

BUNDANON TRUST

DISABILITY ACTION PLAN 2015 -18



Dance Workshop led by Dean Walsh, Dorothy Porter Studio, Bundanon 2013

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1. VISION

“To maintain an active partnership with disabled artists, audiences and providers, locally and nationally, that fosters respect and understanding and encourages engagement with Bundanon’s programs.”

2. OUR VALUES

Bundanon Trust acknowledges that disabled people enrich the arts and contribute to the vitality of our shared cultural experience. We want to work alongside people with a disability and we want all people, regardless of their ability, to access our facilities and to participate fully in our programs.

3. INTRODUCTION

Bundanon’s Disability Action Plan (DAP) outlines actions to be taken by the Trust to engage with disabled people and providers, both on the NSW South Coast and nationally.

Bundanon Trust has a commitment to sharing the Trust properties and collection with people with disability and to removing barriers to their participation in our arts, education and land management programs.

Bundanon Trust has a strong track record of working with people with mental, physical and intellectual disabilities, their carers and their representatives, from across Australia and in the Shoalhaven, including those with acquired injuries.

The Trust is committed to raising staff awareness, facilitating access and providing specialist programs for people with disability

In order to effectively monitor the DAP’s implementation, measurable performance indicators are specified against all initiatives. The DAP will be reviewed annually to monitor its ongoing relevance.

4. OUR BUSINESS

Gifted to the nation in 1993 by Arthur and Yvonne Boyd, Bundanon is situated on 1,100 hectares of bushland along the Shoalhaven River, on the South Coast of NSW. The organisation operates on two sites: Riversdale (Arthur and Yvonne Boyd Education Centre) and Bundanon (artist in residence complex and Bundanon Homestead).

Bundanon preserves the natural and cultural heritage of its sites and supports arts practice and engagement with the arts through its residency, education, research, exhibition and performance programs.

5. THE PLAN

OBJECTIVE 1 Employment and Staff Development

Bundanon is committed to promoting understanding of the needs of people with disability to staff, volunteers and visitors and to training its staff and volunteers in appropriate disability protocols.

Bundanon is a small organisation (22 Equivalent Full Time staff members) which encourages applications for employment from people with disability. At the moment Bundanon Trust has no staff with a disability.

Objective 1	Action	Timeline	Performance Indicator
1.	Develop in-house <i>Disability Protocols and Policies</i> .	June 2015	Policy completed and included in internal policies and procedures manual.
2.	All new staff and volunteers are made aware of <i>Disability Protocols and Policies</i> during initial induction and orientation.	Ongoing	Implemented
3.	Conduct periodic refresher sessions on <i>Disability Protocols and Policies</i> with all staff.	Every twelve months, or as required	Implemented

OBJECTIVE 2 Accessibility

Bundanon is committed to providing fully accessible premises for all its audiences, particularly its residential students and artists.

Bundanon is custodian of fourteen buildings currently listed as Indicative on the National Heritage Register. Only four of the buildings are open to the public and the largest of these is fully accessible (the Arthur and Yvonne Boyd Education Centre). The majority are not compliant with the Disability Discrimination Act (through The Disability (Access to Premises – Buildings) Standards 2010 as they are small scale, predominantly nineteenth century, structures with limited scope for alteration.

One of Bundanon's Artist in Residence apartments (Fern) has been audited by Accessible Arts and refurbished to enable physically disable users to occupy the accommodation and working studio. Its kitchen and external access points are also shared with Freedman Studio, potentially enabling two studios to be occupied by artists with disabilities. The Dorothy Porter Dance Studio is also fully accessible.

Objective 2	Action	Timeline	Performance Indicator
1.	Complete new ramp & veranda infrastructure at the AIR complex to enable greater accessibility.	June 2015	Ramps and veranda complete.
2.	All new built infrastructure included in the Masterplan to be designed to be fully accessible.	Project ongoing	New architectural designs are fully accessible.

OBJECTIVE 3 Community Partnerships

Bundanon actively engages with the disability sector through arts and education programs. This is achieved by working closely with disabled people and community based disability providers and national disability advocacy organisations.

Objective 3	Action	Timeline	Performance Indicator
1.	Build on Bundanon's existing disability sector network through liaison with local community groups and organisations.	Ongoing	Increased contacts available to Bundanon
2.	Introduce disabled artists in residence to local disability sector community representatives.	Implemented & Ongoing	Introductions initiated.
3.	Provide Outreach programs to people with disability, including students and community members.	Implemented & Ongoing	Minimum of four programs developed per year
4.	Provide modified and specific education programs and workshops for disabled school students to increase access and participation.	Implemented & Ongoing	Provided to all residential school groups
5.	Maintain relationships with disability sector representatives locally, state-wide and nationally.	Implemented & Ongoing	Ongoing liaison
6.	Promote the inclusion of people with disability through website, and social media.	Implemented & Ongoing	Ongoing communications

OBJECTIVE 4 Arts Development and Participation in the Arts

Bundanon will promote access to its arts programs for those with a disability, as audience members and as arts practitioners, and strive to provide appropriate facilities and activities.

Objective 4	Action	Timeline	Performance Indicator
1.	Audit facilities for visitor and residential access and identify barriers to participation.	By June 2015	Audit undertaken

2.	Develop a plan to address access issues.	By Dec 2015	Actions incorporated into the Total Asset Management Strategy
3.	Maintain links to advocacy bodies for disabled artists and engage disabled artists in residency, teaching and performance opportunities where appropriate.	Ongoing	Annual residencies and paid engagement of artists
4.	Provide opportunities for disabled community members and school children to interact with artists and, where possible, for them to undertake skills and arts development workshops.	Implemented & Ongoing	Two opportunities per year (minimum)
5.	Promote the inclusion of disabled artists and communities through the website, social media and print collateral.	Implemented & Ongoing	Communication four times annually (minimum)

6. MONITORING AND EVALUATION

Bundanon Trust will review its Disability Action Plan (DAP) with all staff annually and will report annual updates and revisions to the Board.