

# DISABILITY INCLUSION ACTION PLAN



2021



CENTRAL  
DARLING  
SHIRE COUNCIL

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## SECTION 1

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### Acknowledgement of Country

We acknowledge the traditional custodians of the Country within the Central Darling Shire and their Elders, past, present and emerging. We acknowledge the ongoing connection that Aboriginal people have to this Country, especially water and recognise Aboriginal people as the original custodians of this land. We thank them for their generosity in sharing their aspirations for the future and hope that these plans will affect change for communities of the Shire.



# Background

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## NSW DISABILITY INCLUSION ACT, 2014

The Disability Inclusion Act, 2014 requires all state government agencies, including local councils, to consult with people with disability and based on their feedback and input, identify a range of practical actions that will improve access and inclusion in local communities.

The NSW Disability Inclusion Act, 2014 (the Act) provides a legislative framework that makes communities more inclusive. The Act requires all departments and agencies of the NSW Government, and Local Governments, to develop Disability Inclusion Action Plans (DIAPs). The Act states that DIAPs must:

- State how the Disability Inclusion Act's Principles will be addressed
- Provide specific strategies to support people with disability to access buildings and events, information and employment opportunities
- Describe how people with disability were consulted
- Describe how this plan supports the NSW Disability Inclusion Plan (see below)
- Be made available to the public
- Be reviewed, in consultation with people with disability, every four years
- Include progress reports published annually in Council's Annual Report.

## DISABILITY INCLUSION PRINCIPLES

Central Darling Shire Council's Disability Inclusion Action Plan (2021-2025) has been developed based on the principles outlined in the New South Wales (NSW) Disability Inclusion Act 2014.

These principles state that people who live with disability have the right to:

- Respect for their worth and dignity as individuals
- Participate in and contribute to social and economic life, and be supported to develop and enhance their skills and experience
- Realise their full potential in all areas of life
- Make decisions about their lives, and be supported in these if they want or need it
- Privacy and confidentiality
- Live free from neglect, abuse, and/or exploitation
- Access information in a way that is appropriate for their disability and cultural background, and which enables them to make informed choices and
- Pursue complaints with the same ease as other members of the community

## FOCUS AREAS

In 2014 the NSW Disability Inclusion Act 2014 (the Act) required all NSW government agencies including local councils, to develop Disability Inclusion Action Plans (DIAPs) in consultation with people with disability. The DIAP identifies the initiatives and actions implemented by each agency to ensure people with disability can access general supports and services available in the community and can participate fully in the community.

This plan is built around four 'Focus Areas'. These Focus Areas are based on feedback from people with disability about the main barriers limiting their inclusion in their communities and in society more broadly. These Focus Areas include:

1. Developing positive community attitudes towards disability
2. Creating livable communities
3. Increasing access to meaningful employment
4. Improving access to mainstream services through improved systems and processes

## LOCAL COUNCIL RESPONSIBILITIES

All councils in NSW must develop a Disability Inclusion Action Plan and provide a progress report annually to their communities and the NSW Department of Family and Community Services. The four Focus Areas described above should be used as the basis for annual progress reporting. Activities and initiatives reported on within these Focus Areas may include:

### Developing positive community attitudes towards disability

- Meetings, public consultations, access committees
- Publications, resources
- Public awareness

### Creating livable communities

- Inclusive events
- Infrastructure projects
- Facilities management
- Sport and recreation access

### Increasing access to meaningful employment

- Staff training
- Recruitment practices
- Work experience / mentorship
- Flexible arrangements

### Improving access to mainstream services through improved systems and processes

- Website accessibility
- Community transport
- Surveys and feedback
- Mapping of toilets

## SECTION 2

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### Central Darling Shire Activities and Initiatives

The following provides an account of the actions and initiatives to be undertaken by Central Darling Shire Council in pursuing the objectives of this plan within each of the focus areas.

#### DEVELOPING POSITIVE COMMUNITY ATTITUDES TOWARDS DISABILITY

What council will do:

Raise awareness about the contribution people with disability make to our community

- Increase the visibility of people with disability in our publications and communications

Increase participation in our events, festivals and activities

- Provide Building Inclusive Events training for staff and community event holders
- Review our events and implement strategies to improve access for people with disability
- Include information about access in Council's promotional material

Undertake programs to promote access and inclusion

- Partner with community organisations to ensure projects and programs are accessible and inclusive
- Deliver campaigns to promote and support inclusion

#### CREATING LIVEABLE COMMUNITIES

What council will do:

Improve our accessible public toilets

- Identify and implement measures to improve the accessibility of public toilets throughout the Shire
- Submit information on local accessible public toilets for inclusion in the National Public Toilet Map

Increase the number of accessible paths of travel to key destinations

- Improve accessible paths of travel including parking, footpaths and kerb ramps in our town and village centres, to key destinations such as local services, recreation spaces and community facilities

Improve access to our spaces and streetscapes

- Install accessible park and street furniture when renewing open space and streetscapes
- Incorporate access outcomes in the criteria for local infrastructure projects

Improve access to local bus stops and shelters

- Audit bus stops and shelters and develop a list of priorities for improvement
- Upgrade bus stops and shelters to make them accessible including a link to a continuous accessible path of travel

#### Improve access to local recreation services and facilities

- Incorporate accessible play equipment in local playground upgrades
- Include accessible parking and seating when upgrading sports grounds and facilities
- Initiate appropriate accessibility upgrades to local public swimming pools
- Undertake access appraisals of local caravan parks and promote access features

#### Improve access to community facilities

- Promote and support the inclusion of people with disability across all local community facilities and programs
- Promote and support access to local services and activities for children and young people with disability

#### Increase access to our buildings

- Undertake access assessments of all Council buildings and facilities
- Identify access priorities when upgrading Council buildings and facilities

#### Improve our policy and planning tools to create better access

- Advocate for the needs of people with disability in all matters concerning the upgrade, renewal and new development of local social and community housing
- Include the needs of people with disability in the development of all town and village plans and master plans

### INCREASING ACCESS TO MEANINGFUL EMPLOYMENT

What council will do:

#### Increase employment opportunities

- Work with other government agencies and local communities, and businesses to promote and support employment opportunities for people with disability

#### Increase participation opportunities

- Ensure Council's recruitment and employment practices meet required EEO standards
- Promote staff vacancies to appropriate community and disability networks

#### Increase staff retention and career development opportunities

- Support employees with disability to pursue their career goals
- Ensure workplaces meet the accessibility standards and requirements
- Ensure managers and supervisors have the skills and resources to support employees with disability

#### Incorporate workforce diversity as part of everyday Council business

- Establish flexible work practices

#### Increase awareness about working with people with disability

- Provide access and inclusion training for all new staff
- Provide staff training to increase awareness of inclusive service provision
- Provide job specific training for our employees about access relevant to their roles

## IMPROVING ACCESS TO MAINSTREAM SERVICES THROUGH IMPROVED SYSTEMS AND PROCESSES

What council will do:

### Increase access to information

- Ensure that Council publications are accessible
- Monitor and update Council's website to ensure access standards are addressed
- Incorporate captioning for video content on our website

### Increase awareness about local access

- Include information about access in our promotional material and signage
- Promote accessibility upgrades to all services and facilities within the Shire
- Include information about access on Council's website

### Increase participation in our community engagement activities

- Talk to people with disability and include their ideas in plans for Council services, facilities and activities

### Improve our systems and processes to deliver better access outcomes

- Ensure access considerations are included in all projects in our annual Capital Works program
- Include assessment of disability access when collecting information and data about our assets

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## Delivering the Plan

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GOVERNANCE	The General Manager and senior management team will oversee promote the DIAP throughout Council and externally
INTEGRATION AND IMPLEMENTATION	In addition to ongoing reference to the DIAP in the course of Council's service planning and delivery, the activities and initiatives in this DIAP will be incorporated into Council's Delivery Program and Operational Plan as appropriate
MONITORING AND REPORTING ON PROGRESS	<p>Progress towards outcomes listed in this plan will be monitored and reported on as part of Council's annual reporting process and in a discreet DIAP reporting process</p> <p>Council will prepare and submit reports to the NSW Department of Family and Community Services as required</p>
ONGOING CONSULTATION AND REVIEW	Council will undertake appropriate periodic engagement to confirm that the priorities outlined in this plan are current and will update the plan as required

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## Appendix 1

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# Central Darling Shire Council DIAP Annual Reporting Template

### INSTRUCTIONS FOR DISABILITY INCLUSION OFFICER

Use this template to gather feedback from the sections of council which have actions assigned to them under your DIAP. Please collate these results into a single DIAP report for your council.

Each relevant Division of Council is requested to provide a brief report on the implementation of council's Disability Inclusion Action Plan (DIAP). Please provide a response to the following questions that relate to the implementation of our council DIAP.

COUNCIL NAME: Central Darling Shire

COUNCIL DEPARTMENT:

RESPONSIBLE OFFICER:

## Central Darling Shire Council DIAP Annual Report for [Year]

**1. Please provide an update on the progress your area has made in the four focus areas listed below during [year]. Include:**

- What actions were you undertaking?
- What progress has been made?

I. Building positive attitudes

II. Creating liveable communities

III. Supporting access to meaningful employment

IV. Accessible systems, information or processes

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**2. How have you determined that you're meeting the needs of people with disability?**

- What engagement or feedback have you had from people with disability?
- How has this been incorporated into your current and future planning?

**3. Describe your challenges and successes in delivering on your parts of the DIAP**

**4. Is there anything else you're doing or planning for the future to contribute to greater outcomes for people with disability?**

NB: Include new actions that your area will be undertaking and should be added to the FACS DIAP

**Additional information and comments about the information provided  
(include any contentious issues)**

APPROVAL:

DIVISION	AUTHOR	ENDORSED BY	DATE

Please send a copy of your final, collated report to NSW FACS Disability & Inclusion Planning at [NSWDIP@facs.nsw.gov.au](mailto:NSWDIP@facs.nsw.gov.au)

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