

BLAYNEY | CABONNE | ORANGE

Disability Inclusion Action Plan

2017-2021



CABONNE COUNCIL



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The Cabonne Disability Inclusion Action Plan was adopted by Cabonne Council on the 13 June 2017

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Date	31 March 2017
Document name	Cabonne DIAP
Version	Cabonne V3

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Message from the Mayors

Our three Councils are working together to build a strong and equitable community that is accessible and inclusive of everyone.

We want our region to be a community that provides equal opportunity for people with disability so that they may access opportunities as other residents do, and enjoy the benefits of living and working in our region.

For these reasons, it is our pleasure to present the Blayney Cabonne Orange Disability Inclusion Action Plan (DIAP) 2017-2021.

The aim of the plan is to ensure that local services, facilities and programs provided by Councils are as inclusive as they can be. Consultations have been held across our communities, with a particular focus on identifying priorities by having conversations with people with disability, their families, carers and service providers.

We have recognised that 'people with disability' does not refer to a readily identifiable group, but to a wider community who may need support to fully participate in our society. This support might be needed for a short time, or throughout their lives.

Three individual action plans have been developed, each focusing on the needs of one local government area. These plans relate to how we:

- develop and construct our environment;
- provide information and services;
- support employment opportunities; and
- promote positive community attitudes and behaviours toward people with disability.

Planning for inclusion and access is a core component of our planning responsibilities, and the DIAP will be aligned with and reported on by the individual council Community Strategic Plans.

Blayney, Cabonne and Orange Councils are pleased to work with the New South Wales Government to improve access and inclusion for people with disability, and look forward to all members of our communities enjoying opportunities to participate in social, economic and community life.



**Cr Scott Ferguson
Mayor**

Blayney Shire Council



**Cr Ian Gosper
Mayor**

Cabonne Shire Council



**Cr John Davis
Mayor**

Orange City Council

1 Overview

“to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and promote respect for their inherent dignity”¹

In 2014 the NSW Government enacted the *Disability Inclusion Act* (DIA). Local Government is required by the DIA to undertake disability inclusion action planning by 1 July 2017. In order to meet this commitment, Blayney, Cabonne and Orange Councils came together in 2016 committed to a collaborative approach to the disability action planning process.

Collectively, the three local government areas are committed to providing accessible villages, towns and a city for everyone regardless of ability now and into the future.

This will be achieved by building on the work currently undertaken by the councils through:

- » an ongoing dialogue with people with disability
- » improved access to public services and facilities
- » increased awareness and understanding of access and inclusion issues both within councils and the wider community

The Disability Inclusion Action Plan will set the framework, actions and priorities for councils over the next four years.

Structure of the Disability Inclusion Action Plan

The *Disability Inclusion Action Plan* documents the planning process and includes the following sections applicable to all three local government areas:

1. Background – of the process including the statutory framework
2. Demographic Context- for the three areas as well as state and national statistics
3. Developing the Plan – community engagement process undertaken

Sections 4 and 5 have been tailored for the individual councils.

4. Community Strategic Plan - overview of individual council plans identifying the broad objectives that support the *Disability Inclusion Action Plan*.
5. Strategies and Actions – outcomes driven and tailored for each of the councils

¹ United Nations (2006). Convention on right for people with disabilities.

2 Background

“We need to open our senses to the sense of others”²

The purpose of the *Disability Inclusion Action Plan* is to effectively identify actions that deliver on the diverse needs of people with disability in our community.

The rights of people with disability to access services and facilities is fundamental to the disability inclusion process. In 2008, the Australian Government committed to implementing the United Nations (UN) Convention on the Rights of Persons with Disabilities “to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”³

Subsequently the Commonwealth Government prepared a *National Disability Strategy* (NDS) 2010–2020 setting out a 10-year national plan for improving life for Australians with disability, their families and carers.

In 2014 the NSW Government enacted the *Disability Inclusion Act* (DIA). The DIA requires local councils to prepare disability inclusion action plans to deliver on the diverse needs of people with disability in the community as part of their Integrated Planning and Reporting Framework.

The hierarchy is illustrated in the figure below.

Disability inclusion focus areas

The NSW Government's Disability Inclusion Plan identifies four key focus areas, nominated by people with disability as being of primary importance in creating an inclusive community.

1. Developing positive **attitudes and behaviour**
2. Creating **liveable communities**
3. Supporting access to meaningful **Employment**
4. Improving access to services through better **systems and processes**

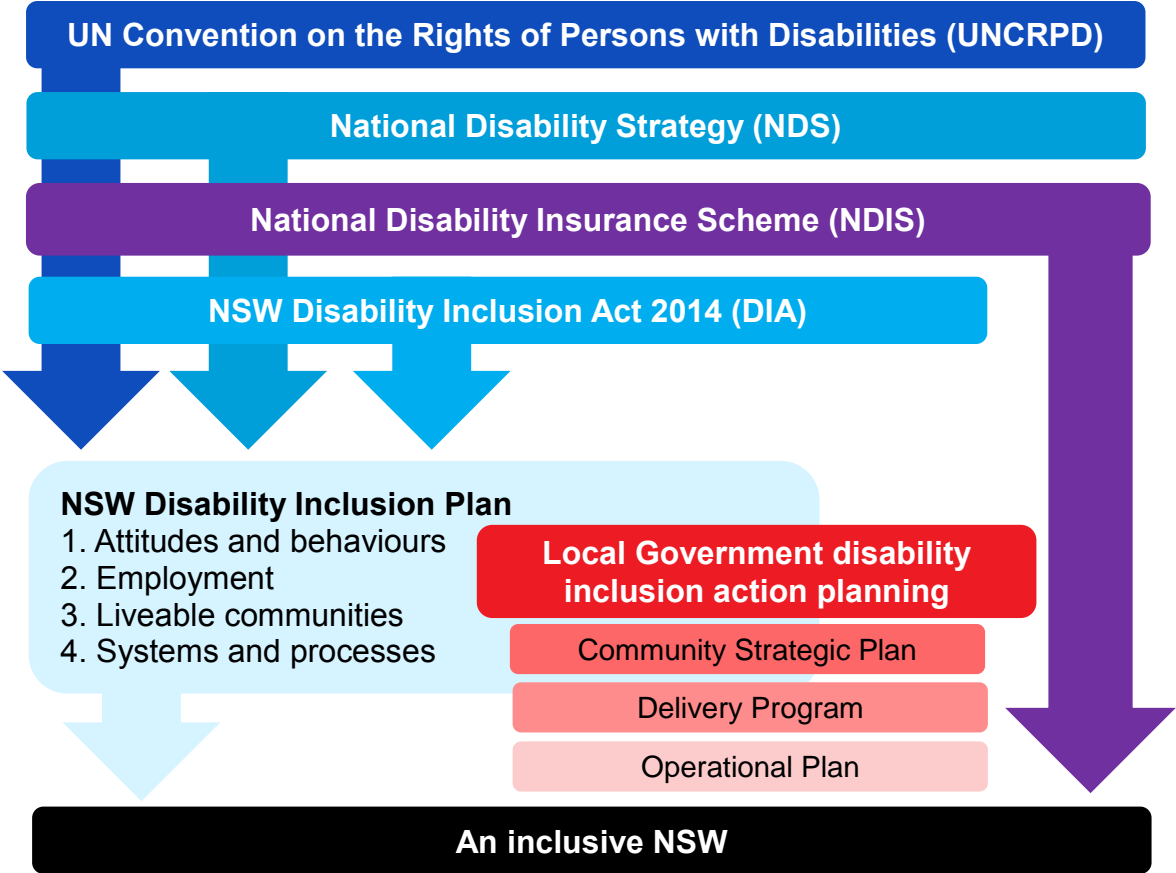
The DIAP has been prepared under the guidelines established by the division of Local Government having regard to the legislative context. The three councils worked closely to develop a consultation strategy that enabled both targeted and broader stakeholder and community engagement.

The plan sets out a series of principles, strategies and actions that will guide Council operations over the next four years. These align with the principles of the DIA, as well as the NSW Government's Disability Inclusion Plan focus areas.

² 2015 Survey of Disability, Ageing and Careers, Australian Bureau of Statistics

³ United Nations (2006), Convention on the Rights of Persons with Disabilities

Figure 1 Relationship between the relevant policy and legislative instruments



Source: Disability Inclusion Action Planning Guidelines Local Government (2015)

3 Demographic Context

“In order to address disability inclusion, we need first acknowledge the diversity and individuality within the community”

Disability takes many forms and recognising it let alone categorising disability is often problematic. There are many different kinds of disability, usually resulting from accidents, illness or genetic disorders. Disability may affect a person’s mobility, communication or learning. It can also affect their income and participation in education, social activities and the labour force.⁴

Our region, for the purposes of the *Disability Inclusion Action Plan* is a collective of the three local government areas of Blayney, Cabonne and Orange. The characteristics of the three areas are similar.

All three areas have an ageing population and in all three areas 2,854 people or 4.9% of the community identify as having a profound or severe disability.

	Orange	Cabonne	Blayney
Total Population	38,055	12,821	6,985
Need for Assistance*	1,876	633	345
% of total	4.9%	4.9%	4.9%

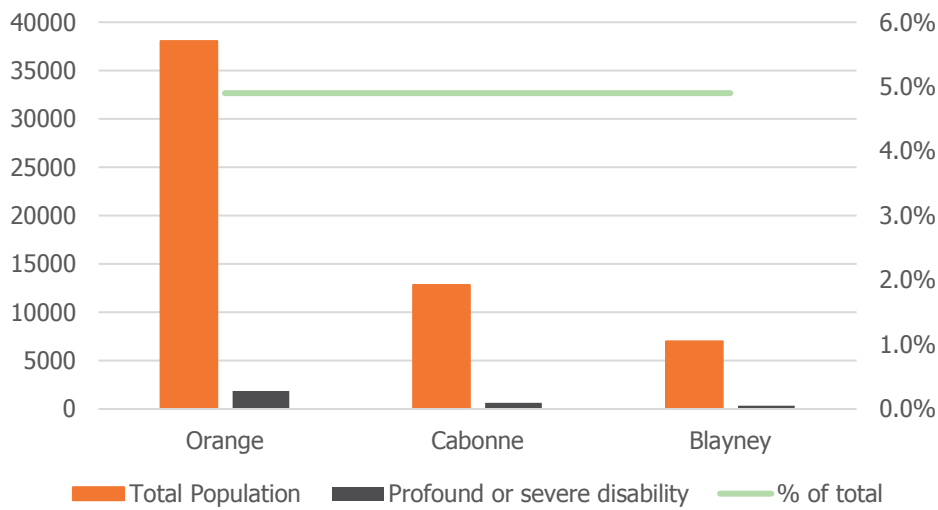
Source: ABS Community Profiles 2011

People with a profound or severe disability are defined as those people needing help or assistance in one or more of the three core activity areas of self-care, mobility and communication, because of disability, a long term health condition (lasting six months or more) or old age.⁵

⁴ 2015 Survey of Disability, Ageing and Carers, Australian Bureau of Statistics

⁵ Australian Bureau of Statistics, *Census Dictionary*, 2011

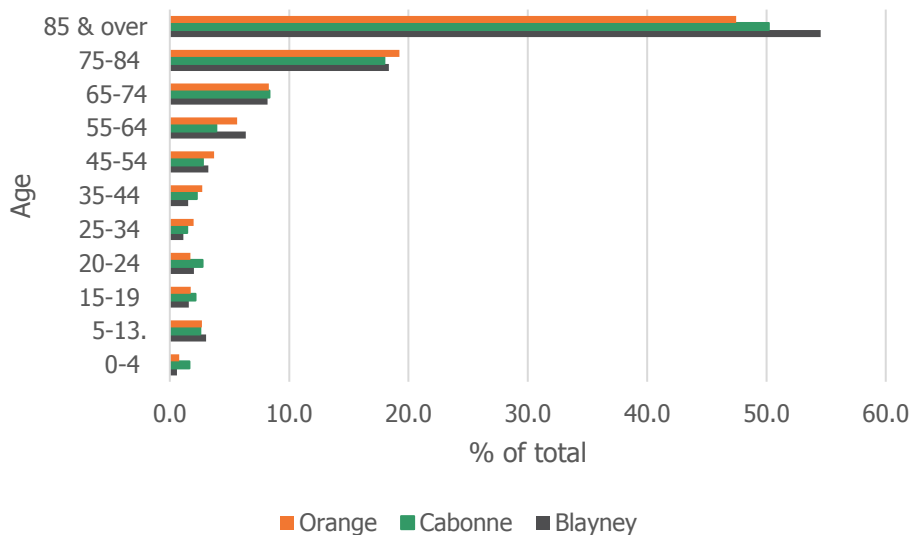
Our Community



Source: ABS Community Profiles 2011

The Disability by Age graph below shows a generally consistent pattern across the region for most age groups, however, Blayney could be considered to have the most people with disability as a proportion of the population. The graph also clearly demonstrates the significant jump to 50% of older people in the community who have a profound disability requiring care.

Disability by Age



Source: ABS Community Profiles 2011

Whilst the statistics help in understanding the prevalence of people who need support in the community, it is acknowledged that the number does not include all people living with and caring for people with disability in the Orange, Cabonne and Blayney communities. National figures for disability compiled by the Australian Bureau of Statistics in the 2015 Survey of Disability, Ageing and Carers, include a broad categorisation of disability.

“a person has disability if they report they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities.”

There are many different kinds of disability, usually resulting from accidents, illness or genetic disorders. Disability may affect a person’s mobility, communication or learning. It can also affect their income and participation in education, social activities and the labour force.⁶



There were **4.3 million** Australians with disability in **2015**



The likelihood of living with disability increases with age, **2 in 5** people with disability were **65 years or older**



Almost **1/3** of people with **disability** had a profound or severe disability

Source: *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics



Around **3 in 5** people with disability* needed assistance with at least one activity of daily life



Around **half** of people with disability used **aids or equipment** to help with their disability



Around **1 in 5** people with disability said their main long-term health condition was a mental or behavioural disorder

*Living in households

Source: *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics

A significant issue for those with disability in our community is discrimination in both access and employment.

While nationally, more than half of those with disability aged 15 to 64 years participated in the labour force (53.4%), it is considerably fewer than those without disability (83.2%).

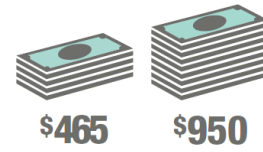
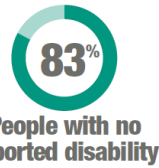
⁶ *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics



People with disability* aged **15-24 years** were **10 times** more likely to report the experience of discrimination than those aged **65 years and over**



53% of people with **disability** participated in the workforce**, compared with **83%** of people with **no reported disability**



The weekly median income** of people with **disability** was **\$465**, which was less than half of those with **no reported disability**

*Living in households

**Labour force and income figures are for persons aged between 15 and 64 living in households

Source: *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics

Statistics demonstrate that we are collectively now living longer. It follows that this will result in an increase in the number of people with profound or severe disability who require help with core activities such as mobility, self-care and communication.

The *Disability Inclusion Action Plan* is not exclusively for the 4.9% or even necessarily the one in five. The community survey results (discussed in **Section 4**) clearly demonstrate a wide range of circumstances in which people find themselves either requiring some degree of assistance or appreciating the good sense of a local shop owner who has installed a ramp.

Breaking down the barriers to inclusion, creating liveable communities, improving access, changing behaviours and attitudes, improving process and providing meaningful employment are the responsibility of us as a community and will benefit everyone.



4 Developing the plan

“I alone cannot change the world, but I can cast a stone across the waters to create many ripples.” Mother Teresa

Community and stakeholder engagement in this process is key. The ideas and contributions of both individuals and groups are invaluable in informing the strategies and actions in the *Disability Inclusion Action Plan*. In developing the plan the three councils, collectively and individually, undertook a range of consultation activities with the community over a nine month period. The consultation was both targeted engaging groups and individuals as well as including a broad approach reaching the wider community through a survey. The aim of the engagement activities was to both raise awareness of the DIAP process and to better address inclusion across all areas of the councils’ operations.

4.1 Community Survey

All three councils published an online survey on their council web page. The survey was provided in both written and pictorial formats and drew responses on a range of key areas. While over 64% of respondents identified as having sight, hearing, intellectual disability or requiring the use of a mobility aid, only 30% considered themselves to have a disability. It follows that over 30% therefore while needing some degree of assistance simply did not identify as having a disability.

Disability Inclusion and Accessibility Survey 2016



Orange City Council, Blayney Shire Council and Cabonne Shire Council are working together to identify issues, barriers and solutions to accessibility in our communities. Access issues affect all of us at some point in our lives. People experience difficulties accessing information, services, buildings, facilities and events on a daily basis.

We would like your thoughts on how to make our communities more inclusive and accessible for everyone who lives or visits here.

Participation is completely voluntary and your responses will be kept confidential and any identifying information will be removed from your responses.

If you have any questions regarding the survey, or would like to participate in additional community consultations on accessibility, please contact your council:

Blayney Shire Council (02 6368 2104)	
Cabonne Shire Council (02 6392 3200)	
Orange City Council (02 6393 8000)	

The survey should take ten minutes of your time.

Thank you in advance - we appreciate your input.



This outcome may be reflective of the general community attitude in terms of what actually constitutes a disability and highlights an attitude that is in itself a barrier.

The community survey addressed the four focus areas and sought to get respondents to rank what they consider the most important issues within these areas. The most important issues are identified under each of the focus area below.

Attitudes and behaviours

- » Integrating staff training on access and inclusion into induction practices
- » Positive images of people with disability in publications and promotion

Community liveability

- » Providing change tables (including adult change tables and hoists) in appropriate locations
- » Improved accessible transport to access services.

Employment

- » Designing roles suitable for people with disability
- » Flexible working hours and locations, and inclusive recruitment processes

Systems and Processes

- » Ensuring workplaces' internal systems and processes are accessible
- » Promoting ways to provide feedback and mechanisms for inclusion and accessibility e.g. Council access advisory committees
- » Ensuring feedback and complaint mechanisms are accessible for people with disability

Other Issues

The survey highlighted a number of other issues;

- » Most of the respondents (74%) were unaware of the existence (or otherwise) of Access Committees. This is a concern, particularly given that Blayney has an active Access Committee and Orange a combined Ageing and Access Committee. As the majority of respondents identified as having some form of disability it follows that they would be more likely than most to be aware of the existence of such a committee or group.
- » Access to businesses was rated as either average, poor or very poor by 70% of respondents with the actual complaint being that some businesses are simply not physically accessible. An example was a bank in Molong.
- » The majority of people agree that accessibility is important and also all agreed that it could be improved

4.1.1 Community Meetings and Stakeholder Engagement

Cabonne and Blayney Councils took the opportunity to raise the issues at specific town/village meetings or forums. Orange undertook targeted stakeholder consultation.

Cabonne

In Cabonne there were targeted meetings in both Molong and Canowindra. The meetings were structured around a series of questions designed to gain specific information about disability inclusion in those particular communities. The outcomes were consistent between the two communities with issues around paths of travel, parking and access to businesses being consistent themes: In meetings at Molong and Canowindra the community identified:

Access

- » Cabonne has numerous accessibility problems relating to footpaths and access to shops

Employment

- » Employment opportunities for people with disability are limited in Cabonne and Council and local businesses should be doing more to assist in this regard

Transport

- » Residents with disability in our smaller towns and villages (Yeoval, Cumnock, Manildra, Cudal, Eugowra, Cargo, Mullion Creek, Nashdale and Borenore) also have the problems of distance from services and facilities and community transport is important there as there are few other public transport options for most people.
- » Eligibility to access community transport needed to be communicated more clearly.

Some suggestions around the Community Transport Service are:

- » Promote the service more widely and ensure that the guidelines are explained;
- » Consider employing a driver to cover some additional times including weekends and earlier start times to allow getting to early medical appointments;
- » Weekend day trips;
- » Remind volunteer drivers not to remain parked in accessible parking spots while a client is in an appointment as this means other vehicles are unable to access the accessible parking;
- » Council consider something similar to 'Uber' or a 'taxi' service to tag onto the Community Transport Service.

Awareness

- » The need to re-constitute the Access Committee;
- » Reminding residents (possibly in a community transport promotion flyer) to not park over footpath access.

In April the Mayor and Director of Engineering from Cabonne Council participated in a gopher ride around Molong to gain an insight into the challenges faced by gopher users.

Blayney

The targeted consultation in Blayney identified the following issues generally consistent with those identified in Cabonne:

- » paths of travel,
- » access to shops, banks, and services,
- » access to transport,
- » Council staff responsible for infrastructure renewal need to be aware of disability and access requirements and consider these early in the planning process,
- » More consultation could happen through the Access Committees,
- » Employment opportunities with councils were lacking.

The community thought that generally more attention was required in the areas of footpaths, accessible toilets and adult change facilities, access at council events, early consultation for council works such as park upgrade and improvements at the design stage.

Orange

Orange City Council undertook specific stakeholder engagement with the following individuals, groups and service providers in September to December 2016.

- » Central West Disability Alliance - Meeting with disability service providers who provide services in Orange and surrounding areas.
- » People with Disability – Life Without Barriers - People with intellectual disability were consulted in a group environment. Staff from Council's Disability Service facilitated the discussion and used the pictorial survey as a guide.
- » People with Disability - Individuals with disability were identified during their attendance at the Central West Disability Expo and invited to attend a DIAP consultation. Attendees had a range of disability including visual impairment, physical disability including mobility, cerebral palsy and intellectual disability. Attendees ranged in age from late teens to forties.

- » People with Disability and Service Providers - A joint consultation was held with service providers and people with disability. Attendees and service providers represented a range of disability including visual, physical and intellectual.
- » People with Disability – Wangarang Industries - People with intellectual disability were consulted in a group environment. Staff from Council’s Disability Service facilitated the discussion and used the pictorial survey as a guide.

4.1.2 Community Reference Group

A Community Reference Group (CRG) was convened to work through the *Disability Inclusion Action Plan* process in conjunction with the councils. The CRG was made up of individuals from each of the three local government areas on an invitation basis having regard to their individual circumstances, diversity and value they could contribute to the process. The Group was involved in a workshop to consider the strategies and actions that could be considered by the councils.

The outcomes of the workshop together with comments received from individuals unable to attend on the day informed the development of the *Disability Inclusion Action Plan*.

The workshop was followed up by a session where the CRG were asked to assist in identifying priorities. In addition to identifying strategies, actions and priorities for the draft document, the issues raised by the group included:

Transport - There was consensus that transport was an ongoing issue in communities that are car dependant and lack access to public transport. Community transport is an essential service and ensuring equitable access to this service is important. Adequate training for drivers and clarification around the funding cap were raised.

Employment - Access to meaningful employment is important nationally and a concern in the Blayney, Cabonne and Orange areas.

Inclusion and Awareness - There was some discussion as to the importance of avoiding singling out individuals or groups as “people with disability” but rather to focus on the contribution they make to the community. Many people with disability are reluctant to associate or be labelled as such and there can be a bias within groups of people with disability. For example, making a distinction between those born with disability and those who were not but now find themselves in that position.

Advocacy – people with disability often find they have no voice in the community and there may be a role for council to provide that. This may be either formal or informal for example, linking people to services or more actively providing assistance in things like writing letters to government.

Accommodation – the lack of suitable accommodation for people with disability, particularly in the smaller towns. The need to provide wheelchair accessible housing (adaptable housing) is important. An example of the “Freedom Housing Complex” as a model was tabled and discussed.

5 Community Strategic Plan

“The communities of Cabonne are caring and supportive. We are country people with country values who are passionate about country living.”⁷

Section 5 and 6 of the *Disability Inclusion Action Plan* have been tailored to relate specifically to the individual councils. While the development of the *Disability Inclusion Action Plan* has been a collaborative process, the operational differences in terms of organisational structure, capacity and resourcing between the three councils have resulted in the development of slightly different deliverables. To provide context to the Strategies and Actions in Section 6, an overview of the relevant Community Strategic Plans is provided for each council.

The *Disability Inclusion Action Plan* has been prepared under the broader umbrella of Cabonne 2025: Community Strategic Plan. The Cabonne 2025 is the primary forward planning document, aligning the community’s vision with a clear strategic direction for the long-term future of Cabonne.



The Cabonne 2025 was developed in consultation with the community, Councillors and Council staff and represents the aspirations of the people who live and work within Cabonne and five directions that will give Cabonne towards that preferred future.

The plan includes a vision for Cabonne which encapsulates the aspirations of the community.

⁷ Cabonne 2025: Community Strategy Plan

Cabonne 2015 – Future Directions

The five future directions that guide the plan are:

1. Connect Cabonne to each other and the world
2. Build business and generate employment
3. Provide and develop community facilities
4. Grow Cabonne’s culture and community
5. Manage our natural resources

There are a series of objectives and strategies under the five broad directions in the Community Strategic Plan that link directly to the *Disability Inclusion Action Plan*. These have been linked to specific actions in the plan in **Section 5** and are identified as follows:

Future Direction 1: Connect Cabonne to each other and the world	
1.1	Strategic Outcome: A safe, efficient and quality urban and rural transport system for vehicles and pedestrians on Council’s local, regional and state road network.
1.3	Strategic Outcome: A range of transport options in to, out of and around Cabonne are affordable and available

Future Direction 2: Build business and generate employment	
2.1	Strategic Outcome: A strong and vibrant local business sector
2.2	Strategic Outcome: Coordinated tourism product and a thriving visitor industry in Cabonne
2.3	Strategic Outcome; Increased viable, sustainable and value adding businesses in Cabonne
2.4	Strategic Outcome: Jobs for Cabonne people in Cabonne

Future Direction 3: Provide and develop community facilities	
3.1	Strategic Outcome: Pre-school, playgroup, childcare and youth facilities are available across the shire
3.2	Strategic Outcome: Health and aged care facilities meet local community needs
3.3	Strategic Outcome: Sporting, recreational, Council and community facilities and services are maintained and developed
3.4	Strategic Outcome: Cabonne has the education services and facilities to be a contemporary learning community

Future Direction 4: Grow Cabonne’s culture and community

4.3	Strategic Outcome: Beautiful towns and villages with historic assets are cared for and preserved.
4.4	Strategic Outcome: events build visitation, generate investment and strengthen community well being
4.5	Strategic Outcome: A Council that is effective and efficient

Future Direction 5: Manage our natural resources

There are no Strategic Outcomes specific to the *Disability Inclusion Action Plan*.

Social Justice and Sustainability

The Disability Inclusion Action Plan is also informed by Cabonne’s Principles of Social Justice and Sustainability Statement. All future directions and strategic outcomes seek to achieve sustainability and aspire for equity, access, participation and equal rights particularly for the disadvantaged and vulnerable within our community.

Social Justice

Equity: Decisions will reflect equality in prioritising and allocating resources

Access: All people should have access to services, resources and opportunities to maintain and improve their quality of life.

Participation: Everyone should have the opportunity to genuinely participate in decisions that affect their lives.

Rights: Equal rights should be established and promoted, with opportunities provided for people from diverse linguistic, cultural and religious backgrounds to participate in community life.

Sustainability

Sustainability describes the integration of environmental, social, economic and governance goals, processes and performances. However, these elements are not always in harmony.

Cabonne Shire has many competing elements and a balance is required to ensure that the environment, agriculture, natural resources, population growth and economic development is considered at a local, state and national level; and that our Shire remains attractive to live in and visit.

6 Strategies and Actions

The following tables have been prepared for Cabonne. While there is significant duplication between the strategies and action amongst the three local councils, operational differences in terms of organisational structure, capacity and resourcing mean that the three councils have developed slightly different deliverables.

Attitudes and behaviours					
Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
1. Raise awareness of the contribution that people with disability make in the community	<ul style="list-style-type: none"> Include positive images of people with disability in general promotional material 	<i>Communication and Media Officer</i>	Social Justice and Sustainability Statement	Increased number of documents including diversity	Ongoing
2. Ensure that customer service staff and other staff who have contact with the community continue to be educated in disability awareness	<ul style="list-style-type: none"> Integrate training on access into Council staff inductions 	<i>Human Resources Section</i>	CSP 4.5	Included in induction training	2017
	<ul style="list-style-type: none"> Provide ongoing training on disability inclusion for front line and customer services staff 	<i>Human Resources Section</i>		Training to be held biennially	Ongoing
3. Increase awareness of working with colleagues with disability	<ul style="list-style-type: none"> Support staff with disability in career development 	<i>Human Resources Section</i>	CSP 4.5	Policy of progression in place that is inclusive	2017
	<ul style="list-style-type: none"> Ensure the workplace is accessible for both staff and visitors 	<i>Senior Management Team</i>	CSP 4.5	All public administration buildings are accessible	Ongoing
4. Work with local disability organisations and community to make events, activities and facilities accessible and inclusive	<ul style="list-style-type: none"> Partner with community organisations and groups to promote events, activities and services 	<i>Economic Development Section</i>	CSP 4.4	Opportunities to partner identified	2017
5. Provide information in a manner and format that is inclusive	<ul style="list-style-type: none"> Liaise with relevant agencies to ensure that Council documents and communications use language and formats that promote inclusion 	<i>Communication and Media Officer</i>	CSP 1.2 & 4.5	Agencies identified and publications are inclusionary	2017

Attitudes and behaviours

Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
6. Engage with local businesses to encourage and support inclusive practices	<ul style="list-style-type: none"> Work with the business community to raise awareness of the importance of inclusion for people with disability 	<i>Economic Development Section</i>	CSP 2.1	Meeting with business group once per year	Ongoing
	<ul style="list-style-type: none"> Work with the business community to recognise businesses that are active in supporting inclusion for people with disability 	<i>Economic Development Section</i>	CSP 2.1 & 2.3	Negotiate for accessibility to be a category in Daroo Business Awards	2017

Create Liveable Communities

Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
1. Improve accessible paths of travel to key destinations	<ul style="list-style-type: none"> Identify the suitability of paths of travel to key destinations including recreation facilities, parks and community facilities 	<i>Engineering and Technical Services</i>	CSP 1.1	Assessment completed	2018
2. Contribute towards liveable and accessible public places	<ul style="list-style-type: none"> Work with local businesses to identify barriers to access and develop opportunities for improvement 	<i>Economic Development Section</i>	CSP 2.1 & 2.3	Barriers identified Options for improvement prepared	2018
	<ul style="list-style-type: none"> Review the availability of street furniture and equipment that is accessible and suitable for placement in the Central Business District 	<i>Engineering and Technical Services</i>	CSP 3.3	Review completed	2018
	<ul style="list-style-type: none"> Promote universal access principles for new and upgraded buildings and facilities in public places 	<i>Engineering and Technical Services</i>	CSP 3.3	Included in public buildings and places as projects are identified	2018
	<ul style="list-style-type: none"> Include access and inclusion as a guiding principle in Plans of Management for community land and provisions within the Development Control Plan Consider the particular needs of children with disability in the design, layout and security of parks and playgrounds 	<i>Environmental Services</i>	CSP 3.3	Planning policies inclusive	Ongoing
		<i>Engineering and Technical Services</i>	CSP 3.1 & 3.3	Playground are safe and inclusive	Ongoing
3. Promote universal access to all Council events within the community	<ul style="list-style-type: none"> Event managers and organisers to include the needs of people with disability in the planning of Council Events. 	<i>Economic Development Section</i>	CSP 4.4	Guidelines produced	Ongoing
	<ul style="list-style-type: none"> Promote disability inclusion in community events and festivals including availability of accessible toilet facilities 	<i>Economic Development Section</i>	CSP 4.4	Promotion of inclusive events by Council undertaken	
4. Continuously upgrade Council's assets to meet legislative requirements for accessibility	<ul style="list-style-type: none"> Complete an audit of all Council public assets to ensure accessibility 	<i>Asset Management Section</i>	CSP 3.3	Audit complete	2018
	<ul style="list-style-type: none"> Identify priorities for upgrading of infrastructure to ensure accessibility 	<i>Engineering and Technical Services</i>	CSP 3.3	Priorities identified	2018

Create Liveable Communities

	<ul style="list-style-type: none"> • Make an annual budget allocation specific to improving access • Liaison with Blayney and Orange Councils to improve access to tourism destinations 	<i>Budget Committee</i> <i>Economic Development Section</i>	CSP 4.5 CSP 2.2 & 4.3	Budget to improve access included in Operational Plan Opportunities for funding identified	Ongoing 2017
5. Improve accessible public toilet facilities and parking	<ul style="list-style-type: none"> • Improve the availability of accessible toilet facilities in Cabonne towns and villages • Research the requirement for specialist aids and equipment for adults with disability in Council facilities including change tables and hoists • Review the location of accessible parking spaces in compliance with Australian Standard • Review, update and promote the location of accessible facilities and parking on Council Map • Consider the needs of people with disability when organising parking for special events particularly where parking is temporary 	<i>Asset Management Section</i> <i>Engineering and Technical Services</i> <i>Engineering and Technical Services</i> <i>Engineering and Technical Services</i> <i>Economic Development Section</i>	CSP 3.3 CSP 3.3 CSP 1.1 CSP 1.1 & 3.3 CSP 1.1 & 4.4	Access reviewed and options identified Investigation completed Review completed Map review and update completed Events include accessible parking	2017 2017 2017 2018 Ongoing
6. Contribute towards programs which aim to increase social inclusion and community connection	<ul style="list-style-type: none"> • Review local disability needs and identify priorities for relevant strategies • Work in partnership to raise awareness of campaigns to promote inclusion throughout the community e.g. the "Just Like You" program in schools • Work in partnership with community organisations to facilitate activities and programs that promote inclusion of people with disability. • Liaise with Blayney and Orange Councils to review the Disability Services Directory to ensure a comprehensive regional focus 	<i>Community Services Section</i> <i>Community Services Section</i> <i>Community Services Section</i> <i>Community Services Section</i>	CSP 3.1, 3.2 & Social Justice and Sustainability Statement CSP 3.4 CSP 3.1, 3.2, & 3.4 CSP 2.2	Review completed Increase in awareness and participation Engagement with partners and activities undertaken Review completed	2018 Ongoing Ongoing 2017
7. Improve and promote community transport options available within the region	<ul style="list-style-type: none"> • Promote local transport options including bus timetables and accessible transport services 	<i>Community Services Section</i>	CSP1.1 & 1.3	Opportunities to promote identified	2017

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	<ul style="list-style-type: none"> Work with community groups to provide education and awareness of community and public transport available 	<i>Community Services Section</i>	CSP 1.1	Information disseminated to community	2018
	<ul style="list-style-type: none"> Work with the local taxi service to improve services for people with disability 	<i>Community Services Section</i>	CSP 1.1 & 1.3	Local taxi company engaged and opportunities for improvement identified	2018
	<ul style="list-style-type: none"> Investigate transport opportunities for children and young people with disability 	<i>Community Services Section</i>	CSP 1.1 & 1.3	Investigation completed	2018

Employment

Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
1. Develop employment opportunities for people with disability	<ul style="list-style-type: none"> Review staff recruitment processes to ensure that information in relation to employment is accessible 	<i>Human Resources Section</i>	CSP 2.4 & 4.5	Review completed	2017
	<ul style="list-style-type: none"> Provide work experience opportunities for students with disability to promote career opportunities in Local Government 	<i>Human Resources Section</i>	CSP 3.4	Opportunities identified and offered	Ongoing
	<ul style="list-style-type: none"> Provide volunteering opportunities that are inclusive 	<i>Community Services Section</i>	Social Justice and Sustainability Statement	Volunteering policy amended to be inclusive	2017

Systems and Processes

Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
1. Ensure accessible and inclusive community engagement across all areas of Council	<ul style="list-style-type: none"> • Include the principles of access and inclusion in Council's service delivery. • Promote Council's implementation of access and inclusion principles through public messages that highlight and recognise the rights and contribution of people with disability in the community • Establish an Access Advisory Committee. 	<i>Economic Development Section</i>	CSP 3.3	Consistency in messaging and communication	Ongoing
		<i>Media Officer</i>	Social Justice and Sustainability Statement	Promotion of the DIAP has been undertaken	Ongoing
		<i>Community Services Section</i>	CSP 4.5, 3.3 & 1.1	Committee established	2017
2. Promote a culture of responsive customer service	<ul style="list-style-type: none"> • Review Council's processes to identify barriers to access to provide effective communication with people with disability 	<i>Finance and Corporate Services</i>	CSP 4.5	Processes reviewed	2018
3. Improve regulatory processes within Council	<ul style="list-style-type: none"> • Utilise the Accessibility Reference Group to provide comment on development applications that relate to public buildings • Promote 'whole of life design' and set an example to the community starting with Council's own facilities) • Internal process to ensure that access is not overlooked when developing new facilities; buildings, parks, playgrounds, footpaths 	<i>Environmental Services</i>	Social Justice and Sustainability Statement	Process in place for Accessibility Reference Group Advisory Committee to review proposals	Ongoing
		<i>Engineering and Technical Services</i>	Social Justice and Sustainability Statement	Whole of life design integrated into development of Council facilities	Ongoing
		<i>Engineering and Technical Services</i>	CSP 3.3	Review of internal process for referral completed	2017

7 Monitoring and Reporting

Council will continue to work towards the creation of an inclusive community. It is a legislative requirement that the process of the *Disability Inclusion Action Plan* is included as part of the Annual Report and sent to the Minister.

A summary of achievements and highlights will be prepared and provided to the NSW Disability Council as required under the *Disability Inclusion Act*.



