

Warren Shire Council Disability Inclusion Action Plan 2025/2026 to 2030/ 2031



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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 Greg Whiteley
Mayor



General Manager
Gary Woodman

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.

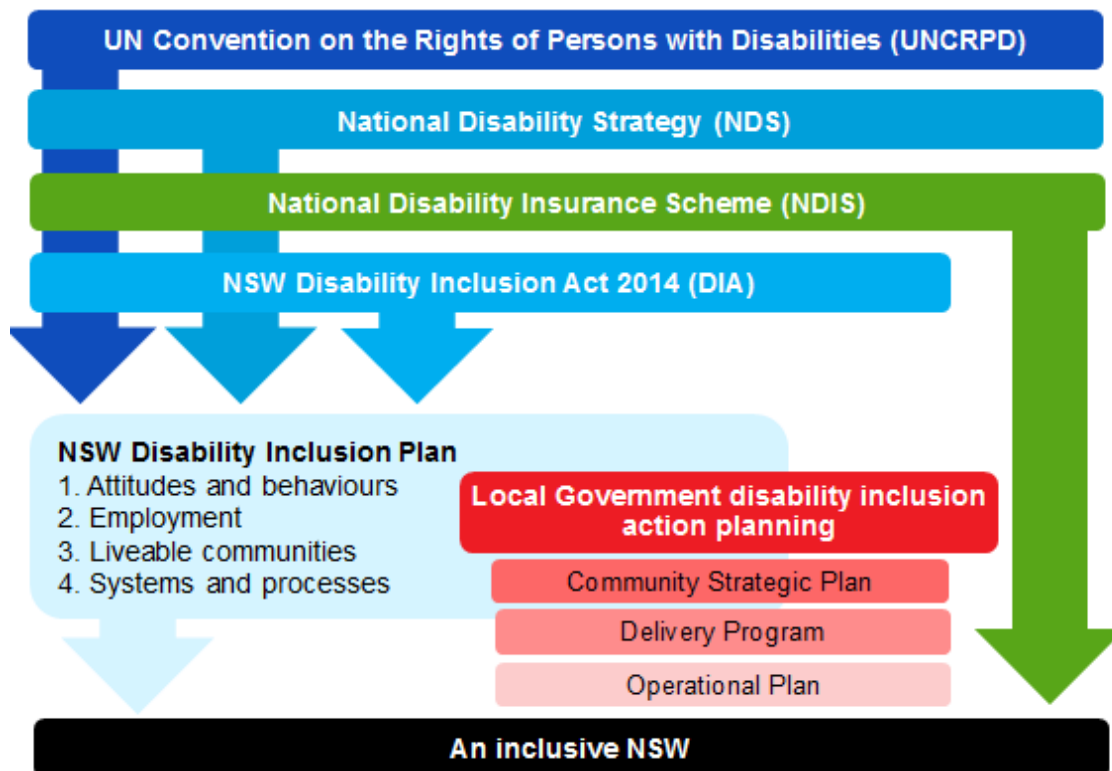
This Plan was developed through a community consultation and research process. A review of Council documents and Government policy took place together with a staff survey and community consultation.

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.

The Plan was reviewed August 2025.

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 2035" 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 2021

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

Objective 1.1: Attract and retain community-focused resources

- 1.1.1 Improve ageing, youth and disability services within the community.
- 1.1.6 Recognise and support our wide range of local community groups
- 1.1.7 Improve transport services within the community

Objective 1.2: Engage with the community

- 1.2.1 Maintain ongoing community engagement to instil a strong collaborative environment with the community.
- 1.2.2 Support and promote community-based lifestyle and social events

Objective 1.3 Support young people and encourage their development

- 1.3.1 Support programs and services that support and assist young people in our community
- 1.3.2 Promote to our youth, the facilities and activities that are available to them within the Shire

Objective 3.2: Provide sustainable infrastructure for the community

- 3.2.1 Maintain community assets (swimming pools, library, council buildings, parks, gardens, reserves, cemeteries, aerodrome, stormwater and water and sewer infrastructure) to acceptable community standards

Objective 3.3 Proactively manage our infrastructure assets

- 3.3.1 Adopt comprehensive and practical asset management plans that support, and are supported by, our long-term financial plans
- 3.3.2 Maintain a well-resourced team of infrastructure staff to ensure that our infrastructure needs are met

Objective 3.4 Revitalise the Warren, Nevertire and Collie streetscapes

- 3.4.1 Continually upgrade streetscapes in Warren, Nevertire and Collie to create attractive places to live and to visit

Objective 5.1: Ensure strong engagement and collaboration with the community

- 5.1.1 Undertake regular community engagement activities in accordance with the Community Engagement Strategy

Objective 5.2: Maintain a financially sustainable Council that provides cost effective services

- 5.2.1 Ensure that this strategic planning framework becomes an integral part of our operating culture
- 5.2.2 Proactively manage known compliance risks

Objective 5.3: Support our people to provide high-quality services to the community

- 5.3.3 Ensure a quality customer service focus by Council staff

Objective 5.4: Collaborate with external parties to capture new opportunities for the community

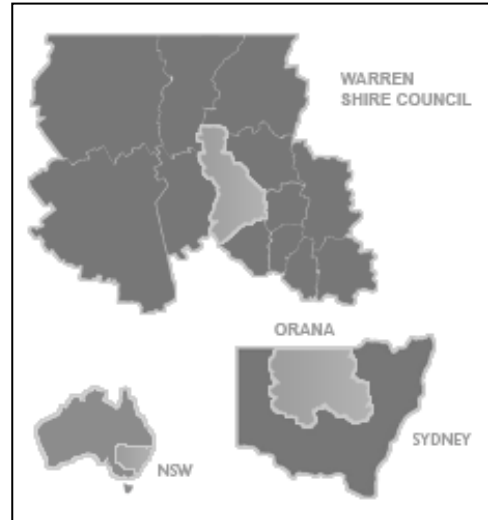
- 5.4.1 Obtain new development funds from developers to support the provision of improved infrastructure services
- 5.4.2 Lobby the State Government to reduce the amount of cost shifting, from Government to Council, for the provision of community services
- 5.4.3 Actively seek external support (financial and in-kind) from Government, alliance partners, the community and philanthropists to support the provision of new services and amenities for the community

3. Snapshot of Warren Shire

The Warren Shire is located in Central Western NSW and covers an area of 10,753 square kilometers. The total estimated population for the Shire as at 2021 is 2,550 (ABS 2021) and the population in Warren is approximately 1,365 (ABS – Census 2021).

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 18% of people in the Warren Shire were identified as being indigenous (ABS – Census 2021).

People who identify with a form of disability within the Local Government Area of Warren represent 6% of the community (ABS – Census 2021).

Council Activity

Council works to provide people with disabilities a more comfortable lifestyle in all aspects of community life has been extensive. We are committed to creating a more inclusive and welcoming community for people with disabilities. This is clearly demonstrated with the amount of completed Actions in the *Strategies and Actions* table.

Warren Shire Council has endeavoured to achieve this by;

- 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
February 2024	Meeting held with residents and carers to discuss disability issues within the Warren Local Government Area.
February 2024	Advertising in Warren Star requesting surveys be completed by the public regarding disability services in Warren Local Government Area.
March 2024	Survey results received and reviewed.

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.

Lack of access into certain businesses in the CBD for mobility aid users was also raised as an issue. This has been to be addressed by ensuring when new development of existing businesses occurs, compliance under the relevant planning and building legislation to upgrade the access infrastructure, is enforced.

The condition and suitability of Council's footpaths were a consistent concern highlighted by carers, and the lack of tactile indicators making it difficult for those with low vision and/or blindness to easily travel independently.

Services and Events

The lack of services including the provision of information where it can be easily seen and when the information is accessible, was a consistent concern from the surveys. Community events within the Local Government area were also a concern of carers, and the provision of suitable services for those with a disability including employment opportunities and public transport. It should be noted that the provision of disability services is not a core function of Council but rather that Council supports those existing service providers through the Warren Support Services Interagency group.

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 1.1.1 & 5.3.3
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 1.1.1 & 5.3.3

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 1.1.1 & 3.2.1 Complete
*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 Complete
*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 Complete
*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 3.4.1 Complete (car park within Macquarie Park)

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 3.2.1 Complete
*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 3.2.1 Complete
*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 3.2.1 Complete
*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 3.2.1 Complete
*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 3.2.1 Complete
*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 3.2.1 Complete
Create a more accessible and inclusive community	Actively improve the condition of Council's footpaths as per Council's Footpath Policy	Improvements made to Council Footpaths	Warren Shire Council	Short Term (1-2 Years)	Objective 3.2.1 & 3.4.1
Create a more accessible and inclusive community	Advocate for an improved public transport service	Advocation of an improved public transport service	Warren Shire Council	Long Term (4-5 Years)	Objective 1.1.1 & 1.1.7

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 1.1.1 & 1.3.1
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 1.1.1 & 1.3.1
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 1.2.1 & 5.1.1

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 5.2.2 & 5.3.3
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 1.2.1 & 5.1.1
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 & 5.2.2
Improve Council planning and operations regarding disability issues	Create a more inclusive community event for disabled attendees	Greater staff knowledge on access and disability issues. (Skillset)	Warren Shire Council	Short Term (1-2 Years)	Objective 5.2.1 & 5.2.2

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 – www.dss.gov.au
- Ombudsman NSW – www.ombo.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