



Narrromine Shire Council
DISABILITY INCLUSION ACTION PLAN
DRAFT
2022-2026



A photograph of a person in a wheelchair on a tennis court. The person is wearing a light blue t-shirt and a black backpack. They are holding a tennis racket with a green grip. In the foreground, there are several tennis balls and another tennis racket with an orange frame. The background shows a tennis court fence and trees.

Table of Contents

Introduction	Page 3
<ul style="list-style-type: none">▪ Message from the Mayor▪ Message from the General Manager▪ Background	Page 4
Legislation and Policy	Page 5
Narromine Shire Disability Snapshot	Page 9
Community Consultation	Page 10
Summary of Community Views and Suggestions for Change	Page 11
Action Plan	Page 14
Monitoring and Evaluation	Page 21
References	Page 22

INTRODUCTION



MESSAGE FROM THE MAYOR

Narromine Shire Council believes in the inclusion of people with disabilities in all aspects of community life and we advocate equal rights for all and aim to improve our Shire as an accessible and inclusive place. We will strive for an inclusive society through collaborations with business, government groups and the community.

As a Council, we will be fair and just to all. We will recognise, respect and promote the rights of all citizens and support all groups in our Shire to have equal access to services, information, Council facilities and opportunities particularly groups who require additional support for improved community wellbeing.

I have much pleasure in presenting the Disability Inclusion Action Plan which has been developed through consultation with community and demonstrates our commitment to improve the quality of our services, facilities, systems and programs for the betterment of the community.

I look forward to receiving feedback on the positive impact the Plan has for people with disability in our Shire.

A handwritten signature in black ink that reads "Craig Davies".

Councillor Craig Davies
Mayor

MESSAGE FROM THE GENERAL MANAGER

Disability inclusion Planning aims to support the basic right of choice of people with disability to participate fully in community life.

Council's aim is to ensure our services, facilities and programs are inclusive. The Plan aims to improve facilities and better meet the needs of people with a disability who live, work and visit our Shire.

I look forward to working with staff and our community to put the Plan into action.

A handwritten signature in black ink that reads "Jane Redden".

Jane Redden
General Manager





BACKGROUND

In August 2014, the NSW Disability Inclusion Act 2014 was passed.

This Act requires all Councils to develop a Disability Inclusion Action Plan to help remove barriers and enable people with disability to participate equally and fully in their communities.

Narromine Shire Council's vision is for an inclusive friendly place to live and work with a strong sense of community that values our services, facilities and our natural rural environment.

We are a community that values the diversity of people, ideas, perspectives and experiences. We work together to strive towards a vibrant, safe and engaged community that provides opportunities for all its members. Our Council is a leader for our community sharing the responsibility for growth, development and provision of services.

Purpose

The purpose of the Disability Inclusion Action Plan is to set out the strategies and actions that Council will deliver over the next four years to enable people with disability to have greater access to Council information, services and facilities.

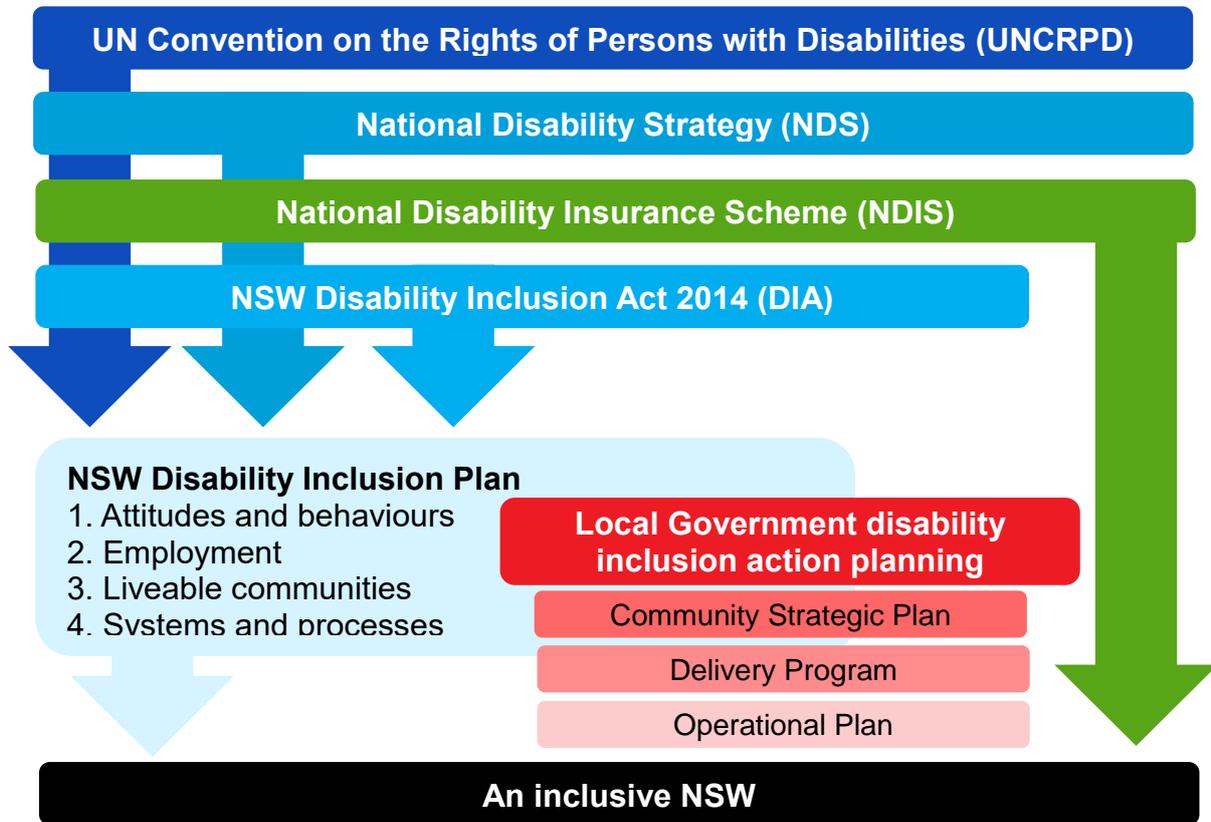
The Plan includes actions for all areas of Council and will guide us in making our services and facilities more inclusive. Implementation of the actions in this Plan will benefit many people in our community including older people, people with a temporary injury and parents with young children.

Council's vision **inclusive** friendly place to
live and work with a **strong** sense of
community that values our services,
facilities and our natural rural
environment

LEGISLATION AND POLICY

There is a range of Commonwealth and State legislation that actively supports access and inclusion for people with 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

In 2008, the Australian Government committed to implementing the United Nations (UN) Convention on the Rights of Persons with Disabilities: (United Nations (2006) Convention on the Rights of Persons with Disabilities) as follows:

“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.”

The United Nations Convention of the Rights of Persons with Disabilities 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.

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 persons;
- 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

Australia’s Disability Strategy 2021–2031 (the Strategy) is a national framework that all governments in Australia have signed up to. It sets out a plan for continuing to improve the lives of people with disability in Australia over the next ten years. The Strategy replaces and builds on the first National Disability Strategy 2010–2020.

The Australian, State and Territory and Local Governments are committed to working together to support people with disability to reach their full potential, as equal members of the community.

The *National Disability Strategy 2010–2020* was the first time all levels of government committed to a unified, national approach to building inclusion for people with disability. The strategy was about creating a more inclusive society that enabled Australians with disability to fulfil their potential as equal citizens.

In 2018, work started on developing *Australia’s Disability Strategy 2021–2031* which has replaced the original Strategy. Australia’s Disability Strategy was launched on 3 December 2021.

National Disability Insurance Scheme

The National Disability Insurance Scheme (NDIS) is Australia's first national scheme for people with disability. It provides funding directly to individuals. It is one of the largest and most influential shifts ever seen in the delivery of social services in Australia.

The NDIS is based upon the premise that a lifetime approach to investing in people with disability early will improve their outcomes later in life.

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

Narromine Shire Council Community Strategic Plan 2032 was created by the community and provides a long-term vision for 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. Other Council plans and documents relevant to the Disability Inclusion Action Plan include:

- Pedestrian Access Mobility Plan (PAMP)
- Equal Employment Opportunity Policy and Management Plan
- Carers Recognition Policy

Other legislation and standards that underpin Council's work are –

- 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

Development of the Disability Inclusion Action Plan is supported by the Narromine Shire Community Strategic Plan aspirations and values on page 13 as follows:

- Commitment to openness, transparency, honesty and fairness
- Strong community spirit and sense of belonging
- Effective communication and co operation
- Respect for all people and the environment



About the Narromine Shire

5% of the population, or 326 people living in Narromine Shire identified as needing assistance with core activities because of a profound or severe disability.

DISABILITY SNAPSHOT IN NARROMINE SHIRE

The Disability Inclusion Act 2014 (DIA) defines disability as:

“...A 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”.

Information has been obtained from the Australian Bureau of Statistics (ABS) Census data (2016) on disability in Narromine Shire local government area which identifies people needing help with mobility, self-care or communication due to disability or long term health conditions.

- 5% of the population or 326 people living in Narromine Shire, identified as needing assistance with core activities because of a profound or severe disability.
- In 2012, Persons with a disability living in private dwellings was 1442 or 21% of the population.

About Narromine Shire

The Narromine Shire is located **40 kilometres west** of Dubbo, in the Orana region of New South Wales, Australia. Covering 5224 square kilometres, our vast Shire includes the major rural centre of Narromine, as well as Trangie and Tomingley.



We are a community of nearly **6,500 residents** and are proud of our heritage, history and towns that we share with our residents, businesses and visitors. The median age in the region is 42 years.

We choose to live in our Shire because of its location with access to a large regional centre, its picturesque setting and our close community connections.

The Wiradjuri people were the original inhabitants of this area and the traditional owners of this land. Today our Shire has an indigenous population of just under 1000 residents (21%). Our agriculture sector has long been the mainstay and we are well known for our sheep, cattle and wool, cotton production and broadacre cereal crops. Alkane Resources Limited provide significant employment opportunities. Narromine Shire Council provides a range of services for our community. Our Shire’s assets are valued at \$449 million (replacement value) and include roads, water and sewer infrastructure, footpaths, community amenities such as libraries, parks and playgrounds and sporting and recreation facilities.

Our Council will continue to focus on improving our community for residents, businesses and visitors to our Shire.

COMMUNITY CONSULTATION

In 2022 Council reviewed its Community Strategic Plan with input from the community.

This included residents, businesses and visitors. Stakeholders from across the region were involved in the formation of the Plan with meetings, consultations and surveys as part of the engagement process.

Community feedback received during the engagement period was collated, analysed and used as a basis for the formulation of the strategies and actions which appear in Council's Community Strategic Plan and suite of Integrated Planning and Reporting Documents.

The Community Strategic Plan is the highest level strategic planning undertaken by Council, with a ten-year time frame. It is the primary driver for all planning undertaken by the Council and other stakeholders. Narromine Shire Council intends to use the Community Strategic Plan in several ways, including:

- Guide Council in priority setting and provide the foundation for informed strategic decision making, taking into account the disability inclusion principles;
- Be a key tool for the ongoing integration of local planning initiatives;
- Help guide and inform the decision making of other agencies and organisations, including community, State and Federal Governments;
- Provide the rationale to attract external grant funding and other resources;
- Inform potential investors, including new residents and developers, of our community's key priorities, and the ways in which we want the Narromine Shire to grow and develop;
- Engage our local businesses, community groups and residents in various ways to contribute to the Shire's future; and
- Provide a framework for monitoring progress against our vision, values and key strategic directions.

What people told us

Many community responses highlighted the importance of being involved in the local community, having a sense of belonging and having access to a range of services, buildings and recreational and social opportunities.

Areas for improvement identified by survey participants related to access to public amenities for the disabled primarily toilets and footpaths, which caused problems for people with mobility and visual impairment issues, better access to businesses with steps, access for wheelchairs/gophers from roadway to footpath and more pedestrian crossings.

SUMMARY OF COMMUNITY VIEWS AND SUGGESTIONS FOR CHANGE:

1. Positive Community Attitudes and Behaviours

Lack of understanding and negative attitudes about disability can cause barriers to full access and inclusion. Many people make assumptions based on what they think people with a disability can and cannot do when they should not define a person by the disability.

Council can play a role in promoting positive community behaviour towards people with disability.

Some suggestions for change included:

- Create more activities that engage community members with people with disability.
- In Council's publications, increase visibility of people with disability.
- Create awareness and understanding by educating the public about the broad range of disabilities.
- Encourage elderly/disabled to participate in existing groups and meetings that encourage participation.
- Organise sports suitable for people with disability

2. Liveable Communities

To participate in community life, it is important that all people in our communities can move about easily to access facilities and services.

What we have heard –

Pedestrian crossings and access and for wheelchairs/gophers, along with the need for more built pathways and the removal of trip hazards, more disabled toilets in high pedestrian areas and the lack of into retail businesses continues to be raised consistently in the community.

Affordable community transport, especially for medical and specialist appointments outside of the Narromine Shire. Requests for handyman, shopping and home help are all suggestions offered throughout the consultation period.

Common themes and suggestions for change included:

- Make sure Council facilities are physically accessible.
- Public spaces with appropriate facilities, equipment and access.
- Footpaths are level and the grassed footpaths have a pathway installed.
- Heating of swimming pools to encourage a longer swimming season.
- Provision of more seating in the main street.

3. Employment

Meaningful employment contributes to feelings of self-worth and independence for all members of the community. Opportunities to work in paid and volunteer roles are important. Local employment, especially for young people leaving school is important to the long-term future of the community to keep young people from moving away.

Common themes and suggestions for change included:

- Support some form of employment and training opportunities

4. Systems and Processes

Council information is available on the website but this is difficult for some people to access.

Council's Council Column, social media and newspaper items, LED Board have been identified as the most effective forms of communication that are delivered by Council.



This Action Plan relates to disability access and inclusion and focuses on improved outcomes for people with disability –

What Council will do...

Positive Attitudes and Behaviours

SOUND PARTNERSHIPS ARE ENCOURAGED AND FOSTERED				
ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Work collaboratively with community groups through representation at Interagency Groups	Interagency Group includes delegates representing all disabilities	General Manager and Community and Economic Development	Ongoing	Facilitating Community engagement CSP 4.4.4 NDS Priority Inclusive and accessible communities
Provide opportunities for community connection by facilitating and promoting International Day of People with Disabilities event	Community celebration and recognition annually	Community and Economic Development	Ongoing	Facilitating Community engagement. Held annually in December CSP 4.4.4 NDS Priority Inclusive and accessible communities
Utilise International Day of People with Disabilities to promote inclusion to the general community	Provide media coverage after community event	Community and Economic Development	Held each December - ongoing	Facilitating Community engagement and positive media stories and coverage CSP 4.4.4 NDS Priority Inclusive and accessible communities

Attachment No. 4

Audit activities and events run by Council for accessibility	Accessibility issues identified and addressed	Community and Economic Development	Prior to and after each event	Use Inclusion and Access Guidelines when planning events - CSP 4.4.4 NDS Priority Inclusive and accessible communities
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ACCESSIBLE FACILITIES AND SERVICES ARE AVAILABLE FOR PEOPLE WITH LIMITED MOBILITY

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Work in partnership with the Shire disability groups and other agencies to implement the DIAP	Interagency Group includes delegate(s) representing disability	General Manager Community and Economic Development	Ongoing	Interagency Group contacted. Encourage groups to invite more delegates representing disability to join. CSP 1.4.1 NDS Priority Inclusive and accessible communities
Work in partnership to ensure our towns including businesses are 'mobility friendly'	Accessibility issues identified and addressed	Community and Economic Development Infrastructure and Engineering Services	Ongoing	Promote mobility friendly access in the Shire. Attract funding for disabled facilities (toilets, ramps etc) CSP 1.4.2 NDS accessible communities Priority Inclusive and
Audit activities and events run by Council to align with Inclusion and Access Guidelines	Accessibility issues identified and addressed	Community and Economic Development	Prior to and after each event	Will use Inclusion and Access Guidelines when planning event

Attachment No. 4

CSP 1.4.1
NDS Priority
Inclusive and
accessible
communities

Council and community events and facilities encourage participation of people of all abilities, and celebrate and value diversity

People with disability attend Council and community events

Community and Economic Development

Annually

Australia Day and Seniors Week events
CSP 1.2.1
NDS Priority
Inclusive and
accessible
communities

Review inclusion and access guidelines for cultural and community events

Inclusion and access guidelines reviewed

Community and Economic Development

Annually

CSP 1.2.1
NDS Priority
Inclusive and
accessible
communities

OUR COMMUNITY IS WELL CONNECTED THROUGH OUR CYCLEWAYS, FOOTPATHS AND PUBLIC TRANSPORT SYSTEMS

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Advocate to ensure that transport issues of our residents are adequately addressed	Number of transport issues raised and addressed	General Manager and Community and Economic Development	Ongoing	Community and public transport available CSP 3.5.3 NDS Priority Inclusive and accessible communities
Plan and provide accessible and well-connected footpaths, cycleways and associated facilities within the Shire	Length of new/refurbished pathways, cycleways and facilities constructed or improved	General Manager and Infrastructure and Engineering Services	Ongoing	Ensure priority measures implemented from the PAMP CSP 3.5.3 NDS Priority Inclusive and accessible communities

Liveable Communities

WORK IN PARTNERSHIP TO ENSURE OUR TOWNS, INCLUDING BUSINESSES, ARE “MOBILITY FRIENDLY”

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Identify buildings in the CBD that are not ‘mobility friendly’ for access in Narromine and Trangie	Identify resolution to provide access and report to owners for their consideration	Infrastructure and Engineering Services	December 2023	CSP 3.5.3 NDS Priority Inclusive and accessible communities

Safe and Accessible Community Facilities

WORK IN PARTNERSHIP WITH THE SHIRE’S DISABILITY GROUPS AND OTHER AGENCIES TO IMPLEMENT STRATEGIES AND ACTIVITIES THAT INCREASE ACCESS AND IMPROVE THE LIVES OF THOSE WITH A DISABILITY

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Progress Actions in Council’s Pedestrian Access Mobility Plan	Priority actions completed to timeframe and budget	Infrastructure and Engineering Services	Ongoing	Updated PAMP CSP 3.5.1 NDS Priority Health and Wellbeing
Review seating provision in Narromine and Trangie main streets	Seating provision reviewed by Council. Outcomes communicated to community	Infrastructure and Engineering Services	December 2023	CSP 3.5.1 NDS Priority Health and Wellbeing
Audit Council buildings and facilities to ensure accessibility compliance	Audit complete with recommendations for action	Infrastructure and Engineering Services	Ongoing	WH&S/Audit Risk & Improvement Committee CSP 4.2.1

NDS Priority Inclusive and Accessible communities

Review Disability Parking Spaces in built up urban areas

Disability Parking Space provided at key sites

Infrastructure and Engineering Services

December 2023

Apply for suitable funding CSP 3.5.3 NDS Priority Inclusive and Accessible communities

Employment

WORK IN PARTNERSHIP WITH THE SHIRE'S DISABILITY GROUPS AND OTHER AGENCIES TO IMPLEMENT STRATEGIES AND ACTIVITIES THAT INCREASE ACCESS AND IMPROVE THE LIVES OF THOSE WITH A DISABILITY

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Support employment opportunities and economic security for residents of all abilities	Implement actions in Council's EEO Policy and Management Plan	Human Resources	Ongoing	CSP 4.1.4 & 4.2.1 NDS Priority Economic Security
Employ and maintain a diverse workforce by making diversity and inclusion key to strategic workforce planning	Implement actions in Council's Workforce Management Strategy	Human Resources and IT	Ongoing	Council's Workforce Management Strategy includes diversity and inclusion with access to flexible work arrangements to meet specific needs - CSP 4.1.4 & 4.2.5 NDS Priority Economic Security

Attachment No. 4

Council's recruitment website content meets access standards Web content Accessibility Guidelines 2.0 (WCAG 2.0)	Recruitment information is accessible and made available on a variety of media platforms	Human Resources / IT	Ongoing	Meet guidelines CSP 4.2.5 NDS Priority Inclusive and accessible communities
Use recruitment methods that give people with disability the opportunity to show their ability to do the job	Coach and support recruitment panel members to increase their capacity and confidence in recruiting and supporting staff with a disability	Human Resources	Ongoing	Recruitment methods give people with a disability the opportunity to show ability. Council does not discriminate against people with a disability CSP 4.2.1 & 4.2.5 NDS Priority Inclusive and accessible communities

Processes and Systems

WORK IN PARTNERSHIP WITH THE SHIRE'S DISABILITY GROUPS AND OTHER AGENCIES TO IMPLEMENT STRATEGIES AND ACTIVITIES THAT INCREASE ACCESS AND IMPROVE THE LIVES OF THOSE WITH A DISABILITY

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS
Information is provided in a variety of formats. Develop a fact sheet to assist Narromine Shire Council customer service staff to respond to queries regarding services for people with disabilities	Fact Sheet developed and utilised by staff. Increased level of staff knowledge	Community and Economic Development	December 2022	Under review CSP 4.1.4 & 4.2.4 NDS Priority Inclusive and accessible communities
Provide key Council information to local Community Radio for promotion	Information circulated by Community Radio and other media outlets	General Manager/ Community and Economic Development	Ongoing	Media releases forwarded to Radio Stations CSP 4.1.4 NDS Priority Inclusive and accessible communities
Include images of people with disability in Council's publications	Council publications that are accessible, include images of people with disability and information on access	Community and Economic Development	Ongoing	Images included in DIAP on website. Will be included in publications where relevant. CSP 4.1.1 & 4.1.4 NDS Priority Inclusive and accessible communities

MONITORING AND EVALUATION

The Disability Inclusion Action Plan includes timelines to guide the implementation of the actions. The process will be evaluated and reported through the Integrated Planning and Reporting cycle.

Implementation of the Plan will be undertaken by the responsible Officers from each Department of Council. Each action will be monitored and reported against at six monthly intervals.

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

Reporting

Outcomes and achievements from the Delivery Program/Disability Action Plan will be reported in Council's Annual Report and six-monthly report to the community. These reports will be available at Council's office, Council's website, Narromine and Trangie Libraries, and BP Service Station at Tomingley.

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

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.

REFERENCES

Australian Bureau of Statistics – www.abs.gov.au and REMPLAN

Disability Inclusion Act 2014 (NSW) – www.facs.nsw.gov.au/inclusion/disability

Australian Local Government Association www.alga.com.au

National Disability Strategy 2022-2025 – www.dss.gov.au

National Disability Insurance Scheme – www.ndis.gov.au

Draft to Council:

Formally Adopted by Council:



NOTES





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