

Disability Action Plan

Equitable access to services, events & facilities

<i>Strategy</i>	<i>Goal</i>	<i>Actions</i>	<i>Timeline</i>
<i>Progress opportunities to ensure access is affordable</i>	<p>Greater awareness and use of Companion Cards and concessions</p> <p>Council understands and responds to the disadvantage and needs of citizens with disabilities in the municipality</p>	<p>Council to acknowledge Companion Cards, particularly for entry to the History Room</p> <p>Annually review fee concessions for all (including carers) of council's services and charges</p> <p>Criterion within community grants applications process to ensure equitable access is demonstrated</p> <p>Transport needs and costs are identified and advocated for</p>	
<i>Ensure council's own services and facilities promote equitable access and participation</i>	<p>All new and upgraded commercial/public access infrastructure is built with access considerations</p> <p>Recognition of need to adapt or replace council infrastructure that is currently non-compliant for equitable access and participation</p> <p>Specific locations utilised frequently by people with disabilities are identified as priority locations for infrastructure upgrades</p>	<p>Indoor and built amenities, such as (halls, toilets and BBQs/BBQ shelters) to be designed and constructed compliant with disability access</p> <p>Improved acoustics in halls/buildings</p> <p>Outdoor/open space facilities to be designed and constructed compliant with disability access</p> <p>Consistent and coherent signage throughout the municipality – for example - look at colours of signs (blue on white); toilet signs in Braille; the use of consistent toilet symbols throughout the municipality</p>	

		<p>Increase and maintain the existing number of suitably situated and constructed footpaths, pedestrian refuges and “touchpad” bars.</p> <p>Provide sufficient, suitable and safe disabled parking areas</p> <p>Unassisted access/egress is considered, particularly the width and weight of doors and slopes of footpaths and cross-overs</p> <p>Review policies, plans and strategies to foster equitable access and participation</p>	
<p><i>Engage with community groups, business operators, developers and service providers to encourage equitable access to existing and new services, events and facilities and the community in general</i></p>	<p>Service providers bringing new or expanded services to the municipality</p> <p>Increased access/participation opportunities to local places of cultural, heritage, scenic or environmental value</p> <p>Better informed and responsive community and businesses</p> <p>Improved communication to enhance the community’s understanding/interaction/relationship with people living with a disability.</p>	<p>Council to offer facilities/incentives to attract services (such as reduced rates for NFP service providers).</p> <p>Liaise with agencies (such as Parks and Wildlife Services) to increase access/participation opportunities to local places of cultural, heritage, scenic or environmental value</p> <p>Work with the Chamber of Commerce to promote the use of concessions and Companion Cards with local business operators</p> <p>Promote and educate the community, NGO’s, Chamber of Commerce, Regional Tourism Organisation (RTO) and businesses in regards to facilitating the needs of the disabled</p> <p>Promote the Recharge Scheme (for wheelchairs and assistive technologies) to businesses and services through</p>	

		<p>the Chamber of Commerce</p> <p>Provide mobility mapping for council’s facilities (indoors and outdoors) that community events’ organisers can utilise when planning their events</p> <p>Informative and practical articles in council’s newsletter. For example: Educate the community of the impact of overhanging vegetation on footpaths; of cars parked over driveway entrances/overhanging footpaths; and the purpose of allocated disabled parking spaces</p> <p>Council to acknowledge and where possible, promote medi-alert, ABI cards and similar</p>	
<p><i>Ensure that everyone has the opportunity to participate equally in the planning and consultation process which shape our community</i></p>	<p>Council lobbies that all new and upgraded commercial/public access infrastructure is built with access consideration and if necessary to ensure that any future Building Codes take disabled access into consideration</p>	<p>Council to develop and promote educational resources which inform property developers, building industry stakeholders and businesses of Council’s accessibility expectations</p>	

Social connectedness and citizenship

Strategy	Goal	Actions	Timeline
<p><i>Take a leadership role in promoting inclusiveness</i></p>	<p>Council will demonstrate best practice in inclusive governance, consultation and community engagement</p> <p>Opportunities to highlight achievements of the disabled, their carers and disability service providers are promoted</p> <p>Lead by example in improving community attitudes toward the disabled and their carers</p> <p>Cooperation and coordination of community groups and services is improved, thus providing a more encompassing and effective service</p>	<p>Support local events for International Day of people with a Disability and encourage nominations for other events</p> <p>Increase awareness among and cooperation between community groups and community members of local disability needs, for example, disability bowling program</p> <p>Continue to engage with the quarterly networking meetings run through Healthy House</p>	
<p><i>Enable maximum participation</i></p>	<p>Provide and encourage services that support the disabled, as well as mainstream services by forming partnerships and connections with relevant organisations that enable participation and skills development</p> <p>Empowerment through consultation and involvement in issues that concern people with disabilities and their carers</p>	<p>Tap into existing resources eg., work with Trade Training Centre, medical assistance dogs, arts, culture and cooking programs</p> <p>Encourage more activities to occur that meet the social needs of people with disabilities (eg social card games)</p> <p>Encourage employment and economic development opportunities for and by the disabled and their carers</p> <p>Encourage young people with a disability and young carers</p>	

		<p>to be involved in the Youth Council</p> <p>Encourage people with a disability to nominate for committees</p>	
<p><i>Ensure disabled people and their carers feel safe within our community</i></p>	<p>A subplan sitting under the municipal emergency management plan to include specific plans for people with disabilities</p> <p>Disability issues are considered in making decisions on community safety matters</p> <p>People with disabilities and their carers are educated about making emergency plans</p>	<p>Create an emergency sub-plan</p> <p>Education of staff and councillors (for example, in planning and infrastructure and adequate street lighting)</p> <p>Encourage the development of personal safety plans</p> <p>Ensure community safety matters, such as local policing issues are addressed as required</p>	
<p><i>Increase compliance with council regulations</i></p>	<p>Individuals with a disability are assisted in complying with council regulations</p>	<p>Work collaboratively (on a case-by-case basis) with providers and individuals with a disability to assist understanding and compliance with council regulations</p>	

Information and Communication

Strategy	Goal	Actions	Timeline
<p><i>Ensure information and communication occurs in accessible formats and venues</i></p>	<p>Technology that increases access to information and services both within and outside of the municipality is promoted and provided</p> <p>Ensure that community information and consultation occurs in suitable or adaptable venues and formats</p>	<p>Make available relevant information through alternative means and technology to assist people with disabilities</p> <p>Increased council web-based information and service access</p> <p>Attract and utilise technology that is supportive of disability needs</p> <p>As needed, review council's communication procedures to ensure they capture the needs of the disabled, such as being aware of large-print versions of documents, and dyslexic-friendly fonts.</p> <p>Consider picture/symbol- based signage.</p>	

Advocacy

Strategy	Goal	Actions	Timeline
<p><i>Advocate for disability matters among community, Regional Tourism Activities, businesses and Chamber of Commerce; lobby the state and federal governments</i></p>	<p>Council will build on its established connections with the local business community and business associations to encourage and facilitate employment of people with disabilities in local businesses</p> <p>Businesses are encouraged to be disability aware.</p> <p>Where necessary, Council will be a lead or partner agency in advocacy action and coordinating services</p> <p>Council advocates to other levels of government to attract additional funding and programs to the municipality as well as work with State/NGO agencies in providing/obtaining information</p>	<p>Stimulate and lead conversations on equitable access and participation</p> <p>Encourage businesses to provide equitable access and participation.</p> <p>Be a voice on matters of concern of groups of local people with disabilities and their carers</p> <p>Actively pursue more state and federal government funding in our municipality for equitable access and participation, for example, a rehabilitation gym and hydrotherapy pool.</p>	
<p><i>Build networks and partnerships on key local issues</i></p>	<p>Council will build strategic alliances and provide incentives with relevant peak and advocacy bodies to enhance its capacity to develop and attract appropriate services and infrastructure</p> <p>Connect with advisory organisations to</p>	<p>Lobby for affordable and suitable housing (permanent and temporary/crisis) as well as respite accommodation</p> <p>Promote adaptable housing principles to developers so as to increase the pool of disability friendly housing in the municipality</p>	

	<p>liaise on behalf of the disabled and their carers on concerns that affect groups of local individuals regarding participation and access</p>	<p>Lobby for supported accommodation facilities.</p> <p>Lobby for better communication coverage/facilities within the Municipality to increase access to e-health; improve emergency communication; and improve access to assistive technologies</p>	

Employment and education

Strategy	Goal	Actions	Timeline
<i>Ensure disability matters are considered throughout employment practices and the council workplace</i>	Council acknowledge that people with disabilities and carers can contribute to a healthy and diverse workplace. Council recognises that flexibility may be required for people with disabilities and carers which can be catered for with minimal disruption to normal work routines	<p>Recognise that assistance can be obtained from disability employment agencies (such as providing large print versions of dyslexia-friendly fonts for selection criteria)</p> <p>Ensure recruitment practices are not discouraging people with disabilities and carers from applying for employment</p> <p>Ensure the culture of the workplace is inclusive of people with a disability</p>	
<i>Volunteers</i>	Acknowledge that volunteers with disabilities and carers can contribute to a healthy and diverse workplace	<p>Recognise that flexibility may be required for people with disabilities and carers which can be catered for with minimal disruption to normal volunteering routines</p> <p>Ensure recruitment practices are not discouraging people with disabilities and carers from applying to be a volunteer</p>	