

ATTACHMENT BOOKLET 3

PLANNING & COMMUNITY DIVISION

ORDINARY COUNCIL MEETING

WEDNESDAY 26 APRIL 2017

TABLE OF CONTENTS

Item No	Subject	
9.2	DISABILITY INCLUSION ACTION PLAN DRAFT	
	Attachment : Disability Inclusion Action Plan (Draft).....	267
9.5	PLANNING PROPOSAL LOT 21 DP 819277 (PART) WAKEHURST PARKWAY, OXFORD FALLS	
	Attachment 1: Planning Proposal - Lot 21 DP 819277 Wakehurst Parkway, Oxford Falls	347
	Attachment 2: Planning Proposal Submission (Part) Lot 21 DP 819277, Wakehurst Parkway, Oxford Falls	374

Northern Beaches Council

DISABILITY INCLUSION ACTION PLAN

2017 - 2021

DRAFT - APRIL 2017

NORTHERN BEACHES
COUNCIL

northernbeaches.nsw.gov.au

CONTENTS

Administrator's Message	4
General Manager's Message	5
Executive Summary	6
1.0 Statement of Intent	8
2.0 Our Vision and Principles for Inclusion and Access	8
3.0 What is Disability Inclusion?	10
4.0 The Case for Inclusion	10
5.0 Policy & Legislative Context	11
6.0 Demographics	14
7.0 Council's progress on Inclusion and Access	18
8.0 Developing the Plan	36
8.1 Consultations	36
8.2 Council's Role	37
8.3 Key Focus Areas	38
Focus Area 1 - Developing positive community attitudes and behaviours	40
Focus Area 2 - Creating liveable communities	42
Focus Area 3 - Supporting access to meaningful employment	44
Focus Area 4 - Improving access to Council services through better systems and processes	46
9.0 Delivering the Plan	48
9.1 Strategies	48
9.2 Action Plan	50
9.3 Implementation, Monitoring and Evaluation	50
Endnotes	52
References	53
Appendix 1 - Barriers and Opportunities	55
Appendix 2 - Action Plan	62
Appendix 3 - Relevant CAPEX projects for 2017-18	79

ADMINISTRATOR'S MESSAGE



I am proud to present Northern Beaches Council's first Disability Inclusion Action Plan (DIAP) 2017 - 2021.

Ensuring that communities are accessible and inclusive provides greater choice and control in the lives of all members of the community and is key to enabling people with disability to fully participate in community life. Real diversity cannot be achieved in our community unless along with others, people with disability are provided with equal opportunity to participate.

Council has a pivotal role in promoting and supporting access and inclusion across the community for people with disability, by ensuring it is a prime consideration in organisational decision making across the business. This means delivering services, facilities and programs that are accessible and inclusive, supporting meaningful employment opportunities and promoting positive community attitudes and behaviours toward people with disabilities.

While Council undertakes significant projects and initiatives to improve accessibility and inclusion as part of its ongoing business, the DIAP provides a 'roadmap' for the future and details the ways in which Council will assist in making the Northern Beaches more inclusive for all.

Consultation and community engagement is key to the development of any plan and the DIAP development has involved great input from staff and the broader community. I would like to personally thank the many members of our community who participated in consultations. Their time and valued contributions, aimed at making the Northern Beaches more inclusive and a better place to live, work and play are greatly appreciated.

As you take time to absorb the full details of this plan, I trust you will agree that it provides a positive and significant commitment to making our community more accessible and inclusive for all.

A handwritten signature in black ink, appearing to read 'Dick Persson'.

Dick Persson AM

GENERAL MANAGER'S MESSAGE



It is with great pleasure that I introduce to you the first Northern Beaches Council Disability Inclusion Action Plan. This plan lays out the four year strategic vision and action plan for Northern Beaches Council as it endeavours to improve accessibility and inclusiveness across the Northern Beaches. The actions identified in this plan will be integrated within the Operational Plan and Delivery Program for the organisation.

Community input from the consultation to develop this document has informed the development of Council's first Community Strategic Plan.

There is substantial change occurring across the disability sector in Australia and local government has a significant role to play in supporting people with a disability to live meaningful and fulfilling lives. The NSW State Disability Inclusion Action Plan has four key focus areas for action to improve access and inclusion across the community: developing positive community attitudes and behaviours, creating liveable communities, supporting access to meaningful employment, and improving access to mainstream services through better systems and processes. The Northern Beaches Council Disability Inclusion Action Plan has been prepared to align its focus and actions to these four key areas.

The plan has been developed in consultation with a range of community members including people with a disability and carers, service providers, and stakeholders. The vision for the future and the action plan for each of the four key areas respond to the feedback and suggestions collected during this consultation. This four year plan is the beginning of a journey for Council and consultation with the community particularly people with a disability and their carers will continue throughout the implementation of this plan and be fundamental to its success.

A significant amount of work has already been undertaken by Northern Beaches Council to improve the accessibility and inclusiveness of its facilities, services, and events. This action plan seeks to build on these successes and continue to improve the access and inclusion of all Council's business, services and facilities. Everyone in Council has a role to play and the guiding principles presented in the document will inform decision making and action across the organisation.

This plan demonstrates a comprehensive commitment from Council to continue the process of improving access and inclusion for people with a disability living, working, and recreating on the Northern Beaches.

Mark Ferguson

EXECUTIVE SUMMARY

Universal inclusion and access is a right to be afforded all people. Northern Beaches Council is committed to working towards making this a reality through a series of actions that make living and working on the Northern Beaches an enjoyable and equitable experience.

Council will work toward achieving this vision in a coordinated way through the development and implementation of this first Disability Inclusion Action Plan (DIAP). The DIAP has been produced within a State, Federal and International policy and legislative context which have provided a framework for Council to follow in order to achieve its commitment of universal inclusion and access.

Council's integrated planning and reporting processes provide the mechanisms for identifying opportunities, outlining the pathway for improvements, delivering action and reporting on successes. This first Northern Beaches DIAP is a four year implementation plan that not only moves Council further towards inclusion and access for all in the built environment, but also seeks to improve community attitudes and behaviours and promote and advocate for better access to systems, processes and employment opportunities.

It is important to also acknowledge the significant work that Council has already undertaken to improve the access and inclusion of its services and assets. Improved access to library resources, ongoing upgrades to amenities and Council buildings, and a move toward more inclusive play spaces are just a few of the current and ongoing initiatives.

The four key focus areas that the DIAP is committed to improving are:

- Focus Area 1 Developing positive community attitudes and behaviours
- Focus Area 2 Creating liveable communities
- Focus Area 3 Supporting access to meaningful employment
- Focus Area 4 Improving access to mainstream services through better systems and processes

In order to understand current barriers and identify opportunities in each of the four focus areas Council has drawn on the findings of a consultation process involving both community and staff input.

Each of the four focus areas are introduced in this document via a review of the relevant literature and what this means in the context of the Northern Beaches Council DIAP. The literature review is followed by an outline of the barriers and opportunities and then a number strategies and actions which have been developed to overcome the barriers and to take advantage of the opportunities.

Some of the key actions include: accessibility audits of Council assets and the implementation of priority improvement works; the development of best practice inclusion and access practices for Council workplaces; research the user experience of Council's systems and processes; continued support for disability education and awareness initiatives; and the development of access maps for major town and village centres. The full action plan can be found at Appendix 2.

It is a requirement that DIAPs be strongly linked to a Council's Community Strategic Plan (CSP). However, amalgamated Councils are only required to adopt a one year Operational Plan by 30 June 2017. The CSP and remaining three year Delivery Plan are to be developed by 30 June 2018, following the election of the new Council in September 2017. As a result, many of the actions in this DIAP are focused on year one, in particular the capital expenditure (CAPEX) projects. Following the adoption of the CSP and Delivery Plan, a further appendix will be produced for the DIAP to reflect the additional actions.

The action plan will be reviewed annually with progress on the DIAP to be outlined in Council's Annual Report and details forwarded to the Disability Council of NSW. This document has a four year life span, with a full review and development of a new DIAP occur by 2021-22.

1.0 STATEMENT OF INTENT

Northern Beaches Council is committed to providing services to our community, including people with disability, their families, carers and organisations. We continually strive to improve access to services for all members of our community.

Our commitment is demonstrated in our Disability Inclusion Action Plan which identifies a number of key strategies and actions to address the needs of people with disability and improve access and inclusion for everyone.

2.0 OUR VISION AND PRINCIPLES FOR INCLUSION AND ACCESS

Vision

Visioning exercises were undertaken as part of the community engagement process. The following vision has been created based on that input:

Universal access and inclusion across the Northern Beaches that enables people with disability to fulfil their potential as equal members of the community.

The range of visions expressed by the community are highlighted in the quotes below:

"Any person, no matter their ability, can access any service without having to identify as having a disability"

"A community where people with disability don't have to go through specialised disability job agencies to find decent work"

"People with disability can participate in the local community easily and actively... as they wish to and need to"

"People see the strengths of people with disability and value their contribution to the community, workforce etc"

"Access to local services, no need to travel to the other side of Sydney"

"Access will be universal, the norm, not the exception"

Principles

The following guiding principles will inform the organisation and underpin its work towards achieving the vision.

- Council is a leader, role model and advocate for access and inclusion
- Everyone can participate
- Access and inclusion is everyone's business
- Social Justice Principles inform decision making - Access, Equity, Rights and Participation

3.0 WHAT IS DISABILITY INCLUSION?

In Australia, *people with disability* are defined in the *National Disability Strategy* (NDS) as:

People with all kinds of impairment from birth or acquired through illness, accident or the ageing process. It includes cognitive impairment as well as physical, sensory and psycho-social disability.¹

People with disability are not a readily identifiable group. Each individual is different, with “specific needs, priorities and perspectives based on their personal circumstances, including the type and level of support required, education, sex, age, sexuality and ethnic or cultural background”² There are many types of disability. In fact, almost 90% of disabilities are invisible disabilities such as chronic pain disorders, diabetes or depression.³

The social model of disability recognises that societal attitudes, practices and structures, rather than an individual’s impairment, prevent people with disability from fully engaging in their society.⁴ So, disability inclusion is dependent on the degree to which society supports or impedes the social, economic and cultural participation of the individual, not on the disability itself.

Disability inclusion is a process, not a project.⁵ It is about going beyond compliance with legislation and engaging all areas of Council in supporting and involving people with disability.

4.0 THE CASE FOR INCLUSION

Personal choice and control is only possible when communities are inclusive for all people with disability. Real diversity is therefore not achieved unless people with disability have equal opportunities to participate in the life of their community.

The Disability Inclusion Action Plan sets out strategies Council will implement over the next four years to improve outcomes for people with disability to enable them to participate equally in the community.

It provides a roadmap of actions to address access and inclusion across all areas of Council and improve the lives of people with disability in our community.

Councils work under multiple regulatory and compliance frameworks which do not automatically consider inclusion. Inclusion planning provides the opportunity for a whole of Council approach that supports cross organisational co-operation and collaboration. It creates an opportunity for ongoing dialogue to address challenges in existing planning and delivery frameworks.

5.0 POLICY & LEGISLATIVE CONTEXT

There are enormous changes happening across Australia for people with disability. For the first time, all levels of government are committed to a national, unified approach to inclusion and improving the lives of people with disability and their families.

The context for all NSW Disability Inclusion Action Plans is embedded in the following:

International Law:

- UN Convention on the Rights of People with Disabilities (UNCRPD) 2006, ratified by Australia Government 2008

Commonwealth Legislation:

- Disability Discrimination Act 1992 (DDA)
- Disability Services Act 1986
- National Disability Insurance Scheme Act 2013

National Schemes:

- National Disability Strategy (NDS) 2010
- National Disability Insurance Scheme (NDIS)

State Legislation:

- NSW Anti Discrimination Act 1977 (ADA)
- NSW Disability Inclusion Act 2014 (DIA)
- NSW Disability Inclusion Regulation 2014
- NSW Disability Inclusion Plan (DIP) 2015

Australian Standards and Codes:

- Building Code of Australia (BCA) Part D3 "Access for People with Disabilities"
- Australian Standard (AS) 1428 "Design for Access and Mobility"
- Web Accessibility – WCAG2.0 AA

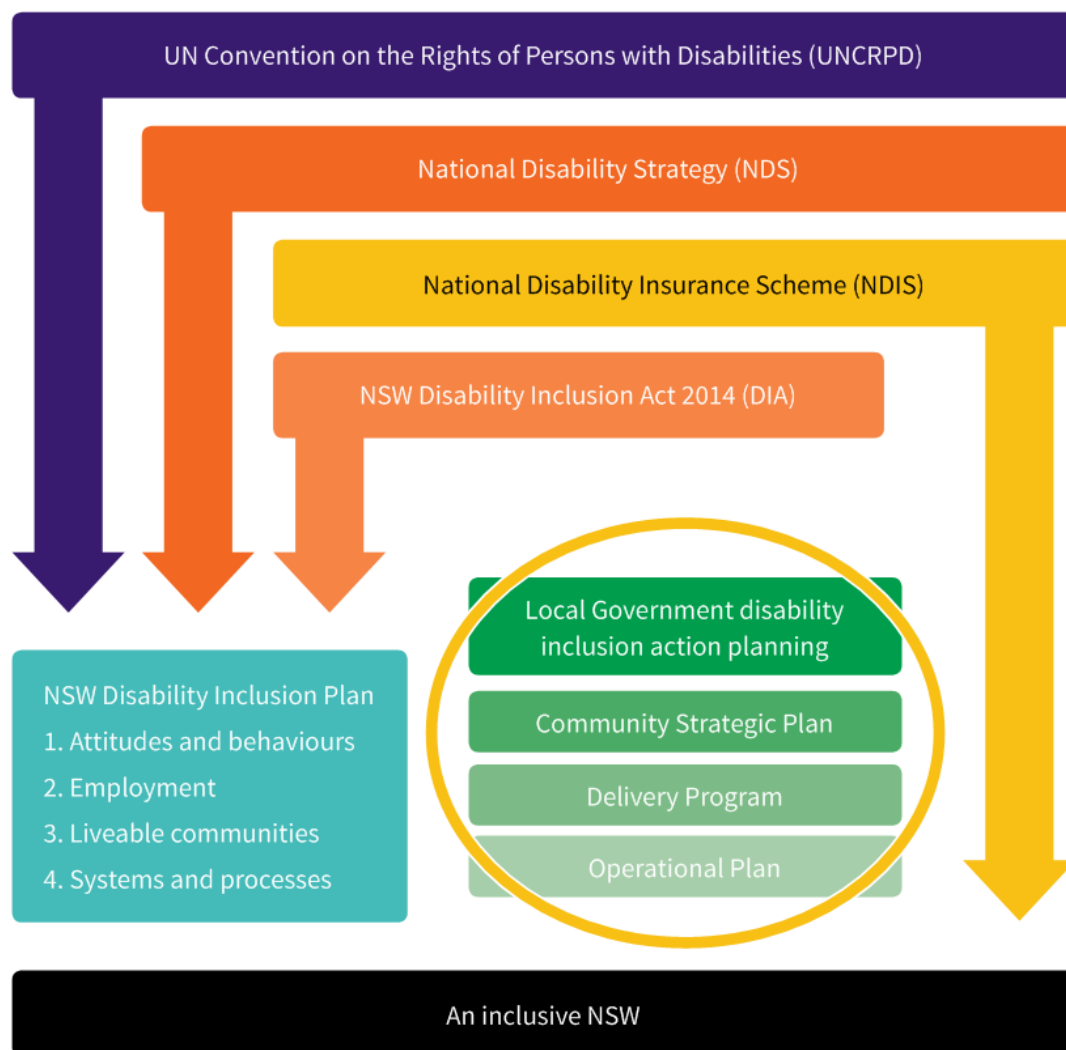
Local Government:

- Community Strategic Plan
- Disability Inclusion Action Plan

Within this legislative framework, Northern Beaches Council is required to conduct business operations in ways that acknowledge the rights of all members of the community as equal citizens.

Inclusion planning provides the opportunity for a whole of Council approach that supports cross organisational co-operation and collaboration. It creates an opportunity for ongoing discussion to address challenges in existing planning and delivery frameworks.

Council's DIAP sets out strategies and actions that Council will deliver to support people with disability to have greater access to information, services and facilities so that they can participate equally in their community.



Council's Planning Process - Community Strategic Plan

The Community Strategic Plan is the most important planning document for any council. It is the basis on which all future planning and budgets rest and Council is accountable to the community by law, in terms of progress against the community's vision.

As a newly formed Council (May 2016) the Community Strategic Plan (CSP) will provide an overarching framework for future planning with goals and strategies to achieve the community's vision.

Outcomes from community consultations to develop the DIAP will inform the development of Northern Beaches Council's first draft Community Strategic Plan. The strategies and actions in the DIAP are aligned with many of the draft key outcome areas contained in the SHAPE 2028 Discussion Paper (March 2017) and contribute towards the community's draft vision of 'a safe, inclusive and connected community that values its natural and built environment'.

The actions identified in the DIAP will be integrated within the Operational Plan and Delivery Program for the organisation. They will be reported on annually as part of Council's regular reporting process. The plan priorities will be determined on an ongoing basis according to the availability of funds, including grants.

The Northern Beaches DIAP will underpin the future development of disability support in the local area and contribute to a fairer and more liveable community. It is a supporting document under Council's hierarchy of integrated documents.

6.0 DEMOGRAPHICS

The Northern Beaches Community

The Northern Beaches Council is a new local government area created by the merging of the former Manly, Warringah and Pittwater councils. It consists of 39 small geographical areas spread over 257km² of land.

The Council covers an area that extends from Manly in the south to Palm Beach in the north and Davidson and Duffys Forest in the west.

It is home to an estimated resident population of 266,247 people for 2016.

The Northern Beaches area with its diverse landscapes bounded by national parks, ocean and harbour beaches attract millions of visitors annually.

The area includes 80km of coastline, 100km² of natural areas, 150 sports fields, 220 playgrounds, 21 surf clubs, 25 rock pools, 24 beaches, 10 libraries, 7 Council managed childcare centres and 5 vacation care programs, 2 aquatic centres, 20 surf life-saving clubs and 43 community centres.

Northern Beaches Council employs 1800 people and has an annual operating budget of \$330 million.

The Council is being run by an Administrator until elections for the inaugural Council take place in September 2017.

A brief snapshot of the community, based on 2011 Census data is provided below.

- Total population of 233,961 people in 2011
- Estimated resident population of 266,247 people for 2016
- The median age was 39 years
- 16.5% were children aged 0-11 years
- 14.3% were young people aged 12-24 years
- 2.6% were aged 85 and over (significantly higher than the average for Greater Sydney of 1.8%)
- 15% were aged 65 years and over
- 51.2% were women
- 13% were from a Non English Speaking Background

Disability in Australia

The disability statistics collected in the Census relate directly to the need for assistance due to a severe or profound disability. These numbers are not representative, as many people with disabilities who do not need assistance with daily activities are not counted. This number does not include people with disability who visit or work in an area.

Disability may be caused by a range of conditions, including physical, cognitive, mental, neurological, sensory, congenital, injury, disfigurement or ageing. As a result, many people can experience limitation, restriction or impairment in their day-to-day life.

Having a disability can impact on a person's opportunities to participate in social and community activities, education and employment.

The Survey of Disability, Ageing and Carers (CDAC) collects information about the wellbeing, functioning and social and economic participation of people with disability in Australia.

In 2015 almost one in five (18.3%) Australians reported living with disability. The majority (78.5%) of these people reported a physical condition, as their main long term health condition.

Participating in the workforce is important for social inclusion and economic independence. People with disability are more likely to live in a low income household and earn lower incomes. Just over half those aged 15-64 years participated in the labour force (53.4%) which is significantly lower than those without disability (83.2%).

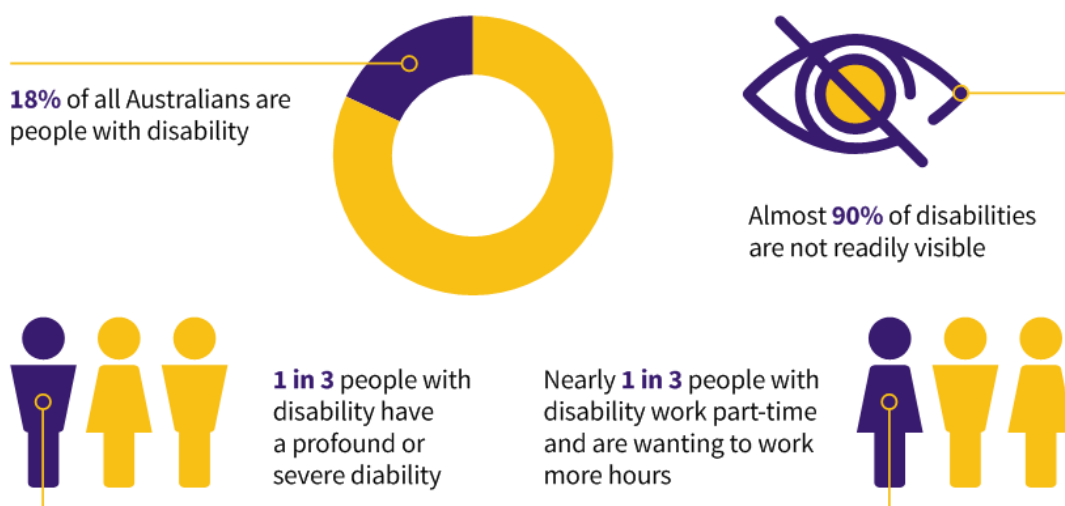


Figure 1 - Disability Australia Wide



Beach FreeWheeler, Collaroy Beach

Disability in the Northern Beaches

Disability rates increase with age with less than 1 in 20 children under the age of five having a disability compared with almost 9 in 10 people aged 90 years and over.⁹

Overall, residents of the Northern Beaches with disability form an older age profile consistent with the broader Northern Beaches population.

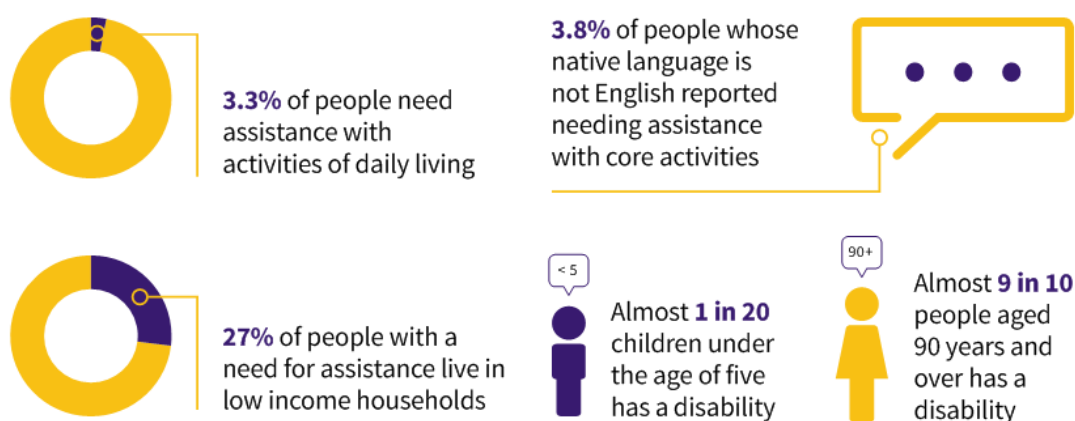
They are relatively well educated, with 1 in 10 in the labour force, usually working part time. Most people would like to work more.

Just over one quarter are in low income households.¹⁰

In 2011, 60.3% of people reporting a need for assistance in the Northern Beaches Council area were in households with access to a broadband internet connection. An internet connection is increasingly required for accessing essential information and undertaking domestic and non-domestic business.

The ability of the population to access services and employment is strongly influenced by access to transport. In the Northern Beaches Council area, 75.7% of people reporting a need for assistance had access to a motor vehicle in 2011.¹¹

A review of unmet needs among people experiencing mental illness identified social isolation, employment and volunteering, and physical health as the top issues.¹²



There are more than **20,000** unpaid carers, supporting individuals with a disability, long term illness, poor mental health or old age.

Figure 2 - Disability in the Northern Beaches

7.0 COUNCIL'S PROGRESS ON INCLUSION AND ACCESS

Council has a range of roles in delivering outcomes for the community.

The three former councils, Manly, Warringah and Pittwater, have worked for many years to improve access to services and facilities. This has continued since the formation of the new Northern Beaches Council in May 2016.

Here are some snapshots of our achievements:

Our Playgrounds

Northern Beaches Council has 219 playgrounds. This includes smaller local and neighbourhood playgrounds, and larger district and regional playgrounds. There are three inclusive playgrounds: Bert Payne Park (Newport), Collaroy beach, and Manly beachfront. These playgrounds offer various stimulating features for children with physical, sensory and intellectual disabilities such as an all-inclusive carousel, spinner, 6-seated rocker, sensory elements (carved structure, musical elements), interactive water play area and a dome climbing net structure. The playgrounds are enclosed, with interconnected timber decks, wider picnic tables, nearby public and accessible toilets, and accessible parking. Two liberty swings (for wheelchair users) stand at Collaroy beach and Baranbali Park (Seaforth).

In addition to its regular playground renewal program, Council has adopted the Connecting All Through Play program which will deliver a regional network of inclusive playgrounds by:

- Creating two major new inclusive playgrounds at Manly Dam and Lionel Watts Reserve Frenchs Forest
- Upgrading 50 playgrounds to create fun, safe and accessible playgrounds for everyone
- Piloting an innovative local neighbourhood inclusive playground program to bring communities together.

These works will create vibrant play spaces that connect the community. In particular, it will connect children of all abilities to natural areas. These inclusive play spaces will enable people of all abilities to participate in play and reap the benefits of increased physical activity, social interaction and mental stimulation.





Bert Payne Reserve Inclusive Playground, Newport



Nature Play, Walter Gors Park, Dee Why



Frank Beckman Reserve Inclusive Playground, Terrey Hills



North Steyne Inclusive Playground, Manly

Our Libraries

Our libraries provide an accessible and inclusive place for everyone.

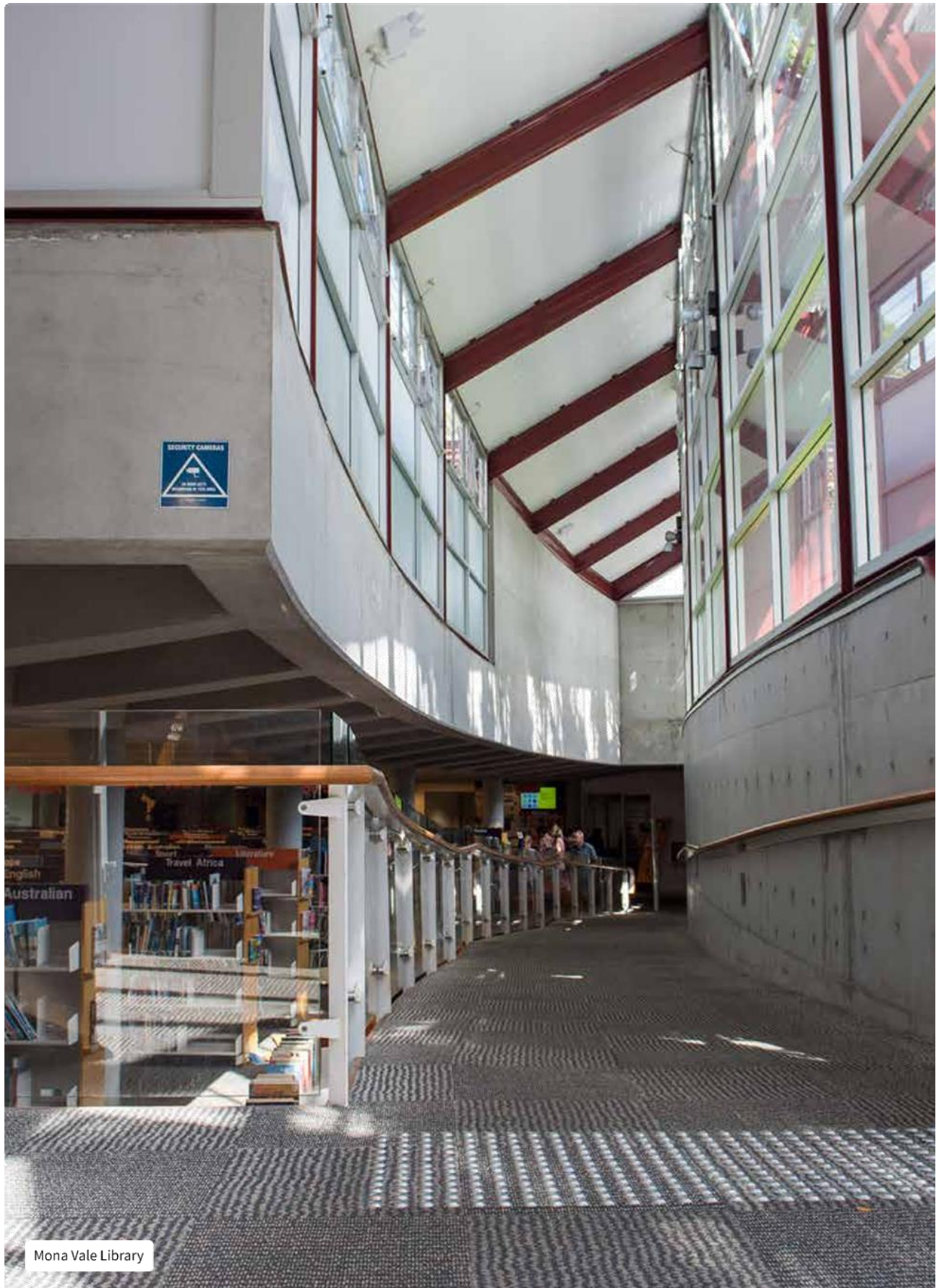
Through ongoing improvements to existing buildings and the development of the new library at Glenrose, all members of the community are afforded increased opportunities to access library services.

Some of the available resources and services include:

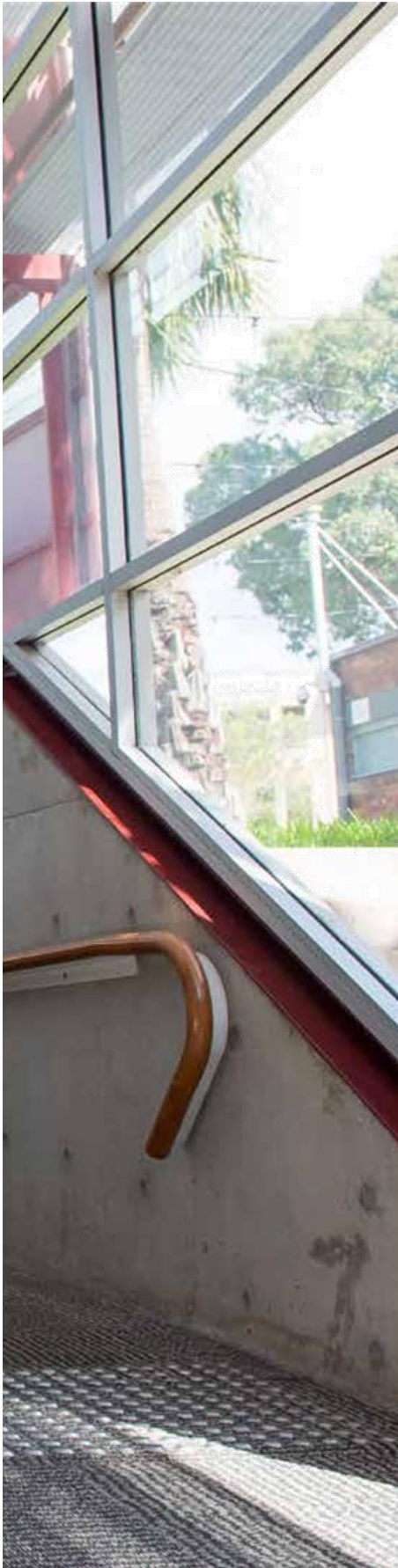
- An extensive collection of books, magazines, CDs and DVDs available at all six libraries or by remote link, including collections in Large Print, Talking Book format, Easy Read, Literacy and e-Library. Staff are trained to assist members to utilise library technology and in conducting library tours for specific groups.
- The eLibrary offers eBooks, eAudiobooks, Zinio eMagazines as well as eLearning opportunities like computer training sessions either at the libraries or by remote link.
- The Home Library Service is available to older people and people with disabilities and their carers who are unable to visit the library, or unable to carry their books.
- Navigator devices enable readers with a vision impairment, or those unable to handle print resources, to upload books for audio use.
- The Community Language Service offers resources in over 40 languages, including for people learning English.
- Our libraries host a number of regular and special events that provide opportunities for people of all abilities to participate and connect with others. These include author talks, story-times and a number of book clubs.



Large Print Collection, Mona Vale Library



Monna Vale Library



Our Beaches

Our beaches are a key feature of life on the Northern Beaches.

Council has been working to improve and increase access to our beaches for everyone.

A number of access initiatives and trials have been undertaken and further actions are planned as part of the DIAP.

This includes:

- Trialling the use of beach matting at Collaroy - this was unsuitable due to tidal action and beach topography. Future scheduled initiatives to improve access include provision of ramped access from Beach Road to the promenade and investigating options to improve access from the promenade to the sand.
- A fixed lifting hoist and change table located within the accessible toilets at Collaroy beach, with a planned upgrade of the amenities in 2017-18.
- FreeWheeler wheelchairs are available at Collaroy and Manly beaches and provide access onto the sand and into the water. The ageing FreeWheelers are to be replaced.
- Council Lifeguards participate in disability awareness training.
- Availability of keys for accessible toilets at beaches. Keys can be allocated to individuals or borrowed from Council Lifeguards.
- Planned accessibility audits of Council assets, including beaches, with improvements to be implemented according to the priorities identified in the audits.



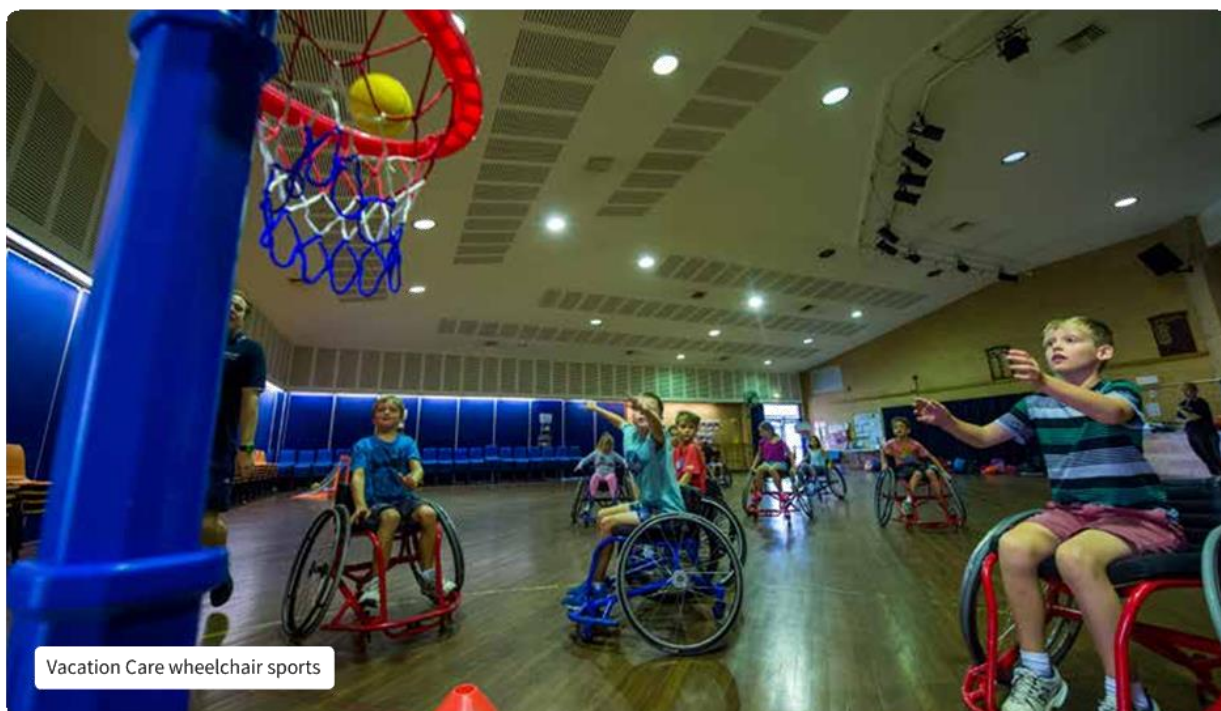
Collaroy Beach





Programs and Services that Support Access and Inclusion

Programs and services at our Libraries, Children's Services, Customer Service and via our Community Services team support access and inclusion.



Vacation Care wheelchair sports



Club All In, St Patricks Day 2017



Art and Dementia Program

Programs and Services that Educate and Build Awareness

Council offers programs and services that provide information, education and build awareness about access and inclusion.



Facilities and Infrastructure that Support Access and Inclusion

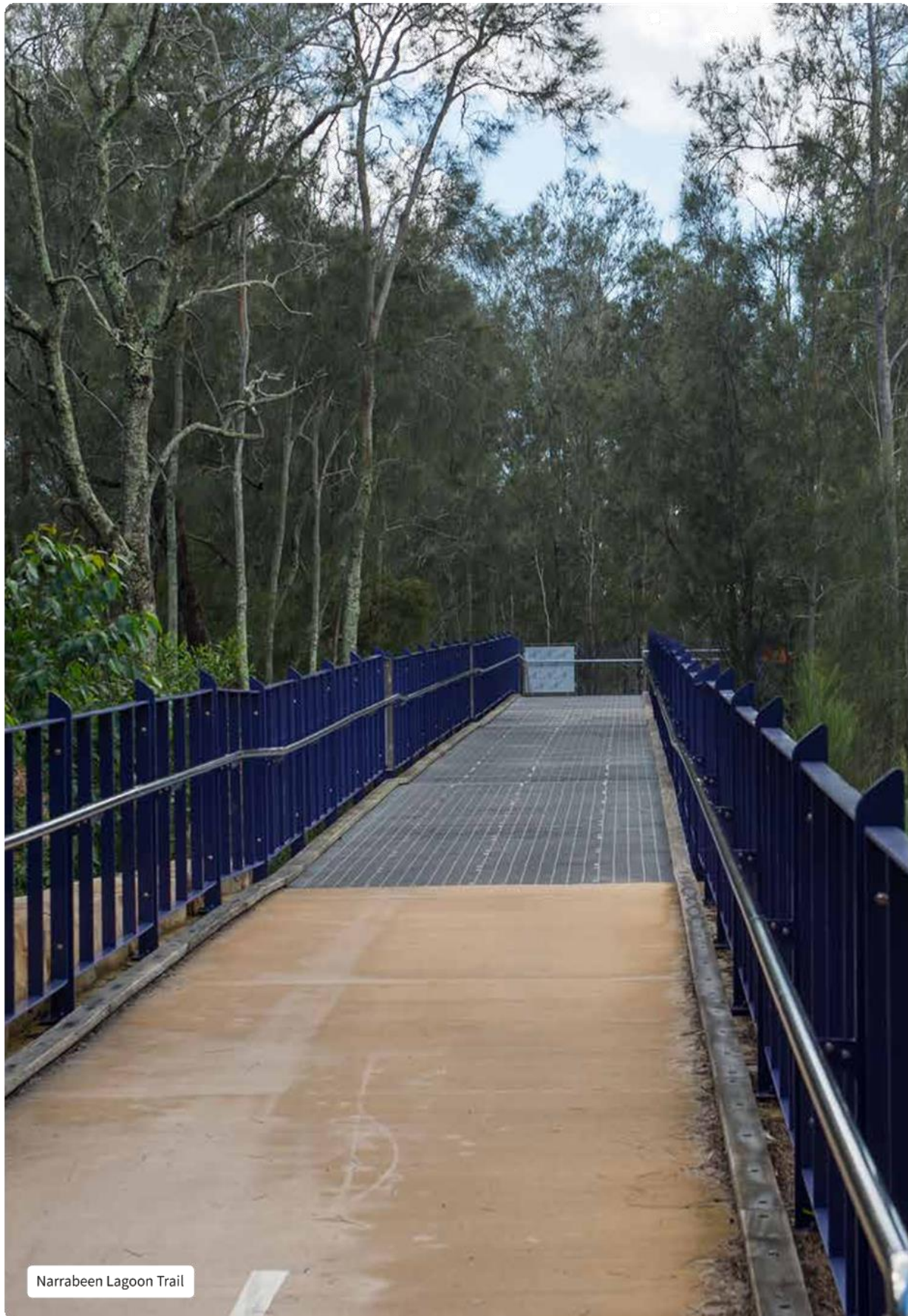
New and upgraded facilities and infrastructure projects aim to improve access and inclusion. This includes new and upgraded buildings, community centres, wharves, recreation trails, aquatic centres, rock pools, footpaths, kerb ramps, bus stops and accessible parking.

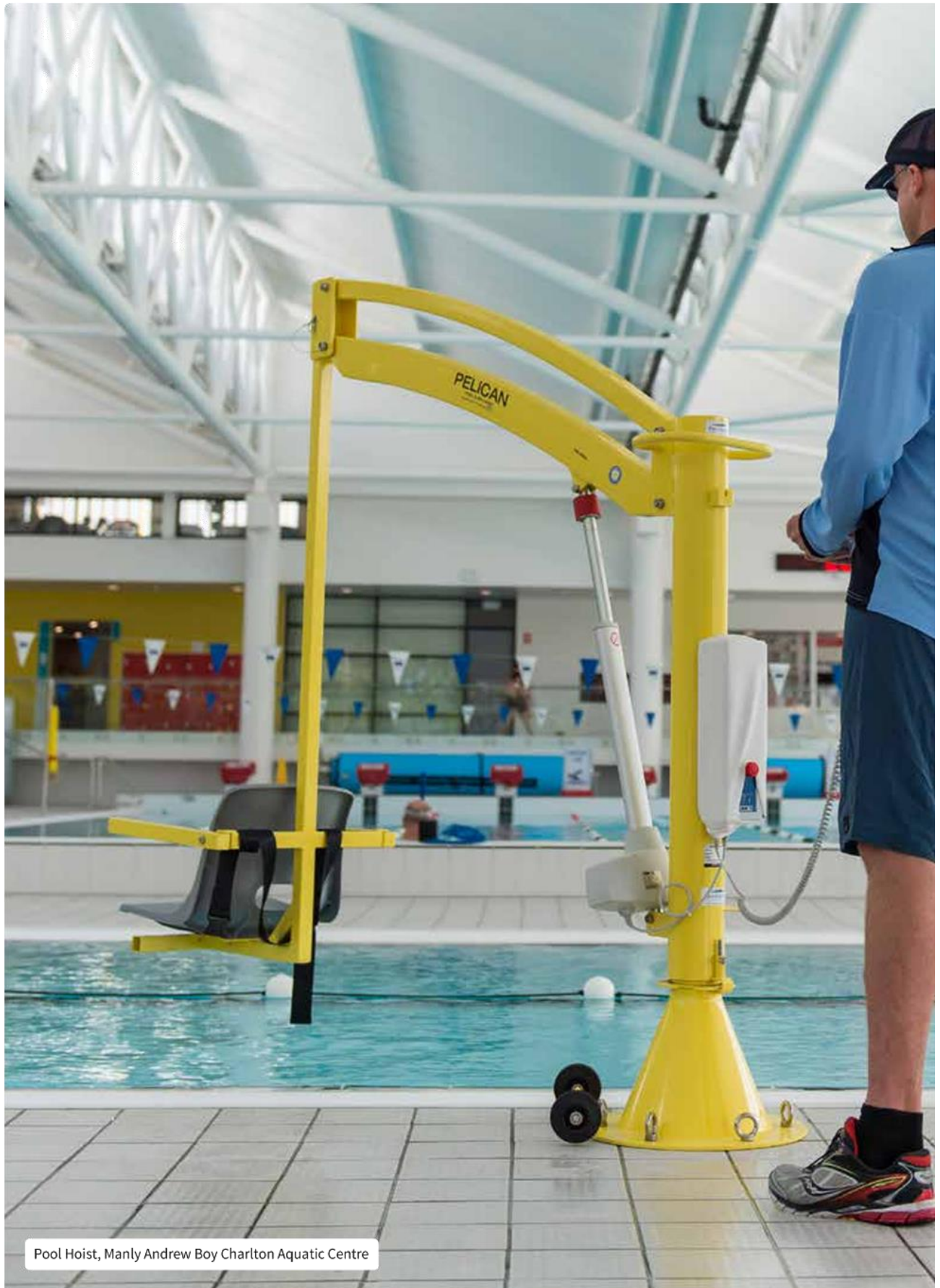


Accessible Toilets, Walter Gors Park, Dee Why



Palm Beach Wharf





Pool Hoist, Manly Andrew Boy Charlton Aquatic Centre



Avalon Recreation Centre



Bus Stop Upgrade Program



Narrabeen Lagoon Trail

8.0 DEVELOPING THE PLAN

8.1 Consultations

In preparing this plan, consultations were held with external and internal stakeholders between November 2016 and February 2017.

The objective of the consultation process was to ensure the Northern Beaches DIAP reflects local aspirations and needs for accessibility and inclusion, by engaging with a range of stakeholders, including people with disability, community representatives, service providers and staff from across Council.

8.1.1 Consultation Methods

Consultation was undertaken with a range of stakeholders, both internal and external. Consultation methods are outlined in Table 1.

Table 1 - Summary of consultation activities

Consultation method	Details	Participation
Community survey	<ul style="list-style-type: none"> Available online and in hard copy (accessible formats were made available to participants) Open 9 November 2016 to 9 December 2016 Dissemination method: snowball approach via Council's network, website and social media 	n=109
Community forums (x2)	<ul style="list-style-type: none"> 29 November 2016 - 6 - 8.30pm, Pittwater RSL 1 December 2016 - 10am - 12.30pm, Dee Why RSL Accessible venue. Hearing loop technology available at Dee Why and Auslan interpreters present at both sessions. Accessible formats were made available to participants. 	n=10 n=21
Workshops with service users (x2)	<ul style="list-style-type: none"> 6 December 2016 - 10 - 11.30am, Pioneer Clubhouse 6 December 2016 - 1 - 2.30pm, Cerebral Palsy Alliance Accessible venue. Assistive technology was used by participants as required. 	n=10 n=11
Internal consultations	<p>Several internal workshops held with staff - including an educational briefing, and Barriers and Opportunities workshops.</p> <p>Follow up meetings held with Executive Managers to agree on strategies and actions</p>	

8.2 Council's Role

During the consultation activities, Council was identified as having the following key roles in supporting inclusion and access:

- Role model - Council has a key role to play as a leader and role model for best practice inclusion and access initiatives
- Advocate - Council is in a position to be able to lobby State and Federal governments to secure funding and other forms of support for disability inclusion and access initiatives
- Advisor - Council is in a unique position to provide advice to non-government and community organisations and local businesses on local disability inclusion and access issues
- Educator - Council is also in a unique position to provide information, education and training to the broader community on disability inclusion and access issues
- Policy maker - Council can influence disability inclusion and access outcomes through writing clear policies which prioritise key issues
- Consent authority - As the key development consent authority in the Northern Beaches LGA, Council can support better disability inclusion and access in residential and commercial zones through development compliance frameworks
- Land owner - Council has control over land it owns, and can facilitate better disability inclusion and access through improvements to the public realm and community facilities
- Service provider - As a provider of community services, Council can support disability initiatives and encourage other services to be inclusive
- Funder - Council can fund and support disability services, events and initiatives offered by non-government organisations
- Event planner - Council can plan and run inclusive and accessible events
- Employer - As the biggest employer in the Northern Beaches, Council can influence inclusion and access outcomes through establishing best practice employment practices and committing to the meaningful employment of people with disability.

8.3 Key Focus Areas

The Northern Beaches Disability Inclusion Action Plan has been developed around the four key areas supporting the NSW Disability Inclusion Plan.

Table 2 - Four key focus areas

Focus area	Aim
Focus Area 1: Developing positive community attitudes and behaviours	To build community awareness of the rights and abilities of people with disability, and to support the development of positive attitudes and behaviours towards people with disability.
Focus Area 2: Creating liveable communities	To increase participation of people with disability in all aspects of community life, through targeted approaches to address barriers in housing, learning, transport, health and wellbeing.
Focus Area 3: Supporting access to meaningful employment	To increase the number of people with disability in meaningful employment, thereby enabling people with disability to plan for their future and exercise choice and control as a result of economic security.
Focus Area 4: Improving access to mainstream services through better systems and processes	To ensure that people with disability are able to make informed choices about available Council services and for access to services to be easy and efficient.



Inclusive Workplace Practices, Northern Beaches Council

FOCUS AREA 1

DEVELOPING POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS

Aim: To build community awareness of the rights and abilities of people with disability, and to support the development of positive attitudes and behaviours towards people with disability.¹³

Public attitudes are determined by a community's experience and knowledge of disability.¹⁴ Attitudes towards people with a disability are often determined by ignorance, fear or a lack of opportunity to interact.¹⁵

"People prefer it when I am in a wheelchair. When I walk with my cane people get very uncomfortable" - Community Forum participant

In Australia, there are widespread misconceptions about people with disability. These misconceptions influence the behaviour and attitudes of businesses, governments, individuals and the wider community regarding disability inclusion.

The National Disability Strategy Consultation Report found that a lack of social inclusion and barriers which prevent meaningful participation in the community were the most frequently raised issues among people living with a disability.¹⁶

The attitude and behaviour of communities toward people living with a disability is described as the greatest barrier to social inclusion and participation. Overcoming stereotypes and misconceptions in the community is a key aspect towards achieving an inclusive and engaging society.

Increasing public awareness and creating more opportunities for interaction between people with and without disability will assist in developing positive community attitudes and behaviours.¹⁷

Barriers and Opportunities

The barriers and opportunities to developing positive community attitudes and behaviours on the Northern Beaches were discussed throughout the consultation activities. Consistent with the literature above, the main barriers identified were:

- A lack of awareness and understanding
- Individuals being identified by their disability

The opportunities where Council can assist in developing positive community attitudes and behaviours were identified as:

- Providing opportunities to connect
- Providing education and training to the community and staff
- The normalisation of inclusive media practices

Further descriptions of each of the above barriers and opportunities, as resulting from consultation activities, can be found in Appendix 1.

What does this mean for the Northern Beaches DIAP?

Councils have an important role to play in increasing awareness regarding the contribution of people with disability to their communities and creating opportunities for interaction between people with different abilities.¹⁸

The Northern Beaches Council has a key part to play in supporting positive community attitudes and behaviours.

FOCUS AREA 2

CREATING LIVEABLE COMMUNITIES

Aim: To increase participation of people with disability in all aspects of community life, through targeted approaches to address barriers in housing, learning, transport, health and wellbeing.¹⁹

Liveable communities provide people with the opportunity to exercise their rights to live, learn, work and play, to belong and to grow old.²⁰ Liveable communities promote social inclusion, choice and opportunity.

People with disability encounter many barriers in the built environment. Inadequate venue access, a lack of appropriate hearing or visual technologies, inaccessible transport options, and unsuitable education facilities are some barriers which are frequently encountered by people living with disability.²¹

“I dream of not having to pre plan and being able to do things on a whim”.

- Service User Workshop participant

The National Disability Strategy Consultation Report found that over 27% of people living with a disability cited a lack of access to the environment as a barrier to their full participation in the community.²² Barriers limit independence and quality of life of people with disability.

Creating liveable communities involves more than just increasing physical accessibility. Liveable communities are also those that have adequate access to participating in community activities, to decision-making, housing and a range of opportunities for social engagement.²³

Barriers and Opportunities

The barriers and opportunities to creating liveable communities on the Northern Beaches were discussed throughout the consultation activities. The main barriers identified were:

- A lack of local disability support services
- Difficulties with transport access around the Northern Beaches and to other parts of Sydney
- Challenges with accessibility in the public domain and retail areas
- Accessibility of Council facilities and buildings
- Housing affordability
- Prohibitive and non-aligned regulations and controls
- Difficulties accessing Council open spaces and recreation facilities

The opportunities discussed where Council could assist in creating liveable communities included:

- Inclusion of people with disability in planning
- Planning controls that influence improved access and inclusion
- Provision of information on access and inclusion
- Universal design principles underpinning all Council projects
- Advocating State and Federal governments for improved access to local disability support services
- Seek opportunities to assist organisations to be located on the northern beaches

Further descriptions of each of the above barriers and opportunities, as resulting from consultation activities, can be found in Appendix 1.

What does this mean for the Northern Beaches DIAP?

Councils play a vital role in community life and can have a strong influence on planning and development of community facilities. The principle of universal access and design underpins Council roles as a service provider, asset owner and consent authority.

The Northern Beaches Council can play a key role in enabling and facilitating liveable communities.

FOCUS AREA 3

SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT

Aim: To increase the number of people with disability in meaningful employment, thereby enabling people with disability to plan for their future and exercise choice and control as a result of economic security.²⁵

Securing meaningful employment has clear economic and social benefits.²⁶ It contributes to increasing a sense of independence and self-worth; it increases social interaction and mental health; and ultimately it provides choice and control.²⁷

In Australia, employment rates for people with disability are significantly lower than those for people without disability. Statistics show that people with disability have lower participation in the labour force (53% compared to 83% for non-disabled people),²⁸ and are likely to have lower rates of social, community and civic participation.

People living with a disability often express a desire to work. However, they face a lack of opportunity for meaningful employment and workplace development. The National Disability Consultation Report found that over 33% of respondents identified difficulties in employment, ranging from employer discrimination to misconceptions regarding the needs of people with disability.²⁹

“Coming from the perspective of someone with a mental health disability, I would like to see more opportunities for meaningful employment in a safe, secure, non-judgemental, non-exploitative environment which offers a committed system of mentors” - Service User Workshop participant.

People with disability face a range of factors which reduce their opportunity to gain or retain employment. These factors include:

- Inaccessible interview venues and work environments
- Lack of awareness in the workplace
- Inflexible job descriptions
- Rigid application submission process.

Employer attitudes are the biggest barrier for people with disability in securing employment.³⁰ Employers may have misconceptions that employing a person with a disability will cost more, require greater effort, increase workplace safety risks and require major adjustments to the physical workplace environment.³¹

Overall cultural and workplace change is needed to recognise the employability of people living with disability and their role in the workplace.

Barriers and Opportunities

The barriers and opportunities to supporting meaningful employment were discussed throughout the consultation activities. The key barriers identified were:

- A lack of a precedent for best practice in inclusive employment practices
- Individuals being defined by their disability
- Limited employer buy-in
- Perceptions of employer risk and cost
- Transport accessibility and connectivity to employment opportunities
- Accessibility within the workplace
- Competitive labour market
- Perceptions of lower performance capabilities

The key opportunities for Council to supporting meaningful employment included:

- Lead by example in inclusive employment practices
- Capacity building for other Northern Beaches employers regarding overcoming barriers to employing people with disability
- Provide support for local disability employment services
- Contribute to strategic planning of transport, economic development and district planning
- Flexible employment practices

Further descriptions of each of the above barriers and opportunities, as resulting from consultation activities, can be found in Appendix 1.

What does this mean for the Northern Beaches DIAP?

Councils have the opportunity to provide leadership to their community by encouraging the involvement of people with disability in the local workforce.³²

As one of the largest employers on the Northern Beaches, Council has a key opportunity to provide employment for people with disability.

FOCUS AREA 4

IMPROVING ACCESS TO COUNCIL SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

Aim: To ensure that people with disability are able to make informed choices about available Council services and for access to these services to be easy and efficient.

Services and support agencies have a responsibility and a duty to ensure equitable and universal access to service users.

Navigating the systems and processes required to access services and supports can be difficult if services have not considered the needs and requirements of people with disability. Only 20% of Australians living with a severe disability have reported that their support needs for core activities (mobility, self-care, communication) are fully met by the formal support system.³³

Difficulties may result from the quality and training of service staff, lack of accessible communication options, difficulties in accessing information or the ability to provide feedback. More than half (56%) of respondents of the National Strategy Consultation Report stated that current services and programs act as a barrier to, rather than a facilitator of, their social participation.³⁴

To be successful, disability services and supports must work for each individual. Mainstream services need to be flexible and responsive to the needs of all.

Barriers and Opportunities

The barriers and opportunities to improving access to Council services and processes were discussed throughout the consultation activities. The barriers identified included:

- Accommodating diverse needs
- Availability of formats to meet a range of accessibility requirements
- Awareness and understanding of Council staff

The opportunities for improving access to Council services and processes included:

- Additional use of technology to improve access
- Develop accessibility guidelines
- Dedicated disability liaison resources
- Disability awareness training for staff
- Consider improvements as part of the amalgamation transformation process

Further descriptions of each of the above barriers and opportunities, as resulting from consultation activities, can be found in Appendix 1.

What does this mean for the Northern Beaches DIAP?

Council is a key provider of services. There is an opportunity to review systems and processes to enhance inclusion and access.

9.0 DELIVERING THE PLAN

9.1 Strategies

Strategies have been developed to guide Council's approach to overcoming the identified barriers and to take advantage of the opportunities to improve access and inclusion on the Northern Beaches.

Strategies to develop positive community attitudes and behaviours

1. Council demonstrates leadership in positive community attitudes and behaviours.
2. Council events, activities and programs are inclusive for all abilities.
3. Council will collaborate and participate in awareness campaigns with other partners.
4. Council supports inclusion and participation initiatives with partners and community groups.
5. Council will adopt positive and inclusive images of people with all abilities in promotional material, communications and media.

Strategies to create liveable communities

6. Advocate to State and Federal governments for continued disability support services on the Northern Beaches.
7. Support partnerships to improve access and service provision locally.
8. Improve the accessibility of our town centres and villages.
9. Improve neighbourhood connectivity, suburb movement and access.
10. Council includes people with disability and/or relevant technical expertise in policy, strategic planning and advisory forums to assist and inform decision making.
11. Council to promote available education and resource material to support accessible and inclusive events and activities across the community.
12. Improve access to all Council facilities and assets.
 - 12.1 Improve accessibility of Council owned and managed open space and recreation facilities.
 - 12.2 Improve accessibility of Council owned and managed buildings and facilities.
 - 12.3 Improve accessibility and connectivity of Council managed infrastructure.
 - 12.4 Improve accessibility of Council owned and managed bushland and waterways.
 - 12.5 Improve accessibility of beaches rock pools and aquatic centres.
13. Council programs, meetings, resources and services are inclusive for people of all abilities.

Strategies to support access to meaningful employment

14. Ensure Council is a role model and leading employer of people with disability on the Northern Beaches
15. Council partners with and builds capacity of local employers and businesses to increase employment for people with disability on the Northern Beaches
16. Council leverages its position and role in strategic and district planning to influence employment and transport infrastructure

Strategies to improve access to Council services through better systems and processes

17. Develop and promote a range of systems and processes for customers to provide feedback on service experience
18. Ensure services, systems and processes consider and respond to diverse customer requirements
19. Develop accessible resources, supports and pathways to enable participation and access to Council services, facilities and opportunities

9.2 Action Plan

Detailed actions have been developed to address each strategy across the four year life of the DIAP.

The detailed action plan has resulted from extensive community consultation and internal engagement with all areas of Council.

Staff across Council contributed to the development of the strategies and actions which have been endorsed by senior management, who are responsible for delivering and reporting on the actions.

The action plan is presented as a table to outline:

- Individual actions
- The section of Council responsible for completing the actions
- A timeline for completion of the action
- A performance measure for each action
- The strategy that the individual actions support

A full list of actions can be found at Appendix 2. Some of the key actions are listed in Table 3.

9.3 Implementation, Monitoring and Evaluation

The implementation of the Northern Beaches DIAP is the responsibility of all areas of Council. Community engagement will continue throughout the implementation.

Each year, Council will report on its progress against the Disability Inclusion Action Plan as part of its Annual Report. The section of the Council's Annual Report relating to the implementation of the plan will be provided to the Minister for Disability Services and the NSW Disability Council.

The Disability Inclusion Action Plan will be reviewed and updated every four years.

Table 3 - Some of the Key Actions

Focus Area 1 - Developing positive community attitudes and behaviours

Code	Action	Strategy	Year
FA1 - 01	Council will develop and support disability awareness education initiatives	3	Ongoing
FA1 - 05	Establish accessibility and inclusion guidelines and toolkit for activities and events	2, 4, 11	Yr 1
FA1 - 09	Use positive and diverse images of people with disability in media and publications to represent our inclusive and diverse community	5	Ongoing

Focus Area 2 - Creating liveable communities

FA2 - 02	Conduct accessibility audits of Council's public facilities and assets	8, 9, 12.1, 12.2, 12.3, 12.4, 12.5	Yrs 1-2
FA2 - 17	Improve access to Council's aquatic centres, rock pools and beaches	12.5, 13	Yr 1 and Ongoing
FA2 - 14	Develop and implement an Affordable Housing Policy and action plan	9, 10	Yr 1 (Develop) Yrs 2 - 4 (Implement)
FA2 - 48	Review the accessibility and inclusiveness of Council meetings	13	Yr 1
FA2 - 50	Ongoing community engagement throughout the implementation of the DIAP	7, 10	Ongoing
FA2 - 12	Develop accessibility maps for all major town and village centres	8, 9, 12.2, 12.3	Yrs 2 - 4

Focus Area 3 - Supporting access to meaningful employment

FA3 - 03	Establish best practice inclusion and access practices in Council workplaces	14	Ongoing
FA3 - 02	Continue to offer equitable employment and volunteering opportunities across Council	14	Ongoing

Focus Area 4 - Improving access to Council services through better systems and processes

FA4 - 01	Research the user experience of systems and processes	17, 18	Yr 1
FA4 - 02	Conduct a document and media accessibility audit	18, 19	Yr 1
FA4 - 06	Council website complies with Web Content Accessibility Guidelines (WCAG)	18	Ongoing

ENDNOTES

- 1 Australian Bureau of Statistics, 2015a
- 2 National Disability Strategy 2010
- 3 Ibid
- 4 Australian Local Government Association, 2016, Disability Inclusion Planning - A Guide for Local Government
- 5 Ibid
- 6 id. Community atlas which is based on the 2011ABS census data
- 7 id. Community atlas which is based on the 2011ABS census data
- 8 ABS Survey of Disability, Ageing and Carers:, Cat No 4430.0
- 9 ABS Survey of Disability, Ageing and Carers:, Cat No 4430.0
- 10 ABS Survey of Disability, Ageing and Carers:, Cat No 4430.0
- 11 .id. Community Profile – Northern Beaches Council 2016
- 12 Sydney North Shore & Beaches Partners in Recovery Data Update No4. April 2016
- 13 NSW Department of Family and Community Services (2015) NSW Disability Inclusion Plan
- 14 NSW DFCS 2015, op. cit., pp. 10
- 15 Ibid.
- 16 Commonwealth of Australia, 2009, Shut Out: The experience of People with Disabilities and their families in Australia
- 17 Ibid
- 18 ALGA 2016, op. cit,
- 19 NSW DFCS 2015, op. cit., pp. 13
- 20 Ibid
- 21 Commonwealth of Australia 2009, op. cit.
- 22 Ibid
- 23 NSW Government 2015, NSW Disability Inclusion Action Planning Guidelines
- 24 ALGA 2016, op. cit., pp. 18
- 25 NSW DFCS 2015, op. cit.,
- 26 PWC 2011, op. cit.
- 27 NSW Government, op. cit.
- 28 Australian Bureau of Statistics, 2013, op. cit.
- 29 Commonwealth of Australia 2009, op. cit
- 30 Ibid
- 31 NSW Government, op. cit.
- 32 ALGA 2016, op. cit., pp. 36
- 33 PWC 2011, op. cit., pp. 16
- 34 Commonwealth of Australia 2009, op. cit., pp. 4

REFERENCES

- Australian Bureau of Statistics (2015), 4430.0.10.001 - Disability, Ageing and Carers, Australia: First Results, 2015.
- Australian Bureau of Statistics (2013) Disability, Ageing and Carers, Australia: Summary of Findings, 2012. Disability - Key Findings. Canberra, ABS.
- Australian Local Government Association. (2014). Facts and figures on local governments in Australia.
- Australian Local Government Association (2016), Disability Inclusion Planning - A guide for Local Government.
- Commonwealth of Australia (2009), Shut Out: The Experience of people with disabilities and their Families in Australia, pp.1-78, ISBN: 978-921380-54-9.
- NSW Department of Family and Community Services (2015), NSW Disability Inclusion Plan
- NSW Local Government (2015), NSW Disability Inclusion Action Planning Guidelines
- PricewaterhouseCoopers (PWC) 2011, Disability expectations: Investing in a better life, a stronger Australia



APPENDIX 1
BARRIERS AND OPPORTUNITIES



Fragrant Garden, Ivanhoe Park, Manly

APPENDIX 1

BARRIERS AND OPPORTUNITIES

Barriers and Opportunities identified through the consultation activities:

FOCUS AREA 1: Developing positive community attitudes and behaviours

Table 4 - Barriers to positive community attitudes and behaviours

Barriers	Description
Lack of awareness and understanding	There is a general lack of awareness and understanding about disability within the Northern Beaches community. People identify disability mainly in terms of physical disability. Non-visible disability is often not recognised or understood. There are particular assumptions and stigma in relation to mental health issues.
Individuals defined by their disability	The focus on disability rather than ability can mean people's contributions and strengths are not recognised or valued in the community. It can also lead to "excellence through the lens of disability" (community forum participant), whereby individuals are applauded for their achievements in a tokenistic or patronising way.

Table 5 - Opportunities to assist in developing positive community attitudes and behaviours

Opportunities	Description
Opportunities to connect	Council has a role in bringing people together, enabling community connections, and celebrating abilities and contributions.
Education	There is an opportunity to build positive attitudes and behaviours through education and training, particularly from a young age.
Inclusive media practice and imagery	The inclusion of people with disability in mainstream media and imagery makes representation routine, rather than by exception.

FOCUS AREA 2: Creating liveable communities

Table 6 - Barriers to creating liveable communities

Barriers	Description
Access to disability support services	There is a particular issue around a lack of local services to support people with disability and housing options to allow people to age in place. This can mean that people may need to relocate, or travel outside their local community to access disability services and appropriate housing.
Transport access around the LGA and to other parts of Sydney	Participants reported the challenges associated with a lack of transport access, both around the LGA and to other parts of Sydney. Within the LGA, community facilities, services, housing and employment may not be within reach of accessible transport. Proximity to accessible transport to other parts of Sydney may also be limited.
Accessibility in the public domain and retail areas	There are a range of challenges associated with limited physical accessibility in the public domain and retail areas. This includes the quality and accessibility of footpaths, ramps, toilets, parking spaces, lifts, shop entries etc. There is a particular issue in retail areas around accessibility for people with non-physical disability, such as the need for quiet space for people with autism, or adult change tables.
Accessibility of Council facilities and buildings	Some older Council facilities do not fully cater to a range of needs, including physical access, assistive technology (e.g. hearing aid loops), way finding (e.g. graphic and braille signage) and other non-physical considerations such as the need for quiet space for people with autism, or adult change tables for people with intellectual disability.
Housing affordability	People with disability may not be as financially secure as others in the community, due to barriers to meaningful employment. Lack of affordable housing is a particular issue for people with disability. Participants also reported a lack of specialised housing in the Northern Beaches, such as group homes.
Prohibitive and non-aligned regulations and controls	Council regulations and controls may not have been developed with inclusiveness in mind. Different regulations can be contradictory and inconsistent with others in relation to disability inclusion.
Accessibility of Council open space and recreation facilities	There is limited accessibility to and at some beaches, reserves, open space and parks.

Table 7 - Opportunities to assist in creating liveable communities

Opportunities	Description
Inclusion of people with disability in planning	There is an opportunity to include people with disability in planning processes to ensure inclusion and access is integral to planning and development.
Planning controls and policies	Use of planning controls and Council policies to influence access and inclusion.
Information provision	Provision of practical information on access and inclusion in the Northern Beaches.
Universal design	Universal design principles are considered during the planning of all Council projects.
Advocacy	There is an opportunity to advocate to State and Federal authorities for improved access to disability support services locally.
Support organisations to be located in the LGA	Explore opportunities to support organisations to be located in the LGA.

FOCUS AREA 3: Supporting access to meaningful employment

Table 8 - Barriers to supporting access to meaningful employment

Barriers	Description
Lack of a precedent	There are currently no known precedents in the LGA for best practice in inclusive employment.
Individuals defined by their disability	People with disability are often defined by others in terms of their disability. There are also preconceived ideas about what people with disability can and cannot do. The focus on disability rather than ability can mean individuals' contributions and strengths are not recognised or valued in the workplace.
Limited employer buy-in	Employer buy-in to inclusive employment practices is limited by fears about costs and requirements.
Perception of employer risk and cost	
Transport accessibility and connectivity to employment opportunities	On the Northern Beaches, employment opportunities may not be located close to where people live, and may not be within reach of accessible transport.
Accessibility within the workplace	Within the workplace itself, there may not be available support to meet the requirements of people with disability. This includes accessibility requirements, as well as flexible working arrangements.
Competitive labour market	In a highly competitive labour market, employment opportunities may be more limited
Perceptions of performance	There can be a perception that people with disability may not contribute fully as team members. This may lead to an assumption among colleagues and managers that other team members may need to 'carry' or compensate for a person with disability.

Table 9 - Opportunities to support access to meaningful employment

Opportunities	Description
Leadership	Council can promote inclusive employment practices by acting as a role model for other organisations and local businesses.
Capacity building	Council can provide support and advice for other employers in the Northern Beaches regarding employment issues and overcoming barriers.
Support for employment services	Council can support and promote local employment services, especially those with a focus on disability.
Strategic planning and delivery	Council can continue to inform and support strategic planning and delivery of transport planning, economic development, and district planning.
Flexible employment practices	Council can encourage more flexible work practices that meet the needs of employees with a range of abilities.

FOCUS AREA 4: Improving access to Council services and processes

Table 10 - Barriers to improving access to Council services and processes

Barriers	Description
Diverse needs	Current systems and processes do not accommodate diversity of needs and access requirements.
Accessible formats	Many Council documents and media are currently unavailable in formats to meet a range of accessibility requirements. There is limited use of assistive technology. There is limited use of alternative formats.
Awareness and understanding of Council staff	Ensuring Council staff are aware of the needs of people with disability and the availability of resources and services to assist with communication and accessing systems and services.

Table 11 - Opportunities to improve access to services and processes

Opportunities	Description
Use of technology	There is an opportunity to explore the additional use of technology to improve access to information and services.
Accessibility guidelines and resources	There is an opportunity to develop accessibility guidelines for staff.
Establishing dedicated Council resources	Dedicating Council resources to liaise between the community and Council on disability issues.
Training	Training of Council staff to increase disability awareness and confidence.
Change management	There is an opportunity to review and consider systems and processes as part of the amalgamation change management and transformation process.



APPENDIX 2

ACTION PLAN (DRAFT APRIL 2017)

FOCUS AREA 1: Developing positive community attitudes and behaviours

Aim: To build community awareness and inclusion of people with disability, and to support the development of positive attitudes and behaviours towards people with disability.

Strategies to develop positive community attitudes and behaviours

1. Council demonstrates leadership in positive community attitudes and behaviours.
2. Council events, activities and programs are inclusive for all abilities.
3. Council will collaborate and participate in awareness campaigns with other partners.
4. Council supports inclusion and participation initiatives with partners and community groups.
5. Council will adopt positive and inclusive images of people with all abilities in promotional material, communications and media.

Table A - Actions to support the strategies for developing positive community attitudes and behaviours

Code	Actions	Description	Responsibility	Timing	Performance Measure	Strategy
FA1-01	Council will develop and support disability education and awareness initiatives	Council will support and implement education and awareness campaigns in partnership with others. For example, International Day of People with Disability, Mental Health Awareness Week, R U OK Day, Carers Day etc.	Community Services Library Services Marketing and Communications	Ongoing	Delivery of annual awareness campaigns	3
FA1-02	Internal education and awareness training	Develop and expand disability awareness education and training for staff, through inductions or ongoing training opportunities. Topics may include a general awareness of disability, expected codes of conduct, communications, flexible practices, strategies for supporting people living with disability, accessibility requirements, the use of assistive technology, alternative formats and available resources and supports.	Human Resources (Scoping) All business units (Implementation)	Yr 1 (design) Ongoing (Implementation)	Disability awareness and education incorporated into staff inductions	1

FA1-03	External education and training programs	Council will design and facilitate inclusion education and training programs to a range of audiences (e.g. local business, local services, community groups, residents).	Library Services Community Services Place Management	Ongoing	Delivery of annual inclusion education program	1
FA1-04	Inclusive events and activities	Council major events and activities are inclusive for people of all abilities.	Place Management Community Services Children's Services Parks and Reserves Library Services Aquatic Services Natural Environment and Climate Change Corporate Strategy and Planning Governance and Enterprise Risk Community Engagement	Ongoing	Inclusion is factored into all event and activity planning. Major events and activities are inclusive.	2
FA1-05	Establish accessibility and inclusion guidelines and toolkit for activities and events	Develop accessibility and inclusion policy, guidelines and toolkit for Council events. The guidelines will be integrated into relevant Council policies to ensure compliance. The toolkit will guide internal planning of activities and events and may also be promoted externally to guide the planning of non-Council events.	Place Management	Yr 1	Accessibility and inclusion guidelines and toolkit are developed	2, 4, 11
FA1-06	Establishment of inclusion conditions in funding agreements	Council to establish minimum inclusion conditions, to be met by all organisations who receive funding and fee waivers from Council.	General Manager's Office	Yr 1	Conditions developed and implemented	2, 4
FA1-07	Inclusion awards	Council will support biennial inclusion awards to recognise local businesses and community organisations demonstrating best practice.	Community Services Place Management External partners	Biennial Yrs 2&4	Awards held biennially	4

Code	Actions	Description	Responsibility	Timing	Performance Measure	Strategy
FA1-08	Report on Council initiatives	Council will demonstrate leadership by highlighting its own initiatives and set the benchmark for other organisations, for example through the annual report, social media and media releases.	Corporate Strategy and Planning Marketing and Communications	Annual	Annual reporting of initiatives	1, 5
FA1-09	Diverse imagery and representation	Council will use positive images of people with disability in media and publications to represent our inclusive and diverse community.	Marketing and Communications	Ongoing	Diverse imagery incorporated into Council media and publications	5

FOCUS AREA 2: CREATING LIVEABLE COMMUNITIES

Aim: To increase participation of people with disability in all aspects of community life, through targeted approaches to address barriers in housing, learning, transport, recreation, health and wellbeing.

Strategies for creating liveable communities:

6. Advocate to state and federal governments for continued disability support services on the Northern Beaches.
7. Support partnerships to improve access and service provision locally.
8. Improve the accessibility of our town centres and villages.
9. Improve neighbourhood connectivity, suburb movement and access.
10. Council includes people with disability and/or relevant technical expertise in policy, strategic planning and advisory forums to assist and inform decision making.
11. Council to promote available education and resource material to support accessible and inclusive events and activities across the community.
12. Improve access to all Council facilities and assets.
 - 12.1 Improve accessibility of Council owned and managed open space and recreation facilities.
 - 12.2 Improve accessibility of Council owned and managed buildings and facilities.
 - 12.3 Improve accessibility and connectivity of Council managed infrastructure.
 - 12.4 Improve accessibility of Council owned and managed bushland and waterways.
 - 12.5 Improve accessibility of beaches, rock pools and aquatic centres.
13. Council programs, meetings, resources and services are inclusive for people of all abilities

Table B - Actions to support the strategies for creating liveable communities

Code	Action	Description	Responsibility	Timing	Performance Measure	Strategy
FA2-01	Identify Council's top 10 public assets/ locations to be accessible	Review Council's key assets and locations and determine those for which the community would expect to be accessible. The review should include major facilities, tourist spots and high use assets such as libraries, community centres and beaches. Prioritise and fund improvement works to bring them up to the expected level of service.	Corporate Strategy and Planning Property Management and Commercial Parks and Reserves Aquatic Services Transport and Urban Major Projects Library Services	Yr 1-2	Top 10 assets identified	8, 9, 12.1, 12.2, 12.3, 12.4, 12.5
FA2-02	Conduct accessibility audits of Council's public facilities and assets	Conduct accessibility audits. Each relevant business unit to scope priorities for ongoing accessibility audits. Identify what is already completed, what is programmed, gaps and future priorities. Assets and locations to consider include parks, reserves, sporting facilities, playgrounds, buildings, facilities, amenities, recreation pathways, footpaths, accessible parking, Council owned and managed carparks, bushland, waterways, beaches and rock pools. Focus to be on physical, intellectual and sensory accessibility improvements, including wayfinding.	Property Management and Commercial Parks and Reserves Aquatic Services Place Management Transport and Urban Natural Environment and Climate Change Library Services	Yrs 1-2	Audits completed	8, 9, 12.1, 12.2, 12.3, 12.4, 12.5

FA2-03	Implementation of priority asset improvements	Implement program of improvements to accessibility and inclusion according to the outcomes and priorities of the asset audits.	Property Management and Commercial Parks and Reserves Aquatic Services Place Management Transport and Urban Natural Environment and Climate Change Library Services	Yrs 2 – 4	Priority improvements incorporated into annual business plans and Council's delivery program	8, 9, 12.1, 12.2, 12.3, 12.4, 12.5
FA2-04	Inclusive, accessible and universal design of Council projects	Inclusive, accessible and universal design for all Council projects, including new and renewed capital projects, master planning, place planning and infrastructure planning.	Strategic Planning Major Projects Place Management Property and Commercial Parks and Reserves Natural Environment and Climate Change Transport and Urban	Ongoing	Inclusion and access incorporated into project planning documentation	8, 9, 10, 12.1, 12.2, 12.3, 12.4, 12.5
FA2-05	Implementation of the Connecting Northern Beaches Coastal Walkway project	Sections of the coastal walkways to be accessible where feasible.	Major Projects	Yrs 1-2	Works completed	12.1, 12.3, 12.4, 12.5
FA2-06	Implementation of the recreational trails renewal program	Trail renewals are aimed at improving pathway connections to ensure they are accessible for people of all abilities.	Parks and Reserves	Ongoing	Program implemented	12.1, 12.3, 12.4, 12.5
FA2-07	Improvements to Warriewood Valley pedestrian and cycleway network	Path connections to be built to accessible standards and provide equitable access to natural areas.	Parks and Reserves	Yrs 1-2	Works completed	12.1, 12.3, 12.4

Code	Actions	Description	Responsibility	Timing	Performance Measure	Strategy
FA2-08	Little Manly Boardwalk	Improving the connectivity and accessibility of the beachfront by linking existing pathways.	Parks and Reserves	Yr 1	Works completed	12.1, 12.3, 12.4, 12.5
FA2-09	Narrabeen Lagoon Trail Aquatic Boardwalk	New boardwalk to replace existing narrow trail adjacent Wakehurst Parkway near Bilarrong Reserves. Path will be 2.5 meters wide and fully accessible.	Parks and Reserves	Yrs 1-2	Works completed	12.1, 12.3, 12.4
FA2-10	Program of upgrades to footpaths, kerb ramps and bus stops	New and renewed footpaths, kerb ramps and bus stops to be accessible in line with Australian standards where possible. Priority bus stops upgraded to meet Disability Standards for Accessible Public Transport (DSAPT) guidelines.	Transport and Urban	Ongoing	Annual reporting	12.3
FA2-11	Develop and implement Pedestrian Access and Mobility Plans (PAMP)	Council to develop, implement and review Pedestrian Access and Mobility Plans (PAMP) as required and consider all aspects of planning for growth of town centres.	Transport and Urban Strategic Planning	Ongoing	PAMPs developed for all major planning projects, incorporating access and inclusion	12.3
FA2-12	Develop accessibility maps for all major town and village centres	Accessibility maps produced for major town and village centres to assist people to make their way around easily and to locate facilities such as accessible toilets, and also to understand where potential barriers may be such as stairs and hills.	Place Management Community Services	Yrs 2-4	Maps developed	8, 9, 12.2, 12.3,
FA2-13	Review of accessible parking provision	Conduct an audit of accessible parking spaces on Council owned and managed land, including community centres, council buildings, reserves, beaches, libraries, sportsfields, childcare centres, customer service branches and Council owned and managed car parks. Conduct a needs analysis and prioritise improvements to provision.	Transport and Urban Parks and Reserves	Yrs 1-2	Review complete	12.3

FA2-14	Develop and implement an Affordable Housing Policy and action plan	People living with a disability are often lower income earners. Affordable housing on the northern beaches is a need identified for people living with a disability as it is with seniors, essential service workers and lower income earners generally.	Strategic Planning	Yr 1 (develop) Yrs 2-4 (implementation)	Policy adopted	9, 10
FA2-15	Review and update Council's Development Control Plans (DCPs) to make provision for 10% adaptable housing for new medium and high density developments	Council should aim for best practice in terms of adaptable housing provision for new medium and high density developments.	Strategic Planning	Yrs 3-4	DCPs updated	9, 10
FA2-16	Maintain the current level of service for access to Council's aquatic centres, rock pools and beaches	Replace the aging FreeWheeler wheelchairs at Manly and Collaroy beaches.	Aquatic Services Parks and Reserves	Yr 1 Ongoing	FreeWheelers replaced	12.5
FA2-17	Improve access to Council's aquatic centres, rock pools and beaches	Provide wheelchairs for both aquatic centres to fit into existing pool hoists. Investigate options for improving access to the beach at Collaroy.	Aquatic Services Parks and Reserves	Yr 1 Ongoing	Wheelchair access provided for pool hoists Improved beach access at Collaroy	12.5
FA2-18	Implementation of the Rock Pool Renewal Program	Renewal program focuses on improving the safety, access and useability of Council's rock pools, for people of all abilities.	Parks and Reserves	Ongoing	Annual reporting	12.1, 12.5
FA2-19	Develop and implement a process to book use of the beach FreeWheeler	Develop, implement and promote a simple process for community members to book use of the beach FreeWheelers.	Aquatic Services Parks and Reserves	Yr 1-2	Process implemented	12.5, 13
FA2-20	Currawong wharf upgrade	Renewal and refurbishment of wharf, including upgrades and additional to allow for accessibility requirements.	Property Management and Commercial	Yr 1	Works completed	12.1, 12.2, 12.3, 12.4, 12.5

Code	Actions	Description	Responsibility	Timing	Performance Measure	Strategy
FA2-21	Mackerel Beach wharf upgrade	Renewal and refurbishment of wharf, including upgrades and additional to allow for accessibility requirements.	Property Management and Commercial	Yr 1	Works completed	12.1, 12.2, 12.3, 12.4, 12.5
FA2-22	Warriewood Valley recreation space	A new park with accessible pathways, picnic shelters, BBQs and a bridge connecting to nearby Rocket Park.	Parks and Reserves	Yrs 1-2	Works completed	12.1, 12.3, 12.4
FA2-23	Implementation of the playground renewal program	All playground renewals consider opportunities for improving inclusiveness and accessibility of the site, through path connections and the incorporation of inclusive play items where appropriate.	Parks and Reserves	Ongoing	Program implemented	12.1, 12.3
FA2-24	Inclusive play and new pathways at Manly Dam	A component of the Stronger Communities Fund includes funding for a regional inclusive playground at Manly Dam.	Parks and Reserves Major Projects	Yrs 1-2	Works completed	12.1, 12.3, 12.4
FA2-25	Inclusive play at Lionel Watts, Frenchs Forest	A component of the Stronger Communities Fund includes funding for a regional inclusive playground at Lionel Watts, Frenchs Forest.	Parks and Reserves Major Projects	Yrs 1-2	Works completed	12.1, 12.3
FA2-26	Parks Road Reserve, Collaroy, playground and pathway lighting	Inclusive play elements, path connections and lighting.	Parks and Reserves	Yr 2	Works completed	12.1, 12.3
FA2-27	Berry Reserve playground upgrade	To incorporate elements of inclusive play and connecting pathways.	Parks and Reserves	Yr 1	Works completed	12.1, 12.3
FA2-28	Review of accessible toilets	Review Council owned and managed accessible toilets with a view to implementing improvements. Council assets and locations to include key buildings, libraries, high traffic areas, tourist spots, beaches, reserves and parks.	Property Management and Commercial Parks and Reserves	Yrs 1-2	Review completed	12

FA2-29	Integrated accessible amenities	Accessible amenities will be integrated into all new Council buildings and facilities and capital improvement projects.	Property Management and Commercial Major Projects Parks and Reserves	Ongoing	New and capital improvement projects to include integrated accessible amenities	8, 12.2, 12.3
FA2-30	Collaroy Beach accessible toilet and accessibility upgrades	As part of the adopted Masterplan for the Collaroy Accessibility Precinct, the accessible amenities are to be upgraded and a ramp access provided from Beach Road to the promenade.	Major Projects Parks and Reserves	Yr 1	Works completed	12.1, 12.2, 12.3, 12.4, 12.5
FA2-31	Manly Dam amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2
FA2-32	North Narrabeen rock pool amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2
FA2-33	Nolans Reserve sports amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2
FA2-34	Killarney Heights Oval public amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yrs 1-2	Works completed	12.2
FA2-35	Cromer Park West amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2
FA2-36	Whale Beach public amenities renewal	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 2	Works completed	12.2
FA2-37	East Esplanade public amenities upgrade	Amenities upgrade including improved accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2
FA2-38	Public amenities works program	Ongoing program of improvements to public amenities, including improvements to accessibility.	Property Management and Commercial	Ongoing	Program implemented	12.2
FA2-39	Beacon Hill Community Centre and Youth Club upgrade	Upgrade to include improvements to accessibility.	Property Management and Commercial	Yr 1	Works completed	12.2

Code	Actions	Description	Responsibility	Timing	Performance Measure	Strategy
FA2-40	Disability access (DDA) compliance works	Ongoing program of works to bring Council assets into line with current guidelines.	Property Management and Commercial	Ongoing	Program implemented	12.2
FA2-41	Council's library programs, resources and services are inclusive and accessible	Council's libraries provide a range of accessible and inclusive programs such as home library services and children's programs. Catalogues and resources are available in a variety of formats to accommodate all abilities.	Library Services Marketing and Communications	Ongoing	Programs, resources and services are inclusive	13
FA2-42	Council's child care services are inclusive and accessible	Council's child care services are inclusive and accessible for children with additional needs. This includes long day care, pre-school, vacation and family day care services and centres.	Children's Services	Ongoing	Child care services are inclusive	13
FA2-43	Maintain and review as necessary the Children's Services policies relating to access and inclusion	Children's Services policies cover access and inclusion and these policies are reviewed regularly.	Children's Services	Ongoing	Polices maintained	13
FA2-44	Council's community focused programs are inclusive and accessible	Council's community focused programs for youth, seniors and family are inclusive and accessible.	Community Services	Ongoing	Programs are inclusive	13
FA2-45	Provide disability liaison staff	Council continues to employ a Disability Information Officer to liaise with the community and provide up-to-date information. Council libraries also provide disability liaison.	Community Services Library Services	Ongoing	Liaison staff employed	13
FA2-46	Produce and distribute a disability newsletter	Council continues to produce and distribute a disability newsletter on a regular basis.	Community Services	Ongoing	Newsletter distributed	13
FA2-47	Council's environmental education programs are inclusive and accessible	Council's environmental education activities provide a range of accessible and inclusive programs.	Natural Environment and Climate Change	Ongoing	Programs are inclusive and accessible	13
FA2-48	Review the accessibility and inclusiveness of Council meetings	Review the accessibility and inclusiveness of Council meetings to ensure that additional needs can easily be accommodated as required. Research options for subtitled or closed caption webcasts and provision of hearing loops.	Governance	Yr 1	Meetings are inclusive	13

FA2-49	Establishment of an expert Access Panel	Council to establish an Access Panel to support future planning and decision making. The panel will be promoted across Council business units. This may include people with relevant technical expertise and/or lived expertise, to advise Council as required on a paid basis.	Community Services Procurement	Yr 1 Ongoing	Panel established	7, 8, 9, 10, 12
FA2-50	Ongoing community engagement throughout the implementation of the DIAP	A project page on Council's website will be maintained to provide community members with updates on the implementation of the DIAP and opportunities for further engagement. Community members can register for inclusion on an email database for regular email alerts.	Community Services Community Engagement	Ongoing	Project page established, with updates posted at least every three months	7, 10
FA2-51	Develop and integrate inclusion participation guidelines into Council's Community Engagement Framework	Ensure inclusion is core to all Council community engagement activities through integration into the Community Engagement Framework, potentially via the addition of an appendix.	Community Engagement	Yr 1	Guidelines developed	10
FA2-52	Online disability inclusion and access information hub	Council will consolidate and promote an information hub on the new website. The information hub will provide practical information on inclusion and access across the Northern Beaches – e.g. accessible transportation options, location of accessible playgrounds and precincts, disability services, promotion of events and employment opportunities, links to other resources and supports. Links to be created between the hub and the library website.	Community Services Marketing and Communications Library Services	Yrs 1-2 (set up) Ongoing	Hub established	7, 11, 12
FA2-53	Advocacy and partnership	Continue to advocate and collaborate in partnership with other levels of government for disability provision and support on the Northern Beaches.	All units as and when appropriate	Ongoing	Advocacy and partnerships as required	6

FOCUS AREA 3: SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT

Aim: To increase the number of people with disability in meaningful employment, thereby enabling people with disability to plan for their future and exercise choice and control as a result of economic security.

Strategies for supporting access to meaningful employment:

14. Ensure Council is a role model and leading employer of people with disability on the Northern Beaches
15. Council partners with and builds capacity of local employers and businesses to increase employment for people with disability on the Northern Beaches
16. Council leverages its position and role in strategic and district planning to influence employment and transport infrastructure

Table C - Actions to support the strategies for supporting access to meaningful employment

Code	Action	Strategy	Responsibility	Timing	Performance Measure	Strategy
FA3-01	Advertise Council job opportunities within relevant networks	Council will liaise with peak body and disability service provider networks to advertise employment opportunities. This aims to provide greater reach to people with disability. This may include the promotion of disability access options in job advertisements and the provision of pre and post-employment materials in accessible formats.	Human Resources	Ongoing	Job opportunities promoted via networks	14
FA3-02	Continue to offer equitable employment and volunteering opportunities across Council	Review and expand on current inclusive employment practices.	Human Resources Natural Environment and Climate Change Library Services Community Services	Ongoing	Opportunities available	14

FA3-03	Establish best practice inclusion and access workplaces in Council workplaces	Council will lead by example by establishing best practice inclusion and access practices in Council workplaces. This may include flexible working arrangements, providing volunteering opportunities and partnerships with other organisations with a view to skills development and potential employment opportunities, mentoring and strengths focused approach to inclusive employment (i.e. "what contribution can you make?").	Human Resources	Ongoing	Inclusive workplace practices	14
FA3-04	Guidelines for inclusive recruitment and workplace practices	Council will develop and promote guidelines for inclusive and accessible workplaces and employment practices.	Human Resources	Yr 1 Ongoing	Guidelines developed	14, 15
FA3-05	Review and update tendering documentation guidelines/criteria to ensure procurement processes are inclusive and accessible	To ensure procurement processes are equitable.	Procurement Natural Environment and Climate Change Urban and Transport Parks and Reserves	Yr 1	Documentation reviewed	14
FA3-06	Manage growth and change in strategic and district centres and, as relevant, local centres	Access and inclusion considered when managing growth and change in employment and urban services land, including transport access to and between centres and affordable housing.	Strategic Planning	Ongoing	Access and inclusion integrated into project planning methodology	16
FA3-07	Capacity building of local businesses	Develop and implement a seminar on inclusive employment practices and benefits.	Place Management	Yrs 2-4	Seminar developed	14, 15

FOCUS AREA 4: IMPROVING ACCESS TO COUNCIL SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

Aim: To ensure that people with disability are able to make informed choices about available Council services and for access to services to be easy and efficient.

Strategies for improving access to Council services through better systems and processes:

17. Develop and promote a range of systems and processes for customers to provide feedback on service experience
18. Ensure services, systems and processes consider and respond to diverse customer requirements
19. Develop accessible resources, supports and pathways to enable participation and access to Council services, facilities and opportunities

Table D - Actions to support the strategies for improving access to Council services through better systems and processes

Code	Action	Strategy	Responsibility	Timing	Performance Measure	Strategy
FA4-01	Research the user experience of systems and processes	Research and assess the user experience and prioritise improvements where appropriate.	Customer Service Systems and Information Library Services	Yr 1	Priorities for improvements identified	17, 18
FA4-02	Conduct a document and media accessibility audit	Council will conduct an audit of all Council media platforms, documents, forms and booking systems to identify existing strengths and gaps. The audit may recommend the use of technology to improve accessibility (e.g. screen readers, Auslan videos).	Marketing and Communications Community Engagement Governance Corporate Strategy Customer Service Systems and Information	Yr 1	Audit complete	18, 19

FA4-03	Ensure Council resources to access systems and processes are available in a range of formats	Council will ensure information and web content is available in a range of formats (e.g. plain text, Easy Read, accessible PDFs for screen readers), and that additional formats can be requested. This is applicable to Council forms and documents, as well as online media. This may require training for relevant staff.	Marketing and Communications All business units	Yrs 2 - 4	Range of formats available	17, 18, 19
FA4-04	Develop guidelines to ensure Council's media platforms and documents are accessible	Develop guidelines to assist Council staff to develop documents, media platforms, forms, website and booking systems that are accessible.	Marketing and Communications Systems and Information	Yr 2	Guidelines developed	18, 19
FA4-05	Develop and implement a Digital Transformation Strategy	The changing digital landscape and the creation of a new Northern Beaches Council provides an opportunity to produce a Digital Transformation Strategy to transform the former three Council's digital landscapes into a new desired state.	Transformation Systems and Information	Yr 1 (Develop) Yrs 2-4 (Implement)	Strategy adopted	17, 18, 19
FA4-06	Council website complies with Web Content Accessibility Guidelines (WCAG)	Web Content Accessibility Guidelines provide a single shared standard for web content accessibility that meets the needs of the community and Council.	Marketing and Communications	Ongoing	Web compliance	18
FA4-07	Promote the availability of accessible systems, processes and formats	Promote via the website, customer service offices, libraries and the disability newsletter.	Marketing and Communications	Ongoing	Promotions in place	17, 18, 19
FA4-08	Integrate accessibility and inclusion considerations into early stage project planning	Integrate accessibility and inclusion considerations into standard project management methodology.	Transformation Systems and Information Community Engagement	Yr 1	Integration complete	18
FA4-09	Build networks with key contacts regarding the best ways to engage	Build networks with key contacts in the community regarding the best ways to ensure that people with disability can engage with Council.	Community Services Community Engagement	Yr 1	Engagement database established and maintained with key contacts	1, 4, 17, 18



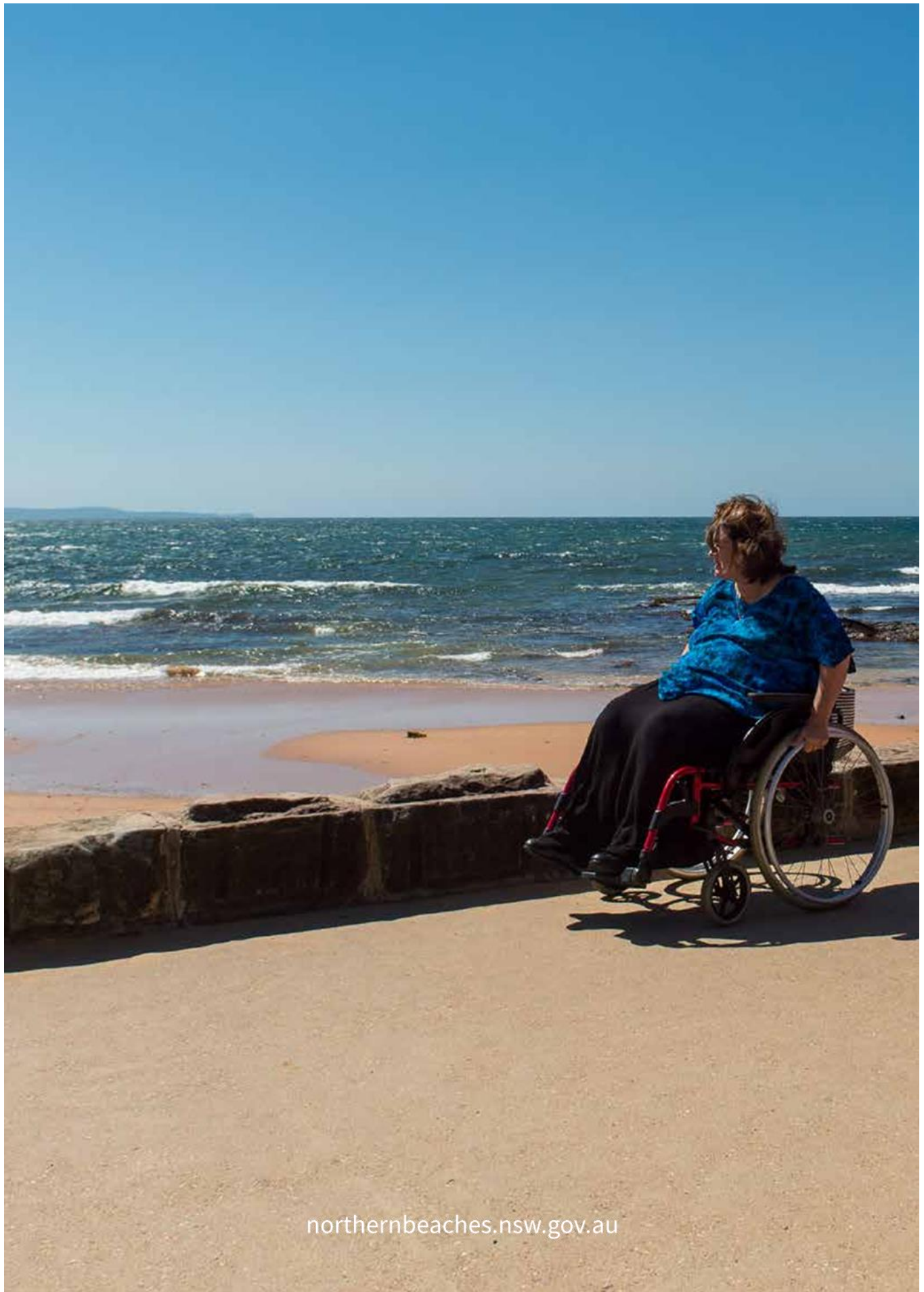
APPENDIX 3
RELEVANT CAPEX PROJECTS FOR 2017-18 (DRAFT)

Exercise Alley, Walter Gors Park, Dee Why

APPENDIX 3

RELEVANT CAPEX PROJECTS FOR 2017-18 (DRAFT)

Many of the proposed actions identified in the Action Plan (Appendix 2) will need to be funded by the capital expenditure (CAPEX) program. Public exhibition of Council's draft budget, including the CAPEX program, will overlap with the public exhibition of the draft DIAP. Community members will have an opportunity to comment on the projects proposed in both the draft DIAP and draft budget.



northernbeaches.nsw.gov.au



PLANNING PROPOSAL
Draft Amendment to Warringah LEP 2011
(Reclassification of land from Community to Operational)
Lot 21 DP819277 (Part)
Wakehurst Parkway Oxford Falls

Prepared for Oxford Falls Grammar School

By

INGHAM PLANNING Pty Ltd

Job No. 16079

February 2017

Urban and Regional Planning, Environmental Planning and Statutory Planning
Registered Office: Lyndhurst, Suite 19, 303 Pacific Highway, Lindfield N.S.W 2070
Telephone: (02) 9416 9111 Facsimile: (02) 9416 9799
email: admin@inghamplanning.com.au
A.C.N. 106 713 768

Contents

1.	INTRODUCTION	1
2.	SITE AND SITE HISTORY.....	2
2.1	The Site	2
2.2	Context.....	3
3.	REPORT STRUCTURE.....	4
4.	OBJECTIVES AND INTENDED OUTCOMES	5
5.	EXPLANATION OF THE PROVISIONS	6
6.	JUSTIFICATION OF THE PLANNING PROPOSAL	7
6.1	Need for the Planning Proposal	7
6.2	Relationship to strategic planning framework	8
6.3	Environmental, Social and Economic Impact.....	10
6.4	State and Commonwealth Interests.....	11
7.	COMMUNITY CONSULTATION	12
8.	PROJECT TIMELINE	13
9.	CONCLUSION	14

Appendices

Appendix A – Copy of the Certificate of Title for Lot 21 DP819277

Appendix B – Checklist for Proposals to Classify or Reclassify Public Land Through an LEP
(DP&E Practice Note 5.10.16)

Appendix C - Bushfire Report by Building Code and Bushfire Hazard Solutions

1

Introduction

This is a planning proposal prepared under section 55 of the *Environmental Planning and Assessment Act 1979 (EP&A Act)*, in relation to proposed amendments to Warringah Local Environmental Plan 2011 (WLEP 2011).

It relates to the northern part of Lot 21 DP819277 which adjoins the western boundary of Oxford Falls Grammar School (OFGS), at Wakehurst Parkway Oxford Falls. The land is zoned RE1 Public Recreation under WLEP 2011 and classified as 'Community' land under WLEP 2011 pursuant to the Local Government Act 1993 (LG Act). The land is a 'public reserve' under the Local Government Act 1993 and there is a restriction on the title of the land in relation to this (see **Appendix A**). It is proposed to change the classification of the land from 'Community' to 'Operational' land.

Part of the subject parcel is already utilised as part of the school grounds. However there is no formal arrangement in relation to this use of the land.

As the land is no longer required for its original purpose - as a buffer to Wakehurst Parkway and to prevent direct vehicular access to this road, Council has advised that it is intended that the land be offered for sale to the school (subject to the above amendments of WLEP 2011).

2

Site and Site History

2.1 The Site

The site comprises part of Lot 21 DP819277 (see area bounded in pink in **Figure 1**).

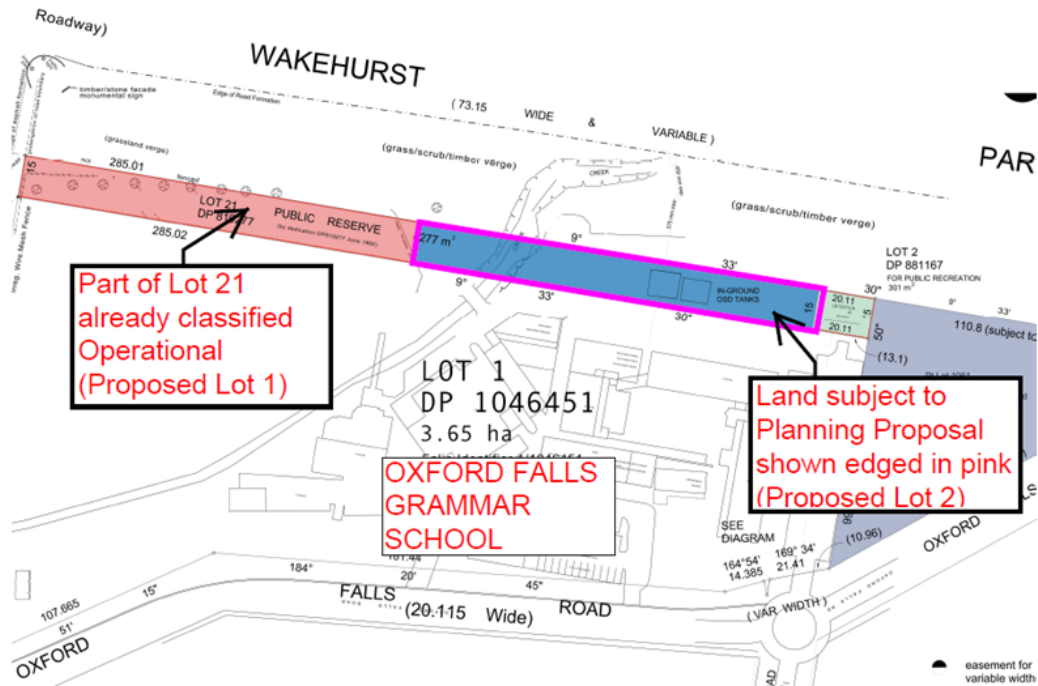


Figure 1 - Site

The whole of Lot 21 was originally owned by OFGS and dedicated to Warringah Council as a condition of consent of the subdivision of Lots 1 and 2 DP776469.

The subdivision of Lot 21 was approved by Northern Beaches Council on 21 October 2016. Proposed Lot 1 has already been reclassified as Operational (ie Proposed Lot 1). This process began with an amendment to LEP 2000 to reclassify the land from Community to Operational, in accordance with a Council resolution dated 25 October 2005. The subdivision is presently subject to the registration process. A Contract of Sale has been prepared to allow Proposed Lot 1 to be purchased by OFGS.

A copy of the Certificate of Title of Lot 21 is provided at **Appendix A**.

As can be seen in **Figure 2** the subject land is predominantly mown grassed area with some limited tree cover. Proposed Lot 2 of Lot 21 is traversed by a watercourse.

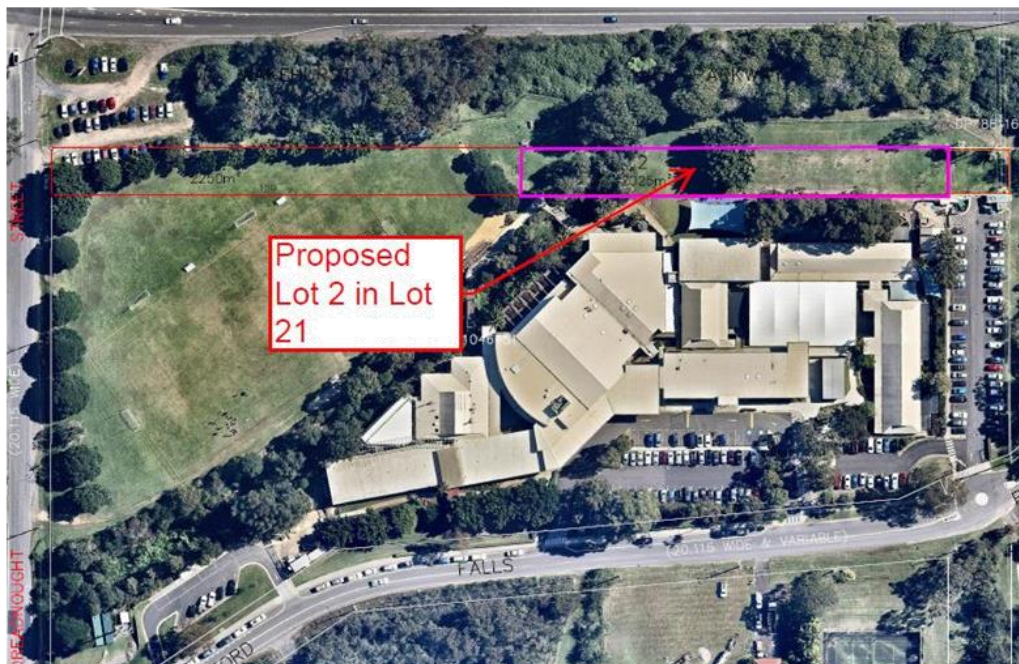


Figure 2 Aerial view of site and adjoining school

2.2 Context

The site is located within the Northern Beaches region around 4km west of Dee Why in the Oxford Falls Valley (see **Figure 3 – Regional Context**). Oxford Falls is a semi-rural area that contains a number of institutional uses including schools and churches.

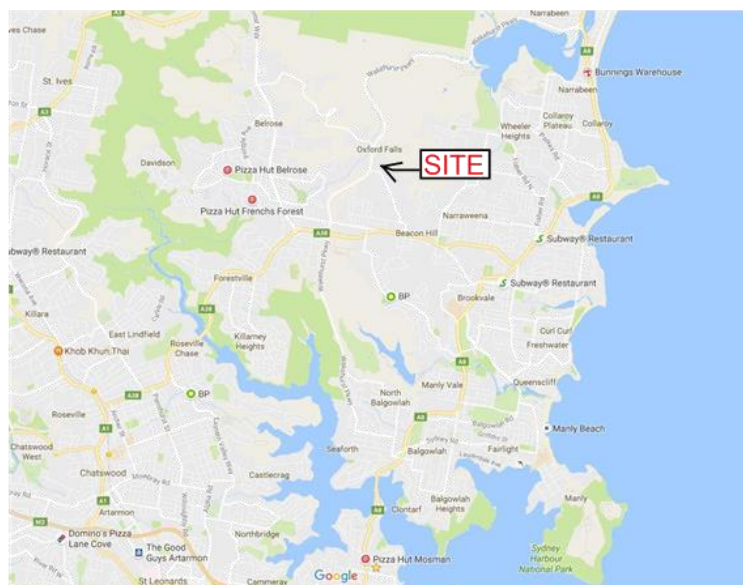


Figure 3 Regional Context

3

Report Structure

The Department of Planning and Environment (DP&E) sets the form and structure for planning proposal reports. This includes specific requirements for Planning Proposals where it is proposed to change the classification of land from community to operational land, as is the case here. Accordingly, the following sections of this report are set out in four main parts, as follows:

Section 4 - A statement of the objectives or intended outcomes of the proposed LEP;

Section 5 - An explanation of the provisions that are to be included in the proposed LEP;

Section 6 - Justification for those objectives, outcomes and provisions and the process for their implementation:

A. Need for the planning proposal including specific requirements that relate to reclassification of public land:

Is the planning proposal the result of a strategic study or report?

Is the planning proposal the best means of achieving the objectives or intended outcomes, or is there a better way?

Is the planning proposal consistent with the local council's community plan, or other local strategic plan?

If the provisions of the planning proposal include the extinguishment of any interests in the land, an explanation of the reasons why the interests are proposed to be extinguished should be provided.

The concurrence of the landowner, where the land is not owned by the relevant planning authority.

B. Relationship to strategic planning framework

C. Environmental, social and economic considerations

D. State and Commonwealth interests

Section 7 - Details of the community consultation that is to be undertaken on the planning proposal.

Section 8 – Provides an indicative project timeline.

These matters are dealt with in the following sections.

There is also a DP&E Practice Note relating to proposals for classifying or reclassifying land through an LEP. This is addressed at **Appendix B**.

4

Objectives or Intended Outcomes

This planning proposal seeks to reclassify the subject land within the former Warringah Council area from 'Community' land to 'Operational' land under the *Local Government Act, 1993 (LG Act)*. This will allow the land to be sold by Council.

5

Explanation of the provisions

The reclassification of the land as 'Operational' will be identified within Schedule 4 Part 1 of WLEP 2011 in accordance with Clause 5.2(2) of the LEP. There is no need at this stage to amend WLEP 2011 in any other way as the use of the land by OFGS is permitted under SEPP (Infrastructure) 2007. Whilst it would be preferable for the zoning to align with the school use, as the school site is part of the area deferred from WLEP 2011, and its future zoning under this LEP is yet to be resolved, it is not appropriate to change the zoning of the land at this point. This should occur as part of any draft LEP for the deferred area.

As indicated in the copy of the Certificate of Title at **Appendix A**, there are some restrictions on the land and it is intended that the second of these be extinguished as the land will no longer be 'Community' land.

6

Justification of the Planning Proposal

6.1 The Need for the Planning Proposal

6.1.1 Is the Planning Proposal a result of any Strategic Study or report?

No. However, the proposed amendments do not raise any strategic planning issues. Whilst the land is zoned for public open space, it is not suitable for any significant public active use. The land is already partly in use by the school and the LEP amendments will facilitate the sale of the land back to the school.

In NSW there is a growing demand for student places and this is also likely to be the case in this area. If the land is purchased by OFGS, it may assist in providing adequate space for future growth.

6.1.2 Is the planning proposal the best means of achieving the objectives or intended outcomes, or is there a better way?

Yes. The site is currently classified as community land and therefore, Council is not able to develop, sell, exchange or dispose of the land under the provisions of the Local Government Act 1993. Section 27(1) of the Local Government Act 1993 requires that the reclassification of public land be made by a local environmental plan. A planning proposal for the site is therefore considered appropriate.

6.1.3 Is the planning proposal consistent with the local council's community plan, or other local strategic plan?

Yes. The Warringah Community Strategic Plan 2023 is the Council's principal forward planning document. The plan identifies six (6) Outcomes (below), two of which are relevant to the proposal:

- _ Vibrant Community
- _ Lifestyle and Recreation
- _ Healthy Environment
- _ Connected Transport
- _ Liveable Neighbourhoods
- _ Working Together

The outcomes relevant to the Planning Proposal are discussed below:

1. Vibrant Community

OFGS is an important part of the local community. The ability for the school to formally use the subject land will assist in it maintaining a high standard of education. The sharing of some school facilities with the broader community is currently being discussed with Council.

6. Working Together

The proposal will provide an example of public and private enterprises working together to create an outcome that is of benefit to the local community. In this regard the school will have improved and expanded facilities and the local community will benefit from having a high standard education alternative, the potential for increased community use of the school facilities and also from the money raised from the sale of the land.

6.1.4 If the provisions of the planning proposal include the extinguishment of any interests in the land, an explanation of the reasons why the interests are proposed to be extinguished should be provided.

As previously noted, it is intended that the second restriction noted on the Certificate of Title at **Appendix A** be extinguished as the land will no longer be 'Community' land.

6.1.5 The concurrence of the landowner where the land is not owned by the relevant planning authority.

Northern Beaches Council is the owner of the land.

6.2 Relationship to strategic planning framework

6.2.1 Is the planning proposal consistent with the objectives and actions contained within the applicable regional or sub-regional strategy (including the Sydney Metropolitan Strategy and exhibited draft strategies)?

Yes. A Plan for Growing Sydney: A Plan for Growing Sydney establishes a long-term planning framework to manage Sydney's growth in a sustainable manner and strengthen its economic development whilst enhancing the unique lifestyle, heritage and environment of Sydney.

The following goals and directions apply to the Planning Proposal:

Goal 1: A competitive economy with world-class services and transport.

PLAN FOR EDUCATION AND HEALTH SERVICES TO MEET SYDNEY'S GROWING NEEDS

Assist the Department of Education and Communities, the Catholic Education Commission and the Association of Independent Schools of NSW to identify and plan for new school sites throughout Sydney.

The proposal will provide a potential opportunity for OFGS to continue to provide a high standard of education.

The proposal is also considered to be consistent with the draft North East Sub-regional Strategy.

Further to the above the Greater Sydney Commission has now been established and draft District Plans have been released for comment. The draft Plan relative to this area is the Draft North District Plan. The subject site is close to the growth centre focussed on the New Northern Beaches Hospital. With additional population will come increased demand for high class educational facilities. The proposal will utilise land that is no longer required

for its intended use and form part of the land containing Oxford Falls Grammar school. Although the proposal will have no direct implications for student numbers, the additional area will create a better overall environment for the school and could facilitate future growth.

Having regard to the above the Planning Proposal is considered to be consistent with the draft North District Plan.

6.2.2 Is the planning proposal consistent with the local council's Community Strategic Plan, or other local strategic plan?

Yes, as previously addressed above.

6.2.3 Is the planning proposal consistent with applicable state environmental planning policies?

State Environmental Planning Policies

Yes. The only State Environmental Planning Policies (SEPPs) (including 'deemed' SEPPs) relevant to this planning proposal are:

SEPP	Consistency
SEPP 55 – Remediation of [contaminated] Land This SEPP aims to promote the remediation of contaminated land for the purposes of reducing risk to human health and/or the environment.	The site is unlikely to have been used for any purpose that would cause contamination.
SEPP (Infrastructure) 2007	The provisions of this SEPP have no direct relevance to the proposed changes to the LEP. It is noted that under this SEPP land adjoining an existing school can be used in association with the school use. The subject land adjoins Oxford Falls Grammar School.

6.2.4 Is the planning proposal consistent with applicable Ministerial Directions (s.117 directions)?

Yes. This planning proposal has been assessed having regard for the Section 117 Directions [issued to Councils under s117(2) of the *Environmental Planning & Assessment Act 1979* (EP&A Act)], relevant to this planning proposal. The findings are as follows:

s117 Direction	Requirement	Comment
4.3 Flood Prone Land	(1) The objectives of this direction are: (a) to ensure that development of flood prone land is consistent with the NSW Government's Flood Prone Land Policy and the principles of the Floodplain Development Manual 2005, and (b) to ensure that the provisions of an LEP on flood prone land is commensurate with flood hazard and includes consideration of the potential flood impacts both on and off the subject land.	Part of Lot 21 is traversed by a watercourse which may be subject to flooding. However this land is already zoned RE1 and the planning proposal will not alter the potential for flood risk.
4.4 Planning for Bushfire Protection	(1) The objectives of this direction are: (a) to protect life, property and the environment from bush fire hazards, by	The subject land is subject to bushfire threat. A report assessing the impact of this threat has been

s117 Direction	Requirement	Comment
	discouraging the establishment of incompatible land uses in bush fire prone areas, and (b) to encourage sound management of bush fire prone areas.	prepared and is attached at Appendix C .
6.1 Approval and Referral Requirements	(1) The objective of this direction is to ensure that LEP provisions encourage the efficient and appropriate assessment of development.	This direction applies as the proposal requires an amendment to the Warringah LEP 2011. The planning proposal is consistent with this direction, in that it will not introduce any provisions that require any additional concurrence, consultation or referral.
6.2 Reserving Land for Public Purposes	(1) The objectives of this direction are: (a) to facilitate the provision of public services and facilities by reserving land for public purposes, and (b) to facilitate the removal of reservations of land for public purposes where the land is no longer required for acquisition.	This direction applies as the proposal requires an amendment to the Warringah LEP 2011. The planning proposal is consistent with this direction as it makes land available that is no longer required for public purposes.

6.3 Environmental, Social and Economic Impact

6.3.1 Is there any likelihood that critical habitat or threatened species, populations or ecological communities, or their habitats, will be adversely affected as a result of the proposal?

No. The land is predominantly mowed lawn and there is no intention to undertake any works.

6.3.2 Are there any other likely environmental effects as a result of the planning proposal and how are they proposed to be managed?

No. The land is predominantly mowed lawn and there is no intention to undertake any works. As indicated in the Bushfire Report at **Appendix C** the subject land can be appropriately managed to mitigate bushfire risk.

6.3.3 How has the planning proposal adequately addressed any social and economic effects?

The proposal will not have any negative social or economic effects. The reclassification of the land to operational will increase its ability to be used for a purpose that will create a social and economic benefit.

The proposal will not result in the loss of any land actively used for public recreation. The proposal will facilitate the use of the land for recreation in association with the adjoining school use.

6.4 State and Commonwealth Interests

6.4.1 Is there adequate public infrastructure for the planning proposal?

Yes. The proposal does not increase the development potential of the site as it will remain as open space.

6.4.2 What are the views of State and Commonwealth public authorities consulted in accordance with the gateway determination?

Under the Gateway process the views of State and Commonwealth public authorities are not known until after the initial Gateway determination. This section of the planning proposal will be completed following consultation with those public authorities nominated by the Gateway Determination.

7

Community consultation

Council will exhibit the planning proposal in accordance with the requirement of section 57 of the Environmental Planning and assessment Act and section 29 of the Local Government Act 1993. This includes a requirement for a public hearing following the public exhibition.

Council also proposes to undertake community consultation in accordance with Council's adopted Community Engagement Policy, in the following manner.

Prior to forwarding to Department of Planning & Environment:

- Advertise the planning proposal in a local newspaper and on Council's website at the start of the exhibition period
- Exhibit for a period of 28 days from the date it appears in the newspaper and on Council's website
- Notify the adjoining property owners of the exhibition of the planning proposal.

If the Planning Proposal is supported at the Gateway Panel, further community consultation and consultation with relevant authorities will take place on accordance with the Gateway determination.

8

Project timeline

The project timeline is subject to many factors and as such the following is highly indicative.

Stage	Timing
Lodgement of Planning Proposal with Council	February 2017
Preliminary Assessment by Council	March 2017
Preliminary Public Exhibition of Planning Proposal	April 2017
Report to Council	May 2017
If supported, Gateway Determination	June 2017
Agency Consultation/Public Exhibition	July-August 2017
Public Hearing Process	September 2017
Preparation of Chairperson's Report	October 2017
Preparation of Report to Council	November 2017
Gazettal process	December 2017

9

Conclusion

This Planning Proposal simply seeks to achieve flexibility in the use of land that is no longer required for its intended purpose. It will facilitate the ability to sell the land and the proceeds of such a sale would go to Council to invest back into the community. The land will be zoned/remain zoned as RE1 Public Open Space and so its use will be limited to uses which are permitted in the zone under the LEP or other uses that are permitted under other environmental planning instruments (eg school use).

Appendix A

Certificate of Title for Lot 21 DP 819277

Appendix B

Checklist for Proposals to Classify or Reclassify Public Land Through an LEP (DP&E Practice Note 5.10.16)

BOX 1W
(DP819277)

NEW SOUTH WALES

CERTIFICATE OF TITLE
REAL PROPERTY ACT, 1900



TORRENS TITLE

REFERENCE TO FOLIO OF THE REGISTER	
IDENTIFIER	21/819277
EDITION	DATE OF ISSUE
1	22. 9. 1992

I certify that the person described in the First Schedule is the registered proprietor of an estate in fee simple (or such other estate or interest as is set forth in that Schedule) in the land within described subject to such exceptions, encumbrances, interests and entries as appear in the Second Schedule and to any additional entries in the Folio of the Register.

K. Mettelle
REGISTRAR GENERAL



LAND

LOT 21 IN DEPOSITED PLAN 819277
AT OXFORD FALLS
SHIRE OF WARRINGAH
PARISH OF MANLY COVE COUNTY OF CUMBERLAND
TITLE DIAGRAM: DP819277

FIRST SCHEDULE

THE COUNCIL OF THE SHIRE OF WARRINGAH

SECOND SCHEDULE

1. LAND EXCLUDES MINERALS AND IS SUBJECT TO RESERVATIONS AND CONDITIONS IN FAVOUR OF THE CROWN - SEE CROWN GRANT(S)
2. K200000P CAVEAT BY THE REGISTRAR GENERAL FORBIDDING UNAUTHORISED DEALINGS WITH PUBLIC RESERVES

PERSONS ARE CAUTIONED AGAINST ALTERING OR ADDING TO THIS CERTIFICATE OR ANY NOTIFICATION HEREON

WARNING: BEFORE DEALING WITH THIS LAND SEARCH THE CURRENT FOLIO OF THE REGISTER

Checklist for reclassification of public land	Where dealt with in report
<input type="checkbox"/> the current and proposed classification of the land;	Section 1
<input type="checkbox"/> whether the land is a 'public reserve' (defined in the LG Act);	Section 1
<input type="checkbox"/> the strategic and site specific merits of the reclassification and evidence to support this;	Section 6
<input type="checkbox"/> whether the planning proposal is the result of a strategic study or report;	Section 6
<input type="checkbox"/> whether the planning proposal is consistent with council's community plan or other local strategic plan;	Section 6
<input type="checkbox"/> a summary of council's interests in the land, including:	Section 2
- how and when the land was first acquired (e.g. was it dedicated, donated, provided as part of a subdivision for public open space or other purpose, or a developer contribution)	
- if council does not own the land, the land owner's consent;	
- the nature of any trusts, dedications etc;	
<input type="checkbox"/> whether an interest in land is proposed to be discharged, and if so, an explanation of the reasons why;	Section 5
<input type="checkbox"/> the effect of the reclassification (including, the loss of public open space, the land ceases to be a public reserve or particular interests will be discharged);	Section 6
<input type="checkbox"/> evidence of public reserve status or relevant interests, or lack thereof applying to the land (e.g. electronic title searches, notice in a Government Gazette, trust documents);	Section 5 and Appendix C
<input type="checkbox"/> current use(s) of the land, and whether uses are authorised or unauthorised;	Section 2
<input type="checkbox"/> current or proposed lease or agreements applying to the land, together with their duration, terms and controls;	Section 1
<input type="checkbox"/> current or proposed business dealings (e.g. agreement for the sale or lease of the land, the basic details of any such agreement and if relevant, when council intends to realise its asset, either immediately after rezoning/reclassification or at a later time);	Section 1
<input type="checkbox"/> any rezoning associated with the reclassification (if yes, need to demonstrate consistency with an endorsed Plan of Management or strategy);	Section 6 1
<input type="checkbox"/> how council may or will benefit financially, and how these funds will be used;	Section 6.1
<input type="checkbox"/> how council will ensure funds remain available to fund proposed open space sites or improvements referred to in justifying the reclassification, if relevant to the proposal;	NA
<input type="checkbox"/> a Land Reclassification (part lots) Map, in accordance with any standard technical requirements for spatial datasets and maps, if land to be reclassified does not apply to the whole lot; and	NA
<input type="checkbox"/> preliminary comments by a relevant government agency, including an agency that dedicated the land to council, if applicable.	NA

Appendix C

Bushfire Report by
Building Code and Bushfire Hazard Solutions



Building Code & Bushfire Hazard Solutions

(Pty. Limited) ABN 19 057 337 774
PO Box 124, Berowra NSW 2081
Telephone: (02) 9457 6530 Facsimile: (02) 9457 6532
www.bushfirehazardsolutions.com.au



Oxford Falls Grammar School
C/- Ingham Planning
19 / 303 Pacific Highway
LINDFIELD NSW 2070

7th February 2017
Reference: 161340c

Attn: Brett Brown

**Re: PLANNING PROPOSAL
LAND ADJOINING OXFORD FALLS GRAMMAR SCHOOL
PROPOSED LOT 2 IN LOT 21 DP 819277 /
WAKEHURST PARKWAY, OXFORD FALLS
BUSHFIRE ASSESSMENT STATEMENT**

Dear Brett,

Thank you for the opportunity of undertaking this assessment for you.

Properties considered to be affected by possible bushfire impact are determined from the local Bushfire Prone Land Map as prepared by Council and or the Rural Fire Service which identify property's which are in the buffer zone of 100m from Category 1 vegetation or 30m from Category 2 vegetation. All property development within affected areas are subject to the conditions detailed in the document 'Planning for Bush Fire Protection - 2006' (PBP).

The planning proposal relates to the reclassification of existing land adjoining the eastern side of Oxford Falls Grammar School from community to operational under the Local Government Act 1993 and rezoning part of the land as RE1 Public Recreation.

The purpose of this statement is to ascertain compliance or otherwise with Australian Standard 3959 – 2009 'Construction of building in bushfire-prone areas' and 'Planning for Bush Fire Protection' - 2006. Set back distances for the purpose of creating Asset Protection Zones (APZ's) must be considered and any buildings must then conform to corresponding regulations detailed in AS3959 – 2009. In this instance there is no new construction.

The most appropriate method of determining the site bushfire hazard under the terms of PBP is to consider the site in a singular form.

Bushfire prone areas are defined as those areas;

- within or within 100m of high or medium bushfire hazards; or
- within or within 30m of low bushfire hazards.

The subject property is identified as being located within the 100 metre buffer zone from designated Category 1 Vegetation and therefore conformance to Planning for Bush Fire Protection 2006 (PBP) is required.

The vegetation identified as being the hazard is located to a large north within the vegetated allotment, east within vegetated private allotments and west of the subject site within Wakehurst Parkway road reserve.

Bushfire Assessment: Land Adjoining Oxford Falls Grammar School

161340c

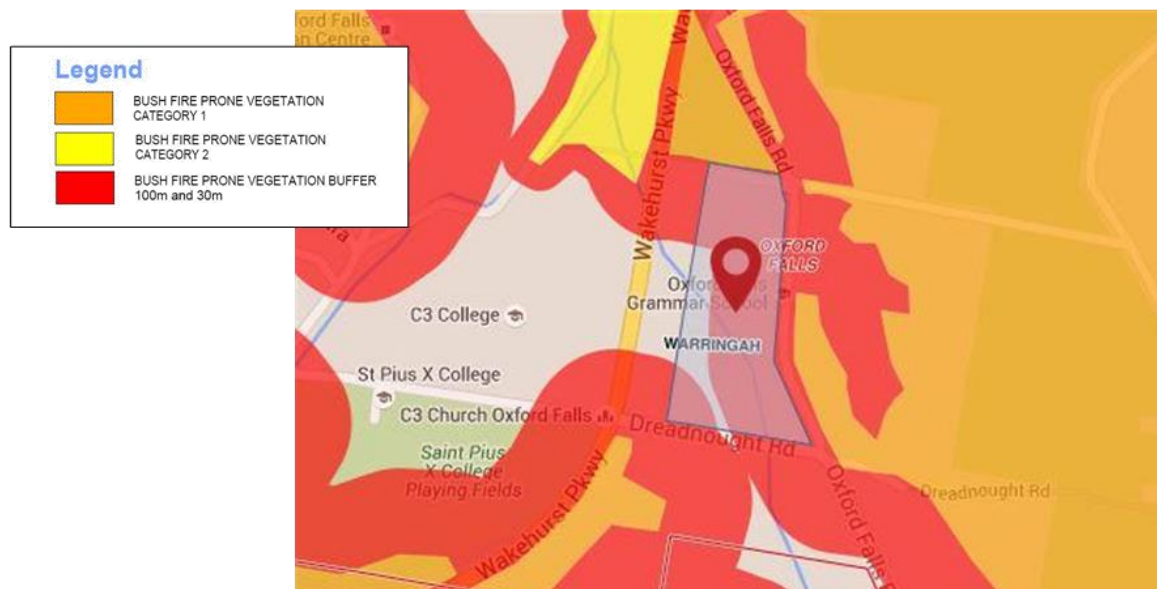


Image 01: Extract from Warringah Council's Bushfire Prone Land Map



Image 02: Aerial view of the subject area

Bushfire Assessment: Land Adjoining Oxford Falls Grammar School

161340c

Slope Analysis:

The slope that would most significantly affect fire behaviour within the hazard must be assessed for at least 100 metres from the proposed development site. The slope was measured onsite using an inclinometer and verified from topographic imagery of the area.

The results are as follows:

- 0 degrees and up slope within the hazard to the north
- >5 degrees up slope within the hazards to the east
- 0 – 5 degrees down slope within the hazard to the west

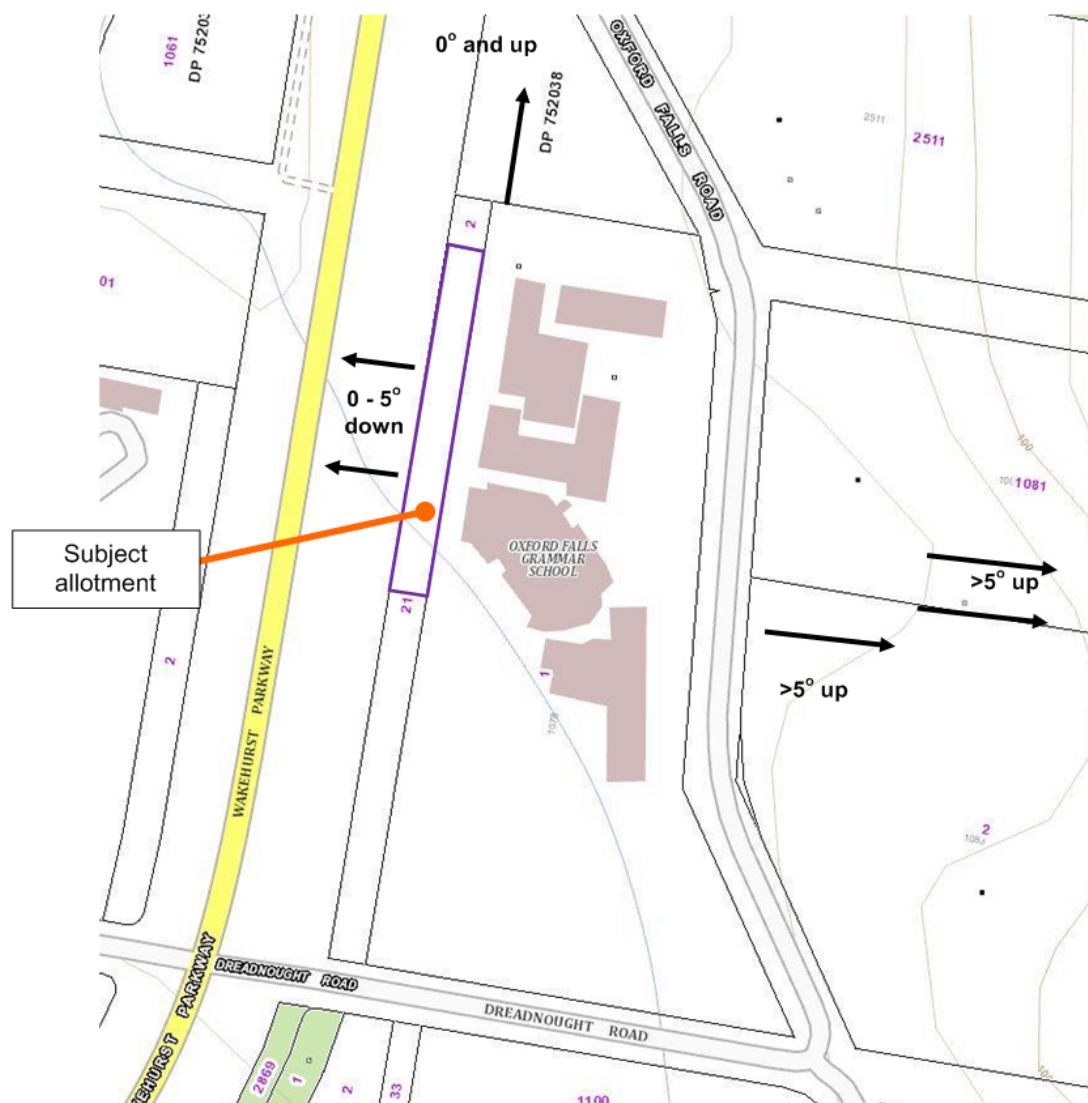


Image 03: Extract from Land and Property Management Authority Spatial Information Exchange

Bushfire Assessment: Land Adjoining Oxford Falls Grammar School

161340c

Vegetation Identification:

The predominate vegetation within the subject site around the existing buildings was found to consist of maintained lawns and gardens.

The vegetation identified as being the hazard is to the north within a large vegetated allotment, east within vegetated private allotments and west of the subject site within Wakehurst Parkway road reserve.

The vegetation posing a hazard to the north and east (close) was found to be >2 metres in height consisting of Banksias and Wattles and scattered eucalyptus. The vegetation further to the east was determined to be Forest however this isn't the highest bushfire impact from this aspect. For the purpose of assessment under PBP the vegetation to the north and east was determined to be Tall Heath.

Following our onsite inspection and review of aerial photography we are of the opinion that due to the maximum potential fire run being <50 metres we are of the opinion that the vegetation to the west can be considered a remnant hazard.

Asset Protection Zones:

Asset Protection Zones for new Special Fire Protection Purpose (SFPP) development are determined from Table A2.6 of PBP or bushfire design modelling achieving a radiant heat impact of no more than 10kW/m² at the closest point of the available building footprint.

The minimum required Asset Protection Zones for new SFPP development were determined to be 45 metres to the north and east (closest hazard), 60 metres east (furthest hazard) and 40 metres to the west.

The planning proposal will not alter the available Asset Protection Zones for the School. The Asset Protection Zones are already enforced by previous approvals to be managed as an Inner Protection Area and are subject to a Vegetation Management Plan.

Fire Fighting Water Supply:

An internal hydrant system is available throughout the site. Further to this existing in ground hydrants are available along Oxford Falls Road and surrounding streets.

The existing water supply is considered adequate for the replenishment of attending fire services.

Property Access:

Clear access to the property is available from existing road infrastructure. Persons seeking to egress from the subject property will be able to do so freely from the internal road system and along existing road infrastructure. Similarly, fire services will have free access to the School via the internal road system. Fire crews can access the hazard via Oxford Falls Road, Wakehurst Parkway or neighbouring allotments.

A Bush Fire Evacuation Plan is in place for the School and has been prepared in accordance with the NSW Rural Fire Service guidelines for emergency management plans.

The existing access provisions are considered adequate and will not be altered as part of this development.

Viable Construction Method:

The aim of Planning for Bush Fire Protection – 2006 is to use the NSW development assessment system to provide for protection of human life (including firefighters) and to minimise impacts on property from the threat of bushfire.

No building works are taking place as part of this planning proposal.

No construction provisions have therefore been recommended as part of this assessment.

Recommendations

Asset Protection Zones

1. That all grounds within the subject site continue to be maintained in accordance with an Inner Protection Area as detailed in Appendix 2 of Planning for Bush Fire Protection 2006 and the NSW Rural Fire Service document 'Standards for Asset Protection Zones'

Bushfire Assessment: Land Adjoining Oxford Falls Grammar School

161340c

Conclusion

Given that the property is deemed bushfire prone under Warringah Councils Bushfire Prone Land Map any development would need to meet the requirements or the intent of Planning for Bush Fire Protection – 2006 and of the construction requirements of AS3959 – 2009. The determination of any bushfire hazard must be made on a site-specific basis that includes an assessment of the local bushland area and its possible impact to the subject property.

The planning proposal relates to the reclassification of land adjoining Oxford Falls Grammar School from community to operational.

No building works are taking place as part of this proposal. No construction provisions have therefore been recommended as part of this assessment.

Existing access and water supply are considered satisfactory.

In accordance with the bushfire safety measures contained in this report, and consideration of the site specific bushfire risk assessment it is my opinion that when combined, they will provide a reasonable and satisfactory level of bushfire protection to the subject development and also satisfy both the Rural Fire Service's concerns and those of Council in this area.

I am therefore in support of the development application.

If you have any questions regarding this assessment please contact the undersigned directly.

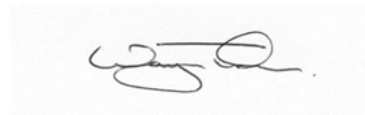
Prepared by
Building Code & Bushfire Hazard Solutions

Reviewed by
Building Code & Bushfire Hazard Solutions P/L



Stuart McMonnies

G. D. Design in Bushfire Prone Areas.
Certificate IV Fire Technology
Fire Protection Association of Australia BPAD – L3 Accredited Practitioner
Accreditation number – BPAD9400



Wayne Tucker

G. D. Design in Bushfire Prone Areas.
Certificate IV Fire Technology
Ass Dip Applied Science
Manager - Bushfire Section
Fire Protection Association of Australia BPAD – L3 Accredited Practitioner
Accreditation number – BPAD 9399



Disclaimer:

Quote from Planning for Bush Fire Protection 2006, 'Any representation, statement opinion, or advice expressed or implied in this publication is made in good faith on the basis that the State of New South Wales, the NSW Rural Fire Service, its agents and employees are not liable (whether by reason of negligence, lack of care or otherwise) to any person for any damage or loss whatsoever which has occurred or may occur in relation to that person taking or not taking (as the case may be) action in respect of any representation, statement or advice referred to above.'

Similarly the interpretations and opinions provided by Building Code and Bushfire Hazard Solutions in regard to bushfire protection are also given in the same good faith.

Copyright:

You may copy, distribute or forward this document to other parties in its original format only. No part of this document including any wording, images, or graphics can be modified, changed or altered in any way without the express permission of Building Code and Bushfire Hazard Solutions Pty. Ltd. (Copyright Act 1968)

Where this document is found to have been altered in any way without the express permission of Building Code and Bushfire Hazard Solutions Pty. Ltd. including any wording, images, or graphics, Building Code and Bushfire Hazard Solutions Pty. Ltd. will not be held liable for any incidental or consequential damages, financial or otherwise resulting from the use of the modified document.

Bushfire Hazard Solutions Pty. Ltd. will if it considers it necessary, seek to advise third parties including authorities of such illegal modifications.

PLANNING PROPOSAL

Wakehurst Parkway Oxford Falls

Reclassification of land from Community to Operational, Lot 21 DP 819277 (Part)

April 2017

Contents

Part 1 – Intended Outcomes	3
Part 2 – Explanation of Provisions	4
Part 3 – Justification	5
Part 4 – Maps	9
Part 5 – Community Consultation.....	11
Part 6 – Project Timeline.....	12
Attachment 1 – State Environmental Planning Policies (SEPPs).....	13
Attachment 2 – Ministerial s.117 directions	14

Part 1 – Intended Outcomes

This planning proposal applies to Lot 21 DP 819277 (Part) as shown in Part 4 (Map 1). The land is owned by Council.

The intended outcome of the planning proposal is to reclassify Lot 21 DP 819277 (Part) Wakehurst Parkway, Oxford Fall from Community land to Operational land under the *Local Government Act 1993* (LG Act)

The land is zoned RE1 Public Recreation under Warringah Local Environmental Plan 2011 (WLEP2011). It is not proposed to change the zoning of the land.

The land, which measures approximately 15m by 133 m, was dedicated to Council in 1992 for the purpose of a Public Reserve as a condition of development consent (DA1990/35) for the development of a new primary and infant's school. The land dedication was for the purpose of a buffer strip to Wakehurst Parkway, preventing access directly onto the road by the adjoining landowner.

In 2005 Council approved the reclassification of the southern part of Lot 21 DP 819277 (area encroached upon by the School oval) from Community to Operational land and a lease to the School to enable Council to generate an income from the underutilised parcel. The reclassification of that land was gazetted in 2008. Council is currently negotiating the sale of that land with the School. The northern section of the lot (the land) remained classified as Community land.

The land is "public reserve" under the LG Act and there is a caveat on the title by the Registrar General forbidding unauthorised dealings in this regard. Should the reclassification proceed, it is intended that this restriction be extinguished to allow the potential future sale of the land.

Oxford Falls Grammar School (the School) has expressed the intention to seek to purchase the land from Council should the Planning Proposal proceed. There is currently no lease agreements in place for the use of the land by the School and no business dealings between Council and the School e.g. agreements in place for the future sale or lease of the land.

If Council resolves to sell the subject land in the future, it will obtain proceeds from the sale of the land. Council's Allocation of Funds Obtained from the Sale of Council Real Property Policy requires funds raised to be used for the acquisition and management of other community land i.e. creation/improvement/embellishment of new or existing assets (land and buildings) in the same category as the original community land, or other community land acquisitions, embellishment or provision of community facilities and projects.

Part 2 – Explanation of Provisions

The proposed amendments to Warringah Local Environmental Plan 2011 are:

- Amend Schedule 4 Part 1 to include reference to the land
- Amend Land Reclassification (Part Lots) Map as follows:

Map Sheet	Map Identification Number
Land Reclassification (Part Lots) Map RPL_007	1800_COM_RPL_007_020_20170222

Part 3 – Justification

Section A – Need for the planning proposal

1. Is the planning proposal a result of any strategic study or report?

No. However, the proposed amendments do not raise any strategic planning issues. Whilst the land is zoned RE1 Public Recreation; it is not suitable for any significant public active open space use. The land is already being used by the Oxford Falls Grammar School (the School) and the LEP amendments would facilitate the potential sale of the land to the School.

In NSW there is a growing demand for student places and this is also likely to be the case in this area. If the land is purchased by the School, it may assist in providing space for future growth.

2. Is the planning proposal the best means of achieving the objectives or intended outcomes, or is there a better way?

Yes. The site is currently classified as community land and therefore, Council is not able to develop, sell, exchange or dispose of the land under the provisions of the Local Government Act 1993. Section 27(1) of the Local Government Act 1993 requires that the reclassification of public land be made by a local environmental plan. A planning proposal for the site is therefore considered appropriate.

Section B – Relationship to strategic planning framework

3. Is the planning proposal consistent with the objective and actions of the applicable regional or sub-regional strategy (including the Sydney Metropolitan Strategy and exhibited draft strategies)?

Yes. A Plan for Growing Sydney: A Plan for Growing Sydney establishes a long-term planning framework to manage Sydney's growth in a sustainable manner and strengthen its economic development whilst enhancing the unique lifestyle, heritage and environment of Sydney.

The following goals and directions apply to the Planning Proposal:

Goal 1: A competitive economy with world-class services and transport.

Plan for Education and Health Services to Meet Sydney's Growing Needs.

Assist the Department of Education and Communities, the Catholic Education Commission and the Association of Independent Schools of NSW to identify and plan for new school sites throughout Sydney.

The proposal will provide a potential opportunity for the School to continue to provide a high standard of education.

The proposal is also considered to be consistent with the draft North East Sub-regional Strategy.

Further to the above the Greater Sydney Commission has now been established and draft District Plans have been released for comment. The draft Plan relative to this area is the Draft North District Plan. The subject site is close to the growth centre focused on the New Northern

Beaches Hospital. With additional population increase there will be a demand for high class educational facilities. The proposal will utilise land that is no longer required for its intended use.

Although the proposal will have no direct implications for student numbers, the additional area will create a better overall environment for the school.

Having regard to the above, the Planning Proposal is considered to be consistent with the draft North District Plan.

4. Is the planning proposal consistent with a council's local strategy or other local strategic plan?

Yes. The Warringah Community Strategic Plan 2023 is the Council's principal forward planning document for the area. The plan identifies six (6) Outcomes (below), two of which are relevant to the proposal:

- _ Vibrant Community
- _ Lifestyle and Recreation
- _ Healthy Environment
- _ Connected Transport
- _ Liveable Neighbourhoods
- _ Working Together

The outcomes relevant to the Planning Proposal are discussed below:

1. Vibrant Community

The School is an important part of the local community. The ability for the school to formally use the subject land will assist in it maintaining a high standard of education. The sharing of some school facilities with the broader community is currently being discussed with Council.

2. Working Together

The proposal will provide an example of public and private enterprises working together to create an outcome that is of benefit to the local community in terms of expanded school facilities and the potential for community use of school facilities.

5. Is the planning proposal consistent with applicable State Environmental Planning Policies?

Yes. The Planning proposal is consistent with applicable State Environmental Planning Policies (SEPPs) as shown in Attachment 1). The two SEPPs of main relevance to this planning proposal are:

SEPP	Consistency
SEPP 55 Remediation of (contaminated) Land	The site is unlikely to have been used for any purpose that would cause contamination.
SEPP (Infrastructure) 2007	The provision of this SEPP has no direct relevance to the proposed changes to the LEP. It is noted that under this SEPP land adjoining an existing school can be used in association with the school use. The subject land adjoins Oxford Falls Grammar School.

6. Is the planning proposal consistent with applicable Ministerial Directions (s.117 directions)?

This including:

Yes. The planning proposal is consistent with applicable Ministerial s.117 directions (as shown in Attachment 2). Of particular relevance to the proposal are:

s117 Direction	Requirement	Comment
4.3 Flood Prone Land	<p>1) The objectives of this direction are:</p> <p>(a) to ensure that development of flood prone land is consistent with the NSW Government's Flood Prone Land Policy and the principles of the Floodplain Development Manual 2005, and</p> <p>(b) to ensure that the provisions of an LEP on flood prone land is commensurate with flood hazard and includes consideration of the potential flood impacts both on and off the subject land.</p>	<p>Part of Lot 21 is traversed by a watercourse which may be subject to flooding.</p> <p>However this land is already zoned RE1 and the planning proposal will not alter the potential for flood risk.</p>
4.4 Planning for Bushfire	<p>1) The objectives of this direction are:</p> <p>(a) to protect life, property and the environment from bush fire hazards, by discouraging the establishment of incompatible land uses in bush fire prone areas, and</p> <p>(b) to encourage sound management of bush fire prone areas.</p>	<p>The subject land is subject to bushfire threat. A report assessing the impact of this threat has been prepared by the applicant and is attached.</p>
6.1 Approval and Referral requirements	<p>1) The objective of this direction is to ensure that LEP provisions encourage the efficient and appropriate assessment of development.</p>	<p>This direction applies as the proposal requires an amendment to the Warringah LEP 2011. The planning proposal is consistent with this direction, in that it will not introduce any provisions that require any additional concurrence, consultation or referral.</p>
6.2 Reserving Land for Public Purposes	<p>(1) The objectives of this direction are:</p> <p>(a) to facilitate the provision of public services and facilities by reserving land for public purposes, and</p> <p>(b) to facilitate the removal of reservations of land for public</p>	<p>This direction applies as the proposal requires an amendment to the Warringah LEP 2011.</p> <p>The planning proposal is consistent with this direction as it makes land available that is no longer required for public purposes.</p>

	purposes where the land is no longer required for acquisition.	
--	--	--

Section C – Environmental, social and economic impact

7. Is there any likelihood that critical habitat or threatened species, populations or ecological communities, or their habitats, will be adversely affected as a result of the proposal?

No. The land is predominantly mowed lawn and is being used by the School as an extension of its grounds. This use is currently unauthorised but has been carried on for some years. An on-site detention system is also located under the land and serves the school. There is no intention to undertake any works on the land as part of this proposal.

8. Are there any other likely environmental effects as a result of the planning proposal and how are they proposed to be managed?

No. The land is predominantly mowed lawn and there is no intention to undertake any works. As indicated in the Bushfire Report included in the planning proposal, the land can be appropriately managed to mitigate bushfire risk.

9. Has the planning proposal adequately addressed any social and economic effects?

The proposal will not have any negative social or economic effects. The reclassification of the land to operational will increase its ability to be used for a purpose that will create a social and economic benefit.

The proposal will not result in the loss of any land actively used for public recreation. The proposal will facilitate the use of the land for recreation in association with the adjoining school use.

Section D – State and Commonwealth interests

10. Is there adequate public infrastructure for the planning proposal?

Yes. The proposal does not increase the development potential of the site as it will remain open space.

11. What are the views of state and Commonwealth public authorities consulted in accordance with the Gateway determination?

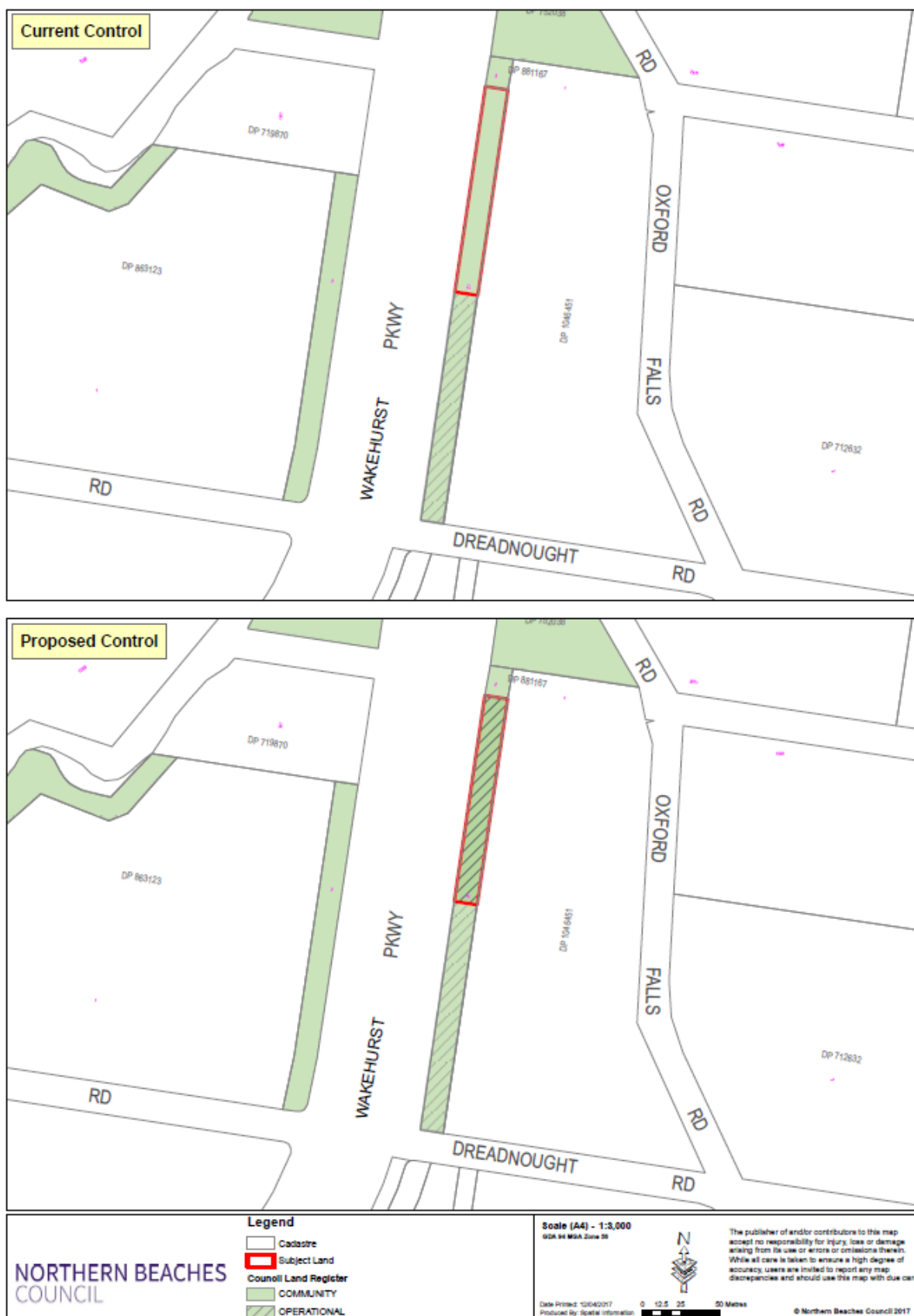
Under the Gateway process the views of State and Commonwealth public authorities are not known until after the initial Gateway determination. This section of the planning proposal will be completed following consultation with those public authorities nominated by the Gateway Determination.

Part 4 – Maps

Map 1 – Site Identification Map



Map 2 – Current and Proposed Controls



Part 5 – Community Consultation

Council placed the applicant's planning proposal on non-statutory public exhibition in accordance with Council's adopted Community Engagement Policy from 4 March 2017 to 18 March 2017 (2 weeks). Notification included:

- A public notice in the Manly Daily notifying of the public exhibition on 4 March 2016
- Letters to land owners and occupiers were not sent out as the land adjoins Wakehurst Parkway and Oxford Falls Grammar School who are the applicants of the planning proposal. Landowners within 100 metre radius will not be affected by the reclassification of the land.
- Electronic copies of the exhibition material on Council's website
- Hard copy of the exhibition material was placed at Civic Centre, Dee Why
- Email to registered community members who have listed their interest on Council's Community Engagement Register for the former Warringah local government area

10 submissions were received in response to the public exhibition period. Council's response to the submissions is contained within the attached Council report of 26 April 2017. Key issues raised included protecting the environment, widening Wakehurst Parkway, keeping the buffer between Wakehurst Parkway and the school and selling off Council land.

There have been no matters raised of such significance that should prevent the proposal proceeding to Gateway determination.

The Gateway determination will confirm the public consultation that must be undertaken. It is recommended that the following government agencies be consulted:

- Roads and Maritime Services (RMS)
- NSW Rural Fire Service (RFS)

Part 6 – Project Timeline

Task	Anticipated timeframe
Referral to Department of Planning & Environment for Gateway determination	May 2017
Issue of Gateway determination	June 2017
Government agency consultation (if required)	July – August 2017
Public exhibition period	July – August 2017
Consideration of submissions	September 2017
Report to Council	November 2017
Submit planning proposal to the Department of Planning & Environment for determination	December 2017

Attachment 1 – State Environmental Planning Policies (SEPPs)

SEPPs (as at March 2017)		Applicable	Consistent
1	Development Standards	Yes	Yes
14	Coastal Wetlands	No	N/A
19	Bushland in Urban Areas	Yes	Yes
21	Caravan Parks	Yes	Yes
26	Littoral Rainforests	No	N/A
30	Intensive Agriculture	No	No
33	Hazardous and Offensive Development	Yes	Yes
36	Manufactured Home Estates	No	No
44	Koala Habitat Protection	Yes	Yes
47	Moore Park Showground	No	N/A
50	Canal Estate Development	Yes	Yes
52	Farm Dams and Other Works in Land and Water Management Plan Areas	No	N/A
55	Remediation of Land	Yes	Yes
62	Sustainable Aquaculture	Yes	Yes
64	Advertising and Signage	Yes	Yes
65	Design Quality of Residential Apartment Development	Yes	Yes
70	Affordable Housing (Revised Schemes)	Yes	Yes
71	Coastal Protection	No	N/A
	Sydney Regional Environmental Plan (Sydney Harbour Catchment) 2005	No	N/A
	(Affordable Rental Housing) 2009	Yes	Yes
	(Building Sustainability Index: BASIX) 2004	No	N/A
	(Exempt and Complying Development Codes) 2008	Yes	Yes
	(Housing for Seniors or People with a Disability) 2004	No	N/A
	(Infrastructure) 2007	Yes	Yes
	(Integration and Repeals) 2016	No	No
	(Kosciuszko National Park – Alpine Resorts) 2007	No	N/A
	(Kurnell Peninsula) 1989	No	No
	(Mining, Petroleum Production and Extractive Industries) 2007	Yes	Yes
	(Miscellaneous Consent Provisions) 2007	Yes	Yes
	(Penrith Lakes Scheme) 1989	No	N/A
	(Rural Lands) 2008	No	N/A
	(State and Regional Development) 2011	Yes	Yes
	(State Significant Precincts) 2005	Yes	Yes
	(Sydney Drinking Water Catchment) 2011	No	N/A
	(Sydney Region Growth Centres) 2006	No	N/A
	(Three Ports) 2013	No	N/A
	(Urban Renewal) 2010	No	N/A
	(Western Sydney Employment Area) 2009	No	N/A
	(Western Sydney Parklands) 2009	No	N/A

Attachment 2 – Ministerial s.117 directions

Directions		Applicable	Consistent
1	Employment and Resources		
1.1	Business and Industrial Zones	No	N/A
1.2	Rural Zones	No	N/A
1.3	Mining, Petroleum Production and Extractive Industries	Yes	Yes
1.4	Oyster Aquaculture	No	N/A
1.5	Rural Lands	No	N/A
2	Environment and Heritage		
2.1	Environment Protection Zones	Yes	Yes
2.2	Coastal Protection	No	N/A
2.3	Heritage Conservation	Yes	Yes
2.4	Recreation Vehicle Areas	Yes	Yes
2.5	Application of E2 and E3 Zones and Environmental Overlays in Far North Coast LEP's	No	N/A
3	Housing, Infrastructure and Urban Development		
3.1	Residential Zones	Yes	Yes
3.2	Caravan Parks and Manufactured Home Estates	Yes	Yes
3.3	Home Occupations	Yes	Yes
3.4	Integrating Land Use and Transport	Yes	Yes
3.5	Development Near Licensed Aerodromes	No	N/A
3.6	Shooting Ranges	No	N/A
4	Hazard and Risk		
4.1	Acid Sulfate Soils	Yes	Yes
4.2	Mine Subsidence and Unstable Land	No	N/A
4.3	Flood Prone Land	Yes	Yes
4.4	Planning for Bushfire Protection	Yes	Yes
5	Regional Planning		
5.1	Implementation of Regional Strategies	No	N/A
5.2	Sydney Drinking Water Catchments	No	N/A
5.3	Farmland of State and Regional Significance on the NSW Far North Coast	No	N/A
5.4	Commercial and Retail Development along the Pacific Highway, North Coast	No	N/A
5.5	Development in the vicinity of Ellalong, Paxton and Millfield (Cessnock LGA) (Revoked 18 June 2010)	No	N/A
5.6	Sydney to Canberra Corridor (Revoked 10 July 2008 See amended Direction 5.1)	No	N/A
5.7	Central Coast (Revoked 10 July 2008. See amended Direction 5.1)	No	N/A
5.8	Second Sydney Airport: Badgerys Creek	No	N/A
5.9	North West Rail Link Corridor Strategy	No	N/A
5.10	Implementation of Regional Plans	No	N/A
6	Local Plan Making		
6.1	Approval and Referral Requirements	Yes	Yes
6.2	Reserving Land for Public Purposes	Yes	Yes
6.3	Site Specific Provisions	Yes	yes
7	Metropolitan Planning		
7.1	Implementation of A Plan for Growing Sydney	Yes	Yes
7.2	Implementation of Greater Macarthur Land Release Investigation	No	N/A

