

# Disability Inclusion Action Plan 2017-2020

**DRAFT**



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# Vision for Inclusion

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Bogan Shire Council's vision is "Comfortable Country Living". Our mission is to provide a comfortable country lifestyle by progressively improving the level of appropriate facilities and services and encouraging growth and economic development that is responsive to the needs of the community.

Bogan Shire Council has seven corporate values that guide our thinking, actions and decision making:

**1. Having respect for other people**

*We treat everyone equally and work to build and maintain mutual respect amongst ourselves, as Shire staff and councillors, as well as with our customers.*

**2. Providing responsive customer service**

*We recognise that our main function is to serve our local community and we make every effort to deliver quality services in a way that meets, or exceeds, their expectations.*

**3. Taking pride in Nyngan and the greater Bogan Shire**

*We take pride in doing what we do well to make a difference for the benefit of the whole Bogan Shire community to preserve and improve our "comfortable country living".*

**4. Working together as a team to get things done**

*We build teams that work together in a positive and supportive way to get the job done. Teams know that they rely on each individual to do their part and we encourage healthy two-way feedback.*

**5. Being accountable for our decisions and actions**

*We accept responsibility for the decisions and actions that are taken on behalf of our community. Individually, all Council staff have ownership of their tasks and duties to make sure that we get the job done to the best of our ability.*

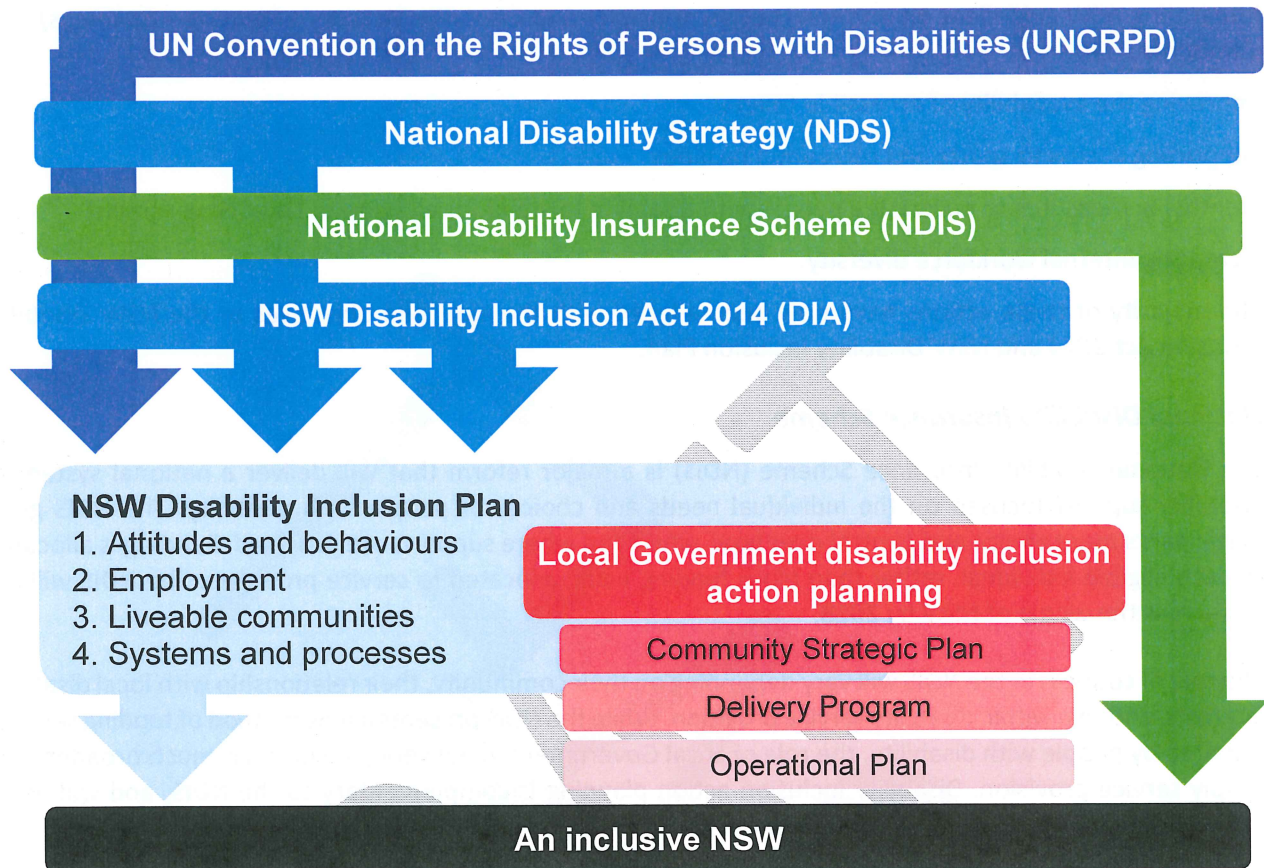
**6. Acting with integrity and honesty**

*Our dealings are open and transparent. We can be trusted to do the right thing and we strive to provide the best value for money to the community, our customers.*

**7. Demonstrating strong leadership**

*Together with our community we have established a vision for the future of our Shire and we are committed to planning for and leading the achievement of our community's strategic goals.*

## Legislation and Policy



Source: Disability Inclusion Action Planning Guidelines Local Government.

### International

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by Australia in 2008, acknowledges that people with disability have the same human rights as those without disability.

This commits participating governments to ensure these rights can be exercised and that barriers are removed. The UNCRPD supports the social model of disability. This recognises that attitudes, practices and structures are disabling and can create barriers to people with disability from enjoying economic participation, social inclusion and equality which are not an inevitable outcome of their disability.

### National

The NDS 2010-2020, developed in partnership by the Commonwealth, State, Territory and Local Governments, sets out a national plan for improving life for Australians with disability, their families and carers, to support the commitment made to the UNCRPD.

The NDS NSW Implementation Plan 2012-2014 was the NSW Government's initial two-year strategy to promote the principles of the NDS.

## Local

The DIA also encourages planning and coordination across state and Local Government to reduce barriers for people with disability. It mandates Local Government to undertake disability inclusion action planning while recognising that disability action planning is not a new approach for some councils.

The DIA also builds on existing social equity requirements within the IP&R framework to strengthen Local Government commitment to inclusion, consultation and rights for people with disability.

It is essential to consider the diversity of people with disability in action planning for inclusion. 'People with disability' does not refer to a readily identifiable group, but to a wider community who may need support to fully participate in society, whether temporarily or throughout their lives. This might include, for instance, people with changing abilities due to ageing, people with a temporary illness or injury that affects their ability to participate, children with disability, Aboriginal and Torres Strait Islander people with disability, or people with disability from culturally and linguistically diverse backgrounds.

### ***Bogan Shire CSP Goals***

#### **1. SOCIAL**

##### **GOAL:**

***An inclusive community that works together and is able to access services and opportunities to support our comfortable country living.***

##### **OUTCOMES:**

- **Social and Cultural:** Our community enjoys and actively participates in our rich culture, social environment and communal vibe.
- **Community Centres:** Our community uses and values the educational, recreational and social opportunities provided by our community centres.
- **Inclusive Communities:** Children, older people and people with disabilities are supported, feel secure, valued and are engaged in our community.
- **Education:** Access to opportunities for education at all levels.
- **Public Health:** Our community has access to the medical services, facilities and programs it needs to enhance and protect our health.

##### **STRATEGIES:**

- Continue to support and create opportunities for community festivals, events and cultural activities through planning, marketing, direct involvement and various forms of assistance.
- Provide and maintain Nyngan Pool facilities to cater for a variety of users.
- Maintain and improve our parks, gardens and playgrounds to promote their use and enjoyment by the whole community and our visitors.
- Maintain and improve our sports grounds and active recreational facilities to promote the good health and well-being of the community through the diversity of sport and recreation on offer.
- Provide well maintained community halls and other similar facilities for community use.
- Provide well maintained Shire showground and equestrian facilities for community use.
- Provide opportunities for young people to be actively engaged in the development, design and planning of educational and other programs, services and infrastructure in which they are a stakeholder or user group.

## 5. CIVIC LEADERSHIP

### **GOAL:**

***Strong, transparent and effective governance with an actively engaged community to ensure we remain Fit For The Future.***

### **OUTCOMES:**

- Managing our Business: Effective and responsive management of Council's resources and activities to deliver on our goals and strategies.

### **STRATEGIES:**

- Manage our people effectively to ensure Council meets its goals and can implement its mission and deliver on its vision.

Other legislation and standards informing council's work:

Commonwealth Disability Discrimination Act 1992

Commonwealth Disability (Access to premises-Buildings) Standards 2010

NSW Anti-Discrimination Act 1977

Carers Recognition Act 2012

Local Government Act 1993 and Local Government (General) regulation 2005.

### ***Disability Snapshot Bogan Shire***

According to the ABS Census 2011, 14.8 per cent of the population, or 309 people, living in the Bogan Shire identified as having a disability. Of that, 105 people, or 3.5 per cent of the population, identified as having a severe or profound disability.

101 of these people were living within the community; 43 of them were aged under 64 and 62 of them were aged 65 or over (comprising 11.5 pc of that population).

In June 2014, 6.1 per cent of the population, or 109 people, aged between 16 and 64 in the Bogan Shire received the disability support pension.

In September 2016 the Roads and Maritime Services had 77 registered holders of Mobility Parking Scheme permits, of which 64 were individual drivers and 11 belonged to organisations (2 were temporary).

### ***Council Activity.***

Council aims to ensure its services and events are accessible, and to provide opportunities for people with disabilities. Some examples include:

PAMP

Liberty Swing

Disability toilets and BBQ area at O'Reilly Park

Extra disability parking from six to a total of eight.

Seating in the main street for aged/people with mobility issues was raised.

Lack of access to shops, homes and council facilities for mobility aid users was raised.

Common themes and suggestions for change included:

Make sure council facilities are physically accessible

Playgrounds include accessible equipment

Footpaths are level and in good order

The railway line can be safely crossed between north and south Nyngan

More accessible public toilets and change facilities

A pool hoist be installed

More disabled parking, including parallel parking for larger vehicles which have back doors for access.  
Sheltered disabled parking so wheelchairs can be organised without getting wet.

More seating in the main street.

### **3. Employment**

Meaningful employment contributes to independence and feelings of self-worth. Opportunities to work in paid and volunteer roles are important. Local employment, especially for school leavers, is important for the long term future of the community.

Common themes and suggestion for change included:

Educate employers on the value of employing people with a disability

Provide more opportunities for meaningful employment for people with a disability

Provide accessible work places and volunteer opportunities

Ensure accessible recruitment practices – simple forms and language.

### **4. Service systems and processes**

Some Council information is difficult to access and is only available in print format. Service information and processes don't allow for people with a range of disabilities.

Common themes and suggestion for change included:

Keep information simple

Ensure information is provided in a variety of formats

Utilise other information providers such as the Carer's Community Hub.

## 2. Liveable communities

### Strategic Goal: To have safe and accessible community facilities.

Issue	Action	Activities	Measurement	Responsibility	Timeframe	Community Strategic Plan Link
The need to improve the availability of disabled access to public toilets	Review and evaluate need for facility and – if required – consider in Council’s annual budget	Undertake review and evaluation of need and further consultation	Accessible toilet and change facilities at Larkin Oval	Manager Development & Environmental Services	2017-2020	1.1.1 1.2.1 1.2.3 1.2.4 1.2.5 1.3.4 4.3.2
No ramp access into the Palais Theatre, or onto the stage.	Review and evaluate need for facility and – if required – consider in Council’s annual budget	Audit Council buildings and facilities to ensure accessibility requirements	Accessible entry point and stage	Manager Development & Environmental Services	2017-2020	1.3.4 1.2.4
		Arrange for quotes to modify existing facility.				
No shade over the Liberty Swing	Review and evaluate need for facility and – if required – consider in Council’s annual budget	Arrange for quotes to install shade cover over the Liberty Swing	Appropriate Shade over the Liberty Swing.	Manager Development & Environmental Services	2017-2020	1.3.4 1.2.2 3.3.1
Front counter in the Bogan Shire Council admin building too high for wheelchair users to see over	Review and evaluate need for facility and – if required – consider in Council’s annual budget	Design and modify an accessible front counter	An accessible front counter	Manager Development & Environmental Services	2017-2020	1.3.4 1.2.4
Need more paths across grassed area at showground and racecourse for wheelchair access	Review and evaluate need for facility and – if required – consider in Council’s annual budget	Investigate ways to make grassed areas more accessible and build pathways	An accessible showground and racecourse	Manager Engineering Services	2017-2020	1.3.4 1.2.5



### 3. Employment

Strategic Goal: Enhance employment of people with a disability within Council						
Issue	Action	Activities	Measurement	Responsibility	Timeframe	Community Strategic Plan Link
People with Disabilities are encouraged to apply for employment at Council and to feel included.	Actively facilitate and encourage the employment of people with a disability.	Conduct and respond to staff disability inclusion survey	Survey completed by staff and results collated	Manager People & Culture	2017-2020	1.3.4
		Develop Council's Workforce Management Plan to include best practise guidelines for inclusion	Workforce Management Plan includes best practise guidelines for Inclusion	Manager People & Culture	2017-2020	1.3.4 5.2.4
		Review recruitment processes, forms and language for accessibility	Recruitment forms and processes are easy to understand by all.	Manager People & Culture	2017-2020	1.3.4 5.2.2
		Work with disability employment organisations and schools to identify opportunities for employment and work experience	Relationships established with local disability employment organisations and schools, and work experience offered where appropriate.	Manager People & Culture	ongoing	1.3.4 1.3.2 1.4.1 1.4.2 5.2.2

## Risk Assessment

No.	Description of Risk	Potential Consequences	Initial Risk Rating (High, Medium, Low)	Control Measures	Residual Risk
1.	Councils Disability Inclusion Action Plan	Unattainable objectives Unrealistic timeframes	H	Councils DIAP should be realistic and reflect attainable strategic objectives. (SMART) Regular review and reporting on goals and targets by management executive	M
2.	Human Resourcing	Insufficient resourcing to deliver strategy Inexperienced staff Lack of technical expertise on subject matter Staff Turnover (loss of strategic, intellectual knowledge) Recruitment	H	Council to allocate sufficient staff so goals are achievable. Training options to be considered and provided if necessary. Council to engage third-party consultants if required. Knowledge of DIAP to be shared across departments Works program to consider need for additional staffing throughout project life.	L
3.	Financial	Inaccurate works estimates Limited budget allocation Costs exceeding usage (patronage)	H	Detailed costing estimates to be provided prior to commencement of any works Financial allocations for intended works to be budgeted in advance of financial year. All work costing to be regularly reviewed at budget review meetings Council should provide cost benefit analysis per venue	M
4.	Asset (existing structures)	Current asset conditions may require additional works Insufficient budget allocation	H	Detailed site inspections to be undertaken prior to works. CBA to be undertaken to establish whether refurbishment or replacement of existing structure is required	L
5.	Liability (public)	Unlicensed Works Defective works Works not constructed to BCA/ Australian Standards	M	Only licenced tradesperson to perform work Works to be inspected and cleared prior to use by community All works to be done in accordance with Codes and Standards. All designs and certifications to be recorded in TRIM	L