

MITCHELL SHIRE COUNCIL

Council Meeting Attachment

SUSTAINABLE COMMUNITIES

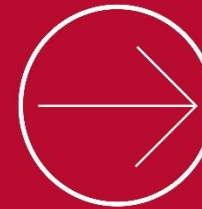
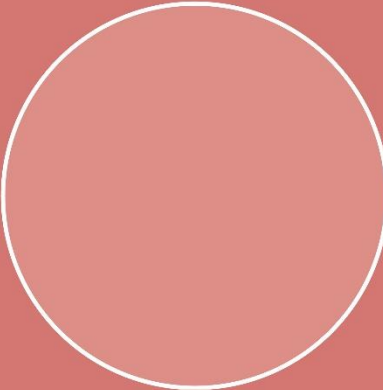
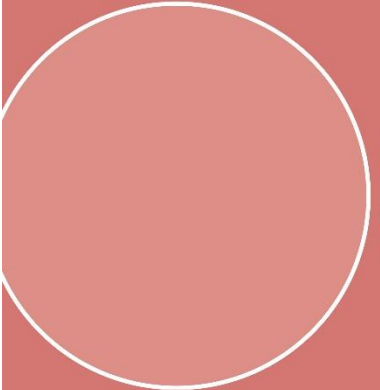
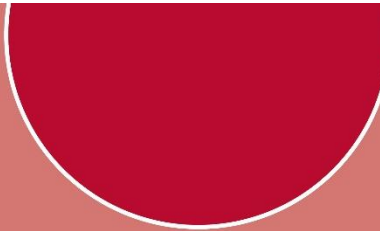
20 JUNE 2016

7.10

MITCHELL ACCESS AND INCLUSION DISABILITY PLAN

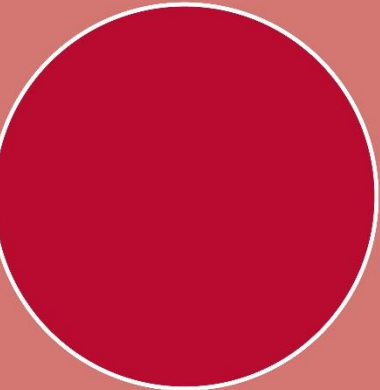
Attachment No: 1

**Access and Inclusion Year 4 Action Plan
2016/2017**

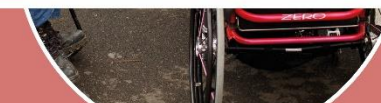


MITCHELL SHIRE.

*Access and Inclusion
disAbility Plan
Year 4 - 2016/2017*



MITCHELL SHIRE COUNCIL



EXECUTIVE SUMMARY

The purpose of the Access and Inclusion disAbility Plan (2013-2017) is to address access and inclusion issues within the shire and seek to improve the lives of our community members through constructing and modifying environments so that they can be enjoyed by all.

SOCIAL ENVIRONMENT

Promote inclusion and contribution in the community and encourage awareness and understanding by celebrating the diversity of people who live, work and visit the Mitchell Shire

- **1.1:** Enhance community understanding and awareness of people of all abilities
- **1.2:** Enhance participation and contributions in community activities

ECONOMIC ENVIRONMENT

Encourage an increase in economic opportunities for people with disability to contribute to the community that are sustainable and practical

- **2.1:** Promote equal opportunities for people with all abilities, to increase learning, skill development, employment and retention
- **2.2:** Work with local businesses and traders to improve inclusiveness and accessibility for their business

PHYSICAL AND NATURAL ENVIRONMENT

Promote accessibility to the physical and natural environment so that people with disability can enjoy ALL areas of the shire

- **3.1:** Develop processes that consider accessibility for all in council's built environment, including new and existing buildings, roads, signage, footpaths, lighting, parking and transport
- **3.2:** Develop processes that consider accessibility for all in council's natural environment, including new and existing open space, outdoor areas, playgrounds and walking trails

CORPORATE ENVIRONMENT

Council to deliver 'best practice' in its organisational operations and deliver through a 'whole of council approach' to address access and inclusion issues within the shire

- **4.1:** Ensure information and communication is inclusive and accessible to all
- **4.2:** Support the participation of people with a disability in community consultation and engagement
- **4.3:** Council operations, service delivery and programs are delivered in a manner that considers people of all abilities

This is the fourth Annual Action Plan and follows on from and builds on the work undertaken in the previous three years. The Annual Action Plan comprises of actions that Council and Service Providers will deliver over the following year that support and deliver the priorities and objectives as identified in the Access and Inclusion disAbility Plan 2013-2017.

GOVERNANCE

Action	Performance indicator	Who	Timeframe
1. Access and Inclusion Advisory Committee Provide opportunities for Committee to identify issues requiring advocacy in the shire and facilitate mechanisms to advocate.	Agendas include dedicated time to discuss issues and opportunities.	Access and Inclusion Advisory Committee (AIAC)	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017
2. Monitor progress of the National Disability Insurance Scheme (NDIS) implementation Provide advice and recommendations to Council with regard to potential impacts on services and programs within Mitchell Shire.	Information is forwarded to the Committee on NDIS when updates become available.	MSC - Community Development	

REPORTING

Action	Who	Timeframe
1. Report quarterly to A&I Advisory Committee	Community Development	Aug / Nov / Feb / May
2. Report bi-annually to Executive Leadership Team	Community Development	Nov 2016 and May 2017
3. Council presentation	A&I Advisory Committee	November 2016
4. Submit annual report to: Council and community	Community Development	June 2017

PRIORITY 1: SOCIAL ENVIRONMENT

Promote inclusion and contribution in the community and encourage awareness and understanding by celebrating the diversity of people who live, work and visit the Mitchell Shire.

1.1 Enhance community understanding and awareness of people of all abilities.

Action	Performance indicator	Who	Timeframe
1.1.1 Strengthen education and advocacy about all forms of disability and peoples' experience of isolation, including: <ul style="list-style-type: none"> • Physical • Intellectual • Mental Illness • Sensory • Neurological • Learning Disability • Physical Disfigurement • Immunological 	Persons with a disability and carers are supported to educate and advocate about disability.	MSC - Community Development Nexus - Rural Access Worker AIAC Disability Service Providers	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017
1.1.2 Enhance participation and contributions in community activities. Regularly promote local stories, events and activities to raise awareness of and support positive messaging about disability.	Regular media releases, publications, and other engagement activities provided.	MSC - Community Development MSC - Communications Nexus - Rural Access Worker	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017
1.1.3 All Council events, celebrations and activities will be as inclusive and accessible as practicable.	Feasibility assessment undertaken of sites for their potential to deliver accessible events.	MSC - Community Development	December 2016

<p>1. Celebrate International Day of People with Disability (IDPwD) Hold an annual event to minimise attitudinal barriers surrounding people who have a disability.</p>	<p>Accessible facilities provided at all Council events.</p>	<p>Nexus - Rural Access Worker</p>	
	<p>Community members participated in the planning and delivery of an event.</p>	<p>AIAC</p>	
<p>2. Mitchell Access and Inclusion Champion Award Annual award to recognise the initiatives of individuals, community groups and local business for their efforts to make services and facilities accessible to the community.</p>	<p>Access and Inclusion Committee promote A&I Champion Award throughout community networks.</p>	<p>MSC - Governance</p>	<p>January 2017</p>
	<p>Award presented at Australia Day Ceremony.</p>	<p>AIAC</p>	

1.2 Enhance participation and encourage contribution to civic life.

Action	Performance indicator	Who	Timeframe
<p>1.2.1 Increase the range of community based activities targeting young people with disability that are meaningful and representative of their needs and interests.</p> <p>Partner with Youth Council and Youth Services to promote access and inclusion of youth of all abilities.</p>	<p>Young people with a disability have opportunities to voice their needs.</p>	<p>MSC - Youth Services</p>	<p>Quarterly: Aug 2016 Nov 2016</p>
	<p>Increase participation of young people in community and recreational events.</p>	<p>MSC - Active Communities</p>	<p>Feb 2017 May 2017</p>
		<p>MSC – Youth Council</p>	
		<p>Nexus – Rural Access Worker</p>	

<p>1.2.2 Develop and implement a range of sport and recreation options that aim to increase equitable and inclusive participation within Mitchell Shire.</p> <p>1. Accessible and inclusive recreational opportunities Opportunities are provided for people with disabilities and/or special access needs to access arts, culture, recreation and sporting activities.</p>	<p>Increased access to inclusive and equitable leisure and recreation opportunities.</p>	<p>MSC - Active Communities MSC – Leisure Services</p>	<p>Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017</p>
<p>2. Ensure that Council’s sporting facilities and leisure centres are affordable for people with disabilities and their carers.</p>	<p>Provision of low and no cost activities and events. Impact of reducing fees for target groups analysed.</p>	<p>MSC - Active Communities MSC – Leisure Services</p>	<p>Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017</p>
<p>1.2.3 Neighbourhood Houses provide inclusive and accessible activities for people in Mitchell Shire. Neighbourhood Houses are encouraged and supported to deliver inclusive events and activities through:</p> <ul style="list-style-type: none"> • Linking Houses with disability networks. • Working with Houses to source funding opportunities to support inclusive programs. 	<p>Events and activities at Neighbourhood Houses cater for people of all abilities.</p>	<p>MSC - Community Development Nexus – Rural Access Worker Mitchell Neighbourhood Houses Network DHHS – Community Participation Officer</p>	<p>May 2017</p>

PRIORITY 2. ECONOMIC ENVIRONMENT

Encourage an increase in economic opportunities for people with disability to contribute to the community that are sustainable and practical.

2.1 Promote equal opportunities for all abilities, to increase learning, skill development, employment and retention.

Action	Performance indicator	Who	Timeframe
2.1.1 Review relevant recruitment policies at Council to ensure they support current and future employees with a disability.	Recruitment and employment practices reviewed for inclusivity.	MSC - People and Culture MSC – Community Development	November 2016
2.1.2 Take measures to ensure Mitchell’s workforce reflects the diversity of the local community. Implement the disability employment program in partnership with local disability service providers.	Disability employment policy revised and implemented. Partner with external stakeholders to improve employment pathways.	MSC - People and Culture MSC – Community Development Worktrainers	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017

2.2 Work with local businesses and traders to improve inclusiveness and accessibility for their business.

Action	Performance indicator	Who	Timeframes
2.2.1 Encourage key retail centres to improve the inclusiveness and accessibility for people with a disability, carers and family.	Enhanced accessibility of key retail centres.	MSC - Economic and Tourism MSC - Community Development	November 2016

2.2.2 Engage retailers to raise awareness about the importance of maintaining accessible streetscapes.	Retailers are aware of their obligations to provide a continuous accessible path of travel for all pedestrians.	MSC - Community Development MSC – Local Laws MSC – Economic Development Nexus – Rural Access Worker
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3. PHYSICAL ENVIRONMENT

Promote accessibility to the physical and natural environment so that people with disability can enjoy ALL areas of the shire.

3.1 Develop processes that consider accessibility for all in council's built environment, including new and existing buildings, roads, signage, footpaths, lighting, parking and transport.

Action	Performance indicator	Who	Timeframes
3.1.1 Advocate for better networked and accessible public transport services in Mitchell. <ul style="list-style-type: none"> Services are in accordance with the Disability Standards for Accessible Public Transport. 	Enhanced public transport services and facilities in Mitchell Shire and surrounds.	MSC - Community Development Nexus - Rural Access Worker	November 2016
3.1.2 Undertake routine maintenance of footpaths and Tactile Ground Surface Indicators (TGSIs) in public areas.	Routine maintenance and improvement works of Council footpaths carried out in accordance with DDA Standards.	MSC – Engineering Services, Facilities Services	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017

3.2 Develop processes that consider accessibility for all in council's natural environment, including new and existing open space, outdoor areas, playgrounds and walking trails.

Action	Performance indicator	Who	Timeframes
<p>3.2.1 Enhance accessibility of play spaces across Mitchell Shire. Apply the vision, principles and design framework of the Mitchell Play Space Strategy 2015 to park and play space renewal projects and planning processes for new parks.</p>	<p>Improved access to local parks and play spaces for children of all abilities.</p> <p>Universal design principles applied to new or upgraded park and play space plans and projects.</p>	<p>MSC – Recreation and Open Space</p> <p>MSC – Strategic Planning</p> <p>MSC – Statutory Planning</p>	<p>Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017</p>
<p>3.2.2 Implement changes to the street environment incorporating Australian Design Guidelines into relevant Structure Plans, town centre master plans and street works. Plans to include provision to create places for:</p> <ul style="list-style-type: none"> • Retreat in the landscape • Social interaction • Enhanced accessibility • Community safety 	<p>Increased accessibility of public amenities.</p> <p>Increased physical access and safety to streetscapes.</p>	<p>MSC – Strategic Planning</p> <p>MSC – Recreation and Open Space</p>	<p>Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017</p>

4. ORGANISATIONAL DEVELOPMENT

Embed the principles of access and inclusion and strive for ‘best practice’ in the operations and services delivered across Council.

4.1 Ensure information and communication is inclusive and accessible to all.

Action	Performance indicator	Who	Timeframe
4.1.1 Ensure all communication is current and in accessible formats. Investigate, develop and implement options for adopting: <ol style="list-style-type: none"> 1. Web Content Accessibility Guidelines. 2. Plain English in Council publications and communications. 3. Alternative accessible formats for all Council documents. 	Website is compliant with WCAG guidelines and meets AA rating. Information is provided in accessible formats on Council websites and at customer service centres.	MSC - Digital Strategists MSC - Library & Customer Service	May 2017
4.1.2 Provide information to parents/carers of children with additional needs about services and supports available in Mitchell.	Parents/carers have access to information about accessible and inclusive services and supports for children with additional needs.	MSC – Children’s Services	May 2017

4.2 Support the participation of people with a disability in community consultation and engagement.

Action	Performance indicator	Who	Timeframe
4.2.1 Strengthen advocacy by ensuring the voices of people with a disability from diverse backgrounds are captured through community engagement processes.	Input is sought through community engagement processes from people with a disability.	MSC - Community Development MSC – Engagement Champions	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017

4.2.2 Representation on Council strategic planning initiatives. AIAC are consulted on Structure Plans and other projects.	AIAC participate in consultation processes.	MSC - Strategic Planning	Quarterly: Aug 2016 Nov 2016 Feb 2017 May 2017
		AIAC	

4.3 Council operations, service delivery and programs are delivered in a manner that considers people of all abilities.

Action	Performance indicator	Who	Timeframe
4.3.1 Provide disability awareness training to Council staff. To ensure Council staff are confident in providing and meeting the needs and rights of people with disabilities, the following training is to be provided: 1. Provide training to all new staff during induction. 2. Provide refresher training to ongoing staff. 3. Provide tailored training for specific needs of service areas.	Disability awareness training is provided to staff. Two refresher training sessions held across Council.	MSC - Community Development MSC - People and Culture	May 2017
4.3.2 Customer & Library Services provide programs and services that are accessible and inclusive to people with disabilities. Ensure Hearing Loops and Communication Boards are being utilised by Council staff to assist people with disabilities access Council and library programs and services.	Staff competent in the use of communication aids.	MSC - Library & Customer Service MSC – Community Development	August 2016
4.3.3 Provide disability awareness training for Councillors at induction.	All Councillors attend disability awareness training during their elected term.	MSC – Governance MSC – Community Development	February 2017