



WHITEHORSE

# Disability in Whitehorse Action Plan 2022 – 2025

An action plan of the Whitehorse  
Health and Wellbeing Plan 2021 – 2025



## Acknowledgement of Country

Whitehorse City Council acknowledges the Wurundjeri Woi-wurrung people of the Kulin Nation as the Traditional Owners of the land. We pay our respects to their Elders past, present and emerging.



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## Acknowledgement

Whitehorse City Council acknowledges the knowledge, experiences and information shared in the development of the Disability in Whitehorse Action Plan. We would like to thank:

- People with disabilities attending Alkira and Nadrasca
- All people that contributed their knowledge and experience through the face to face workshops and the online survey
- The Whitehorse Disability Advisory Committee

## Data Sources

Unless referenced otherwise, demographic information was sourced from the 2018 ABS Census of Population and the Survey of Disability Ageing and Carers.

## Further Information

Refer to Council's demographic fact sheets and interactive maps at <https://www.whitehorse.vic.gov.au/about-council/about-whitehorse>

Contact Community Engagement and Development Department at [CDEnquiries@whitehorse.vic.gov.au](mailto:CDEnquiries@whitehorse.vic.gov.au)

# Introduction

People with disability are active and valued members of the Whitehorse community who make significant economic and social contributions to the local area. Although the aspirations and needs of people with disability are similar to other members of the community, people with disabilities continue to face multiple barriers to being included in all aspects of community life.

The Disability in Whitehorse Action Plan 2022-2025 describes the work Council will undertake in partnership with people with disability, the community and key state and local organisations to address the barriers experienced by people with disability in the community.

The Disability in Whitehorse Action Plan 2022-2025 outlines objectives and priorities for actions that:

- Reflect the values and priorities of people with disability and the broader Whitehorse community.
- Consider national and state legislation and policy contexts.
- Align with the role and influence of local government and current Council policies and strategic plans.
- Build on the strengths of the people with disability, their families and carers as well as the strengths of the broader community.

As a result of engagement with people with disability, their families and carers, and reviewing current federal and state legislation and policy directions, research, and Council policies, the following priority areas for the Disability in Whitehorse Action Plan 2022-2025 were identified:

- Access to The Built Environment
- Access to Employment Education And Training
- Access to Services And Programs
- Access to Information

The Disability in Whitehorse Action Plan 2022-2025 describes the activities that Council has prioritised over the next 3 years (year 1 will be implemented over the financial year 2022/2023, year 2 over 2023/2024, and year 3 over 2024/2025).

# Background

People with disability are valued, respected and contributing members of the Whitehorse Community. Whitehorse City Council recognises that people with disabilities continue to face multiple structural and systemic barriers to achieving their rights as equal, valued and included members of society.

It is estimated that approximately 31,990 of Whitehorse residents may have a disability and the prevalence of disability increases with age, with one in two people aged 65 years and over reporting a level of disability<sup>1</sup>. Over half of the people with a core need for assistance were aged over 65 years (54.2%) there was a 46.7% increase in the core need for assistance amongst young people aged between 5 -14 years. Over two in five Australians aged 16-85 years have experienced a mental health disorder at some time in their life<sup>2</sup>. [Appendix 1: About Disability and the Whitehorse Community](#) provides further information about disability in Whitehorse.

The purpose of the Disability in Whitehorse Action Plan 2022-2025 is to enhance the inclusion and participation of people with disability in community life and to make the community more accessible to people with disability. To achieve this, the plan sets out to:

- Promote and protect the human rights of people with disability
- Reduce discriminatory practices and attitudes
- Address barriers in the social, built, economic and natural environments where Council has key responsibilities
- Work in partnership with people with disability, community organisations, and businesses and other levels of government to implement the actions contained in this Plan

The development and implementation of the Disability in Whitehorse Action Plan 2022-2025 also responds to legislated requirements set out in the Disability Discrimination Act 1992 and the Disability Act 2006.

Achievements of the Disability in Whitehorse Action Plan 2022-2025 contribute to the broader disability policy priorities outlined in the Australian Disability Strategy and the Victorian State Disability Plan, and ultimately Australia's responsibilities under the United Nations Convention on the Rights of Persons with Disabilities.

The Disability in Whitehorse Action Plan 2022-2025 is the sixth Disability Action Plan developed by Whitehorse City Council, each building on the previous outcomes and based on available knowledge, resources and research. Outcomes of the plans are included in Council's Annual Report.

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1 <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release>

2 <https://www.abs.gov.au/statistics/health/mental-health/national-study-mental-health-and-wellbeing/latest-release>

## Defining Disability

Whitehorse City Council recognises the diversity of people with disability and people with lived experience of mental illness. The term disability in this Plan depicts the broadest range of disabilities and mental illness experienced by people in our community.

The Disability in Whitehorse Action Plan 2022-2025 is inclusive of people with disability of all ages, whether their disability has been present from birth or acquired through accident, illness, trauma or injury. People with disability may experience a range of physical, psychological, cognitive, intellectual or sensory impairments. In addition, Council recognises that a diverse range of social, environmental, biological and psychological factors impact an individual's mental health, resulting in experiences of mental illness. Mental illness can occur in all age groups and may be present where a person experiences other forms of disability and or chronic health conditions.

Individual characteristics including age, gender, sexuality, race, and cultural background can influence the experiences, perspectives, priorities and needs of people with disability. The intersectional nature of a person's individual circumstances and characteristics can result in people with disability facing magnified barriers and inequities. For example, a woman with a disability may be less likely to be employed and more likely to experience violence, which influences her health and how she is included and able to participate in the life of the community.



# Strategic Alignment

The Disability in Whitehorse Action Plan aligns with the [Whitehorse Community Vision 2040](#), the [Whitehorse Council Plan 2021-2025](#) and the [Whitehorse Health and Wellbeing Plan 2021-2025](#).

## Community Vision 2040

During 2020, Council developed the [Whitehorse Community Vision 2040](#) utilising a deliberative and a broader community engagement process. Whilst all identified priority areas inform the Plan there is a particular emphasis on: Diverse and Inclusive Communities, Movement and Public Spaces, Employment, Education and Skill Development, and Health and Wellbeing.

## Council Plan

The [Council Plan](#) details Council's contribution to the delivery of the Whitehorse Community Vision 2040 via objectives and actions sitting beneath Strategic Directions and Actions which link back to the Community Vision.

The Council Plan describes Council's approach to working with the community, key stakeholders, community organisations and other levels of government in order to achieve outcomes over four years. The Council Plan strategic directions that specifically relate to the Disability in Whitehorse Action Plan 2022-2025 are:

- A thriving local economy with high quality accessible education opportunities
- Diverse and Inclusive Community
- A built environment that encourages movement with high quality public places
- Health and Wellbeing
- An empowered and collaborative community
- Governance and Leadership

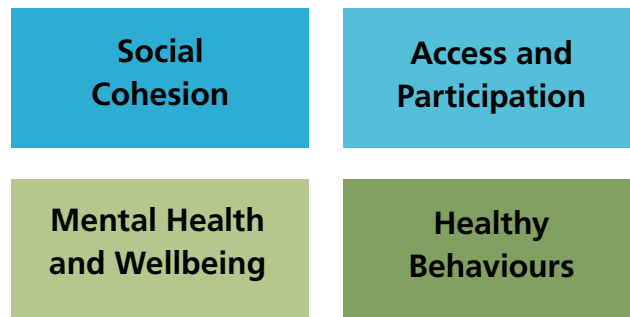
## Whitehorse Health and Wellbeing Plan

The Whitehorse Health and Wellbeing Plan 2021-2025 outlines key priorities and objectives where Council will work in partnership with other levels of government, organisations, groups, individuals and advocacy networks to improve the health and wellbeing of the Whitehorse community. It identifies eleven areas, or domains, on which to focus our efforts.

The Disability in Whitehorse Action Plan describes the activities that Council has prioritised for the period 2022-2025 to bring to life the Whitehorse Health and Wellbeing Plan. Different departments of Council, community stakeholders and members of the broader Whitehorse community contributed ideas to shape how we will tackle these, in partnership, to best meet the needs of our community and the organisations that work with people with disabilities.



The key health and wellbeing areas of the Whitehorse Health and Wellbeing Plan 2021-2025 that are addressed through the Disability in Whitehorse Action Plan are:



## Developing the Disability in Whitehorse Action Plan

As detailed in the following diagram, community consultation, federal legislation and policy, state legislation and policy as well as research and existing Council plans, all inform the development of the Disability in Whitehorse Action Plan 2022-2025.



### Local and International Frameworks

A Human Rights approach underpins the development and implementation of the Plan. The United Nations Convention on the Rights of Persons with Disabilities and the Victorian Charter of Human Rights and Responsibilities Act 2006 provide the framework for this approach. The Actions contained in the Whitehorse Disability Action Plan aim to promote and protect the rights of people with disability, as well as addressing discriminatory beliefs and practices.

## United Nations Convention of the Rights of Persons with Disabilities

Australia's commitments to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) include respecting, protecting and fulfilling the human rights of people with disabilities. The general principles of the UNCRPD include the full and effective inclusion of people with disability in society and respect for individual autonomy and independence for people with disability. These principles inform the rights and obligations detailed in the UNCRPD and guide the development and implementation of the Disability in Whitehorse Action Plan 2022-2025.

The Australian Disability Strategy articulates eight guiding principles based on the Article 3 of the UNCRPD. [Appendix 2](#) outlines these principles. The aims and actions of the Disability in Whitehorse Action Plan 2022-2025 reflect these principles.

## Victorian Charter of Human Rights and Responsibilities Act 2006

The Charter of Human Rights and Responsibilities Act 2006 (the Charter) sets out the 20 rights that protect the values of freedom, respect, equality and dignity. The rights and responsibilities set out in the Charter apply to all people in Victoria. The Charter requires public authorities such as local government to act consistently with the human rights in the Charter and give proper consideration to human rights when making decisions. The Disability in Whitehorse Action Plan considers the rights and values enshrined in the Charter.



## Social Model of Disability

Embedded in the UNCRPD, the social model of disability recognises that attitudes, practices and structures can be disabling and act as barriers preventing people from fulfilling their potential and exercising their rights as equal members of the community. The Plan focuses on fostering the inclusion and participation of people with disability in our community by removing the barriers experienced by people with disability.

## Universal Design

Universal Design requires the design of products, environments, programs and services to be usable by all people to the greatest extent possible (United Nations Convention on the Rights of Persons with Disability). As depicted in the following table, the [Centre for Universal Design Australia](#) identifies principles of Universal Design. Previous Whitehorse Disability Action Plans have sought to embed Universal Design Principles, in Council's work to improve the built environment.

Universal Design Principles			
Equitable Use	Flexibility in Use	Simple and Intuitive	Perceptible Information
Tolerance for Error	Low Physical Effort	Size and Space – appropriate for use	Cultural Appropriateness

## Legislative Requirements

Local government has an important role in working in partnership to design and develop the social, built, economic, and natural environments to support and enhance the health and wellbeing of all people in the Whitehorse community.

While local government has a focus on the priorities of the local community, it also has obligations to be responsive to federal and state legislation and policy directions (Local Government Act 2020). The key legislation guiding the development of this Plan are the Disability Discrimination Act 1992 and the Victorian Disability Act 2006. Other international, federal and state legislation and policy frameworks that influence the development and implementation of the Disability in Whitehorse Action Plan 2022-2025 are listed in [Appendix 3](#).

## Disability Discrimination Act 1992

The Disability Discrimination Act 1992 (DDA) articulates that people with disability have the same fundamental rights as all people in the community. The DDA aims to eliminate discrimination towards people with disability in a range of areas including work, accommodation, education, access to premises clubs and sport and in the provision of goods facilities, services, land, and existing laws and the administration of Commonwealth laws and programs. Section 61 of the DDA (Section 61) articulates that

action plans must seek to address discrimination through the development of policies and programs, and set achievable goals and targets, and a means of evaluating policies, programs and outcomes of the disability action plan.

## Disability Act 2006

Section 38 of the Victorian Disability Act 2006 requires all public bodies including local government to develop a Disability Action Plan and address the following four key areas:

- a) Reducing barriers to persons with a disability accessing goods, services and facilities
- b) Reducing barriers to persons with a disability obtaining and maintaining employment
- c) Promoting inclusion and participation in the community of persons with a disability
- d) Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Council is required to report on the achievements of the Disability Action Plan in its yearly Annual Report.

## Community Engagement

The Whitehorse community helped shape the development of the Disability in Whitehorse Action Plan 2022-2025 through feedback and input obtained from:

- Whitehorse Community Vision 2040 (deliberative and broad community engagement).
- Shaping Whitehorse community engagement process (that informed the development of the Council Plan 2021-2025, Council Financial Plan 2021-2031, Asset Plan 2022-2032 and Municipal Public Health and Wellbeing Plan 2021-2025).
- Two online community engagement workshops.
- The Whitehorse Disability Advisory Committee (an advisory committee to Council whose purpose it is to provide Council with strategic input and feedback regarding systemic, structural, cultural and social barriers important to the lives and opportunities available to people with a disability).
- Four meetings held with participants from local disability service providers.
- 36 responses to the Disability Action Plan survey (including responses from 16 people who identified as a person with a disability, 6 people with lived experience of mental illness and 17 responses from people who identified as a parent or carer of a person with a disability and or lived experience of mental illness).

The key issues and needs expressed by the community were:

- People with disability want to have a say in the matters that affect their lives.

- Access to the built environment including footpaths, buildings, open spaces and play spaces remains a key priority.
- There is an ongoing need for community awareness to reduce discriminatory attitudes and practices.
- Supporting and promoting inclusive employment and volunteering opportunities will increase financial security and build social and economic participation of people with disability.
- Additional work needs to be undertaken to ensure that people with disability can access community based services and supports and also gain the information required to make decisions about their lives and participation in the community.
- People with disability, their families and carers want greater access to information, including information in accessible formats

## Action Plan Priorities

As a result of engagement with people with disability, their families and carers, and reviewing current federal and state legislation and policy directions, research, and Council policies, the following priority theme areas for the Disability in Whitehorse Action Plan 2022-2025 were identified:

- Access to Services And Programs
- Access to Information
- Access to The Built Environment
- Access to Employment Education And Training

The Disability in Whitehorse Action Plan 2022-2025 describes the activities that Council has prioritised over the next 3 years (year 1 will be implemented over the financial year 2022/2023, year 2 over 2023/2024, and year 3 over 2024/2025).



# Action Plan 2021-2025

## Priority Area: Access to Services and Programs

Council will reduce the barriers to accessing services and support available to people with disability in the community.

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Plan Domain (MPHWP)
1	Advocate to increase the number and availability of services and supports in the community that meet the needs of people with disability.	<p>Number of advocacy campaigns undertaken</p> <p>Number of people with disability accessing Council services and programs</p>	Community Engagement & Development (CEAD)	<p>Arts and Cultural Services</p> <p>Leisure and Recreation Services</p> <p>Family and Youth Services</p> <p>Disability Service Providers</p>	All Years	<p>CP SD7: Health and Wellbeing</p> <p>MPHWP: Access and Participation</p>
2	Ensure access to Community Arts programs for people funded through the NDIS.	<p>Number of All Ability classes and NDIS specific programs</p> <p>Number of enrolments in programs</p>	Arts and Cultural Services	Disability Service Providers	2022	<p>CP SD1: Innovation, Transformation and Creativity</p> <p>MPHWP: Access and Participation</p>

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Plan Domain (MPHWP)
3	Utilise Council's website, social media and networks to promote community participation opportunities, services, events and opportunities to people with disability, their families and carers.	Number of Information items sent to people with disability and to disability service providers in the community	CEAD	Strategic Communications & Customer Service (SM&CS)  Family and Youth Services	All Years	CP SD7: Health and Wellbeing  MPHWP: Access and Participation
4	Continue to promote Councils complaints, feedback and compliments processes to people with disability and their families.	Number of Information items sent to people with disability and to disability service providers in the community	Strategic Communications and Customer Services (SC&CS)	CEAD	All Years	CP SD6: An empowered and collaborative community  MPHWP: Access and Participation
5	Partner with disability service providers to raise awareness of the aspirations and needs of people with disability in the community.	Number of partnerships developed  Number of projects developed and delivered	CEAD	Disability Service Providers  Community organisations	All Years	MPHWP: Social Cohesion
6	Promote participation in physical activity to people with disability, and work with sporting groups/clubs to increase inclusionary practices.	Number of initiatives developed  Number of Information items sent to people with disability and to disability service providers in the community	CEAD	Leisure and Recreation Services  Disability Service Providers	2023  2024	CP SD7: Health and Wellbeing  MPHWP: Healthy Behaviours

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Plan Domain (MPHWP)
7	Partner with mainstream service providers to build their capacity to provide services and respond to the needs of people with disability.	Number of partnerships developed	CEAD	Community organisation and groups	2023 2024	CP SD7: Health and Wellbeing MPHWP: Access and Participation
8	Collaborate with the family violence sector to develop a training program covering the barriers facing people with disability and ways to overcome these.	Number of collaborations  Training project developed	CEAD	Regional Family Violence Partnership  Women with Disabilities Victoria  Nadrasca	2023	CP SD7: Health and Wellbeing MPHWP: Healthy Relationships
9	Support EDVOS and Nadrasca to develop the Leading Change Program that is accessible to people with disability.	Progress of the program development	CEAD	EDVOS  Nadrasca	2022	CP SD7: Health and Wellbeing MPHWP: Healthy Relationships



## Priority Area: Access to Information

Council will continue to ensure that people with disability are able to access information in a formats that meet their needs

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP SD) and Health and Wellbeing Domains (MPHWP)
10	Council's media and publications will contain positive images of people with a range of disabilities.	Periodic audit outcomes	SC&CS	CEAD	2022	MPHWP: Access and Participation
11	Promote Councils community engagement opportunities to people with disability and encourage people with disability to register on the Your Say Whitehorse platform, so that they are informed of Council's community engagement activity.	Number of people with disability accessing the YourSay website  Number of people with disability contributing to community engagement opportunities	CEAD	Disability Service Providers	All Years	CP SD6: An empowered and collaborative community  MPHWP: Access and Participation
12	Increase the use of Easy English and plain English in Council publications and on social media platforms.	Number of documents and social media articles produced	SC&CS	CEAD	2023 2024 2025	CP SD3: Diverse and Inclusive Community  MPHWP: Access and Participation
13	Implement accessible communications features including captioning on videos, colour combinations, AAA ratings and font size.	Website updates implemented	SC&CS	CEAD	2022	CP SD3 :Diverse and Inclusive Community  MPHWP: Access and Participation

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP SD) and Health and Wellbeing Domains (MPHWP)
14	Develop tailored communications for groups who face access barriers.	Number of communications tailored to people with disability	SC&CS	CEAD	All years	CP SD3 :Diverse and Inclusive Community  MPHWP: Access and Participation
15	Include accessibility features such as toilets, carparks in descriptions of Council buildings and parks, available on Councils website.	Website information updated	CEAD	Arts & Cultural Services  GIS  SM&CS	2024	CP SD3:Diverse and Inclusive Community  MPHWP: Access and Participation
16	Within the remit of local government monitor, communicate and implement findings from the Royal Commission into Violence, Abuse, Neglect and Exploitation of people with disability.	Number of recommendations implemented by Council	CEAD	Disability Service Providers  Victorian Equal Opportunity and Human Rights Commission	2024  2025	CP SD6: An empowered and collaborative community  MPHWP: Healthy Relationships
17	Raise the profile of people with disability in the community through a range of initiatives including International Day of Persons with Disability and Mental Health Awareness Week.	Number of initiatives held	CEAD	People & Culture  Youth Services	All Years	CP SD3: Diverse and Inclusive Community  MPHWP: Social Cohesion
18	Promote Emergency Management Planning to people with disability and their families.	Number of Information items promoted and provided	CEAD	Community Safety	All Years	CP SD7: Health and Wellbeing  MPHWP: Safety

## Priority Area: Access to the Built Environment

Council will continue to embed Universal Design Principles in our building works and raise awareness of the access needs of people with disability with builders and developers.

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Domains (MPHWP)
19	Identify and address non-compliant properties and building sites with obstructed footpaths.	Number of non-compliance issues addressed.	Community Safety	CEAD	2022 and ongoing	CP SD4: A built environment that encourages movement with high quality public places  MPHWP: Neighbourhood Liveability
20	Increase the number of accessible car parks available in the municipality.	Number of car parks	Infrastructure Engineering	CEAD	All Years	CP SD4: A built environment that encourages movement with high quality public places  MPHWP: Neighbourhood Liveability
21	Continue to advocate for greater accessibility in public transport projects.	Number of public transport projects where Council has advocated for greater accessibility	CEAD	Infrastructure	All Years	CP SD4: A built environment that encourages movement with high quality public places  MPHWP: Neighbourhood Liveability

Action No.	Action Description	Measures	Lead	Potential Partners	Timeline	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Domains (MPHWP)
22	Increase accessibility of paths within parks and open spaces ensuring greater access for people with disability.	Number of pathways in parks with greater accessibility	Infrastructure City Development	CEAD	All years	CP SD4 A built environment that encourages movement with high quality public places  MPHWP: Neighbourhood Liveability
23	Increase the range of accessible equipment available in parks and play spaces.	Number of pieces accessible equipment options installed	Infrastructure City Development	CEAD	All Years	CP SD4: A built environment that encourages movement with high quality public places  MPHWP: Access and Participation
24	Advocate for increased availability of Changing Places facilities and accessible toilets in the municipality that meet the needs of people with a range of disabilities.	Number of facilities available in the municipality	Infrastructure City Development	CEAD	2023	CP SD4: A built environment that encourages movement with high quality public places  MPHWP: Access and Participation

## Priority Area: Employment, Training and Volunteering

Action No.	Action Description	Measures	Lead	Potential Partners	Timelines	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Domains (MPHWP)
25	Promote employment pathways for people with disability and promote Government Programs to the business community through <ul style="list-style-type: none"> <li>▪ Social media</li> <li>▪ Down to Business</li> <li>▪ WBIZ website</li> </ul>	Information promoted	CEAD	Investment and Economic Development	2023 2024	CP SD2: A thriving local economy with high quality accessible education opportunities  MPHWP: Access and Participation
26	Provide disability and mental health awareness training to Council Officers and the community.	Number of sessions provided	CEAD	Training providers	All Years	CP SD3:A Diverse and Inclusive Community  MPHWP: Mental Health and Wellbeing
27	Run accessible communications training for the community and Council.	Number of sessions provided	CEAD	Community organisations	All Years	CP SD3:A Diverse and Inclusive Community  MPHWP: Access and Participation
28	Workforce census to build diversity data sets includes people with disability.	Workforce census report	People & Culture	CEAD	2022 2024	CP SD3:A Diverse and Inclusive Community  MPHWP: Access and Participation

Action No.	Action Description	Measures	Lead	Potential Partners	Timelines	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Domains (MPHWP)
29	<p>Encourage social enterprises to Council and the municipality.</p> <p>Promote and educate the community on the benefits of supporting social enterprises.</p>	<p>Policy/ framework is developed</p> <p>Information promoted through</p> <ul style="list-style-type: none"> <li>▪ Social media</li> <li>▪ Whitehorse News</li> <li>▪ WBIZ webpage</li> </ul>	CEAD	<p>Investment &amp; Economic Development</p> <p>Arts and Culture</p> <p>Recreation &amp; Leisure</p> <p>Strategic Communications &amp; Customer Service</p>	2022 2023	<p>CP SD2: A thriving local economy with high quality accessible education opportunities</p> <p>MPHWP: Access and Participation</p>
30	Strengthen Council's procurement policy to utilise social enterprise organisations and to ensure organisations providing tendered services utilise social enterprises.	Policy updated	Finance & Corporate Performance	CEAD	2023	<p>CP SD2: A thriving local economy with high quality accessible education opportunities</p> <p>MPHWP: Access and Participation</p>
31	Explore the implementation of an inclusive employment model to increase the employment of people with disability and others who face barriers to employment.	Reports and models developed.	CEAD	People & Culture	2022 2023	<p>CP SD2: A thriving local economy with high quality accessible education opportunities</p> <p>MPHWP: Access and Participation</p>

Action No.	Action Description	Measures	Lead	Potential Partners	Timelines	Alignment to the Council Plan Strategic Directions (CP) and Health and Wellbeing Domains (MPHWP)
32	Continue to promote the Whitehorse Strengths Based Guide to people with disability through parent groups, education and disability services.	Number of documents distributed or downloaded from the website	Community Engagement & Development	Schools and education settings  Youth Services	2022  2023	CP SD2: A thriving local economy with high quality accessible education opportunities  MPWHP: Access and Participation



# References

All Council Documents referenced in the body of this plan are available through Councils website [www.whitehorse.vic.gov.au](http://www.whitehorse.vic.gov.au).

Australian Bureau of Statistics, (2019) 2018 Survey of Disability, Ageing and Carers

[Disability, Ageing and Carers, Australia: Summary of Findings, 2018 | Australian Bureau of Statistics \(abs.gov.au\)](https://www.abs.gov.au/ausstats/abs@/series/tseries?boxofcontents=1&series=4712.0)

Australian Disability Strategy

[Disability and Australia's Disability Strategy 2021–2031 | Department of Social Services, Australian Government \(dss.gov.au\)](https://www.dss.gov.au/australia-disability-strategy) accessed June 2022

Centre for Universal Design Australia:

<https://universaldesignaustralia.net.au> accessed June 2022.

Disability Discrimination Act 1992 <https://www.legislation.gov.au/Details/C2016C00763> accessed June 2022

United Nations Convention on the Rights of Persons with Disability

[Convention on the Rights of Persons with Disabilities \(CRPD\) | United Nations Enable](https://www.un.org/en/conventions/treaties/crpd/) accessed June 2022

Victorian Disability Act 2006

[Disability Act 2006 \(legislation.vic.gov.au\)](https://www.legislation.vic.gov.au/Disability-Act-2006) accessed June 2022

Victorian State Disability Plan

[Home | Victorian State Disability Plan](https://www.vic.gov.au/victorian-state-disability-plan) accessed June 2022



# Appendices

## Appendix 1: About Disability and the Whitehorse Community

The [2018 Survey of Disability, Ageing and Carers \(ABS 2019\) \[SDAC\]](#) found that 4.4 million people in Australia (17.7 per cent) reported having a disability. This data is not broken down into local government areas; however, when applying the Victorian percentage of 17 per cent to Whitehorse's estimated population of 180,735 residents, approximately 31,990 residents may have a disability. The prevalence of disability increases with age with one in two people aged 65 years and over reported a level of disability.

Approximately, 5.7% of all Australians report a profound or severe disability. Over three quarters of people with disability (76.8%) reported a physical disorder as their main condition. One in four (23 percent) of people report their main disability is related to mental or behavioural issues. Around 15 per cent have a specific limitation or restriction such as a schooling or employment restriction (e.g. unable to attend school or work, or required specific equipment) and/ or have a limitation regarding core activities. A further 22.5 per cent of people undertaking the SDAC reported a long-term health condition that did not restrict their everyday activities.

The Australian labour force participation rate for people with disability has remained stable over many years. In 2018, the labour force participation rate for people aged 15-64 years was 53.4 per cent, much lower than for people without a disability (83.2 per cent). The Australian Network on Disability estimates that 2.1 million Australians of working age report a disability. The network also reports that:

- People with disability have both lower labour force participation rates (53.4%) and higher unemployment rates (10.3%) than people without disability.
- 34% of people with disability are employed as managers or professionals
- Graduates with disability take 61.5% longer than other graduates to gain fulltime employment.
- Only 11.4% of people with a profound or sever disability were employed in 2018.

Additionally, the Survey of Disability Ageing and Carers (SDAC, 2018) found that:

- Generally, labour force participation rates decrease as the severity of disability increases. For example 59.3% of people with a mild limitation participated in the labour force compared to 45.6% of people with a moderate limitation and 27.2% of people with a profound or severe limitation.
- Of the people with disability not employed, people with autism and cognitive disabilities are less likely than people with other forms of disability to be employed (SDAC, 2018).
- Two in five people of working age with disability (37.9%) reported that their main source of income was a government pension or allowance.

## People with lived experience of mental illness

The National Health Survey (2019) indicated that one in five or 4.8 million Australians have a mental or behaviour conditions. The episodic nature of some mental illnesses impacts the ability to obtain and maintain employment, unlike those with other disabilities, it is understood that the presence of mental or behavioural conditions do not appear to increase with age:

- 30% of females and 21.3% of males aged 15-24 years have experienced a mental or a behavioural condition
- 62.1% of working age people with mental or behavioural conditions were employed
- One in three people (32.2%) with mental or behavioural conditions were not in the labour force. This is nearly double (17.0%) the rate of people without mental or behavioural conditions

In Australia, over one-third of women with disability (35.3 per cent) and one-quarter of men with disability (30.8 per cent) aged 15 years and over avoided situations because of their disability in the previous 12 months. Older people (aged 65 years and over) were less likely to avoid situations because of their disability (21.2 per cent) than younger people (51 per cent).

Access to transport networks is a critical element of participating in society. In 2018, 40.9 per cent of Australians aged 5 years and over with disability used public transport. The majority of people with disability could use all forms of public transport (78.4 per cent) and most with no difficulty (65.6 per cent). A further 6.3 per cent could use some but not all forms of public transport and 14.3 per cent could not use any form of public transport.

Additional City of Whitehorse population data is available on [Council's website](#)

## Appendix 2: Legislation and Policy Frameworks Guiding the Disability in Whitehorse Action Plan

Government Level	Legislation and Policy Titles
<b>International</b>	United Nations Convention on the Rights of Persons with Disabilities
<b>National</b>	<p><b>Legislation</b></p> <ul style="list-style-type: none"> <li>▪ Disability Discrimination Act 1992</li> <li>▪ Disability Education Standards</li> <li>▪ Disability Access to Premises Standards 2010</li> </ul> <p><b>Policies</b></p> <ul style="list-style-type: none"> <li>▪ Australian Disability Strategy 2021-2031</li> <li>▪ National Disability Employment Strategy - Employ My Ability 2021-2031</li> <li>▪ The Fifth National Mental Health and Suicide Prevention Plan 2017-2022</li> </ul>
<b>State</b>	<p><b>Legislation</b></p> <ul style="list-style-type: none"> <li>▪ Disability Act 2006 (under review)</li> <li>▪ Charter of Human Rights and Responsibilities Act 2006</li> <li>▪ Mental Health and Wellbeing Act 2014</li> <li>▪ Public Health and Wellbeing Act 2008</li> <li>▪ Equal Opportunity Act 1995</li> <li>▪ Local Government Act 2020</li> <li>▪ Gender Equality Act 2020</li> <li>▪ Child Safe Standards 2022</li> </ul> <p><b>Policies</b></p> <ul style="list-style-type: none"> <li>▪ Victorian State Disability Plan</li> <li>▪ Victorian Autism Plan 2019</li> <li>▪ Victorian Mental Health Plan 2015-2025</li> </ul>

## Appendix 3: Eight Guiding Principles of the Australian Disability Strategy

<b>Principle One</b>	Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
<b>Principle Two</b>	Non- discrimination
<b>Principle Three</b>	Full and effective participation and inclusion in society
<b>Principle Four</b>	Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
<b>Principle Five</b>	Equality of opportunity
<b>Principle Six</b>	Accessibility
<b>Principle Seven</b>	Equality of people
<b>Principle Eight</b>	Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities





## CONTACTING COUNCIL

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