

# Disability Inclusion Action Plan 2022-2026







# Contents

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Message from the Mayors	4
Overview	6
Background	8
Demographic Context	11
Developing the Plan	16
Blayney Shire Council Strategies and Actions	20

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# Message from the Mayors



**Cr Scott Ferguson**  
Mayor  
Blayney Shire Council



**Cr Kevin Beatty**  
Mayor  
Cabonne Council



**Cr Jason Hamling**  
Mayor  
Orange City Council



Blayney, Cabonne and Orange Councils are working together to build a strong and equitable community that is accessible and inclusive of everyone.

We want our region to provide equal opportunity for people with disability so that they may access opportunities as other residents do, while enjoying the benefits of living and working in our region.

For these reasons, it is our pleasure to present the Blayney Cabonne Orange Disability Inclusion Action Plan (DIAP) 2022-2026.

The aim of the plan is to ensure that local services, facilities, and programs provided by Councils are as inclusive as they can be.

Consultations have been held across our communities, with a particular focus on identifying priorities through conversations with people with disability, their families, carers, and service providers.

We recognise that the term 'people with disability' does not refer to a readily identifiable group, but to a wider community who may need support to fully participate in our society. This support might be needed for a short time or throughout their lives.

Three individual action plans have been developed, each focusing on the needs of one local government area. These plans relate to how we:

- develop and construct our environment;
- provide information and services;
- support employment opportunities; and
- promote positive community attitudes and behaviours toward people with disability.

Planning for inclusion and access is a core component of our planning responsibilities and the DIAP will be aligned with and reported on by the Delivery and Operational Plans for each Council area.

Blayney, Cabonne, and Orange Councils are pleased to work with the New South Wales Government to improve access and inclusion for people with disability, and look forward to all members of our communities enjoying opportunities to participate in social, economic, and community life.

# Overview

“to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”

In 2014 the NSW Government enacted the Disability Inclusion Act (DIA). The DIA mandated the development of disability inclusion action planning across local councils and the development of a Disability Inclusion Action Plan (DIAP) by 1 July 2017. To meet this commitment, Blayney, Cabonne and Orange Councils agreed to a regional approach through a collaborative disability action planning process.

Collectively, the three local government areas committed to providing accessible villages, towns and a city for everyone, regardless of their abilities, then and into the future.

This is being achieved by building on the work currently undertaken by councils through:

- an ongoing dialogue with people living with a disability or people with a lived experience of disability (you may include their families and carer's)
- improved access to public services and facilities
- increased awareness and understanding of access and inclusion issues both within councils and the wider community

Expanding on the achievements of the initial DIAP, the local Councils of Blayney, Cabonne and Orange have again come together to partner in a regional approach to continue making our city, towns and villages accessible to all, irrespective of individual abilities.

The Disability Inclusion Action Plan 2022-2026 has set the framework, actions and priorities for Blayney, Cabonne and Orange Councils over the next four years.

## Structure of the Disability Inclusion Action Plan

The Disability Inclusion Action Plan documents the planning and consultation process and includes the following sections applicable to all three local government areas:

1. Background – of the process including the statutory framework
2. Demographic Context- for the three areas as well as state and national statistics
3. Developing the Plan – community engagement process undertaken

Section 4 has been tailored for the individual councils.

4. Strategies and Actions – outcomes derived and tailored for each of the councils.

# 1 Background

The Disability Inclusion Act 2014 defines disability as:

‘The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.’

The purpose of the Disability Inclusion Action Plan is to effectively identify actions that deliver on the diverse needs of people living with a disability in our community.

The rights of people living with a disability to access services and facilities is fundamental to the disability inclusion process. In 2008, the Australian Government committed to implementing the United Nations (UN) Convention on the Rights of Persons with Disabilities “to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”

Subsequently the Commonwealth Government prepared Australia's Disability Strategy 2021–2031 which sets out a plan to change the lives of people with disability over ten years.

In 2014 the NSW Government enacted the Disability Inclusion Act (DIA). The DIA requires local councils to prepare disability inclusion action plans to deliver on the diverse needs of people living with a disability in the community as part of their Integrated Planning and Reporting Framework.



# Disability reform impacting inclusion in NSW

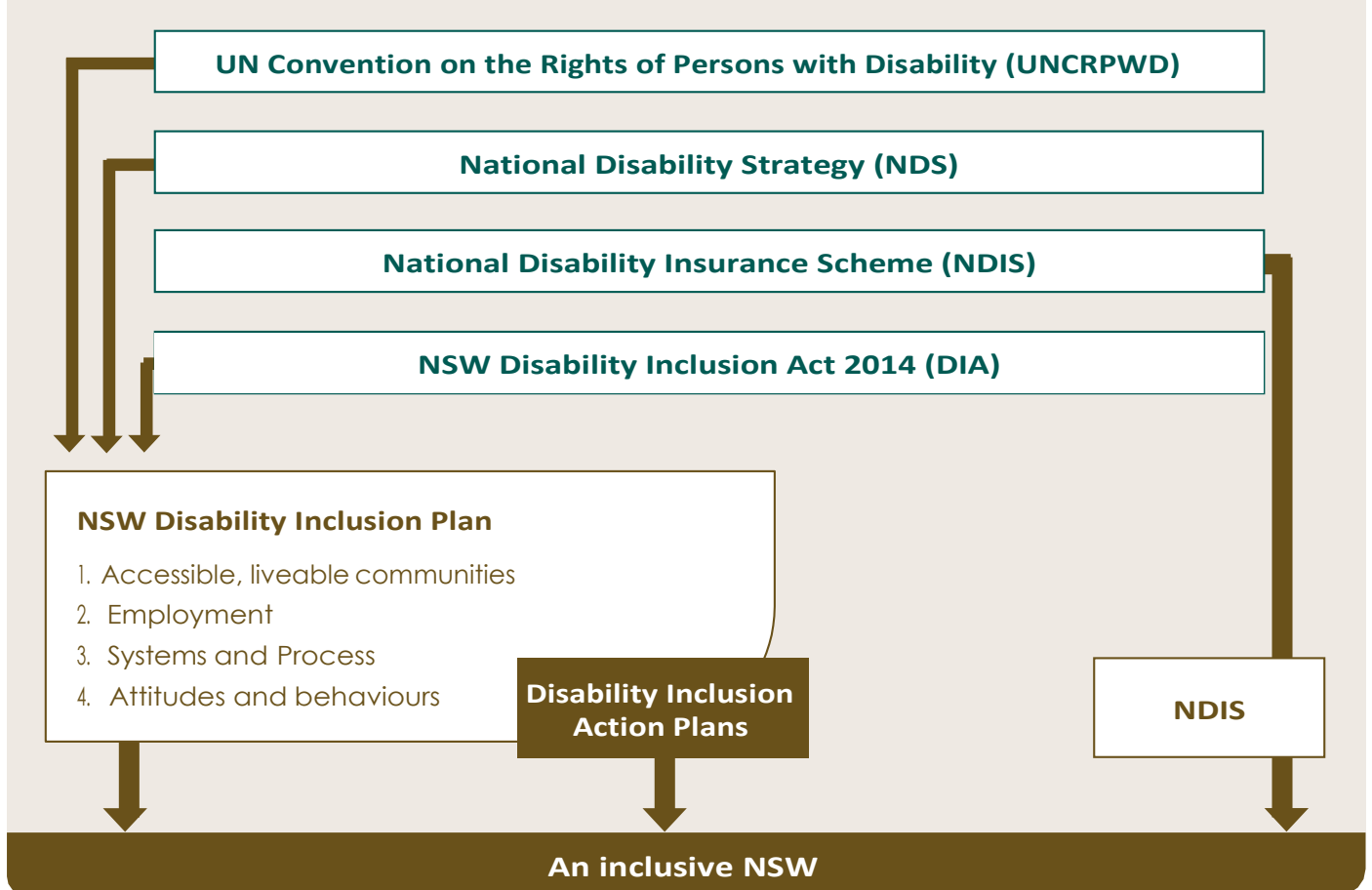


Figure 1: The relationships between the relevant policy and legislative instruments

Source: NSW Disability Inclusion Action Planning Guidelines

## Disability Inclusion Focus Areas

The NSW Disability Inclusion Action Planning Guidelines identify four key outcome areas. These key outcome areas guided the disability inclusion action plan community consultation process and formed the structure for the Disability Inclusion Action Plan.

The four key outcome areas are:



**Work (Employment)**



**Attitudes and Behaviours**



**Information and understanding  
(Systems and Processes)**



**Liveable Communities**

The Disability Inclusion Action Plan has been prepared under the guidelines established by the division of Local Government having regard to the legislative context. The three councils worked closely to develop a consultation strategy that enabled both targeted and broader stakeholder and community engagement.

The plan sets out a series of principles, strategies and actions that will guide Council operations over the next four years. These align with the principles of the DIA, as well as the NSW Government's Disability Inclusion Plan focus areas.

# 2 Demographic Context

“Disability is a difficult concept to measure because it depends on a person’s perception of their ability to perform a range of day-to-day activities.”

This Plan seeks to address all forms of disability, both those reflecting individual limitations and the barriers that our society places which restrict life choices.

Our region, for the purposes of the Disability Inclusion Action Plan is the three local government areas of Blayney, Cabonne and Orange. The characteristics of the three areas are comparable in that

each has an ageing population. However, the number of people identifying as needing assistance with core activities does increase in each local government area alongside an increase in population size.

## Core Activity Need for Assistance

	Orange	Cabonne	Blayney
Total Population	43,512	13,766	7,497
Need for Assistance	2,701	685	423
% of Total Population	6.2%	5.0%	5.6%

Source: AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing

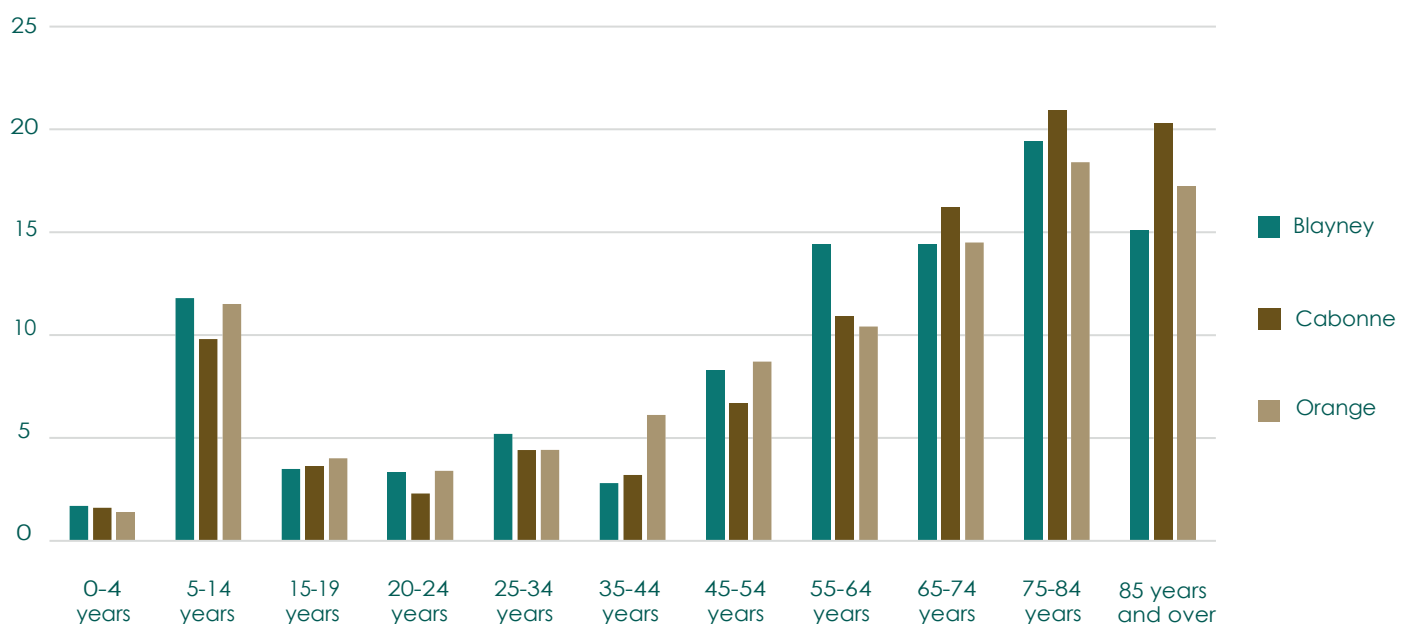


Core Activity Need for Assistance  
 “records the number of people with a profound or severe core activity limitation. People with a profound or severe core activity limitation are those needing assistance in their day to day lives in one or more of the three core activity areas of self-care, mobility and communication because of:

- a long-term health condition (lasting six months or more)
- a disability (lasting six months or more)
- old age.”

The Core Activity Need for Assistance: Total Percentage By Age graph shows a generally consistent pattern across the regions for an increase in the need for assistance as we age. The graph also highlights a significant increase in the need for assistance once an individual reaches school age.

Core Activity Need for Assistance Total % by age



While these statistics help to understand the prevalence of people who need support in the community, it is acknowledged that this number does not include all people living with and caring for people with disability in the Blayney, Cabonne and Orange communities.

National figures for disability compiled by the Australian Bureau of Statistics in the 2018 Survey of Disability, Ageing and Carers, Australia states:

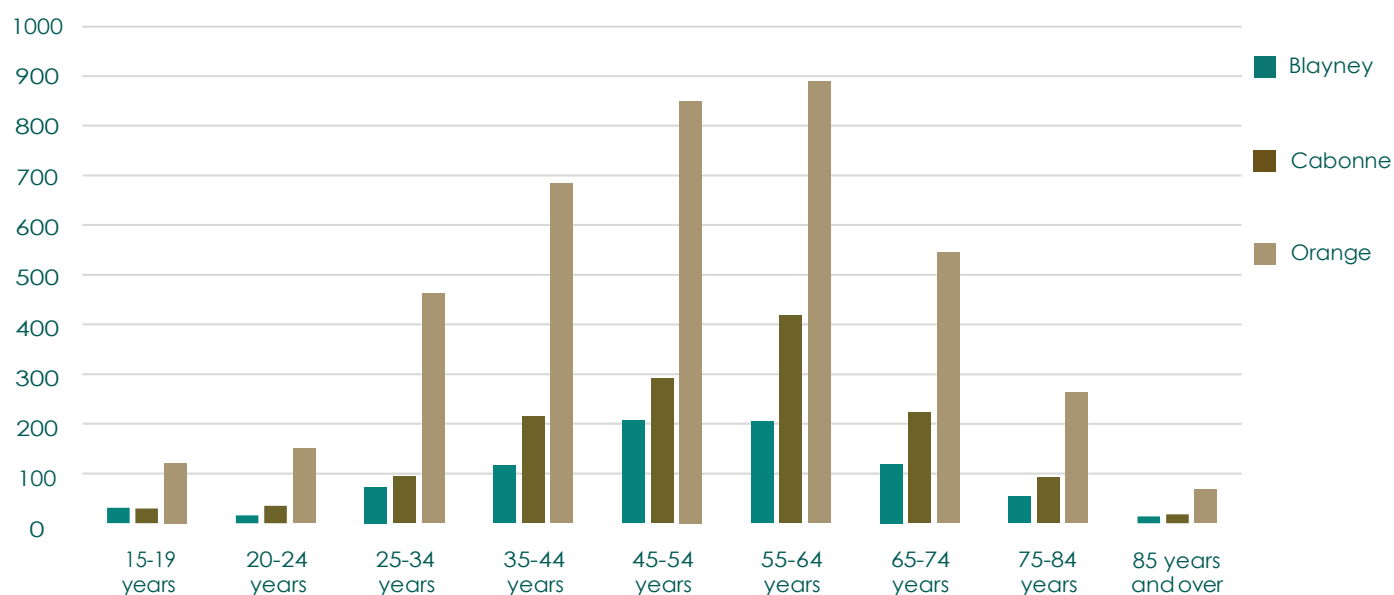
“The number of people with disability has increased. In 2018, there were 4.4 million people with disability (up from 4.3 million in 2015). Of all people with disability, 1.9 million were aged 65 years and over (up from 1.8 million in 2015):

- representing almost half (44.5%) of all people living with a disability (up from 41.9% in 2015 and 40.7% in 2012); and
- reflecting both an ageing population and increasing life expectancy of Australians.”<sup>5</sup>

“In 2018, of the 4.2 million Australians with disability (living in households), three in five (59.8% or 2.5 million people) needed assistance with at least one activity of daily life.”<sup>6</sup>

The Unpaid Assistance to a person with Disability graph below shows the significant number of local residents who fulfil a caring role in the Blayney, Cabonne and Orange communities.

## Unpaid Assistance to a person living with a Disability





In 2018 there were  
4.4 million Australians  
with disability.

5.7% of all Australians  
had a profound or  
severe disability.



The prevalence of  
disability increased  
with age - one in two  
people aged  
65 years and over  
had disability.



Almost one-quarter  
(23.2%) of all people  
living with a  
disability reported a  
mental or behavioural  
disorder as their main  
condition.



In 2018, of the 4.4  
million Australians living  
with a disability,  
over half (53.1% or 2.3  
million) used aids or  
equipment because of  
their condition.



Three in five people  
living with a disability\*  
needed assistance with  
at least one activity  
of daily life.



\* living in households

\*\* people of working age (15-64 years) who were living in households.

Source: 2018 Disability, Ageing and Carers, Australia: Summary of Findings | Australian Bureau of Statistics

53.4% of people living  
with a disability\* were  
in the labour force,  
compared with 84.1%  
of those without  
disability.



The median gross  
personal income of  
people living with a  
disability\*\* was \$505  
per week, less than  
half (49.7%) that  
of people without  
disability (\$1016 per  
week).



One in 10 (9.6%)  
people living with a  
disability\* aged 15  
years and over had  
experienced  
discrimination in the  
previous 12 months  
because of their  
disability.





An issue for people living with a disability is discrimination in both access and employment.

“In 2018, 2.1 million people living with a disability living in households were of working age (15-64 years). Of these:

- 53.4% were in the labour force, compared with 84.1% of those without disability
- 46.6% were not in the labour force, compared with 15.9% of those without disability.”

Statistics demonstrate that we are collectively living longer. It follows that this will result in an increase in the number of people with profound or severe disability who require help with core activities such as mobility, self-care and communication.

The Disability Inclusion Action Plan is not exclusively for the people who identify as living with a disability. The community survey results (discussed in Section 4) clearly demonstrate a wide range of circumstances in which people find themselves either requiring some degree of assistance or appreciating the access facilities available to them.

Breaking down the barriers to inclusion, creating liveable communities, improving access, changing behaviours and attitudes, improving processes and providing meaningful employment are the responsibility of all of us as a community and will benefit everyone.

# 3 Developing the Plan

Community and stakeholder engagement has been key in this process. The ideas and contributions of both individuals and groups were invaluable in informing the strategies and actions in the Disability Inclusion Action Plan. In developing the plan the three councils, over a twelve month period, undertook a range of collective and individual consultation activities with the community. The consultation was both targeted, engaging specific disability related groups and individuals, as well as broad, surveying the wider council communities. The engagement activities both raised awareness of the Disability Inclusion Action Plan process and addressed inclusion across all areas of the councils' operations.



### 3.1 Community Survey Overview

The Disability, Inclusion and Accessibility survey was published on each Council's web page. The survey was also provided in a hard copy format and drew responses on a range of key areas.

A total of 28 community surveys were completed online.

A total of 29% of respondents to the online Blayney Shire Community survey identified with the statement 'I find it hard to move around'. In the same survey, 25% identified as a carer and 21% identified as an interested community member.

The community survey addressed the four focus areas and asked respondents to rank what they consider the most important issues within each of these areas. The top three issues identified in the survey were:

#### **Attitudes and Behaviours**

- Train staff on access and inclusion
- Hold public events that are accessible and inclusive
- Include people living with a disability in promotions

#### **Work (Employment)**

- Provide accessible workplaces
- Provide flexible working times and places
- Modify duties for people living with a disability

#### **Information and understanding (Systems and Processes)**

- Provide accessible communication options in the workplace
- Provide information in different formats

- Provide hearing loops, touch screens, and translation services

#### **Liveable Communities**

- Provide accessible toilets in all public buildings
- Promote accessible-for-all design
- Make community programs and events accessible and inclusive

#### **Other Issues**

- In response to the question 'What worries you when accessing local shops', the top three responses were:
  - Steps with no ramps
  - Stairs with no lift available
  - Accessible parking



## 3.2 Community Meetings and Stakeholder Engagement

Council took the opportunity to broaden consultation across their communities.



## Blayney Shire Council

Council undertook targeted community engagement through a number of community groups within the Blayney Shire and members of its Disability Inclusion Working Group. This engagement took a particular focus, while not exclusive, to target the 65+ year demographic found to be deficient in the online survey. The engagement was undertaken through initial discussion and distribution of manual surveys that were taken away by participants and returned to their next meeting. Groups engaged included the Blayney Mens Shed and Blayney Inner Wheel View Club.

The survey addressed the four focus areas and sought respondents to rank what they consider the most important issues within each of these areas. The following top three issues were identified:

### **Attitudes and Behaviours**

- Ensuring public events are accessible
- Involving people living with a disability in developing communication campaigns regarding inclusion
- Developing public messages and campaigns that highlight inclusion and recognise the rights and contribution of people living with a disability in the community

### **Work (Employment)**

- Designing roles suitable for people living with a disability or people with a lived experience of disability
- Flexible working hours and locations
- Accessible workplaces

### **Liveable Communities**

- Providing accessible toilets in all public buildings
- Providing continuous accessible paths of travel between facilities and services in town centres and public areas

- Ensuring community programs and events are accessible through early consideration of venues, transport, toilets, parking

### **Information and understanding (Systems and Processes)**

- Ensuring all information is available in different formats for all abilities.
- Access to communication supports such as hearing loops, touch screens, and translation services
- Knowing that there are ways to provide feedback and mechanisms for inclusion and accessibility e.g. Council access advisory committees.

### **Other Issues (What worries you when accessing local shops?)**

- Not physically accessible
- No clear signage
- No accessible toilets





## 4 Blayney Shire Council Strategies and Actions

The following tables have been prepared for Blayney. While there is significant duplication between the strategies and actions amongst the three local councils, operational differences in terms of organisational structure, capacity and resourcing mean that the three councils have developed slightly different deliverables.

## Community attitudes and behaviours

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Improve community attitudes and awareness of access issues and disability inclusion.	Promote access awareness and deliver community education around disability inclusion.	ES	4.1	A minimum of two promotional items are to be circulated annually.	Annually
	Include features in Council's communications to the community about accessibility in and around the Shire.	ES	4.1	Include accessibility in at least one community newsletter/Council notices page annually.	Annually
	Funds are allocated for Council's Access Incentive Scheme to improve access to local businesses and community organisation premises.	PES	3.4	Annual funds made available in Council's annual Operational Plan.	Annually
	Promotion and administration of Council's Access Incentive Scheme to improve access to local businesses and community organisation premises with Main Street hospitality outlets prioritised.	PES	3.4	Minimum of 2 external advertisements / promotion of program. Minimum of 2 businesses and / or community facilities upgraded each year subject to receipt of applications that satisfy guidelines.	Annually  Annually
	Raise the profile of the DIWG across the Blayney Shire to provide community another avenue to report back	ES	4.1	A minimum of 2 articles promoting disability inclusion per annum in GM Conversation and Council Newsletter;	Annually
	Review, update and promote the Missed Business Brochure to local businesses.	CS	4.1	Missed Business Brochure updated and promoted to businesses in the Blayney Shire.	Annually



Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Ensure consultation, support and assistance to local groups and organisations that support and / or advocate on behalf people with a disability.	Work with the Disability Inclusion Working Group to advocate for improved access and inclusion for people living with a disability or lived experience of disability.	CS	4.1	The Disability Inclusion Working Group meet at 2 times per annum.  Minutes of Working Group reported to Council meeting.	Annually
	Review of DIAP where legislation around disability inclusion changes	CS	4.1	Document is updated to reflect any legislative change.	Annually
	The DIWG develop a communication plan for engagement of key stakeholders with the next iteration of the Disability Inclusion Action Plan.	ES	4.1	Communications plan finalised with key stakeholders identified.	2025
	Council supports engagement of service providers and advocates through the Blayney Interagency.	CS	4.1	Council provides access to a meeting facility and a Council officer in attendance.	Annually



## Building Liveable Communities

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Plan for connected and accessible pedestrian networks in each township and village.	Implementation of Active Movement Strategy that leads to the provision of suitable pathways.	IS	4.1	Active Movement Strategy reviewed at least once per Council term, and implementation commenced.	Annually
Increase number of continuous accessible paths of travel in town and village centres and to key destinations per Active Movement Strategy.	Implement projects, that include footpaths, road crossings and kerb ramps, identified in the Active Movement Strategy and apply for Grant funding for any other priority accessibility projects.	IS	4.1	Delivery of scheduled priorities identified in the Active Movement Strategy.	Annually
Plan and deliver amenities to enable access for all.	Implement a program to improve our accessible public toilets.	IS	4.1	Public toilets meet Access to Premises Standards.	Ongoing
Plan for infrastructure that is accessible for all.	Encourage universal design in planning of new housing, infrastructure and buildings.	PES	3.4	Facilities and infrastructure meet Access to Premises Standards.	Ongoing
	Undertake improvement of accessible parking within Blayney Shire.	IS	1.1	2018 Blayney Shire audit of accessible car parking audit updated, and improvement plan developed.  Accessible options investigated including costings for car parks created in or near Gold Street Park Mandurama and within Carcoar.	2023  2025

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Increase access and inclusion to Council services and facilities.	A range of online and hard copy resources are provided at the Blayney Library to meet the diversity of needs in community.	CS (CWL)	4.4	Inclusive resources including large print books and audio books available for issue.	Ongoing
	Community Centre is available for accessible activities and events.	ES	4.4	Concessional access provided subject to compliant application with Community Financial Assistance policy.	Ongoing
	Centrepont provides access for all.	PES (YMCA)	4.1	Concessional entry NSW Companion Card holders.	Ongoing
	Consider the particular needs of children living with a disability in the design, layout and security of parks and playgrounds.	IS	4.2	Playgrounds are safe and inclusive.	Annually
Increase participation of people living with a disability in events, festivals and activities.	Promote inclusion for events held in the Blayney Shire.	CS	4.2	Include and review information about making events accessible in responses to Event Management Applications.	Annually
	Investigate potential solutions for feedback and review of events to assist event organisers to make events more accessible.	CS	4.2	Solution for feedback and review of events identified and subject to cost, implemented.	Annually

## Creating Meaningful Employment Opportunities

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Improve Council employment conditions and opportunities for people living with a disability.	Establish flexible work practices to encourage an inclusive working environment.	ES	2.1	Flexible work practices implemented.	Ongoing
	Provide disability awareness training to staff and Councillors.	ES	2.4	Staff and Councillors and have completed training.	Each Council term
Ensure Council recruitment process is accessible for people living with a disability.	Review and update the recruitment process to ensure it is accessible for people living with a disability.	ES	2.1	Review undertaken and improvements made to promote inclusion.	Annually
	Promotion of Council as an Equal Employment Opportunity employer with all vacancies.	ES	2.1	Council positions vacant promote Council as an Equal Employment Opportunity employer.	Ongoing
Identify opportunities to procure goods and services from businesses in the region who employ people living with a disability.	Review procurement procedure to identify options to procure goods and services from identified businesses.	CS	2.1	Procedure reviewed and list developed and used within Council.	2023

## Enhancing Systems and Processes to Improve Access

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Ensure Council communication and customer service is accessible to all.	Apply access and inclusion principles to Council's communication channels.	ES	2.1	Council communication is accessible.	Ongoing
	Information is provided in an easy to read and accessible format.	ES	2.1	Promotional material presented in an accessible format.	Ongoing
	Promote Council's implementation of access and inclusion principles and recognise the rights and contribution of people living with a disability in the community.	ES	4.1	Promotion of Disability Inclusion Action Plan is undertaken.	Ongoing
	Ensure website conforms to Web Content Accessibility Guidelines conformance level AA.	CS	4.1	Website to conform to Web Content Accessibility Guidelines.	2023
	Council meetings are livestreamed to provide an alternative for attendance at meetings in person.	CS	2.4	Council meetings are livestreamed.	Ongoing
Ensure a coordinated approach to disability and inclusion is adopted and maintained across all departments of Council.	Staff to be familiar with the Disability Inclusion Action Plan ensuring a coordinated approach to disability inclusion is maintained across the organisation.	CS	2.1	Disability Inclusion Action Plan is promoted on Council Intranet.  Disability Inclusion Action Plan is circularised for reinforcement and status updates / outcomes.	Ongoing  Semi - Annual

Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Ensure recognition of the Disability Inclusion Plan in Council's IP&R documentation.	Council's Disability Inclusion Plan is acknowledged in Council's Delivery Program and Annual Operational Plan.	CS	2.1	Council's Delivery Program and Annual Operational Plan includes acknowledgement of Council's Disability Inclusion Action Plan.	Annually

#### Acronyms

CS – Corporate Services

CWL – Central West Libraries

ES – Executive Services

IS – Infrastructure Services

PES – Planning and Environmental Services

YMCA – The Y NSW: CentrePoint Sport and Leisure Centre



A young person with curly brown hair and glasses is sitting in a red and black wheelchair on a grassy area. They are wearing a green hoodie with a graphic and blue jeans. In the background, there is a white vehicle with large headlights. A dark green text box is overlaid on the right side of the image.

## 5 Monitoring and Reporting

Council will continue to work towards the creation of an inclusive community. It is a legislative requirement that the process of the Disability Inclusion Action Plan is included as part of the Annual Report and sent to the Minister.

A summary of achievements and highlights will be prepared and provided to the NSW Disability Council as required under the Disability Inclusion Act.

