairments a transition between levels and roadways.   5. Have quick access to loan wheelchairs for emergency use. | General Manager | Completed  Completed  Ongoing  Ongoing  Ongoing |

#### Outcome 3 – Access to Information

People with disability receive information from BPB in a format that will enable them to *access the information* as readily as other people are able to access it.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Continued upgrades of the BPB’s website and any electronic application processing forms to ensure usability and user experience, to meet Accessibility Standards for customers with disability.   2. Ensure disability awareness is included in induction for new staff.   3. Ensure the Plan is made available to people with disability, and the public generally, by publication in the prescribed manner.   4. Publish the Board approved DAIP on the BPB’s website. | General Manager | Ongoing  Ongoing  Ongoing  Ongoing |

#### Outcome 4 – Level and Quality of Service

People with disability receive the *same level and quality of service* from the staff of BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Ensure all employees, agents and contractors are aware of their responsibilities under the DAIP.   2. Conduct relevant training for public-facing staff and volunteers on diversity, including disability access and inclusion. | General Manager | Ongoing  Ongoing |

#### Outcome 5 – Complaints

People with disability have the same *opportunities* as other people *to make complaints* to BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Review and update the complaints information and accessibility on the website.   2. Ensure current grievance and customer complaint processes, and information about the processes, are accessible to people with disability. | General Manager | Ongoing  Ongoing |

#### Outcome 6 – Public Consultation

People with disability have the same *opportunities* as other people *to participate in any public consultation* by BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Ensure consultation with the public and disability groups and other key stakeholders on access and inclusion issues.   2. Ensure that venues where public events are held are easily accessible for people with disabilities. | General Manager | Ongoing  Ongoing |

#### Outcome 7 - Employment

People with disability have the same *opportunities* as other *people to obtain and maintain employment* by BPB.

| **Strategy** | **Responsibility** | **Timeframe** |
| --- | --- | --- |
| * 1. Ensure recruitment and selection practices are equitable, inclusive and accessible to people with disability.   2. Audit BPB workplaces to identify any access barriers, including parking arrangements. | General Manager | Ongoing  Ongoing |

# Feedback

BPB welcomes feedback, suggestions or ideas from organisations which are dedicated to encouraging and enhancing the lives of those with disabilities and the wider community.

To share your thoughts, please contact Burswood Park Board.

Phone: +61 (08) 9361 4475

Email: [reception@burswoodpark.wa.gov.au](mailto:reception@burswoodpark.wa.gov.au)