

2011-2021 Disability Action Plan Outterside Centre Abbotsford Point



**The Sydney High School
Foundation Inc**

Prepared by iAccess Consultants

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Foreword

In September 2011 the Sydney High School Foundation Inc resolved to formalise a Disability Action Plan (DAP) for The Outterside Centre located at 5 Teviot Avenue, Abbotsford Point in Sydney.

The Outterside Centre is a sporting, educational and cultural facility for the Sydney Boys High School. In particular, the boathouse and other facilities are used for the school's rowing program. In addition to providing facilities for Sydney Boys High School, the Foundation is developing additional rowing programs and uses of the facility to be delivered to the wider community.

The decision to develop this Disability Action Plan has arisen as part of a development program to expand the services offered at the Centre and provide equitable and dignified access to the Outterside Centre for all current and future users of the site.

In addition the development of this Disability Action Plan is linked to the Rowing Australia Disability Action Plan developed in 2006 where the Adaptive Rowing¹ Program² has been developed.

The focus of this 2011-2021 Disability Action Plan is directed primarily at the provision of accessible facilities provided at the Outterside Centre. The provision of the services within the Outterside Centre will be developed separately.

A key component of the development of this Plan has been the consultation with the members of the Foundation and the audit of facilities.

This Plan provides a framework for the continuing development, provision and review of services to students, individuals and community groups who may have disabilities. The Plan strives to build opportunities to support the participation by persons with disabilities based on principles of inclusion and reasonable adjustment, in line with annual priority planning and budgetary resources.

This Plan may be viewed as a corporate facility plan for the programmed upgrading of the Outterside Centre to meet the Disability (Access to Premises – Building) Standards 2010 requirements.

I am pleased to endorse the 2011-2021 Disability Action Plan to you.

Geoffrey Andrews

Chairman

The Sydney High School Foundation Inc

¹ http://rowingaustralia.com.au/dev_adaptive-rowing.shtml

² Adaptive Rowing provides athletes with a physical or intellectual impairment the opportunity to be active on the water, get involved in a fun and friendly club environment, and participate in a variety of competitions from club regattas through state and national championships to world championships and Paralympic games.

Adaptive Rowing is integrated into the main rowing program in Australia and internationally. It was introduced as a Paralympic sport at the 2008 Beijing Paralympics and therefore provides athletes with the opportunity to achieve at the highest level. Australia has a good record in Adaptive Rowing winning five gold, three silver (including one Paralympic silver medal) and two bronze medals since the sport was introduced to the World Rowing Championships in 2002.

Rowing Australia has entered into an agreement with the Australian Paralympic Committee (APC) to establish and develop a Paralympic Preparation Program (PPP). Rowing Australia's PPP is managed through the Adaptive Rowing High Performance Plan with the establishment of structured programs and selection requirements to optimise Australia's opportunity to win medals at the Paralympic Games.

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Background



Figure 1 Outterside Centre as viewed from the river

The Sydney High School Foundation Inc was established in 1986 and is responsible for the management of various facilities used by Sydney Boys High School including the Fairland Pavilion and the McKay Playing Fields located in Centennial Park and the Outterside Centre located at 5 Teviot Avenue, Abbotsford Point.

The Outterside Centre was built in two stages, in 1986 and 1996, on the site of the previous Sydney Boys High School boatshed and training facility and provides the following facilities:

Boathouse facilities including workshops

Boat storage

Kitchen and dining facilities

Conference and education areas

Gymnasium space

Dormitory Accommodation for 50 persons

The Foundation business plan for the Outterside Centre has scheduled to develop new sports and team building programs together with an expanded school rowing program and the Rowing Australia Adaptive Rowing Program to be operated from this venue.

Development Applications have been prepared to address this development in use and for the upgrade of facilities.



Figure 2 View of the boat storage and the workshop

Our Mission

To provide first class facilities for the rowing programs provided by Sydney Boys High School and to deliver additional rowing based programs and other sports and community facilities for the general public and community organisations.

Our Vision

To provide first class facilities for the programs undertaken at the Outterside Centre and to intensify the use of the venue by delivering first class sports programs and community facilities.

Commitment to Persons with Disabilities

The Foundation is committed to providing facilities that are barrier free to persons with disabilities so that they may pursue their individual goals within an environment which promotes equal opportunity for all.

The Foundation seeks to eliminate and prevent discriminatory practices, either direct or indirect, that hinders or limits the ability of individual to participate in the sport of rowing.

The Foundation is committed to supportive and inclusive practices that accommodate and reflect the needs of individuals based on common sense, negotiated actions and outcomes.

Compliance with Legislation

The Commonwealth Disability Discrimination Act 1992 seeks to eliminate, as far as possible, discrimination against persons with disabilities.

Under Section 22 of the DDA, it is unlawful for an education authority to discriminate against a person on the ground of a person's disability or a disability of any associates of that person.

Under Section 23 of the DDA, It is unlawful for a person to discriminate against another person on the ground of the other person's disability by refusing to allow the other person access to, or the use of, any premises that the public or a section of the public is entitled or allowed to enter or use (whether for payment or not).

The Disability Standards for Education 2005 were formulated under the Disability Discrimination Act and clarify the obligations of education and training providers to ensure that students with disabilities can access and participate in education without experiencing discrimination. The Foundation is committed to meeting its requirements as set out in the Standards.

Development Applications

The Foundation has prepared development applications to be lodged with the Council addressing the use of the premises including the works necessary for compliance with the new Disability (Access to Premises – Building) Standards 2010.

It is intended that the building works proposed by these development applications be budgeted and staged according to demand and available funding.

As indicated it is the intention of the Foundation to widen the services and products offered to general community groups.

Frameworks and Outcomes

This Disability Action Plan has been structured to address the following outcomes:

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

The 2011-2021 Disability Action Plan sets out goals and strategies for implementation by the Foundation over the next 10 years. This process allows for priority areas to be identified and targeted as key information and feedback occurs for the duration of the plan.

The Plan will be reviewed annually and priority action areas for each 12 month cycle will be agreed to by the DAP Committee at the initial Committee meeting each year.

The DAP Committee will report to the Chairman of the Foundation at the end of each year identifying met targets. Any shortfall between target and performance will be incorporated into the action areas for the following 12 month cycle.

Promotion of the DAP

This 2011-2021 Disability Action Plan is to be promoted to the students of Sydney Boys High School via the school's website³ and to the wider community on the Sydney High School Foundation Inc. website⁴.

Key Objectives and Strategies of the DAP

This section describes in detail:

- Key objectives of this DAP
- Describes the strategies and actions to achieve each objective, and
- Clearly designates responsibility for achieving each of the goals described

Outcome Area One: Access to Facilities

- Access to Facilities
- Access to information about facilities

Outcome Area Two: Promoting inclusion and participation in the community of persons with a disability

- Non Academic Activities

Outcome Area Three: Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

- Awareness & Education

³ <http://www.sydneyboyshigh.com/>

⁴ <http://www.shsfoundation.org.au/>

A. Reducing barriers to persons with a disability accessing goods, services and facilities

Access to Facilities: The Foundation is committed to taking all reasonable steps in making all reasonable adjustments to ensure equal access to facilities for persons with disabilities

Strategy	Action	Responsibility
Access to premises and facilities for persons with disabilities is improved according to annual plans and budget constraints	Undertake an accessibility audit to identify and prioritise areas for improvement.	Chairman, Outterside Centre Management Committee
	Undertake an accessibility audit to identify and prioritise areas for improvement at the end of each 12 month cycle of the 10 year DAP	Chairman, Outterside Centre Management Committee
	Ensure reasonable access is provided for persons with disabilities including:	Chairman, Outterside Centre Management Committee
	a) Provision of signage advising the accessible provisions of the site at the boundary point where a communication point is located at boundary of property with the on-site manager	Chairman, Outterside Centre Management Committee
	b) Construction of an accessible parking space in accordance with the requirements of AS2890.6	Chairman, Outterside Centre Management Committee
	c) Due to the topography of the site, establishment of a set-down zone area for persons with disabilities at the foot of the driveway	Chairman, Outterside Centre Management Committee
	d) Construction of a new access-way to the first floor, sized to take the future installation of a stair platform lift for use by persons with a disability	Chairman, Outterside Centre Management Committee
	e) Construction of any new stairways in accordance with the requirements of AS1428.1:2009. Particular attention is to be given to the detail of stair nosing and handrail details. Tactile Ground Surface Indicators TGSI's to be installed in accordance with AS1428.4.1.	ManChairman, Outterside Centre Management Committee
	f) Provision of safety signage and demarcation barriers within the boatshed / workshop areas	Chairman, Outterside Centre Management Committee
g) Provision of safety signage and demarcation barriers to kitchen areas	Chairman, Outterside Centre Management Committee	

Access to Facilities: The Foundation is committed to taking all reasonable steps in making all reasonable adjustments to ensure equal access to facilities for persons with disabilities

Strategy	Action	Responsibility
	h) Provision of a unisex accessible toilet (USAT) and shower facility in accordance with the requirements of AS1428.1:2009 to the first floor.	Chairman, Outterside Centre Management Committee
	i) Provision of a unisex accessible toilet (USAT) and shower facility in accordance with the requirements of AS1428.1:2009 to the ground floor.	Chairman, Outterside Centre Management Committee
	j) Provision of an accessible lift designed to AS1735.12 and the Disability (Access to Premises – Buildings) Standard 2010.	Chairman, Outterside Centre Management Committee

Access to Information: Prospective visitors to the site are able to access easily information of the accessible features of the site

Strategy	Action	Responsibility
Students, general public and corporate organisations are able to access information on access to these premises	Post this Disability Action Plan on the websites of Sydney Boys High School and the Sydney High School Foundation Inc.	Chairman, Outterside Centre Management Committee
	Expand the facility booking sheet to include any special needs requirements.	Chairman, Outterside Centre Management Committee
	Upgrade the Outterside Centre website to include information on the facilities available for persons with disabilities. This information is to include maps, procedures for accessing the site, directional information and access from public transport adjacent to the site	Chairman, Outterside Centre Management Committee
	Upgrade the websites for Sydney Boys High School, the Sydney High School Foundation Inc and the Outterside Centre to include W3C practices.	Chairman, Outterside Centre Management Committee
	In conjunction with the Sydney Boys High School enrolments officer, identify at the beginning of the year if any students enrolled in the school who will be participating in the rowing program have any accessible needs and provide them with the information necessary to access the Outterside Centre.	Chairman, Outterside Centre Management Committee

B. Promoting inclusion and participation in the community of persons with a disability

Participation by persons with a disability		
Strategy	Action	Responsibility
Encourage participants to disclose any accessible needs at the time of enrolment or registration for programs.	Work with school enrolment officers to ascertain the access needs required by students. For programs provided as part of the community and corporate based programs, develop a comprehensive questionnaire to be completed at the time of registration.	Chairman, Outterside Centre Management Committee
	Develop access information on the Outterside Centre website. Format is to be W3C compliant. (The World Wide Web Consortium (W3C) is the main international standards organization for the World Wide Web (abbreviated WWW or W3))	Chairman, Outterside Centre Management Committee
Participants with disabilities are provided with specialist / adaptive equipment to meet their needs.	Work in conjunction with Rowing Australia to ascertain funding for the purchase of special needs equipment.	Chairman, Outterside Centre Management Committee

C. Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Awareness and education		
Strategy	Action	Responsibility
All staff are made aware of their obligations under the Disability Discrimination Act 1992	Promotion of this DAP	Chairman, Outterside Centre Management Committee
	Provide disability awareness training to existing staff and include information on this DAP in new staff induction training.	Chairman, Outterside Centre Management Committee
	Update staff with new developments and milestones as they occur, by email and intranet.	Chairman, Outterside Centre Management Committee

Awareness and education		
Strategy	Action	Responsibility
Inclusion and participation of students with disabilities is promoted to the student population.	Promote this DAP through the student intranet.	Chairman, Outterside Centre Management Committee
	Provide disability access information to all Sydney Boys High School students.	Chairman, Outterside Centre Management Committee
	Provide a feedback forum for continuous improvement.	Chairman, Outterside Centre Management Committee

Monitoring, Review and Reporting

The Chairman, Outterside Centre Management is primarily responsible for implementing the 2011 - 2021 Disability Action Plan and for disseminating information and feedback gathered through the consultative process to DAP Committee members.

The Chairman, Outterside Centre Management will:

- Maintain a monthly Project Team action sheet on the activities undertaken and the completion of tasks in accordance with prescribed timelines.
- Report to the DAP Committee 3 times per year at DAP Committee meetings on the progress and completion of tasks/actions it is responsible for. Any identified implementation problems or changes to key areas for action by the Project Team will be reported to the DAP Committee for consideration and action.
- Regular updates on the implementation of the 2011 - 2015 Disability Action Plan will be posted on the Sydney Boys High School intranet for staff and students.

The DAP Committee is responsible for monitoring and reviewing the completion of actions and responsibilities as described in the key areas targeted for review. The DAP Committee, based on reports and feedback from the project team will:

- Discuss and review the progress of the Disability Action Plan in meeting its yearly targets and will use this information to revise priority target areas, modify implementation strategies and develop goals for inclusion in the next 12-month cycle of the Plan.
- Report to the Chairman after each of the committee meetings on the progress and implementation of the Plan.

A final review of this Disability Action Plan will be formulated by October 2021 and forwarded to the Chairman of the Foundation. It is anticipated that this final report will form the basis of the 2021 - 2031 Disability Action Plan.

Communication Plan

This represents the communication plan for the launch of the 2011-2021 Disability Action Plan and activities planned for the first 12 month implementation cycle.

STRATEGY	RATIONALE	TIMELINE	RESPONSIBILITY
Undertake access audit	Confirm requirements for site	August 2011	Foundation
Announce implementation of DAP	Inform Staff	Term IV 2011	Foundation
Mail out to prospective community groups and corporate organisations of DAP	Inform all users and potential users of the facility of the DAP	Term IV 2011	Foundation
Finalise Development Applications and lodge with Council	Obtain development consent for two separate Development Applications relating to alterations and additions, and a change of use	Term IV 2011	Foundation
Undertake construction of access ramp to first floor. Installation of platform stair lift to be staged	Provide improved access to the activities of the first floor	Term II 2012	Foundation
Undertake construction of USAT facilities to both levels	Provide USAT facilities to the Centre	Term II 2012	Foundation
Installation of signage for set-down areas and demarcation of the workshop areas	Provide safe areas for the designated accessible set-down areas	Term II 2012	Foundation
Upgrade of websites	Decimate accessible information available at this site to the wider community.	Term II 2012	Foundation
Staff Training	Enhance awareness of issues DDA relating to Equal opportunity and the DDA	Term II 2012	Foundation
Register the 2011-2021 Disability Action Plan with HREOC	Public statement of the Sydney High School Foundation Inc. commitment to the Disability Action Plan. Lodgement with HREOC to be promoted widely to the members of the Foundation.	Term IV 2011	Foundation