



City of
Joondalup

Access and Inclusion Plan

2021/22-2023/24

This plan is available in
alternative languages and
formats upon request.

joondalup.wa.gov.au



The City of Joondalup acknowledges the traditional custodians of the land, the Whadjuk people of the Noongar nation, and recognises the culture of the Noongar people and the unique contribution they make to the Joondalup region and Australia. The City of Joondalup pays its respects to Elders past and present and extends that respect to all Aboriginal and Torres Strait Islander peoples.



Photographer: Adam Nalapraya

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1. Background

1.1 About the City of Joondalup

The City of Joondalup (the City) is the regional centre of one of Australia's fastest growing areas located in the North-West Metropolitan Region of Perth.

Across its 22 suburbs, Joondalup has approximately 160,000 residents and is recognised globally for its liveability, engaged and connected community and the many healthy lifestyle options it offers to its residents.

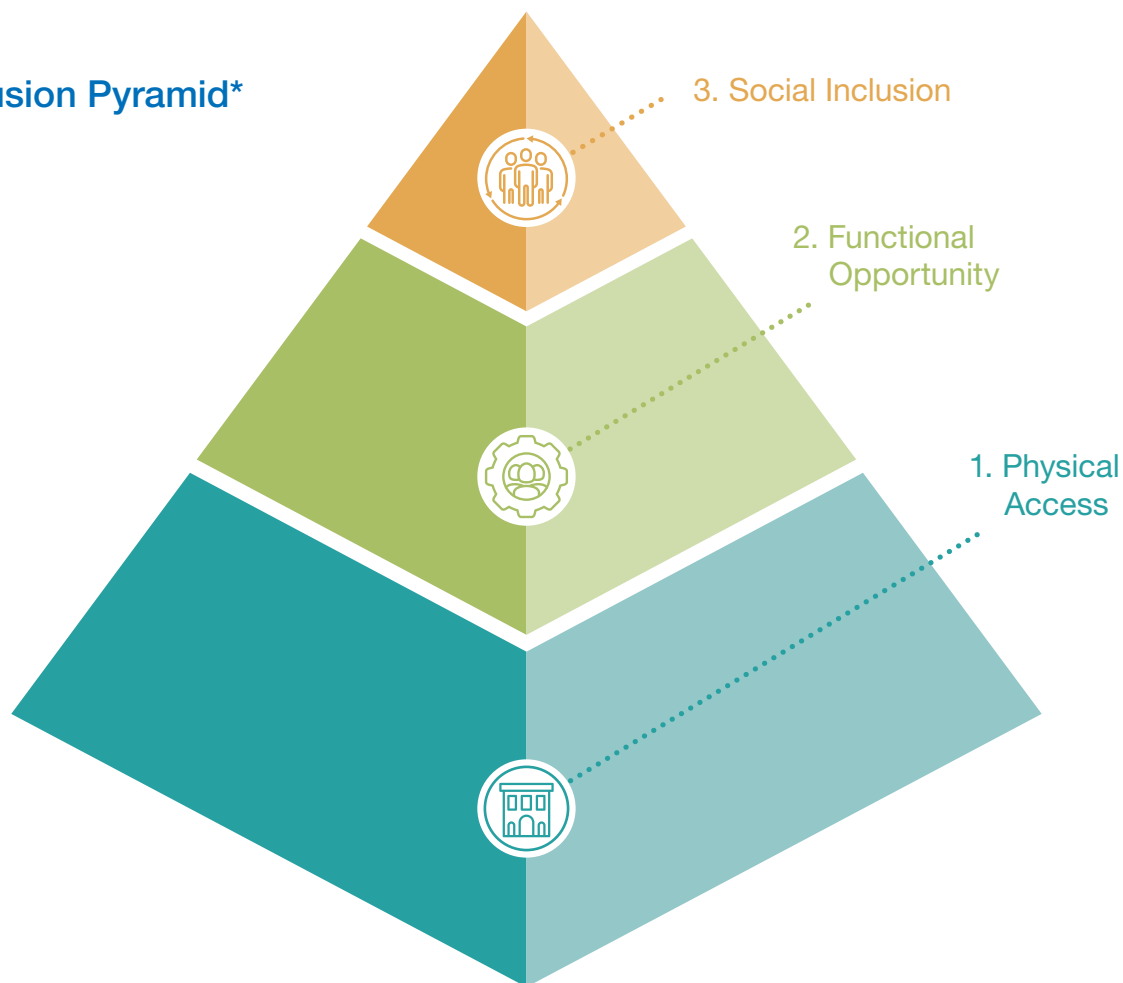
Joondalup has a thriving events and entertainment scene and has gained a reputation for first class cultural events. Set between 17km of coastline, the stunning Lake Joondalup and Yellagonga Regional Park, Joondalup contains more than 500 hectares of natural bushland managed by the City, with a unique range of flora and fauna. With over 350 parks and reserves, the City provides key sporting and recreational facilities for its diverse community.

1.2 What is access and inclusion?

The City takes a holistic approach to increasing access and inclusion in the community, striving to create accessible and inclusive communities for people of all ages, abilities, genders, and backgrounds.

The City has strategies across eight outcome areas which address physical access to the natural and built environment including buildings, recreational facilities, parks, footpaths and beaches, as well as access to the City's services, events and information. Using the principles of the Inclusion Pyramid (Schleien, Green, and Stone, 2013) and the Seven Pillars of Inclusion (Downs, 2013), the City will implement strategies to foster a feeling of belonging, supporting people of all abilities and backgrounds to engage and connect within their community.

Inclusion Pyramid*



Physical Access*

The first step towards inclusion is physical access. For everyone to have the same opportunities to participate in community life, all spaces must cater to the access requirements of all people.

Functional Opportunity*

Functional opportunity enables people who are otherwise excluded or marginalised to participate and connect with others in their community, doing the same activities in the same spaces.

Social Inclusion*

Everyone can participate in the same activities, in the same space. True social inclusion is a cultural change. It is the change of attitude towards those who have historically been excluded.

Seven Pillars of Inclusion

Access – providing physical, functional, and social access opportunities to all community members.

Attitude – being adaptive and responsive.

Choice – giving all community members choice and control as to how they participate.

Partnership – fostering partnerships between the City, service organisations and the community.

Communication – open and transparent communication about the City's progress in access and inclusion and options for people to be involved.

Policy – considering how the City takes organisational responsibility for inclusion.

Opportunities – exploring what options are available for everyone to be involved.

* Information provided by Inclusion Solutions, partner organisation with the City of Joondalup on the Socially Inclusive Communities WA initiative 2018/19.



1.3 Community profile and disability in Australia

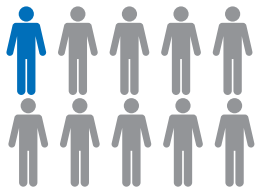
The *People with Disability in Australia* report estimates that **one in six or 4.4 million** Australians live with disability. The report also estimates that:



One in three people living with disability (1.4 million people) have a profound or severe disability



One in four people living with disability have a mental or behavioural disorder as their form of disability



One in 10 people living with disability experience discrimination

In 2019

44%

of all complaints received by the Human Rights Commission were related to disability discrimination; **over the past five years this number has increased by 20%**



Three in five people living with disability need assistance with at least one activity of daily life.

The 2016 census demonstrates the diversity of the Joondalup community:

- **One in 10** residents speak a language other than English at home (led by Afrikaans, Mandarin and Italian)
- **One in 100** residents do not speak English well or at all
- **Four in 10** residents were born overseas (led by the United Kingdom, South Africa and New Zealand and includes 116 nations in total)
- **Three in 100** residents require assistance in their daily lives due to disability
- **One in 10** residents provided unpaid care or assistance for a person with a disability, long-term illness or of older age.

1.4 Who is this Plan for?

The City of Joondalup *Access and Inclusion Plan 2021/22 – 2023/24* (the Plan) is for all people who live in, work in, or visit the City. The City strives to foster a community that is accessible and inclusive not only to people with disability, their families and carers, but also for people:

- from culturally and linguistically diverse (CaLD) backgrounds
- of all ages
- who use prams
- with temporary injury or illness
- with mental health conditions.

The Plan will inform specific actions that ensure all practicable measures are taken by the City and its agents and contractors to create an accessible and inclusive community for all.

1.5 Planning for better access

Planning for better access for people of all abilities has become an increasingly important area of focus for decision-makers in all spheres of government.

On 30 March 2007, Australia was one of 80 nations that signed the United Nations *Convention on the Rights of Persons with Disability* and in doing so agreed to join a global effort to “promote the equal and active participation of all people with a disability.”





The National Disability Insurance Scheme (NDIS) was launched in July 2013 and is a way of providing personalised support to Australians with disability, their families and carers. The NDIS will provide about 460,000 Australians under the age of 65 with a permanent and significant disability with the reasonable and necessary supports they need to live an ordinary life. The NDIS takes a lifetime approach, investing in people with disability early to improve their outcomes later in life.

The NDIS helps people with disability to:

- access mainstream and community services and supports
- maintain informal support arrangements
- receive reasonable and necessary funded supports.

The NDIS rollout commenced in the North Metro area (which includes the City of Joondalup) in July 2018 and was completed in 2020.

On 3 December 2020, the State Government launched its *State Disability Strategy 2020-2030* (the Strategy), a 10-year whole-of-community vision to protect, uphold and advance the rights of people with disability in Western Australia.

The Strategy sets the foundation for building a more inclusive Western Australia, empowering people with disability to participate meaningfully in all parts of society and to have the resources to do so.

The Strategy is the State Government's commitment to promote transformative change including equitable opportunities and outcomes in all areas of life. Four Pillars of Change were developed by a co-design group and underpin the Strategy:

- Rights and equality
- Inclusive communities
- Participation and contribution
- Living well.

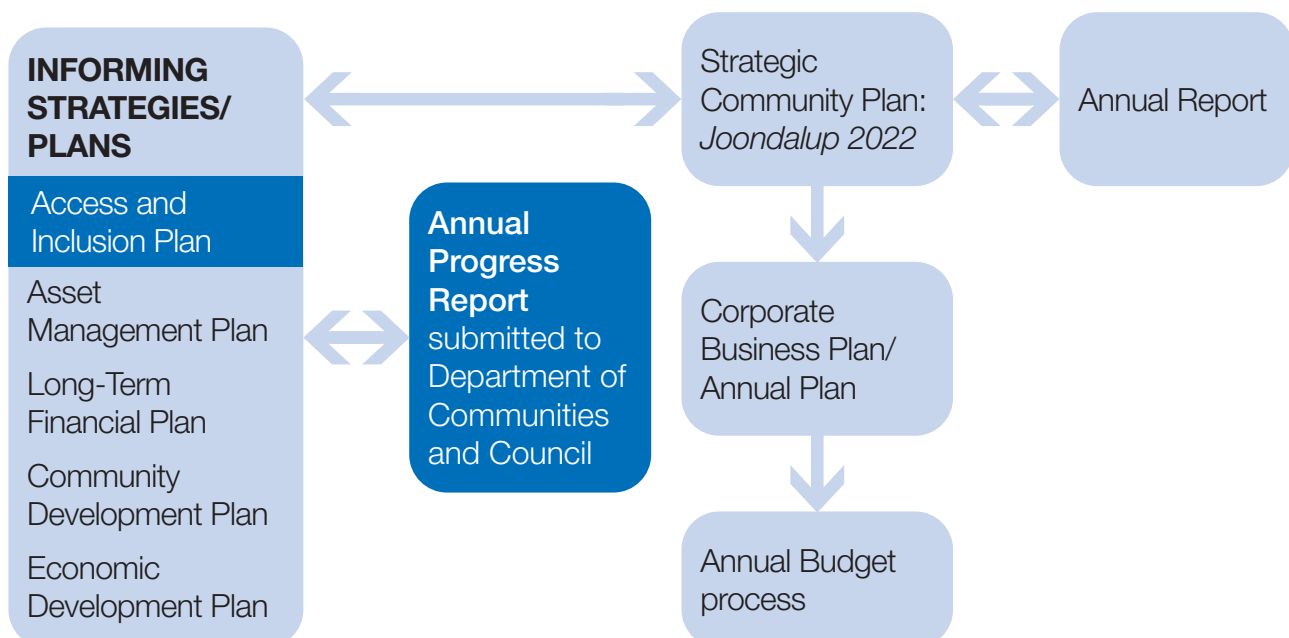


1.6 Alignment of the Plan

The Plan is a legislative requirement set out in the *Disability Services Act 1993*, while also being informed by additional legislation, including the:

- *Western Australian Equal Opportunity Act 1984*
- *Commonwealth Disability Discrimination Act 1992*
- *Disability (Access to Premises Buildings) Standards 2010.*

The Plan is connected through the City's Integrated Planning Framework as outlined below:



1.7 Progress since 2018

Since the adoption of the most recent *Access and Inclusion Plan* in 2018, the City has implemented many initiatives and made significant progress towards improving access for all. Some highlights include:

- Trial of sensory-friendly hours at City libraries and leisure centres
- Introduction of sensory-friendly spaces at events
- Provision of Auslan interpreting at Music in the Park events
- Formation of and participation with the Accessible Beaches for All working group
- Partnership and participation in the 'This Bay is Someone's Day' Australian Council for Rehabilitation of Disabled (ACROD) parking campaign in 2020
- Introduction of Disability Awareness Storytime at all libraries on International Day of People with Disability
- Installation of accessible pathways in Craigie bushland
- Inclusion of Afrikaans, Hindi, Mandarin (simplified Chinese), Noongar and Urdu language in the City's annual report
- Partnership and participation in the Socially Inclusive Communities WA program
- Accreditation and opening of a Changing Places facility (accessible changing room and toilet) at Sorrento Beach
- Installation or upgrades of 13 universal accessible toilets and 14 ambulant toilets within the City
- Completion of the facilities at Penistone Park including an accessible toilet with adult change table and other accessible park features including dual height BBQ, accessible picnic bench seating and play equipment
- Inclusion of additional accessible features in the planning of the redevelopment of Craigie Leisure Centre.





2.0 Development and review of the Access and Inclusion Plan

2.1 Responsibility for the planning process

The City oversees the development, implementation, review, and evaluation of the Plan. This includes responsibility for ensuring that the Plan is distributed throughout the organisation and that it is integrated into the plans and budgets of relevant business units.

2.2 Community consultation process

The community was invited to provide feedback from 4 February to 3 March 2021 on how well the City is currently addressing access and inclusion concerns, and what improvements still need to be made. The City specifically sought feedback from people with lived experience in relation to

disability and inclusion, people from culturally and linguistically diverse backgrounds, as well as people who volunteer and work in those sectors. Feedback was sought by an online survey form and a series of online and in-person focus groups.

A total of 151 consultation participants were involved in the survey and focus groups. This included 141 valid responses to the survey and 13 focus group attendees across three focus group sessions. A total of 71 participants identified themselves as someone who is:

- a person with disability
- a carer, family member or friend of a person with disability

- an employee or volunteer of an organisation working with those with disability
- a person from a CaLD background
- a carer, family member or friend of a person from a CaLD background
- an employee or volunteer of a CaLD support organisation.

2.3 Findings of the consultation

Overall, participants provided positive feedback about the City's current approach to access and inclusion. In regard to events, the majority of survey respondents "agreed" or "strongly agreed" that accessibility information was easy to find, event signage was easy to understand, event layouts allowed for easy access, accessible toilets were available and easy to access, and that they felt included in the event. Similarly, positive feedback was received regarding accessing City services, interacting with City staff, and applying for employment and volunteering positions.

Consultation themes indicate some of the ways the City could create a more accessible and inclusive community:

- establishment of a disability reference group
- increased co-design with people with disability
- continual expansion of accessible footpaths and kerb ramps
- expansion of accessible parks, playgrounds, and beaches
- increased accessible parking and dedicated parking for seniors and parents with prams
- increase access to information by improving City websites and providing access specific information on events and services.

2.4 Responsibility for implementing the Access and Inclusion Plan

It is a requirement of the *Disability Services Act* that all practicable measures be undertaken to ensure that the Plan is implemented by the City, its agents and contractors.

The Plan provides clear measurable actions and areas of responsibility for the City.

2.5 Review and evaluation mechanisms

The City of Joondalup *Access and Inclusion Plan 2021/22 - 2023/24* is subject to approval by the City of Joondalup Council and the Department of Communities.

In July of each year of the Plan, the City will submit an annual progress report to the Department of Communities. This report will outline progress against the desired outcomes of the Plan by the City.

2.6 Communicating the Plan

The community will be informed of the Plan via the City's website and social media platforms. Community members will be informed that the Plan has been published, and that paper and electronic copies of the Plan are available, as well as copies in alternative formats upon request. Alternative formats could include large print, electronic format, audio format, alternative languages, or braille.

Paper copies of the Plan are available at the City's Administration Building and libraries.

Should the City amend the Plan, the community will be advised accordingly. As required by the Act, the Plan will be made available to all agents and contractors of the City.

3.0 Strategies to improve Access and Inclusion

The following strategies under each outcome area aim to increase access and inclusion in the community.

These strategies will guide the actions the City of Joondalup will undertake during the life of the Plan.



Outcome 1:

The City of Joondalup will provide events and services that are planned to maximise physical accessibility and social inclusivity.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
1.1 Events offered by the City are planned to maximise physical accessibility and social inclusivity.	1.1.1 General and specific physical access issues are considered and catered for at City events.	85% of items on the Access Institute General and Specific Access Issues Checklists for events are met.	✓	✓	✓	All business units that manage and plan events.
		Advice on specific and general access requirements of events is sought from the Community Development Officer - Access and Inclusion.	✓	✓	✓	
	1.1.2 Make provision for additional accessible parking and alternatives at events.	Where practical, at least 5% of parking bays at major City events will be accessible parking bays.	✓	✓	✓	All business units that manage and plan events.
		Provide alternatives to parking at City events such as pick up and drop off areas.	✓	✓	✓	
	1.1.3 City events include sensory-friendly opportunities.	Social Stories (part of creating a sensory-friendly environment) are available on the City's website to a minimum of four events annually.	✓	✓	✓	All business units that manage and plan events.
		A minimum of four City events include a sensory-friendly zone.	✓	✓	✓	

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
	1.1.4 Programming at City events considers the social inclusion needs of people with different abilities.	Music in the Park events have Auslan interpreting.	✓	✓	✓	Arts and Cultural Services supported by Community Development.
		Provide accessible and inclusive additional features at a minimum of four City events such as access matting, audio interpretations of events, sensory-friendly programming.	✓	✓	✓	All business units which manage and plan events supported by Community Development.
	1.1.5 Youth Programs accommodate young people with disability.	Youth School Holiday Program places to be reserved for young people with disability.	✓	✓	✓	Youth Services.
		The City's youth workers and truck attend local Education Support Centres programs at least six times each year.	✓	✓	✓	Youth Services.

Outcome 2: The City of Joondalup will provide buildings and facilities that maximise physical accessibility and social inclusivity.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
2.1 New and redevelopment works provide access to people of all abilities.	2.1.1 Where relevant and practical, consideration is given to redevelopments and new buildings exceeding the minimum accessibility requirements.	Additional accessibility features are considered in new, and redevelopment works and incorporated into design where relevant and practical.	✓	✓	✓	Asset Management, Operation Services, Leisure and Cultural Services.
	2.1.2 Install additional accessible seating in parks and along walking trails.	Investigate appropriate locations for increased seating based on demographics and walkability in specific suburbs.	✓			Operation Services supported by Community Development.
		Install accessible seating in approved locations based on outcome of investigation.		✓	✓	
		Respond to 100% of requests for seating.	✓	✓	✓	
	2.1.3 Consider the provision of more than the minimum required number of accessible parking bays at City facilities where relevant and practical.	New and redeveloped City car parking includes provision of more than the required amount of accessible parking bays as assessed by building use.	✓	✓	✓	Infrastructure Management Services, Asset Management, Leisure and Culture Services.
	2.1.4 Consider provision of parallel ACROD parking bays as well as angled bays to accommodate rear loading vehicles where practical.	New and redeveloped City car parking includes provision of parallel ACROD parking bays as well as angled bays to accommodate rear loading vehicles where appropriate.	✓	✓	✓	

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
	2.1.5 Consult with Community Development Officer - Access and Inclusion or an external Access Consultant where appropriate, when designing and planning new City buildings or redeveloping/renovating current City buildings.	The City's Community Development Officer – Access and Inclusion or, if appropriate, an external access consultant, is consulted for access advice during the design and planning of 100% of new or redeveloped buildings.	✓	✓	✓	Asset Management, Leisure Planning, City Projects supported by Community Development.
	2.1.6 Investigate improving the accessibility of beaches and foreshore environments.	Build a storage locker for beach wheelchairs at Mullaloo and Sorrento beaches.	✓			Asset Management supported by Community Development.
		Plan and budget for the replacement of the City's two beach wheelchairs.		✓		Community Development.
		Participate as an active partner in the Accessible Beaches for All working group.	✓	✓	✓	Community Development.
		Investigate and identify beach and foreshore locations that may benefit from upgrades to pathways, toilets and accessible parking and other features which impact accessibility.	✓	✓		Community Development supported by IMS.
		Budget for and implement accessibility upgrades in approved locations.		✓	✓	IMS supported by Community Development.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
	2.1.7 Where practical and relevant, include accessible features (such as continuous accessible paths of travel to major equipment/facilities, tables (to fit wheelchairs), signage, accessible toilets, drinking fountains (height access), shade, accessible and sensory play equipment) in new or refurbished park and public open space facilities.	Community Development Officer - Access and Inclusion is consulted to provide access advice in the design and planning of new or refurbished parks and public open space facilities.	✓	✓	✓	Operation Services supported by Community Development.
		Accessible features (including play equipment) are included in new and refurbished park and public open space facilities where practical.	✓	✓	✓	
	2.1.8 Investigate an access upgrade to the parking and entry of Joondalup Library.	A feasibility study on increasing accessibility of Joondalup Library is prepared and considered.			✓	Assets Management and Library Services supported by Community Development.
2.2 Provide accessible streetscapes.	2.2.1 Pathways are monitored for obstruction by vehicles. Accessible parking bays are monitored for misuse.	Infringements are issued where obstructions of pathways are caused by parking and when accessible parking bays are used without displaying an ACROD parking permit.	✓	✓	✓	Parking Services.
	2.2.2 Ensure maintenance, repair and upgrades of pathways and kerb ramps.	Required repairs of pathways and kerb ramps are completed in a timely manner.	✓	✓	✓	Operation Services.

Outcome 3: The information that the City of Joondalup provides publicly will be accessible to all community members

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
3.1 All City websites are accessible and user-friendly.	3.1.1 All City websites meet Level A level as a mandatory minimum, preferably with Level AA level features where reasonably practicable, and aspiring to the Level AAA of the Web Content Accessibility Guidelines 2.0.	Undertake an access audit of the Youth Services website.	✓			Youth Services Supported by Community Development.
		Implement recommendations of audit in the Youth Services website.	✓			
		Corporate website is reviewed every two years by a Web Access Consultant.	✓		✓	Communications and Stakeholder Relations supported by Community Development.
		Implement the accessibility recommendation from the two yearly access audits.	✓	✓	✓	Information Technology.
3.2 Make City publications accessible to people of all abilities.	3.2.1 Review and update the City's Guidelines for accessibility of printed material.	A Web Access Consultant is consulted during the development of any new websites, or existing website that are significantly upgraded or redeveloped.	✓	✓	✓	Information Technology, Communications and Stakeholder Relations, Leisure Centres, Youth Services.
		Guidelines for accessibility of published material are reviewed and updated.	✓			Community Development and Communications and Stakeholder Relations.
		Guidelines for accessibility of printed and digital material are included in current marketing guidelines and process.		✓	✓	Communications and Stakeholder Relations.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
3.3 Improve community awareness of the accessibility of City of Joondalup services and events.	3.2.2 City publications are designed in line with the City's Guidelines for accessibility of printed material.	90% of marketing material produced by or for the City meets the City's Guidelines for accessibility of printed material.	✓	✓	✓	Communications and Stakeholder Relations supported by all City Business units.
	3.2.3 Ensure the statement 'Available in alternative formats and languages upon request' is printed on City publications.	95% of City publications listed in Guidelines for accessibility of printed material state 'Available in alternative formats and languages upon request' in a minimum 11 point font.	✓	✓	✓	Communications and Stakeholder Relations.
	3.3.1 Produce a publication or marketing campaign for staff and the community which outlines the City's accessible services and events.	Accessible and Inclusive Communities for Everyone brochure is reviewed.	✓			Community Development supported by Communications and Stakeholder Relations.
		Recommendations for review of Accessible and Inclusive Communities for Everyone brochure are implemented.		✓	✓	Community Development and Customer Service supported by Communications and Stakeholder Relations.

Outcome 4: All community members will receive the same level and quality of service from the staff of the City of Joondalup.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
4.1 Improve and sustain staff and Elected Member awareness of access and inclusion issues and improve skills to provide a good service to people of all abilities.	4.1.1 Staff to attend mandatory training on access and inclusion.	All employees participate in access and inclusion training at least once over the three-year life of this Plan.	✓	✓	✓	Human Resources supported by Community Development.
	4.1.2 Provide training for Elected Members on access and inclusion.	All Elected Members are offered access and inclusion training as part of their induction process.	✓		✓	Governance supported by Community Development.

Outcome 5: All community members will have the same opportunities to provide feedback and lodge complaints to the City of Joondalup.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
5.1 Ensure that current grievance mechanisms and satisfaction survey forms are accessible to people of all abilities.	5.1.1 Ensure a variety of ways are available for customers to lodge a compliment or complaint with the City.	100% of requests for an alternative method to lodge a compliment or complaint are met.	✓	✓	✓	All City business units supported by Customer Service.

Outcome 6: Community consultation processes and tools will be designed to be accessible and inclusive

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
6.1 Improve community awareness about consultation processes in place.	6.1.1 Provide alternative engagement feedback methods when appropriate.	As part of the engagement processes feedback methods will include consideration for those experiencing disabilities and/or social isolation.	✓	✓	✓	All City business units supported by Strategic and Organisational Development.

Outcome 7: All community members have equal employment opportunities at the City of Joondalup.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
7.1 Review recruitment policies and practices.	7.1.1 Develop and implement guidelines which facilitate greater interview opportunities for people with disability, people from CaLD backgrounds and Aboriginal and Torres Strait Islander people.	Guidelines are developed and implemented relating to recruitment practices for interviewing diverse candidates.	✓	✓	✓	Human Resources and Business Unit Managers
	7.1.2 Develop a recruitment Diversity Statement that reflects the City's commitment to workplace diversity	100% of vacancies advertised to include the Diversity Statement.	✓	✓	✓	Executive Leadership Team supported by Human Resources.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
	7.1.3 Distribute eligible vacancies through Jobs and Skills WA and target specialist employment service providers, networks, and social media to attract diverse candidates.	100% of eligible vacancies are advertised through non-mainstream avenues.	✓	✓	✓	Human Resources.
	7.1.4 Seek opportunity to implement section 66S and 66R of the <i>Equal Opportunity Act 1984</i> to increase the representation of people with disability.	Application of section 66S or 66R for at least one vacancy per year.	✓	✓	✓	Human Resources and all business units.
7.2 Provide employment pathways.	7.2.1 Identify entry level pathways and opportunities for the establishment of apprenticeships, traineeships and cadetships.	Creation of at least one entry level pathway role each year.	✓	✓	✓	All business units supported by Human Resources.
	7.2.2 Expand the application of the work placement program and identify additional areas to support diversity group placements.	Provide work experience and/or employment opportunities for a minimum of 12 people with barriers to employment annually.	✓	✓	✓	Human Resources and Business Unit Managers.
7.3 Increase collaborations and partnerships.	7.3.1 Develop partnership opportunities with employment agencies and organisations to facilitate employment opportunities for diverse candidates.	Establishment of a partnership with one service provider annually to facilitate employment opportunities for diverse candidates.	✓	✓	✓	Human Resources supported by Community Development

Outcome 8: The City of Joondalup will provide opportunities and advocate for an increase in inclusion.

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
8.1 Investigate and implement ways of encouraging and supporting access and inclusion in the community.	8.1.1 City officers to play an advocacy role in relation to access and inclusion issues for individual community members, and on matters of broader community impact.	Access and inclusion issues brought to the City's attention are investigated and responded to with advocacy, referral or support.	✓	✓	✓	Community Development supported by relevant business units.
	8.1.2 People with lived experience are given the opportunity to collaborate directly with the City on matters of access and inclusion.	Investigate the establishment of an Inclusion Working Group which may include City officers, local service providers and community members with lived experience.		✓		Community Development.
		Meetings are held by City officers with local service providers and community members to consult on matters of access and inclusion as required.	✓	✓	✓	

Strategy	Action	Performance Measure	2021/22	2022/23	2023/24	Responsible area
	8.1.3 Undertake an advocacy role with the Public Transport Authority in relation to accessibility of transport infrastructure in the City.	City officers advocate to the Public Transport Authority when issues regarding the accessibility of Public Transport Authority infrastructure in the City are raised by the public.	✓	✓	✓	Infrastructure Management Services supported by Community Development
	Advocate for the installation of shelters, seating, and lighting at bus stops at locations of identified need.	Advocacy for the installation of shelters, seating, and lighting at bus stops at locations of identified need is undertaken.	✓	✓	✓	
	8.1.4 Review the <i>Disposal of Minor Assets Policy</i> to support donating minor surplus assets to community groups and organisations that support people with barriers to participation.	<i>Disposal of Minor Assets Policy</i> is reviewed and updated to reflect donating minor surplus assets to community groups and organisations that support people with barriers to participation.	✓	✓	✓	Community Development.



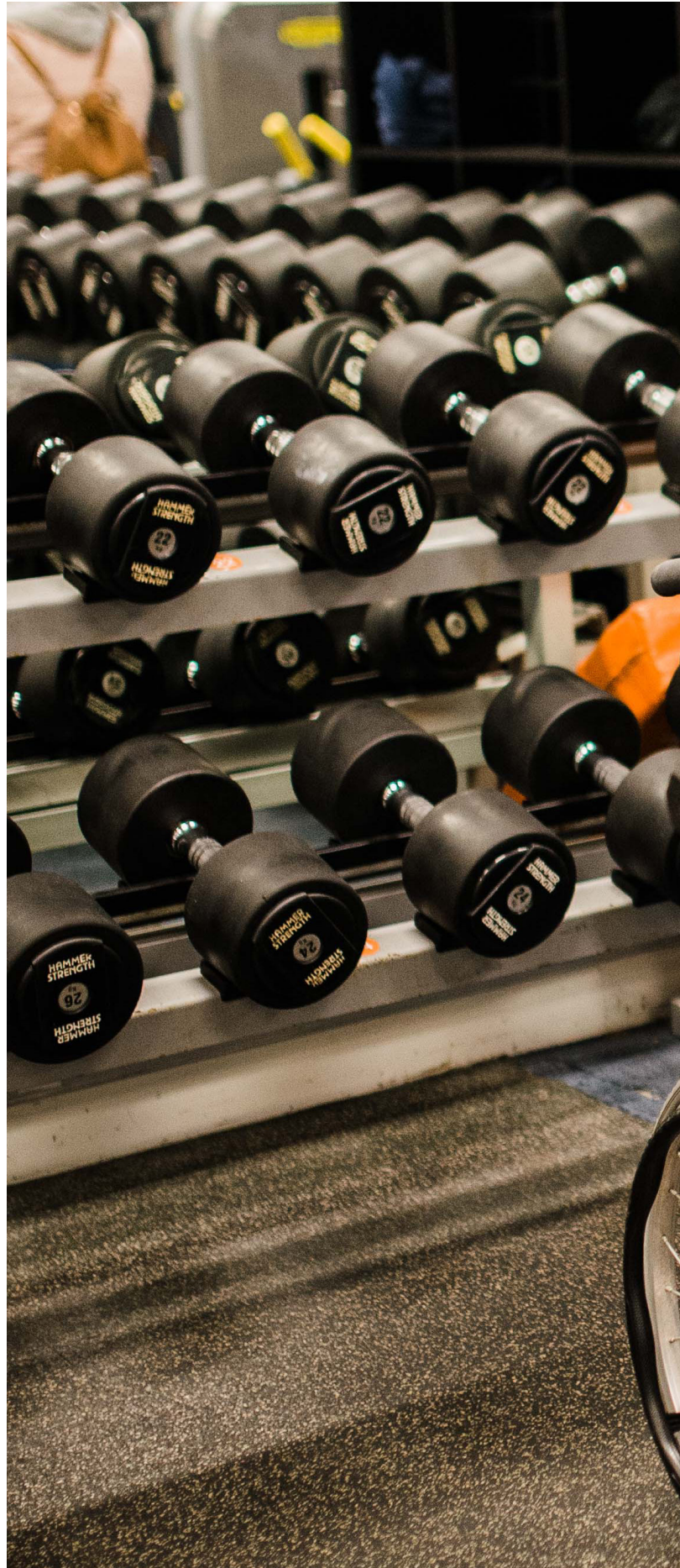


4.0 Implementation

The implementation plan, as detailed in this document, has specific strategies, actions, performance indicators, timeframes and responsibility areas that will be in place for the life of the Plan.

The implementation plan may be amended upon annual review, by adding new action items as they are identified at each annual review or amending or removing actions that have been completed or were not successful in enhancing access and inclusion. All items will be listed for consideration in the relevant budget cycle but are not guaranteed to be funded.

This document will inform specific actions to ensure all practicable measures are taken by City officers, agents, and contractors to adhere to the City of Joondalup *Access and Inclusion Plan 2021/22 – 2023/24*. The City will provide a progress report annually to the Department of Communities and Council on the progress of all listed strategies and actions including those that are removed or amended.





5.0 Reference List

1. Schleien, Stuart J, Green, Frederick P and Stone F (2013), 'Making friends within inclusive community recreation programs', *American Journal of Recreation Therapy*, 2(1): 7-16.
2. Downs, Peter (2013), '7 Pillars of Inclusion', *Play by the Rules*.
3. Australian Institute of Health and Welfare (2020) *People with Disability in Australia*.
4. Inclusion Solutions, 2018. *Social Inclusion in Sport and Recreation Resource*. Inclusion Solutions, pp.12-15.





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*This document is available in alternative formats and
languages upon request.*