



Botanic Gardens and Parks Authority

# Disability Access and Inclusion Plan

2017-2022

This Plan is available in alternative formats upon request, including hard copy in both large and standard print, in audio format on CD, electronically by email and on the Authority's website.





**Botanic Gardens and Parks Authority**

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**Botanic Gardens and Parks Authority  
Disability Access and Inclusion Plan 2017-2022**

The Botanic Gardens and Parks Authority (BGPA) Disability Access and Inclusion Plan (DAIP) 2017-2022 has been produced in accordance with the Disability Services Act 1993 and other relevant legislation including the WA Equal Opportunity Act 1984 and the Commonwealth Disability Discrimination Act 1992.

**Accessibility**

This report has been produced in electronic format and is available on the BGPA's website [www.bgpa.wa.gov.au](http://www.bgpa.wa.gov.au).

This Plan is available in alternative formats upon request, including hard copy in both large and standard print, in audio format on CD, electronically by email.

For hearing and/or speech impaired access, contact the National Relay Service TTY 133 677.

**Acknowledgments**

The BGPA acknowledges the input received from many individuals and groups within the community, which has been invaluable in the development of this DAIP.

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# Background

## The Botanic Gardens and Parks Authority

The Botanic Gardens and Parks Authority (the Authority) is responsible for the care, control and management of Kings Parks and Botanic Garden and Bold Park, and any other designated lands. The Authority operates under the *Botanic Gardens and Parks Authority Act 1998* (the Act). The Authority's Board of Management is responsible for determining all key strategic policies and decisions, and the Chief Executive Officer is responsible for the implementation of these policies and decisions and the operational management of the Authority.

**The Authority's vision is:** To create and provide world-recognised botanic gardens and parks and to inspire the conservation of biological diversity.

**The Authority's mission is:** To conserve and enhance Kings Park and Botanic Garden and Bold Park with the community, and to conserve biological diversity generally.

The Act places the care, control and management of the designated lands, currently Kings Park and Botanic Garden and Bold Park, with the Authority for the purpose of enabling it to undertake the following functions:

- (a) Provide, improve and promote recreational and tourism services and facilities on the designated land.
- (b) Conserve and enhance any native biological diversity of the designated land.
- (c) Conserve and enhance the natural environment, landscape features and amenity of the designated land.
- (d) Conserve, develop, manage, display, and undertake research into, collections of Western Australian and other flora.
- (e) Enhance and promote the understanding and conservation of the biological diversity of the designated land and of biological diversity generally.
- (f) Conserve, enhance and promote the Aboriginal, colonial and contemporary cultural heritage of the designated land.
- (g) Promote the use of flora for the purposes of horticulture, conservation and education.
- (h) Undertake and promote research and investigation into matters related to or connected with the Authority's functions.

Visitor facilities, services, events, education and information are essential in performing these functions. The Authority aims to ensure that wherever possible, all visitors are able to access these services and facilities.

## **Services provided by the Botanic Gardens and Parks Authority**

There is a high level of customer contact and visitor services provided through Authority buildings and outdoor facilities, leased sites and through a network of approved contractors, such as lease operators and events promoters.

Bold Park is one of the largest urban bushland remnants of the Swan Coastal Plain. Covering 437 hectares, it has a trail network of about 24 kms, the Reabold Hill Boardwalk and Lookout and the Western Australian Ecology Centre – the purpose built centre used by the community and by Authority staff and volunteers.

Kings Park and Botanic Garden is one of Western Australia's premier tourist destinations, attracting around six million visitors each year. About 400.6 hectares in size, it is home to the State's Botanic Garden and offers a wide range of visitor experiences, public facilities and services. The following list provides a sample of the variety of services and facilities available in Kings Park and Botanic Garden:

### **Tranquil gardens and bushland walk trails**

Kings Park features three distinct environments, each attracting a range of target audiences.

1. The 17 hectare Western Australian Botanic Garden is a living outdoor museum with a curated collection of the State's rich flora. Visitors enjoy the magnificent gardens and rolling lawns, the spectacular views over the river and city, as well as the Lotterywest Federation Walkway and the Place of Reflection. Thousands of people enjoy this area of Kings Park from early morning walkers to late evening concert goers.
2. Kings Park is predominantly made up of precious urban bushland, a rare commodity in the middle of a capital city. There is a network of hard and soft paths for people to access the bush and to experience the wildlife.
3. Kings Park has a number of parkland areas for recreational purposes. These lawn areas surround cafes and picnic locations and invite people to relax, exercise and socialise.

### **Unique shopping experiences**

The Authority's own Aspects of Kings Park gallery shop with art and design products and books on Australian and especially botanical themes, and the privately leased Aboriginal Art Gallery focusing on Indigenous art and culture.

### **Cafes and restaurants**

Zamia Café in May Drive Parkland, Stickybeaks Café in the Lotterywest Family Area, Fraser's Restaurant, function rooms, the State Reception Centre, Kiosk and Botanical Café in the Fraser Avenue precinct.

## **Playgrounds and picnic areas**

Rio Tinto Naturescape Kings Park (entrance from May Drive), the Lotterywest Family Area including the popular Ivey Watson Early Childhood Playground and Hale Oval (entrance from Kings Park Road), the Saw Avenue Picnic Area which includes Variety Place, was especially redesigned for universal access for children, families and community groups (located on the corner of May Drive and Saw Avenue), and the May Drive Parkland including the Arthur Fairall Playground, gazebos/rotundas, barbeques and public toilets (on May Drive).

## **Community education programs**

Environmental awareness and cultural awareness programs to promote individual and community wellbeing, targeting all groups of people within the local area and provision of general information through a free guided walks service and interpretive signage and brochures, as well as formal schools' education programs as part of Kings Park Education.

## **Regulatory services**

For visitor safety and asset protection, there is a range of responsive services to protect the physical environment and to protect the rights of visitors (as defined and required under the *Botanic Gardens and Parks Authority Regulations 1999*).

## **Public transport services**

The Transperth Bus service as well as the ticketed services for Perth Explorer Tours throughout the Park, offer easy access designated loops.

## **Services for daily living**

A free wheelchair is available for short-term use from the Visitor Information Centre, open every day of the year except Christmas Day.

## **Planning for better access**

Figures issued by the Australian Bureau of Statistics (ABS) show that the number of Australians with disability is increasing. The ABS conducts a survey of Disability, Ageing and Carers every five years.

Data from the 2015 Survey of Disability, Ageing and Carers estimated that 4.3 million Australians, or 18.3% of the population, had a disability. Add to that the estimated 2.7 million Australians who are carers (12% in 2012), and disability therefore impacts on approximately one third of the population. By 2026 the number of people with disability in Western Australia is expected to increase by more than 210,000, due mainly to our ageing population.

It is a requirement of the WA Disability Services Act 1993 that all public authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the agency will ensure that people with disability have equal access to its facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act 1984 and the Commonwealth Disability Discrimination Act 1992 (DDA). While Action Plans are not compulsory under the DDA, they can assist organisations become more accessible and inclusive, and can provide some clarity during disability discrimination proceedings. A DAIP may also satisfy the DDA's requirements for an Action Plan.

The Authority is sincerely committed to this 2017-2022 DAIP, which outlines the ways in which the BGPA will continue to ensure that people with disabilities have the best possible access to its facilities, services and information.

## **Relevant BGPA values and principles**

### **Respect**

- Working with people, visitors, lands and our diverse heritage with respect.

### **Inclusiveness**

- Providing a safe and equitable work and visitor environment.
- Building and retaining an effective community of staff, volunteers, supporters and stakeholders.
- Welcoming and facilitating effective communication.

### **Excellence**

- Achieving excellence through continuous innovation and improvement.

### **Accountability**

- Ensuring sound decision making for the care, control and management of the designated lands in alignment with endorsed Management Plans and these values.

## **Five Year Strategic Plan**

The Strategic Plan outlines the strategic direction of the Authority, focusing on specific priorities to achieve its vision.

It builds on the long history of achievements and services delivered by the Botanic Gardens and Parks Authority.

Through the Botanic Gardens and Parks Authority Act 1998, the Authority is charged with the care, control and management of Bold Park and Kings Park and Botanic Garden in accordance with publicly endorsed management plans.

## **Progress to date**

The BGPA is committed to facilitating the inclusion of people with disability through the improvement of access to its facilities and services. Towards this goal the Authority adopted its first Disability Service Plan (DSP) in 1995 to address the barriers for people with disability wanting to access the Authority's services and facilities.

Since the adoption of the initial DSP and subsequent DAIPs, the Authority has implemented many initiatives and made significant progress towards ensuring access and inclusion for people with a disability. These include:

- One-on-one walks with a guide were particularly helpful to persons with limited mobility.
- Additional ACROD bays added to the overall parking availability in Kings Park.
- Adult change tables included in a new toilet block behind the main restaurant in the Fraser Ave precinct.
- Rio Tinto Naturescape Kings Park discovery and learning facility (opened October 2011) built to include: new ACROD parking bays, new bus parking bays in adjacent Wardong Bus Park, wheelchair accessible drink fountains, compacted limestone circulation paths to meet design code, Kulunga Gully and Tunnel features designed specifically for universal access, wooden runner installed on metal mesh Prickly Thicket boardwalk and bridge over Paperbark Creek that guide dogs can walk along, wheelchair turning areas along Prickly Thicket boardwalk, new unisex disabled toilet facilities and designated secluded areas for visitors seeking quieter conditions away from other users.
- Funding secured from Rio Tinto for Stage 2 upgrade in 2017, opened December 2017.
- Fully accessible Kings Park Education facility built adjacent to Rio Tinto Naturescape Kings Park.
- Saw Ave Picnic Area upgraded with the support of Variety WA to include new playground facilities, upgraded pavilion, new paths, improved toilet block, public artworks.
- New universal access paths, using slip resistant surface materials, installed in the Botanic Garden provide sealed path access from ACROD parking and drop-off points to the garden without having to traverse the lawn. These paths have tactile ground surface indicators for people with visual impairments to indicate a transition between levels and roadways. Where practicable, paths have been installed with pullovers at intervals for stoppage and turning spaces.
- Picnic tables at Variety Place at Saw Ave Picnic Area allow for wheelchair access.
- Directional signage to facilities located throughout the park is clear, with appropriate colour contrasts and font styles and size.
- Service dogs are welcome in all areas of Kings Park and Bold Park.
- The Kulbardi toilets at Saw Ave upgraded to provide separate access to two unisex, accessible toilets.
- Funding secured for a new disabled access toilet, pathways and visitor facilities near the Variety Pavilion, in the form of a purpose built 'Changing Places' facility, due for completion in 2018. Access to this facility will be from the Kulbardi sealed carpark, with ACROD bays close by.
- All toilet blocks in Kings Park fitted with the international symbol of access. This is also included on all printed and online maps, signs and brochures.



- A universal access path installed along Saw Ave to enable better access from Thomas Street to the Saw Ave Picnic Area facilities.
- Park benches positioned adjacent to pathways to provide resting spaces without intruding into paths.
- Almost all kerbs at bus stops and designated set down areas have ramp curbing.
- All leasees in Kings Park encouraged to notify the Authority of any barriers for people with disability. Zamia Café proven to be a very popular venue for people with disability, due to its easy access, friendly staff, good food and inviting ambience.
- Funding secured for the Volunteer Hub to allow for aging volunteers, with Improvements to Eucalyptus Carpark as part of the new volunteer facilities.
- The Authority's website designed to meet all levels of accessibility.
- The Authority website features various elements to improve accessibility, such as a high profile search engine bar; accessibility link in header detailing how to browse, navigate, resize, change contrast, etc.; image magnifier (on most images) to assist visitors with visual impairments; alt-text on images and links; simple menu structure; and print-friendly options.
- For convenience, and for people with visual impairment, recorded information is available on the Authority's main telephone line.
- Park venue information on website includes details on access (e.g. easy, moderate rating); mobility descriptions (e.g. short walk across grass, suitable for wheelchairs); car park location; nearest toilet and refreshment facilities; and photographs of the area.
- The Authority are continually improving the website content and accessibility to the highest possible WCAG standards and ensure that printed information is clear and easy to understand.
- The Authority's Park Management Officers provided with ongoing training to enable them to recognise and assist people with disabilities.
- The Authority provides employment, volunteer opportunities and some work experience placements for people with disabilities, which in turn increases staff awareness and understanding of people with disabilities.
- In order to promote limited ability access initiatives, volunteer group newsletters regularly remind members of existing and new paths and facilities that have been built for people with limited mobility.
- The volunteer Kings Park Guides continue to provide one-on-one guiding service to people with special needs, that are accompanied by their carer.
- Approximately 500 visitor surveys collected annually from areas all around Kings Park and 100 around Bold Park and people with disabilities have the same opportunities to provide visitor feedback.
- Public consultation and decision-making opportunities provided through public consultation processes for reviews of key management plans or changes proposed on Authority lands (e.g. Bold Park Management Plan and Kings Park and Botanic Garden Management Plan).

- Focus groups for Stage 2 of the Rio Tinto Naturescape Kings Park consultation process and visitor consultations were extensively conducted in preparation for the upcoming upgrade in 2017.
- Disability Services specialist and several special needs groups were consulted and offered feedback to assist with the planning for Stage 1 and 2 of Rio Tinto Naturescape Kings Park.
- Children with disabilities represented at the Saw Ave upgrade, supported through sponsorship by the Variety Club of WA, had representation on the project committee for input into the design process.

## Events

- On Anzac Day the Authority, in collaboration with the Returned and Services League (RSL), actively informs participants of parking for the disabled and set-down areas.
- Areas are set aside at major events to assist those with disabilities and their carers. These areas are for chairs, deck chairs, wheelchairs and space for people. Additional ACROD permit holder bays are provided on concert nights, as a drop off/pick up zone at the entry to the concert venue.
- The companion card honoured at all major events in Kings Park, allowing a carer to attend for free when accompanying a person with a disability.
- During the Australia Day Skyshow on 26 January the park is closed to vehicles for the general public, however ACROD permit holders are given vehicle access and parking at the Wadjuk Carpark. The same arrangement applies for the City to Surf Run, with wheelchair athlete competitors using the ACROD parking in Kings Park for this event.
- During the Kings Park Festival, additional ACROD permit holder bays installed during high visitation periods in close vicinity to event locations such as the Lotterywest Family Area or the Botanic Garden.
- During the Kings Park Festival and on concert nights, a free shuttle bus service has operated within the park on busy days. This assists the public to travel through the park, particularly from parking areas to event areas, therefore reducing the walking time required.
- Event promotional and informational materials are available in a variety of formats including print and electronic and via an automated events information phone line.
- AUSLAN interpreting services made available at different events over the years.

# Access and inclusion policy statement for people with disability, their families and carers

The Authority is committed to:

- Ensuring that people with disability, their families and carers are able to fully access the range of agency services and facilities, including employment, providing them with the same opportunities, rights and responsibilities enjoyed by other people in the community.
- Consulting with people with disability, their families and carers, and where required, disability organisations, to ensure that barriers to access and inclusion are addressed appropriately.
- Ensuring that its staff and volunteers work towards the desired access and inclusion outcomes in the DAIP.
- Achieving the seven desired outcomes of its DAIP.

## Development of the DAIP

### Responsibility for the planning process

BGPA's Corporate Executive Management Team guides the implementation, review and evaluation of this plan, with stakeholder input as required.

The new and upcoming innovations and developments include:

- Stage 2 upgrade to Rio Tinto Naturescape Kings Park environmental discovery and learning facility;
- a Changing Places toilet block at Saw Avenue;
- an upgrade to the Fraser Lawn Toilets to include better facilities and access for people with disability;
- an upgrade to the Acacia toilet block behind the restaurant and Gallery Shop - Aspects of King Park;
- improved footpaths on Fraser Avenue and within the Botanic Garden.

In 2016, the Authority reviewed its existing DAIP 2012-2017. The review process involved drafting a new DAIP for the period 2017-2022 and consultation with key internal and external stakeholders.

The process included:

- Examination of the 2012-2017 DAIP to assess achievements and see what still requires attention in terms of access and inclusion.
- Examination of other relevant Authority documents and strategies.
- Investigation of contemporary trends and good practice in access and inclusion.
- Consultation with key staff, volunteers and stakeholder groups.
- Consultation with the wider community.

The Disability Services Act stipulates the minimum consultation requirements for public authorities in relation to DAIPs, and the Authority has met all of these requirements.

### Consultation process

People with disability need to be able to participate in consultative processes. As required under the Act, the Authority undertakes an open community consultation for Kings Park and Botanic Garden and Bold Park as part of its review and management plan development every five years. After a two-month period of public consultation, a final management plan is developed for each Park. The current plans are the Kings Park and Botanic Garden Management Plan 2014–2019 and the Bold Park Management Plan 2016–2021.

As part of the review of BGPA's DAIP, consultation was carried out to identify potential strategies to be incorporated into the new Plan.

- In July 2016 the community was informed through the Authority's website that the Authority was reviewing the existing DAIP to address initiatives to barriers that people with disabilities and their families and carers may experience when accessing Authority functions, facilities and services.
- The community was invited via the Authority's website and a call for public submissions in the West Australian newspaper, to provide input into the development of the DAIP.

In addition to this formal consultation process, the Authority occasionally holds focus groups or seeks specific input on planned developments for Kings Park and Botanic Garden and Bold Park as part of the community consultation, such as for Stage 2 of the Rio Tinto Naturescape Kings Park (RTNKP) upgrade.

The following strategies were used in the Authority's preparation for Stage 2 of RTNKP in 2016 and as part of the DAIP consultation process:

- The consultation comprised of meeting with key staff and several key stakeholders in 2016, followed by the second broader consultation conducted as an externally facilitated workshop where over 50 key stakeholders were invited to attend to seek feedback on the effectiveness of Stage 1 of RTNKP and how we could make improvements with the next round of funding from Rio Tinto for Stage 2 of the project.
- The direct users of Naturescape were given the opportunity to participate in the informal on-site consultation over several months.
- The feedback from the consultation processes was assessed for incorporation into the new DAIP and in the Authority's annual DAIP Implementation Action Plans.

Consultation was advertised or promoted:

- On the BGPA website
- Directly to disability organisations and individuals
- Through the BGPA internal email system, and
- Directly to key staff.

## **Responsibility for implementing the DAIP**

It is a requirement of the WA Disability Services Act 1993 that public authorities must take all practical measures to ensure that the DAIP is implemented by its officers, employees and contractors.

The Authority's DAIP is a strategic policy document, and as such is endorsed by the Board of Management, with responsibility for implementation, review and evaluation resting with the Chief Executive Officer and his/her delegates. The DAIP sets out who is responsible for each access and inclusion initiative.

## **Communicating the plan to BGPA staff and people with disability and their carers**

- In February 2017, the Authority made the draft DAIP available to staff and community members and groups for comment. This version was then formally endorsed by the Authority.
- The Authority advises of new or amended plans through the media (the West Australian newspaper) and via the Authority's website.
- Copies of the plan are available to the community upon request and in alternative formats if required, including hard copy in standard and large print, electronic format, by email or via download from the Authority's website.

## **Findings of the consultation**

The review and consultation found that the aims of the previous DAIP had been achieved and that a new plan was required to ensure currency and relevance. The new plan strives to reflect contemporary values and practices, such as striving for inclusion, recognising the needs of a diverse workforce and a diverse community.

The findings of the review and consultation informed the development of the strategies in the DAIP.

## **Review and evaluation mechanisms**

The WA Disability Services Act 1993 sets out the minimum review requirements for public authorities in relation to DAIPs. The Authority's DAIP will be reviewed at least every five years, in accordance with the Act. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues that may arise. Whenever the BGPA amends the DAIP, a copy of the amended plan will be lodged with the Disability Services Commission.

## **Review and monitoring**

- Each year, the Authority's Corporate Executive will consider and review the progress on the implementation of the initiatives identified in the DAIP.
- The review of the Authority's DAIP will be included in the DAIP 2017-2022 when submitted to the Disability Services Commission in 2017. The report will outline achievements carried out during the Authority's DAIP 2012-2017.

## **Evaluation**

- The Authority's Corporate Executive will annually review and endorse reports on the disability access and inclusion implementation process.
- Once a year, the Authority will provide advice to the community via its website regarding the implementation of the DAIP and seek feedback on the effectiveness of strategies implemented.
- A notice about the consultation process to be placed on the Authority's website, and circulated to key stakeholders.
- In seeking feedback, the Authority will also seek to identify any additional issues not previously identified.

- A request to key stakeholders, internal and external to the Authority, to provide feedback on how well they believe the initiatives are working and to make suggestions for improvement.
- Implementation Plans be amended based on the feedback received and copies of the amended DAIP will be made available to the community in alternative formats.

## Reporting on the DAIP

The Disability Services Act sets out the minimum reporting requirements for public authorities in relation to DAIPs.

The Authority will report on the implementation of its DAIP through its annual report and the prescribed proforma to the Disability Services Commission by 30 June each year, outlining:

- Its progress towards the desired outcomes of its DAIP.
- Progress of its staff and volunteers towards meeting the specific desired outcomes.
- Strategies used to inform its staff and volunteers of the DAIP.



## Strategies to Improve Access and Inclusion

Based on the review and consultation process, the following overarching strategies will guide tasks that the Authority will undertake from 2017-2022 to improve access to services, buildings and information. The seven desired outcomes provide a framework for improving access and inclusion for people with disabilities.

### Outcome 1

People with disability have the same opportunities as other people to access the services of, and any events organised by, or with, the Botanic Gardens and Parks Authority.

Strategy
Conduct reviews on a selection of events to determine the attendee's experience of access and inclusion at the event.
Include reporting by the event holder on activities that maximise access and inclusion at events (note - as an optional item in post event reports).
Encourage the use of Universal Design principles in the development of infrastructure, events and projects.

### Outcome 2

People with disability have the same opportunities as other people to access the services of, and any events organised by, or with, the Botanic Gardens and Parks Authority.

Strategy
Ensure that the advice of an Access Consultant is sought where required, when planning and designing any facilities or undertaking major refurbishments.
Design and construction of public buildings and facilities comply with Building Codes Australia (BCA) and the requirements of the DDA.
Engage appropriate professionals in the design and planning stages of new buildings and facilities such as paths and the volunteer Hub and Stage 2 of Rio Tinto Naturescape Kings Park, to ensure that universal access requirements are properly addressed.
Continue where practicable, to install continuous paths of travel to buildings and venues to and from parking bays, set-down areas and toilet facilities.
Continue where practicable, to install pathways with pullovers at intervals for stoppage and turning spaces.
Use slip resistant surface materials on paths such as exposed aggregate or brushed concrete, ensure trip factors are minimised through maintenance checks and where appropriate, add contrast strips on step edges.

Strategy
Ensure that building entries are wide enough to allow entrance of wheelchairs, motorised scooters and walking aids and are equipped with lowered kerbing and ramps with handrails.
Where practicable, reduce movement barriers along pathways such as kerbs, slopes, obstacles (e.g. poles and chairs) and narrow widths to ensure that pathways are free of impediment, allow for high pedestrian volumes and provide a continuous accessible path of travel.
Position public park benches adjacent to pathways to provide resting spaces without intruding into paths.
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.
Continue to ensure that directional signage to facilities located throughout the park is clear, with appropriate colour contrasts and font styles and size.
Continue to identify and rectify access barriers in a timely manner.
Allow service dogs in all areas of Kings Park and Bold Park.
Upgrade toilets to provide better accessibility.
All new buildings to be built by the Authority are accessible to people with disabilities.
All existing buildings leased by the Authority are accessible to people with disabilities.
All infrastructure related to transport facilities is accessible to people with disabilities.
Adequate ACROD parking to meet the needs of people with disabilities in terms of quantity and location.

### Outcome 3

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

Strategy
Monitor and, where appropriate, improve the accessibility of BGPA's website.

## Outcome 4

People with disability receive the same level and quality of service from the staff of BGPA as other people receive from the staff of the Authority.

Strategy
Conduct relevant training for public facing staff and volunteers on diversity, including disability access and inclusion.
Provide diversity training options for staff in team leadership roles and recruitment.

## Outcome 5

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

Strategy
Review and update the complaints information and accessibility on the website.

## Outcome 6

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

Strategy
Enhance meetings and forums held as part of community consultations through ensuring they comply with the DSC Access Resource Kit checklist.
Improve consultation between the Authority and disability groups and other key stakeholders on access and inclusion issues.

## Outcome 7

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

Strategy
Review, and amend if necessary, recruitment and employment policies and practices to reflect the diversity of staff, including the ageing workforce and people with disability.
Use inclusive recruitment practices.
Align to the Workforce Diversity Plan to increase opportunities to employ people with disability.
Extend Interwork's Contract for Office cleaning for a further 3 years.