



Narrromine Shire Council

DISABILITY INCLUSION ACTION PLAN
2017-2021

Adopted 10 May 2017, Resolution No 2017/98





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INTRODUCTION



MESSAGE FROM THE MAYOR

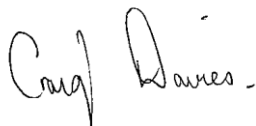
Narromine Shire Council believes in the inclusion of people with disabilities in all aspects of community life and we advocate equal rights for all and aim to improve our Shire as an accessible and inclusive place. We will strive for an inclusive society through collaborations with business, government 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 was developed through consultation with the 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 conditions and better meet the needs of people with 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 Council to develop a Disability Inclusion Action Plan to help remove barriers and enable people with disability to participate equally and fully in their communities.

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

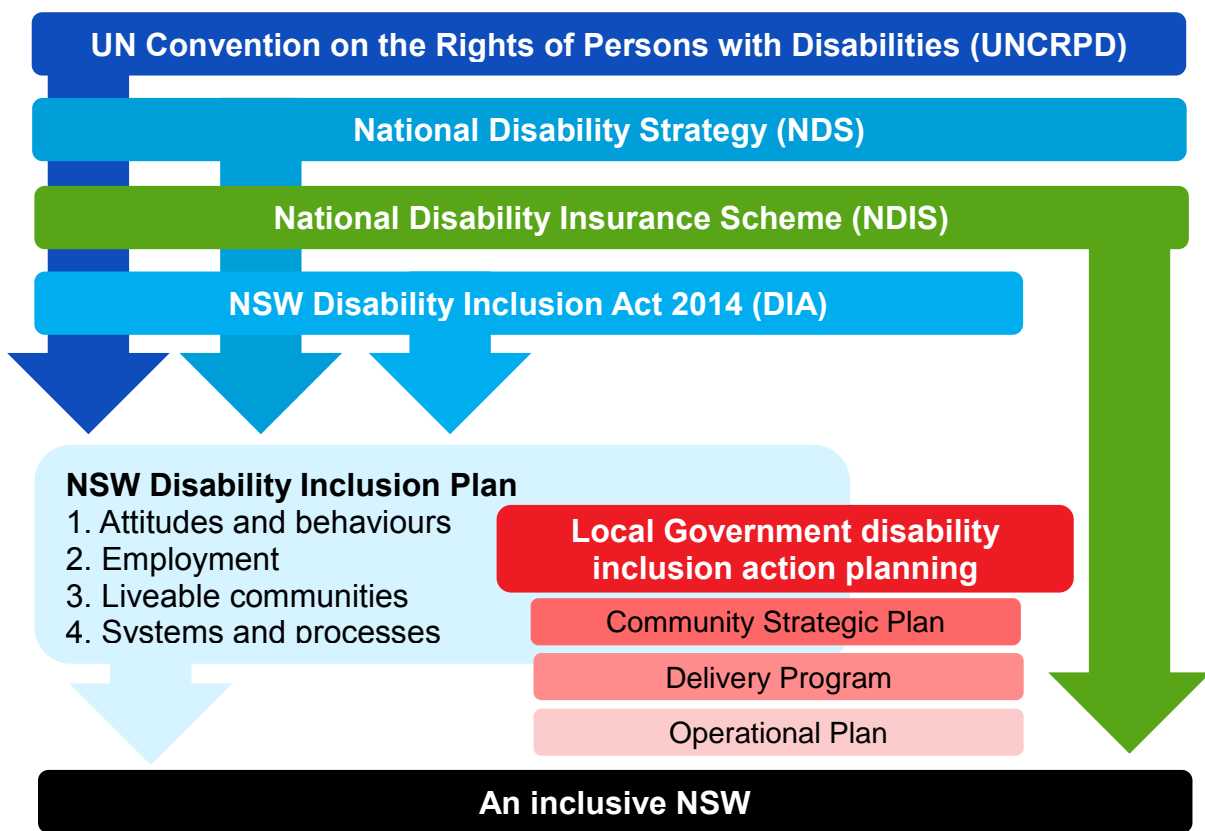
The purpose of the Disability Inclusion Action Plan is to set out the strategies and actions that Council will deliver in the next four years to enable people with disability to have greater access to Council information, services and facilities. The Plan includes actions for all areas of Council and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

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

Actions in the Implementation Plan that involve councils include improving Web Content accessibility, access to infrastructure, recreation, employment and community participation.

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

Narromine Shire Council Community Strategic Plan 2027 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
- Equal Employment Opportunity Policy
- 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



4.2% of the population, or 247 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:

“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”.

Information has been obtained from the Australian Bureau of Statistics (ABS) Census data 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.

- 4.2% of the population, or 274 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.

Need for assistance with core activities 2011

ASSISTANCE NEEDED BY AGE GROUP (YEARS)	NUMBER	% OF AGE GROUP
0-4	9	1.5
5-9	19	3.5
10-19	23	2.6
20-59	64	2.1
60-64	24	5.4
65-69	23	6.0
70-74	17	6.2
75-79	29	13.5
80-84	33	21.9
85 and over	34	35.1
Total persons needing assistance	274	4.2

There were no major differences in people needing assistance in Narromine Shire between 2006 and 2011.

- In Narromine Shire there were 578 carers providing unpaid assistance to a person with a disability, long term illness or old age in 2011.



Council activity at Narromine and Trangie libraries to assist people with disability -

- Provide 'playaway' (battery and earphone operated) for audio books
- Provide borrowings for Breakthru Employment Service
- Home delivery by volunteers to Timbregongie House, Hospital, private homes for those with mobility problems
- Provide low tables and chairs for easy access
- Automatic opening doors
- Easy access for walkers and wheelchairs
- Return chute for books at an easily accessible level
- Large print books
- Disabled carpark

COMMUNITY CONSULTATION

A Consultant was engaged by Council to undertake the community consultation for the Community Strategic Plan and consultation for the Disability Inclusion Action Plan was included in this community engagement. An independent consultant was chosen so it would be 'arms-length' from Council and people could speak freely about what they needed and how they felt about services provided by Council. The face to face consultation involved workshops and focus group meetings which included -

- 6 December 2016 Business Summit
Seniors Group
Health Focus
Narromine Community
- 7 December 2016 Tourism group
Aged Care/Disability focus group
Trangie Community
- 8 December 2016 Trangie Community pop up shop
Narromine Community pop up shop
Education Focus group
Tomingley Community

A general survey was distributed to all residents, as well as a Disability specific survey, and they were both also available on line for residents who preferred to complete them electronically.

Results from the workshops and surveys completed were analysed and used as a basis for the formulation of strategies and actions which appear in the Delivery Program.

Responses

Besides the contribution from the focus groups and workshops, there were 57 disability surveys completed. They came from the following groups -

Person with a disability	33.3%
Family member or close friend of person with disability	39.58%
Employed in disability sector	4.17%
Supporter or carer of person with disability or older person	22.92%



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 services, buildings and recreational and social opportunities.

Positive feedback was received on Council's communication with the monthly Newsletter and a request for all events to be promoted so they have the opportunity to participate. They also appreciated the good medical services available.

The priority areas for improvement identified by participants related to uneven 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. They also requested more activities that engage community members in regard to disabilities so everyone is aware and understanding and they can stay engaged and active.

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 education of 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 can move about easily to access facilities and services. Pedestrian access and wheelchairs/gophers featured with a request for more footpaths to have pathways and for the removal of trip hazards. The need for more seating in the main street was raised as the elderly need to take regular rests.

Lack of access into shops with steps and no ramp was a problem for mobility aid users and raised consistently in the surveys.

Affordable community transport, especially for medical appointments in Dubbo was a common issue raised. There were also requests for handyman, shopping and home help and a suggestion for grocery delivery service from Coles Supermarket.

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.
- Provide a pool hoist at Narromine Swimming Pool.
- Provide more seating in the main street.
- Provide more shade at Narromine Pool.



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

4. Systems and Processes

Council information is available on the website but this is difficult for some people to access. Council's monthly newsletter was raised as the main form of communication from Council along with the local newspaper items.

Main suggestions for change included –

- Council to provide more information in its Newsletters
- Include more information on coming events, suitable for people with disability to attend.



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

SUPPORT AN AGED CARE AND DISABILITY SPECIFIC INTERAGENCY GROUP THAT CAN SHARE KNOWLEDGE AND EXPERIENCES AND PLAN IN PARTNERSHIP

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME
Liaise with Interagency Group to include delegates representing people with disability to join the group	Interagency Group is extended to include delegate(s) representing disability	Community and Regulatory Services/General Manager	December 2017
Audit website to ensure that images include people with disabilities and that language is appropriate	Website includes appropriate images and language	Community and Regulatory Services	December 2017
Provide opportunities for community connection by facilitating and promoting International Day of People with Disabilities event.	Community celebration and community feedback	Community and Regulatory Services	December 2017 and annually
Utilise International Day of People with Disabilities to promote inclusion to the general community	Provide media coverage after community event	Community and Regulatory Services	December 2017 and annually
Audit activities and events run by Council for accessibility	Accessibility issues identified and addressed	Community and Regulatory Services	Prior to and after each event
Audit Council library equipment and facilities in Narromine and Trangie to ensure accessibility compliance	Library equipment and resources meet accessibility standards	Community and Regulatory Services	December 2017
Council and community events and facilities encourage participation of people of all abilities, and celebrate and value diversity	Participation rates of people with disability in Council programs and events	Community and Regulatory Services	December 2017
Work with local disability organisations and the community to make events, activities and facilities accessible and inclusive			
Prepare inclusion and access guidelines for cultural and community events	Inclusion and access guidelines prepared	Community and Regulatory Services	June 2018

ENSURE A RANGE OF EFFICIENT AND EFFECTIVE COMMUNITY TRANSPORT OPTIONS ARE AVAILABLE FOR ACCESS IN THE SHIRE AND DUBBO

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME
Work with Government Agencies to lobby for community transport access within the Shire and to Dubbo on a regular basis	Access to Community transport locally and to Dubbo is maintained	General Manager and Community and Regulatory Services	December 2017 and ongoing

Liveable Communities

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

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME
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	Community and Regulatory Services	December 2018

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
Progress Actions in Council's Pedestrian Access Mobility Plan	Priority actions completed to timeframe and budget	Infrastructure and Engineering	December 2018
Review seating provision in Narromine and Trangie main streets	Seating provision reviewed by Council. Outcomes communicated to community	Infrastructure and Engineering	December 2018
Audit Council buildings and facilities to ensure accessibility compliance	Audit complete with recommendations for action	Infrastructure and Engineering	December 2017
Review Disability Parking Spaces at key Council sporting facilities	Disability Parking Space provided at each key site	Infrastructure and Engineering	December 2017

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
Support employment opportunities and economic security for residents of all abilities	Proportion of council staff (self identifying) as living with disability.	Human Resources	December 2018
Employ and maintain a diverse workforce by making diversity and inclusion key to strategic workforce planning	% of people with disability employed fulltime/part-time/casual	Human Resources and IT	December 2017
Work with local disability employment providers to identify and remove barriers to Council employment for people with disability	% of people with disability employed fulltime/part-time/casual	Human Resources and IT	December 2017
Make sure our recruitment website content meets access standards Web content Accessibility Guidelines 2.0 (WCAG 2.0)	Check website against standards and correct if necessary	Human Resources and IT	December 2017
Use recruitment methods that give people with disability the opportunity to show their ability to do the job	% of people with disability employed fulltime/part-time/casual	Human Resources	December 2017

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
<p>Information is provided in a variety of formats</p> <p>Develop a fact sheet to assist Narromine Shire Council customer service staff to respond to queries regarding services for people with disabilities</p>	<p>Fact Sheet developed and utilised by staff. Increased level of staff knowledge</p>	<p>Community and Regulatory Services and Financial Services</p>	<p>December 2017</p>
<p>Provide key Council information to local community radio for promotion</p>	<p>Information circulated by Community Radio</p>	<p>General Manager</p>	<p>December 2017 and ongoing</p>
<p>Review the current engagement strategy to include a checklist on inclusive consultation</p>	<p>Community Engagement Strategy includes people with disabilities and their families/carers</p>	<p>General Manager/ and Community and Regulatory Services</p>	<p>December 2017</p>
<p>Include images of people with disability in Council's publications</p>	<p>% of Council publications that are accessible, include images of people with disability and information on access</p>	<p>Community and Regulatory Services and Financial Services</p>	<p>December 2017 and ongoing</p>

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 Corporate, Community and Regulatory 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 the 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 REPLAN

Disability Inclusion Act 2014 (NSW) – www.adhc.nsw.gov.au

Disability Inclusion Action 2014 – Factsheet

Human Rights Commission – www.humanrights.gov.au

National Disability Strategy 2010-2020 – www.dss.gov.au

National Disability Strategy 2010-2020

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

Western NSW Primary Health Network

Draft to Council: 8 March 2017

Public Exhibition: March-April 2017

Formally Adopted by Council: 10 May 2017

NOTES





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