

INCLUSION ACTION PLAN

2022 - 2026



Policy Number: GOV-EXE-033
Adopted: 28 June 2022
Minute Number: 12.06.22



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Acknowledgement of Country

We respectfully acknowledge the Wiradjuri People, who are the Traditional Owners of the land on which June Shire Council is situated, and pay our respect to the Elders past, present and emerging.

We are honoured to recognise our connection to Wiradjuri Country, history, culture, and spirituality through these locations, and strive to ensure we operate in a manner that respects and honours the Elders and Ancestors of these lands.

MAYORAL MESSAGE

Junee Shire Council is dedicated to delivering exceptional services to all members of our community, and we are confident our 2022-2026 Inclusion Action Plan will allow us to continue to deliver on this commitment.

This Inclusion Action Plan builds on the work we completed as part of our 2017-2021 Plan, which saw our Council take significant steps toward improving access to services, increasing the livability of our communities, and providing employment opportunities for people with a disability.

Evidence of our work and accomplishments can be found throughout our region, through the automatic doors at most Council establishments, the hearing loop operating at the Athenium Theatre, and the building of the Junee Adventure Playground, featuring a special purpose swing and sensory play area, as well as many other internal improvements within our council.

We are pleased with what we have achieved to this point but recognise there is more work to be done.

In conjunction with this Plan, and working collaboratively with other governmental agencies, industry leaders, and our community, Junee Shire Council will continue to advocate and act to make our region a welcoming and inclusive place for all our residents and visitors to enjoy.



Cr Neil Smith
Mayor
Junee Shire Council



KEY ACHIEVEMENTS OF THE DISABILITY INCLUSION ACTION PLAN 2017–2021

LIVEABLE COMMUNITIES

- Junee Regional Adventure Playground was built at the Laurie Daley Oval, which includes a sensory play area and a special purpose swing.
- Synergy Healthworks operating mutually with the Junee Junction Recreation & Aquatic Centre (JJRAC) utilising the facilities twice a week.
- The Athenium Theatre has disabled access and bathrooms to further provide inclusivity.
- The Library acquired automatic doors, to assist with ease of access for the public.
- Bathroom modifications at Willow Cottage.

ATTITUDES & BEHAVIOURS

- Continued Collaboration with the Community Centre
- Participation in Interagency meetings
- Staff training workshops to enhance knowledge and positivity

SYSTEMS & PROCESSES

- Hearing Loop installed and operational at The Athenium Theatre.
- Investigated a “Talking Community Newsletter” for vision-impaired community members.

EMPLOYMENT

- Council currently employs one school- based trainee with a disability.
- Council currently employs four staff members with a disability, across the Council Chambers, JJRAC and Library.



GUIDING PRINCIPLES

OUR MISSION

Junee Shire is to **Make Tracks** systematically and with determination towards its **Vision**.

Junee Shire Council is committed to guarantee that local services, facilities, and programs provided by Council are inclusive to all members of the community.

Junee Shire Council maintains the rights that all members of our community have equal access to opportunities, services and facilities and choice over how to live their lives.

OUR VISION

Junee will be a great place to live, with a healthy civic pride. That will come about because the amenity of the Shire – social, recreational, cultural, environmental, and visual – is the best quality possible given our circumstances. There will be an increase in population because of this, with the increase made up of people who are net contributors to the community.

Junee will be prosperous and existing services and businesses will have been preserved and grown. The Shire will have economic development strategies recognising the different circumstances of urban and rural areas.

Junee will be a place where innovative, responsive leadership and management occur in all facets of community life. It will be an independent Local Government area with a strong sense of identity.

OUR VALUES

PROUD & WELCOMING



We are proud of our shire and as a friendly community we encourage and support new residents and business owners.

INNOVATIVE & PROGRESSIVE



We welcome new ideas, and we seek to make changes that will improve the lifestyle of our community.

INCLUSIVE



We have a perspective broader than the shire boundary; our regional focus means we are tuned to the opportunities available through co-operation and partnerships.

LEADERSHIP & WISDOM



We listen and act; we are prepared to make tough decisions in the best interests of the future of our people, our place, and our economy.



LEGISLATIVE FRAMEWORK & STRATEGIC LINKS

The Disability Inclusion Act 2014 (DIA) is the legislative basis for all Local Government disability inclusion and access planning. The DIA reinforces the Government's commitment to enhancing the lives of individuals with disabilities and endorses NSW's direction on building a more inclusive society.

Under the DIA, NSW public organisations and all Local Councils are required to establish a Disability Inclusion Action Plan (DIAP). In addition to developing and applying DIAPs these affiliations are required to report against the effectiveness of these plans to the Minister for Families, Communities and Disability Services at the end of each financial year.

DIAPs play a vital role in fully including people with a disability into our community. Each DIAP provides a means to engage with the internal and external disability community to awaken real answers for better inclusion. The supported DIAP permits Junee Shire Council to promote equal rights through our commitment to accessibility and inclusion across our community.

The NSW Disability Inclusion Plan acknowledged four key areas of focus that people with a disability strongly identified. Junee Shire Council have used these four principles to structure our 2022-2026 plan

1. Accessible, liveable communities
2. Employment
3. Systems and Process
4. Attitudes and Behaviours

The accompanying Inclusion Action Plan 2022-2026 also relates to the following International, National and State legislations.

INTERNATIONAL

- UN Convention on the Rights of Persons with Disabilities (UNCPRD)
- National Disability Strategy (NDS)
- National Disability Insurance Scheme (NDIS)
- Commonwealth Disability Discrimination Act 1992 (DDA)
- Australian Human Rights Commission Act 1986
- Disability (Access to Premises – Buildings) Standards 2010

STATE

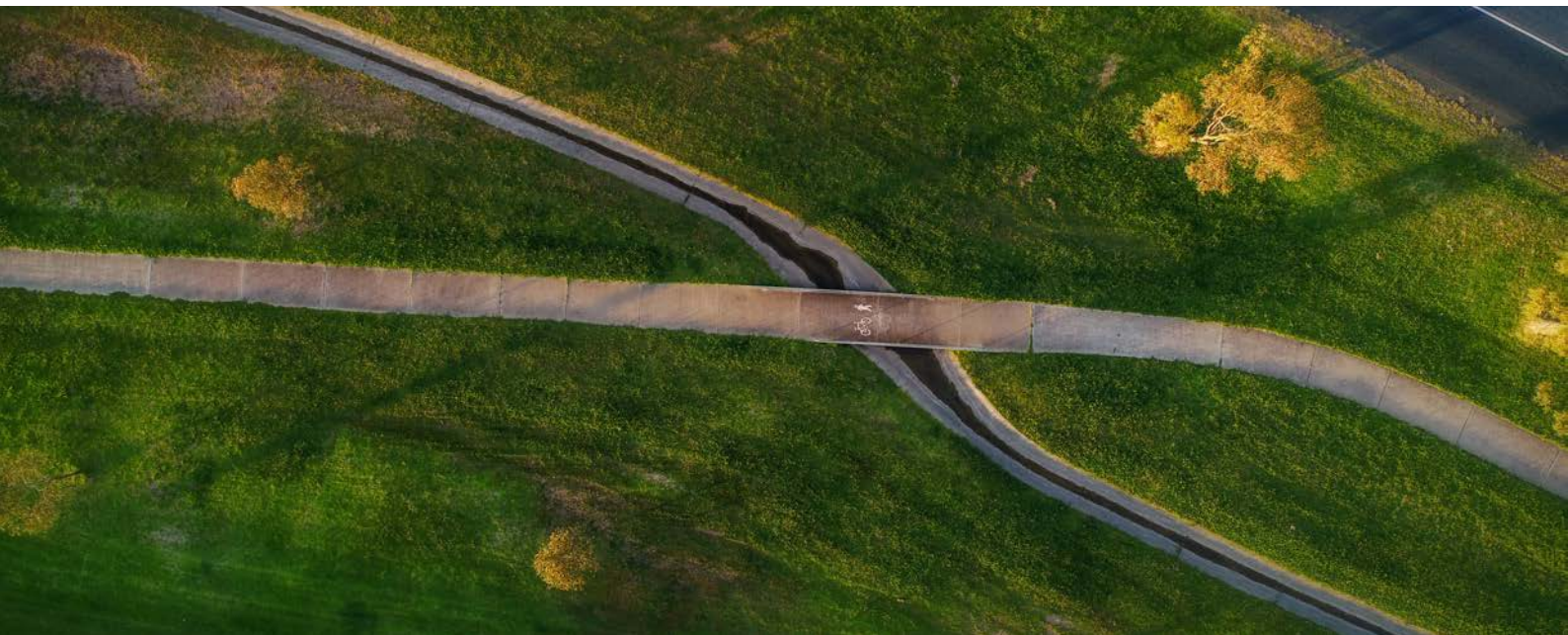
- NSW Anti-Discrimination Act 1977 (ADA)
- Ageing and Disability Commissioner Act 2019
- Local Government Act 1993
- Local Government (General) Regulation 2005
- Government Sector Employment Act 201

OTHER LEGISLATION & STANDARDS

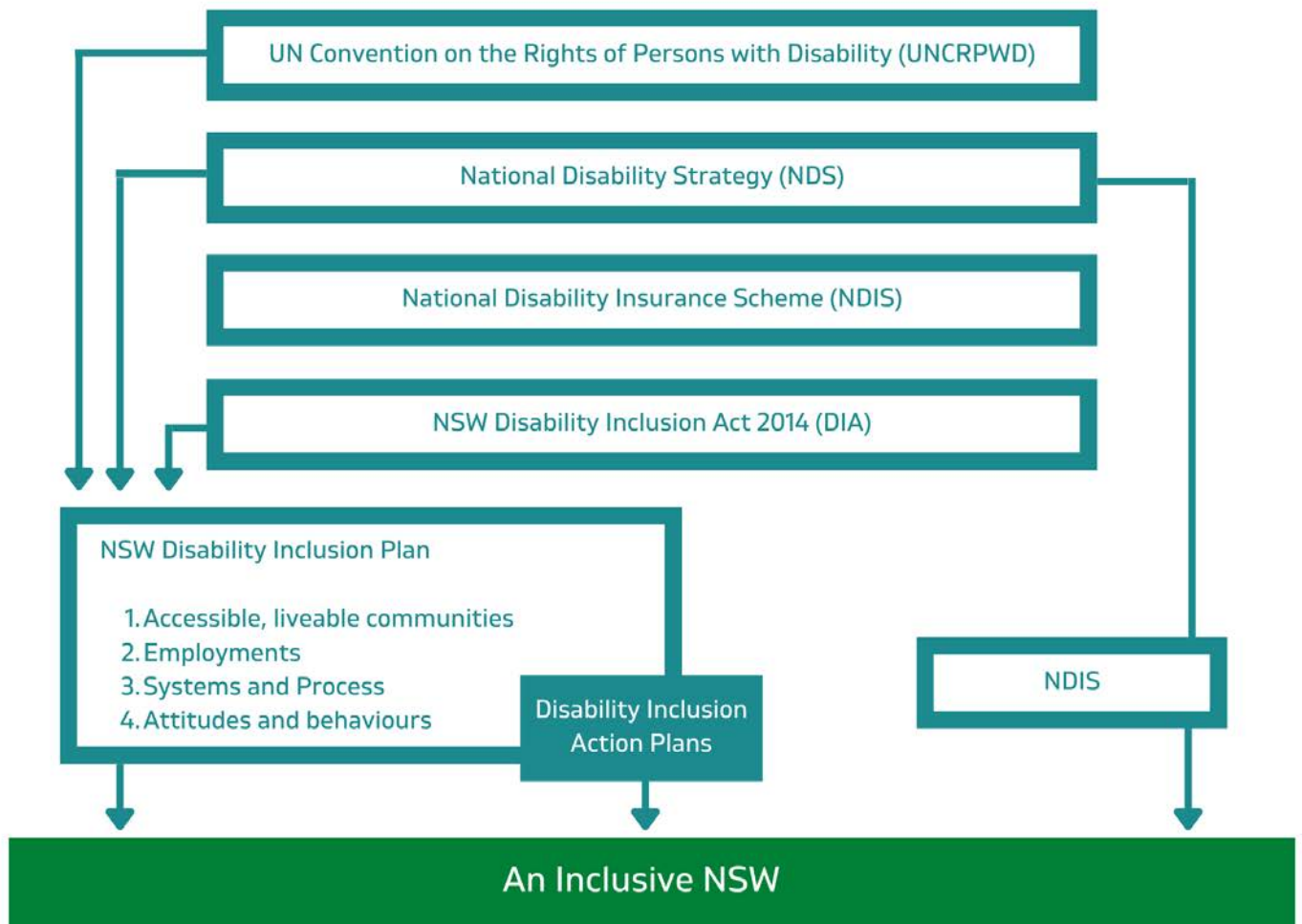
- Australian Standard (AS 1428) Design for Access and Mobility
- Disability Standards for Accessible Public Transport

JUNEE SHIRE COUNCIL (LOCAL)

- Combined Delivery Program & Operational Plan
- Community Strategic Plan 2017
- Community Engagement Strategy 2022



Disability reform impacting inclusion in NSW



COMMUNITY PROFILE

The estimated population of the Junee Shire was **6,738** as of the 30th June 2021.

As per the 2016 Census, **56.8%** of the population is male, **43.2%** is female, and the median age is **40**.



As per the 2016 Census, there were **1,362** families within the Junee Shire. There was an average of **2** children in each family.

The 2016 Census states there are **2,329** households within the Junee Shire.

Aboriginal and Torres Strait Islander people are **7.9%** of the Junee Shire's population.



STATISTICS

The Australian Institute of Health and Welfare identifies that:



1 in 6

(18%) of people living in Australia have a disability. This equates to approximately 4.4 million people.



1 in 3

(32%) people with a disability have severe or profound disability (about 1.4 million).



1 in 4

(23%) of people with a disability, their main form of disability is mental or behavioral.

The 2018 Survey of Disability, Aging & Carers identified that:



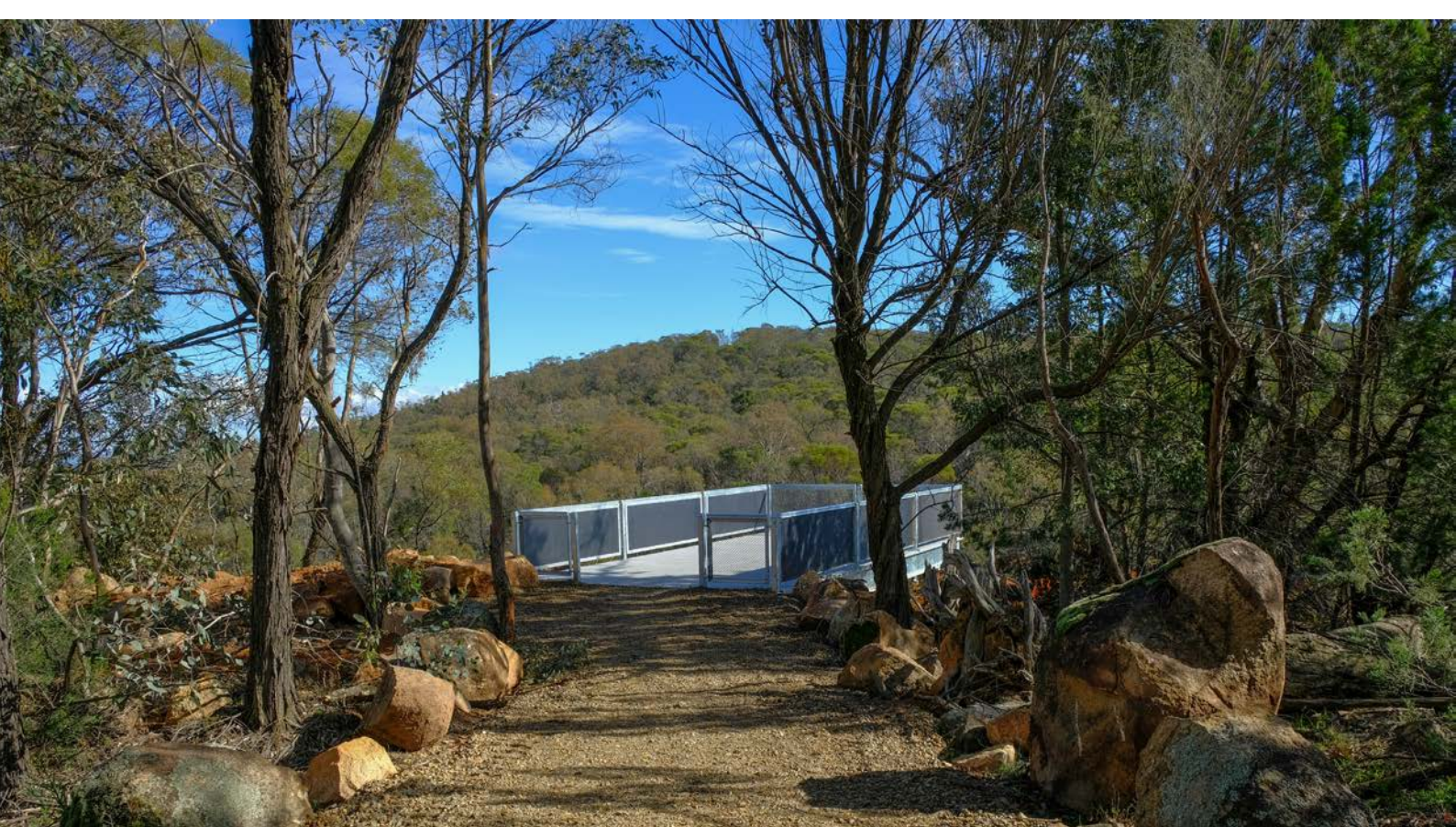
Disability Prevalence was similar for males **(17.6%)** and females **(17.8%)**.



Of those with a disability, **one third** (aged 15 and up), completed year 12 or equivalent. Further, one in six completed a bachelor's degree or above.



59.7% of people had their need for assistance fully met, down from **62.1%** in 2015.



COMMUNITY CONSULTATION

Junee Council consistently seeks to integrate the local community's perspective, needs, and wishes throughout development plans. Council holds Youth Council meetings and events, frequently communicating with the public through the local newspaper and social media, ensuring the public is aware of local events and Council updates.

Junee Council offer support to local committees, such as the local sporting groups, 355 Committees, and business leaders.

WE ASKED...YOU ANSWERED

In 2022, Junee Council released a survey for the public to participate in, to help develop the Inclusion Action Plan.

Of those who participated in the survey:

- 34.6% lived with a disability themselves,
- 19.23% were family/support of someone with a disability
- 11.54% were a service for someone with a disability,
- 34.62% were interested in disabilities & accessibility.
- 73.91% of the responders felt that they HAD NOT felt discrimination against them due to their disability, while 26.09% said they HAD.

The most common disabilities were physical (92.86%)

The attitudes and behaviours of the local community towards people with disabilities.



■ Very Good ■ Good ■ Average ■ Poor

The main priorities of those who participated in the survey are:

- More ramps
- Fewer hazards in footpaths (i.e. cracks in footpaths, uneven surfaces)
- Clearer signage (larger fonts, brighter screens)
- Easily accessible public toilets
- More footpaths
- Closer parking to facilities





KEY OUTCOMES & ACTIONS

ATTITUDES & BEHAVIOURS

Aim: To build and develop positive attitudes towards people with disability

Outcome	Action	Timeframe	Performance Measure
Highlight and share the contribution people with a disability make to our community	Celebrate International Day of Disability and recognise the contributions of people with disability	Annually	International day celebrated
	Provide more content for people with a disability in mainstream media	Ongoing	Increased % of content across media platforms
	Communicate with local business about the importance of appropriate access and opportunity	Ongoing	Number of businesses approached
Introduce disability awareness programs across the community	Partner with community organisations to deliver projects that support inclusion and access	Ongoing	Number of partnerships established
	Include people with a disability in the growth of a communication campaign regarding Access and Inclusion	Ongoing	Number of people actively involved
Advocate for improved accessibility and inclusive Council events and functions	Review events and implement strategies to improve access and inclusion	Annually	Number of events reviewed and actioned
	Establish accessibility and inclusion guidelines for events in the community	June 2023	Creation of event guidelines and criteria
	Include accessibility information on event collateral and all promotional material	Ongoing	Access and inclusion information included in event marketing

LIVEABLE COMMUNITIES

Aim: To present infrastructure and services to support people with disability to fully engage in community life

Outcome	Action	Timeframe	Performance Measure
Advocate for improved options in accessible recreation and sport opportunities for people with a disability	Partner with local community and sporting bodies to develop meaningful recreational opportunities; volunteering, participating, organising Ensure the planning and delivery of recreational events includes access and inclusion options	Ongoing Ongoing	Number of recreational opportunities available Number of people involved across the community Number of people consulted and options available
Advocate for suitable accommodation options for people with disability	Explore and investigate pre-existing accommodation options for people with disability Advocate for improved pre-existing accommodation facilities	2023 June 2025	Number of pre-existing accommodation options Number of newly improved accessible accommodation options
Provide accessible and inclusive community spaces and facilities throughout the shire	Conduct audits and appraisals of community facilities to identify issues Plan, develop and improve community spaces to align with community needs Continue to upgrade and maintain accessibility at June Junction Recreation and Aquatic Centre i.e. disability / family bathroom	Annually Ongoing Ongoing	Number of appraisals and audits completed Number of newly improved community spaces Works completed and/or grants applied for

LIVEABLE COMMUNITIES Cont.

Outcome	Action	Timeframe	Performance Measure
Improve the number of continuous accessible paths across the shire	Progressively upgrade and maintain the continuous accessible paths throughout the shire	Ongoing	Number of newly improved CAP
	Continue to meet community needs and expectations with continuous accessible path works	Ongoing	Community satisfaction
Advocate for improved public toilet access	Continue to review accessibility and compliance of all council facility bathrooms	Ongoing	Number of accessible toilets
	Ensure council resources (websites, town maps etc.) identify public toilet map	June 2023	Customer satisfaction

EMPLOYMENT

Aim: To reduce barriers to employment for people with disability at all stages of the employment process

Outcome	Action	Timeframe	Performance Measure
Establish an inclusion specialist within council staff	Explore, investigate, and vocalise available disability opportunities in the shire	Ongoing	Community satisfaction Increased inclusion and access opportunities
Advocate for community-based employment opportunities	Promote the local and social benefits of employing someone with a disability	Ongoing	Number of opportunities available

EMPLOYMENT Cont.

Outcome	Action	Timeframe	Performance Measure
Improve Council's employment conditions and opportunities for people with disability	Promote employment, work experience and/or volunteer work for people with disability	Ongoing	Number of newly engaged employees, volunteers
	Explore flexible working arrangements to encourage an inclusive environment	Ongoing	Employee satisfaction
	Collaborate with local businesses and organisations to support local employment and/or volunteer work	Ongoing	Number of opportunities available
	Expand Council's schoolwork experience offering to include students from support unit classes	January 2023	Number of support unit students involved in council work experience
Improve Council's preparedness to employ people with disability	Ensure recruitment procedures support non-discrimination of people with disability	June 2023	Audit of recruitment procedures
	Promote Council as an equal opportunity employer	Ongoing	Employee/Community satisfaction

SYSTEMS & PROCESSES

Aim: To improve the variety of communication systems to support communication within Council and the wider community

Outcome	Action	Timeframe	Performance Measure
Active participation in Interagency Network	Continue to participate in Interagency Forums	Ongoing	Number of forums/ meetings attended
	Ensure agenda items meet the needs of the shire	Ongoing	Increased contribution to agenda

SYSTEMS & PROCESSES Cont.

Outcome	Action	Timeframe	Performance Measure
Enable easy access to council information	Introduce additional resources throughout the community to assist with communication – hearing loops, magnifiers, communication cards	Ongoing	Number of newly sourced resources
	Establish communication methods that meet the needs of the community e.g., Visually impaired audio cues and announcements	Ongoing	Community satisfaction
	Ensure website content aligns with Web Content Accessibility Guidelines	June 2023	Community Satisfaction
	Create online mapping service that displays disability parking spaces and toilets	June 2023	Online map active
	Work collaboratively with local businesses and organisations to improve information communication	Ongoing	Number of groups supported
Improve communication between Council and stakeholders	Bi-Annual surveys to obtain feedback on Inclusion Action Plan	June 2024 June 2026	Number of participants in survey
	Hold meetings and discussions with stakeholders such as the community centre and hospital	Ongoing	Stakeholder satisfaction
Acknowledge the valued contribution of volunteers	Organise a yearly event to thank carers and volunteers in the shire	Annually	Community satisfaction and acknowledgement

MONITORING & EVALUATION

The Inclusion Action Plan provides a roadmap towards the four key focus areas and highlights the “Outcomes”, “Actions” and “Performance Measures” required to meet the needs of the community.

The process will be monitored and evaluated through Council’s Integrated Planning and Reporting cycle. Implementation of the Action Plan will be the joint responsibility of Council and the wider community.

The Director Planning and Community Development will monitor the overall implementation of the Plan and the integration of its actions into Council’s new Delivery Program and annual Operational Plan.

The Plan will be reviewed in line with the Integrated Planning and Reporting cycle. This review will also incorporate consultation with the community to check the priorities in the Plan are still the same and amend them where needed. An audit, evaluation and review of the Plan will be conducted at the end of its term.

FOR FURTHER INFORMATION

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