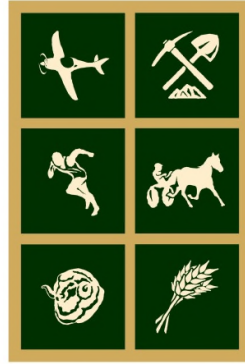


TEMORA SHIRE COUNCIL



TEMORA
The Friendly Shire

Disability Inclusion Action Plan

ACTIVE

Review Details

ABOUT THIS RELEASE

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September 2018	Review	Director of Administration and Finance
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Disability Inclusion Action Plan



TEMORA
The Friendly Shire

2017-2021



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Message from the Mayor

I am pleased to present Council's Disability Inclusion Action Plan 2017-2021. This plan outlines our commitment to making Temora Shire an inclusive and accessible place for everyone. We are committed to removing the barriers that limit the ability of people with disability to participate equally in our community.

Across all of Council's business we will consider and address access and inclusion. This includes planning, building and maintaining community buildings, facilities and public spaces to a standard that is accessible for all people. Our systems and processes will be improved to maximise participation and use of services and programs in our community. We will support employment opportunities for people with disability at Council and in the community. We will also promote positive community attitudes and behaviours towards people with disability.

To prepare our Disability Inclusion Action Plan we have undertaken the disability inclusion action planning process. We understand our role in making Temora Shire a great place for everyone. We have looked at our own operations and have listened to people with disability, their families, carers and service providers. Together we have identified opportunities and this has helped shaped the plan and provide a clear direction for an inclusive and accessible Temora Shire community.

We have prepared a standalone Disability Inclusion Action Plan to ensure that equal rights and opportunities for all persons with disability are achieved, protected and promoted. I would like to thank all those who provided valuable input in making our community a better place for all.

Cr Rick Firman OAM

Mayor

Mr Gary Lavelle PSM

General Manager

Overview

ABOUT THIS PLAN

We want our community to be a place where all people can participate equally. In preparing this plan we made sure that people with disability were included in making decision about making Temora Shire more accessible. We asked the community about the barriers that people with disability face and their ideas for improvement. This plan explains the actions we will take to improve the lives of people with disability in our community.

Local Government is required by the NSW Disability Inclusion Act 2014 (DIA) to undertake disability inclusion action planning by 1 July 2017. We have integrated our DIAP into our Integrated Planning and Reporting (IP&R) framework to ensure disability inclusion is considered by all levels of community and our organisation.

DEVELOPING OUR PLAN

Temora Shire Council commenced integrated Disability Inclusion Action Planning in September 2016.

In December 2016, Temora Shire Council, commenced the planning and development of the Disability Inclusion Action Plan (DIAP) and elected to complete the plan in a stand-alone format to highlight and address the issues, barriers and opportunities for people with a disability in the community.

In January 2017, we conducted a review of Councils policies and strategies, and worked with Council staff to identify and map potential barriers and improvements across Councils portfolio. In February and March 2017, we held three consultation forums for people with a disability, their families and carers, and disability service providers, and sought community input through an online survey.

The findings were collated and analysed by Council staff in March 2017. Strategies and actions were prepared with consideration to our Community Strategic Plan and other legislation and plans. Our Disability Inclusion Action Plan went on public exhibition during April and May 2017 to seek feedback and comment from the community.

GOVERNANCE

Council executive will have overall accountability for the DIAP decision making, and will have responsibility and ownership of the development and implementation of DIAP, and will play a key role in championing the importance of inclusion and planning for people with disability throughout Council.

Further input and carriage will be sought from staff across Council as required.

Vision for inclusion

Our Council planning is meaningfully based on the views, strengths, priorities and aspirations of our community. It is our vision that our engagement is inclusive and accessible to all interested community members. In preparing this Disability Inclusion Plan we have considered and applied the social justice principles outlined in our Community Strategic Plan.

The Integrated Planning and Reporting framework requires that Council apply the following social justice principles when undertaking its consultation and developing its plans:

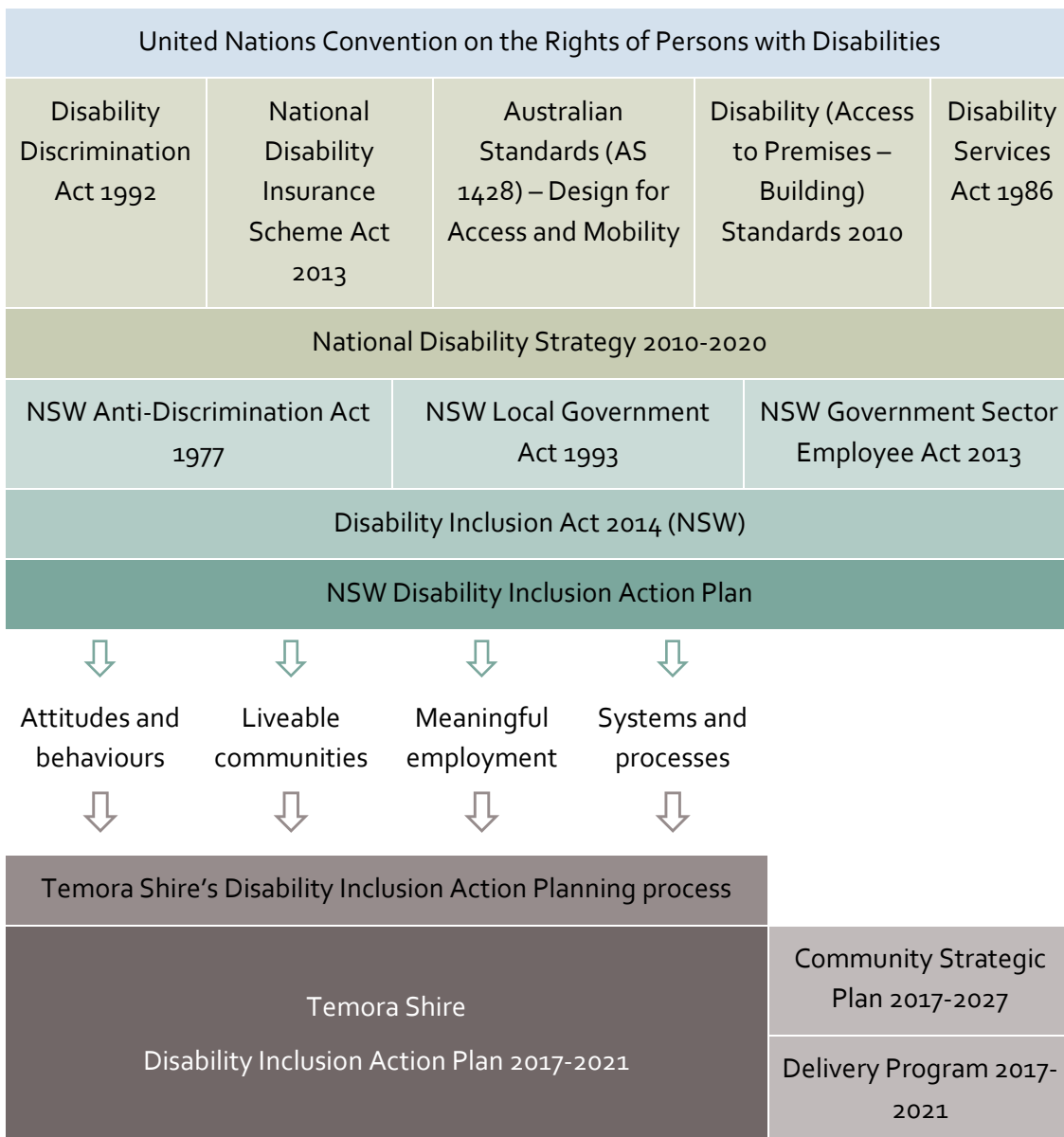
1. Equity – involving fairness in decision making, prioritising and allocation of resources, particularly for those in need
 2. Access – having fair access to services, resources and opportunities to improve quality of life
 3. Participation – the maximum opportunity to genuinely participate in discussions which affect their lives
 4. Rights – equal rights established and promoted, with opportunities provided for people from diverse linguistic, cultural and religious backgrounds to participate in community life
- Council has committed to these principles in the development of all plans and supporting strategies.

Council applies these principles in its decision-making processes and considers each of the four elements when considering projects and services. Council has also applied a quadruple bottom line matrix to gauge the impacts of all key actions on the social, economic, environmental and civic leadership fabric of the area. The social justice principles have been applied across the ten stages of disability inclusion action planning.

Policy & legislative context

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

The plan sets out to achieve the principles of the UN Convention on the Rights of Persons with Disabilities and to ensure the equal rights and opportunities for all persons with disability are protected and promoted. This plan is aligned with the NSW Disability Inclusion Action Plan and the National Disability Strategy 2010-2020.





Community profile



DISABILITY INCLUSION

Total population: 5,776 people.
Of these: 6.8% have a profound
or severe disability (394 people)
6.9% are HACC clients (400 people)

56.8% of the total population are aged 16 to 64 years.
Of these:
8.0% are disability support
pensioners (262 people)

24.0% of the total population are aged 65 years and older.
Of these:
5.9% have a profound or severe disability (220 people)
74.9% are age pensioners (1,040 people)

80.2% of the total population are aged over 15 years.
Of these:
6.3% have a current Mobility Parking Scheme (disability parking) permit
(294 people)
13.0% provided unpaid support to persons with disability (598 people)
32.8% volunteered with an organisation or group

Community insights

The community engagement activities occurred during February and March 2017, and consisted of:

- Two community meetings for people with a disability, their families and carers (16 attendees);
- One meeting with service providers (8 attendees, representing 4 services);
- Meetings and discussions with Council staff; and
- One community-wide survey, with 38 responses.

The engagement provided Council with valuable information to guide the development of the Disability Inclusion Action Plan. Information was analysed and key findings were identified under each of the four priority areas of the plan.

ATTITUDES AND BEHAVIOURS

What works well?	What needs improvement?
<ul style="list-style-type: none"> • High levels of social connection within the community. • Community is welcoming of people with disability. Local businesses and service providers are supportive. • Strong volunteering community. 	<ul style="list-style-type: none"> • General awareness and behaviours of some businesses. • Additional support required for low income older people. • General levels of understanding of disability. • Feeling of isolation experienced by people with disability, their families and carers. • People with a disability finding it difficult to accept own disability due to stigma. • People are not seeking or accepting care or support as they are comparing their needs and requirements with others and feeling like they don't require assistance over others.

LIVEABLE COMMUNITIES

What works well?	What needs improvement?
<ul style="list-style-type: none"> Public buildings are easy to access. Businesses in the community are rated somewhat accessible. Council offices, Temora Library, town hall, visitor information centre, all rated high in accessibility. 	<ul style="list-style-type: none"> Disability access and changing rooms at the swimming pool. Footpath condition and connectivity away from main street. Hours of operation for community transport (consider weekends and public holidays). Local parks and sporting grounds. Car parking and accessible public toilets in the main street. Temora cinema and public toilets need improved accessibility. Availability of local supported accommodation. Access into main street traders. Access to playgrounds for people with disability, the edging makes wheelchair access difficult.

EMPLOYMENT

What works well?	What needs improvement?
<ul style="list-style-type: none"> People with disability travel to Cootamundra to attend supported employment. 	<ul style="list-style-type: none"> Local employment opportunities. Lack of awareness for local businesses. Understanding of support available to businesses. Pathways into employment.

SYSTEM AND PROCESSES

What works well?	What needs improvement?
<ul style="list-style-type: none"> • Interagency network is a valuable tool for networking and service collaboration. • Narraburra News is a good source of information. • Visits to Council Customer Service. 	<ul style="list-style-type: none"> • Website, community newsletter and Facebook posts are accessible to some but need some improvement. • Navigating the system is difficult for people, there needs to be an approach to combat this. • Information needs to be in various formats, including face to face. • Communication to be open with all groups in the community. • Difficult for everyone to access electronic/ computer based information. • Advertising, where information is advertised and the timeframes.

Strategies and actions

What we will do to improve access and inclusion is outlined in the strategies and actions listed in this section. The strategies and actions have been listed under the four focus areas of this plan, being:

- Promote positive attitudes and behaviours
- Create liveable communities
- Support access to meaningful employment
- Support access to services through improved systems and processes.

The Disability Inclusion Action Plan has been developed with regard to our Temora Community Strategic Plan (CSP). The CSP has twenty-eight long-term strategic objectives listed under six key themes:

Theme 1: Retaining our quality of life.

Theme 2: Engaging and supporting the community.

Theme 3: Building our Shire's economy.

Theme 4: Preserving our beautiful surrounds.

Theme 5: Embracing and developing aviation.

Theme 6: Enhancing our agricultural wealth.

Each theme and strategic objective has been considered and addressed through the DIAP planning process to establish synergies and connections.

The strategies listed in this plan will appear in our Temora Shire Delivery Program 2017-2021, and the actions listed below will appear in annual Operational Plans correlating to the timing listed in this section.

PROMOTE POSITIVE ATTITUDES AND BEHAVIOURS

Strategy	Action	Indicator	Partners	Timing	IP&R Ref
CSP Strategic objective 1.5: Support village life.					
Ensure Council staff and community leaders value inclusion and diversity.	Deliver access and inclusion training to Council staff and community leaders.	Access and inclusion training delivered annually.	Council Businesses Service providers	Ongoing	DP Strategy 1.7
Ensure that events delivered at Council facilities are accessible to all people.	Create accessibility guidelines for events in Temora Shire.	Accessibility event guidelines distributed.	Council	2017/18	DP Strategy 1.9 2.2
	Include access and inclusion criteria in Event Application Form and approval process.	Event Application Form updated.	Council Event organisers	2017/18 Ongoing	DP Strategy 1.9 2.2
CSP Strategic objective 2.3: Create a sustainable program that encourages and welcomes new arrivals.					
Develop and distribute new resident packs.	Include images of people with disability, information on NDIS and other disability services in new resident packs.	Number of new resident packs distributed.	Council	2017/18	DP Strategy 2.3
Improve the accessibility of the central town area.	Review access to public buildings and businesses in conjunction with TBEG.	Ability to access traders.	Council Businesses Chamber of Commerce	Ongoing	DP Strategy 1.7
	Review current provision of accessible toilets and change facilities across public facilities and town centre areas.	Review completed.	Council	2018/19	DP Strategy 2.3

CREATE LIVEABLE COMMUNITIES

Strategy	Action	Indicator	Partners	Timing	IP&R Ref
CSP Strategic objective 1.1: Ensure there is a continuum of housing and care facilities for the aged.					
Provide accommodation for people with disabilities.	Instigate accommodation options for disability and independent living in Temora Shire.	Number of people with disability living in the community.	Council Service providers	Ongoing	DP Strategy 1.7
CSP Strategic objective 2.1: Develop a strategy to ensure that sports facilities are maintained improved and used optimally.					
Address access and inclusion in the sports facility strategy.	Consider access issues at Temora Recreation Centre including ramp entry and accessible change rooms.	Council facilities meet applicable standards.	Council Committees of Management	2017/18	DP Strategy 2.1
	Consider access issues at sporting grounds.		Council Committees of Management	2017/18	DP Strategy 2.1
	Consider access issues at local parks, including removal of edging to allow wheelchair access.		Council Committees of Management	2017/18	DP Strategy 2.1
Provide accessible and inclusive community spaces and facilities.	Plan, develop and maintain facilities, parks and gardens that respond to the needs of the community.	Community satisfaction with public facilities.	Council State Government	Ongoing	DP Strategy 2.1
CSP Strategic objective 3.3: Develop off-street parking in the business district of Temora.					
Provide sufficient accessible car parking spaces.	Review existing accessible car space provision.	Review of disabled car spaces completed	Council RMS	2018/19	DP Strategy 3.3 1.7
	Provide mobility car park spaces that meet the needs of the community.	Ratio of mobility car spaces to MPS	Council RMS	2018/19	DP Strategy 3.3

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		permits.			1.7
Provide continuous accessible paths in town centres and public areas.	Ensure level of service for footpath provision is based on community service expectations.	Community satisfaction with footpaths.	Council	Ongoing	DP Strategy 1.9

SUPPORT ACCESS TO MEANINGFUL EMPLOYMENT

Strategy	Action	Indicator	Partners	Timing	IP&R Ref
CSP Strategic objective 3.5: Diversify the economy and provide employment by attracting non-agriculture based industry					
Progress community-based employment opportunities.	Review Council's procurement policy to address local and social benefit.	Procurement policy reviewed.	Council.	2017/18	DP Strategy 1.7 & Internal
Improve Council employment conditions and opportunities for people with disability.	Establish flexible work practices to encourage an inclusive working environment.	Flexible work practices implemented	Human Resources	2018/19	DP Strategy 1.7 & Internal
	Provide disability awareness training to staff, new and current, as well as Councillors.	Staff and Councillors have completed training.	Human Resources	2018/19 Ongoing	DP Strategy 1.7 & Internal

IMPROVE ACCESS TO SERVICES THROUGH SYSTEMS AND PROCESSES

Strategy	Action	Indicator	Partners	Timing	IP&R Ref
CSP Strategic objective 1.4: Sustain the provision of health services.					
Aim to reduce the stigma associated with disability.	Include images of people with disability in Council publications.	Diversity in photos.	Council	Ongoing	DP Strategy 1.4 1.7
Provide clear health service information linkages.	Provide information linkages for National Disability Insurance Scheme (NDIS).	NDIS Information provided on website.	Council NDIA Service providers	2017/18	DP Strategy 1.4 1.7
	Regularly promote health services.	Health service participation.	Council	Ongoing	DP Strategy 1.4
Deliver community transport that meets the needs of the community.	Extend the hours of operation for community transport to include weekends and public holidays.	Client satisfaction with community transport.	Council.	2018/19	DP Strategy 1.1 1.2 1.7
Deliver Health and Community Care (HACC) services.	Continue to maintain health and community care service levels to meet the needs of clients.	Current HACC level of service is preserved.	Council State Government	Ongoing	DP Strategy 1.1 1.7
Support the Interagency Network	Undertake systems mapping to support collective impact for disability inclusion across the Interagency Network.	Systems mapping completed.	Council Interagency Network.	2017/18	DP Strategy 1.4 1.7
	Participate in advancing the agenda of the Interagency Network.	Regular participation in Interagency Network meetings.	Council Interagency Network. Service providers	Ongoing	DP Strategy 1.4 1.7
CSP Strategic objective 2.4: Support volunteers within the community.					

Acknowledge the contribution of volunteers.	Host an annual carers afternoon tea.	Carers afternoon tea delivered annually	Council Service providers	Annually	DP Strategy 2.4
Encourage more people to participate in volunteering.	Regularly promote volunteering opportunities	Volunteering participation	Council Service providers	Ongoing	DP Strategy 2.4

Monitoring and evaluation

MONITORING AND EVALUATION

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

IMPLEMENTATION

The strategies and actions for the disability inclusion action plan will be highlighted in Council's Integrated Planning and Reporting framework. Strategies and actions will be integrated into Council's IP&R documents, including the Delivery Program (4 years) and Operational Plan (1 year).

REVIEW

The Disability Inclusion Action Plan will be reviewed every four years.

Appendix 1: Glossary of terms

The following terms and abbreviations are used in this Disability Inclusion Action Plan.

Term	Means:
Act	<ul style="list-style-type: none"> the NSW Local Government Act 1993.
Annual report	<ul style="list-style-type: none"> a report of the activities of the previous financial year and contains a report of operations, audited financial statements and an audited performance statement.
Budget	<ul style="list-style-type: none"> a plan setting out the services and initiatives to be funded for the financial year and how they will contribute to achieving the strategic objectives in the council plan.
Committee of management (Committees of mgt)	<ul style="list-style-type: none"> a group delegated the authority by local government under section 355 of the Local Government Act 1993 (NSW).
Community Strategic Plan	<ul style="list-style-type: none"> whole of community plan prepared by Council, outlining the long term objectives towards achieving the community vision.
Council	<ul style="list-style-type: none"> the Temora Shire Council.
Delivery Program	<ul style="list-style-type: none"> a plan setting out the medium-term strategies and resources reflecting vision and aspirations of the community, as well as objectives set in the Community Strategic Plan, for the next four years.
Disability Inclusion Action Planning (DIAP)	<ul style="list-style-type: none"> the process undertaken to understand and plan for the disability inclusion issues and outcomes for the community.
Disability Inclusion Action Plan (DIAP)	<ul style="list-style-type: none"> The plan outlining what Council will do to improve disability inclusion for Temora Shire.
Disability Inclusion Act	<ul style="list-style-type: none"> The Disability Inclusion Act 2014 (NSW) which prescribes requirements for Disability Inclusion Action Planning.
Executive	<ul style="list-style-type: none"> the group comprising the GM and directors of the Temora Shire Council.
Financial year	<ul style="list-style-type: none"> the period of 12 months ending on 30 June each year.
General Manager (GM)	<ul style="list-style-type: none"> General Manager of Temora Shire Council.

Term	Means:
Health and Community	<ul style="list-style-type: none"> The service delivered by Temora Council to support people

Term	Means:
Care (HACC)	to remain in their homes.
Human resources	<ul style="list-style-type: none"> the staff employed by a council.
Indicator	<ul style="list-style-type: none"> what will be measured to assess performance.
Integrated Planning and Reporting	<ul style="list-style-type: none"> a framework for establishing local priorities and to link this information to operational functions.
Mobility Parking Scheme (MPS)	<ul style="list-style-type: none"> the Scheme delivered by Roads and Maritime Services which issues and manages permits for mobility car parking spaces.
National Disability Insurance Scheme (NDIS)	<ul style="list-style-type: none"> the new way of providing support for Australians with disability, their families and carers. As an insurance scheme, the NDIS takes a lifetime approach, investing in people with disability early to improve their outcomes later in life.
National Disability Insurance Agency (NDIA)	<ul style="list-style-type: none"> an independent statutory agency whose is responsible for implementing the National Disability Insurance Scheme (NDIS).
Objectives	<ul style="list-style-type: none"> Long term outcomes towards achieving the Community Vision. Objectives appear in the Community Strategic Plan.
Operational Plan	<ul style="list-style-type: none"> An annual action plan for Council.
Roads and Maritime Service (RMS)	<ul style="list-style-type: none"> NSW state government agency.
Services	<ul style="list-style-type: none"> assistance, support, advice and other actions undertaken by a council for the benefit of the local community.
Standards	<ul style="list-style-type: none"> A level or quality of attainment. Often refers to formal Australian Standards.
Strategic objectives	<ul style="list-style-type: none"> the long-term outcomes the community is seeking to achieve over the next ten years toward achieving the Community Vision.
Strategies	<ul style="list-style-type: none"> four-year focus directed at achieving the objectives in the Community Strategic Plan. Strategies appear in the Delivery Program.
Temora Business Enterprise Group (TBEG)	<ul style="list-style-type: none"> a group of business and enterprise owners and managers in Temora Shire.
Temora Shire Council (TSC)	<ul style="list-style-type: none"> the Local Government Area subject of this Disability Inclusion Action Plan.