

Disability Inclusion Action Plan Implementation Plan 2018/19


1. POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS



STRATEGY	TARGET ACTION	2018-19 ACTIONS	COMMENT
<p>1.2 Support programs for youth in partnership with Bellingen Youth Hub and BSYS that increase opportunities for youth with all abilities (priority)</p>	<p>Work with Bellingen Youth Hub and Bellingen 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.</p>	<p>Inclusive workshops on relationships and sexual health run at Youth Hub during the year.</p>	<p>The Bellingen Youth Hub focuses on inclusivity with all programs being delivered through the hub done so within this framework. The Hub is fully accessible physically and continues to provide space for two employment service providers which support people with disabilities to access the Centre</p>
	<p>Facilitate a Demystifying Disability/Accepting Difference session for groups who use the hub.</p>	<p>The Bellingen Youth Hub has continued it's focus on inclusivity with all programs being delivered through the Hub done within this framework. The Hub is fully accessible physically and continues to provide space for two employment service providers which support people with disabilities to access the Centre.</p>	<p>Session on Demystifying Disability/Accepting Difference deferred until 2019/20</p>
	<p>Co-ordinate an event to showcase nominees and winners and encourage creative inclusive strategies for more groups in the community</p>	<p>Ian J. Cooper Award Event held 4 December 2018</p>	


2. CREATING LIVEABLE COMMUNITIES


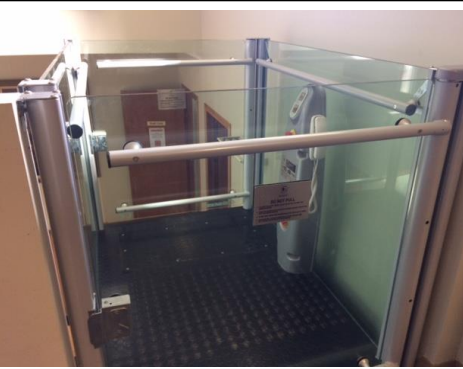
STRATEGY	TARGET ACTION	2018-19 ACTIONS	COMMENT
2.2 To improve footpaths in the Bellingen Shire	Widen footpaths at Coronation Park	This action was deferred due to the receipt of a grant to redevelop the park as a whole. The design for the redevelopment will include making more accessible paths and an accessible toilet plus an item of all access play equipment.	Deferred to 2019-20 as a broader access project.
	Promote importance of keeping overhanging shrubbery to a minimum where it overhangs public footpaths to reduce slip hazards		
	Cost and consider installation of a handrail on Church street steep section near Youth Hub	Handrail installed on Church Street.	
----- 2.3 To improve access to Council buildings and facilities	Investigation installation of ramp access and an accessible toilet at Raleigh Hall	Ramp access and accessible toilet investigated and costed. A grant application has been submitted for this work for 2019-20 or beyond.	
	Seek funding for modifications to Bellingen 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 loos	Funding for the Memorial Hall was gained in 2018-9. The identified works have been integrated into a broader project of overall redevelopment of the heritage listed Hall. Detailed design work will be undertaken 2019-20 and construction anticipated in 2020	If necessary some construction works with this project e.g. carpark may not be completed until 2021
	Replace taps at Bellingen Swimming Pool with lever style for easy access.	Taps replaced	
	Investigate funding availability for all abilities children's playgrounds or	See comment.	Investigation has been done. The Variety Club were

	<p>playground features including a wheelchair swing (Urunga Foreshores Park and Coronation Park specified)</p>		<p>approached about the provision of a Liberty Wheelchair swing for a playground at Urunga but further consultation with the local reference group indication that a more inclusive piece of playground equipment would be of greater benefit to more people so negotiations with the Variety Club re them funding something other than a wheelchair swing are continuing. Coronation Park at Dorrigo has now gained funds for a redevelopment and an all abilities piece of playground equipment will be included in the design as well as an accessible toilet and pathways. Construction 2019-20</p>
	<p>Investigate and cost installation of a hearing loop in Bellingen Memorial Hall and Dorrigo Community Hall and the 3 Shire libraries.</p>	<p>Installation of a hearing loop in Bellingen Memorial Hall is planned as part of the overall redevelopment of the Hall. Installation at Dorrigo Hall subject to funding availability.</p>	<p>Seek funding for Dorrigo Community Hall hearing loop 2019-20</p>
	<p>Investigate and cost installation of a handrail at Mylestom tidal swimming pool to improve access</p>		<p>Investigations into the provision of a handrail at the tidal pool in Mylestom have commenced. The actual</p>

			mobility aid for better access of this pool requires more consultation with pool users to ensure that any installation meets the needs and provides the best possible solution for access.
	Investigate ways to improve access to Dorrigo Tourist Information Centre without cluttering footpath e.g. – installation of removable ramp access	See comment	Further consultation has occurred but problematic to install removable ramp access without encroaching on footpath.
	Investigate and cost the installation of an accessible toilet and lowering a section of the reception desk at the Urunga library	Investigation and costing done and grant funds successfully sought for these 2 projects. Reception desk that can be raised and lowered ordered for Urunga library. Cement slab poured for accessible toilet.	Finalisation of works carried forward into 2019-20.
2.4 To improve access to designated disability parking in Bellingen Shire (priority)	Investigate improvements to disabled parking space on Church Street	See comment	Improvements will be made as part of the staged upgrades to the Church Street landscape
	Investigate provision of accessible parking in Mylestom	Investigation showed the potential to integrate accessible parking spaces in Mylestom as part of review and expansion of footpath network.	Seek incorporation of accessible parking space in Mylestom works in 2019-20
	Investigate moving or improvements to the designated accessible parking space on Myrtle Street Dorrigo closer to the Country Women's Association building entry	Accessible parking space in Myrtle St Dorrigo improved-wider , signposting and improved line marking	


	Service request repair of bitumen at disability parking spaces on Myrtle Street in Dorrigo and Church Street in Bellingen	Bitumen has been repaired in Dorrigo.	The Church Street repairs will be incorporated into the general main street upgrades.
	Investigate a less trip hazard alternative to car parking barriers		This is still being investigated as the barriers perform a role to stop cars reversing into the kerb.
	Liaise with the relevant Crown Lands trust re the potential to remove or modify barriers at Morgo Street Car park to enable greater turning circle for vehicles	See comment	Further consultation needs to be done with vehicle users
<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	New pedestrian crossings installed with Tactile Ground Surface Indicators in Bellingen	Negotiating with Councils operations department about installing these at established pedestrian crossings
	Investigate solutions to steep access to zebra crossings in Bellingen and Dorrigo		Currently being investigated
	Investigate possibility of additional pedestrian crossing from Heritage Hotel, Dorrigo to Ray White Real Estate		Concepts are currently being investigated
	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		Due to take place in Dorrigo in September 2019
<p>2.7 Review Bellingen Shire Mobility Map</p> 	Update map to include new features such as Newry island footpath and Hungry head cycleway and a Disability Access Guides to range of services council offers		Review of the Mobility Map is in progress and is anticipated to be made available as a map on Councils website


<p>2.8 Increase knowledge of and expand on available transport options</p>	<p>Advocate holding a transport forum in Dorrigo to map transport availability and consider other options including public transport, community transport, lift sharing schemes and taxis</p>		<p>Much discussion about the lack of public transport available in Dorrigo. Plans to hold a forum have been delayed and anticipated to occur in 2019 – 2020.</p>
	<p>Investigate and cost accessibility modifications to the Neighbourhood Bus used by the Dorrigo Support Centre</p>	<p>Modifications have been installed to the Dorrigo Neighbourhood Bus</p>	
<p>2.10 Improve street features</p> 	<p>Investigate provision of an additional public seat on western side of Hickory Street and on Bonville Street, Urunga</p>	<p>See comment</p>	<p>Additional consultation has indicated that there are sufficient public seats on Hickory Street but not enough in the village of Mylestom which has seen 2 additional public seats installed.</p>

STRATEGY	TARGET ACTION	2018-19 ACTIONS	COMMENT
<p>3.2 Equal Employment Opportunity, Anti-Bullying, anti-harassment and Workplace Equity and Diversity Plan</p> 	<p>Ensure Employment policies are inclusive and they use inclusive language</p>		
	<p>Review Workplace Equity and Diversity Plan 2014 – 2018 and include people with a disability as a target group.</p>	<p>See comment</p>	<p>The Bellingen Shire Council Workforce Management Plan 2017 – 21 makes reference to workplace diversity which includes employing those with a known disability.</p>
<p>3.3 Merit selection techniques refresher training – inclusive language, access work placement opportunities</p>	<p>Review Council merit selection training techniques to ensure inclusive language and consider refresher training</p>		
<p>3.4 Make equity and access key criteria for decisions about physical infrastructure</p> 	<p>Ensure workplace modifications are accessible so that reasonable accommodation can be made</p>	<p>See comment</p>	<p>Advocacy for the need to consider people of all abilities has occurred during a recent review of seating arrangements.</p>
	<p>Investigate possibility of a person with disabilities as a Mystery Shopper to test careers information available</p>	<p>See comment</p>	<p>Council no longer engages “Mystery Shoppers” to test Council experiences but uses a</p>

			Rate-It system to gauge feedback instead. This does not pick up the quality of the experience for people with disabilities specifically so a different tool will be employed to gain feedback on experiences over the next 12 months.
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4. IMPROVING ACCESS TO SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

STRATEGY	TARGETED ACTION	ACTIONS 2018-19	COMMENT
<p>4.1 To increase representation of people with lived experience of access and inclusion challenges on council committees (priority)</p> 	<p>To investigate the re-establishment of the Bellingen Shire Access Committee to be made up people from all areas of the Bellingen Shire, including to provide advice in relation to this and other relevant plans.</p>	<p>Investigated – see comment</p>	<p>There are no plans to re-establish the Bellingen Shire Access Committee as it was part of Councils advisory committee model of consultation. A Councillor workshop delivered in December 2018 profiled other methods of engagement considered more effective by Council to use in the future. The reference group continue to be engaged for specific projects and additional consultation with other field experts has occurred. In addition I commenced a Certificate in Engagement which will increase the capacity of the unit to engage effectively in all areas including delivering on relevant actions identified in the Disability Inclusion Action Plan.</p>

	Ensure feedback mechanisms are fully accessible for community and staff	See comment	The Bellingen Shire Council website including the Have Your Say function has been designed to meet Web Content Accessibility Guidelines 2.0 AA standards in accordance with Australian Government accessibility policy.
	Update Aged Care Services directory in range of formats suitable to demographic of users	See comment	A range of printed material is available for seniors in the community including the Bellingen Shire Community Directory updated in 2016 and the Dorrigo Community Directory updated in 2018. The changing landscape of Aged Care Services has delayed the project to produce an aged care service specific directory.
<p>4.5 Improve the knowledge for businesses wanting to consider installing ramp access</p> 	Development of an easy English factsheet for interested businesses in Bellingen Shire	See comment	The Missed Business brochure was distributed to businesses in Bellingen which includes ways of being more user friendly to people of all abilities including providing better physical access



