



# **Tenterfield Shire Council**

## **Disability Inclusion Action Plan**

To protect & improve the quality of life for all community members in Tenterfield Shire by working with others to create a place where everyone can fully participate in their community.

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## **Background**

The NSW Disability Inclusion Act 2014 (DIA) mandates the development of Disability Inclusion Action Plans (DIAP) by Local Government. It builds on existing social equity requirements within the Integrated Planning and Reporting (IP&R) framework to strengthen Local Government commitment to inclusion, consultation and rights for people with disability.

The Plan is a way for Council to plan for a fully inclusive community that can benefit from the services and facilities Council provides.

The majority of the information in this Plan comes from consultation with community members, including people with disabilities, relevant community organisations and staff of Tenterfield Shire Council (TSC).

## **Demographics Relating to Disability**

According to the 2015 Survey of Disability, Ageing and Carers almost one in five Australians reported living with disability (18.3% or 4.3 million people).

The disability prevalence rate in Australia has remained relatively stable over time, with 18.3% of people reporting disability in 2015, and 18.5% in 2012 and 2009. In this survey, a person has disability if they report they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. There are many different kinds of disability, usually resulting from accidents, illness or genetic disorders. Disability may affect a person's mobility, communication or learning. It can also affect their income and participation in education, social activities and the labour force.

By applying this to the Tenterfield Local Government Area (LGA) population of 6,986 from the 2015 Australian Bureau of Statistics (ABS) data, it can be asserted that 1,279 people in Tenterfield Shire may have some form of disability.

The ABS estimated that in 2012 the number of persons with a disability living in private dwellings in Tenterfield LGA is 1,886 people. (27.3% of people living in private dwellings)

According to Roads and Maritime 2016 data Tenterfield LGA had a total of 247 Mobility Parking Scheme permits issued.

## **Strategic Context**

The Tenterfield Shire Council Community Strategic Plan (CSP) 2011 - 2021 expresses the community's priorities and is used to guide and co-ordinate the Council's activities over a 10 year period.

Six priority focus areas are identified in the CSP:

- Priority Focus 1: Our towns, villages and economic growth;
- Priority Focus 2: Our Infrastructure;
- Priority Focus 3: Our Environment;
- Priority Focus 4: Our Community;
- Priority Focus 5: Our Sport, Recreation & Culture;
- Priority Focus 6: Government Leadership.

In order to achieve these priorities a number of directions have been developed, some of which relate directly to areas covered within the Disability Inclusion Action Plan (DIAP).

## **Consultation Undertaken**

A Whole Community Survey was undertaken from the 19 December 2016 to 13 January 2017. The survey was available from the following places:

- Tenterfield Shire Council website
- Online survey – Survey Monkey
- Hardcopy copy from the Council Reception desk

Information about the survey was distributed in the local media, in "Your Local News", in Tenterfield in Touch and on the Council website.

The Disability, Inclusion & Access Advisory Committee was consulted and feedback was obtained during the development of the DIAP. The Disability, Inclusion & Access Advisory Committee will regularly review the DIAP and provide recommendations and feedback to Council.

## **Objectives**

The objectives of this Plan are to:

- Assist TSC to better meet the needs of people with a disability who live, work and visit the region;
- Assist TSC to meet its legislative requirements ;
- Foster a region where people with a disability are afforded the same opportunities as the broader community;
- Promote inclusion and participation in the community of persons with a disability;

## **Review Process**

The DIAP will be monitored by the Disability, Inclusion & Access Advisory Committee (DIAAC) and implemented by the relevant Council areas.

The DIAAC will meet four times a year to:

- review the DIAP;
- review progress towards the DIAP's actions;
- make recommendations.

The DIAAC consists of representatives from relevant community organisations, members of the community who either have a disability or care for someone who has a disability, Shire Council staff, a nominated Councilor and interested members of the community.

## **Design**

Tenterfield Shire Council's Disability Inclusion Action Plan (DIAP) is divided into four focus areas:

Focus Area 1: Positive community attitudes and behaviours

Focus Area 2: Liveable Communities

Focus Area 3: Supporting Access to meaningful employment

Focus Area 4: Improving access to services through better systems and processes

## **Definitions of levels of priority**

Each action has been delegated a priority rating which follow the guidelines below:

High (H): Those areas which are identified as urgent need (because they are frequently used by members of the community who have a disability).

Medium (M): Those areas identified which are not as urgent but would still benefit people with disability and other population groups if the recommendations were carried out.

Ongoing (O): Those areas which require ongoing action to meet the needs of our diverse community.

As Needed (AN): Those areas which are rarely, if ever, accessed by people with a disability, and/or have a narrow focus of people who access it. Upgrades only assessed on a needs basis.

Completion of actions is solely dependent on the availability of suitable resources. High priority actions will aim to be completed first, however actions with lesser priority may be completed at the same time as a high priority if it is deemed cost or time effective to do so.

<b>Focus Area 1: Positive community attitudes and behaviours</b>				
<i>Action</i>	<i>Priority</i>	<i>Responsibility</i>	<i>Costs</i>	<i>Target</i>
Raise community awareness of appropriate activities and services that promote inclusion through Council communication channels such as Tenterfield in Touch, Your Local News and the Council website.	0	Community Development Officer	Staff time	Tenterfield Shire Community is aware of activities and services that promote inclusion
Encourage organisers to consider the needs of people with a disability when they are organising cultural activities and events or applying for funding	0	Tourism Officer, Cultural Development Officer, Community Development Officer	Staff time, part of the planning and advice processes – no additional costs	Community organisations are aware of the needs of people with a disability  Cultural activities & events are accessible by the whole community

<b>Focus Area 2: Liveable Communities</b>				
<i>Action</i>	<i>Priority</i>	<i>Responsibility</i>	<i>Costs</i>	<i>Target</i>
<ul style="list-style-type: none"> <li>• Ensure access requirements for people with disabilities are considered in all projects for pedestrian facilities and walking tracks</li> </ul>	O	Director Engineering Services	Staff time, part of the planning and maintenance processes – minor additional costs	All pedestrian facilities and walking tracks are accessible by a person with a disability
<ul style="list-style-type: none"> <li>• Ensure access requirements for people with disabilities are considered in all projects for parks, reserves and open spaces</li> </ul>	O	Director Environmental Services	Staff time, part of the planning and maintenance processes – minor additional costs	All parks, reserves and open spaces are accessible by a person with a disability
Ensure access requirements for people with disabilities are considered in all projects for public buildings	AN	Director Environmental Services	Staff time, part of the development application and approval process – no additional costs	All new public building projects are BCA and Access to Premises Standard 2010 compliant
All new public buildings projects comply with the Building Code of Australia (BCA) Australian Standard 1428.1 - Design for access and mobility	AN	Building Surveyor	Staff time, part of the development application and approval process – no additional costs	All new public building projects are BCA and Access to Premises Standard 2010 compliant

**Focus Area 3: Supporting Access to meaningful employment**

<i>Action</i>	<i>Priority</i>	<i>Responsibility</i>	<i>Costs</i>	<i>Target</i>
Ensuring that Council's Human Resource (HR) policies reflect an enthusiasm for employment of people with a disability	0	Organisational Development Manager	Staff time - 20 hours	Council's HR policies reflect an enthusiasm for employment of people with a disability
Encourage the involvement of people with a disability in volunteer activities	0	Organisational Development Manager	Staff time - 20 hours	People with a disability are involved in volunteer activities

<b>Focus Area 4: Improving access to services through better systems and processes</b>				
<i>Action</i>	<i>Priority</i>	<i>Responsibility</i>	<i>Costs</i>	<i>Target</i>
Encourage relevant representatives to be committee members on the Disability, Inclusion & Access Advisory Committee (DIAAC)	M	Engineering Officer  Community Development Officer	Staff time – 10 hours	Disability, Inclusion & Access Advisory Committee membership includes relevant representatives
Develop and implement a Disability Inclusion Action Plan (DIAP) by 30 June 2017	H	Community Development Officer	Staff time – 80 hours	Disability Inclusion Action Plan in place
Review the Disability Inclusion Action Plan regularly by ensuring that review of the DIAP is on the agenda of all Disability, Inclusion & Access Advisory Committee meetings.	O	Engineering Officer	Staff time	Disability, Inclusion & Access Advisory Committee agenda includes a review of the DIAP
Use the Council website and other avenues such as Your Local News and local radio to inform the community how they can notify Council regarding any issues relating to the DIAP	O	Community Development Officer	Staff time, part of the ongoing processes – no additional costs	Community comments received on access issues
Issues identified by the community are forwarded to the Disability, Inclusion & Access Advisory Committee for review	O	Corporate Services & Community Sustainability	Staff time, part of the ongoing processes – no additional costs	Issues are considered by the DICAC for inclusion in the DIAP

# APPENDIX 1

## *Glossary of Acronyms*

ABS	Australian Bureau of Statistics
AN	As needed
BCA	Building Code of Australia
CSP	Tenterfield Shire Council Community Strategic Plan
DIA	NSW Disability Inclusion Act 2014
DIAAC	Disability, Inclusion & Access Advisory Committee
DIAP	Disability Inclusion Action Plan
H	High priority
HR	Human Resource
IP&R	Integrated Planning and Reporting
LGA	Local Government area
M	Medium priority
O	On going
TSC	Tenterfield Shire Council