



# Disability Inclusion Action Plan 2017-2021

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2017 - 2021



**Walgett Shire Council Vision Statement;**

*"Maximise opportunities for the community to improve their quality of life whilst embracing their own culture and social diversity for the benefit of all"*



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## ***1. Abbreviations***

DIAP- Disability Inclusion Access Plan

WSC -Walgett Shire Council

GM - General Manager

CFO – Chief Financial Officer

MCD- Manager Community Development

HBS- Health & Building

PO- Property Officer (assets)

ISC- Information Services Coordinator

YDO- Youth Development Officer

CDO- Community Development Officer

WDRG- Walgett Disability Reference Group

LRDRG- Lightning Ridge Disability Reference Group





### Message from the Mayor

It is my pleasure to present Walgett Shire Council's Disability Inclusion Action Plan 2016-2020. Our Council embraces the inclusion of people with a disability in all aspects of community life. We are committed to creating a more inclusive and welcoming community for people with disabilities.

The Disability Inclusion Action Plan demonstrates our commitment to improve the quality of our services, facilities, accessibility issues, systems and programs over a four year period. The Plan was developed through extensive consultation processes and engagement by our teams with the community and outlines the actions we will take to provide more accessible and inclusive services.

We look forward to hearing about the positive impact the Plan has for people with a disability in our Shire.

Mayor, Councillor Ian Woodcock



### Message from the General Manager

This Disability Action Plan presents Council's commitment to people with disabilities for improving access and inclusion over the next four years.

Planning for disability inclusion is about supporting the basic right of choice for people with disability in our community. People with disability have the same right to choose how to live, work and enjoy community life as other people.

Council's aim is to ensure that our services, community based programs, facilities and processes are inclusive. The Plan aims to improve conditions for people with a disability who live, work and visit our Shire.

I look forward to working with staff and our community to put the plan into action over the coming years and encourage people to work together as inclusion and accessibility is everyone's business.

General Manager, Don Ramsland

*"Council acknowledges the traditional custodians and first people of our lands the Gamilaroi and Yuwaalaraay people. We pay our respect to Elders both past, present and future and acknowledge their spiritual connection to the lands and waterways within the Walgett Shire."*





*Australian Unity CEO Mr Cameron Holland and Area Manager Mrs Zuzana Sisa along with Local Disability Project Worker Miss Joanne Osbourne at a recent event of service providers at Lightning Ridge in which Council conducted in place survey and consultations regarding the development of the Disability Inclusion Action Plan*

## **1. Background**

In 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 a disability to participate fully in their communities.

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.

Council's vision is for an inclusive, respectful and diverse community where all residents and visitors enjoy a safe and friendly environment.



Council's Disability Inclusion Action Plan will aim to provide better access to Council information, services and facilities ensuring people with disabilities can fully participate in their community.

The Walgett Shire Disability Inclusion Action Plan was developed through a series of community consultations and a range of other communication strategies, offered to the community to have their say in the planning stages and eventual adoption of this Plan.

The formation of three community based Access and Inclusion sub- groups in our three larger communities of Walgett, Lightning Ridge and Collarenebri allowed key points/ opportunities for people to discuss, refer and pass on their thoughts in relation to the consultation processes.

The formation of a Council staff working group with a two-fold responsibility representing peoples with disabilities and also acting as a reference group for potential issues around access and inclusion with Council properties, facilities, events and programs aided the consultation process to no end.

A review of relevant literature, Council documents / policies took place and a staff survey was conducted across the challenging demographic that is Walgett Shire.



*"Members of the Disability Inclusion and Access Committee"*



Due to the difficulty in consulting with many community members because of the vastness of the Shire and timeframes Council developed an on-line survey tool and promoted this across the Shire seeking responses from a series of questions developed in reference to areas of access and inclusion and aligning with International, State and Local level guidelines and principals of accessibility and inclusion.

Council values well-placed relationships with key organisations established over many years working and collaborating with services and agencies across the Shire, and with this in mind Council targeted persons within the sector, working with, supporting or assisting peoples with disabilities and their carers to form the catalyst of the external reference groups in each community.

Other forms of consultation were extensive and rewarding with an impressive Number of surveys completed and collated.

The opportunities provided by this consultation and plan development was met with enthusiasm and goodwill by the community.

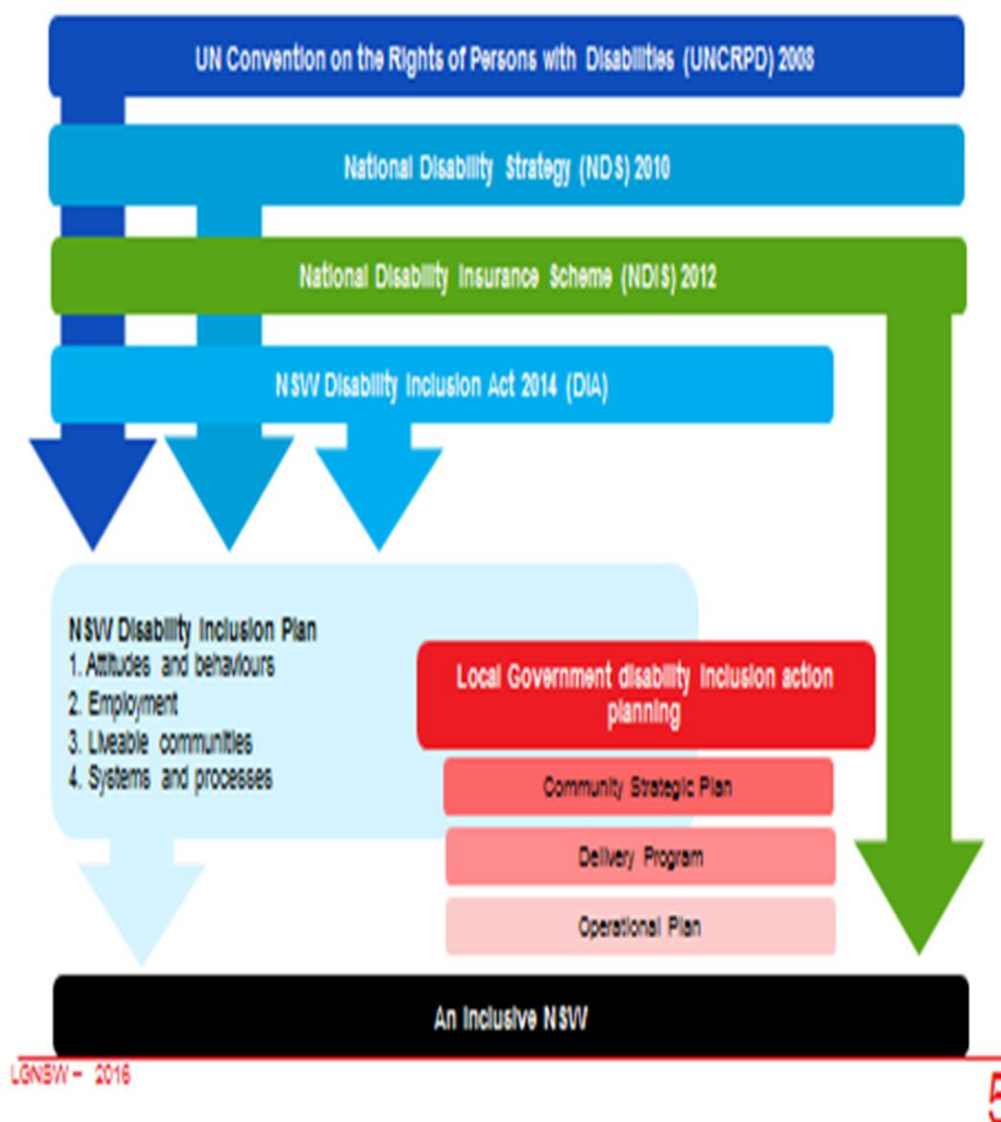
The three (Walgett, Lightning Ridge and Collarenebri Disability Reference Committees, consisting of community members, and sector workers and supporters played an important role in the development of this Plan. Committee members were involved in a formal review process of the draft Plan and provided feedback and recommendations.







## Policy and Legislative Framework



**ABOVE: outlines the relationship between relevant policy and legislative instruments**

*Source": Disability Inclusion Action Planning Guidelines Local government.*

The Walgett Shire DIAP will work towards supporting the above flow chart at an "on the ground" level across the Walgett Shire. The actions set out and identified within the Walgett Shire DIAP will align with our current suite of policies and plans underpinned by Councils overarching Community Strategic Plan 2017-2027.



## *2. Legislation and Policy*

### International

#### The United Nations Convention on the Rights of Persons with Disabilities

The United Nations Convention on the Rights of Persons with Disabilities protects the rights of all people with a disability around the world. Australia was one of the first countries to sign the Convention when it was ratified in 2008. The convention acknowledges that people with disability have the same human rights as those without disability.

This commits participating governments to ensure these rights can be exercised and that barriers are removed.

The United Nations Convention of the Rights of Persons with Disabilities supports the social model of disability.

This recognises that attitudes, practices and structures are disabling and can create barriers to people with disability from enjoying economic participation, social inclusion and equality which are not an inevitable outcome of their disability.

The Convention is guided by the following principles:

- respect for inherent dignity, individual autonomy including the freedom to make one's own choices and independence of persons;
- non-discrimination;
- full and effective participation and inclusion in society;
- respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- equality of opportunity;
- Accessibility;
- equality between men and women;
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.





*Community consultation and survey completion at a community event in Lightning Ridge*

## National

### *National Disability Strategy 2010-2020*

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

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

### National Disability Insurance Scheme

The National Disability Insurance Scheme is a major reform that will deliver a national system of disability support focused on the individual needs and choices of people with disability. The National Disability Insurance Scheme gives participants more choice and control over how, when and where supports are provided.

### State Disability Inclusion Act 2014 (NSW)

The Disability Inclusion Act (2014) acknowledges human rights; promoting the independence and social and economic inclusion of people with disability.

The Act requires NSW government departments, local councils and some other public authorities to develop and implement a Disability Inclusion Action Plan.

The plan must be consistent with the State Disability Inclusion Plan and include strategies to increase access and participation.



## Local

Walgett Shire Council Community Strategic Plan 2017-2027 was created by the community and provides a long term vision for our Shire. The Community Strategic Plan informs Council's Delivery Program and Operational Plan, which set out Council's role in achieving the community's vision. Other Council plans and documents relevant to the Disability Inclusion Action Plan include:

- ✓ Community Consultation Policy
- ✓ WHS Policy
- ✓ Equal Employment Opportunity Policy
- ✓ Walgett Shire Youth Strategy
- ✓ Community Strategic Plan
- ✓ Walgett Shire Aboriginal Reconciliation Action Plan
- ✓ Walgett Shire Crime Prevention and Safety Plan



Council is currently in the final stages of its disability access ramp at the Walgett Library and VIC.



### Linking plans / integrating services and delivery to community

It is essential that Councils policies and plans link with, and integrate for the best outcomes for community, stakeholders and residents across the Shire.

During the development phase of the *Disability Inclusion Action Plan* the consultations with community members at events, forums and in place focused on how this Action Plan links with other Council strategies, plans and policies, all of which are underpinned by Councils Community Strategic Plan. It was noted that the current *Aboriginal Reconciliation Plan 2007-2010* and the *Youth Strategy 2010-2014* are currently under review and a process of consultation is underway with community and stakeholders to complete the reviews in the 2017-18 financial year. This was taken into consideration when developing this DIAP with participants and actions aligning with existing plans where actions focused on access and inclusion issues and information sharing for all groups of people and residents of the Walgett Shire.

### **Aligning actions with Council Policy - Walgett Shire Councils Community Strategic Plan 2017-2027**

**Development of the Disability Inclusion Action Plan is supported by the  
Walgett Shire Community Strategic Plan goals as follows:**

**C1.1** - Develop a connected, informed and resilient community

**C 1.2** A safe, active and healthy Shire

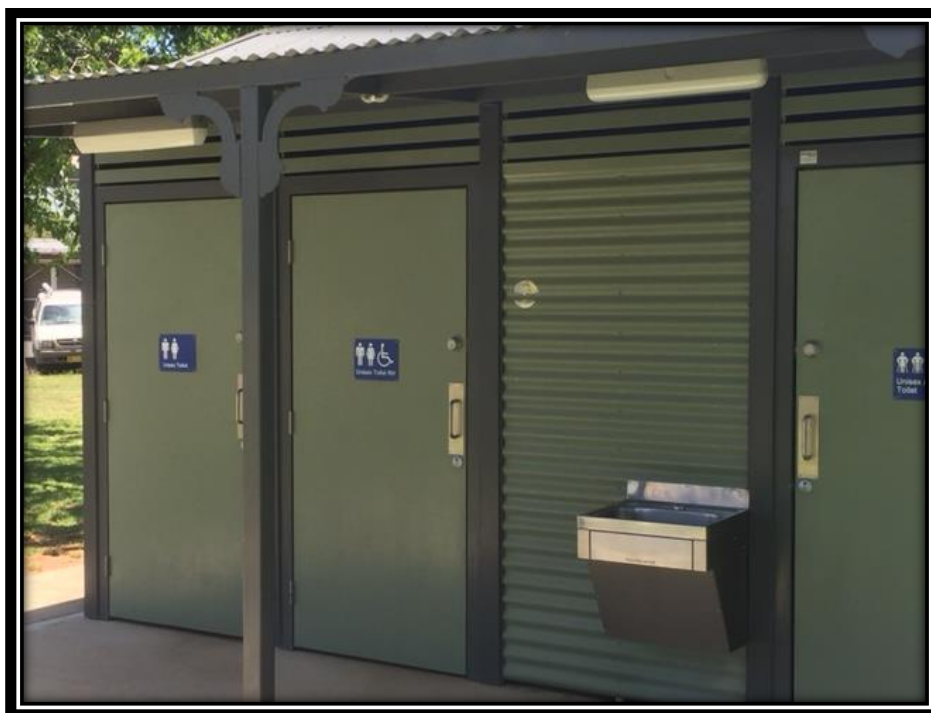
**C1.3** – A diverse and creative culture

**E2.2** - To provide increased employment opportunities that supports local industries and the local economy

**I 5.3** Maintain and Improve Council's property asset to an optimal level

**I 5.4** Provision of facilities and Communication services





*Recently constructed disabled toilet in Gray Park - Walgett*

### Where do we go for information and ensuring correct process?

Council considers and aligns its processes and procedures with an extensive legislation and standards informing and guiding Council's decision making, approvals (buildings etc.- infrastructure, environmental work and community development and capacity building. Included below but limited to the identified policies and legislative requirements

- Commonwealth Disability Discrimination Act 1992
- Commonwealth Disability (Access to Premises-Buildings) Standards 2010
- NSW Anti-Discrimination Act 1977
- Carers Recognition Act 2012
- Local Government Act 1993 and Local Government (General) Regulation 2005
- <http://www.abcb.gov.au/Resources/NCC> Access to the National Construction Code (NCC), which includes the Building Code of Australia (BCA), which stipulates the requirements for access for people with disability along with other requirements relating to design/construction for accessible buildings



- Australian Human Rights Commission - Guidelines on application of the Premises Standards - <http://www.humanrights.gov.au/guidelines-application-premises-standards>
- Australian Government – Attorney-General’s Department - <https://www.ag.gov.au/Pages/default.aspx> (note use search engine “Disability”)
- Building Professionals Boards, NSW Government - Premises Standards - <http://www.bpb.nsw.gov.au/legislation-regulation/premises-standards>
- Building Professionals Boards, NSW Government - Unjustifiable hardship under the Premises Standards - <http://bpb.nsw.gov.au/unjustifiable-hardship-under-premises-standards>
- Series of Australian Standards (AS) include AS 1428 Design for access and mobility – which can be purchased from suppliers such as <https://www.saiglobal.com/>
- Guideline on the application of the premises standard, version 2, February 2013 - <http://www.humanrights.gov.au/our-work/disability-rights/disability-standards>
- Disability (Access to Premises — Buildings) Standards
- 2010, <https://www.legislation.gov.au/Details/F2010L00668>
- Companion Animals Act 1998, Assistance animals not to be denied entry - <http://www.legislation.nsw.gov.au/#/view/act/1998/87/part6>



### Premises Standards

*The national Disability (Access to Premises — Buildings) Standards 2010 (Premises Standards) came into effect on 1 May 2011. The Premises Standards help to improve the accessibility and safety of new and upgraded buildings, and are important in ‘future-proofing’ the built environment. Accessible buildings meet future needs as well as current expectations of equity and fairness. The Premises Standards are made under the Commonwealth Disability Discrimination Act 1992. They list the buildings that must comply, who is responsible for compliance, exemptions from compliance, and an Access Code of technical building standards.*

### Areas that do not need to be accessible

Part D3.4 of the Access Code and the BCA specify the areas that are not required to be accessible:

- a) an area where access would be inappropriate because of the particular purpose for which the area is used
- b) an area that would pose a health or safety risk for people with a disability
- c) any path of travel providing access only to an area exempted by this clause.

These areas could include rigging lofts, waste containment areas, foundry floors, loading docks, fire lookouts, plant and equipment rooms and other similar areas. Identifying such areas should be on a case-by-case basis. Note: only accredited Building Certifiers whom are approving a project can grant an exemption under this part of the BCA.



### Companion Animals Act 1998, Assistance animals

The federal Disability Discrimination Act (1992) and the NSW Companion Animals Act (1998) states:

- *A person with a disability is entitled to be accompanied by an assistance animal being used bona fide by the person to assist the person, into or onto any building or place open to or used by the public or on any public transport*
- *An occupier or person in charge or control of a building or place open to or used by the public or a person in charge or control of any public transport must not, without reasonable cause, refuse to permit a person to take an assistance animal into or onto, or while accompanied by an assistance animal to enter or be in or on, that building or place or public transport if the person has a disability and is using the animal bona fide to assist him or her.*
- *An occupier or person in charge or control of a building or place open to or used by the public or a person in charge or control of any public transport must not impose a charge on or in respect of a person with a disability who is accompanied by an assistance animal used bona fide by the person to assist him or her and who is taking the animal into or onto, or is entering or is in or on, that building or place or public transport, unless the charge would have been imposed respect of that person if the person had not been accompanied by the animal.*





DIAP community BBQ - introduction and information presented by Cllr Taylor and Community Development team- September 2016

### *3. Shire Profile and Demographic*

Walgett Shire Local Government Area is located in the far north west of New South Wales and covers an area of 22,007 square kilometers. Walgett Shire borders with Queensland to the north, Moree Plains and Narrabri Councils to the east, Coonamble to the south and Brewarrina to the west.

The Shire is located on Gamilaroi country in the southern and eastern sector and to the north is on Yuwaalaraay country.

Acknowledgement of the traditional occupiers of the land is displayed on signs along main roads entering into the Walgett Shire. The Shire is geographically on the productive black-soil plains of New South Wales, part of which is in the Central Division and part in the Western Division.

The North and North West of the Shire is opal bearing country, which is home to NSW state gemstone, the Black Opal.

Walgett Shire comprises thirteen towns, villages and hamlets spread throughout the Shire and the preserved opal fields of Grawin, Glengarry and Sheepyards.

**Each community has its own special identity.**





Defining a disability:

**The Disability Inclusion Act 2014 (DIA) defines disability as:**

***“The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.”***



#### 4. Disability snapshot in Walgett Shire

Information about disability in Walgett Shire is based on Australian Bureau of Statistics (ABS) Census data.

The below data was taken from the ABS website and relates to 2012

Description	2010	2011	2012
Disability Estimates - Persons with a disability living in private dwellings (no.)			1643
Disability Estimates - Persons with a disability living in private dwellings (%)			24.4

Other data from the Australian Bureau of Statistics:

Description	2011	2012	2013	2014
Selected Government Pensions and Allowances - Carer Payment (no.)	179	195	211	232
Selected Government Pensions and Allowances - Disability Support Pension (no.)	692	716	723	706

The Shire is home to a diverse population of residents, a high Aboriginal and Torres Strait Islanders representation and also a significant number of people from culturally and diverse backgrounds and we know that we have people in these groups with disabilities and access and inclusion also affects their daily life.

The Committee during the consultation phase, consulted with many Aboriginal and CALD groups ensuring they were inclusive in the development process and ultimately represented in the final DIAP.



### Information from the Australian Bureau of Statistic indicates:

- 1643 people are living with a disability in private dwellings within the Walgett Shire; this represents 24.4% of the total population.
- According to the ABS, 232 people were receiving a *Carer Payment Benefit* in 2014, an increase of 53 people from 2011. This payment is made to people who personally provide constant care, in the home, to someone with a severe disability, medical condition, or who is frail aged.
- 706 people living within the Walgett Shire LGA were receiving a Disability Support Pension in 2014. The Disability Support Pension is provided to people who have a physical, intellectual or psychiatric condition that stops them from working or people who are permanently blind.

### What we are doing:

Council research's and considers the development of a range of options when conducting or implementing community programs relating to inclusiveness and access for people with disabilities.

Council's community development team have, over many years formed long term relationships with many service providers, employment organisations and care services for people with disabilities.

Council is well placed to work with all groups across our Shire and consider consultation as a prerequisite when access and inclusiveness issues are discussed and identified. Council's community development team actively engage, recognise, and acknowledge the significant events targeting people with disabilities and their carers throughout the calendar year. Council includes all aspects of celebration, acknowledgement and education surrounding access and inclusion barriers and strength's to provide the broader community with information in a bid to create an improved understanding across community of issues that affect people with disabilities and provide opportunities and raise awareness of inclusion of people with disabilities. Some examples include:

- Provided experience through the School 2 Work program for placements for high school students with disability.
- Celebrate International Day of People with Disabilities as an annual event.
- Celebrate and recognise Carers Week throughout three larger communities
- Installed an accessible toilet Gray Park Walgett improving access



- Installed adaptive technology (magnifying equipment) in Walgett Library.
- Enforcing ALL requirements in building codes to new and renovated additions to buildings and public amenities
- Establish reference groups for Access and Inclusiveness across the community
- Encouraging and promoting inclusion for all at Council functions and events across the Shire

#### Programmed future projects across our Shire

- Construction disabled toilets at Len Cran Park- Lightning Ridge
- Construction of disabled toilet facility in Come by Chance
- Construction of a disabled toilet at Grawin





## 5. Community Consultation



*"Community engagement is about involving through consultation, the community in decision making processes, which is critical in the successful development of acceptable policies and decisions in government, the private sector and the community."*

In the development of the Plan Council staff spoke to many people across the three larger communities.

- ✓ Community service and health workers, people with a disability and their careers and the broader community participated in surveys and conversations informing the final Plan.
- ✓ Pop ups at open services day events
- ✓ Council made survey boxes for people to complete "in place" surveys at the libraries, Council depots and a selection of "hot spots" as identified by community sector workers
- ✓ An extensive media campaign was driven across the Shire informing residents of the Shire of Councils undertaking of the DIAP.
- ✓ Council's staff attended community functions, CDAT meetings and youth events in a bid to have as much input from community.
- ✓ Staff attended and promoted DIAP at NDIS community information sessions
- ✓ Youth Council representatives took home flyers to parents informing them in the Aboriginal villages outside of the Walgett and Collarenebri townships and promoting the on-line survey tool.





*Disability Inclusion Action Plan In place survey distribution and engagement with locals*



*In place survey distribution and information consultation*



Who and how we consulted:

Date	Consultation and engagement method
Aug /Sep 2016	<i>Walgett Shire Interagency / cross section community services and agencies Informed Lightning Ridge Inter-agency and Walgett Interagency groups of service, Gov and non – Gov and agencies/ orgs working within the LGA</i>
Aug 2016	<i>Policy and literature review – Disabilities and Inclusion / accessibility</i>
Aug-Sep 2016	<i>Walgett Youth Council- meeting discussion on impact on youth and young people a DIAP may offer.</i>
Aug-Sept 2016	<i>Media campaign to whole of community informing of Councils processes and strategies in developing DIAP</i>
Sept 2016	<i>Blanket information sheet and survey draft developed for communities across the Shire promoting and informing of Walgett Shire Disability Inclusion Action Plan Working</i>
Sept 2016	<i>Meetings with staff and Directors at Council in reference to forming “Council” working Group to support actions in DIAP</i>
Oct 2016	<i>Attendance at DIAP ( Local Gov workshop) Narromine- guidelines and templates- information sharing</i>
Oct 2016	<i>Development and upload of survey/ Hard Copy and online tool (Survey Monkey) - website for maximum participation from broader community .preliminarily community information session and survey distribution.( see attached survey)</i> <i>Survey boxes placed across community including:</i> <ul style="list-style-type: none"> <li>• <i>Work depot Council Walgett/ Lightning Ridge</i></li> <li>• <i>Council Libraries: Lightning Ridge and Walgett</i></li> <li>• <i>Nova Employment- Cafe64</i></li> <li>• <i>HACC Lightning Ridge</i></li> <li>• <i>Men’s Shed Lightning Ridge</i></li> <li>• <i>Visitor Information Centres –Walgett-Lightning Ridge</i></li> <li>• <i>Delivered and collected in place: Schools, hospitals Aboriginal Land Council</i></li> <li>• <i>In-place at (6) community events.</i></li> <li>• <i>Post Office – Collarenebri</i></li> <li>• <i>Shop front store - Collarenebri</i></li> </ul>
Oct 2016	<i>Meetings with community informing and roles and responsibilities of Reference Group in Walgett , Lightning Ridge and Collarenebri</i>
Oct 2016	<i>Staff info session and promotion</i>
Oct 2016	<i>Placement of Survey boxes and surveys at hot spots across three larger communities</i>
Oct 2016	<i>Radio promotion through 2WEB</i>



<b>Oct 2016</b>	<i>Development of introduction to plan and demographics/ information / identification of services</i>
<b>Nov 2016</b>	<i>Forming of Reference Groups ( x 3) Meeting -Café 64 – Nova Employment Agency</i>
<b>Nov 2016</b>	<i>Undertaking of risk assessments and gaps and needs in relation to accessibility and inclusion to Council owned/ operated facilities</i>
<b>Nov 2016</b>	<i>Attendance and <u>in place</u> consultation and survey promotion at annual OPEN DAY in Lightning Ridge</i>
<b>Dec 2016</b>	<i>Attendance and <u>in place</u> consultation and survey promotion at annual OPEN DAY in Collarenebri</i>
<b>Dec 2016</b>	<i>Media promotion as closing down survey monkey for survey of residents.</i>
<b>Dec 2016</b>	<i>Final collation and analysis survey results to inform plan</i>
<b>Jan 2017</b>	<i>Review and collation of responses – development and formation of draft DIAP</i>
<b>Jan 2017</b>	<i>Action Plan developed in consultation with groups/ access and inclusion committees</i>
<b>Jan 2017</b>	<i>Draft document presented for review to access committees- Walgett and Lightning Ridge</i>
<b>Jan 2017</b>	<i>Risk assessment of identified areas of immediate concern carried out in streetscape</i>
<b>Feb 2017</b>	<i>Meetings with Reference groups in each community : input and review</i>



In place consultation again proved to be successful in informing and gathering information in development of the DIAP.



## 6. The Survey

### Disability Inclusion Action Plan 2017-2021 - Survey Questions.

Walgett Shire Council is currently developing a Disability Inclusion Action Plan and encourages your input and responses to the following:

#### Individual Profile

- Age \_\_\_\_\_
- Community: Walgett / Lightning Ridge / Collarenebri / Carinda / Rowena / Burren Junction / Cryon / Grawin (Please circle your Community area)
- Gender \_\_\_\_\_ Male / Female
- Language spoken at home \_\_\_\_\_
- Are you a carer or person with disability? \_\_\_\_\_ Yes / No
- Do you identify as Aboriginal/Torres Strait Islander \_\_\_\_\_ Yes / No

**Do you think the *Walgett* Community is welcoming of people with disabilities? E.g. businesses, shops etc.**

- Yes / No
- If No please give an example \_\_\_\_\_

**Do you think Council's facilities are accessible, please provide detail of areas for improvement?**

- Libraries \_\_\_\_\_ Yes / No  
If No, which facility \_\_\_\_\_
- Community centres \_\_\_\_\_
- Public Facilities i.e. Toilets \_\_\_\_\_
- Pools /ovals recreational spaces \_\_\_\_\_
- Footpaths / areas of concern \_\_\_\_\_
- Other – Please specify \_\_\_\_\_

**Are you aware of any of Council's employment programs / initiatives?** Yes / No

**Do you think Council organised events cater for people with a disability?**

Yes. Please give an example \_\_\_\_\_

\_\_\_\_\_

No. Please give an example \_\_\_\_\_

\_\_\_\_\_



**Are these events communicated effectively to the community?**

Yes. Suggestions for improvement? \_\_\_\_\_

\_\_\_\_\_

No. Suggestions for improvement? \_\_\_\_\_

\_\_\_\_\_

**Are you aware of Council's Access Committee and community reference groups?**

- What it does Yes / No
- How to be a member Yes / No
- How to contact the committee regarding an access issue Yes / No

**Do you find Council's information publications accessible?**

- E-bulletins Yes / No
- Website Yes / No
- Newsletter Yes / No

**Do you find Council staff at all of its locations and facilities approachable, understanding of your requirements and helpful?**

- Yes / No

If No, please provide details \_\_\_\_\_

\_\_\_\_\_

**We encourage and appreciate your feedback and any other comments:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**For further information please contact:**

Walgett Shire Council Manager Community Development: Mr George McCormick 02 6828 6107  
e: [gmcormick@walgett.nsw.gov.au](mailto:gmcormick@walgett.nsw.gov.au)



### What people told us:

The surveys were completed by **211** people across the Shire through a in a range of methods including hard copy (**107**) , Survey Monkey- online (**58**) and in place at community events (**46**).

Community responses highlighted the importance of being involved in the local community and having access to appropriate services and recreational social and educational opportunities.

It was interesting to note that many survey participants noted and shared positive feedback for Council services and programs, highlighting the community engagement and development as active and making inroads to building social capital and capacity.



*In place community consultation at Collarenebri with a community services day*

Participants also were forthcoming with identifying issues around access and the general streetscape in relation to footpaths and mobility in terms of navigating the built environment.

People with a disability told us what would make a difference to their community participation. We also heard from carers and family and friends of people with a disability together with community service and health workers.





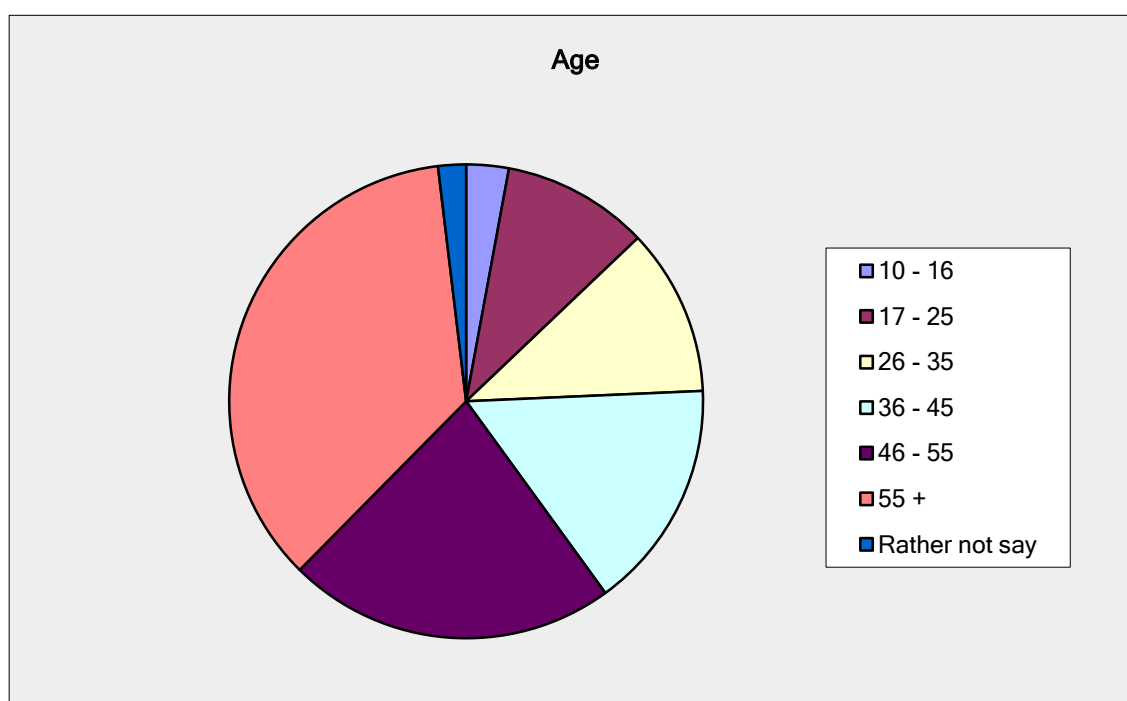
*Council's partnerships with service providers at local and state levels are essential in addressing the needs of our peoples with disabilities.*





## 7. Consultation Outcomes

Age		
Answer Options	Response Percent	Response Count
10 - 16	2.9%	6
17 - 25	10.0%	21
26 - 35	11.4%	24
36 - 45	15.7%	33
46 - 55	22.4%	47
55 +	35.7%	75
Rather not say	1.9%	4
<b><i>answered question</i></b>		<b>210</b>
<b><i>skipped question</i></b>		<b>1</b>

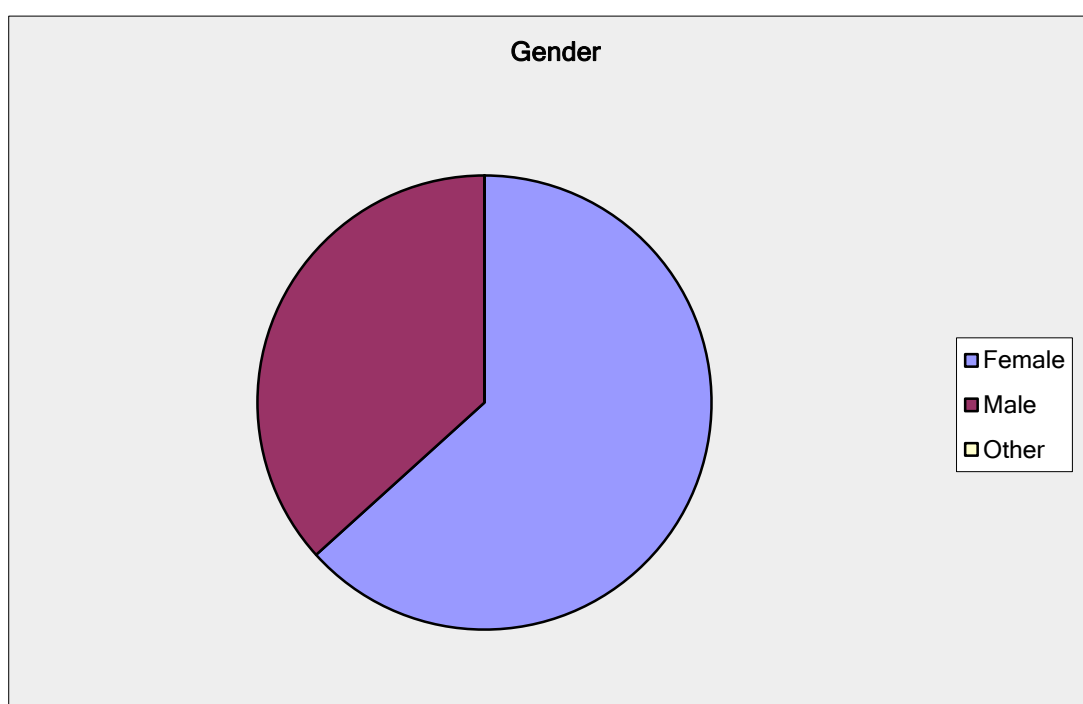


Of the 211 participants 55% were over 55 years of age understandably of most concern with disability inclusion. The 46-55 year old category represented the second highest input with 22.4 %.

Council is impressed with the representation of all age groups across the Shire.



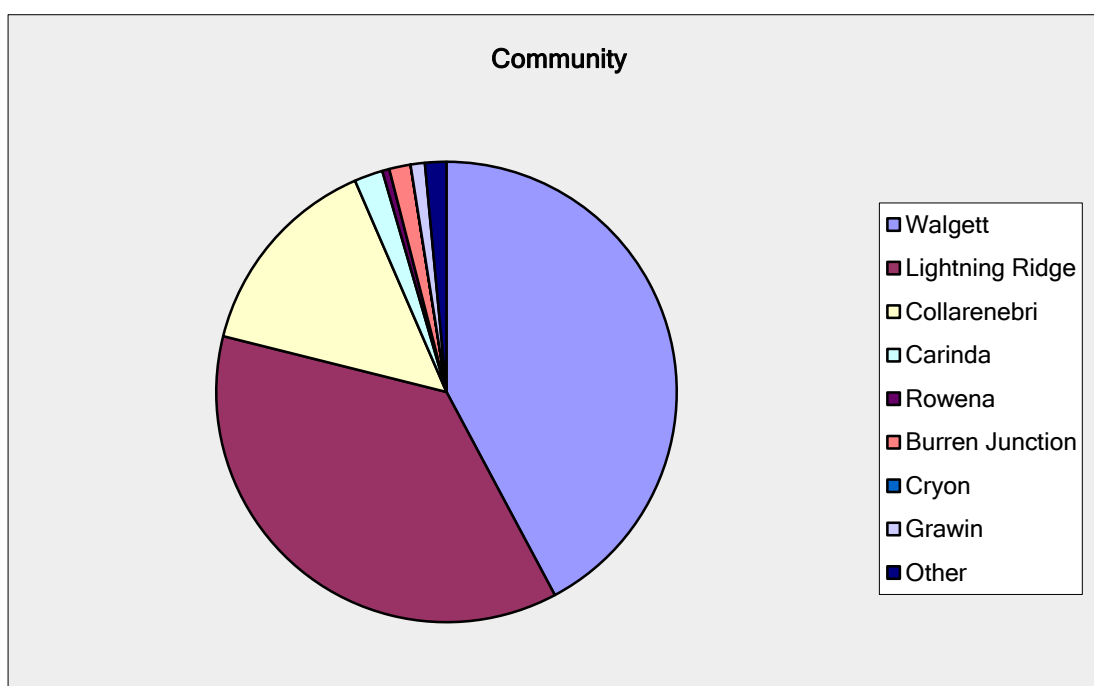
Gender		
Answer Options	Response Percent	Response Count
Female	63.3%	133
Male	36.7%	77
Other	0.0%	0
<i>answered question</i>		210
<i>skipped question</i>		1



Majority of respondents to the survey were females. This is not unexpected as at many of the community events staged where predominantly attended by women. It was the mothers, carers and guardians that turned up at the numerous programs and events



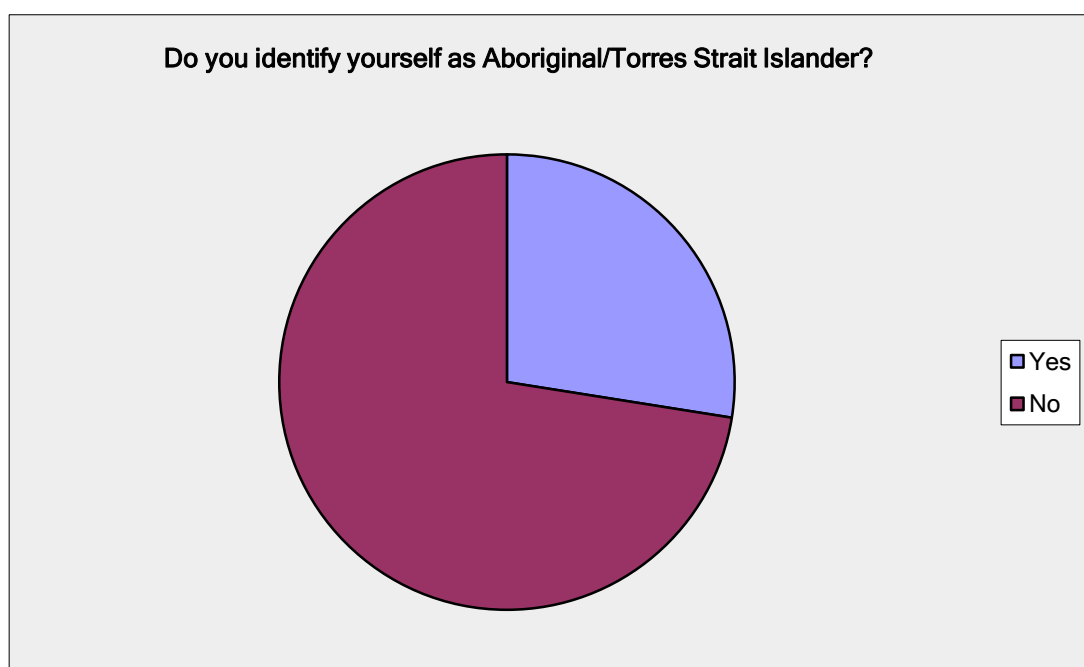
Community		
Answer Options	Response Percent	Response Count
Walgett	42.2%	84
Lightning Ridge	36.7%	73
Collarenebri	14.6%	29
Carinda	2.0%	4
Rowena	0.5%	1
Burren Junction	1.5%	3
Cryon	0.0%	0
Grawin	1.0%	2
Other	1.5%	3
Other (please specify)		3
<i>answered question</i>		<b>199</b>
<i>skipped question</i>		<b>12</b>



As expected the larger towns of Walgett, Lightning Ridge and Collarenebri recorded the greatest number of responses. All towns within the Walgett Shire had a participant in the survey which demonstrates we “did” get to the people in this initiative.



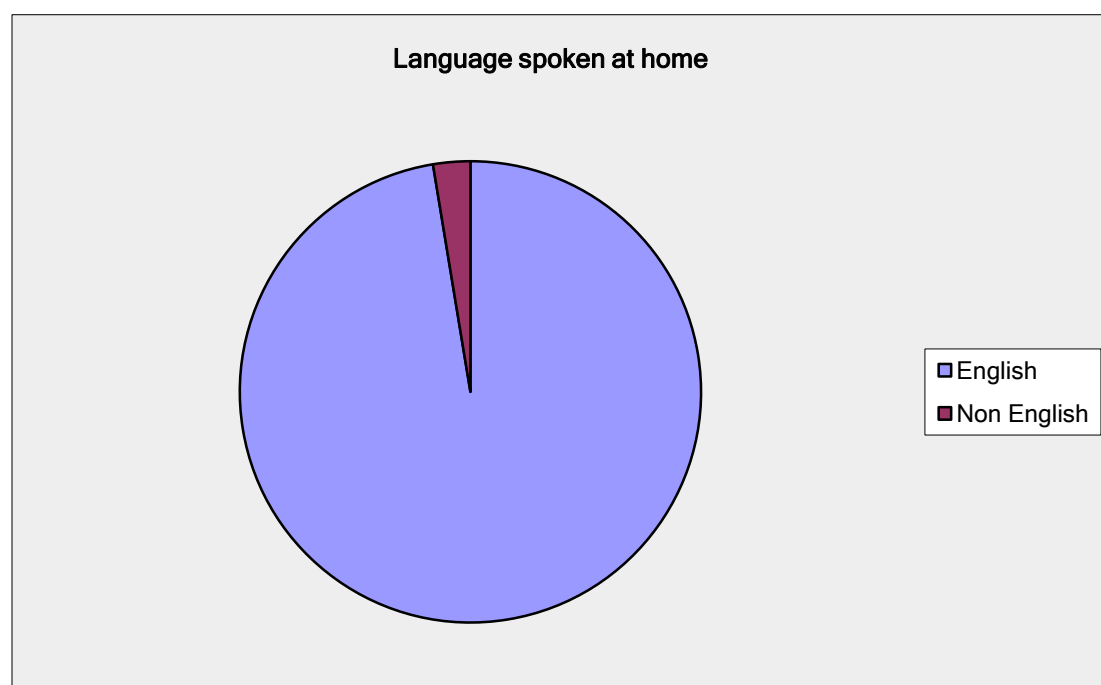
Do you identify yourself as Aboriginal/Torres Strait Islander?		
Answer Options	Response Percent	Response Count
Yes	27.5%	46
No	72.5%	121
<i>answered question</i>		<b>167</b>
<i>skipped question</i>		<b>44</b>



From the survey responses we can identify that 27.5% of respondents were of Aboriginal decent.



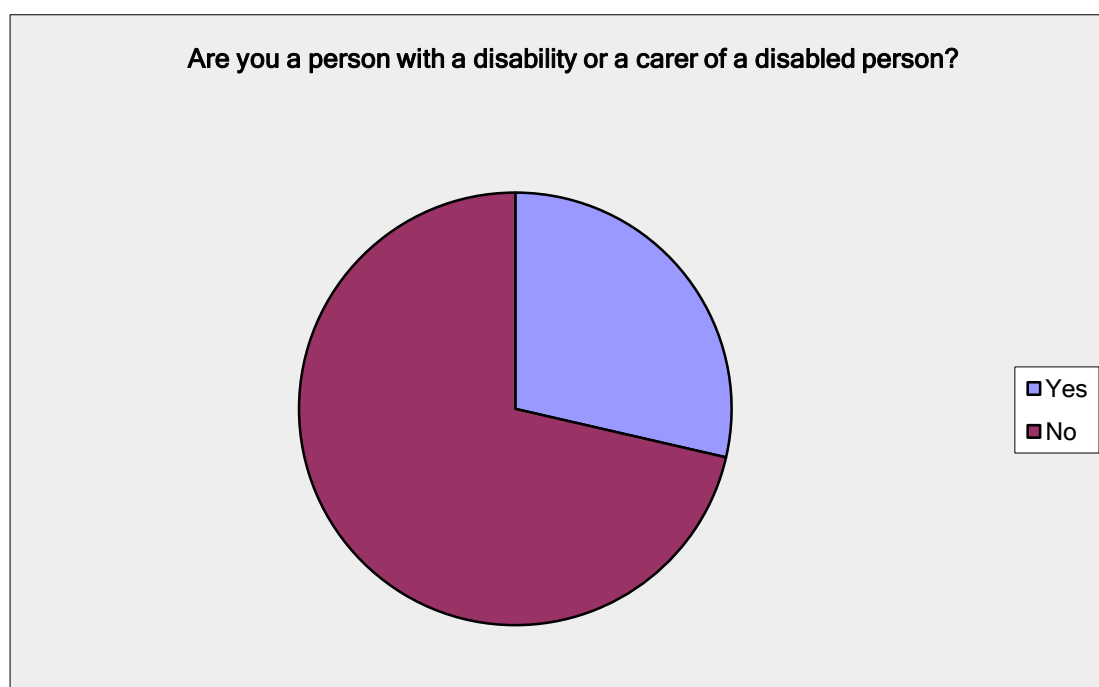
Language spoken at home		
Answer Options	Response Percent	Response Count
English	97.4%	191
Non English	2.6%	5
Please specify		5
<i>answered question</i>		<b>196</b>
<i>skipped question</i>		<b>15</b>



People from Non English Speaking backgrounds were also represented within the survey and consultation processes with 2.7% from NESB.



Are you a person with a disability or a carer of a disabled person?		
Answer Options	Response Percent	Response Count
Yes	28.6%	57
No	71.4%	142
<i>answered question</i>		<b>199</b>
<i>skipped question</i>		<b>12</b>

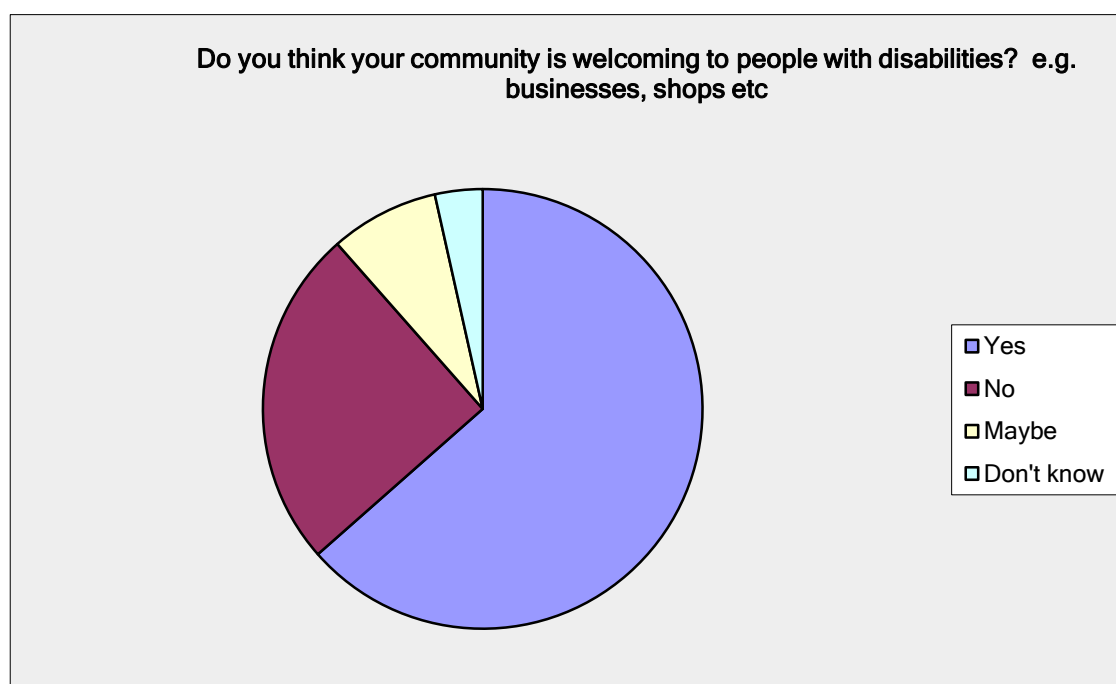


This indicates that of the 211 people that took part in the consultation processes, 57 indicated that they have / or cared for a person with a disability.



Do you think your community is welcoming to people with disabilities? e.g. businesses, shops etc

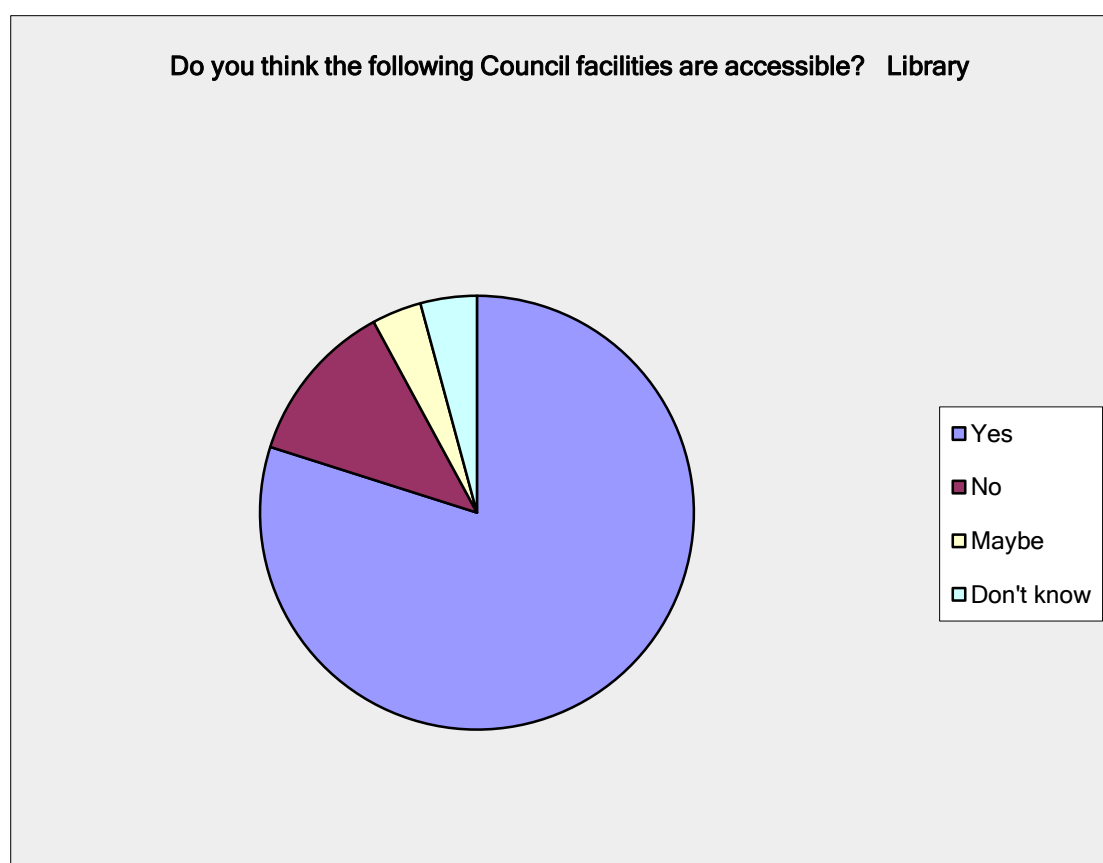
Answer Options	Response Percent	Response Count
Yes	63.5%	127
No	25.0%	50
Maybe	8.0%	16
Don't know	3.5%	7
If no, please give an example		50
<i>answered question</i>		<b>200</b>
<i>skipped question</i>		<b>11</b>



The survey results showed 63% believed Council was welcoming to people with a disability.



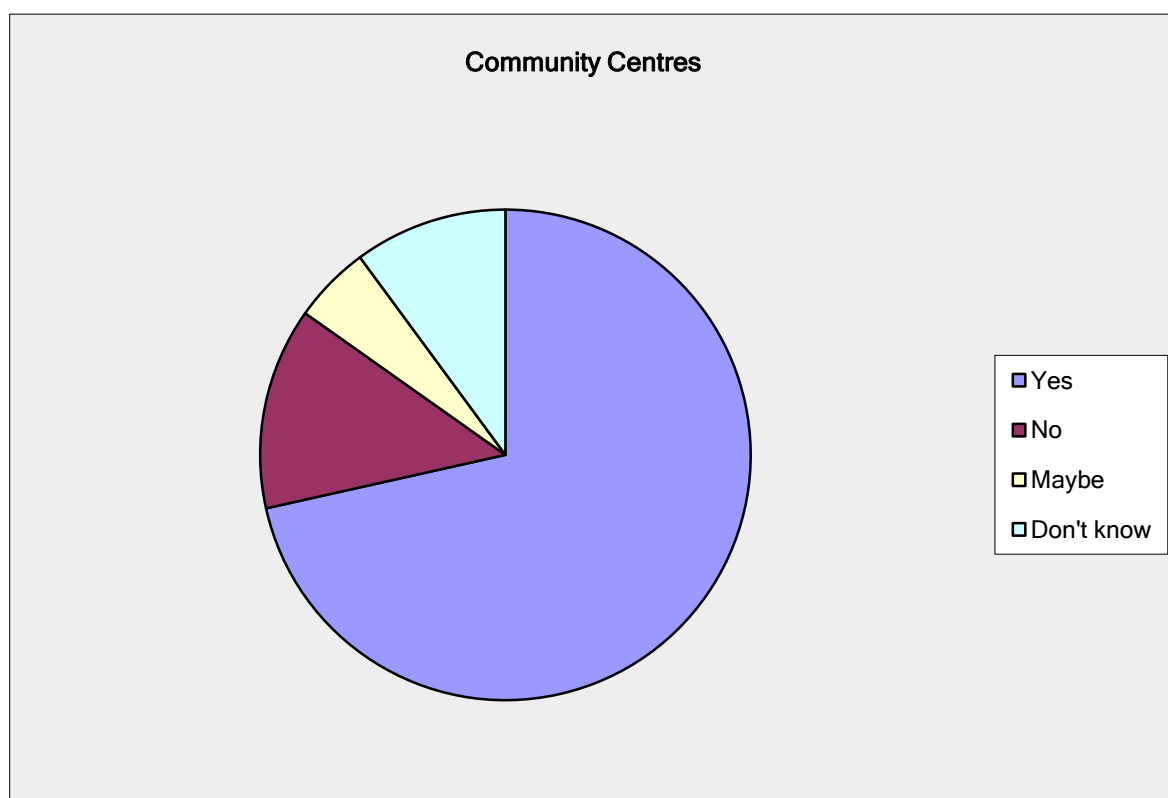
Do you think the following Council facilities are accessible? Library		
Answer Options	Response Percent	Response Count
Yes	79.9%	151
No	12.2%	23
Maybe	3.7%	7
Don't know	4.2%	8
<i>answered question</i>		<b>189</b>
<i>skipped question</i>		<b>22</b>



79.9% of those surveyed believed Council's existing facilities are accessible to people with disabilities



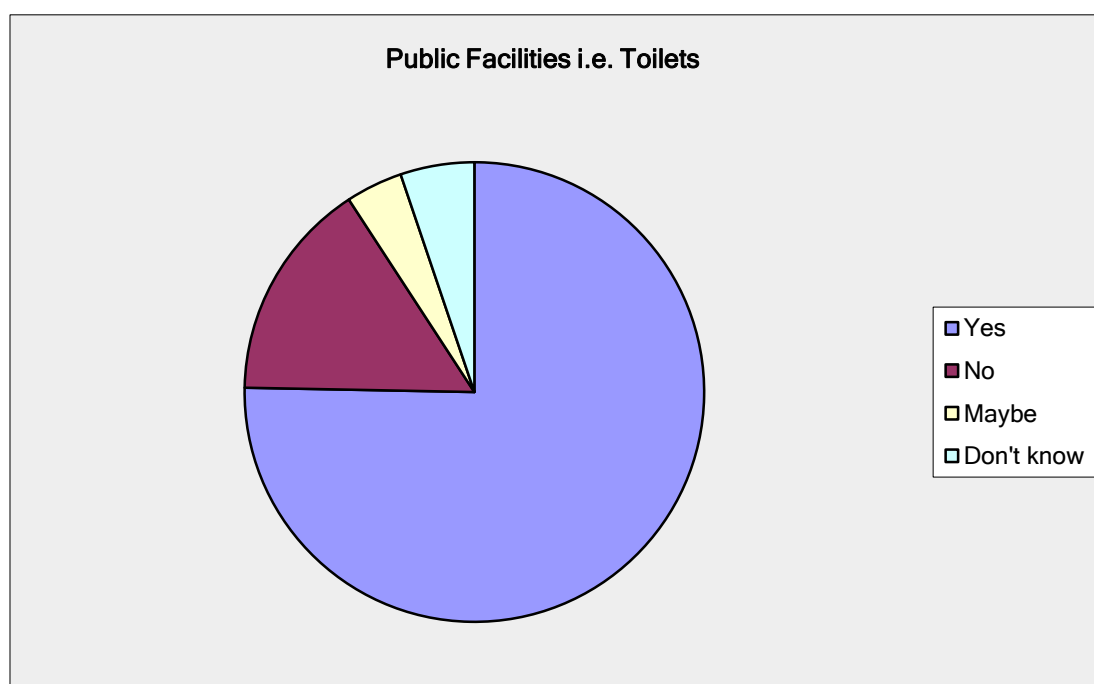
Community Centres		
Answer Options	Response Percent	Response Count
Yes	71.5%	113
No	13.3%	21
Maybe	5.1%	8
Don't know	10.1%	16
<i>answered question</i>		158
<i>skipped question</i>		53



Although Council has limited “community centres 75% of people surveyed responded they were accessible.



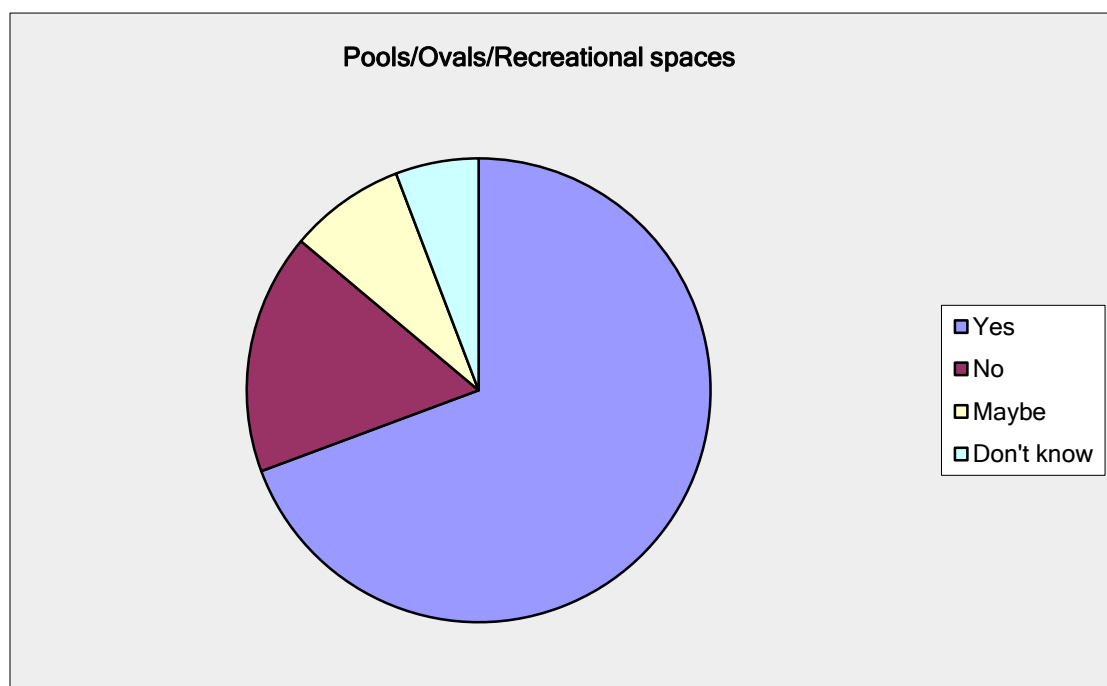
Public Facilities i.e. Toilets		
Answer Options	Response Percent	Response Count
Yes	75.3%	131
No	15.5%	27
Maybe	4.0%	7
Don't know	5.2%	9
<i>answered question</i>		<b>174</b>
<i>skipped question</i>		<b>37</b>



Results from this question suggest Council's current toilet facilities are accessible to people with a disability, although, through the consultation process it was noted many people feel there are not adequate number of toilets across the Shire.



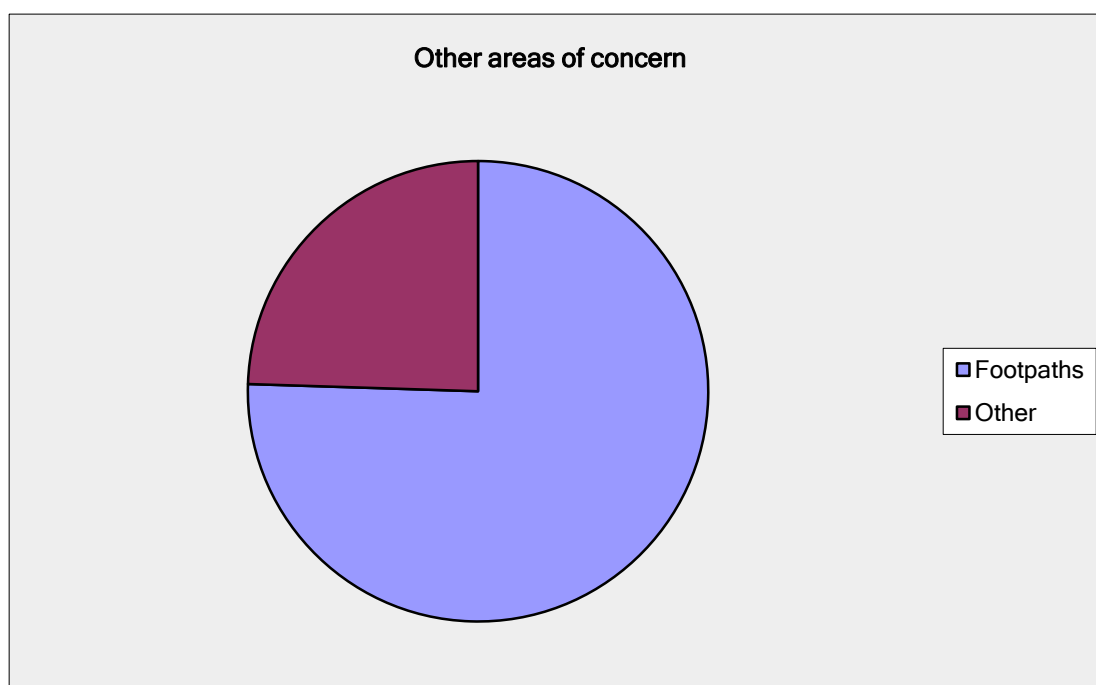
Pools/Ovals/Recreational spaces		
Answer Options	Response Percent	Response Count
Yes	69.4%	120
No	16.8%	29
Maybe	8.1%	14
Don't know	5.8%	10
<i>answered question</i>		<b>173</b>
<i>skipped question</i>		<b>38</b>



Indications from this question suggest Council current ovals, parks and recreation areas and facilities are accessible to people with disabilities.



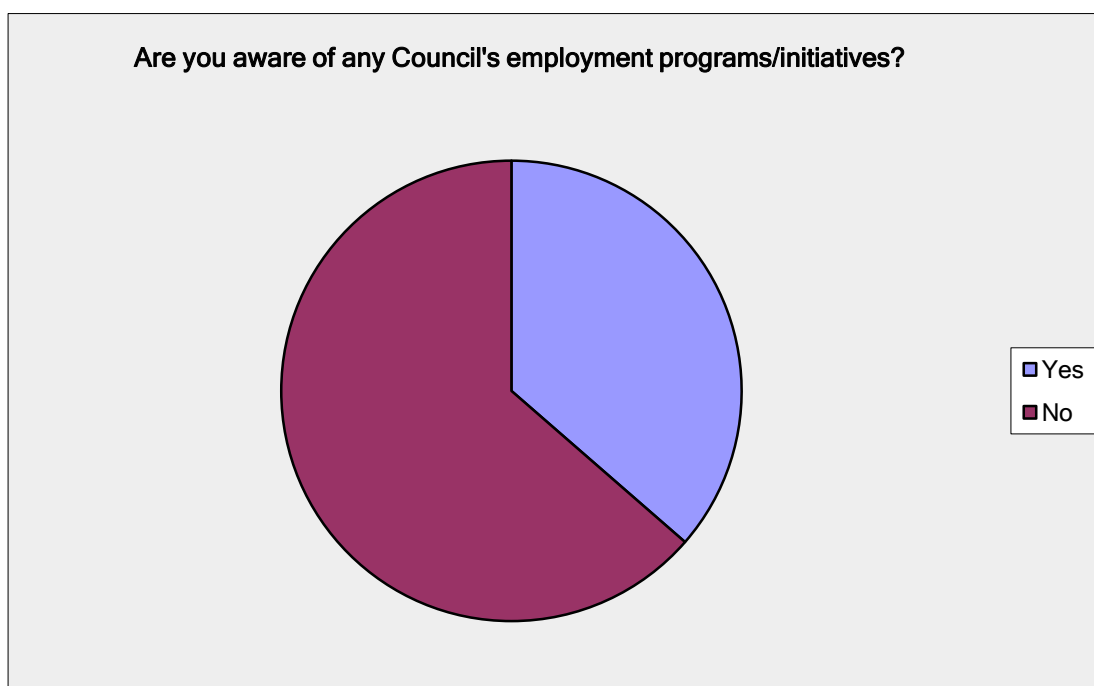
Other areas of concern		
Answer Options	Response Percent	Response Count
Footpaths	75.5%	114
Other	24.5%	37
Please provide suggestions for improvement		127
<i>answered question</i>		<b>151</b>
<i>skipped question</i>		<b>60</b>



Responses indicate 75.5% of those surveyed considered footpaths were a major issue for residents of the Shire.



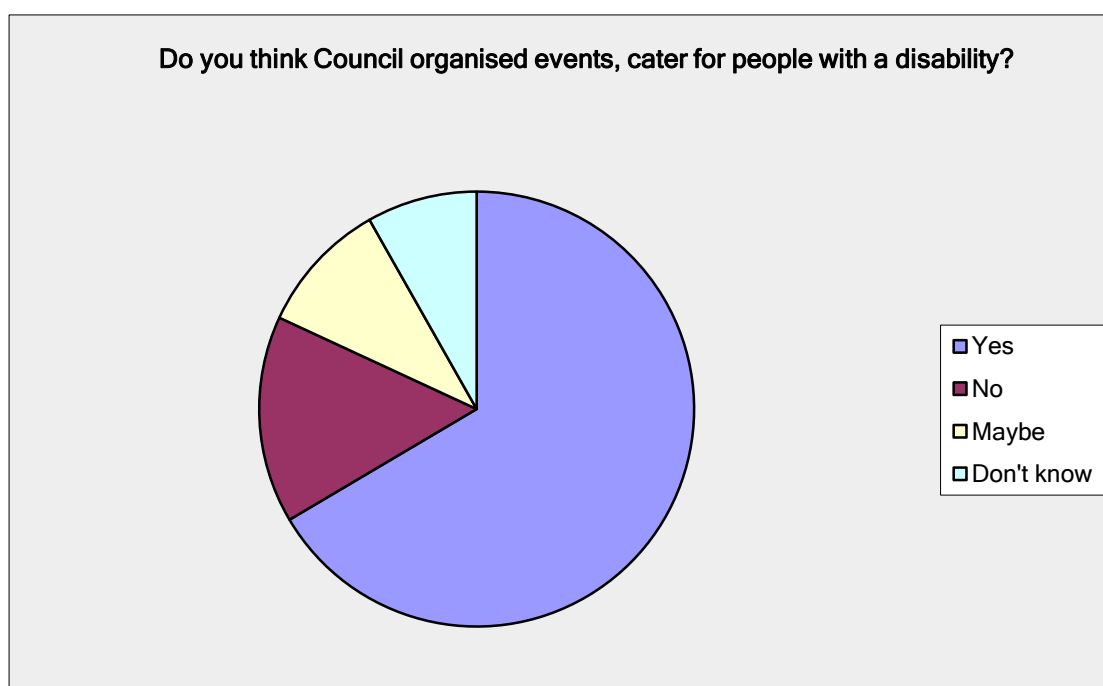
Are you aware of any Council's employment programs/initiatives?		
Answer Options	Response Percent	Response Count
Yes	36.4%	68
No	63.6%	119
<i>answered question</i>		<b>187</b>
<i>skipped question</i>		<b>24</b>



Over one third of those surveyed noted that they were aware of Councils employment programs, EEO policies and procedures, positions for trainees, School 2 Work programs and other initiatives.



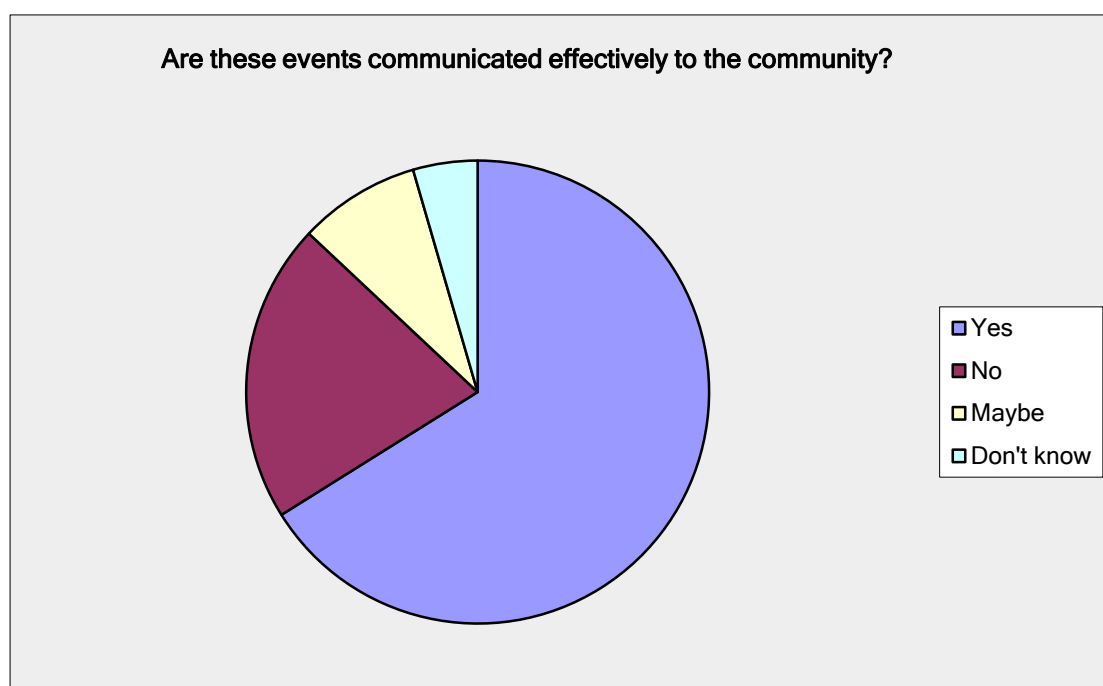
Do you think Council organised events, cater for people with a disability?		
Answer Options	Response Percent	Response Count
Yes	66.5%	121
No	15.4%	28
Maybe	9.9%	18
Don't know	8.2%	15
Please give examples		67
<i>answered question</i>		<b>182</b>
<i>skipped question</i>		<b>29</b>



A total of 66.5% respondents agreed that Council organised events and programs catered for people with a disability, while 15.4% disagreed.



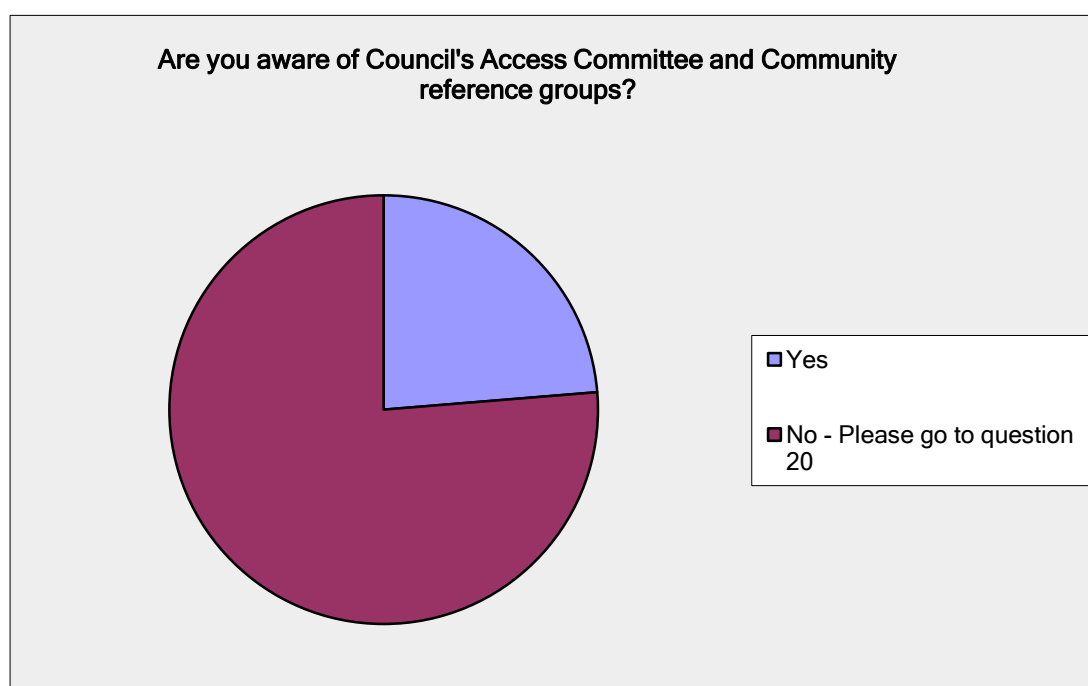
Are these events communicated effectively to the community?		
Answer Options	Response Percent	Response Count
Yes	66.1%	117
No	20.9%	37
Maybe	8.5%	15
Don't know	4.5%	8
Suggestions for improvement.		55
<i>answered question</i>		177
<i>skipped question</i>		34



Communication with the public is a challenging task when you have the demographic and remoteness of our Shire. The survey indicated that 66% of those surveyed felt Council is communicating effectively to its community.



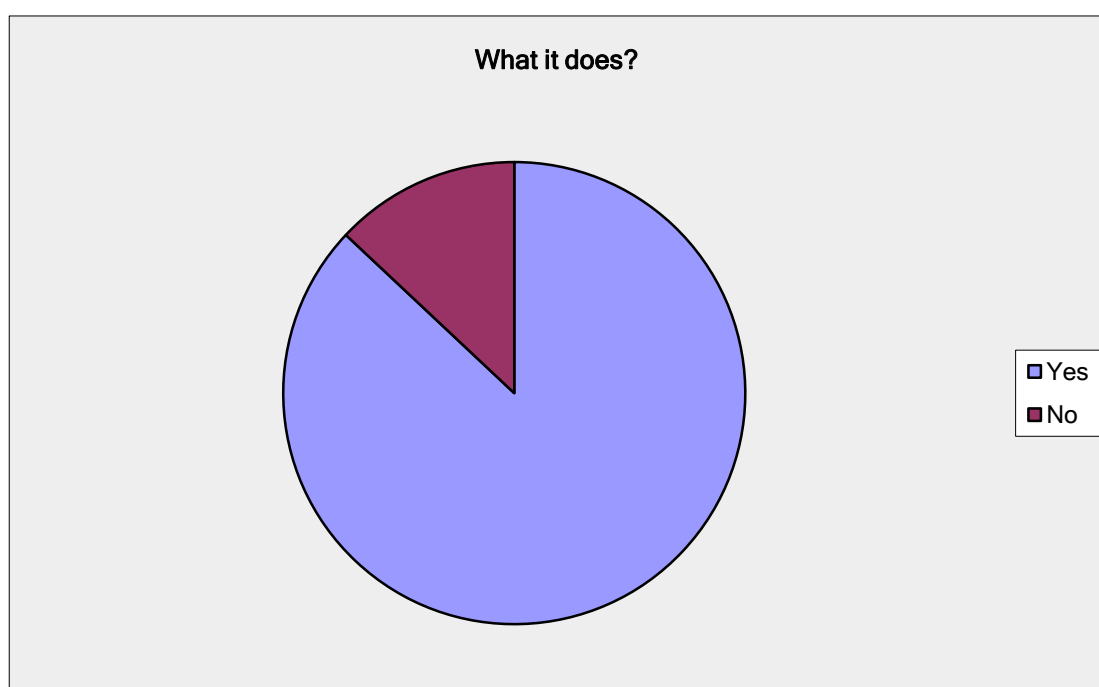
Are you aware of Council's Access Committee and Community reference groups?		
Answer Options	Response Percent	Response Count
Yes	23.7%	45
No - Please go to question 20	76.3%	145
<i>answered question</i>		<b>190</b>
<i>skipped question</i>		<b>21</b>



Not surprisingly a limited number of people (23%) were aware of the formed Access Committee's in the Local Government Area. It is envisaged as the DIAP gets underway and actions are carried out, awareness will increase significantly.



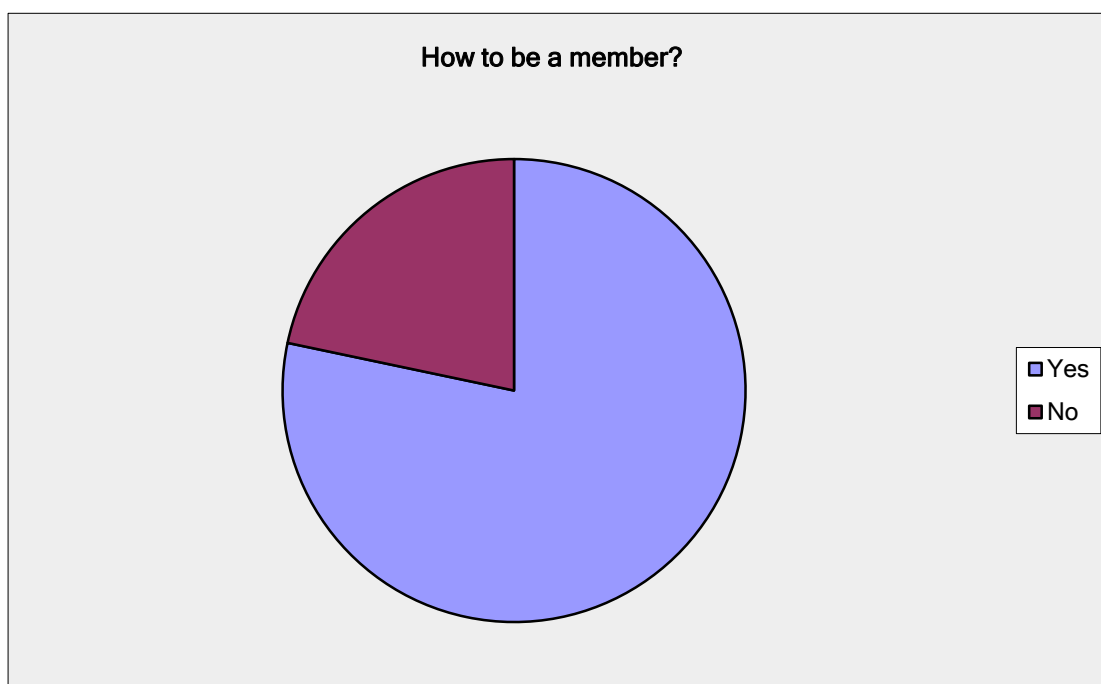
What it does?		
Answer Options	Response Percent	Response Count
Yes	87.0%	40
No	13.0%	6
<i>answered question</i>		<b>46</b>
<i>skipped question</i>		<b>165</b>



Forty (40) of the “yes” respondents were aware of the access committee’s and what they are endeavouring to achieve across the Local Government Area.



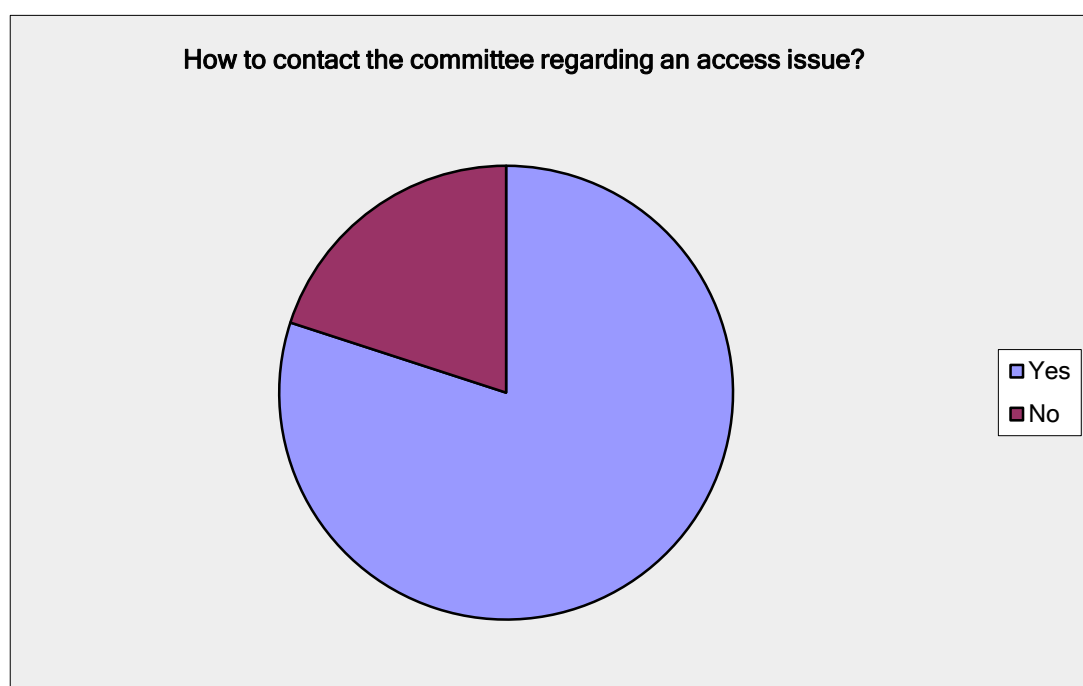
How to be a member?		
Answer Options	Response Percent	Response Count
Yes	78.3%	36
No	21.7%	10
<i>answered question</i>		46
<i>skipped question</i>		165



During the extensive community consultation and engagement process undertaken by the Community development team, people were informed of, how to be a member and the processes involved. This is evidenced in the survey responses of 78% indicating they know how to become a member.



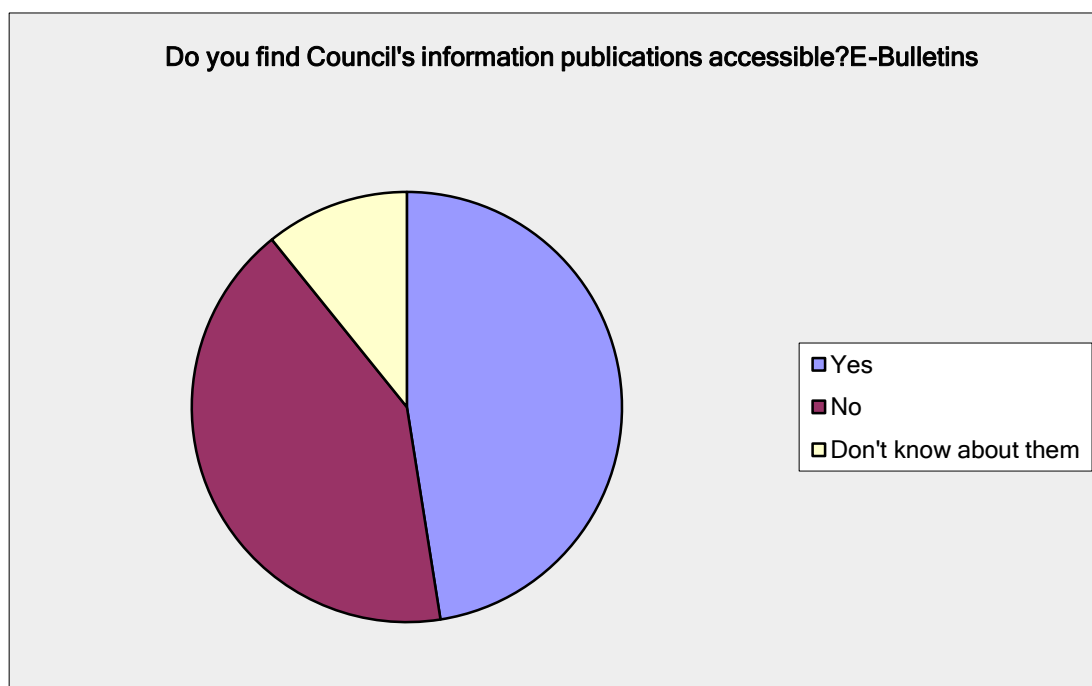
How to contact the committee regarding an access issue?		
Answer Options	Response Percent	Response Count
Yes	80.0%	40
No	20.0%	10
<i>answered question</i>		<b>50</b>
<i>skipped question</i>		<b>161</b>



During the community consultation processes people were informed of, how to contact the committee regarding an issue, this is evidenced in the survey responses of 78% indicating they now know how.



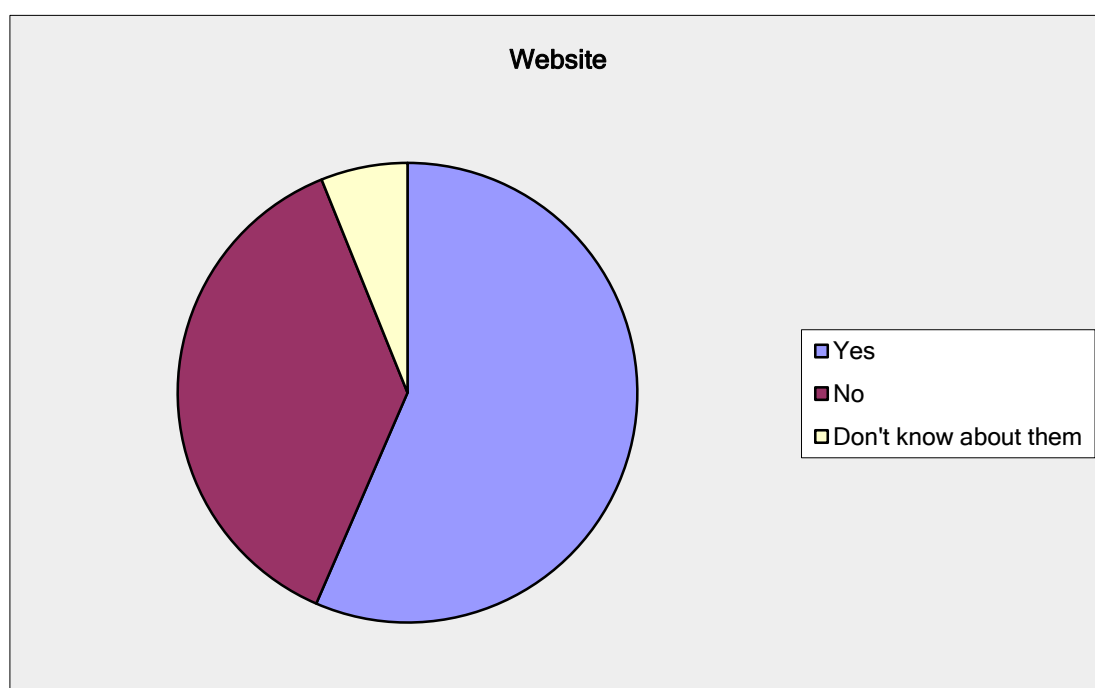
Do you find Council's information publications accessible? E-Bulletins		
Answer Options	Response Percent	Response Count
Yes	47.5%	66
No	41.7%	58
Don't know about them	10.8%	15
<i>answered question</i>		<b>139</b>
<i>skipped question</i>		<b>72</b>



Communication to the broader community formed an important aspect of the DIAP development. Many surveyed indicated the e-bulletins were not feasible due to lack of internet access.



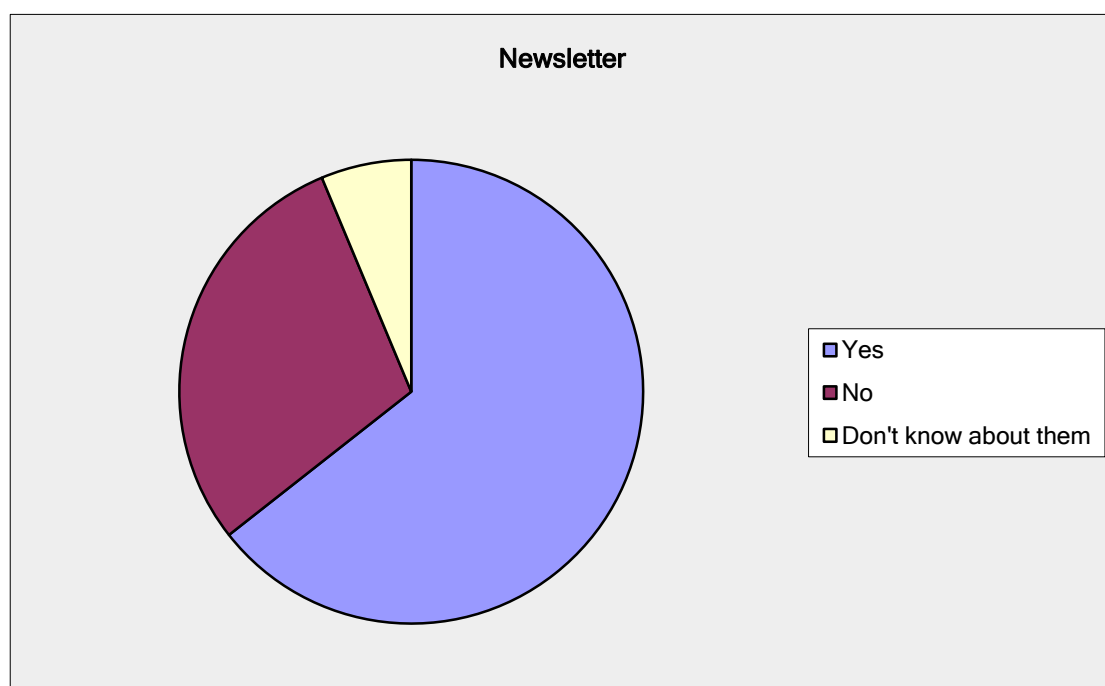
Website		
Answer Options	Response Percent	Response Count
Yes	56.5%	83
No	37.4%	55
Don't know about them	6.1%	9
<i>answered question</i>		<b>147</b>
<i>skipped question</i>		<b>64</b>



Of the respondents having internet access, (55%) found the web page informative and accessible.



Newsletter		
Answer Options	Response Percent	Response Count
Yes	64.4%	112
No	29.3%	51
Don't know about them	6.3%	11
<i>answered question</i>		<b>174</b>
<i>skipped question</i>		<b>37</b>

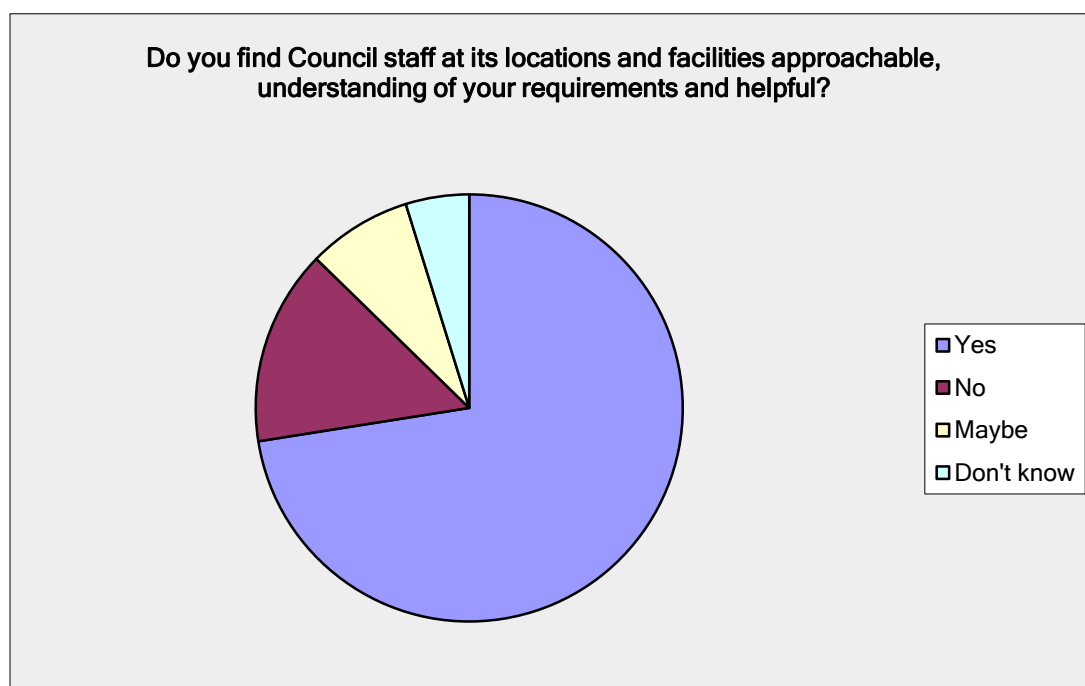


As expected the 3000 hard copy newsletter publications Council distributes every quarter which includes information and updates on Council and community business is most accepted by the people as indicated by survey respondents.



**Do you find Council staff at its locations and facilities approachable, understanding of your requirements and helpful?**

Answer Options	Response Percent	Response Count
Yes	72.5%	137
No	14.8%	28
Maybe	7.9%	15
Don't know	4.8%	9
Please give details		57
<b>answered question</b>		<b>189</b>
<b>skipped question</b>		<b>22</b>



The responses to this question were appreciated by Council and staff alike. This indicates of those surveyed that 137 people found Council staff approachable and helpful.



## 1. Positive attitudes and behaviour

Typically the negative attitudes and stereotyping of people with a disability cause barriers in many situations and places. Many people make assumptions based on what they think people with a disability can and cannot do, should or should not do. Many people feel uncomfortable talking to disabled people and people tend to think of disabled people as not as productive as everyone else.

Many believe that disabled people face prejudice and many people have experienced attitudes or behaviours where other people expected less of them because of their disability and in many cases because they weren't sure how to communicate with them.

Attitudes to people with a disability should not be determined by fear or ignorance and Council can play a role in promoting positive community behaviour.

From the research and community consultation processes feedback from community is positive around recognising and implementing process to engage and change the need for positive attitudes and behaviours in relation to Disabilities and Inclusion throughout the Shire.

### Common themes and suggestions for change included:

- Increase promotion of National and localised programs and events recognising the role people with disabilities play in society
- Increase visibility of people with a disability in Council and community publications.
- More education for the community about the broad range of disabilities.
- Higher awareness among businesses about the value of employing people with a disability.



## 2. Liveable communities

As recognised as a common theme in relation to survey respondents was the accessibility issues for people with a disability. Many commented and highlighted as a main concern in relation to the walkways, footpaths and mobility concerns across the three major communities within the Walgett Shire Walgett, Lightning Ridge and Collarenebri along with the villages within the Local Government Area.

It is important that all people can move about easily to access facilities and services and participate in community life. Survey respondents emphasised the need to adjust and model the existing physical environment for inclusiveness and accessibility

Pedestrian access featured highly with calls for more footpaths that are wider and better maintained and monitored regularly due to the constant ground movement in communities with black soil earth.

Inclusion of seating in strategic areas was also raised by many and along primary routes, for aged/people with mobility issues was raised on a number of occasions. Improving the access into shops for mobility aid users was raised along with improved street lighting, and access ramps to Library in Walgett.

### Common themes and suggestions for change included:

- Work towards ensuring Council facilities is physically accessible.
  - Playgrounds include accessible equipment.
- Footpaths are level and in good order and regularly maintained
  - Ensure safe pedestrian crossings in all townships
    - More accessible and well maintained public toilets.
    - Ensure all pool hoists are operational.
- Provide seating in Main Streets in larger communities



### 3. Employment

Meaningful employment contributes to independence and feelings of self-worth. Opportunities to work in paid and volunteer roles are important. Local employment, especially for school leavers, is important to the long term future of the community.

#### Common themes and suggestions for change included:

- Educate employers on the value of employing people with a disability.
- Provide more opportunities for meaningful employment for people with a disability.
  - Provide accessible work places and volunteer opportunities.
- Ensure accessible recruitment practices - simple forms and language.





## 4. Service systems and processes

Information sharing and keeping people updated with Council Information is important to residents and those living within the Shire. As evidenced by the survey results Council's hard copy mail out newsletter is regarded as the best form of communication.

Feedback from survey indicates our website may be improved as many expressed issues with manoeuvring around the website. It was also identified within the survey that large print and magnifying resources and tools be introduced into our Library services across the Local Government Area

### Common themes and suggestions for change included:

- Continuing with the current quarterly newsletter as this was identified as the most acceptable form for information sharing across the Shire
- Increase our capacity to provide accessible services to support access
- Complete an asset mapping and access guide to improve systems and process in relation to access and inclusion



*Consulting with community is essential to a relevant, realistic Disability Inclusion Action Plan*



## 8. Risk management and assessments

Within all works, functions and programs Walgett Shire Council undertake and implement a risk assessment and generally an evaluation following the process. In order to achieve a sound understanding of works to be carried out/ programs to be undertaken/ initiatives to be implemented.

Risk factors that are relevant to the public, Council and the environment.

Council utilises the following matrix in order to gain a full understanding of what, where, how and why.



Council is currently undertaking a completed audit of risk associated with access and inclusion and utilizes the following format and risk assessment forms.



Below is an example of our Risk Assessment forms and procedures.

**DEPARTMENT** *(circle one)*      **Corporate & Community Services**      **Rural Infrastructure**      **Urban**  
**infrastructure**      **Planning & regulatory**

**LOCATION** \_\_\_\_\_ **ASSESSOR** \_\_\_\_\_  
 \_\_\_\_\_ **DATE of ASSESSMENT** \_\_\_\_\_  
 \_\_\_\_\_

**DESCRIPTION of RISK** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**TYPE of RISK** *(tick box & circle the most appropriate criteria)*

☐ **Environment:** noise, temperature, light, radiation, electrical, other      ☐ **Chemical:** toxic, flammable, gases. Other  
☐ **Biological:** infection control      ☐ **Psychological:** abuse, stress, other      ☐ **Security:**  
 access, aggression, theft, property damage, other

☐ **Fire:** egress, equipment, other      ☐ **Personal Injury:** slips/trips/falls, soft tissue  
 injury, crush, cuts, other      ☐ **Manual Handling:** ergonomics      ☐ **House**  
**Keeping:** waste      ☐ **Other**

\_\_\_\_\_

\_\_\_\_\_

**RISK CONTROL** *(tick most appropriate box)*

☐ **Elimination:** get rid of the hazard  
☐ **Substitution** substitute tool, substance or  
 process      ☐ **Isolation:** safety  
 screens, environmental modifications  
☐ **Administration:** training, SWP's, rosters  
☐ **Personnel protective** equipment: gloves  
 eye shields

### Control Measures

Activity	Potential Hazards	Risk Rating	Controls	Responsible Person

### Step 1 – Consider the Consequences.

Personnel	Corporate	Consequence
What are the consequences of this incidence occurring?		Major
Death & Extensive Injuries	Corporate Loss ≥ Aud \$1M	
<b>Comments:</b> _____		
Consider what could reasonably have happened as well		Moderate
Medical Treatment	Corporate Loss ≥ Aud \$100,00.00	
_____		



as what actually happened. Look at the descriptions Aid Treatment Corporate loss ≤ Aud \$10,000.00	Minor	First
and choose the most suitable consequence. Treatment corporate Loss ≥ Aud \$1,000.00	Insignificant	No
<b>Step 2 – Consider the Likelihood.</b> <b>Description</b>	<b>Likelihood</b>	
What is the likelihood of the consequences identified in step 1 happening. event is expected to occur in most circumstances	A	This
Consider this without new or interim controls in place. Look at the descriptions event could occur at some time it safe	B	This
And choose the most suitable likelihood. event could occur, but only rarely. Is it fit for purpose	C	This
event may occur, but probably never will. competent / qualified	D	The
<b>Step 3 – Calculate the Risk</b>		
risk assess etc		
Take step 1 rating and select the correct column	H = High	
Take step 2 rating and select the correct line.	M = Medium	
Circle the risk score where the two ratings cross on the matrix below. .....	L = Low	Risk Score

Likelihood		Major	Moderate	Minor	Insignificant
	A	H	H	H	M
	B	H	H	M	M
	C	H	M	M	L
	D	M	M	L	L

Entered in Risk Register

Yes / no

Register number.

Review Date.....Reviewed

by.....Designation.....

Consequence

Activity	Potential Hazards	Risk Rating	Controls	Responsible Person



## **Disability Inclusion Action Plan 2017-2021**

### **Councils Community Strategic Plan - Actions 2017-2027**

**Development of the Disability Inclusion Action Plan is supported by the Walgett Shire Community Strategic Plan goals as follows:**

**C1.1** - Develop a connected, informed and resilient community

**C 1.2** A safe, active and healthy Shire

**C1.3** – A diverse and creative culture

**E2.2** - To provide increased employment opportunities that supports local industries and the local economy

**I 5.3** Maintain and Improve Council's property asset to an optimal level

**I 5.4** Provision of facilities and Communication services



## 9. Action Plan

### 1. Positive attitudes and behaviour

Strategic Goal	Action	Measurement	Responsibility	Timeframes	Alignment with Community Strategic Plan	Budget * estimates
1. Promote Positive attitudes & behaviours.	Investigate and Upgrade Councils Website & information access ensuring accessibility to all.	Website/ newsletters and any Council produced information be suitable for people with disabilities, contacts and follow ups be made" easier for all"	Information Services Coordinator(ISC)  Chief Financial Officer (CFO)	December 2018  (Immediate review)	Reference actions and alignment with Community Strategic Plan2012-2022  <b>C 1.1</b> <b>C 1.2</b> <b>C 1.3</b> <b>I 5.4</b>	<b>\$1,000</b>
	Continue to focus on positive promotion and special events days/ Carers Events, "Days for People with disabilities", inclusion opportunities.  Consult community in relation to their expectations	Seek feedback and input from reference groups to gain and implement best practice.  Evaluate processes to measure the difference programs made/ impact/ improved relationships	General Manager(GM) CFO  Manager Community Development (MCD)  Aboriginal Liaison & Community Development Officer (ALCDO) Youth Development Officer (YDO)	Immediate - review and monitor -Dec-2017	<b>C.1.1</b> <b>C 1.2</b> <b>C 1.3</b> <b>I 5.4</b>	<b>\$2000 annually</b>  Incorporated within Community Development /Services teams budget and delivery plan



Strategic Goal	Action	Measurement	Responsibility	Timeframes	Alignment with Community Strategic Plan	Budget * estimates
<b>2. Disability Awareness &amp; Acknowledgement</b>	Staff training in relation to working with people with disabilities  Awareness to people with Disabilities	Staff Trained (frontline)  Youth and Community Teams  Library staff  Customer Relations  Induction package to include information on social inclusion and awareness to people with disabilities  Successful implementation and attendance of staff	Human Resources Officer( HRO)  Youth Development Officer ( YDO)  MCD  CFO HRO  CDO	Develop - Research 17- 18 Implement 2019.	Reference actions and alignment with Community Strategic Plan2012-2022  <b>C 1.1</b> <b>C 1.2</b> <b>C 1.3</b> <b>I 5.4</b>	<b>\$3000 annually</b>  HR training budget incorporating specific training for c/s staff
<b>3. Positive Implementation of events / social inclusion for people with disabilities.</b>	Active promotion for all events facilitated by Council  Survey of Community to identify success of plan & infrastructure improvements	Improved statistics and inclusion numbers of participants at events  Feedback( positive) from public	CFO  MCD  CDO  YDO	Event to event basis  ¼ Community reports to Council  Bi- annual survey	<b>C.1.1</b> <b>C 1.2</b> <b>C 1.3</b> <b>I 5.4</b>	<b>\$2000 annually</b> Incorporated within Community Development /Services teams budget and delivery plan



## 1. Liveable communities

Strategic Goal	Action	Measurement	Responsibility	Timeframes	Alignment with Community Strategic Plan	Budget * estimates
<b>1. Accessible Communities and facilities.</b> Disability friendly - contributing towards liveable and accessible Public spaces.	Undertake a LGA wide assessment of community infrastructures to identify areas of priority need / actions	Assets and disability friendly plan and progress report updated and useable.	Property Officer(PO) Town Planer (TP) Director Engineering (DOE)  CFO  MCD	December 2017 - 2018 (review annually)	<b>C 1.8</b> <b>C 1.9</b> <b>I 5.3</b>	<b>\$2000</b>  Funded from Asset management function
	Implement Community input at concept design stage of identified projects & public spaces	Community input and feedback/ input	CFO  MCD	On-going	<b>I 5.3</b>	n/a
	Audit of footpaths.	Safe & usable footpaths within the community and wheelchair / mobility scooter appropriate.	PO	December 17  reviewed annually	<b>I 5.3</b>	<b>\$10,000</b> In 17/18 budget funded from Asset Management Function



	<p>Footpath improvement plans (long term) to be developed and implemented</p> <p>Specific access of areas in need of urgent repair be undertaken</p>	<p>Improved footpaths and access</p> <p>maintenance of these areas completed</p>	<p>CFO</p> <p>DOE</p> <p>PO</p> <p>GM</p>	<p>February 2018</p> <p>Ongoing</p>	<p>Reference actions and alignment with Community Strategic Plan 2017-2027</p> <p><b>I 5.3</b></p>	<p>\$2,500 funded from Asset Management function</p> <p>\$20,000 Annual allocation (Risk/DIAP)</p>
	<p>Install disabled Access toilets Lightning Ridge &amp; Grawin</p>	<p>Installation of disability toilet facilities</p>	<p>TP</p> <p>PO</p> <p>CFO</p> <p>DOE</p>	<p>Immediate June 2017</p>	<p><b>I 5.3</b></p>	<p>Len Cram Park carry over 16/17 to 17/18 \$60,000 Grawin 17/18 Budget allocation \$45,000</p>
	<p>Construct disability access Ramp at Walgett Library</p>	<p>Ramp completed &amp; access available to people with a disability</p>	<p>TP</p> <p>PO</p> <p>CFO</p> <p>DOE</p>	<p>30<sup>th</sup> June 2017</p>	<p><b>I 5.3</b></p>	<p>16/17 \$69,943</p>



	Maintain access and improvements to Council Youth Centres and facilities –Shire Wide.	Record statistics and monitor increased usage and feedback	CFO MCD CDO YDO	On- going	Reference actions and alignment with Community Strategic Plan 2017-2027 <b>I 5.3</b>	\$1,000 annually  Incorporated within Community Development /Services teams budget and delivery plan
	Inspect and develop works plan to improve access to Showgrounds and public spaces throughout the Walgett LGA.	Plans submitted to MANEX	TP PO CFO DOE	On-going Annually, each February Commencing February 18	<b>I 5.3</b>	\$5,000 Budget allocation included in existing wages & salary votes



2. Contribute towards programs which aim to increase social inclusion and community connections.	Advocate for social inclusion values at ALL Council events.	Increase community awareness and collaboration of services	CFO MCD CDO YDO	On-going	<b>C 1.1</b> <b>C 1.2</b> <b>C 1.3</b>	n/a
	Promote values and positive contribution people with disabilities offer to the broader community.	Wide spread accepted promotion & noticeable increase in people with a disability participation	MCD CDO YDO	On-going		n/a



## 2. Employment

Strategic Goal	Action	Measurement	Responsibility	Timeframes	Alignment with Community Strategic Plan	Budgets & estimates
1. Enhance and encourage prospects of people with a disability within the Walgett Shire Council.	Review and access recruitment processes , forms, language and accessibility	Review forms and language and simplified as required	Human Resources Officer( HRO)  CFO	Immediate December 2017	Reference actions and alignment with Community Strategic Plan 2017-2027  <b>I 5.3</b> <b>E 2.2</b>	<b>\$1,000 annually</b>
Promote benefits of accessible business practice to broader community.	Continue to drive employment initiatives with collaboration of services the key focus. Working with disability employment agencies, schools and business houses.  <i>School 2 Work Program</i>	Increased number of people with disability in placements	Human Resources Officer( HRO)  CFO  MCD  YDO	June 18  (Review regularly & annual progress report)	<b>E 2.2</b>	n/a



	<p><i>Our Town- Our Future</i> Employment Initiative</p> <p>Encourage increased participation in Youth Council</p>	Number of members with a disability increased	YDO	<p>On- going</p> <p>On going</p>		
	<p>Develop Councils workforce management plan/ strategy to include best practice guidelines for inclusion.</p> <p>Provide information and training to Council staff / Managers/ supervisors in order to increase knowledge and skills.</p>	<p>Management plan to identify gaps in work force and positions identified and addressed</p> <p>Increased level of knowledge displayed by staff</p>	<p>Human Resources Officer( HRO)</p> <p>CFO</p> <p>MCD</p> <p>YDO</p> <p>Human Resources Officer( HRO)</p> <p>CFO</p> <p>MCD</p> <p>YDO</p>	<p>June 18 (Annual review)</p> <p>December 17 (Annual review)</p>	<p>Reference actions and alignment with Community Strategic Plan 2017- 2027</p> <p><b>I 5.3</b> <b>E2.2</b></p>	<p>\$500 17/18</p> <p>\$10,000 17/18 included in existing wages/ salary allocations</p>



### 3. Service systems and processes

Strategic Goal	Action	Measurement	Responsibility	Timeframes	Alignment with Community Strategic Plan	Budget & Estimates
1. Information to residents and public is provided in a variety of formats	Develop plan for Councils website content compliance with disability standards	Website, functions and content meets accessibility standards.	Information Services Coordinator(ISC)  Chief Financial Officer (CFO)	December 2018 ( review and develop)	Reference actions and alignment with Community Strategic Plan 2017-2027  <b>I 5.3</b>	\$500 17/18 budget allocations
2. Consultations with people with disabilities in relation to gaps and needs.	Develop a fact sheet to assist Council staff in customer services how to respond to queries regarding services for people with disabilities.	Increased level of knowledge demonstrated by staff and fact sheet developed and accessible.  Processes implemented ensuring ease of access and understanding	CFO MCD ISC	December 18- review regularly Report to annually	<b>I 5.3</b>	\$500 Budget 17/18
	Review Council documents and publications ensuring easy access and functionality	Ensure people with disabilities are included in all community consultation groups and initiatives and gaps identified	CFO MCD ISC	Annually / On - going		n/a



	Resources and action focus - Disability reference groups in each community		CFO MCD ISC			
	Accommodate input from all disability reference groups in development of council plans and long term strategies	Regular meetings with group, DIAP Committee  Provision made in plans and budgets	MCD CFO	On -going	<b>I 5.3</b>	Included in annual budget allocation \$500  n/a
3. Library services and “disability friendly” resources	Develop and purchase “large print”, magnification material  Offer more group focused programs (carers and clients)	Installation of magnification equipment  Programs implemented	CFO  MCD  YDO	On -going	<b>I 5.3</b>	\$3,000  Annual budget allocation



## *10. Monitoring and Reporting*

### *Monitoring*

Walgett Shire Council's Disability Inclusion Action Plan includes timelines along with actions to guide the completion and progress. The process will be monitored and evaluated through the Integrated Planning and Reporting cycle.

Implementation of the Plan will be undertaken by the responsible Council internal departments. The Chief Financial Officer and Manager Community Development and community development department staff will monitor the overall implementation of the Plan and the integration of its actions into Council's 2017/18 – 2020/21 Delivery Program and annual Operational Plans.

### *Reporting*

Outcomes and achievements will be reported in Council's Annual Report and six monthly reports to the community or on a needs basis. These reports will be available on Council's Website and at its Administration Building Walgett and Walgett Shire Libraries and Visitor Information Centres

A report will also be provided to the Department of Family and Community Services and the Minister for Disability Services.

### *Review*

The Plan will be reviewed annually in line with the Integrated Planning and Reporting cycle.

An audit, evaluation and review of the Plan will be conducted at the end of the delivery program.



## 11. Councils structure

### Walgett Shire Council Organisation Chart

<div> <div>General Manager</div> <div>Executive Assistant</div> </div>			
Environmental Services	Corporate Services		Engineering Services
<ul style="list-style-type: none"> <li>Development Approvals</li> <li>Building Services</li> <li>Environmental and Health Compliance</li> <li>State of the Environment Report</li> <li>Onsite Wastewater Management</li> <li>Development Compliance</li> <li>Land Use and Environment Strategies</li> <li>Local Environment Plans</li> <li>Development Control Plans</li> <li>Section 149 Certificates</li> <li>Main Street Program</li> <li>Animal Control</li> <li>GIS Management</li> <li>By Laws</li> <li>Heritage</li> <li>Solid Waste and Recycling Services including New Landfill Development</li> <li>Building Maintenance</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Services</li> <li>Youth Services</li> <li>Childcare Services</li> <li>Financial Services</li> <li>Information Technology</li> <li>Property Services</li> <li>Leases and Licences</li> <li>Property Register</li> <li>Caravan Parks</li> <li>Libraries</li> <li>Swimming Pool management Arrangements</li> <li>Arts and Cultural Services</li> <li>Public Officer Services</li> <li>Records Management</li> <li>Infrastructure Asset Register</li> <li>Corporate and Strategic Planning</li> <li>Legal Services</li> <li>Budget and Management Plan</li> <li>Policy and Delegations</li> <li>Delegates to external Bodies</li> <li>Crown Reserves</li> </ul>	<ul style="list-style-type: none"> <li>Mayoral Support</li> <li>Councillor Training and Support</li> <li>Council Business-Agenda and Action</li> <li>Intergovernmental Relations</li> <li>Inter Council Relations</li> <li>Community Relations</li> <li>Corporate Leadership and Direction</li> <li>Organisational Structure and Performance Management</li> <li>Economic Development</li> <li>Community Working Parties</li> <li>Human Resources Management</li> <li>Tourism and Visitor Information</li> <li>Community Working Party</li> <li>WH&amp;S</li> </ul>	<ul style="list-style-type: none"> <li>Road and Bridge Construction</li> <li>Road and Bridge maintenance</li> <li>Traffic Facilities</li> <li>Emergency Services</li> <li>Quarries and construction material storage and supply</li> <li>Plant and Fleet Management</li> <li>Workshop and Stores</li> <li>New Depot Development **</li> <li>Water Services</li> <li>Waste Water Services</li> <li>Urban Stormwater Management</li> <li>Urban Streetscape and Cleansing</li> <li>Parks and Reserve Maintenance</li> <li>Airfields</li> <li>Urban Flood mitigation including Levy Bank Reconstruction</li> <li>Bore Baths Maintenance and Management</li> </ul>
			<b>** Special Projects</b> <ul style="list-style-type: none"> <li>New Depot Development</li> <li>Walgett Levee</li> <li>Walgett Water and Sewerage Upgrades</li> <li>Airport Resealing</li> <li>Walgett Boat Ramp</li> <li>Bridge Construction</li> </ul>



## Acknowledgement

Council would like to thank the many community members and services who provided their views, personal stories and ideas for positive change.

Finally, Council thanks the members of the Disability Reference Groups within the three larger communities of Walgett, Lightning Ridge and Collarenebri who provided formal feedback on the draft document. The group consists of people with disability, their carers or family.



Version	Adopted Date	Minute No	Details of Review
1	29/6/17	6/2017/20	Adoption of Policy