

*Warren Shire Council
Disability Inclusion
Action Plan
2017 / 2018 to 2022 / 2023*



Adopted: 27th July 2017 – Res No: 210.7.17



Contents

Message from Council	1
1. Background	2
2. Legislation	3
3. Snapshot of Warren Shire	6
4. Community Consultation	8
5. Strategies and Actions	11
6. Monitoring and Evaluation	15
7. References	16

Message from Council

Warren Shire Council embraces the inclusion of people with disabilities in all aspects of community life. We are committed to creating a more inclusive and welcoming community for people with disabilities and it is with pleasure that I present the Disability Inclusion Action Plan. The Plan aims to improve conditions for people with a disability who live, work and visit our Shire outlining our commitment to improve the quality of our services, facilities, systems and programs over a 5 year period. The Plan was developed through consultation with the community and outlines the actions we will take to provide more accessible and inclusive services.



Councillor Rex Wilson OAM
Mayor



General Manager
Ashley Wielinga

1. Background

In August 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 within in their community. Council's vision is for a strong, sustainable rural centre with a caring community that is building a future together.

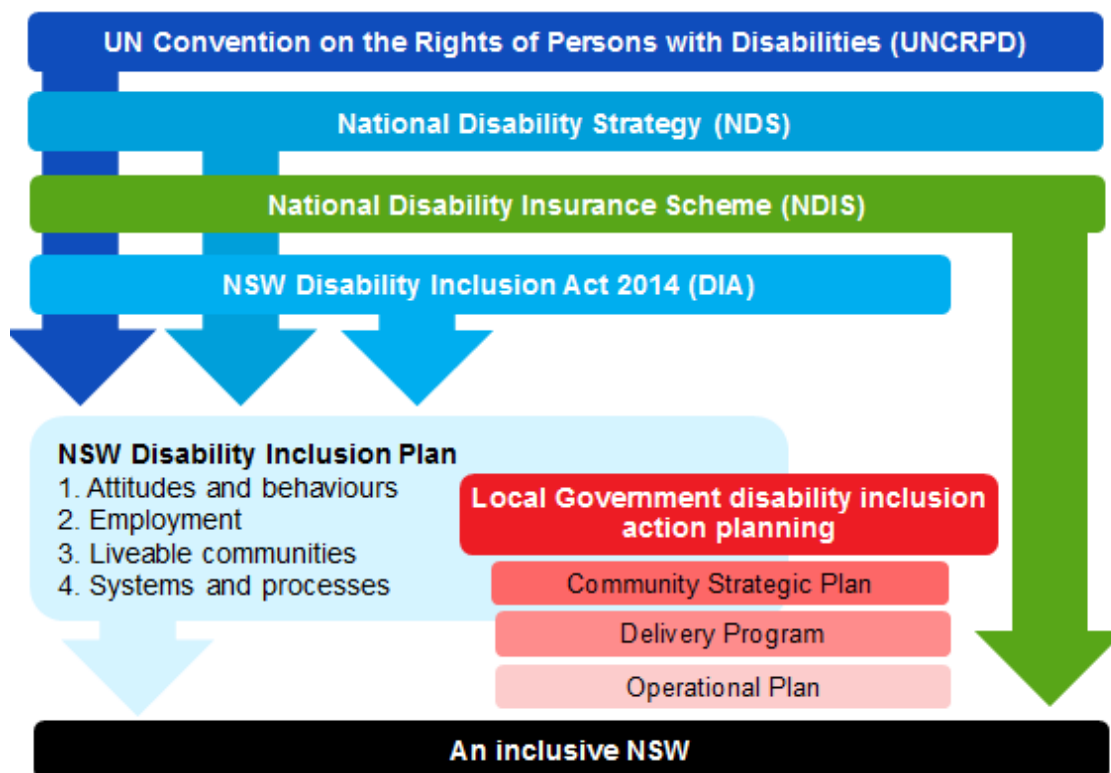
Council's Disability Inclusion Action Plan aims to provide better access to Council information, services and facilities, ensuring people with disabilities can fully participate in our community.

This Plan was developed through a community consultation and research process. A review of Council documents and Government policy took place together with a staff survey and community consultation.

The plan was endorsed by Council at its June 2017 meeting and placed on public exhibition.

The Plan was formally adopted at Council's July 2017 meeting.

2. Legislation



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 and social inclusion.

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.

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

Warren Shire Council's Community Strategic Plan "Warren Shire 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:

- Pedestrian Access Mobility Plan
- Warren Town improvement and promotion committee
- Equal Employment Opportunity Policy
- Community Strategic Plan
- Warren Connection Study

Other Legislation and Standards Warren Shire Council abides by:

- Commonwealth Disability Discrimination Act 1992;
- Commonwealth Disability (Access to Premises-Buildings) Standard 2010
- NSW Anti-Discrimination Act 1977
- Local Government Act 1993 and Local Government Regulation 2005

Development of the Disability Inclusion Action Plan is supported by the Warren Shire Council's Community Strategic Plan strategies as follows:

Objective 1.1: Improve social well-being to offer attractive lifestyle

- 1.1.1 Local access to essential services and less out-reach of these essential services.
- 1.1.2 Maintain high levels of community cohesion and community spirit.
- 1.1.7 Investigate initiatives in attracting and retaining working families.

Objective 1.2: Support young people and encourage their development

- 1.2.1 Investigate options available looking to develop a solution that can provide leadership and coordination of actions to assist all youth.
- 1.2.4 Investigate initiatives in creating employment for youth.

Objective 1.3 Improve health outcomes for the community

- 1.3.1 Provide appropriate levels of health care and aged care within the Shire.

Objective 1.4: A safe and clean community

- 1.4.4 Help ensure safe and sustainable development
- 1.4.6 Maintain town streets and footpaths

Objective 2.2: Enhance the experience of visitors to Warren Shire

- 2.2.2 Implementation of Streetscape Masterplan and Town Improvement Committee activities.

Objective 3.1: Quality transport infrastructure

- 3.1.4 Maintain and enhance local pathway networks to meet needs of all sections of community

Objective 3.2: Quality community infrastructure and facilities

- 3.2.1 Maintain parks, gardens and reserves in a safe and attractive condition
- 3.2.3 Provide a high quality library service that meets the needs of the community
- 3.2.4 Maintain community facilities to an appropriate standard (e.g. Sporting Complex)
- 3.2.5 Maintain and service the villages of Collie and Nevertire
- 3.2.6 Upgrade and refurbishment of Warren Shire Council Chambers to comply with legislation

Objective 5.1: A community that partners with Council in decision making

- 5.1.1 Implementation of Council's Community Engagement Strategy.
- 5.1.2 Implement as required agreed community actions.

Objective 5.2: A Council that provides quality service to ratepayers and residents and delivers cost-effective services to these customers

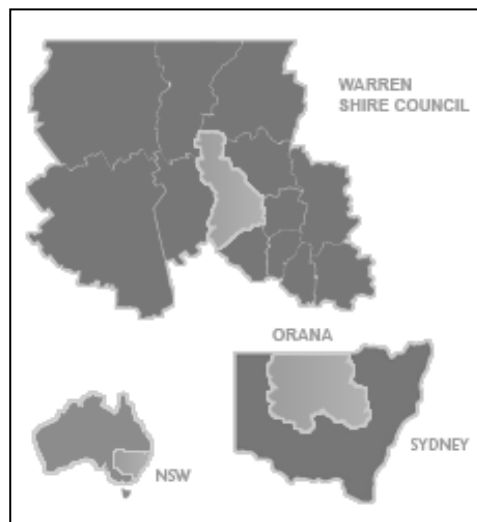
- 5.2.1 Quality customer service focus by Council staff.

3. Snapshot of Warren Shire

The Warren Shire is located in Central Western NSW and covers an area of 10,860 square kilometres. The total estimated population for the Shire as at 2015 is 2,901 (ABS 2015) and the population in Warren is approximately 2,075 (ABS – Census 2011).

Warren Shire includes the town of Warren and the villages of Nevertire and Collie. The main service centre being Warren is situated on the banks of the Macquarie River and is located 120km from the regional centre of Dubbo and 540km from Sydney. The Shire is economically dependent on agriculture, particularly sheep and cattle, grain and irrigation. Aside from those directly employed by the agriculture industry, there are also significant flow-on economic benefits from this industry to other related enterprises.

The first European settlers moved into the area in the early 1830s taking up land, or “squatting” in the surrounding district, and Warren was gazetted as a town in June 1861. Prior to this settlement the sole owners and occupants had been the traditional custodians of the country, the Wayilwan / Weilwan people.



Local Government Area Map

The area covered by the Warren Shire sits at the convergence of the territories of two Aboriginal language groups, the Wiradjuri to the southeast and the Wayilwan/Weilwan to the north and northwest. Prominent features within the landscape usually defined tribal boundaries and an area from within the Barwon River to the north, the Bogan River to the west and the Castlereagh River to the east is regarded as the Wayilwan territory. Smaller local groups of the Wayilwan lived within the region, including the Waiabara, who lived near the Barwon River and the Kamwabari/Kawambarai who lived in the area south of Quambone extending towards the Castlereagh River. Approximately 13.31% of people in the Warren Shire were identified as being indigenous (ABS – Census 2011).

People who identify with a form of disability within the Local Government Area of Warren represent 4.37% of the community (ABS – Census 2011).

Full demographic information for Warren Shire is available at:
<http://www.communityprofile.com.au/warren/>

There will be further updates on demographic information once the 2016 Census Data has been released. This will also be available on the above link and Council’s website.

Council Activity

Council works to provide people with disabilities a more comfortable lifestyle in all aspects of community life. We are committed to creating a more inclusive and welcoming community for people with disabilities.

Warren Shire Council has endeavoured to achieve this by;

- Having a representative on the committee of Warren Meals on Wheels Inc;
- Having a representative on the committee of Community Transport Warren Inc;
- Maintenance of Warren's, Nevertire's and Collie's footpaths;
- Identify and Improving Mobility issues through Warren Shire Council's Pedestrian Access Mobility Plan;
- Improving accessibility from the Health, Sporting and Cultural precincts to the CBD of Warren through Warren Connection Study;
- Ensuring all development is consistent with the Commonwealth Disability (Access to Premises-Buildings) Standard 2010
- Maintain and enhance all shire owned Buildings, Parks and Sporting Fields and Facilities;
- Pursue grant funding for further improvement to Council owned facilities.

4. Community Consultation

The table below outlines the consultation process

Date	Action
13th October 2016	Disability Inclusion Action Plan Meeting held in Narromine.
17th October 2016	Meeting held with Parks and Gardens Crew regarding Disability issues in LGA parks and gardens
17th October 2016	Meeting held with Sporting and Cultural Centre Manager regarding disability issues at Centre and Victoria oval
November 2016	Warren Shire Council Staff Survey circulated in payslips requesting information relating to services and infrastructure offered by Warren Shire Council.
4th November 2016	Meeting with town library staff regarding disability issues in regards to town library
4th November 2016	Meeting held with Warren War Memorial Swimming Pool Manager and user groups to discuss disability issues at the facility
February 2017	Advertising in Warren Weekly requesting submissions from the public regarding disability services in Warren Local Government Area.
2nd March 2017	Meeting with Women suffering mobility issues.
12th April 2017	Submissions were requested from government and local agencies regarding disability services and infrastructure at Warren interagency meeting nil submissions received.
26th April 2017	Meeting held with carer of child suffering mobility issues.

Issues Raised by Community Consultation

CBD Dubbo Street and Burton Street

It is important that all people can move about easily to access facilities and services in the communities of Warren, Nevertire and Collie.

The lack of seating in the centre of the CBD of Warren was featured heavily in discussions with people stating that the only real seating was located in front of the Spar carpark with two benches provided and informal seating created by the Spar carpark garden bed.

However, the respondents were unaware of the current Warren town improvement and promotion program being undertaken to increase the number of public seating in the central business district.

Lack of access into certain businesses in the CBD for mobility aid users was also raised as an issue. This will need to be addressed by ensuring future development of existing businesses would comply under the relevant planning and building legislation.

Parks, Gardens and Warren Showground Racecourse

The Parks and Gardens team outlined issues that they come across day in day out carrying out their duties in the community maintaining the parks and sporting fields within the LGA.

Issues they see affecting the community include:

- Macquarie Park seating not equipped with backrests which make it difficult for people with mobility issues and the elderly to use;
- Some play equipment in Council parks no longer meeting Australian Standards and are not accessible to use for children with disabilities or mobility issues;
- Lack of handrails leading from the Burton street entry of Macquarie Park. As this entry point has a steep decline, people with mobility issues and the elderly have issues accessing the park;
- Lack of disabled parking spots to park entries;
- Upstairs bar at Warren racecourse lacking in disabled toilet facilities.

Library

The meeting at the Warren Library illustrated a continued strive to meet the needs of all community members with a focus on making the facility as disability friendly as possible. Recent development to the building include lowering front counter, upgrade to bathrooms to meet the needs of disabled patrons, along with the existing automatic door and access ramp to the buildings main entrance.

It was noted however that the existing disabled car parking space for the library was in need of repainting, as it had faded over time.

Warren Sporting and Cultural Centre

The manager of the Warren Sporting and Cultural Centre has outlined some issues which has affected users of the centre in the past and which will help make the facility more mobility and disability friendly:

- Installation of disabled toilets on the second floor of the sporting and cultural centre;
- Installation of disabled parking spots in carpark of sporting and cultural centre.

Warren War Memorial Swimming Pool

The manager of the Warren Memorial Swimming Pool and user group representatives outlined the current state of the uni-sex disabled toilet at the pool. It was noted that an upgrade of the existing facilities was in great need to make the swimming pool more disabled friendly allowing people with a disability to change/shower and use the restroom with a lot more ease.

Information gathered from staff surveys

Findings from the staff survey found:

- Zero respondents from the 19 returned surveys identified as having a disability.
- Out of 19 respondents,
 - i) 3 described Warren Shire Councils services to the disabled as low quality
 - ii) 4 described the services as fair,
 - iii) 9 described services as good,
 - iv) 2 described services as excellent,
 - v) 1 was undecided.
- All 19 respondents believed disabled people have the same rights as all others including the right to work.
- All 19 respondents indicated they would be comfortable with Warren Shire Council making reasonable changes to ensure the workplace was inclusive of employees with a disability

Common suggestions from staff included:

- Disabled access to the second level of the Warren Shire Council administration building
- More public disabled toilets

5. Strategies and Actions

Attitudes and Behaviours

Strategy	Action	Key Perform Indicator	Responsibility	Timing	Integrated Planning Reference
Develop and Facilitate Disability awareness training for staff other than induction training	Develop and Facilitate Disability awareness training for staff	A greater understanding of disability issues faced by co-workers and community members (Data)	Warren Shire Council	Short Term (1-2 years)	Objective 1.1.2 & 1.2.7
Promote disability parking permit eligibility criteria	Educate public on disability parking eligibility through an education program	Increased enquiries and applications for disability parking permits (data)	Warren Shire Council	Short Term (1-2 years)	Objective 5.2.1

Liveable Communities

Strategy	Action	Key Perform Indicator	Responsibility	Timing	Integrated Planning Reference
Create a more accessible and inclusive community	Install greater numbers of seating in Warren CBD.	Completed Installation of seating	Warren Shire Council	Short Term (1-2 Years)	Objective 2.2.2
Create a more accessible and inclusive community	Install backrests on seating in Council parks and sporting fields	Completed Installation of backrests on seating	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.1
Create a more accessible and inclusive community	Install handrails on Burton Street entrance to Macquarie park	Completed installation of handrails	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.1
Create a more accessible and inclusive community	Install disabled parking space at Burton street entrance of Macquarie Park	Completed installation of disabled parking space	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.1

Strategy	Action	Key Perform Indicator	Responsibility	Timing	Integrated Planning Reference
Create a more accessible and inclusive community	Re-paint disabled parking spot outside Warren town library	Completed painting of library disabled parking space	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.3
Create a more accessible and inclusive community	Install disabled parking spaces at Warren Sporting and cultural centre	Completed installation of disabled parking spaces	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.4
Create a more accessible and inclusive community	Installation of disabled toilets on second level of Warren sporting and cultural centre	Completed installation of disabled toilets	Warren Shire Council	Long Term (4- 5 Years)	Objective 3.2.4
Create a more accessible and inclusive community	Upgrade existing disabled toilets at Warren war memorial swimming pool	Completed upgrade of disabled toilets	Warren Shire Council	Medium Term (3- 4 Years)	Objective 3.2.4
Create a more accessible and inclusive community	Installation of disabled toilets in the George Faulkner top bar at Warren racecourse	Completed installation of disabled toilets	Warren Shire Council	Long Term (4-5 Years)	Objective 3.2.4
Create a more accessible and inclusive community	Upgrade Warren Shire Chambers	Completion of upgraded Warren Shire Council Chambers	Warren Shire Council	Long Term (4-5 Years)	Objective 3.2.6

Employment

Strategy	Action	Key Perform Indicator	Responsibility	Timing	Integrated Planning Reference
Create a more inclusive working environment for disabled employees	Establish flexible work practices	Increase requests for flexible work arrangements due to individual's circumstances (Data)	Warren Shire Council	Short Term (1-2 Years)	Objective 1.1.2 & 1.1.7
Create a more inclusive working environment for disabled employees	Review Council recruitment processes including application forms and language used to reflect commitment to diversity and inclusion.	Increase in numbers of enquires and applications of disabled job seekers (Data)	Warren Shire Council	Short Term (1-2 Years)	Objective 1.1.2 & 1.1.7
Create a more inclusive working environment for disabled employees	Issue and collect staff surveys to gauge workforces' perception on Council's disabilities inclusion strategies	Increased response and satisfaction rate with Disability inclusion reflected in survey (Data)	Warren Shire Council	Medium Term (3- 4 Years)	Objective 1.1.2

Service Systems and Processes

Strategy	Action	Key Perform Indicator	Responsibility	Timing	Integrated Planning Reference
Improve Council planning and operations regarding disability issues	Ensure Council website is compliant with disability standards	Completion of upgrade of Council website to disability standards	Warren Shire Council	Medium term (3-4 years)	Objective 1.1.7 & 1.2.4
Improve Council planning and operations regarding disability issues	Develop and utilise Disability Reference group regarding Council developments	Greater community group input to planning issues regarding Council development (Data)	Warren Shire Council and Community Groups	Short Term (1-2 Years)	Objective 1.4.4
Improve Council planning and operations regarding disability issues	Enrol Development staff in appropriate access training.	Greater staff knowledge on access and disability issues. (Skillset)	Warren Shire Council	Short Term (1-2 Years)	Objective 5.2.1

6. Monitoring and Evaluation

Monitoring

Responsibility for the implementation of the Disability Inclusion Action Plan strategies is inclusive of monitoring and evaluation of prescribed time frames. The DIAP is designed to complement the Warren Shire Council's Delivery Program. Strategies and targets set out in the DIAP will be incorporated within Council's Delivery program and within Council's annual operational plans.

Annual evaluation of the DIAP will include:

- Assessment of success of implementation to date;
- Modification of strategies where required to achieve DIAP goals;
- Annual report to Councillors and General Manager;
- Annual reports to be made available at Warren Shire Council administrative building, library and Council website

Review Process

An Annual review process will be conducted in order to:

- Gauge the effectiveness of the DIAP by internal and external stakeholders through consultation
- Continue public awareness of the DIAP
- Review of staff training
- Updating resources and references

Five yearly reviews

The DIAP is a five-year plan. In addition to the annual review process, a five yearly review should include:

- Review and evaluation of the completed DIAP
- Adoption and publication of an updated DIAP.

7. References

- Australian Bureau of Statistics www.abs.gov.au
- Disability Inclusion Act 2014 – Factsheet
- Disability Inclusion Act 2014 (NSW) – www.adhc.nsw.gov.au
- Human Rights Commission – www.humanrights.gov.au
- Missed Business Guide – Prepared by Marrickville Council
- National Disability Insurance Scheme – www.ndis.gov.au
- National Disability Strategy 2010-2020
- National Disability Strategy 2010-2020 – www.dss.gov.au
- Ombudsman NSW – www.nswombo.nsw.gov.au
- PHIDU – Public Health Information Development Unit – Torrens University
- Public Health Information Development Unit – Torrens University Australia – www.phidu.torrens.edu.au
- Roads and Maritime Services website – www.rms.nsw.gov.au