

DISABILITY INCLUSION ACTION PLAN

2023-2026



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Message from the Mayors

Blayney, Cabonne and Orange Councils are working together to build a strong and equitable community that is accessible and inclusive of everyone.

We want our region to provide equal opportunity for people with disability so that they may access opportunities as other residents do, while enjoying 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) 2023-2026.

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 through conversations with people with disability, their families, carers, and service providers.

We recognise that the term '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 Delivery and Operational Plans for each council area.

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 Kevin Beatty
Mayor
Cabonne Council



Cr Scott Ferguson
Mayor
Blayney Shire Council



Cr Jason Hamling
Mayor
Orange City Council

Overview

“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.”

In 2014 the NSW Government enacted the Disability Inclusion Act (DIA). The DIA mandated the development of disability inclusion action planning across local councils and the development of a Disability Inclusion Action Plan (DIAP) by 1 July 2017. To meet this commitment, Blayney, Cabonne and Orange Councils agreed to a regional approach through a collaborative disability action planning process.

Collectively, the three local government areas committed to providing accessible villages, towns and a city for everyone, regardless of their abilities, then and into the future.

This is being achieved by building on the work currently undertaken by councils through:

- An ongoing dialogue with people living with a disability or people with a lived experience of disability (you may include their families and carer's).
- Improved access to public services and facilities.
- Increased awareness and understanding of access and inclusion issues, both within councils and the wider community.

Expanding on the achievements of the initial DIAP, the local councils of Blayney, Cabonne and Orange have again come together to partner in a regional approach to continue making our city, towns and villages accessible to all, irrespective of individual abilities.

The Disability Inclusion Action Plan 2023/2026 has set the framework, actions and priorities for Blayney, Cabonne and Orange Councils over the determined review periods.

Structure of the Disability Inclusion Action Plan

The Disability Inclusion Action Plan documents the planning and consultation 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

Section 4 has been tailored for the individual councils.

4. Strategies and Actions – outcomes derived and tailored for each of the councils.

Background

The Disability Inclusion Act 2014 defines disability as:

‘The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.’

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

The rights of people living with a 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.”

Subsequently the Commonwealth Government prepared Australia’s Disability Strategy 2021–2031 which sets out a plan to change the lives of people with disability over ten years.

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 living with a disability in the community as part of their Integrated Planning and Reporting Framework.

Definitions

Disability

The term 'disability' is described in Article 1 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) as follows:

"Disability, in relation to a person, refers to a physical, intellectual, psychological, neurological or sensory condition, which, in interaction with various barriers, may hinder the person's full and effective participation in the community on an equal basis with others."

A disability may be caused by accident, trauma, genetics or disease. It may be temporary or permanent, total or partial, lifelong or acquired, visible or invisible. Australian Network on Disability, 2021, Disability Statistics, accessed 6 September 2021 (www.and.org.au/pages/disability-statistics).

Person with Disability

In Australia, best-practice language is to use "person with disability" or "people with disability". Person-first language is the most widely accepted terminology in Australia. Examples of person-first language include "person who is deaf", or "people who have low vision". Put the person first, and the impairment second (when its relevant). Australian Network on Disability, 2021, Inclusive Language, accessed 6 September 2021 (www.and.org.au/pages/inclusive-language).

Accessible

A person with disability has the right to have access to public places, acquire the same information, engage in the same interactions, and enjoy the same services as a person without disability.

Extract from Federation Disability Access and Inclusion Plan

To be accessible is to ensure that everyone has the right to :

- Access public premises such as offices and shops, footpaths and walkways, hospital and medical facilities, sports venues and swimming pools.
- Travel on public transport, access medical and health services, attend an educational facility and live in a home that meets their needs.
- Read publications, use websites, respond in emergency situations and find out about government policies and programs.

(Australian Human Rights Commission, accessed on 6 September, 2021, www.humanrights.gov.au)

Inclusion

Inclusion is pro-active behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome, understood and respected. Inclusive means everyone regardless of their mental or physical abilities has every opportunity to participate in activities as they choose and be able to participate and contribute meaningfully.

Play by the Rules, 2021, Inclusion and Diversity-What is it? Accessed on 5 September, 2021. (www.playbytherules.net.au).

Everyone should have the right to:

- Be respected and appreciated as valuable members of their communities.
- Participate in recreational; activities in neighbourhood settings.
- Work at jobs in the community that pay a competitive wage and have careers that use their capabilities to the fullest.
- Attend general educational classes with peers from preschool through to higher education and continuing education.

Disability Reform Impacting Inclusion In NSW

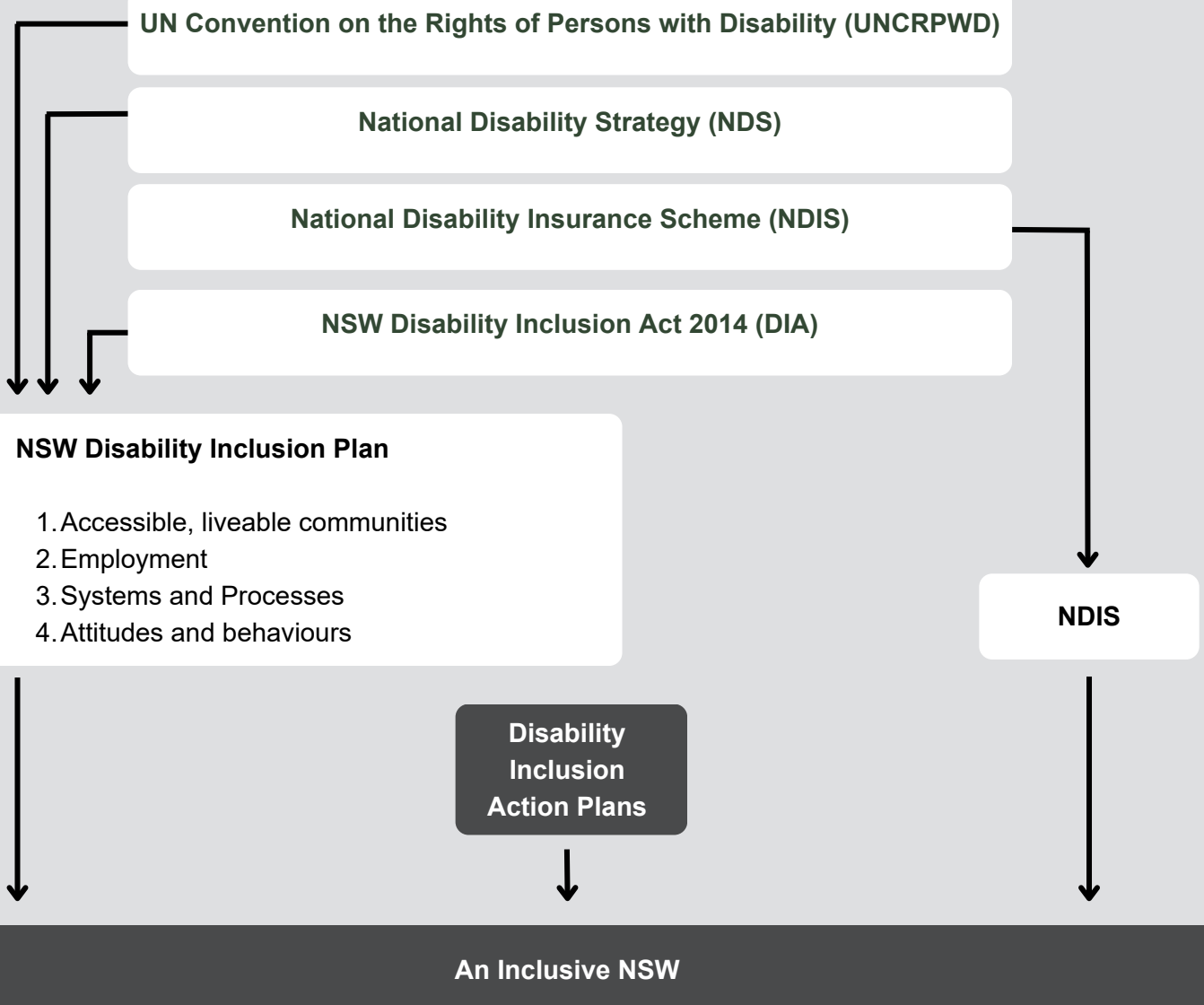


Figure 1: The relationships between the relevant policy and legislative instruments. Source: NSW Disability Inclusion Action Planning Guidelines

Disability Inclusion Focus Areas

The NSW Disability Inclusion Action Planning Guidelines identify four key outcome areas. These key outcome areas guided the disability inclusion action plan community consultation process and formed the structure for the Disability Inclusion Action Plan.

The four key outcome areas are:



Supporting meaningful employment



Development of positive community attitudes and behaviours



Improving access to mainstream services through better systems and processes



Creating liveable communities

The Disability Inclusion Action Plan 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 determined review periods. These align with the principles of the DIA, as well as the NSW Government's Disability Inclusion Plan focus areas.

Demographic Context

“Disability is a difficult concept to measure because it depends on a person’s perception of their ability to perform a range of day-to-day activities.”

This Plan seeks to address all forms of disability, both those reflecting individual limitations and the barriers that our society places which restrict life choices, with a focus on ability.

Our region, for the purposes of the Disability Inclusion Action Plan is the three local government areas of Blayney, Cabonne and Orange.

The characteristics of the three areas are comparable in that each has an ageing population. However, the number of people identifying as needing assistance with core activities does increase in each local government area alongside an increase in population size.

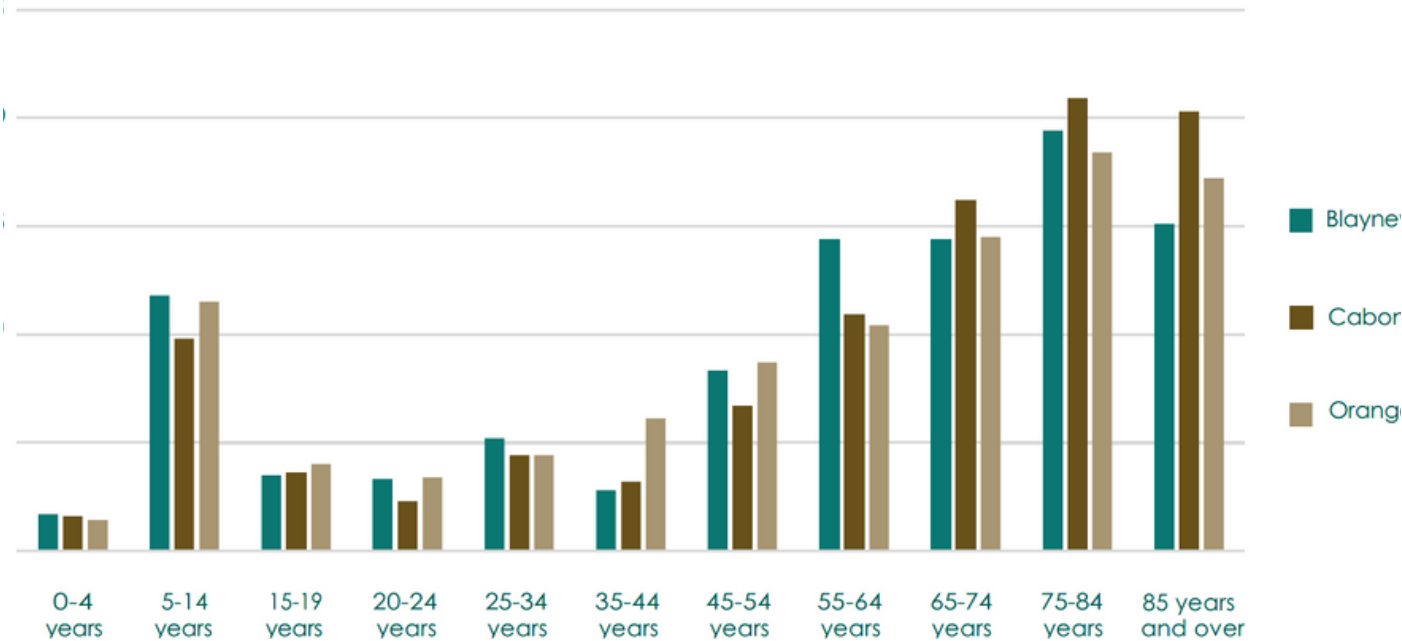
Core Activity Need for Assistance

	Orange	Cabonne	Blayney
Total Population	43,512	13,766	7,497
Need for Assistance	2,701	685	423
% of Total Population	6.2%	5.0%	5.6%

Source: AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing

Core Activity Need for Assistance records the number of people with a profound or severe core activity limitation. People with a profound or severe core activity limitation are those needing assistance in their day to day lives in one or more of the three core activity areas of self-care, mobility and communication because of:

- A long-term health condition (lasting six months or more)
- A disability (lasting six months or more)
- Ageing.



Graph 1: The Core Activity Need for Assistance - Total Percentage By Age
Source: Australian Bureau of Statistics 2018 Survey of Disability, Ageing and Carers, Australia

Graph 1: The Core Activity Need for Assistance - Total Percentage By Age graph shows a generally consistent pattern across the regions for an increase in the need for assistance as we age. The graph also highlights a significant increase in the need for assistance once an individual reaches school age.

While these statistics help to understand the prevalence of people who need support in the community, it is acknowledged that this number does not include all people living with and caring for people with disability in the Blayney, Cabonne and Orange communities.

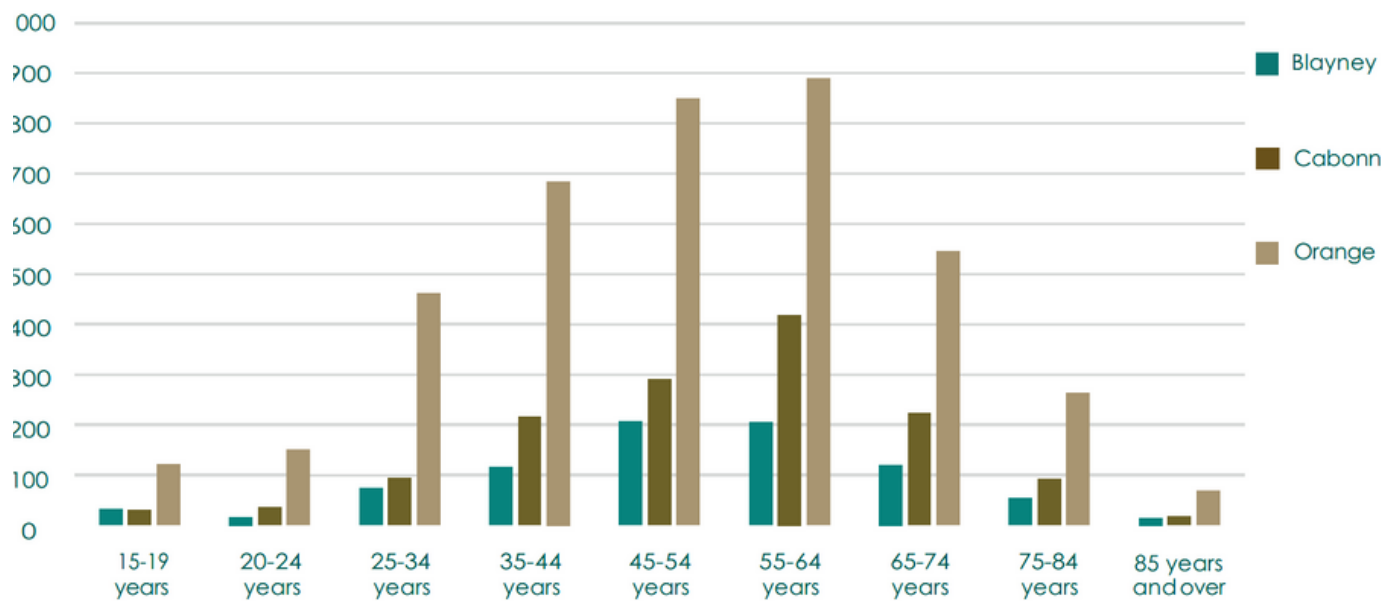
National figures for disability compiled by the Australian Bureau of Statistics in the 2018 Survey of Disability, Ageing and Carers, Australia states:

“The number of people with disability has increased. In 2018, there were 4.4 million people with disability (up from 4.3 million in 2015). Of all people with disability, 1.9 million were aged 65 years and over (up from 1.8 million in 2015):

- Representing almost half (44.5%) of all people living with a disability (up from 41.9% in 2015 and 40.7% in 2012); and
- Reflecting both an ageing population and increasing life expectancy of Australians.

“In 2018, of the 4.2 million Australians with disability (living in households), three in five (59.8% or 2.5 million people) needed assistance with at least one activity of daily life.”

Graph 2: The unpaid assistance to a person with Disability shows the significant number of local residents who fulfil a caring role in the Blayney, Cabonne and Orange communities.



Graph 2: Unpaid assistance to a person with Disability - Total Percentage by Age
Source: Australian Bureau of Statistics 2018 Survey of Disability, Ageing and Carers, Australia

In 2018 there were 4.4 million Australians with disability.



53.7% of all Australians had a profound or severe disability.



The prevalence of disability increased with age - one in two people aged 65 years and over had disability.



Almost one quarter (23.2%) of all people living with a disability reported a mental or behavioural disorder as their main condition.



In 2018, of the 4.4% million Australians living with a disability, over half (53.1%) or 2.3 million) used aids or equipment because of their condition.



Three in five people living with a disability needed assistance with at least one activity of daily life.



* living in households

** people of working age (15-64 years) who were living in households.

Source: 2018 Disability, Ageing and Carers, Australia: Summary of Findings * Australian Bureau of Statistics.

53.4% of people living with a disability* were in the labour force, compared with 84.1% of those without disability.




The median gross personal income of people living with a disability was \$505 per week, less than half (49.7%) than that of people without disability (\$1016 per week).**



One in 10 (9.6%) people living with a disability* aged 15 years and over had experienced discrimination in the previous 12 months because of their disability.





An issue for people living with a disability is discrimination in both access and employment.

“In 2018, 2.1 million people living with a disability living in households were of working age (15-64 years). Of these:

- 53.4% were in the labour force, compared with 84.1% of those without disability.
- 46.6% were not in the labour force, compared with 15.9% of those without disability.”

Statistics demonstrate that we are collectively 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 people who identify as living with a disability. 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 access facilities available to them.

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

3. Developing the Plan

Community and stakeholder engagement has been key in this process. The ideas and contributions of both individuals and groups were invaluable in informing the strategies and actions in the Disability Inclusion Action Plan. In developing the plan the three councils, over a twelve month period, undertook a range of collective and individual consultation activities with the community. The consultation was both targeted, engaging specific disability related groups and individuals, as well as broad, surveying the wider council communities. The engagement activities both raised awareness of the Disability Inclusion Action Plan process and addressed inclusion across all areas of the councils' operations.

3.1 Community Survey Overview

The Disability, Inclusion and Accessibility survey was published on each council's web page. The survey was also provided in a hard copy format and drew responses on a range of key areas.

A total of 30 community and 20 staff surveys were completed online.

A total of 40% of respondents to the online Cabonne Council Community survey identified with the statement 'I find it hard to move around'. In the same survey, 30% identified as someone with a disability and 30% identified as an interested community member.

The community survey addressed the four focus areas and asked respondents to rank what they consider the most important issues within each of these areas. The top three issues identified in the survey were:

Attitudes and Behaviours

- Train staff on access and inclusion
- Hold public events that are accessible and inclusive
- Promote the achievements of people with a disability

Work (Employment)

- Provide accessible workplaces
- Provide flexible working times and places
- Educate other staff

Information and understanding (Systems and Processes)

- Provide information in different formats
- Provide accessible communication options in the workplace
- Provide accessible feedback and complaint processors

Liveable Communities

- Promote 'accessible for all' design
- Provide accessible toilets in all public buildings
- Make community programs and events accessible and inclusive

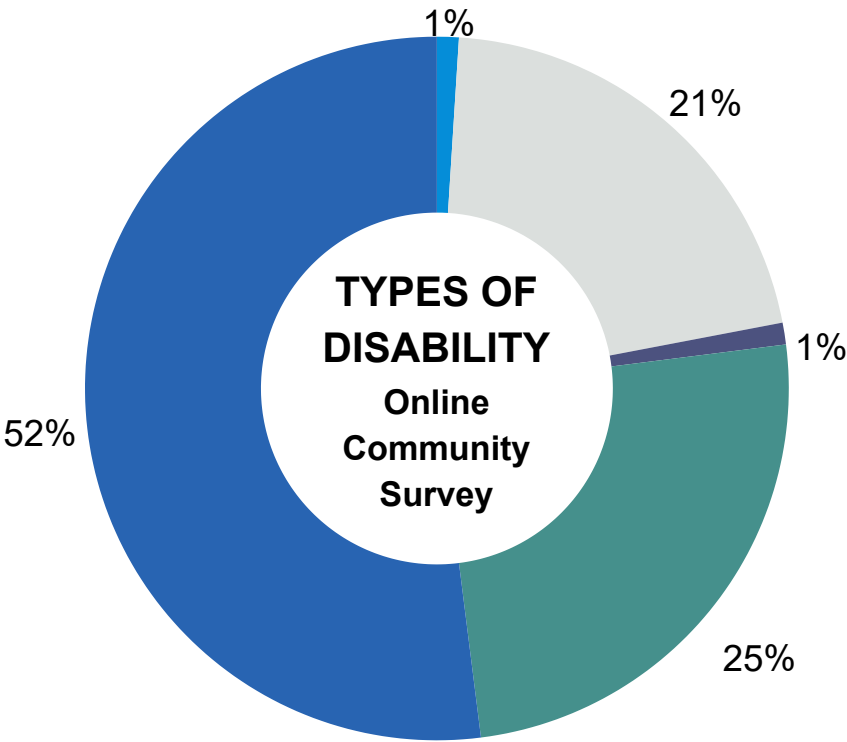
Other Issues

In response to the question 'What worries you when accessing local shops', the top three responses were:

- Steps with no ramps
- Accessible parking
- Toilets

The online community survey asked participants to identify their type of disability. This data assists in providing a knowledge of the types of disability within our communities and guiding council’s considerations for inclusion.

It was noted that approximately 75% of respondents would prefer not to identify their type of disability. Through the 2023-2026 Disability Inclusion Action Plan, it would be council’s aim to better understand the barriers experienced for people with disability.



3.2 Community Consultation and Stakeholder Engagement

Community engagement was held with approximately seventy members of the community in public spaces in Molong, Canowindra and Yeoval. Further community engagement was held in local libraries and at Molong Preschool. A targeted community engagement was undertaken with ten individual carers of people with a disability or additional needs. The engagements were structured around a series of questions designed to gain specific information about how disability inclusion could be improved in those communities.

The community engagement across Cabonne identified the following issues;

- Access to buildings, including paths, accessible parking spaces, toilets and businesses and future planning so that accessibility is everywhere.
- Feeling of inclusion in our communities.
- Workforce opportunities and education about disability for our staff and the community.
- Better and varied ways to communicate and how we send and receive feedback.
- Better access to allied health services for children.
- Better service promotion of the services we do provide.

4. Cabonne Council Strategies and Actions

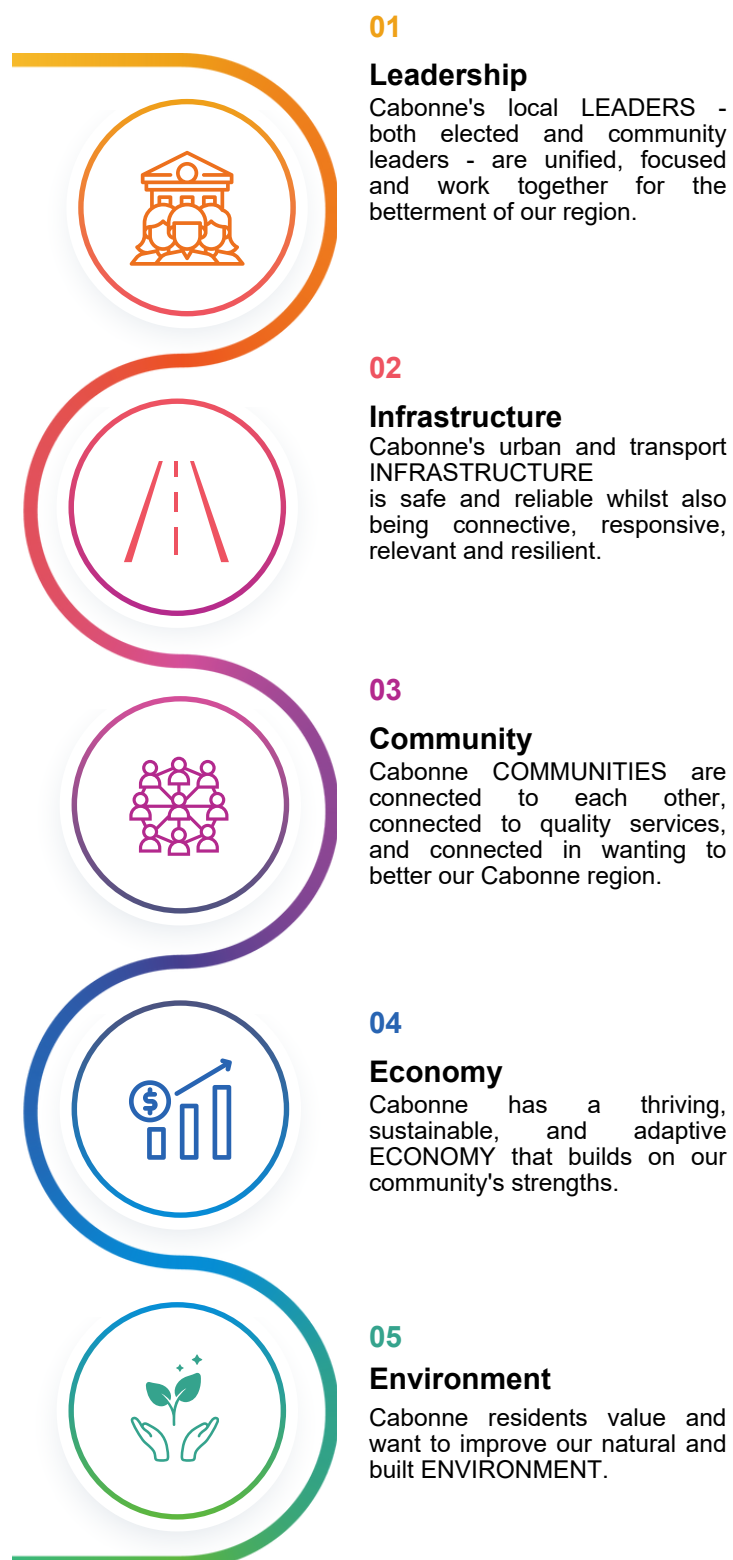
The following tables have been prepared for Cabonne. While there is significant duplication between the strategies and actions amongst the three local councils, operational differences in terms of organisational structure, capacity and resourcing mean that the three councils have developed slightly different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

4. Cabonne Community Strategic Plan

Sections 4 and 5 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 has resulted in the development of slightly different deliverables. To provide context to the Strategies and Actions in Section 5, an overview of the relevant Community Strategic Plan is provided for the individual council, in this case, Cabonne.


The Disability Inclusion Action Plan has been prepared under the broader umbrella of the Community Strategic Plan 2022/2023.


The Community Strategic Plan is the primary forward planning document, aligning the community's vision with a clear strategic direction for the long term future of Cabonne and consists of the following five themes:



Community Strategic Plan Objectives and Strategies

There is 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:

	Strategic Direction 1: Leadership Cabonne's local LEADERS - both elected and community leaders - are unified, focused and work together for the betterment of the region.
1.1	COMMUNITY ASPIRATION: A unified Cabonne demonstrates strong civic leadership from our Council and other government representatives, as well as from our community leaders.
1.2	COMMUNITY ASPIRATION: There is a clear, agreed strategic direction for Cabonne, where we know about major projects, delivery timeframes and local impacts ahead of time so we can plan for and benefit from these.

	Strategic Direction 2: Infrastructure Cabonne's urban and transport INFRASTRUCTURE is safe and reliable whilst also being connective, responsive, and relevant.
2.1	COMMUNITY ASPIRATION: Cabonne's towns and villages have access to a safe and modern active transport network that encourages walking and cycling
2.2	COMMUNITY ASPIRATION: The Cabonne LGA is a digitally connected LGA, with appropriate and reliable mobile and internet connectivity
2.5	COMMUNITY ASPIRATION: Cabonne's community infrastructure enables all residents and visitors to participate in a range of activities



Strategic Direction 3: Community

Cabonne COMMUNITIES are connected to each other, connected to quality services, and connected in wanting to better our Cabonne region.

3.1	COMMUNITY ASPIRATION: Elderly residents can age-well in Cabonne.
3.2	COMMUNITY ASPIRATION: Cabonne's community clubs, groups and organisations are sustainable and provide access to activities for all age groups and abilities.
3.4	COMMUNITY ASPIRATION: Residents feeling connected, safe, valued, and that they are able to contribute to the Cabonne community.
3.5	COMMUNITY ASPIRATION: Cabonne's children have access to childcare and children's services that meet the needs of our local families.
3.7	COMMUNITY ASPIRATION: Cabonne residents have access to a wide range of quality and reliable health services – including in-community access to specialist services.
3.8	COMMUNITY ASPIRATION: Cabonne has a thriving, vibrant arts and culture scene that promotes local endeavour and encourages local participation.



Strategic Direction 4: Economy

Cabonne has a thriving, sustainable, and adaptive ECONOMY that builds on our community's strengths.

4.2	COMMUNITY ASPIRATION: Cabonne has a wide range of affordable and quality housing options that cater to the diverse needs of our community
4.3	COMMUNITY ASPIRATION: Cabonne is recognised as a top tourist destination – with a wide range of offerings, appealing and to a broad audience
4.4	COMMUNITY ASPIRATION: The Cabonne community celebrates what we have to offer through community events that bring people together (locals and visitors alike)
4.5	COMMUNITY ASPIRATION: Cabonne is a leader in attracting and retaining workforce by providing a wide range of employment opportunities, that suits a wide range of skills



Strategic Direction 5: Environment

Cabonne residents value and want to improve our natural and built ENVIRONMENT.

5.1	COMMUNITY ASPIRATION: Cabonne's natural beauty and landscapes – lookouts, rivers, creeks, lakes, parks – are healthy and preserved for the enjoyment of our community and visitors to Cabonne
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1.Attitudes and Behaviours

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
1.1 Raise Awareness of the contribution that people with disability make in the community. <ul style="list-style-type: none"> • CSP 3.4 • CSP 1.1 	1.1.1 Include positive images of people with disability in general promotional material.	<i>Community & Economy</i>	Increased visibility of and awareness of people with disability in Cabonne by including images of people with disability in at least 2 publications.		✓	
	1.1.2 Consultation occurs with all Department Leaders and Executive around development of the Disability Inclusion Action Plan.	<i>Community Services</i> <i>Executive Support Officer</i>	Department Leaders are actively engaged and include considerations around disability in their planning processes.	✓		✓
1.2. Ensure that council staff are educated in disability awareness <ul style="list-style-type: none"> • CSP 3.4 • CSP 1.1 	1.2.1 Integrate awareness training into council staff probation review.	<i>Safety, People & Culture</i> <i>All Department Leaders</i>	New staff are provided with an awareness training module during probation review.			✓
	1.2.2 Provide training on disability inclusion for Leadership and front-line staff.	<i>Safety, People & Culture</i> <i>Community Services</i>	Leadership and front-line workers attend one training session to better support employees in the workplace and council customers.			✓
	<i>Continued over page</i>					

1. Attitudes and Behaviours

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
1.3 Work with local disability organisations and community to make events, activities and facilities accessible and inclusive <ul style="list-style-type: none"> • CSP 4.4 • CSP 5.4 • CSP 3.8 	1.3.1 Partner with community organisations and groups to promote events, activities and services in public spaces.	<i>Community & Economy</i> <i>Community Services</i>	Procedure manual for planning public events in Cabonne and associated risk assessment is provided to all community groups planning events or activities.			✓
	1.3.2 Review and update grant application process to incorporate consideration of accessibility requirements for grant application.	<i>Community & Economy</i>	Grant application procedure is reviewed and includes event accessibility requirements.			✓



2. Employment

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
2.1 Develop employment opportunities for people with disability <ul style="list-style-type: none"> CSP 1.1 	2.1.1 Promote within all advertisements that council encourages people with disability to apply and incorporate both phone and email as contact details.	<i>Safety, People & Culture</i>	Cabonne demonstrates it is an Equal Opportunity employer, through its recruitment advertising.	✓		
	2.1.2 Include identification of disability in the online application process and data collection process.	<i>Safety, People & Culture</i>	Councils online application process is updated to include identification of disability.	✓		
	2.1.3 Amend the scope of the workplace medical process to include assessment on disability.	<i>Safety, People & Culture</i>	Initial workplace medical provides assessment on disability and reasonable workplace modifications.		✓	
	2.1.4 Ensure the workplace is accessible for staff.	<i>Safety, People & Culture</i>	Flexible work practices are implemented and staff with disability are supported if their workplace needs change.		✓	



3. Systems and Processes

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
3.1 Ensure accessible and inclusive community engagements across all areas <ul style="list-style-type: none">• CSP 3.3• CSP 1.1• CSP 4.5• CSP 3.3	3.1.1 Councils Disability Inclusion Action Plan in acknowledged in the Integrated Planning & Reporting documents.	<i>All Department Leaders</i>	DIAP actions are included in relevant Delivery & Operational plans.	✓		
	3.1.2 Promote council’s implementation of access and inclusion principals through public messages that highlight and recognises the rights and contribution of people with disability in the community.	<i>Community & Economy</i> <i>Community Services</i>	The contributions and achievements of people with disability are recognised and celebrated.			✓
3. 2 Promote a culture of responsive customer services <ul style="list-style-type: none">• CSP 2.2• CSP 4.5	3.2.1 Implement a process within councils record management system that captures data on requests and complaints that relate to accessibility and inclusion.	<i>Governance & Corporate Services</i> <i>Innovation & Technology</i>	Council can measure and respond to its community to improve experiences of people with disability through developing a record management process to better capture data.			✓
3.3 Improve regulatory processes with council <ul style="list-style-type: none">• CSP 3.3• CSP 2.5	3.3.1 Promote ‘whole of life design’ and set an example to the community starting with council’s own facilities.	<i>Water Utilities</i> <i>Infrastructure Urban</i>	Whole of life design integrated into development of council’s masterplans for indoor and outdoor facilities.			✓
	3.3.2 Internal process to ensure that accessible equipment is installed when developing new facilities, buildings, parks, playgrounds, footpaths.	<i>Infrastructure</i> <i>Development Services</i>	Council will improve the opportunity for participation to its community and visitors through the widening of four footpaths and two playground upgrades.			✓

3. Systems and Processes

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
<div>3.4 Provide information in a manner and format that is inclusive</div> <div><ul style="list-style-type: none">• CSP 1.2• CSP 2.2• CSP 4.5</div>	3.4.1 Ensure that council documents and communications are provided in two different appropriate formats.	Community & Economy	Council meetings are livestreamed to provide alternative attendance at meetings.		✓	
		Governance & Corporate Services				
		Innovation & Technology	Review of council's website and social media platforms to ensure it conforms with Content Accessibility Guideline levels.			✓
		Finance	Council implements the 'read speaker' function on council's website.	✓		
			Council's customers are provided with two forms of contact with council.	✓		



4. Liveable Communities

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
4.1 Improve accessible paths of travel to key destinations <ul style="list-style-type: none">CSP 1.1CSP 2.2CSP 2.3	4.1.1 Retain and budget for adequate resources and planning to improve and maintain new and existing recreational and community facilities, footpaths and the road network.	Infrastructure Urban	Council infrastructure is managed in accordance with asset management plans, Pedestrian Access Mobility Plan and the footpath expansion program.			
		Infrastructure Transport				✓
4.2 Contribute towards liveable and accessible public spaces <ul style="list-style-type: none">CSP 2.1CSP 3.1CSP 3.2CSP 3.3CSP 3.4	4.2.1 Cabonne Community Centre is available for accessible activities and events.	Community & Economy	Building meets universal design standards and includes hearing loop.			
		Infrastructure Urban		✓		
	4.2.2 Ensure availability of street furniture and equipment that is accessible and suitable for placement in the Central Business District.	Infrastructure Urban	Cabonne Town Activation Plans facilitate inclusiveness for residents and visitors with a piece of accessible furniture across two projects.			
					✓	
	4.2.3 Promote and monitor universal access principles for new and upgraded buildings and facilities in public spaces.	Development Services	Standard ‘Compliance with Commonwealth Disability Act 1992’ condition of consent utilised on development approvals for commercial premises.	✓		
			Provide advice on necessary modifications to ensure existing buildings comply with accessibility standards.	✓	✓	✓

4. Liveable Communities

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
	4.2.4 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>Infrastructure Urban</i> <i>Development Services</i>	Plans of Management and other applicable documentation identify council’s DIAP requirements for considering all community needs.	✓		
	4.2.5 A range of resources are provided at the Cabonne Libraries to meet the diversity of needs in communities.	<i>Community Services</i>	Central West Libraries offers inclusive resources, including large print books, audio books, accessible events and technology.	✓		
4.3 Promote universal access to all events within the community • CSP 3.1 • CSP 4.4	4.3.1 Council provides event managers and organisers a framework to consider the needs of people with disability in the planning of events.	<i>Community & Economy</i>	Council reviews the Procedure Manual for planning public events in Cabonne to ensure it supports consideration of accessibility for people with disability.			✓
	4.3.2 Promote disability inclusion in both council and community events and festivals including availability of accessible bathroom facilities, designated drop of zones and accessible parking areas.	<i>Community & Economy</i>	Council makes the Procedure Manual for planning public documents in Cabonne publicly available.			✓
	Continued over page.					

4. Liveable Communities

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
4.4 Continuously upgrade council’s assets to meet legislative requirements for accessibility <ul style="list-style-type: none">CSP 1.2CSP 2.1CSP 2.2CSP 2.5CSP 3.3CSP 3.8CSP 4.3	4.4.1 Commence a process to undertake an audit of council owned facilities with a focus on accessibility and inclusion.	Infrastructure Urban	Council facilities meet the needs of its entire community through a documented audit process.			✓
	4.4.2 Identify priorities for new and upgrading of infrastructure to ensure accessibility.	Infrastructure Urban	Council undertakes a minimum of two reviews per year of its Infrastructure program to prioritise upgrading of facilities.		✓	
	4.4.3 Make an annual budget allocation specific to improving access.	Finance Community & Economy	Designated budget is identified to improve access included in Operational Plans. Investigate and apply for opportunities for funding that will improve council owned facilities.		✓	✓ ✓
4.5 Improve accessible public toilet facilities and parking <ul style="list-style-type: none">CSP 2.5	4.5.1 Improve the availability of accessible toilet facilities in Cabonne towns and villages.	Infrastructure Urban	Cabonne Town Activation Plans facilitate inclusiveness for residents and visitors by improving toilet facilities in its planned upgrades.	✓	✓	✓
	Continued over page.					

4. Liveable Communities

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
	4.5.2 Review the location and seek funding for the provision of new accessible parking spaces with Australian Standards.	<i>Infrastructure Transport</i> <i>Infrastructure Urban</i>	Council’s Infrastructure is managed to meet the needs of its community and visitors through the installation of accessible car parking spaces at three of council’s caravan parks.			✓
4.6 Contribute towards programs which aim to increase social inclusion and community connection • CSP 1.1 • CSP 3.1 • CSP 3.3	4.6.1 Annually consult with community and staff on local disability needs and identify priorities for relevant strategies.	<i>Community Services</i>	Council provides annual online and face to face consultations with its community and staff.	✓	✓	✓
4.7 Improve and promote community services options available within the region • CSP 1.1 • CSP 1.3	4.7.1 Promote local transport options that provide accessibility to adults and children with disability.	<i>Community Services</i>	Broker local buses, taxis and utilise the community transport cars to provide accessible transport services across Cabonne.	✓	✓	✓
	4.7.2 Provide a range of Cabonne Home Support services that enable older persons to remain in their home.	<i>Community Services</i>	Provide group and individual activities that are accessible to our communities. Host an annual EXPO that showcases services available to Cabonne older persons and people with disability.	✓ ✓	✓ ✓	✓ ✓

4. Liveable Communities

Strategy	Actions	Responsibility	Outcome	Timeframe		
				23/24	24/25	25/26
	4.7.3 Provide children’s services that are accessible and inclusive in our communities.	Community Services	Family Day Care and After School Care Services work in collaboration with NSW and ACT Inclusion Agency to develop inclusion support plans for our services.	✓	✓	✓
			Childrens Services staff attend one annual inclusion professional development opportunity.	✓	✓	✓





5. 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.



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