



# Warrumbungle Shire Council Disability Inclusion Action Plan 2022/2026

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## Acknowledgment of Country

The Warrumbungle Shire local government area sits on Gamilaraay land to the north, Wiradjuri land to the south, and Weilwan and Kawambarai (Werrin) land to the west. We acknowledge the traditional custodians of this land, and pay our respects to Elders, past, present, and emerging. The Warrumbungle Shire community pays tribute to their love of land, love of people, and love of culture. We all share the beauty of this land, the richness of its soil and the uniqueness of its wildlife.

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## Message from The Mayor

Warrumbungle Shire Council's Disability Inclusion Action Plan (DIAP) provides the framework through which the Council will work towards achieving an inclusive society.

In order to do that we need to recognise the diverse abilities within the community so that we can remove barriers and work towards a society that is more accessible and inclusive for everyone.

The plan presents the overall statement of intent from Council and sets out actions to be undertaken across the Shire to support the four key focus areas:

- Promote positive community attitudes and behaviours
- Creating more liveable communities
- Support access to meaningful employment
- Improve access to better systems and processes

Council will do this by:

- Improving the accessibility and inclusion of Council's facilities, services and public spaces
- Increasing awareness and understanding of inclusion issues within Council's workforce and the broader community
- Maintaining consultation with people with a disability, their families and carers

This DIAP will build on the work of our previous plan and incorporate the feedback from the various community consultations held in each town in 2021. I am grateful to the many members of our community who contributed their lived experience which has informed the development of this plan.

We consider an inclusive community reinforces Council's vision and enhances all aspects of civic life. This DIAP continues our commitment to work with the community so together we can improve attitudes, employment opportunities, service delivery and community life. In this way we can support all people to experience universal access and inclusion.

**Ambrose Doolan**

Mayor



## Introduction

People living with disability are important and valued members of the Warrumbungle Shire community. Council wants everyone to feel included and this Disability Inclusion Action Plan 2022-2026 (DIAP) outlines how we are going to make Warrumbungle Shire a more inclusive place to live, work and visit.

The NSW *Disability Inclusion Act 2014* requires all Councils to develop a Disability Inclusion Plan (DIAP) as disability should not define a person and should not limit them to become an integral part of our community. The Act promotes the view that inclusion is not only a goal for service providers and organisations but also a responsibility of the whole community.

Council has continued working towards universal access and inclusion through the implementation of the first Disability Inclusion Action Plan 2017-2021 although this was significantly hampered by a combination of staff shortages, the ongoing COVID-19 pandemic, and the occurrence of natural disasters. Insufficient personnel, lockdowns, limited resources and the need to prioritise emergency response and recovery efforts made it challenging to allocate dedicated staff members to drive the plan's implementation effectively.

The 2017-2021 DIAP did inform Council's Operational and Strategic Plans over the past five years and some of the more significant achievements and outcomes are outlined on page 8. The 2022-2026 DIAP builds on the achievements of the previous plan and will enable Council to continually improve access and inclusion across the Warrumbungle Shire.

## What is disability

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

### **United Nations Convention on the Rights of Persons with Disabilities (CRPD)**

## What is Inclusion

Inclusion can be defined as everybody having equal opportunity to enjoy the same experiences, and be part of groups that are meaningful to them. Everyone deserves to participate, have fun, be visible, heard and celebrated.

## Disability in Australia

**4.4 million**

18% of all Australians are people **living with a disability**.



**44.1%**

Almost half of all people living with a disability **aged 65+**

**90%**

the vast majority of disabilities are **not readily visible**



**53.4%**

people 15 years and over with a disability avoided common situations **because of their disability** in the previous year



People living with disability are more than **twice as likely to not have a job** (10.3% compared to 4.6%)

## Disability in Warrumbungle Shire



**7.7%**

in our community **people need help** or assistance in one or more of the three core activity areas of self-care, mobility and communication because of a disability, long term health condition (six months or more) or old age.



**10.8%**

of this population **provide assistance to a person** with disability, long term illness or old age



**60+**

We know the prevalence of disability increases with age. Warrumbungle Shire has **a larger proportion of people** over the age of 60 than the average for NSW. The percentage of the community 60 years or older in Warrumbungle Shire is **36.1%**.

SOURCE: Australian Bureau of Statistics 2021 Census of Population and Housing and [www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release](http://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release)

[Image description: infographic with illustrations of people with various disabilities and statistics from the Australian Bureau of Statistics highlighting 18% of Australians are people with a disability and 7.7% of Warrumbungle Shire residents identify as needing assistance.]



## Key Focus Areas

Warrumbungle Shire Council's Disability Inclusion Action Plan identifies what Council will do in response to community feedback. It is organised into four key focus areas.



### Focus Area 1

Developing positive community attitudes and behaviours



### Focus Area 2

Creating more liveable communities



### Focus Area 3

Support access to meaningful employment



### Focus Area 4

Improve access to better systems and processes

[Image description: infographic with numbers and illustrations of the four focus areas: Focus Area 1 Developing positive community attitudes and behaviours. Focus Area 2 Creating more liveable communities. Focus Area 3 Support access to meaningful employment. Focus Area 4 Improve access to better systems and processes.]

## Achievements and outcomes

Much has been achieved from DIAP 2017-2021

### 2017/2018

- Shared path projects were completed in Edwards Street Coonabarabran and in Goddard Street Coolah.
- Footpath rehabilitation works were undertaken in Coolah, Dunedoo, Mendooran and Baradine.
- Council's Equal Employment Opportunity (EEO) Policy was reviewed to ensure it is in line with accessibility and inclusion requirements.
- Council statement of being an EEO employer is included in all job advertisements
- Council conducts ongoing reviews of Council's policies, procedures and practice to ensure they are compliant with EEO principles and practices.
- Council continues to liaise with employment agencies to provide opportunities for people with a disability to increase their engagement of and understanding of Council employment opportunities.

### 2018/2019

- Library service for housebound members and members who are in aged care facilities
- Library reading and craft sessions for members with a disability
- Warrumbungle Community Care accredited as an Approved Home Care Package provider, and Registered Authorised NDIS provider
- New kerb and guttering in two streets in Binnaway
- Construction of new concrete shared paths in Coolah and Mendooran
- Renewal of kerb and guttering in Coonabarabran

### 2019/2020

- Renewal of road pavement in Crane Street, Coonabarabran
- Renewal of kerb and guttering in John Street, Coonabarabran.
- Construction of a concrete shared pathway in Cowper Street and Cassilis Street, Coonabarabran
- New oval lighting at Baradine and Binnaway

### 2020/2021

- Installation of digital sign at Coonabarabran Visitor Information Centre to promote attractions and important community messages.
- Design and production of a new region tourism brochure for the Warrumbungle region including accessibility information
- Extension of concrete shared pathway in Binnia Street, Coolah
- Completion of concrete shared pathway in Cowper Street, Coonabarabran
- The HR team facilitated an Employee Engagement Survey in 2020 and 2021 to seek feedback from staff as to how Council can support them in the workplace and sought recommendations for improved inclusive practices.
- Hearing loop available in Coonabarabran Council Chambers



- Council meetings are live-streamed on Facebook and the recordings of each meeting are uploaded to the Council website

## **2021/2022**

- Access Ramp at Coolah Council Office completed May 2021
- Upgrading of the Milling Park toilets
- Installation of automatic doors at Coonabarabran Visitor Information Centre
- Upgrade to facilities including concrete around canteen at Baradine Oval
- Stop & Play Playground at Coonabarabran opened including a Liberty Swing with MLAK Key
- Community Services Expo held in Coonabarabran and Mendooran
- Inclusive Sports Day held in Baradine during Youth Week 2022
- Libraries developed new inclusive resources for the collection and purchased assistive technology for the computers.

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## Developing the 2022-2026 DIAP

Council undertook community consultation in all 6 towns within the Shire. The discussions and feedback from these meetings have been used to develop the 2022-2026 DIAP and identify the key community priorities common to all areas of the Shire. Council staff were also consulted about their specific areas and assisted in informing strategies and actions within the 2022-2026 DIAP

DIAP Community Consultation meetings were held in May and June 2021:

- Baradine Memorial Hall – 13 May 2021
- Coolah Council Chambers – 26 May 2021
- Binnaway Bowling Club – 27 May 2021
- Mendooran Mechanics Institute – 2 June 2021
- Dunedoo Bowling Club - 3 June 2021
- Coonabarabran Council Chambers - 11 June 2021

## Community Consultation 2023 and beyond

Where possible, previous participants of the 2021 Community Consultation (listed on Page 25) were contacted to ensure they were happy to be included in the updated DIAP or wanted to add any further feedback. The Community Development Coordinators in each town also reviewed a draft of the updated DIAP and provided feedback.

At the end of 2024, Community Consultation meetings will once again be held in each town and online community consultation strategies investigated as part of the DIAP review due 1 July 2025. A new four-year DIAP is then due by 1 July 2026.

## Community Feedback – Baradine

- Train Council staff in disability awareness
- Support and promote events such as International day of People with a Disability
- Council to set up a Disability Advisory Committee to work more closely with the community
- Take note of the gradient lips on the gutters to footpath. The lip makes it unsafe for wheelchair users and the visually impaired
- Disabled toilet access codes
- A disability parking map for all of Warrumbungle Shire
- Run a workshop for local business to support employment for people with a disability
- Identify volunteering opportunities for people with a disability
- Ensure Council and library IT systems are accessible
- Council website needs updating to ensure compliance with accessibility requirements of various users
- Include people with disability in event management

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*“Council need a pat on the back for the great access to all new Council facilities – especially the canteen at the Showground” – Ian McNaught*

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## Community Feedback – Coolah

- Media releases with positive stories and images
- Use local radio to share information
- Improving the footpath to road lip slant
- Disability parking audit of Coolah
- Provide accessibility training for event management
- Disability Information displays in the library
- Access to MYLAK key communicated to the community
- Audit of swimming pool lift/hoist
- Review town signage - sizing and font styles
- Improve access to information about employment opportunities and traineeships suitable for people with a disability
- Consider workspace design for new business developments e.g. tactile markers
- Disability Awareness training for Council staff, sports clubs, community event organisers
- Promote Disability Week and other relevant days
- Have Council's website meet accessibility guidelines
- Consider formats when displaying information e.g. graphics or images to have "alt text" format or image descriptions.

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*"Having a disability does not mean I can't, it just means I need to find another way." – Bronwyn Drew*

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## Community Feedback – Binnaway

- Disability Awareness training for Council staff
- Council could showcase their staff with a disability and show how they have overcome any barriers to work
- Council are improving physical access around town
- A community noticeboard with up-to-date information
- Council could help local businesses understand what grants may be available to make it easy to modify workplaces so they can employ people with a disability
- Council staff need to understand how to communicate with people who don't read or use a computer or can speak on the phone.
- Use local radio for Council information
- Create information sections in each of the libraries with service and organisation brochures

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*"It takes patience talking with me. Having to stand at a counter is not the best way when I have to go into Council. We should be able to sit down in a quiet space and talk face to face. That would make me feel respected."*  
– Sol Wakefield

## Community Feedback – Mendooran

- Disability Awareness training for relevant Council staff
- Community consultation in the development of disability policy and practice or the decision-making process regarding the delivery of services
- Improved communication from Council
- Footpath improvements
- Street lighting needs reviewing
- Accessible playground
- Identify funding to help create new opportunities for employment
- Designated crossing in the main business precinct
- Kerbside markings for the vision impaired
- Disability parking with kerbside access at the Community Centre
- Computers to be available at the library
- Use local radio in communicating Council activities and events
- An audit of disabled toilets in our Shire and MLAK access information
- Improve the Council website to show inclusion principles

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*“We request viewing a final draft of the (2022-2026 DIAP) so we are satisfied that our concerns are captured accurately in accordance with the values of Warrumbungle Shire Council.”*

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## Community Feedback – Dunedoo

- Access to disability awareness training for Council staff and business owners
- Work with community groups to promote knowledge of disability and inclusion
- Footpath improvements and gutter alterations
- Disabled parking audit
- Upgrade access to public toilets
- Disabled toilet in the library and improve access ramp to library
- Pedestrian crossing in main street
- Improve access to the pool
- Council to demonstrate an inclusive workplace culture
- Provide support to local businesses to grow local employment opportunities for people with a disability

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*“All future footpaths should be wide enough to co-share, e.g. pedestrians, wheelchairs, bicycles and mobility scooters”.*

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## Community feedback – Coonabarabran

- Survey the community regarding attitudes and behaviours to create a benchmark to assess any changes
- International Day of Disability should be for people with a disability to create their own events and celebrations
- Develop a disability map of the Shire to include suitable bathroom facilities, disabled parking, accessible businesses and accommodation
- Have more visual aids and signage around the Shire
- Continue to improve the footpaths to allow wheelchair and mobility scooters
- Place tactile markers at main road crossings
- Provide Council customers with a choice of how they can communicate their needs at Council offices and introduce Easy English forms
- Relevant Council staff to be trained in universal design
- Keep community services and businesses up to date with relevant legislation and codes of practice
- Improve the Council website and have a system that allows verbal information to be provided

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*“Feedback is important at all times. Have a means to provide this to Council that is accessible, safe, confidential and timely. Consult often, don’t be afraid to ask questions, prepare to change and be transparent.”*

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## Key Community Priorities

Several key themes were identified through the consultation process and other feedback received with issues raised around Disability Awareness training, information accessibility, parking, footpaths, access to facilities and access to meaningful employment. These key issues and community priorities have been included in the strategies and actions for the 2022-2026 DIAP and will guide Council as it continues to work towards a more inclusive and accessible community.

### Key community priorities identified across the Shire are:

- Disability Awareness training for relevant Council staff and local businesses
- Improving footpaths and kerbs and access to businesses
- Council facilities need to be more accessible, in line with current standards
- Audit of disability toilets across the Shire and information on MLAK system (Master Locksmith Australia [Master Locksmiths Access Key \(MLAK\) | Master Key | Key System](#))
- Audit of disability parking places across the Shire
- Update and promote National Public Toilet Register
- Investigate the need for an Access Map showing disabled toilets, parking and accessible facilities
- More inclusive playgrounds, activities and events
- Better employment opportunities for people with a disability and awareness of the benefits that people with a disability can bring to the workplace
- Greater understanding of what it means to be inclusive and of the community's attitudes and behaviours
- Investigate strategies for online engagement/collaboration or similar consultation with community members who have lived experience of disability
- Develop inclusive and accessible community event guidelines
- Better approach to distributing information so that everyone can have access to it i.e. improve Council website, utilise local radio, better signage



# Strategies and Actions

Key community priorities within the four focus areas for the 2022-2026 DIAP are:

## **1. Developing positive community attitudes and behaviours**

- 1.1 Improve staff awareness of disability issues in the community
- 1.2 Improve awareness of disability inclusion across the Shire
- 1.3 Provide information in a manner and format which is inclusive
- 1.4 Support positive inclusive practices and successful outcomes

## **2. Creating liveable communities**

- 2.1 Continue to upgrade Council assets to meet the requirements of the *Disability Discrimination Act*, relevant Australian Standards, and the National Construction Code
- 2.2 Develop an innovative approach to assisting people with a disability to navigate the Shire
- 2.3 Advocate for inclusive spaces, services, events and programs and implement strategies to ensure continuous improvement in this area
- 2.4 Review disability parking spaces and accessible toilet facilities within the towns of the Shire
- 2.5 Keep the local business community informed of opportunities to be more inclusive and accessible

## **3. Support access to meaningful employment**

- 3.1 Develop employment opportunities within Council for people with a disability
- 3.2 Support volunteering opportunities for people with a disability to increase employment opportunities

## **4. Improve access to better systems and processes**

- 4.1 Ensure Council undertakes accessible and inclusive community engagement
- 4.2 Provide better opportunities for those without computer access to use computers and internet access through our libraries
- 4.3 Promote inclusive events and community programs

## Focus Area 1 - Positive community attitudes and behaviours

*Aim: to build community awareness of the rights and capabilities of people with disability and support the development of positive attitudes and behaviours towards people with a disability.*

Strategy	Action	Outcome	Responsibility	Timeframe
1.1 Improve staff awareness of disability issues in the community	1.1.1 Implement disability awareness training for all relevant staff and include in Council's onboarding process	<ul style="list-style-type: none"> <li>• Appropriate training identified, implemented and delivered</li> <li>• Disability awareness training including in onboarding for new staff</li> <li>• Increased understanding and empathy from Council staff</li> </ul>	Manager Human Resources	2024/2025
1.2 Improve awareness of disability inclusion across the Shire	1.2.1 Use Council's social media, publications and events to promote inclusion of all people	<ul style="list-style-type: none"> <li>• Increased communication materials embracing diversity</li> <li>• Include images of people living with a disability in regular marketing and communication materials</li> <li>• Increased feeling of inclusion by all people</li> </ul>	Manager Corporate Services Communication Officer	Ongoing
	1.2.2 Survey residents of the Shire about access and inclusion	<ul style="list-style-type: none"> <li>• Implement a DIAP Survey across the Shire</li> <li>• An understanding of what it means to be inclusive and the community's attitudes and behaviours</li> <li>• Identify gaps in service provision</li> </ul>	Manager Children's & Community Services	2023/2024
1.3 Provide information in a manner and format which is inclusive	1.3.1 Upgrade Council's website to be more accessible	<ul style="list-style-type: none"> <li>• Improve Council's website following The Web Content Accessibility Guidelines (WCAG)</li> <li>• Increased usability by all users</li> </ul>	Manager Corporate Services	2024/2025

	1.3.2 Utilise local radio for Council information	<ul style="list-style-type: none"> <li>All Media Releases shared with radio stations across the Shire</li> <li>Improved communication and understanding for all</li> </ul>	Communication Officer	Ongoing
	1.3.3 Review signage throughout the Shire	<ul style="list-style-type: none"> <li>Review current signage at recreation and community facilities</li> <li>Improved accessibility and understanding for all</li> </ul>	Manager Urban Services and Facilities	Ongoing
1.4 Support positive inclusive practices and successful outcomes	1.4.1 Partner across Council and the community to celebrate International Day for People with Disability	<ul style="list-style-type: none"> <li>Partner with community groups, Warrumbungle Community Care and other service providers</li> <li>International Day of People with a Disability celebrated each year</li> <li>Increased inclusiveness of events</li> </ul>	Manager Children's & Community Services	2023/2024 Ongoing
	1.4.2 Implement inclusive events guidelines across all Council run events	<ul style="list-style-type: none"> <li>Investigate inclusive events training</li> <li>Develop inclusive and accessible event guidelines</li> <li>Increased accessibility and enjoyment of events</li> </ul>	Manager Children's & Community Services	2024/2025
	1.4.3 Investigate strategies for online engagement and collaboration or similar consultation with community members who have lived experience	<ul style="list-style-type: none"> <li>Community-led consultation visible</li> <li>Greater consultation across policies and service areas</li> <li>Improved access to services for people with disabilities</li> </ul>	Manager Children's & Community Services	2023/2024

## Focus Area 2 – Creating liveable communities

*Aim: for Council to contribute to and advocate for a liveable and welcoming Shire. To provide community services and facilities to support a diverse population.*

Strategy	Action	Outcome	Responsibility	Timeframe
2.1 Continue to upgrade Council assets to meet the requirements of the Disability Discrimination Act (DDA), relevant Australian Standards, and the National Construction Code	2.1.1 Upgrades to assets will include DDA requirements and all relevant Australian Standards	<ul style="list-style-type: none"> <li>Each financial year, develop a list of Council assets due for upgrades</li> <li>Ensure upgrades meet DDA requirements</li> <li>More accessible assists</li> </ul>	Manager Urban Services and Facilities	Ongoing
	2.1.2 Review the Pedestrian Access and Mobility Plan (PAMP) to ensure all pedestrian works undertaken by Council are in accordance with current legislation and standards.	<ul style="list-style-type: none"> <li>Review completed</li> <li>Continue to implement actions in the PAMP</li> <li>Increased ability of disabled community to access and enjoy the Shire</li> </ul>	Manager Projects  Manager Urban Services and Facilities	Ongoing
	2.1.3 Installation of automatic door at Coolah Council building	<ul style="list-style-type: none"> <li>Door installed</li> <li>Improved access for all</li> </ul>	Manager Urban Services and Facilities	2023/2024
	2.1.4 Upgrade Coonabarabran Pool	<ul style="list-style-type: none"> <li>Masterplan for pool will incorporate DDA requirements and universal design guidelines</li> <li>Improved pool access for all</li> </ul>	Manager Urban Services and Facilities	2023/2024
2.2 Develop innovative approaches to assisting people with a disability to navigate the Shire	2.2.1 Investigate the need for a Shire wide accessibility map	<ul style="list-style-type: none"> <li>If required develop and integrate into current Council information and communication (i.e. tourist information and Council website)</li> <li>Increased visibility and community participation by people of all abilities</li> </ul>	Manager Tourism & Economic Development  Communication Officer	2024/2025

	2.2.2 Update and integrate more accessibility information into the Escape to Warrumbungle Region brochure	<ul style="list-style-type: none"> <li>Update existing accessibility information</li> <li>Include information on disabled parking spaces and accessible toilets</li> </ul>	Manager Tourism & Economic Development	2024/2025
2.3 Advocate for inclusive spaces, facilities, events and programs, and implement strategies to ensure continuous improvement in this area	2.3.1 Universal Design guidelines are implemented in planning, design, maintenance and upgrades.	<ul style="list-style-type: none"> <li>The 7 Principles of Universal Design are implemented in the planning and design of new facilities</li> <li>The 7 Principles of Universal Design are implemented for any upgrades to Council facilities</li> <li>Increased inclusion and access for all</li> </ul>	Manager Urban Services and Facilities	Ongoing
	2.3.2 Playground upgrades are designed for all abilities	<ul style="list-style-type: none"> <li>Continue to incorporate "Everyone Can Play" guidelines for planning, designing and maintaining playspaces across the Shire</li> <li>Investigate appropriate grants to upgrade existing playspaces</li> </ul>	Manager Urban Services and Facilities	Ongoing
	2.3.3 Improve access to public spaces, sports grounds and walking tracks	<ul style="list-style-type: none"> <li>Each financial year, develop a list of identified spaces due for upgrades</li> <li>Increased ability of people with a disability to access and enjoy the Shire</li> </ul>	Manager Urban Services and Facilities	Ongoing
	2.3.4 Develop a program of events that encourage and increase attendance of people with a disability	<ul style="list-style-type: none"> <li>Resources developed and distributed</li> <li>Raise awareness for local sporting and cultural programs to increase inclusion and access</li> </ul>	Manager Children's & Community Services Manager Tourism & Economic Development	Ongoing
2.4 Review accessible toilet facilities and disability parking spaces within the towns of the Shire	2.4.1 Audit of toilets across the Shire and investigate options around the use of Master Locksmiths	<ul style="list-style-type: none"> <li>Review of toilets completed</li> <li>Improve access to all toilets in public spaces</li> <li>Investigate MLAK options</li> </ul>	Manager Urban Services and Facilities	2023/2024

	Access key (MLAK)			
	2.4.2 Audit of disabled access parking spaces across the Shire	<ul style="list-style-type: none"> <li>• Audit undertaken</li> <li>• Improved disabled access parking</li> </ul>	Manager Projects	2024/2025
2.5 Keep the local business community informed of opportunities to be more inclusive and accessible	2.5.1 Council to provide funding information to the local business community to improve inclusion and accessibility	<ul style="list-style-type: none"> <li>• Grants identified and distributed through Community Development Coordinator (CDC) network, Economic Development and Tourism Advisory Committee and local Chamber of Commerce associations</li> <li>• Share relevant information and legislation changes with local businesses</li> <li>• Businesses can upgrade their facilities to improve accessibility</li> </ul>	Manager Children's & Community Services  Manager Tourism & Economic Development	Ongoing

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## Focus Area 3 – Support access to meaningful employment

*Aim: To increase the number of people living with a disability accessing meaningful employment. Council will advocate by promoting and developing a diverse workplace and culture.*

Strategy	Action	Outcome	Responsibility	Timeframe
3.1 Develop employment opportunities within Council for people with a disability	3.1.1 EEO Policies and other recruitment policies reviewed and in line with legislative requirements	<ul style="list-style-type: none"> <li>• Policies reviewed</li> <li>• Increased understanding of barriers within the recruitment process</li> </ul>	Manager Human Resources	2024/2025
	3.1.2 Facilitate training for Managers and Supervisors to support staff with a disability	<ul style="list-style-type: none"> <li>• Training identified and provided</li> <li>• All staff feel supported and comfortable and work</li> </ul>	Manager Human Resources	2024/2025
	3.1.3 Identify and build relationship with a Disability Employment Service (DES)	<ul style="list-style-type: none"> <li>• DES identified and engaged</li> <li>• People with a disability supported to find employment at Council</li> </ul>	Manager Human Resources	2025/2026
3.2 Support volunteering/work experience opportunities for people with a disability to increase employment opportunities	3.2.1 Review volunteering/work experience policy to ensure opportunities are accessible and inclusive	<ul style="list-style-type: none"> <li>• Policy reviewed</li> <li>• Increased inclusion of new volunteers</li> </ul>	Manager Human Resources	2024/2025

## Focus Area 4 – Improve access to better systems and processes

*Aim: to assist people with a disability access information and Council services and other community opportunities easily and efficiently.*

Strategy	Action	Outcome	Responsibility	Timeframe
4.1 Ensure Council undertakes accessible and inclusive community engagement	4.1.1 Identify key Council information that can be offered in accessible formats and build capacity of staff to deliver.	<ul style="list-style-type: none"> <li>• Training identified and completed in Digital accessibility and/or Easy Read formats</li> <li>• People with a disability can find a suitable communication format</li> </ul>	Manager Corporate Services	Ongoing
	4.1.2 Provide access to Council's processes by giving people with a disability the opportunity to participate in relevant consultation	<ul style="list-style-type: none"> <li>• Advocate and support for increased inclusion</li> <li>• Greater consultation across policies and service areas</li> <li>• Improved access for people with disabilities</li> </ul>	Manager Children's & Community Services	2024/2025
	4.1.3 Hold Community Consultation meetings in each town as part of the DIAP review process	<ul style="list-style-type: none"> <li>• Organise meetings in accessible venues in each town by the end of 2024</li> <li>• DIAP review due by 1 July 2025</li> <li>• Inclusive community engagement achieved</li> </ul>	Manager Children's & Community Services	2024/2025
4.2 Provide better opportunities for those without computer access to use computers and internet access throughout our libraries	4.2.1 Continue to promote available access at libraries and investigate adding services where there are gaps	<ul style="list-style-type: none"> <li>• Investigate current offerings and liaise with MRL to identify any gaps</li> <li>• Implement new resources as required</li> <li>• Improved access for all</li> </ul>	Manager Children's & Community Services  Macquarie Regional Library	2023/2024
	4.2.2 Purchase assistive technology where needed	<ul style="list-style-type: none"> <li>• Purchase items such as special contrast keyboards and mouse balls to</li> </ul>	Manager Children's & Community Services	Ongoing

		assist all library customers	Macquarie Regional Library	
4.3 Promote inclusive events and community programs	4.3.1 Continue to organise and expand the annual Community Services Expo	<ul style="list-style-type: none"> <li>Increased number of services invited to attend Community Expo</li> <li>Ensure Expo events are inclusive and accessible to all</li> <li>Hold Expos in other towns as well as Coonabarabran</li> </ul>	Manager Children's & Community Services  Warrumbungle Community Care	Ongoing
	4.3.2 Review and update Council's Event Application to include accessibility considerations	<ul style="list-style-type: none"> <li>Add site plan requirements to include accessibility requirements</li> <li>Implement Inclusive Event Guidelines once they are developed</li> </ul>	Manager Corporate Services	2024/2025

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## Delivering the Plan

### **Implementation, monitoring and evaluation**

The implementation of the 2022-2026 DIAP is the responsibility of all areas of Council. Every action area in the plan has outcomes, timeframes and responsible Managers or teams to enable effective progress and reporting.

The actions in the plan are designed to allow for flexibility across the life span of the plan and commencement dates for projects will be confirmed each financial year as they are further developed and budgets and resources allocated.

Each year, Council will report on its progress against the 2022-2026 DIAP as part of its Annual Report. This section of the Annual Report will be provided to the NSW Disability Council. The DIAP will be reviewed and updated every four years.

The DIAP Survey outlined in the action plan for Focus Area 1 will give Council a baseline indicator for respondents who say they feel included most of the time in community life. This key indicator will be reported on in our next Disability Inclusion Action Plan and help provide information about our continuous improvement in access and inclusion.

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## Contributors

**Warrumbungle Shire Council wishes to acknowledge all those who contributed to the development of this plan.**

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Breakthru Coonabarabran, Kahkama House, Warrumbungle Community Care, Warrumbungle Shire Interagency

We are grateful to those people who attended community consultation meetings, participated in community workshops or filled out a survey. Your contribution has enabled Council to identify community priorities and opportunities to be incorporated into the Disability Inclusion Action Plan.

### **DISCLAIMER**

Any information provided by Warrumbungle Shire Council in this document is provided in good faith. The inclusion of works or services in these documents is no guarantee that those works will be carried out by the indicative date or at all. This may be due to a number of factors including changing circumstances or priorities, adverse weather conditions or failure to obtain grant funding. Any person seeking to rely on any information contained in these documents relating to works or services is urged to contact Council.

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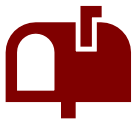
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