

BELLINGEN SHIRE COUNCIL



DISABILITY INCLUSION ACTION PLAN (DIAP) 2017 - 2021



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Acknowledgement

Bellingen Shire Council acknowledges the traditional owners of the land the Gumbaynggirr people and their Elders past, present and future.

Message from the Mayor

I am delighted to present the Bellingen Shire Council Disability Inclusion Action Plan 2017 – 2021. This Plan provides the framework within which Council will demonstrate their commitment to improving access and inclusion for all community members over the next 4 years.

Greater inclusion of all people, regardless of their abilities, is recognised as a fundamental purpose of the National Disability Strategy 2010 – 2020, the current ten year plan aimed at improving the lives of Australians with disability, their families and carers.



An inclusive society is one that acknowledges and celebrates diversity and choices for all. It reduces the negative impacts associated with discrimination and disadvantage such as those relating to poorer health, welfare, education and employment outcomes. Inclusion can also generate better economic outcomes for communities by providing paid or volunteer job opportunities; one of four focus themes of this plan.

Bellingen Shire Council is committed to promoting and supporting access and inclusion by ensuring it is a key consideration in all areas of Council's business. It builds on the progress that Council has made so far and provides a pathway for further action.

This plan was developed by Council based on consultation with groups and individuals from the Shire. I would like to thank them for their support and contributions and look forward to working with them and the community to implement the strategies outlined in this Plan.

Dominic King

Vision

A Gumbaynggirr Dream. A place where there is genuine respect for the land and the original people of this country. A place where the ancestors way of holding country is recognised. A place where there is respect for custodial people who carry this tradition today and for Elders and the children of the future. A place where we all walk together, where we can all be here in harmony with the land and all life.

Our vision for the future must encompass all aspects of living and working in our shire, as well as ways in which we are connected where inclusiveness can flourish.

Our profile

The Bellingen Shire is currently home to 13,010 (ABS Estimated Resident Population 2015), who come from many different countries and are involved in diverse occupational, cultural and social activities.

The Shire has three distinct geographical areas – ocean, river and mountains, which incorporate the communities of Mylestom, Repton, Raleigh and Urunga on the coast, Bellingen and surrounding villages in the valley, on the river, and Dorrigo and surrounding villages on the mountain plateau. Each is a vibrant and rich community with its own characteristics.



Situated halfway between Sydney and Brisbane, with a total area of 159,977 hectares, the shire is a lifestyle region with an emphasis on cultural activities and social cohesion. Bellingen Shire has an abundance of natural assets with some 53% of the shire being State Forest or National Park. This, and our cultural attractions have created a thriving tourism industry with more than 300,000 visitors coming to the shire each year. Numerous festival, environmental and cultural events attract audiences, enhancing the social and economic life of the region



On average, just over one in five people in Australia identify as having a disability. Of the 13,010 people who live in the Bellingen Shire, in the 2011 census 663 (5.3%) indicated that they needed help in their day-to-day lives due to having a disability. The questions this statistic was derived from were:-

- Does the person ever need someone to help with, or be with them for, self-care activities?
- Does the person ever need someone to help with, or be with them for, body movement activities?
- Does the person ever need someone to help with, or be with them for communication activities?



It is important to note that Bellingen Shire's disability statistics relate directly to the need for assistance due to a severe or profound disability. It is also important to note that a person's reported need for assistance is based on a subjective assessment and should therefore be treated with caution. Many people with a disability do not require assistance with these areas and would answer 'no'.

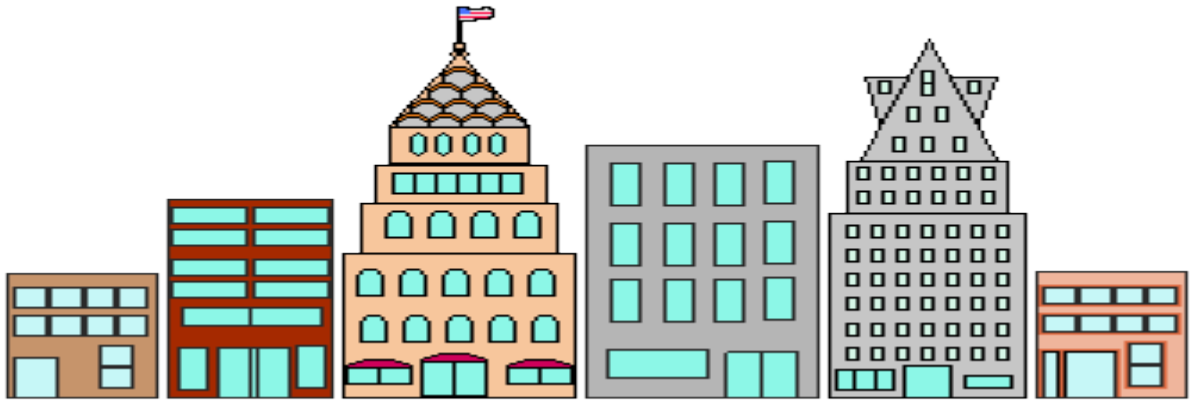
Disability Estimates for 2012 provided in the *Disability, Ageing and Carers, Australia: Summary of Findings*, 2015 indicated that there were 3044 persons in the Bellingen Local Government Area with a disability living in private dwellings (23.7%)

http://stat.abs.gov.au/itt/r.jsp?RegionSummary®ion=10600&dataset=ABS_REGIONAL_LGA&geoconcept=REGION&maplayerid=LGA2014&measure=MEASURE&datasetASGS=ABS_REGIONAL_ASGS&datasetLGA=ABS_REGIONAL_LGA

For more information on types and levels of disability (including those not requiring assistance) please refer to the ABS publication 4430.0, Survey of Disability, Ageing and Carers.

See Appendix A – A Profile of People with Disability in Australia

Our buildings



Administration (1)

Libraries(3)

Waste depots/transfer stations (3)

Sport and recreation facilities (53)

Halls (9)

Surf Clubs (2)

Swimming pools (2)

Depots (4)

Saleyard (1)

Commercial (3)

Emergencies (24)

Our challenges

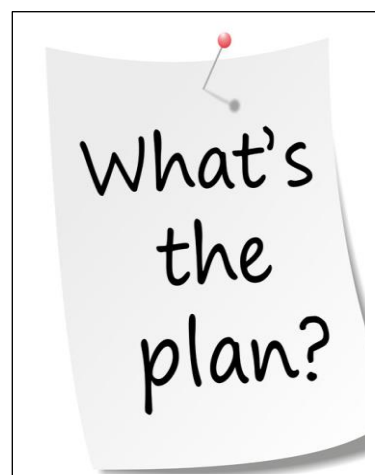


- Ensuring public areas are accessible for all users
- Increasing number of older residents
- Improving and better coordination of public transport
- Providing accessible facilities for sporting, recreational and community activities
- Changes in technology and what these mean for people with additional needs
- People have varying abilities or disabilities which can require opposing physical changes e.g. people with low vision might like large, bright contrasting signage whereas people who are sensory sensitive may find such signage overwhelming and prefer muted black & white signs

Context

The Disability Inclusion Regulation 2014 stated that all councils were required to have a Disability Inclusion Action Plan (DIAP) in place by 1 July 2017. A number of options were available to councils; to prepare a stand-alone plan, integrate their DIAP directly into their Integrated Planning and Reporting (IP & R) framework or, if they have an existing Disability Action Plan (DAP), adapt it to meet the regulatory requirements.

As Bellingen Shire Council already had a Shire of Bellingen Disability Access and Inclusion Plan 2014 – 17, developed in September 2014, this has been adapted as part of this process to meet the new regulatory requirements.



The development of the Bellingen Shire Council Disability Inclusion Action Plan has focused on increased consultation and involvement of people who identify as having a disability including physical disabilities, intellectual disabilities, cognitive disabilities, sensory disabilities, and those with mental health conditions.

Continued consultation and involvement of people with disability will also be a focus of the implementation phase. In addition, appropriate cultural considerations will be paramount when developing any programs in relation to this plan.

Legislative requirements

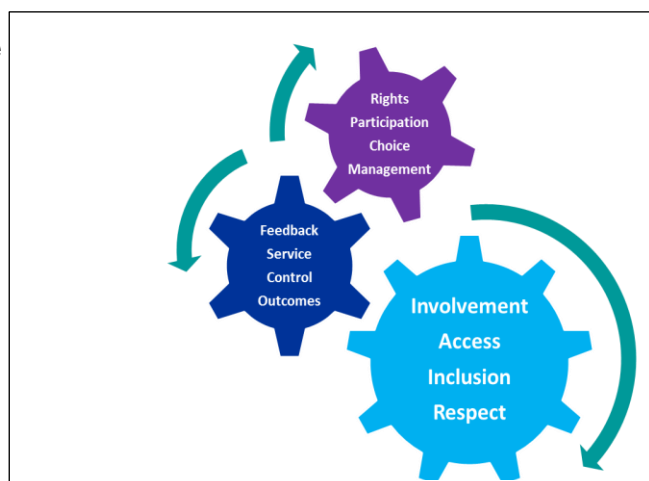
The minimum legislative requirements for local government for preparing a DIAP are:-

- NSW councils to prepare a DIAP by 1 July 2017
- Consulting people with disability must be undertaken and documented as part of the planning process
- Councils must give a copy of the DIAP actions to the Disability Council NSW
- Councils must report on implementation of their DIAP in their Annual Report and forward a copy to the minister
- Council must review their DIAP every four years.

The Disability Inclusion Action Plan reflects the Standards as stated in the Disability Inclusion. Regulation as follows:-

Rights

Each person with disability receives a service that promotes and respects the persons legal and human rights and enables them to exercise choice like everyone else in the Community



Participation and inclusion

Each person with disability is encouraged and supported to contribute to social and civic life in the persons communities in the way the person chooses.

Individual outcomes

Each person with disability is supported to exercise choice and control over the design and delivery of support and services to the person

Feedback and complaints

When a person with disability wants to make a complaint to a provider of a service, the provider of the service will make sure the persons views are respected and that the person has the opportunity to be involved in the resolution process.

Service access

Each person with disability is assisted to access the support and services the person needs to live the life the person chooses.

Service management

Providers of services to persons with disability are well managed and have strong and effective governance to deliver positive outcomes for the persons they support.

The Disability Inclusion Act 2014 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.’

This definition reinforces the importance of viewing disability as the result of interaction between people living with a range of impairments and their physical and social environment. Disability is not just about the impairment, the onus to break down barriers rests with the whole community.

Focus areas of the DIAP



There are four key focus areas identified in the *NSW Disability Inclusion Act* which forms the basis of the DIAP.

This DIAP will outline the practical steps Bellingen Shire Council will take to implement the strategies identified as priorities for action over the next four years in the following four areas as defined by the State government:-

- **Developing Positive Attitudes and Behaviours**

The attitudes and behaviours of the general community towards people with disability have been described as the single greatest barrier to full access and inclusion. Attitudes and behaviour permeate all aspects of life. Developing positive attitudes involves increasing awareness and changing negative perceptions over time.

- **Creating Liveable Communities**

Creating liveable communities for people with disability is more than modifying the physical environment; it covers areas such as accessible housing, access to transport, community recreation, social engagement and universal design. Creating liveable communities will focus attention and resources on the elements of community life that most people desire.

- **Supporting Access to Meaningful Employment**

The Government Sector Employment Act 2013 (GSE Act) requires the integration of workforce diversity, including the employment of people with disability, into workforce planning. Employment rates for people with disability are significantly lower than those without disability across all sectors.

People with disability may experience multiple barriers at all stages of the employment process ranging from inaccessible interview venues, lack of reasonable adjustments to the work environment, poor career planning opportunities, rigid role descriptions and online testing that may place applicants at a disadvantage. There is evidence to show that organisational commitment to workforce diversity and inclusion is closely linked to strong business performance.

- **Improving Access to Services through better Systems and Processes**

A common issue for people with disability is the difficulty in navigating systems and processes to access the services and supports they need in the community. Some of these difficulties stem from the quality of service and training of front line personnel, the systems and processes required to access services, and the lack of accessible options for communicating, accessing information or providing input of feedback.

Progress so far

Much progress has been made in the Bellingen Shire based on strategies identified in previous plans including *The Disability Discrimination Act Action Plan 2000*, and the Shire of Bellingen Disability Access and Inclusion Plan 2014 – 17. Strategies have been implemented with the assistance and support of the previous Bellingen Shire Council Access Committee and the Bellingen Shire Council Community Wellbeing Advisory Committee.



Examples of work undertaken to action the 2014-17 Disability Inclusion Action Plan include:-

Accessible buildings and facilities and their amenities

- Installation of automatic opening doors at Urunga Library
- Additional accessible public toilets have been constructed in the shire including in council buildings:
 - Urunga Literary Institute
 - Dorrigo Swim Centre
 - Morgo Street Reserve (Crown Lands)
- Installation of ramp access to Bellingen Neighbourhood Centre
- Modifications to Hickory House Seniors Centre at Dorrigo to improve accessibility of amenities
- Replacement of taps with lever style handles on multiple locations around the Bellingen Shire
- Ramps and rails have been installed to gain access to many council buildings
- Improvements to colour contrast in council buildings including Bellingen Neighbourhood Centre, Urunga Neighbourhood Centre and Bellingen Memorial Hall
- Purchase of a modular ramp to be made available to an interested group
- Conversion of accessible toilet in Bellingen Park to an MLAK system and also replacement of door
- Installation of a hearing loop in Bellingen Shire Council Chambers

Signage, streets and street furniture

- Improvements to directional signage to accessible toilets and disabled parking space
- Replacement of disabled toilet signage with approved accessible toilet signage at Bellingen Showground and public toilets in Urunga
- Installation of a public seat outside Legacy Units in Church Street Bellingen for users with limited mobility
- Installation of seat at Collambi Street in Urunga
- Accessible pedestrian crossings have been created
- Car park spaces have been designated for people with a disability

Information, Community Awareness and Influence

- Creation and distribution of the Bellingen Shire Mobility Map covering the townships of Bellingen, Dorrigo, Mylestom and Urunga
- Awareness raising and celebration of the achievements of people with a disability including the International Day of People with a Disability events and media promotion
- Roll out of the Ian J. Cooper Awards for Access and Inclusion which recognise and acknowledge action by individuals, community groups, organisations and businesses that build and promote an accessible and inclusive community.
- Promoting a local resident's TED X talk on website and referring to it at events as a resource
- Promoting the availability of hoists to use to access swimming pools at both Bellingen and Dorrigo
- Attending the launch of and promoting the availability of the National Parks trail rider on the Bellingen Shire Council website
- Promotion of Sports Ability Inclusion Games Program - kit availability at schools
- Purchase and promotion of a beach wheelchair
- Updating the National Public Toilet Map with specific information on accessible toilets in Bellingen Shire as a national online resource (data collection sheets)
- Participation in ConnectABLE project facilitated by Community Care Options which included promoting inclusive groups and organisations in the Shire and participation and promotion of a Demystifying Disability information session.
- Dementia Awareness seminar attendance

Grant applications

- Submitting a successful application for a grant to expand on the Sensory Friendly Safe spaces project in Bellingen Shire.
- Two applications to fund accessibility improvements at Bellingen Memorial Hall (not yet successful)
- Two applications for an accessible toilet at Urunga library

Other

- At least one DIAP item was superseded by requirements imposed in other ways. This was the item relating to installing a wheelchair access platform at the main bus stop and shelter. State legislation requires buses to progressively install what is needed to make them 'kneeling buses' to facilitate access.

Consultation

Consultation for the development of this DIAP has included:-

- Formation of a Disability Reference Group of service providers and people with lived experience of disability
- Community conversations in Bellinghen, Dorrig and Urunga with general community
- Targeted interviews with people who have additional needs including physical disability, intellectual disability, cognitive impairments, vision impairment, hearing impairment, employees with a disability and service providers
- Feedback from people who completed a survey on the *Create* portal located on the Bellinghen Shire Council website
- Advice from former Bellinghen Shire Community Planning Officer and current Community Wellbeing Planning Officer
- Internal consultation with Council staff:-
 - Executive Manager, Strategy and Organisational Development
 - Manager, Economic and Business Development
 - Manager, Governance and Engagement
 - Team leader Customer and Business Services
 - Manager, Asset Management and Design
 - Manager, Works
 - Acting Manager, Land Use Services

How were actions in the plan determined?

Local government is responsible for a broad range of products and services. Through the consultation process suggestions were made in relation to both Local Government responsibilities and other business community and levels of Government. A determination had to be made to limit the actions and make sure that they were achievable with available resources and within the timeframe, 2017 - 2021.

To do this the following factors were considered:-

- Is this the role/responsibility of Council?
- Is this something that Council can influence even though it may not be considered the core role or responsibility of Council?
- Are staff resources available?
- Are financial resources available?
- Could external resources reasonably be considered?
- How often the same issue came up in the consultation process?
- Levels of satisfaction or dissatisfaction people expressed with features



Our features – what you told us

Thumbs up to:-

Bellingen Shire Youth Hub

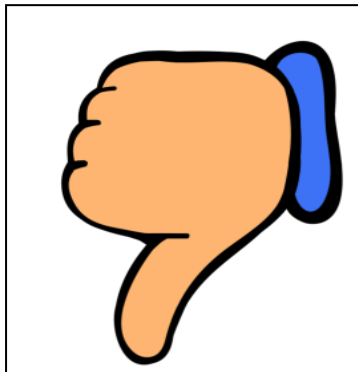
Bellingen Shire Libraries

Dorrigo Support Centre

All Visitor Information Centres (Dorrigo VIC has a step-in)

Bellingen Shire Councils Customer Service Centre

Bellingen and Dorrigo Swimming Pools (except for no special swimming lessons for children with sensory processing challenges)



Thumbs down to: -

Playgrounds-not enough, need all abilities equipment

Footpaths & crossings-not enough, width, maintenance

Cycle ways-insufficient number and range

Designated disability parking—size, number, surface

Accessible toilets-number, amenities

A mixed response for:-

Museums

Waste facilities

Community Halls & Sports facilities

Bus shelters

Council run events


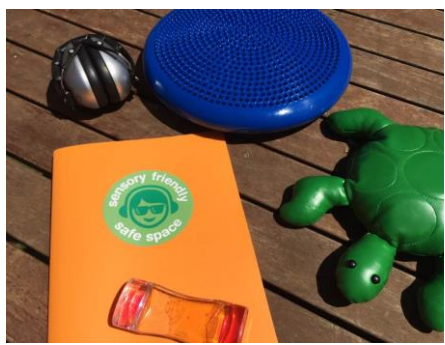



Disability Inclusion Action Plan Implementation Plan

1. POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS



STRATEGY	ACTIONS	RESPONSIBILITY	TIMEFRAME
1.1 Integrate training for all new Bellinghen Shire Council staff at their formal induction and facilitate Customer and Business Services Staff and Library staff training to improve awareness of all disabilities (priority)	Develop a meaningful module to incorporate into all staff inductions with people with lived experience of disability and focusing on inclusion of all abilities both in the workplace and in the community	Strategy and Organisational Development and Community Wellbeing	2017- 2018
	Source appropriate training for direct Customer Service staff to improve their understanding of different abilities and best practice for providing service	Strategy and Organisational Development and Community Wellbeing	2017 - 2018
1.2 Support programs for youth in partnership with Bellinghen Youth Hub and Bellinghen Shire Youth Services that increase opportunities for youth with all abilities (priority)	Work with Bellinghen Youth Hub and Bellinghen Shire Youth Services to identify programs for young people including the Youth Connections workshops to explore relationships and sexual health and groups for young people with mild learning difficulties.	Community Wellbeing	2018 - 2019
	Facilitate a Demystifying Disability/Accepting Difference session for groups who use the Youth hub.	Community Wellbeing	2018 - 2019
1.3 To engage public speakers and share more stories of sporting, arts and cultural and academic achievement and promote these through Council channels	Identify events and occasions to have public speakers sharing stories to highlight and promote sporting, arts and cultural and academic achievements of people of all abilities and to dismiss negative stereotypes.	Community Wellbeing	Ongoing
	Use Council platforms including the website and Council newsletter and local media to promote stories and highlight achievements of all abilities including meaningful employment successes	Community Wellbeing/ Governance and Engagement	Ongoing



<p>1.4 The bi-annual coordination of the Ian J. Cooper Awards for Access and Inclusion</p> 	Promote the nomination process for these awards through Council and non-Council channels to encourage recognition for actions to improve inclusion.	Community Wellbeing	2018 and 2020
	Co-ordinate an event to showcase nominees and winners and their inclusion improvement actions to encourage creative inclusive strategies for more groups in the community	Community Wellbeing	2018 and 2020
<p>1.5 Increase the number of awareness raising campaigns to tackle a range of issues</p>  	Contact Chambers of Commerce to discuss some of the barriers that people have identified when accessing local businesses (no access, changing room facilities, not enough aisle space)	Community Wellbeing/Economic Development and Tourism	2017 and ongoing
	Assist campaign/s to promote accessible parking spaces proper use e.g. the "No Permit, No Park" campaign	Community Wellbeing/Land Use Services	2017 – 2018
	Assist or facilitate a campaign to raise awareness of people using accessible toilets who are able to access public toilets	Community Wellbeing	2018 - 2019
	Assist or provide community education in relation to dogs near entrances to shops and businesses potentially being a trip hazard for people with low vision or mobility difficulties	Community Wellbeing /Land Use Services	2019 - 2020
	Improve playground signage to promote inclusion of all children on play equipment	Community Wellbeing/Works	2017 - 2018
	Support the Sensory Friendly Safe Space project	Community Wellbeing	Ongoing
	Support promotion of R U OK Day both within Council and any community events	Community Wellbeing/Staff Consultative Committee	Ongoing
	Continue to deliver activities, expos and events to decrease stigma and increase knowledge and pathways of access to mental health services	Community Wellbeing	Ongoing

1.6 Increase opportunities for people of all abilities to perform at Council-led community events	Promote opportunities more widely to Disability Service providers and the general community	Community Wellbeing/Economic Development and Tourism	Ongoing
1.7 Increase knowledge of sporting and recreational clubs and groups of people with additional needs and promote inclusion	Source a resource with strategies for groups to consider to be more inclusive of all abilities	Community Wellbeing	2019 – 2020
	Support facilitation of programs such as Mental Health First Aid to interested groups	Community Wellbeing	2019 – 2020
	Investigate provision of swimming lessons for children with Sensory processing Challenges	Community Wellbeing	2019 - 2020
1.8 Increase knowledge of Dementia Friendly strategies in other communities with a view to implementation	Investigate a partnership with Alzheimer's Australia to develop an action plan for this project	Community Wellbeing	2018 – 2019
	Contact other Councils to discuss their strategies with a view to implementation	Community Wellbeing	2018 - 2019

2. CREATING LIVEABLE COMMUNITIES



STRATEGY	ACTION	RESPONSIBILITY	TIMEFRAME
<p>2.1 To improve the accessible public toilets in the Bellinghen Shire (priority)</p>  	Engage people with additional needs to report on issues experienced with accessing and sometimes failing to access the public toilets in the Shire	Community Wellbeing	Ongoing
	Ensure tactile signage close to the door handles and in high visibility contrast colours	Community Wellbeing/works	2017 – 2019
	Improved lighting in toilets, entryways	Community Wellbeing/Works	2017 – 2019
	Provide hooks on back of toilet doors for cleaner and easier location of items including bags instead of on the floor to ensure easier mobility	Community Wellbeing/Works	2017 – 2019
	Toilet paper and soap dispensers to be located on same side and similar height as sinks in accessible toilets	Community Wellbeing/Works	2017 – 2019
	Ensure placement of bins are not a trip hazard		
	Increase availability of handrails in toilets where space allows	Community Wellbeing/Works	2017 – 2019
	Develop a public toilet strategy that includes improvements to the number of, signage to and amenities in and around accessible toilets	Community Wellbeing/Asset Management and Design/Works	2017 – 2019
	Investigate whether the doorway of the accessible Master Locksmiths Association Key (MLAK) toilet outside the Council Chambers needs widening	Community Wellbeing/Works	2017 - 2018
	Investigate and cost Accessible toilet installation at Coronation Park	Community Wellbeing/Works/Asset Management	2019 - 2020
	Replace white toilet seats with black seats for better visibility	Community Wellbeing/Works	2017 - 2019
	Promote availability of MLAK toilets in Bellinghen Shire and arrangements for obtaining a key.	Community Wellbeing/Governance and Engagement	Ongoing



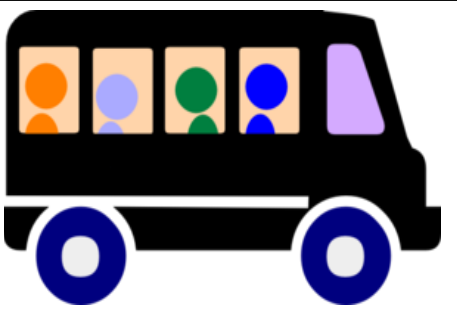
2.2 To improve footpaths in the Bellingen Shire (priority)






Improve surface of the footbridge access to the Bellingen Pool with a mobility friendly surface (priority)	Community Wellbeing/Works	2017-2020
Action on Pedestrian Access Mobility Plan, Bellingen Main street project in relation to improving access	Community Wellbeing/Asset Management/Works	Ongoing
Communicate with Council's Parks and Gardens team in relation to issues from the grass growing in from the sides of footpaths and growing through the joins.	Community Wellbeing/Works	2017 - 2018
Investigate installation of grates/metal covers over pedestrian crossings/drains in areas affected by build-up of leaf matter and debris so water, gravel and dirt go underneath crossings for people in wheelchairs especially in Dorrigo	Community Wellbeing/Works	2019 - 2020
Ensure installation of Tactile Ground Surface Indicators are integrated into footpath and pedestrian crossing access points planning	Community Wellbeing/Works	Ongoing
Investigate a marker for pedestrian crossings and other areas where people with visual impairment need to differentiate between surfaces	Community Wellbeing/Works	2019 – 2020
Promote importance of keeping overhanging shrubbery to a minimum where it overhangs public footpaths to reduce slip hazards	Community Wellbeing/Governance and Engagement	Ongoing
Cost and consider installation of a handrail on Church Street steep section near Youth Hub to assist access up hill	Community Wellbeing/Works	2018 - 2019
Cost out adding surface indicators to indicate steep change in gradient and installation of hand rail and Surface Indicators to differentiate road from path on access to Lavenders Bridge from Church Street.	Community Wellbeing/Works	2017 - 2018
Review and progressively document accessibility of footpaths with available technology E.g. Reflect system	Works Department	Ongoing



<p>2.3 To improve access to Council buildings and facilities (priority)</p>   	Progressively conduct accessibility audit of all Council's buildings and facilities	Community Wellbeing/Asset Management	2017 on going
	Investigate installation of ramp access and an accessible toilet at Raleigh Hall	Community Wellbeing/Asset Management/Works	2018 – 2019
	Seek funding for modifications to Bellingin Memorial Hall including a covered awning on side ramp access, provision of an accessible toilet, improved front access, widen path from car park behind hall and add hand rail, widen cubicles in men's and ladies toilets	Community Wellbeing/Asset Management/Works	2017 - 2018
	Replace taps at Bellingin Swimming Pool with lever style for easy access.	Community Wellbeing/Asset Management	2017 – 2018
	Investigate funding availability for playgrounds that cater for all abilities or playground features including a wheelchair swing (Urunga Foreshores Park and Coronation Park specified).	Community Wellbeing/Economic Development and Tourism/Asset management and Design	Ongoing
	Investigate and cost installation of a hearing loop in Bellingin Memorial Hall, Dorriggo Community Hall and the 3 Shire libraries.	Community Wellbeing/Asset Management	2017 - 2018
	Investigate and cost Installation of a handrail at Mylestom tidal swimming pool	Community Wellbeing/Asset Management/Works	2018 – 2019
	Investigate ways to improve access to Dorriggo Tourist Information Centre without cluttering footpath e.g. installation of a removable ramp access	Community Wellbeing/Asset Management/Works	2018 – 2019
	Investigate and cost Installation of widened footpaths at Coronation Park, Dorriggo	Community Wellbeing/Asset Management/Works	2019 - 2020
	Investigate and cost the installation of an accessible toilet and lowering a section of the reception desk at the Urunga Library	Community Wellbeing/Asset Management/Works	2017 - 2020
	Investigate and cost the installation of an accessible toilet at the Urunga Recreation Reserve	Community Wellbeing/Asset Management/Works	2017 - 2020

<p>2.4 To improve access to designated disability parking in Bellingen Shire (priority)</p>  	Investigate improvements to disabled parking spaces on Church Street.	Community Wellbeing/Asset Management	2018 – 2019
	Encourage event organisers to designate temporary parking for people with disabilities at large events including Bellingen Community Markets and Toast Urunga	Community Wellbeing	2017 and on going
	Investigate provision of accessible parking in Mylestom	Community Wellbeing/Asset Management	2018 - 2019
	Investigate moving or improvements to the designated accessible parking space on Myrtle Street Dorriggo closer to the Country Women's Association room entry	Community Wellbeing/Asset Management	2017 – 2018
	Service request repair of bitumen for accessible parking spaces on Myrtle Street in Dorriggo and Church Street in Bellingen	Community Wellbeing/Works	2018 – 2019
	Investigate a less trip hazard alternative to car parking barriers	Community Wellbeing/Asset Management	2018 - 2019
	Investigate reported conflict between St Marys Church and markets users in Bellingen on accessing the parking	Community Wellbeing	2018
	Liaise with the relevant Crown Lands Trust about the potential to remove or modify barriers at Morgo Street Car park to enable a greater turning circle for vehicles for the accessible parking spaces	Community Wellbeing/Works	2018 - 2019
	Discourage parking across access path to Church Street public toilets by improving signage in this area and enforcing regulations	Community Wellbeing/Land Use Services	2018 and Ongoing
<p>2.5 Improve crossings for all users including those using assisted mobility aids and the visually impaired (priority)</p>	Install any new pedestrian crossings with surface differentiation tools	Community Wellbeing/Works	Ongoing
	Investigate solutions to steep access to pedestrian crossings in Bellingen and Dorriggo	Community Wellbeing/Works	2018 - 2019
	Investigate possibility of additional pedestrian crossing from corner of Heritage Hotel, Dorriggo to opposite corner near Ray White Real Estate.	Community Wellbeing/Works	2018-2019

<p>2.6 To increase knowledge of availability of access and inclusion features and services</p> 	<p>Promote availability of Bellingin Shire Mobility Map, Beach wheelchair, MLAK toilets, accessible buildings and features, inclusive groups</p>	<p>Community Wellbeing/Governance and Engagement</p>	<p>Ongoing</p>
	<p>Promote Accessibility expo - hands on interactive displays featuring healthcare equipment and aids, assistive technology, modifications and a range of products and services to help in your day to day life</p>	<p>Community Wellbeing</p>	<p>2018 – 2019</p>
<p>2.7 Review Bellingin Shire Mobility Map</p> 	<p>Update map to include new features such as Newry Island footpath and Hungry Head cycleway and a Disability Access Guide to range of services council offers</p>	<p>Community Wellbeing</p>	<p>2017 – 2019</p>
<p>2.8 Increase knowledge of and expand on available transport options</p> 	<p>Promotion of Community Transport Accessible Services to Shire residents.</p>	<p>Community Wellbeing/Governance and Engagement</p>	<p>Ongoing</p>
	<p>Investigate the delivery of Scooter Safe and Life after licenses or similar safe transport workshops or actions</p>	<p>Community Wellbeing</p>	<p>2017 and ongoing</p>
	<p>Advocate holding a transport forum in Dorrig to map transport availability and consider other options including public transport, community transport, lift sharing schemes and taxis</p>	<p>Community Wellbeing</p>	<p>2019</p>
	<p>Investigate and cost accessibility modifications to the Neighbourhood Bus used by the Dorrig Support Centre</p>	<p>Community Wellbeing</p>	<p>2018</p>



<p>2.9 Promote Disability tourism</p> 	Promote accessible tourism features and accessible accommodation in line with Coffs Coast Tourism Plan	Community Wellbeing/ Business and Economic Development/Governance and Engagement	Ongoing
<p>2.10 Improve street and other features</p> 	Facilitate discussion in relation to sourcing a style of non-pin community noticeboard that does not impact on wheelchair users by puncturing tyres and promote this to community groups and stakeholders who may be willing to support their installation	Community Wellbeing	2018
	Encourage cleaning and removal of vegetation that can block sight of directional signage to accessible amenities	Works Department	Ongoing
	Investigate provision of an additional public seat on western side of Hickory Street, Dorrigo, on Bonville Street, Urunga and in Mylestom	Community Wellbeing/Asset Management	2017-2020
	Advocate for a change of the current disability symbol to the new International disability symbol	Community Wellbeing	2017 – 2018
	Use new symbol in consultation with relevant stakeholders including Councils design engineers	Community Wellbeing/ Asset Management/Works	Ongoing
	Investigate modifications to Mylestom ocean viewing platform to benefit wheelchair and scooter users	Works Department	Ongoing
	Investigate provision of recycled plastic decking for North Beach to improve accessibility onto beach for wheelchair users	Community Wellbeing/Asset Management/Works	2019 - 2021


3. SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT

STRATEGY	ACTION	RESPONSIBILITY	TIMEFRAME
3.1 To raise awareness of the strengths of people with a disability to potential employers to decrease barriers	Investigate strategies to assist people with disability to demonstrate capability to potential employers and break down misconceptions	Community Wellbeing/Strategy and Organisational Development	2017-2021
3.2 Equal Employment Opportunity, Anti-Bullying, Anti-Harassment and Workplace Equity and Diversity Plan 	Review Council Employment policies and practices to ensure they are inclusive and use inclusive language Review Council Workplace Equity and Diversity Plan 2014 – 2018 and consider inclusion of people with a disability as a target group.	Strategy and Organisational Development	2018 - 2019
3.3 Merit selection techniques refresher training – inclusive language, access work placement opportunities	Review Council merit selection training techniques to ensure inclusive language and consider refresher training	Strategy and Organisational Development	2018 – 2019
3.4 Include equity and access as key criteria for decisions about physical workplace infrastructure 	Ensure Council workplaces are accessible or able to be modified so that reasonable accommodation can be made for potential employees who may need a physical adjustment to the workplace to access.	Strategy and Organisational Development	Ongoing

3.5 Collect and record summarised de-identified abilities data	Refer to pre-employment medical data for information	Community Wellbeing/Strategy and Organisational Development	Ongoing
3.6 Review of recruitment processes to identify any barriers e.g. Australians Network on Disability offer a service to identify unintended barriers	Investigate membership of the Australian Network on Disability-an organisation that supports the inclusion of people with a disability in all aspects of business	Community Wellbeing/Strategy and Organisational Development	2017 – 2018
	Investigate possibility of a person with disabilities as a Mystery Shopper to test careers information available and on line job application process	Community Wellbeing	2017 - 2021

4. IMPROVING ACCESS TO SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

STRATEGY	ACTION	RESPONSIBILITY	TIMEFRAME
4.1 To increase representation of people with lived experience with access and inclusion challenges on council committees 	To investigate the re-establishment of the Bellingen Shire Access Committee or Reference Group to be made up of people from across areas of the Bellingen Shire, including to provide advice in <u>relation to this and other relevant</u> plans	Community Wellbeing	2018 – 2019
	To promote opportunities for people with disabilities to participate on all council committees	Community Wellbeing/Governance and Engagement	Ongoing
4.2 To improve accessibility of Council information and services 	Produce public consultation documents in a range of formats including large print as required (by request) where feasible	Community Wellbeing/Governance and Engagement/ all areas of Council	Ongoing
	Check functionality of the Bellingen Shire Council website against Web Content Accessibility Guidelines for compliance	Community Wellbeing/Governance and Engagement/Information and Technology Services	2017 - 2021
	Ensure that Council events and workshops have microphone and large visible name tags for presenters to assist people with visual and hearing impairments	All areas	Ongoing
	Ensure feedback mechanisms are fully accessible for community and staff	Community Wellbeing/Governance and Engagement	2019 - 2020
4.3 Improve accessibility of information and service directories	Review the formats of current directories and consider large print and/or graphics for better communication	Community Wellbeing/Governance and Engagement	2019 and 2021
	Update Aged Care Services directory in range of formats suitable to the demographic of users	Community Wellbeing	2018 - 2019
	Investigate purchasing a scanner at Shire libraries for people with visual impairments to read	Community Wellbeing	2017 - 2018

<p>4.5 Improve the knowledge for businesses wanting to consider installing ramp or other access improvements</p> 	<p>Development of a factsheet on access for interested businesses in Bellingen Shire</p>	<p>Community Wellbeing/Land Use Services</p>	<p>2018 - 2019</p>
<p>4.6 Improve availability of costing information for grant application purposes</p>	<p>Integrate access/accessibility defect requests into general service requests</p>	<p>Community Wellbeing/Governance and Engagement/Works</p>	<p>2017 and ongoing</p>

Integrated Planning and Reporting

On 1 October 2009, the NSW Government's new framework for local councils came into effect. Each council must now prepare a number of plans, which provide details on how the council intends to deliver works and services in the short and long term, based on community priorities that have been identified through consultation and engagement.

The framework encourages councils to better integrate their various plans to plan holistically for the future. It allows councils and their communities to have important discussions about funding priorities, service levels and preserving local identity and to plan in partnership for a more sustainable future.

The framework is a new way of doing business. It ensures all the councils plans and reports work together to achieve community outcomes.

The actions identified in the Disability Inclusion Action Plan will become part of our delivery Program and Annual Plan and help us to deliver the Community Strategic Plan.

In addition, progress on the actions identified in the DIAP will be formally reported as part of Council's annual reporting processes. Council will also prepare and submit reports to the NSW Disability Council as required.

Contact details

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APPENDIX A – A Profile of People with Disability in Australia

A profile of people with disability in Australia



The United Nations Convention on the Rights of Persons with Disabilities aims to enhance opportunities for people with disability to participate in all aspects of social and economic life. While there have been many improvements in the lives of people with disability, significant barriers still remain.

The results of the 2015 Survey of Disability, Ageing and Carers provide a profile of people with disability in Australia.



There were **4.3 million** Australians with disability in **2015**



The likelihood of living with disability increases with age, **2 in 5** people with disability were **65 years or older**



Almost **1/3** of people with **disability** had a profound or severe disability



Around **3 in 5** people with disability* needed assistance with at least one activity of daily life



Around **half** of people with disability used **aids or equipment** to help with their disability



Around **1 in 5** people with disability said their main long-term health condition was a mental or behavioural disorder



People with disability* aged **15-24 years** were **10 times** more likely to report the experience of discrimination than those aged **65 years and over**

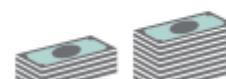


People with disability



People with no reported disability

53% of people with **disability** participated in the workforce**, compared with **83%** of people with **no reported disability**



\$465

\$950

The weekly median income** of people with **disability** was **\$465**, which was less than half of those with **no reported disability**

*Living in households

**Labour force and income figures are for persons aged between 15 and 64 living in households

Further information is available in *Disability, Ageing and Carers, Australia: Summary of Findings, 2015* (cat. no. 4430.0) available from the ABS website (www.abs.gov.au). A pdf version of the information sheet is available from the Downloads tab of this publication.