



# Disability Inclusion Action Plan

2017 - 2021

*2017 – Not yet endorsed by council*

## Statement of commitment

I am pleased to present Warrumbungle Shire Council's Disability Inclusion Action Plan 2017-2021. This Plan outlines Council's actions over the next four years to making the Warrumbungle Shire more inclusive of people with disability.

It forms part of other major reforms in the disability sector, in enacting positive change to the lives of people with disability to support their full participation in the life of the community.

As a whole-of-Council planning tool, the Plan has engaged all functional areas, building Council's capacity to respond and be proactive in promoting positive community attitudes; creating liveable communities; supporting access to meaningful employment; and improving access to mainstream services. Community feedback has enriched the Plan, providing Council with valuable information on ways to make a positive difference.

The Plan will form part of Council's overarching Integrated Planning and Reporting Framework, and will therefore be formally reviewed and reported on annually.

Engaging the community will remain vital to the Plan's success and I urge community members and other local stakeholders to support its implementation.

An inclusive Warrumbungle Shire will benefit everyone and strengthen our community.

I commend the plan to you.

Councillor Peter Shinton

MAYOR

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## Overview and Vision

In August 2014 the NSW Disability Inclusion Act 2014 was passed. This Act requires local government to develop Disability Inclusion Action Plans (**DIAP**) to help remove barriers and enable people with a disability to participate fully in their communities.

The Warrumbungle Shire Council's plan will develop strategies which champion an inclusive, respectful and diverse community where all residents and visitors enjoy a safe and friendly environment.

Council's DIAP will aim to benefit all our community, where inclusiveness is fundamental to the growth, development and provision of services.

The plan covers 4 important areas;

1	2	3	4
Improving Attitudes	Making our community easier to live in and get around	Helping people get good jobs	Improving our services and the way we communicate

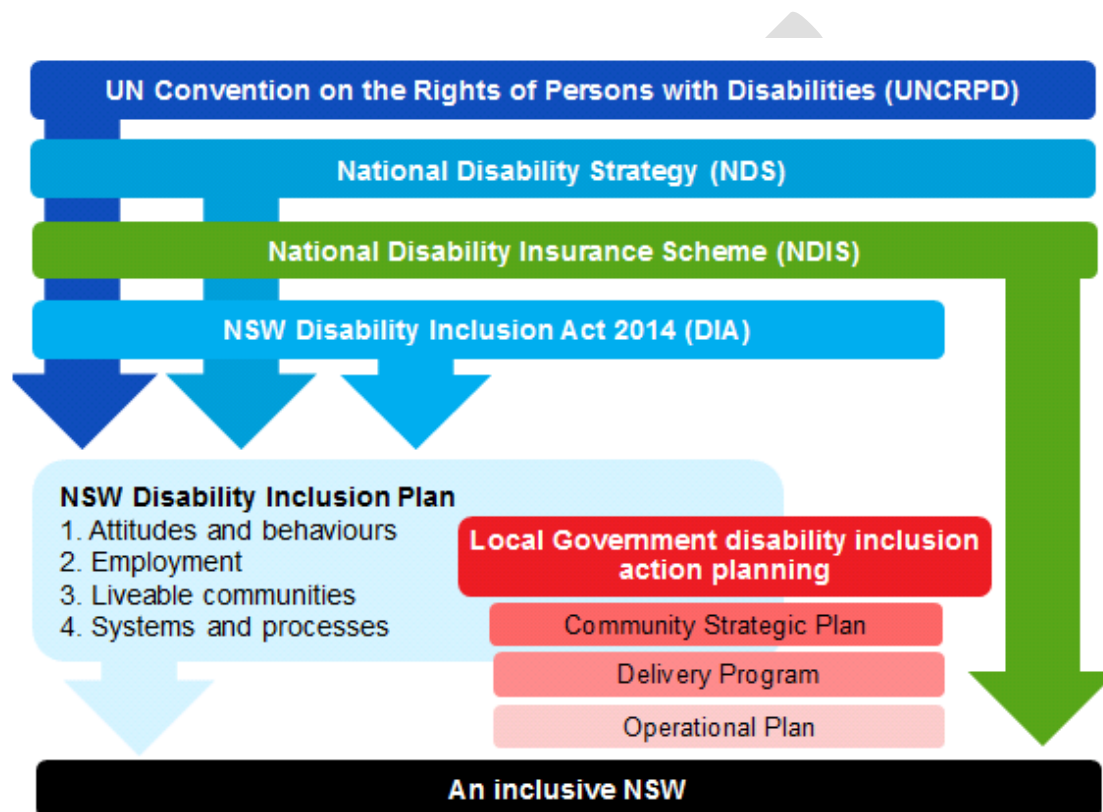
*'In twenty years, men may be able to live on the moon, in forty years we may get to Mars. In the next 200 years we may leave the solar system and head for the stars. But meanwhile, we would like to get to the supermarket, the cinema, restaurants.'*

Stephen Hawking

## Policy and Legislation Context

There is a range of Commonwealth and State legislation that actively supports access and inclusion for people with a disability. People with disability, their families and carers have the same rights as all people to access services and facilities of Council. These rights are part of State and Commonwealth policy and legislation which makes it unlawful to discriminate against a person with disability.

Under the Commonwealth “Disability Discrimination Act 1992 (DDA), Council along with other organisations, has an obligation to make its facilities and services accessible to all.



Source: Disability Inclusion Action Planning Guidelines Local Government

## International

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

The commitment to implement the United Nations (UN) Convention on the Right of Persons with Disabilities was ratified by Australia in 2008. 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 the 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.

The Convention is guided by the following principles:

- Respect for inherent dignity, individual autonomy including the freedom to make one’s own choices and independence of person;

- Non-discrimination;
- Full and effective participation and inclusion in society;
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- Equality of opportunity;
- Accessibility;
- Equality between men and women;
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

## National

### National Disability Strategy 2010-2020

The National Disability Strategy 2010-2020, developed in partnership by the Commonwealth, State, Territory and Local Governments. It sets out a national plan for improving life for Australians with disability, their families and carers, to support the commitment made to the United Nations Convention on the Rights of Persons with Disabilities.

### National Disability Insurance Scheme

The National Disability Insurance Scheme (NDIS) is a major reform that will deliver a national system of disability support focused on the individual needs and choices of people with disability. The National Disability Insurance Scheme gives participants more choice and control over how, when and where supports are provided.

## State

### NSW Disability Inclusion Act 2014

The *Disability Inclusion Act* (2014) acknowledges human rights, promoting the independence and social and economic inclusion of people with disability.

The Act requires NSW Government departments, local councils and other public authorities to develop and implement a Disability Inclusion Action Plan. The plan must be consistent with the State Disability Inclusion Plan and include strategies to increase access and participation.

## Local

Warrumbungle Shire Council Community Strategic Plan 2017-2032 was created by the community and provides a long-term vision of our Shire. The Community Strategic Plan informs Council's Delivery Program and Operational Plan, which set out Council's role in achieving the community's vision.

## Disability Snapshot in Warrumbungle Shire

The *Disability Inclusion Act 2014* (DIA) 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.”

In 2016, there were 555 people who received the disability pension in the Warrumbungle Shire. The carer pension was received by 199 residents.

In 2012, records show 1953 residents or 20% of the population were living with a disability and in 2011, 651 residents required assistance with core activities.

## Community Consultation

Community meetings were held across the 6 towns our shire in March – April 2017. Community members including people with a disability, carers and various community organisations took part in discussions and the completion of surveys.

The information received from the surveys and meetings were collated. From this, common issues were identified. In summary the 3 common themes were:

- The need for respite care is a major issue in which the community.
- Physical access is an issue across a range of facilities (i.e. ramps and handrails) including –
  - Council buildings
  - Retail outlets
  - Public toilets
  - Swimming pools and
  - Parks.
- The community would like to see more disability parking available.

Feedback from our community members is vital. Council will deliver an action plan to work towards meeting the objectives of their strategic plans. Our council recognises their social responsibility to work towards removing barriers and building a community which champions the principles of inclusion and social justice.

All feedback received from the community consultation process then went to form the strategies actions. These are grouped into four keys areas and are aimed at creating change in the long term.

## Strategies and Actions

### 1. How will we improve attitudes and behaviours in our community?

- Talk to more people with a disability to find out about the barriers people with a disability face and what they would like us to change
- Support our staff with specific training with the aim of becoming a disability confident organisation.
- Train staff in how to make Council information more accessible and easy to use.
- Support positive events for people with disability, such as International Day of People with a Disability
- Work with other organisations like (but not limited to) Warrumbungle Community Care, Breakthru and Local Area Coordinators to help make our community more inclusive.
- Promote Positive stories of Council and local business efforts to improve inclusion. Ensure our representation of people with a disability is genuine and not exploitive.
- Work with groups in the community, like the Chamber of Commerce, associations, sporting clubs, and schools to promote access and inclusion.

### 2. How will we make our community easier to live in a get around?

- Work with our access and mobility consultative Committee to work out what barriers are and how we can fix them.
- Find out a good way for people to ask us for more accessible pathways and ramps.
- Continue two important plans
  - Access strategy
  - Pedestrian Access and Mobility Plan
- Improve access when we make changes to our sport and recreation facilities and playgrounds
- Think about accessibility when designing new areas and pathways
- Make sure our signage is clear and easy to understand.
- Look at the way we manage mobility parking permits
- Work with the NSW Government on issues like accessible transport and safer road crossings.

### 3. How will we support people to access volunteering and work opportunities?

- Make sure people can apply for jobs with council. Development of a dedicated disability employment strategy.
- Promote and inclusive workplace culture
- Find out if any of our current staff need changes to be made so their workspace is accessible.
- Make sure the IT systems we buy are accessible.
- Work with other services to find other volunteering opportunities
- Explore opportunities to buy more products and services from businesses that provide jobs to people with disability.
- Connect the Chamber of Commerce with relevant local service providers to advise local businesses on inclusive employment.

### 4. How will we improve the information we provide and our services?

- Always consider accessibility and inclusion in our plans for the future.
- Make our websites more accessible.



- Include people with disability when testing our website.
- Work towards making sure the software we use is accessible.
- Make sure all our documents are accessible.
- Take Note of the way that people like to communicate with us, especially if they have special needs like Braille or audio versions.
- Make sure our events are accessible.
- Continue our current services for young people with a disability and older people. And work with other local services.
- Make sure that people can easily tell us what they think and always include people with a disability in our process.

## Monitoring and Evaluation

### Monitoring

The process will be monitored and evaluated through the Integrated Planning and Reporting cycle. Implementation of the Plan will be undertaken by the responsible Department of Council. Each action will be monitored and reported against at regular intervals.

A crucial aspect to monitoring will be the development of measureable outcomes and delivery dates. The reporting of which will add transparency and accountability and demonstrate council's strong commitment to the DIAP.

The Director of Corporate and Community Services will monitor the overall implementation of the Plan and the integration of its actions into Council's new Delivery Program and annual Operational Plan.

### Reporting

Outcomes and achievements will be reported in Council's Annual Report to the community. The reports will be available on Council's website, at its Coonabarabran and Coolah offices and also the local libraries.

A report will also be provided to the Department of Family and Community Services and the Minister for Disability Services.

### Accountability

Council will;

- Seek feedback on progress from people with disability and other community members
- Seek to establish a consultative committee from across the shire to provide guidance and input to being the DIAP to life.
- Modify strategies according to review and feedback findings
- Present results of the review process to the consultative committee
- Conduct a full review after 4 years

### Review

The Plan will be reviewed annually in line with the Integrated Planning and Reporting cycle. An audit, evaluation and review of the Plan will be conducted at the end of its term.

## Acknowledgement

Without our community giving their time and sharing their views and ideas, the creation of this plan to move forward would not be possible. We are sincerely grateful for their input and look forward to working together to fulfil our community's vision.

## References

Australian Bureau of Statistics

[http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/62F3345E86EB8565CA25807C00115335/\\$File/profile%20of%20people%20with%20disability%20in%20australia%20-%20information%20sheet.pdf](http://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/62F3345E86EB8565CA25807C00115335/$File/profile%20of%20people%20with%20disability%20in%20australia%20-%20information%20sheet.pdf)

Family and Community Services

<https://www.facs.nsw.gov.au/reforms/developing-the-nsw-disability-inclusion-plan>

Human Rights Commission

<https://www.humanrights.gov.au/our-work/disability-rights/international/united-nations-convention-rights-persons-disabilities>

*Disability Inclusion Act 2014*

<http://www.legislation.nsw.gov.au/#/view/act/2014/41/part1/div3/sec7>

Local Government NSW

<http://www.lgnsw.org.au/policy/disability>

National Disability Insurance Scheme

<https://www.ndis.gov.au/>

National Disability Strategy 2010-2020

<https://www.dss.gov.au/our-responsibilities/disability-and-carers/publications-articles/general/national-disability-strategy-2010-2020-fact-sheet>



## HAVE YOUR SAY

Tell us what you think of this draft plan.

Just call, email or write to us.

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Post:

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*Council would like to thank everyone who has contributed to the development of this Plan!*