



Disability Inclusion Action Plan 2017 – 2021

Table of Contents

Acknowledgement of Country	2
Mayoral Introduction	3
Message from General Manager	4
ABOUT THE PLAN	5
Purpose	5
The Case for Inclusion.....	5
Consultation undertaken	6
POLICY AND LEGISLATIVE CONTEXT	6
Related Legislation and Standards	7
NSW Disability Inclusion Act 2014.....	8
Oberon Council’s Disability Inclusion Action Plan.....	8
COMMUNITY SURVEY RESULTS.....	9
Community Conversation Results	10
ATTITUDES AND BEHAVIOURS	10
LIVEABLE COMMUNITIES	10
SYSTEMS AND PROCESSES	11
MONITORING, REVIEWING AND REPORTING	12
Governance	12
Integration	12
Implementation.....	12
Monitoring and Evaluation	12
Reporting	12
Ongoing Consultation and Review	12

Acknowledgement of Country

Oberon Council would like to acknowledge the Wiradjuri people, the traditional owners of this land. The Wiradjuri are of the goanna totem and “the people of the three rivers” – the Macquarie (traditionally known as the Wambool), the Lachlan (or Kalari) and the Murrumbidgee which has retained its original name.

Mayoral Introduction

It is my pleasure to present Oberon Council's Disability Inclusive Action Plan 2017 –2020 which outlines our ongoing commitment to improving access and inclusion for people with a disability living in our Local Government Area.

Council plays a key role in promoting and supporting inclusion and access by ensuring it is a key consideration in Council's Community Strategic Plan. This includes how we develop our towns and villages; provide information and services to our community; support employment opportunities; and promote positive community attitudes and behaviours toward people with disability.

The purpose of this Disability Inclusive Action Plan (DIAP) is to ensure access and inclusion is positioned as core business and integrated with existing planning cycles, ensuring employees at every level take into account inclusion of people with disability when considering future directions. Engagement is a key part of any plan and I would like to thank community members with disabilities, their carers and various service providers who took the time to contribute their ideas, with the ultimate aim of making our town and villages a better place for everyone to live, work, study and play.

Directions outlined in this action plan will have far reaching effects over the next three years and beyond for the Oberon Community as a whole. It will foster a community where the participation and contribution of people with a disability is welcomed and valued. Council aims to take a leadership role to advocate on behalf of people with a disability in our community.

DISABILITY IS EVERYONES BUSINESS

Kathy Sajowitz
Mayor

Message from General Manager

Oberon's Disability Inclusive Action Plan (DIAPP) aligns with Council's Community Strategic Plan. It is a business case for inclusion of people with disability in our communities. Oberon will continue to work with neighbouring Councils to support inclusion of people with disability.

- Description of a range of Local Government case studies to reflect the disability inclusion key outcome areas and inclusion planning process
- Identification of key performance indicators to support annual reporting of disability inclusion action planning.

The DIAP encourages planning and coordination across state and Local Government to reduce barriers for people with disability. It mandates Local Government to undertake disability inclusion action planning while recognising that disability action planning is not a new approach for some councils. A number of NSW councils have an existing disability action plan as a consequence of the federal *Disability Discrimination Act (1992)* and subsequent associated court cases.

The DIAP builds on existing social equity requirements within the IP&R framework to strengthen Local Government commitment to inclusion, consultation and rights for people with disability.

Council is concerned with the well being of all residents of the Oberon Local Government Area and will use this DIAP to ensure that any requirements are embedded in Council's Community Strategic Plan to ensure that they are adequately budgeted to enable implementation within a reasonable timeframe.

Oberon's DIAP will assist Council to:

1. Develop positive community attitudes and behaviours
2. Create liveable communities
3. Support access to meaningful employment, and
4. Improve access to mainstream services through better systems and processes

Gary Wallace
General Manager

ABOUT THE PLAN

Personal choice and control is only possible when communities are inclusive of all people including people with disability. Real diversity is not achieved unless people with disability are provided with equal opportunity to participate in community life.

For the first time all levels of government across Australia have committed to a unified, national approach to improving the lives of people with disability, their families and carers through the development of the National Disability Strategy. In this strategy the State and Federal Governments have committed to an approach where the individual is the 'centre' of focus and not their disability.

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 in their communities.

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. The Plan is underpinned by the following principles which support the United Nations Convention on the Rights of Persons with Disabilities (2006):

- Focusing on abilities and not disabilities.
- Fundamental rights for all people.
- Genuine Dialogue and participation.
- Improving access and inclusion for all.
- Prudent use of resources.
- Recognising the benefits of collaboration.
- Principles of Universal Design.
- Access is everyone's business.

The Case for Inclusion

- As a community, we are poorer without a diverse range of viewpoints and individual perspectives.
- Exclusion leads to disadvantage and discrimination, which have far reaching negative impacts across all aspects of life, including health, welfare, education and employment. These impacts are felt beyond the individual, with families and the broader community being negatively impacted by a non-inclusive community.
- Employment can provide independence, reduce reliance on benefits and improve the living standards of people with disability. This can have positive health impacts and contribute to a greater sense of self-worth.

- Access to business benefits not only people with disability, but older people, parents with prams and business owners by expanding their business reach. There is a strong economic case to increase inclusion in our community.

Consultation undertaken

This Plan was informed by a Community Survey and many conversations with people with disability, their families and carers, and Council staff.

Community conversations took place at community facilities including:

- Shopping areas
- Oberon Library
- Community groups
- Schools
- Staff, and
- Community events

POLICY AND LEGISLATIVE CONTEXT

People with disability, their families and carers have the same rights as all people to access services and facilities. These rights are part of State and Commonwealth policy and legislation which make it unlawful to discriminate against a person with disability.

There is a range of Commonwealth and State legislation that actively supports access and inclusion for people with disability. These are the policy settings that require Oberon Council to undertake its business operations in certain ways with regard to access and inclusion.

Under the Commonwealth *Disability Discrimination Act 1992 (DDA)*, discrimination on the basis of disability is unlawful. Council, along with other organisations, has an obligation to make its facilities and services accessible.

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

“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 Commonwealth *National Disability Strategy (NDS) 2010–2020* sets out a 10-year national plan for improving life for Australians with disability, their families and carers. The NDS is underpinned by the UN human rights approach. This approach also supports the *NSW Government enactment of the NSW Disability Inclusion Act (DIAP) 2014*.

Related Legislation and Standards

INTERNATIONAL

- United Nations Convention on the Rights of Persons with Disabilities

COMMONWEALTH

- *Disability Discrimination Act 1992*
- National Disability Strategy 2010 – 2020
- National Art and Disability Strategy (2009)
- *Disability (Access to Premises Standards – Buildings) Standards 2010*

NSW

- *NSW Disability Inclusion Act (DIAP) 2014.*
- *Carers (Recognition) Act 2010 (NSW)*
- *NSW Anti-Discrimination Act 1977 (ADA)*
- *Disability Standards for Accessible Public Transport 2002*
- National Disability Strategy – NSW Implementation Plan 2012 – 2014
- *Local Government Act 1993 and Local Government (General) Regulation 2005*

The Diagram below shows the Commonwealth and State legislation that informs the development of local government disability access and inclusion planning.

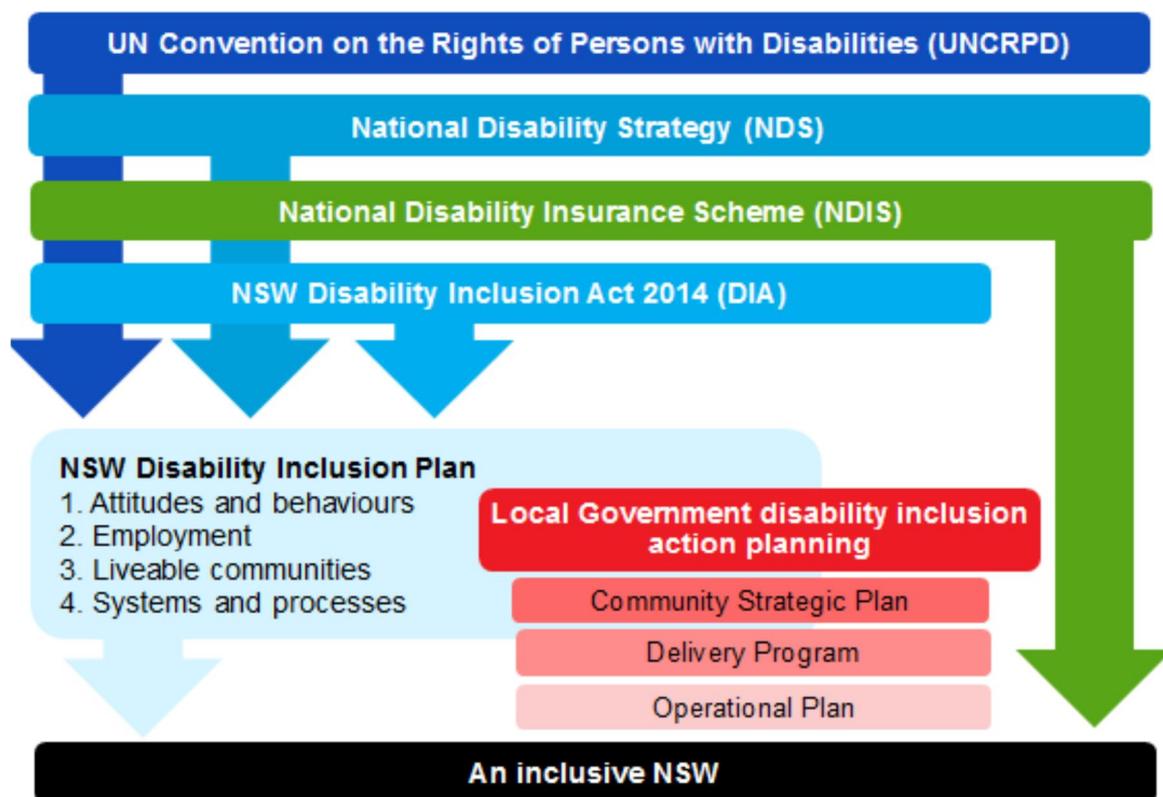


Image source: Local Government NSW and NSW Family and Community Service - Disability Inclusion Action Plan guidelines

NSW Disability Inclusion Act 2014

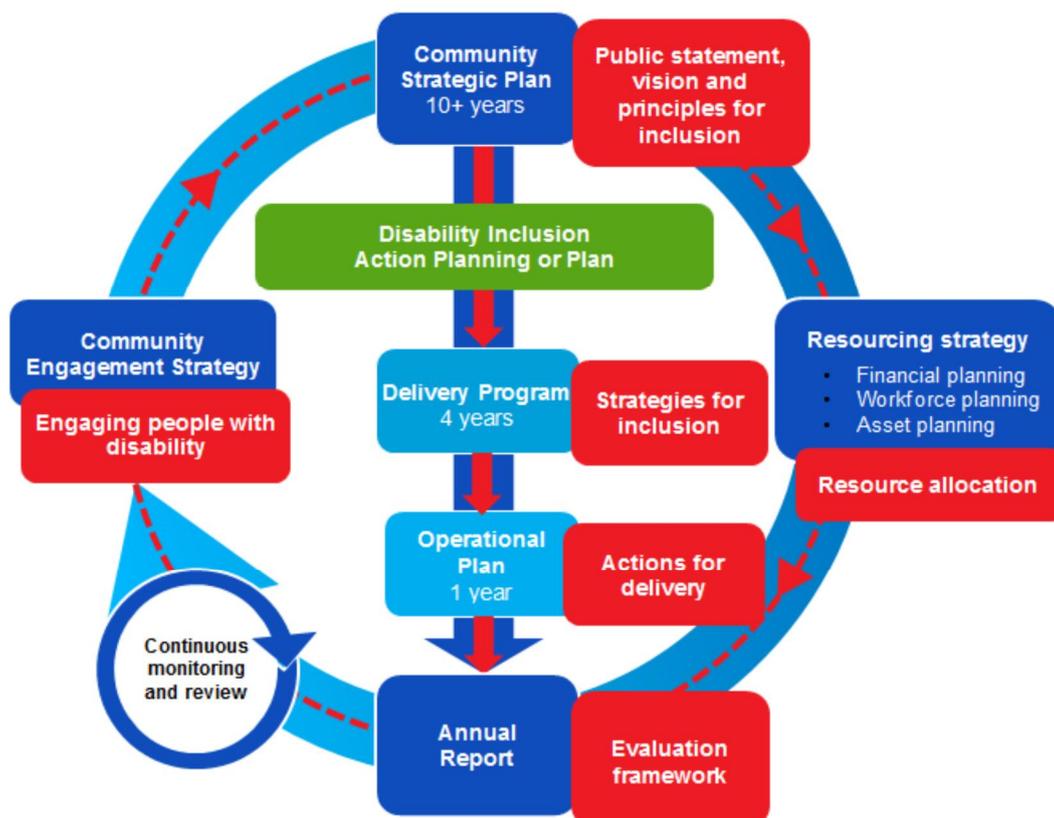
The NSW Disability Inclusion Act 2014 includes a series of principles which relate to people with disability and recognise the needs of particular groups. S.12 (3) of the NSW Disability Inclusion Act 2014 requires each public authority to prepare a Disability Action Plan. Section 12 (3) requires councils to prepare a Disability Inclusion Action plan which must include:

- how the Council regards disability principles;
- strategies for providing access to public buildings, events and facilities;
- details about how to access information;
- how employment opportunities for people with a disability are to be supported;
- demonstrate opportunities for people with disability to access the full range of services and activities available in the community, and
- include details of consultation about the plan with people with disability, and
- explain how the plan supports the goals of the State Disability Inclusion Plan.

As a result, this plan sets out a series of principles, strategies and actions that will guide Council operations over the next four years. These align with the principles of the Disability Inclusion Act 2014, as well as the NSW Government's Disability Inclusion Plan which specifies four focus areas.

Oberon Council's Disability Inclusion Action Plan

Having a separate plan is consistent with Oberon Council's strategic planning framework in which Council undertakes a series of core strategy documents. From these core strategy documents, a series of action plans and masterplans are prepared to give more detail and structure to important aspects within our community and for Oberon Council. The Disability Inclusion Action Plan is within this suite.



These plans are a particularly important component of Oberon Council's strategic planning framework and map out the Council's intentions for the next four years. The Diagram shows how the Disability Inclusion Action Plan fits into the integrated planning and reporting framework of local government.

COMMUNITY SURVEY RESULTS

Below are the statistics from the Community Survey conducted by Council.

Age Group	Gender	Carer required	Disability	Community is welcoming of disabilities	Awareness of Oberon Interagency Committee	Information/Publications accessibility	Improvement to Council Facilities	Comments/Suggestions
<25	F	N	N	Y	N	NO		
	M	N	Y	Y	N	ALL	Streets	Bus stop is not disabled friendly. More kerb ramps required around town. some shops are not wheelchair friendly.
26-35	F	Y	N	Y	N	NEWSLETTER	Main Street	Uneven footpaths. Kerb too high at disabled parking
	F	Y	Y	Y	N	WEBSITE & NEWSLETTER	Main Street	Uneven pavers. need more adequate bus shelters
36-55	F	Y	N (PRAM)	Y	N	NEWSLETTER	Library CC VIC Admin Pool	Automatic doors required at Visitor Information Centre (VIC), Admin building, Community Centre, Pool and Library
36-55	F	N	N	Y	Y	Y	EVENTS	
36-55	M	N	N	Y	Y	ALL	EVENTS	
56-65	M	N	Y	Y	N	WEBSITE & NEWSLETTER	Library CC VIC Admin Pool	Counter at Council facilities too high for wheelchairs
	F	N	N	Y	N	NEWSLETTER	Library CC VIC Admin Pool	Need more disabled parking
	F	N	N	Y	N	WEBSITE AND NEWSLETTER	Shops	Most places have easy access, which is excellent.
	F	N	N	N	N	WEBSITE & NEWSLETTER	POOL	Some shops don't have ramps, access needs to be easier. The pool needs steps and
	M	N	N	Y				
	M	N	N	Y	N	N	ALL	Information publications need updating/improving
>65	F	Y	Y	Y	Y	WEBSITE	LIBRARY	Automatic required at Library
	M	Y	Y	Y	N			
	F	Y	N	Y	N	WEBSITE & BULLETINS	E-	Marked car spaces in streets repairs to footpath pavers
	F	N	Y	Y	N	NEWSLETTER	Library CC VIC Admin Pool	Automatic doors required at Visitor Information Centre (VIC), Admin building, Community Centre and Library, pool
	M	N	N	Y	N	WEBSITE & NEWSLETTER	Main Street	No Taxi Rank. Need more disabled parking
	F	Y	Y	Y	N	NO		NO CAR
	F	N	N		N			
	F	Y		Y		NEWSLETTER		
	F	N	N	Y				
	F	N	N	Y	Y	ALL	Library CC VIC Admin Pool	Wider doorways required throughout Council facilities.
	M	N	N	Y	Y	ALL	LIBRARY	
	F	N	N			ALL		
F	N	N	Y					

Community Conversation Results

The key findings from the community conversations are outlined below. Key strategies and actions from these findings have been identified.

ATTITUDES AND BEHAVIOURS

People's attitudes impact all aspects of community life. The attitudes and behaviours of the community towards people with disability have been described as the single biggest barrier to participation and inclusion.

Strategy	Action	Outcome
Raise awareness about the positive contribution people with disabilities make to the community.	<ul style="list-style-type: none"> a) Highlight good news and positive stories in the media with good exposure. b) Initiate awareness to individuals and/or businesses for positive contribution to the community in regards to people with disabilities. 	Improve awareness of people with disabilities in the community

LIVEABLE COMMUNITIES

Liveable communities are places people can move about easily to access services and facilities and participate in community life.

Strategy	Action	Outcome
1. Public Toilets	<ul style="list-style-type: none"> a. Provide more regular cleaning of toilets. b. Overall better maintenance with focus on Oberon Common, Cunynghame Oval and Cook Park facilities. c. Consideration of access to toilets in playground and review width of pathways to accommodate wheelchairs and prams. d. Create larger physical space in facilities with inclusion of adult change table space. e. Improve lighting and signage. f. Considerations for more disabled access toilets around the region. g. g) Consideration for the installation of M Lak system. 	
2. Footpaths and Pathways	<ul style="list-style-type: none"> a. Review width of all paths and laybacks. Access to include prams, walking frames and mobility scooters b. Consideration of access in and around playgrounds and parks. c. Improve surface levels on all existing paths. d. Increased amount of footpaths generally around the town. 	

3. Review of Council facilities and Services	<ul style="list-style-type: none"> a. Considerations of height of public seating, BBQ's and Council counters as well as speaker rostrum in chambers to have pull out shelf to meet needs of people with disabilities. b. Ensure / review all facilities and services are accessible e.g. Tourist attractions. c. Ensure all Council facilities have automatic doors and easy access. 	
4. Transport (advocacy) / Parking	<ul style="list-style-type: none"> a. Advocate improvements to Taxi service - waiting time excessive, minimal night time access, and the installation of designated taxi ranks. b. Advocate improvements to Bus services – PWD face challenges accessing buses. E.g. Routes require multiple change overs and minimal bus services at night. Areas including Black Springs and Burruga have no services. c. Consideration for the space of disabled parks to allow for hoisting in and out of vehicles as well as including ramps. d. Construct a bus stop at northern end of Oberon. 	
5. Community Events	<ul style="list-style-type: none"> a. Ensure community events are accessible for people with disabilities. b. Promotion material to come in alternate formats – vision and hearing impaired. c. Information to include access points/toilets locations/transport and parking for PWD. 	
6. Parks and Recreation Areas	<ul style="list-style-type: none"> a. Sensory garden/water play areas to be developed in consultation with PWD and services. Assist with planning, planting and maintenance. 	
7. Access to shops and businesses	<ul style="list-style-type: none"> a. Consideration to be given in both planning new shops and businesses to ensure access. b. Review access of existing shops and businesses. c. Educate business owners / employers why specific infrastructure is important. 	

SYSTEMS AND PROCESSES

Ease of accessing systems, options for communicating, and information help remove barriers to participation and support people to live independently.

Strategy	Action	Outcome
1. Employment / Recruitment Process	<ul style="list-style-type: none"> a. Review and improve access to Council online processes (e.g. Website) – difficult for hearing/vision impaired. 	

2. Upskilling Council staff in assisting community read/ pay rates notices	b. Create opportunities for staff members to participate in courses and information session to assist people with disabilities.	
3. Increase access to information	a. Events – promotional materials in different formats. b. Enlarge font button on website. c. Provision of hearing loop and speakers in Council facilities.	

MONITORING, REVIEWING AND REPORTING

Each year, Council will report on its progress of the Disability Inclusion Action Plan as part of its Annual Report and Community Strategic Plan. A summary of achievements will also be prepared annually and provided to the NSW Disability Council.

Governance

The General Manager and Executive Management Team will sponsor and promote the DIAP.

Integration

The actions in this Plan will become part of our Delivery Program and Annual Plan.

Implementation

An implementation plan that includes time frames, priorities, resources and responsibilities will be developed to help with the delivery of the Plan.

Monitoring and Evaluation

An evaluation framework with performance indicators has been developed to measure change. Data will be collected and reported throughout the implementation of the Plan. Council will continue to measure community satisfaction as part of its Community Surveys.

Reporting

Council will prepare and submit reports to the NSW Disability Council. In addition to the annual review process, a five yearly review will include:

- Review and evaluation of the complete DIAP.
- Adoption and publication of an updated DIAP.

Ongoing Consultation and Review

Council will talk with the community regularly to check that the priorities in the DIAP are still the same, and make changes as required.