



FORBES SHIRE COUNCIL

Disability Inclusion Action Plan Progress Report 2019/20

Executive Summary

Council reports annually to the NSW Department of Family and Community Services (FACS) regarding the deliverables of its Disability Inclusion Action Plan (DIAP) which was adopted by Council in 2017 in accordance with the requirements of the *Disability Inclusion Act 2014*. This report provides a progress report on the outcomes of the DIAP for the 2019/20 financial year and is a supplementary inclusion into Council's Annual Report for this period.

Council adopted the DIAP in June 2017 as a whole-of-Council response to access and inclusion provision across the Forbes Shire. This incorporates diverse and broad actions that Council has committed to deliver. The DIAP is due for review but staffing issues have affected the ability of the department to undertake this work. It is planned to undertake this review in the first six months of 2021. There have already been some informal discussions held with Disability Services and interested individuals regarding this upcoming consultation.

Highlights from the implementation of the DIAP in the 2019/20 financial year are summarised within this report.



1. Positive Attitudes and Behaviours

Council encourages positive and inclusive staff behaviours and a whole of community attitude to people with a disability that embraces respect, diversity and differences.

STRATEGY	ACTIONS TO ACHIEVE THIS STRATEGY
1.1 Promote positive attitudes toward people with a disability.	<ul style="list-style-type: none">Council expanded its program of events celebrating International Day of People with a Disability, hosting a Pool Party at the Forbes Olympic Public Swimming Pool attended by over 100 people (including chair yoga, sensory painting, and a performance by Mainly Music and lunch). All participants were presented with participation certificates with all attendees saying they had a great time. Council also presented Wheelchair Basketball workshops (facilitated by NSW Wheelchair Roadshow) at Forbes High School and Bedgerabong Primary School which were attended by 180 students.
1.2 Demonstrate leadership in public programs.	<ul style="list-style-type: none">Council's website features a page dedicated to people with a disability.
1.3 Establish partnerships to address barriers to access and inclusion.	<ul style="list-style-type: none">Council supports the efforts of disability service providers across the Shire through participation in, and support of, the Forbes Interagency Network.
1.4 Improve staff awareness of disability issues.	<ul style="list-style-type: none">Council extends invitations to disability service providers to all Council run events.Revised event processes to include consideration of accessibility at all Council run events. This includes access to transport, consideration of quiet spaces and availability of access for attendees with mobility problems.
1.5 Create inclusive partnerships and access outcomes.	<ul style="list-style-type: none">All Abilities Cooking Day (scheduled for April 2020) was postponed due to COVID-19 with plans to reinstate the event in the future.

2. Liveable Communities

Council advocates for and encourages a liveable and welcoming Forbes Shire where communities and places promote health and wellbeing, including recreational and social inclusiveness.

STRATEGY	ACTIONS TO ACHIEVE THIS STRATEGY
2.1 Promote safe and accessible facilities for the Forbes community.	<ul style="list-style-type: none">Accessibility and inclusion is considered as part of any functional brief for new Council facilities and upgrades to existing facilities.New ramp installed at Forbes Croquet Club to allow access for people with a disability of those with mobility issues.
2.2 Improve infrastructure for better mobility access.	<ul style="list-style-type: none">Completed repairs and upgrades to the Unisex Disabled Change Room at the Apex Riverside Caravan Park.Council continues sponsorship of the Forbes Home and Community Centre to ensure continuity of service provision for people with a disability.Installed accessible public barbecues (wheelchair accessible) at the Forbes Youth and Community Centre and at the Forbes Ski Dam.Secured funding for extensive refurbishment of the Forbes Heated Pool.CBD revitalisation designed with accessibility measures in mind – construction to be completed next financial year.

3. Supporting Access to Meaningful Employment

Council maintains a commitment to equal employment opportunities and to reducing barriers for current and future employees to remain and thrive in the workplace.

STRATEGY	ACTIONS TO ACHIEVE THIS STRATEGY
3.1 Reduce barriers to disabled people participating in the labour market.	<ul style="list-style-type: none">• Ongoing support for those staff who have identified as having a disability.• In the process of being set up as a Job Access Provider to further facilitate and support disability inclusion and adaptive technologies.• Council's online Working with Council section of the website outlines Council's commitment to encouraging diversity in the workplace and developing a workplace culture that is inclusive, respectful and promotes diversity.
3.2 Improve infrastructure for better mobility access.	<ul style="list-style-type: none">• Council is in discussion with service providers to support an upcoming forum to support people with disability to transition to the workforce.• Investigation is under way on ways of creating employment opportunities for people with disability in the workforce.

4. Accessible Systems, Information and Processes

Council improves its capacity to assist our community to gain access to information and Council services in order to reach their full potential and engage with the community to actively participate with Council for improved decision-making and delivery of services.

STRATEGY	ACTIONS TO ACHIEVE THIS STRATEGY
4.1 Facilities and services are provided in a way that caters for the needs of disabled members of the community.	<ul style="list-style-type: none">• Council Rangers patrol and enforce illegal parking of vehicles impeding access or illegally occupying accessible parking spaces.• Overhaul of Council's website completed, with new website conforming to Web Content Accessibility Guidelines.• YourSay portal developed for community consultation conforms to Web Content Accessibility Guidelines.
4.2 Information is provided in a way that caters for the needs of disabled members of the community.	

Provided in accordance with the section 13 of the *Disability Inclusion Act 2014*.