



# **DISABILITY INCLUSION ACTION PLAN**

## **2017-2021**

### **Progress Report 30 June 2018**



Dawkins Park, Macksville

Under the NSW Disability Inclusion Act (2014) each council in NSW must have a Disability Inclusion Action Plan (DIAP) which includes 4 areas of focus:

1. Positive community attitudes and behaviours
2. Liveable communities
3. Meaningful employment
4. Accessible systems and processes

## **PURPOSE OF THE PLAN**

This is a **corporate plan** which outlines strategies for Nambucca Shire Council, in its role as a service provider that will eliminate discrimination against people with disability and actively promote inclusion.

## **AIM**

To develop and implement strategies which assist Nambucca Shire Council to work towards becoming an **accessible community** to all people, regardless of their abilities or disability.

## **COMMUNITY INCLUSION POLICY STATEMENT**

Nambucca Shire Council promotes and facilitates inclusion by:

- 1 Raising **awareness** and understanding of disability inclusion through, information and programs involving the community, businesses, Council staff and Councillors.
- 2 Ensuring that Council creates **opportunities** which include people with disability.
- 3 Providing **access** to services and facilities for people with disability.
- 4 Facilitating **communication** and consultation with the local community.
- 5 Monitoring the **needs** of people with disability and responding to those needs.

## PRIORITY AREAS FOR ACTION and ACHIEVEMENTS TO JUNE 2018

# PROMOTING POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS

Aim: To support the development of positive attitudes towards people with disability and to build community awareness of their rights and abilities.

### Council will:

1. Support the Access Committee to continue its advisory and promotional work on inclusion and access. (Monthly meetings)

#### 2017-2018 Result

Meetings have been held monthly except for December and January when many members are on holidays. All meetings have attracted a quorum and over the period membership has remained strong and steady with thirteen members.

The Committee conducted a number of on-site excursions during the reporting period, primarily along the boardwalk in Nambucca Heads. The exercise included visits to businesses to discuss good access and their own initiatives to promote access to visitors and residents with disability. A number of recommendations to Council were identified and actioned. One example was in regard to the design for a section of boardwalk replacement – width of walkway, laybys for passing, height clearances for vegetation.

2. Conduct meetings of Council within the community at accessible venues with accessible facilities. (Ongoing practice)

#### 2017-2018 Result

Achieved. In addition, the step podium in the Council Chambers was removed, creating a continuous path of travel around the whole room.

3. Increase visibility of people with disability in publications and online. (Noticeable improvement by 2018)

#### 2017-2018 Result

Not yet achieved, work in progress.

4. Promote accessible business and tourism. (via Tourism Strategy)

#### 2017-2018 Result

The Access Committee commenced an online training course – Inclusive Tourism” Everyone’s Business” as an advocacy and education project to encourage the business community to identify missed business opportunities.

The Council’s Strategic Tourism Plan 2018-2023 identifies the value of inclusive tourism at various places. One of the eight strategic priorities lists this specifically:

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<b>Four: Town Amenity and Appeal</b>	<b>Continue to improve the amenity and appeal of the Nambucca Shire specifically improving the visual appeal of towns, accessibility for mobile-impaired, and evening vibrancy.</b>
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The following actions are also relevant:

Action 7.4 “Prioritise and develop content (eg for website) the enables industry to add commercial elements to enable marketing packages to be developed; such as inclusive tourism. Listed for Year 1 of the Tourism Strategy.

Action 4.3 As part of Disability Access planning and overall town planning, identify priority locations, trails and paths for mobile friendly improvements particularly linking key attractions and lookouts etc. Listed for Year 2 of the Tourism Strategy.

## **CREATING LIVEABLE COMMUNITIES**

Aim: To increase participation of people with disability in all aspects of community life, through targeting approaches to address barriers.

### **Council will:**

5. Implement a program to improve accessible public toilets. (Annual)

#### **2017-2018 Result**

Upgrade of amenities at Valla Beach Reserve completed.

Next on the program is development of options for upgrading or replacement of toilets at Fletcher Street Nambucca Heads and Princess Street Macksville.

6. Construct new accessible toilet facilities in Gordon Park and CBD Nambucca Heads. (2019)

#### **2017-2018 Result**

Toilets at Gordon Park were completed, noting that some additional pathways are yet to be installed as the redevelopment project progresses.

Toilets in Ridge Street Nambucca Heads remain in need of upgrading. A proposed redevelopment of the Library and Community Arts precinct is gradually forming and if funding is available, this will include new compliant public toilets.

7. Maintain information on the National Public Toilet Map. (Annual)

#### **2017-2018 Result**

Achieved. The map has the following: Valla Beach (3), Nambucca Heads (15), Macksville (5), Bowraville (3), Taylors Arm (1), Scotts Head (2). All Council owned public toilets are listed. Listings for new amenities include photographs.

8. Review/implement the Pedestrian Access Management Plan (PAMP).  
(2019)

**2017-2018 Result**

Implementation of the Plan continues: footpaths at corner Partridge and Star Streets (PAMP Macks006) completed; footpaths east and west of Macksville bridge (PAMP Macks008 and 009) completed; Wellington Drive (PAMP Namb02) completed; blisters, kerb ramps and refuge in Fraser Street/Riverside Drive (PAMP Namb09) installed; Belmore Street (PAMP Bowra05) completed.

Review proposed.

9. Install accessible play elements in at least 1 children's playground.  
(2020)

**2017-2018 Result**

Whilst not due until 2020, Council is aware of the draft guidelines "Everyone Can Play in NSW" has commenced considering design for new playgrounds using this framework.

**PRIORITY AREAS FOR ACTION and DEADLINES**

**SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT**

Aim: To increase the number of people with disability in meaningful employment, thereby enabling people with disability to plan for their future and exercise choice and control as a result of economic security.

**Council will:**

10. Implement the Workplace Equity and Diversity Strategy.  
(Annual)

**2017-2018 Result**

Implementation of the Strategy has not been proactively pursued as the Strategy has been identified for review.

11. Make sure our recruitment website meets access standards.  
(Annual)

**2017-2018 Result**

Achieved

12. Provide work spaces which meet the access needs of employees. (As needed)

**2017-2018 Result**

No actions for specific employees were required in the reporting period. Rearrangement of the old Community Development staff area has improved access to the front counter and foyer for Human Resources and Development/Environment staff.

## **IMPROVING ACCESS TO MAINSTREAM SERVICES THROUGH BETTER SYSTEMS AND PROCESSES**

Aim: To ensure that people with disability are able to make informed choices about available services and to easily and efficiently access mainstream government services and other opportunities in the community.

**Council will:**

13. Location of accessible facilities, parking and toilets will be available online. (2018)

**2017-2018 Result**

Work in progress. Location of public toilets is available on the National Public Toilet website.

14. Council's website will meet WCAG (Web Content Accessibility Guidelines). (Annual)

**2017-2018 Result**

Achieved.

15. Develop a new Tourism website which will meet WCAG. (2017)

**2017-2018 Result**

New website developed which complies with WCAG.

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