



# DISABILITY INCLUSION ACTION PLAN

2022 - 2027



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## ACKNOWLEDGEMENT OF COUNTRY

Bathurst Regional Council acknowledges the Wiradjuri People as Traditional Custodians of the land on which we work and live. The Wiradjuri Nation is the largest Aboriginal group in New South Wales. The Wiradjuri People are known as “the people of the three rivers”, being the Wambuul (Macquarie), Kalari (Lachlan) and Murrumbidjeri (Murrumbidgee). We pay respect to Elders, past present and future and acknowledge other Indigenous Nations who work and live on Wiradjuri country.



# BATHURST REGIONAL COUNCIL'S COMMITMENT TO INCLUSION AND ACCESSIBILITY

Through the development and implementation of the Disability Inclusion Action Plan 2022 – 2027, Council commits to:

- Strive for an inclusive community through collaborations with key stakeholders and people living with disability
- Improve community awareness and understanding of people living with disability
- Improve access to Council facilities, assets and services
- Advocate for all, to ensure the Bathurst Region is an accessible and inclusive place.



## MAYORAL WELCOME

Inclusive communities provide greater choice and control for individuals. Through the development and implementation of the Disability Inclusion Action Plan (DIAP) 2022 - 2027, Council aims to create an inclusive community that allows everyone to participate in and enjoy the range of opportunities provided throughout the region.

Whilst developing the DIAP, Council reached out to the community and stakeholders to ensure their needs were being met. We were told that Council is performing well in a number of areas, with facilities such as the Manning Aquatic Centre, Bathurst Rail Museum, Bathurst Library and Bathurst Regional Art Gallery best meeting the needs of people living with disability. We were also told of areas which need to be improved, including footpaths and the accessibility of outdoor spaces and playgrounds.

Additionally, we heard that community understanding and attitudes towards people with disability have a significant impact on the way people with disability access the community. This includes community awareness of those living with invisible disabilities such as Autism and mental health disorders.

The DIAP outlines how Council will build on previous achievements and address concerns to create a region that provides accessible services and facilities, increased employment and volunteering opportunities and a diverse range of accessible social activities, programs, and services.

It is my pleasure to present Bathurst Regional Council's Disability Inclusion Action Plan 2022 – 2027.

Mayor  
Councillor Robert Taylor



## GENERAL MANAGER'S WELCOME

The Disability Inclusion Action Plan (DIAP) 2022 – 2027 is a five-year plan that outlines strategies and actions Council will undertake to improve access and inclusion of people living with disability.

Over the last four years Council has worked towards achieving the actions outlined in the Disability Inclusion Action Plan 2017 – 2021. Notably, during this time, Council has upgraded a number of facilities including improving the accessible toilets at the Bathurst Visitor Information Centre and National Motor Racing Museum, provided customer service training to enable Council staff to more effectively recognise and meet the needs of people living with disability, worked with disability service providers to create opportunities for people living with disability and provided Bathurst Regional Access Grants to local businesses.

I would like to thank everyone who has contributed to the development of this Plan. The advice, feedback and suggestions provided by the community and stakeholders is valued and assists Council to develop plans that meet the needs of the community.

I look forward to seeing the DIAP 2022 – 2027 build on Council's progress and continue to improve the accessibility of the region.

David Sherley  
General Manager



# INTRODUCTION

The Disability Inclusion Act 2014 defines disability as a long-term physical, psychiatric, intellectual or sensory impairment that in interaction with various barriers, may hinder the person's full and effective participation in the community on an equal basis with others.

Bathurst Regional Council's Disability Inclusion Action Plan (DIAP) 2022 – 2027 aims to enable people living with disability to have greater access to the built environment and Council information, services, facilities and events.

The DIAP outlines the strategies and actions Council will undertake over the next five years, continuing to improve the accessibility of the region. The implementation of these strategies and actions will benefit many people in the Bathurst community including older people, people with a temporary and long-term disability, parents and young children.

**Council's DIAP is developed in line with the NSW Disability Inclusion Act 2014 and is underpinned by the following principles which support the United Nations Convention on the Rights of Persons with Disabilities (2006);**

- Focusing on abilities and not disabilities
- Fundamental rights for all people irrespective of age, race, gender or religion
- Genuine dialogue and participation
- Provision of equitable access and inclusion for all
- Prudent use of resources
- Recognising the benefits of collaboration
- Principles of Universal Design
- Access is everyone's business

# WHY IS INCLUSION IMPORTANT?

- As a community, we are poorer without a diverse range of viewpoints and individual perspectives.
- Exclusion leads to disadvantage and discrimination, which have far-reaching negative impacts across all aspects of life, including health, welfare, education and employment. These impacts are felt beyond the individual, with families and the broader community being negatively impacted by a non-inclusive community.
- Employment can provide independence, reduce reliance on benefits and improve the living standards of people with disability. This can have positive health impacts and contribute to a greater sense of self-worth.
- Equitable access to business benefits not only the people living with disability, but older people, parents with prams and business owners by expanding their business reach.



# DISABILITY INCLUSION ACTION PLAN (DIAP) 2017 – 2021 KEY ACHIEVEMENTS

## KEY ACHIEVEMENTS OF BATHURST REGIONAL COUNCIL'S INAUGURAL DIAP INCLUDE;

- All Ability Lego Club at Bathurst Library
- Council staff trained to improve customer service for people living with disability
- Bathurst Winter Festival Accessibility and special Accessibility Day
- Support of disability service providers and people living with disability during International Womens Day
- All Council websites provide Readspeaker function including an enlarge font button
- Disability service providers in attendance at Jobs Expo
- Disability Service Directory created and published on Council's website
- Re-vamp of Council's 'People Living with Disability' webpage
- Training provided to Council staff regarding the Disability Inclusion Action Plan at induction
- Implementation of new recruitment software which asks people with disability to specify what additional requirements they require to assist them during the employment process
- Council provided paid work opportunities to two LiveBetter participants to pack children's arts and craft packs for the Winter Festival
- Council provided employment opportunities for seven LiveBetter participants during the Winter Festival as part of their transition to work program
- Bathurst Library hosted a work experience student living with disability for 3 months
- Access and inclusion audits undertaken at selected Council facilities
- Bathurst Access Improvement for Small Business Grants continues to be provided with the assistance of Bathurst Regional Access Committee (BRAC)
- Hearing loop installed in the Council Chamber
- Charge stations for motorised wheelchairs installed at the Library/Art Gallery forecourt and Bathurst Visitor Information Centre
- Upgrade of Bathurst Visitor Information Centre, National Motor Racing Museum Sofala Memorial Hall accessible toilets
- Continuing improvements to footpaths, playgrounds and parks
- Advocacy provided for improvements to accessible taxi services
- Advocacy provided for improvements to bus services
- Continued provision of accessible toilets, parking and site access for major events
- Purchase of portable ramps for use at events
- Details of disability support provided by local schools added to Council website
- Development of a media guide for local disability service providers
- Playground at Kelso Community Hub includes an accessible layback swing and accessible spinner
- Street lighting upgrades
- Accessible Bathurst content developed including a Visitors Guide to Bathurst, accessible toilet and accessible parking maps
- Library update of audio readers in partnership with Vision Australia
- All abilities league tag during NRL
- AUSLAN introduced at Baby Rhyme Time programs at Bathurst Library



# BATHURST PROFILE

The Bathurst Regional Council area is located in the Central Tablelands of New South Wales, 200 kilometres west of Sydney. The Bathurst Regional Local Government Area (LGA) is located on Wiradjuri land. The area was proclaimed as a settlement in 1815 by Governor Macquarie, making Bathurst the oldest inland European settlement in New South Wales. At the 2016 Census, Bathurst had a resident population of 42,550. These people live in Bathurst City, the villages of Sofala, Hill End, Wattle Flat, Rockley, Trunkey Creek, Yetholme, George's Plains, Sunny Corner and Peel, together with a range of rural localities covering a land area of 3,821.9km<sup>2</sup>.

The Bathurst region has a rich history; it has been inhabited by the Wiradjuri people for over 40,000 years. Early agricultural pursuits of the 1800's continue today and have provided ongoing support to the community, particularly on the banks of the Macquarie River. The gold rush of the 1850's and 60's saw the establishment of outlying townships such as Hill End and Sofala and the introduction to the region of multicultural influences. The first railway line reached Bathurst in 1876 and for the community has been a vital link between Sydney and the West ever since.

Bathurst is recognised as an educational centre with schooling available from preschool through to tertiary pursuits; as a vibrant city that has retained its relaxed country atmosphere; a community that embraces its facilities and prides itself on being friendly and welcoming; a region that values its history and at the same time embraces its future; a region that provides a wide range of cultural opportunities and facilities; a city that will continue to grow and respond to the needs of its residents.

## DISABILITY IN AUSTRALIA

It is estimated that over 4.4 million Australians, around 1 in 6, are living with a disability.

### OF THESE 4.4 MILLION PEOPLE;

- 1 in 2 are aged 65 years and over
- 1 in 4 have a mental or behavioural disorder
- 1 in 3 have severe or profound disability
- 1 in 4 have experienced some form of discrimination

### IN PROFILE - Charlotte

**What do you enjoy doing in your spare time?** I do heaps of drama and dance lessons and am currently working on four shows.

I am training my dog Edward through Mind Dog Australia so he can be my Assistance Dog. Edward is a great help when I get anxious and overwhelmed. He comes up to me and "climbs into my chest" and I end up in fits of giggles and it makes me calm down. We got Edward from the Bathurst Pound and we can't understand why someone gave him up, he is amazing.

**What do you like about living in Bathurst?** The people and the opportunities including drama classes etc.

**What would you like the Bathurst community to know about people living with disability?** I am just a normal kid and I don't like to show my disability in public. I don't like to be treated differently.



# DISABILITY IN BATHURST

There are approximately 7919 people living with disability in the Bathurst Local Government Area.

In the 2016 Census, 2048 people in the Bathurst LGA reported a need for assistance with core activities due to severe or profound disability (5% of the population). This is comparable to the New South Wales figure of 5.4%.

The need for assistance dramatically increases with age, with 31.7% of people aged over 85 needing assistance with core activities.

## IN THE BATHURST REGIONAL LOCAL GOVERNMENT AREA:

2048

people need assistance with core activities due to severe or profound disability

(49.6%) people aged over 65 years have a disability (source: ABS 2010 Disability, Ageing and Carers. Summary of Findings)

1 in 2

11.8%

of the population aged 15+ are caring for a person needing assistance

of the people needing assistance were employed.

80.3%

19.7%

of people needing assistance were unemployed.

26.5% of people needing assistance were in low-income households (those earning less than \$650 per week).

26.5%

62.4%

of people needing assistance had no education outside of primary and secondary school.

Source: ABS Census of Population and Housing 2016

(footnote – based on the Bathurst LGA June 2020 estimated population of 43,996).





# BATHURST REGIONAL COUNCIL'S DISABILITY INCLUSION ACTION PLAN

Council's Disability Inclusion Action Plan 2022 – 2027 has been developed to align with the Bathurst 2040 Community Strategic Plan (CSP). The CSP is a legislative requirement as part of the NSW Government's integrated Planning and Reporting Framework for Local Government. The purpose of the CSP is to create a whole of community vision so that Council, other agencies, and the community are working in the same direction.

In July 2020, Bathurst Regional Council adopted Vision Bathurst 2040 – Bathurst Regional Local Strategic Planning Statement (LSPS) which outlines the region's economic, social and environmental land use needs over the next 20 years as the Region grows and changes. The LSPS highlights the characteristics that make the Bathurst Region special and outlines how growth and change in land use will be managed into the future.

**The Disability Inclusion Action Plan 2022 – 2027 aligns with a number of objectives and strategies identified in the LSPS, as outlined below:**

<b>Action 3.2</b>	Review the Bathurst Community Cycle and Access Plan
<b>Action 3.4</b>	Amend Council's planning instruments and engineering guidelines to adopt appropriate road and footpath widths to achieve active transport opportunities (including footpaths, cycleways and cycle lanes).
<b>Action 3.10</b>	Ensure that greenfield subdivisions are master planned with contemporary public and private transport and active transport connections to open spaces and community services.
<b>Action 3.12</b>	Implement the recommendations of the Bathurst Town Centre Master Plan to improve pedestrian linkages and thoroughfares within the Bathurst CBD.
<b>Action 3.13</b>	Implement the recommendations of the Bathurst Community Cycle and Access Plan.



## KEY ACTIONS WITHIN THE BATHURST 2040 COMMUNITY STRATEGIC PLAN RELEVANT TO THE DISABILITY INCLUSION ACTION PLAN 2022 – 2027 INCLUDE:

OBJECTIVE	STRATEGY	HOW THIS WILL BE ACHIEVED
<p><b>OBJECTIVE 4:</b> <b>Enabling sustainable growth</b></p>	<p><b>4.1</b> Facilitate development in the region that considers the current and future needs of our community.</p> <p><b>4.2</b> Provide safe and efficient road, cycleway and pathway networks to improve accessibility.</p> <p><b>4.3</b> Ensure services, facilities and infrastructure meet the changing needs of our region.</p> <p><b>4.4</b> Provide parking to meet the needs of the city.</p>	<p>Review facilities and implement improvements.</p> <p>Review and improve cycleways and pathways throughout the region.</p> <p>Infrastructure planning will consider the needs of people living with disability.</p> <p>Review and improve accessible parking throughout the region.</p>
<p><b>OBJECTIVE 5:</b> <b>Community health, safety and well being</b></p>	<p><b>5.1</b> Provide opportunities to be healthy and active.</p> <p><b>5.3</b> Help build resilient, inclusive communities.</p> <p><b>5.4</b> Make our public places safe and welcoming.</p> <p><b>5.5</b> Plan and respond to demographic changes in the community.</p>	<p>Support initiatives that enhance inclusive aspects of the Bathurst region.</p> <p>Implement community development initiatives that address the needs of the community.</p> <p>Build social networks, connections and cohesion.</p> <p>Support initiatives which enhance the region's ability to cater for an older population.</p>
<p><b>OBJECTIVE 6:</b> <b>Community leadership and collaboration</b></p>	<p><b>6.1</b> Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region.</p> <p><b>6.3</b> Advocate for our community.</p> <p><b>6.4</b> Meet legislative and compliance requirements.</p> <p><b>6.5</b> Be open and fair in our decisions and our dealings with people.</p> <p><b>6.7</b> Invest in our people.</p> <p><b>6.8</b> Implement opportunities for organisational improvement.</p>	<p>Continue to explore new partnerships which work to meet the needs of people living with disability in the Bathurst LGA.</p> <p>Advocate to a variety of organisations, businesses, groups and government departments for increased access to accessible services, incentives and activities for people living with disability.</p> <p>Consider the needs of people living with disability in Council planning and processes.</p> <p>Council will continue to be ethical, inclusive and transparent in all communication and decision-making.</p> <p>Consider the needs of people living with disability in Council employment procedures and policies.</p>



# POLICY AND LEGISLATIVE CONTEXT

People living with disability, their families, and carers have the same rights as all people to access services and facilities. These rights are part of Commonwealth and State policy and legislation which make it unlawful to discriminate against a person with disability.

The NSW Disability Inclusion Act 2014 mandates that all NSW Councils have a Disability Inclusion Action Plan (DIAP).

## LEGISLATION AND STANDARDS THAT INFORM COUNCIL'S WORK INCLUDE;

- UN Convention on the Rights of Persons with Disabilities
- Australia's Disability Strategy 2021 - 2031
- National Disability Insurance Scheme (NDIS)
- National Disability Inclusion Act 2014
- Commonwealth Disability Discrimination Act 1992
- New South Wales Disability Inclusion Action Plan 2021 - 2025
- National Art and Disability Strategy 2009
- Disability (Access to Premises Standards – Buildings) Standards 2010
- Disability Standards for Accessible Public Transport 2002
- Local Government Act 1993 and Local Government (General) Regulation 2005
- Australian Standard (AS 1428) - Design for Access and Mobility
- Web Accessibility National Transition Strategy 2010



## IN PROFILE - Lara



**What do you like about living in Bathurst?** Shops, family and friends. There are lots of places to eat out with family and friends and salons to get my nails done.

**What would you like the Bathurst community to know about people living with disability?** You can't always see disabilities. It takes a lot of hard work and a lot of time to get a job. Travel and transport is a lot harder for people with disabilities.

**What can people in Bathurst do to support people living with disability?** Give us more opportunities/chances at jobs. Remember to keep including us in different events. It is good that we can have our own time on the ice-skating rink.

# CONSULTATION

Council undertook community and stakeholder consultation to ensure the Disability Inclusion Action Plan 2022 – 2027 best meets the needs of people living with disability.

## METHODS OF CONSULTATION INCLUDED:

1. Disability Inclusion Action Plan Survey
2. Online Disability Inclusion Action Plan Stakeholder Focus Group
3. Internal Working Group

A Community Focus Group was postponed due to COVID-19 restrictions.

## DISABILITY INCLUSION ACTION PLAN SURVEY

The Disability Inclusion Action Plan Survey was developed to inform the priorities of the Disability Inclusion Action Plan 2022 – 2027. The survey included questions to determine the challenges faced by local people living with disability in accessing information, employment and local facilities.

The survey was available online through YourSay and printed copies available at Council's Civic Centre and the Bathurst Library from 20 July 2021 to 20 August 2021.

An Easy Read version of the survey was also available online and in hard copy format.

Of the 73 survey respondents, 19 identified as a person living with disability, 17 respondents provide paid services to people living with disability, 14 identified as a family member or friend of a person living with disability, 11 care for people living with disabilities, 10 identified as community members and 2 respondents identified as something else.

A majority of respondents were female (72%) with 62% of respondents under 50 years old. Physical disabilities were the main disability reported (24 respondents), followed by psychological/mental health disabilities (14 respondents), intellectual disability (13 respondents), hearing impairment (12 respondents) and vision impairment (5 respondents). 31 respondents had no disability while 31 respondents selected 'other'.

Participants were equally divided when asked if they believe Bathurst is an inclusive place for people with disability to live, with 29 respondents selecting 'yes' and 29 respondents selecting 'no'. 15 respondents were unsure.

The survey found that community attitudes have the greatest impact on a person with disability accessing the community (45 of 73 responses), followed by a lack of accessible shops and services (39 responses), footpaths (25 responses), lack of accessible parking (25 responses) and lack of signs, braille and hearing loops (19 responses).

Volunteer opportunities continue to be an area of concern with 25 of 73 respondents believing a person living with disability cannot access volunteer opportunities if they want to.

Changing people's attitudes (50 responses), accessible workplaces (40 responses) and inclusive recruitment processes (35 responses) are most needed to improve employment opportunities for people living with disability.



A majority of respondents believe Council's current services are satisfactory (52 respondents) in terms of ease of use and access to information.

40 respondents were not aware of Council's Disability Inclusion Action Plan, with the 64% of those who were aware of the Plan believing it had not made their life easier.

The Manning Aquatic Centre, Bathurst Rail Museum, Bathurst Library and Bathurst Regional Art Gallery are rated as the facilities best meeting the needs of people living with disability. Community halls, Bathurst Regional Airport, sports grounds, playgrounds, parks and Chifley Home and Educational Centre were identified as facilities which do not meet the needs of people living with disability.

A selection of responses to the Disability Inclusion Action Plan Survey can be seen in the Appendix.

## FOCUS GROUP

A Stakeholder Focus Group was held in August 2021 to assist in the development of the Disability Inclusion Action Plan 2022 – 2027.

Stakeholders in attendance at the Disability Inclusion Action Plan Stakeholder Focus Group included Glenray, LiveBetter, Bathurst Regional Access Committee, Social Futures, Verto and Bathurst Childhood Early Intervention Service.

The key points raised by stakeholders are similar to those of the survey, with community education, accessibility, transport and inclusive employment highlighted as areas needing improvement. The Stakeholder Focus Group identified that Council performs well in managing inclusive events, administering the Bathurst Regional Access Grants and providing the Accessible Guide to Bathurst. The challenges presented by COVID-19 were also raised, with many people living with disability isolated from the community.

## INTERNAL WORKING GROUP

An Internal Working Group has been formed consisting of key Council staff involved in providing services and information to the community. This group will meet throughout the development and implementation of the Plan to review the progress of actions and strategies.

## PRIORITY AREAS

**Consultation findings show key areas of improvement which align with the priorities of:**

- Developing positive community attitudes and behaviours
- Supporting access to meaningful employment
- Creating liveable communities
- Improving access to mainstream services through better systems and processes.



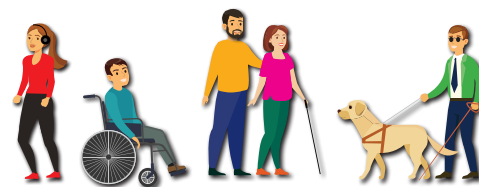
# ACTION PLAN

## DEVELOPING POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS

People's attitudes impact all aspects of community life. The attitudes and behaviours of the community towards people living with disability have been described as the most significant barrier to participation and inclusion.

### ACTION 1: DEVELOPING POSITIVE COMMUNITY ATTITUDES AND BEHAVIOURS

OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
1. Improve inclusion, awareness and understanding of disability and mental health conditions in the Bathurst LGA.	a) Recognise the achievements and contributions of people living with disability.	# of stories of inclusion promoted.	Annual	General Manager's Office Cultural & Community Services
	b) Improve understanding of a range of disabilities and mental health conditions.	Information on disability and mental health conditions provided.	Annual	Cultural & Community Services
	c) Promote opportunities for inclusion to schools, child care services, businesses and service providers.	# of opportunities promoted.	Annual	Cultural & Community Services
	d) Support inclusive events and activities such as International Day of People with Disability (IDPwD).	# of events and activities supported.	Annual	Cultural & Community Services
2. Bathurst Regional Council employees are disability aware and provided with development opportunities to assist in the delivery of inclusive services and environments.	a) Continue to include information about accessibility, inclusion and the DIAP at Bathurst Regional Council new staff induction days, Councillor communication and through Staff News.	Accessibility and DIAP information included in induction presentation. # of employees to receive information.	Annual	Corporate Services & Finance General Manager's Office
	b) Continue to provide disability inclusion training for Bathurst Regional Council employees.	# of staff completing training.	On commencement and every 2 years	Corporate Services & Finance Cultural & Community Services
	c) Acknowledge events that promote inclusion, such as IDPwD within Bathurst Regional Council.	# of events promoted.	Annual	Corporate Services & Finance Cultural & Community Services



## SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT

Employment contributes towards feelings of self-worth and provides regular social interaction. For more people employment and economic security are interrelated. Employment can increase an individual's capacity for choice and control over many life decisions.

ACTION 2: SUPPORTING ACCESS TO MEANINGFUL EMPLOYMENT				
OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
1. Build Council's organisational capacity for disability inclusion.	a) Ensure Council employment processes are inclusive and support a diverse workforce.	Inclusive employment processes implemented.	2024	Corporate Services & Finance
2. Support the employment of people living with disability in the Bathurst LGA.	a) Provide information on disability and the benefits of providing employment, volunteer and work experience opportunities for people living with disability to the local business community.	# of occasions Information provided.	Annual	Community Services Environmental, Planning & Building Services

## CREATING LIVEABLE COMMUNITIES

Liveable communities are places people can move about easily to access services and facilities and participate in community life.

ACTION 3: CREATING LIVEABLE COMMUNITIES				
OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
1. Provide clean, accessible toilets throughout the Bathurst LGA.	a) Continue to monitor cleaning and maintenance of accessible toilets around the region.	Accessible toilet maintenance and cleaning schedule continued.	Annual	Engineering Services
	b) Review opportunities for additional, and make improvements to existing, accessible toilets in the region.	# of toilets upgraded. # of larger spaces/adult change spaces.	Annual	Engineering Services
2. Improve the accessibility of streets, footpaths, parks and open spaces in the Bathurst LGA	a) Improve, where possible, accessibility of parks including inclusive play spaces, accessible equipment, quiet spaces, amenities, paths and seating.	# of improved accessible playspaces in Bathurst LGA. # of accessible parks and playspaces under consideration.	Annual	Engineering Services

OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
	<b>b)</b> Investigate opportunities to provide more shaded and accessible seating options within Bathurst.	# of additional accessible seating options provided.  # of additional shaded seating options provided.	Annual	Environmental, Planning & Building Services  Engineering Services
	<b>c)</b> Continue to implement strategies in the Bathurst Regional Council Access and Cycling Plan 2011 (future Bathurst Region Active Transport Strategy).  Including a focus on: <ul style="list-style-type: none"> <li>• Width of pathways.</li> <li>• Access in and around playgrounds and parks.</li> <li>• Maintenance of existing paths.</li> <li>• Development of pathways.</li> <li>• Continual monitoring of standards.</li> </ul>	# of improvements to existing pathways.  # of new pathways developed.  Monitoring practices in place.	Annual	Environmental, Planning & Building Services  Engineering Services
	<b>d)</b> Review the 2011 Access and Cycling Plan to develop a new Bathurst Region Active Transport Strategy that reviews the current standards with a focus on improving accessibility of existing footpaths and cycleways.	New Active Transport Strategy completed.	2023	Environmental, Planning & Building Services
	<b>e)</b> Plan all new subdivisions with contemporary public and private transport and active transport connections to open spaces and community services and facilities.	Addressed by Council's Planning and Engineering Guidelines.  # of active transport connections provided.	Annual	Environmental, Planning & Building Services  Engineering Services
	<b>f)</b> Advocate for and deliver accessible footpaths and cycleways in new developer owned subdivisions.	# advocacy undertaken  # of accessible footpaths and cycleways in new subdivisions delivered.	As required	Environmental, Planning & Building Services  Engineering Services





	<b>g)</b> Continue to review and improve, where possible, lighting and signage	# lighting and signage improvements made.	Annual	Engineering Services
	<b>h)</b> Improve accessibility of Council-owned sporting facilities.	# of improvements to sporting facilities made.	Annual	Engineering Services
	<b>i)</b> Investigate opportunities to create a pedestrian-friendly CBD.	# of pedestrian friendly opportunities considered.  # of pedestrian friendly initiatives supported.	Annual	Environmental, Planning & Building Services
<b>3. Improve the accessibility of Council owned assets and facilities</b>	<b>a)</b> Annually report improvements to and promote accessibility of Council-owned assets.	# of improvements to Council assets made.  # of times accessibility is promoted.	Annual	Engineering Services  Cultural & Community Services  General Manager's Office
	<b>b)</b> Review opportunities to provide quiet spaces and places for sensory seeking and respite in new and existing Council facilities.	# of quiet, sensory and respite spaces provided.	Annual	Cultural & Community Services
<b>4. Support safe and accessible transport options</b>	<b>a)</b> Advocate for improved accessible transport options including public and community transport services.	Advocacy undertaken	As required	Cultural & Community Services
	<b>b)</b> Continue to review and monitor accessible parking spaces on street to ensure they cater for the diverse needs of the community.	Parking audits complete.  # of accessible parking improvements made.	Annual	Environmental, Planning & Building Services  Engineering Services  Cultural and Community Services

## IN PROFILE - *Olivia*

**What do you enjoy doing in your spare time?** I enjoy watching Rugby League and follow the Sydney Roosters, going to the movies, playing sport, swimming, soccer and going out for dinner with my family & friends.

**What do you like about living in Bathurst?** I like all the friendly people that live in Bathurst and all the places I can get my coffees each day - I like to try them all but I do have my favourites.

**What would you like the Bathurst community to know about people living with disability?** I would like to say that most people with a disability are like everyone, they like to be useful and go out and meet people and make new friends like I do.



OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
	<b>c)</b> Investigate drop off and pick up locations within the CBD with access to shelter and appropriate seating	Investigation complete. Drop off/pick up zones introduced	2023/2024	Engineering Services Environmental, Planning & Building Services
<b>5. Provide inclusive and accessible events</b>	<b>a)</b> Develop accessible event guidelines for Council and community events	Document developed	2023/2024	Corporate Services & Finance Cultural & Community Services
	<b>b)</b> Continue to provide inclusive and accessible Council events.	# of accessible Council events held Consultation held with disability service providers to ensure events are accessible	Annual	Corporate Services & Finance Cultural & Community Services Environmental, Planning & Building Services
<b>6. Improve the accessibility of local businesses and services for people living with a disability.</b>	<b>a)</b> Continue to provide Bathurst Regional Access Committee (BRAC) with Bathurst Access Improvement Grants.	# of grants provided to small businesses.	Annual	Cultural & Community Services
	<b>b)</b> Continue to advocate for improved access to shops, businesses and organisations.	Advocacy undertaken.	Annual	Cultural & Community Services Environmental, Planning & Building Services
	<b>c)</b> Ensure accessibility and inclusion are considered when processing Development Applications.	Accessibility and inclusion standards reviewed by Council staff.	Annual	Engineering Services

## IN PROFILE - Reggie

**What do you enjoy doing in your spare time?** I like playing sports, soccer, basketball, cricket and karate. Hanging out with my best mate Logan.

**What do you enjoy about working at Glenray Laundry?** Helping the bosses. I like going in the vans & trucks to do deliveries, especially to Orange and Mudgee.

**What are your strengths?** Dancing, bowling, making people laugh. These make me have a better work experience with all the guys at the laundry and I just like to have fun.



## IMPROVING ACCESS TO MAINSTREAM SERVICES THROUGH BETTER SYSTEMS AND PROCESSES

Ease of accessing systems, options for communicating and information to help remove barriers to participation and support people to live independently.

### **ACTION 4: IMPROVING ACCESS TO MAINSTREAM SERVICES THROUGH BETTER SYSTEMS AND PROCESSES**

OUTCOME / OBJECTIVE	ACTION	MEASURES	TIME-FRAME	DEPARTMENT/S INVOLVED
<b>1. Improve the accessibility of Council information.</b>	<b>a)</b> Improve the accessibility of Council information.	# of opportunities investigated.  # of improvements made.	Annual	All Departments
	<b>2. Raise awareness of accessible services and facilities.</b>	<b>a)</b> Continue to update and distribute the Accessible Bathurst Guide, including accessible parking and accessible toilet maps.	Accessible Bathurst Guide is available online.  Printed copies of the Accessible Bathurst Guide are available.  Updates made as required.	Annual
<b>2. Raise awareness of accessible services and facilities.</b>	<b>b)</b> Promote Council's accessible programs, services, facilities and resources.	# of accessible programs, services, facilities and resources promoted.	Annual	General Manager's Office  Cultural & Community Services
	<b>c)</b> Continue to update and provide an online disability service directory on Council's website.	Annual update of service directory.  Service directory available on Council website.	Annual	Cultural & Community Services
<b>3. Ensure people living with disability are informed and consulted in Council's decision making processes.</b>	<b>a)</b> Ensure Council engagement processes are inclusive.	Evidence that Council's engagement processes are inclusive.	Annual	All Departments

## IN PROFILE - Bob

### What do you like about living in Bathurst?

Apart from being able to take an active part in the community, being able to wheelchair roll easily from the CBD to bush areas together with being able to liaise with a council staff team that are easily approachable when it comes to equitable access. As Bathurst is quite close to Sydney, Canberra and other major destinations, it is also in a position where I can access major medical facilities not available locally. The effort put into parks and gardens and multiple sporting facilities makes Bathurst an excellent place to enjoy one's life.



### What would you like the Bathurst community to know about people living with disability?

Ability not Disability is a most apt description in such a short sentence. People with disability should be able to access all goods and services and the built environment exactly the same as every other person. It is most annoying when I have to make multiple phone calls and plans before I venture out to a business to see if that business or event is accessible for those with a disability. Not all disabilities are visible – so don't reach incorrect conclusions as to why a person has to use disability parking or disability toilets etc..

### What does an inclusive community look like to you?

An inclusive community, to me, is where I can go anywhere and everywhere and access goods and services just like any member of the public can do. A community where our elected civic leaders ensure every special event, every new building development, and every street is accessible as is currently required by law via the Disability Discrimination Act.

## RESOURCING

Many of the actions contained in the 2022 – 2027 Disability Inclusion Action Plan can be resourced using Council's existing annual operational budget. Additional funding will be sought through grant applications, as required.

## MONITORING, REVIEW AND REPORTING

Each year, Council will report on its progress against the Disability Inclusion Action Plan (DIAP) as part of its Annual Report. A summary of achievements will also be prepared annually and provided to the NSW Disability Council.

## GOVERNANCE

The General Manager and the Senior Management Team will sponsor, promote and ensure implantation of the plan.

## INTEGRATION

The actions in this Plan will become part of Council's Delivery Program and Annual Operational Plan and will help to deliver the Bathurst 2040 Community Strategic Plan.

## IMPLEMENTATION

An implementation plan that includes time frames, priorities, resources and responsibilities has been developed to help with the delivery of the Plan.



## MONITORING AND EVALUATION

An evaluation framework with performance indicators has been developed to measure change. Data will be collected and reported throughout the implementation of the Plan. In the 5th year of the Plan, we will measure community satisfaction through a community survey.

## REPORTING

Regular updates will be provided on Council's website to report progress. Progress measures towards delivering the actions in the Plan will be formally reported as part of Council's annual reporting processes. Council will prepare and submit reports to the NSW Disability Council, as required. The DIAP is a five-year plan.

## IN ADDITION TO THE ANNUAL REVIEW PROCESSES, A FIVE YEARLY REVIEW WILL INCLUDE;

- Review and evaluation of the complete DIAP
- Adoption and publication of an updated DIAP

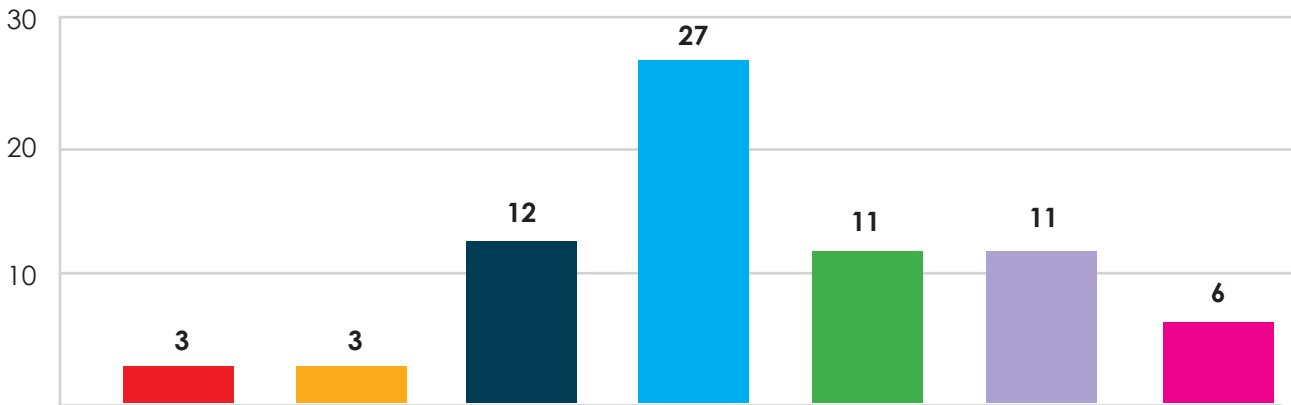
## ONGOING CONSULTATION AND REVIEW

Council will continue to talk to stakeholders to check that the priorities in the Plan are still relevant and will make changes to the Plan where they are needed.

When appropriate to relevant actions of the Plan, Council will also consult with key stakeholders to ensure the needs of people living with disability are met.



## WHAT IS YOUR AGE GROUP?

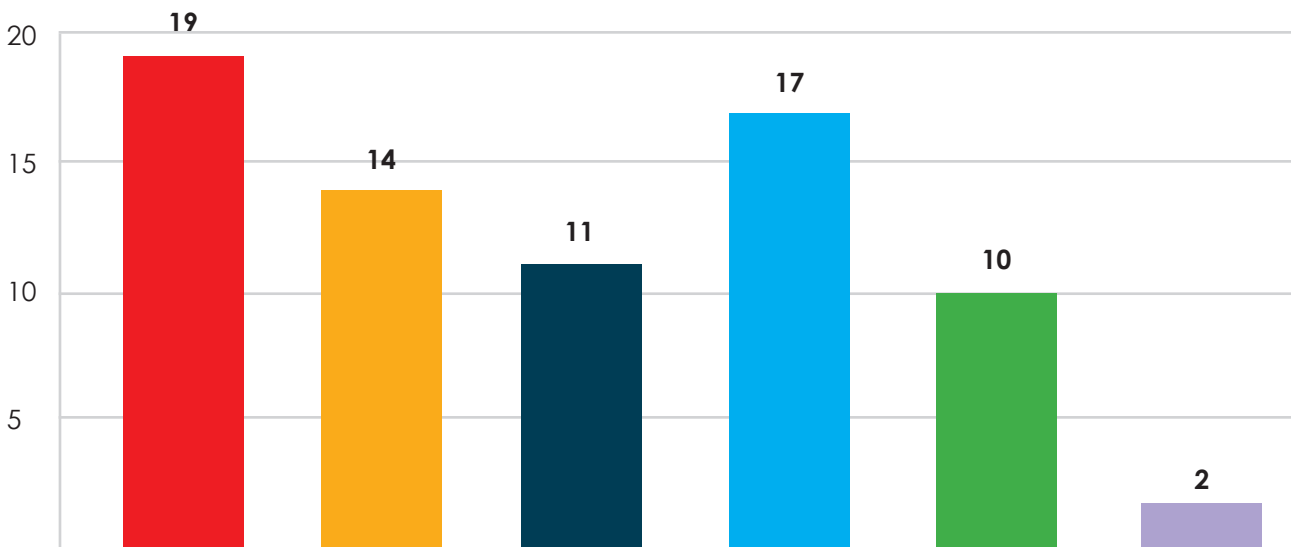


- Under 18 years
- 18-24 years
- 25-34 years
- 35-49 years
- 50-59 years
- 60-69 years
- 70-84 years

Mandatory Question (73 Responses)

Question Type - Checkbox Question

## ARE YOU? (select one)



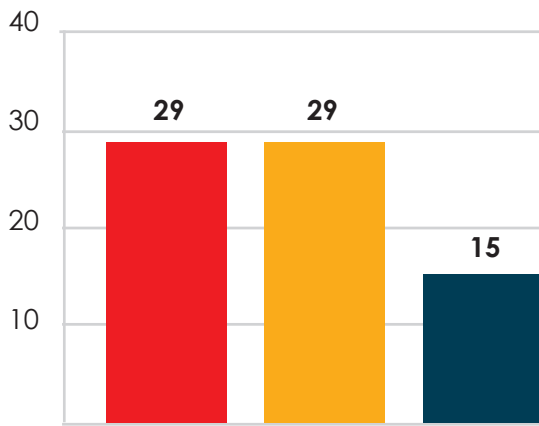
- Someone with a disability
- A family member of a person living with a disability
- Carer of someone living with a disability
- A provider of services (including paid carers to a person living with disability)
- A community member
- Other

Mandatory Question (73 Responses)

Question Type - Checkbox Question



## DO YOU THINK BATHURST IS AN INCLUSIVE PLACE FOR PEOPLE WITH A DISABILITY TO LIVE?



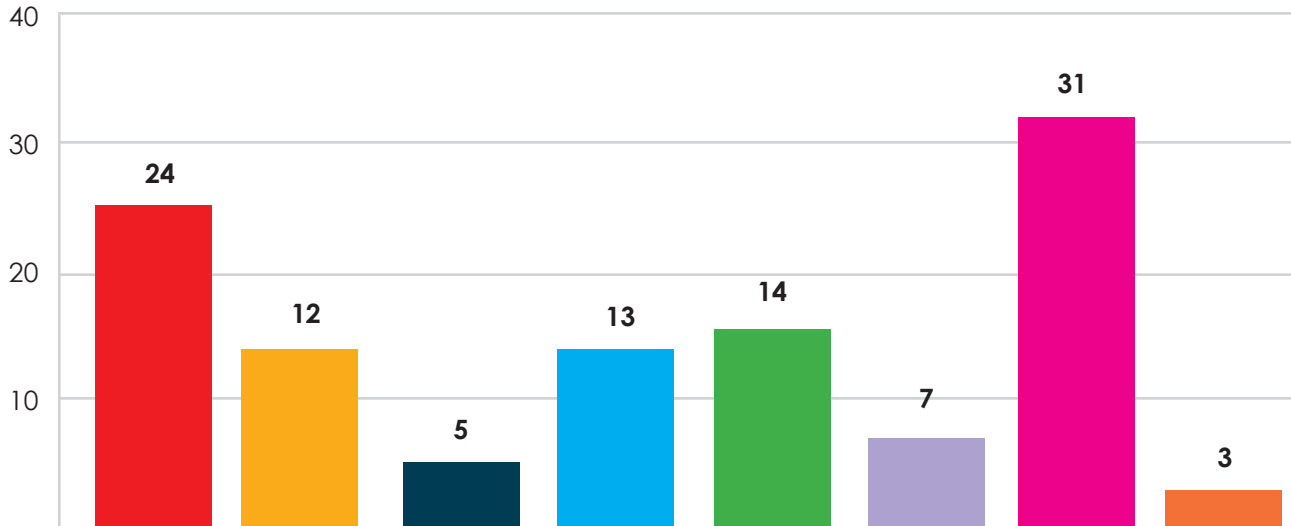
● Yes ● No ● I don't know

Mandatory Question (73 Responses)

Question Type - Checkbox Question



## WHAT KIND OF DISABILITY DO YOU HAVE? (select all that apply)



● Physical disability ● Hearing Impairment ● Vision Impairment ● Intellectual disability  
 ● Psychological/mental health disability ● Other ● None ● Other (please specify)

Mandatory Question (73 Responses)

Question Type - Checkbox Question

## IN PROFILE - Isaac



### What do you enjoy doing in your spare time?

I have been interested in planes and flying for a long time. I was given the opportunity to have some flying lessons and I now have many hours of flying experience flying solo but with an instructor next to me. I enjoy helping out at Central

West Flying at the airport. I also really love to fly the Bristell plane with my instructor. I like to fly to Orange and back.

Taking my Corolla for a drive. I often drive to the shops or the pool. I enjoy keeping fit at the gym. I use the treadmill, cross trainer, bike and rowing machine. I love listening to music and I like watching movies to relax. Some of my favourites are Monster House and Shrek.

During the last 2 years I have also started gardening. I am growing vegetables and sunflowers out at my farm garden.

### Why do you enjoy working at Café on Corporation?

I have a job at Café on Corporation which I love because I love working and helping people. I am very good at remembering jobs once I have had a couple of practices. Sometimes I start very early in the morning. I enjoy setting up the deck and making egg and bacon rolls and toasted sandwiches.

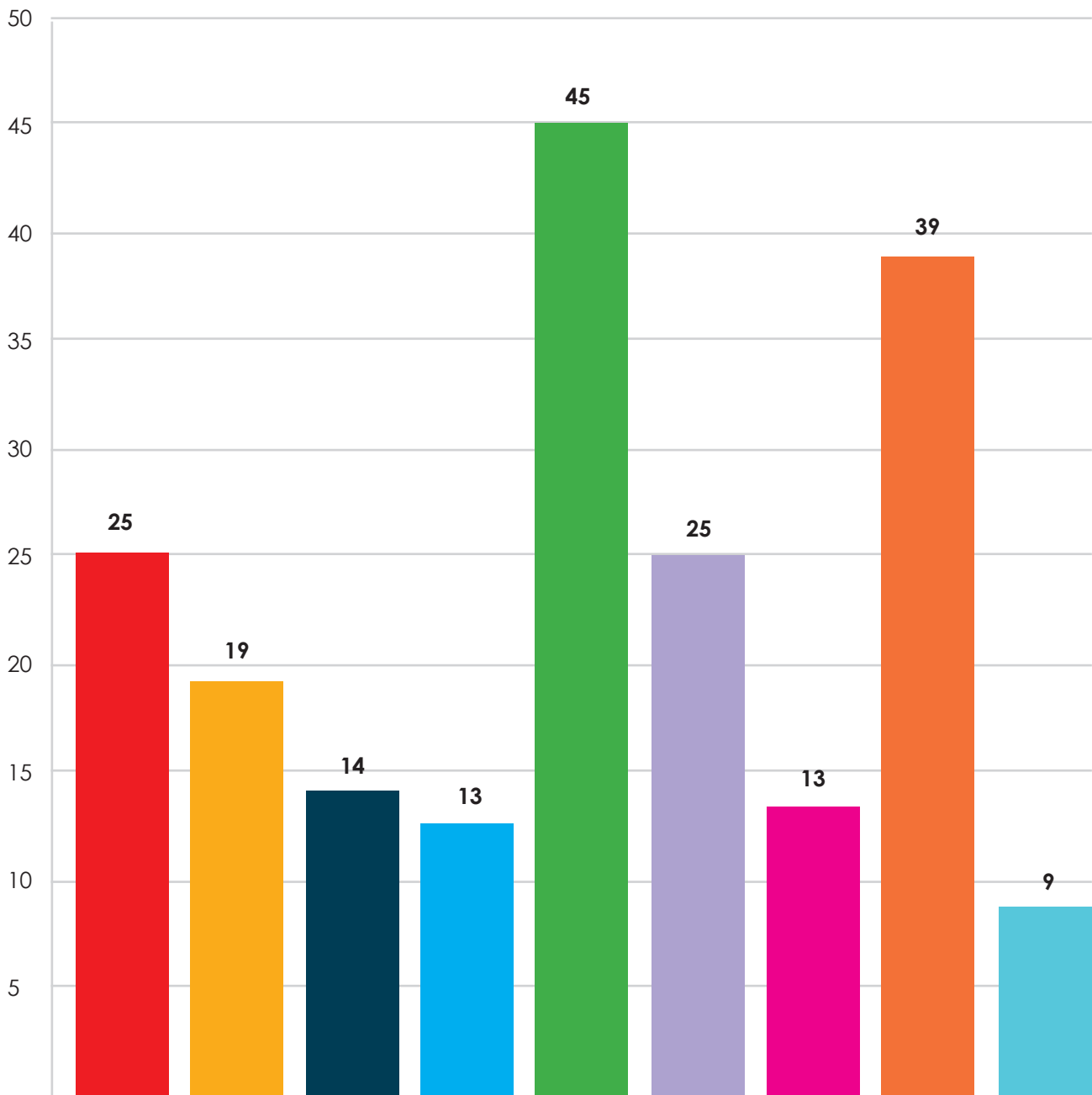
### What do you want the Bathurst community to know about people living with disability?

We are all very much individuals and have lots of skills, traits and likes and dislikes just like anyone else. A diagnosis does not define who we are to become. If we are surrounded by a community full of people who are ready to foster interests and give opportunities anything is possible.





# WHAT MAKES ACCESSING THE COMMUNITY HARD FOR A PERSON LIVING WITH DISABILITY? (select three)



- No accessible parking
- No signs, braille or hearing loops
- Cost
- Transport
- Footpaths
- Community attitudes
- Lack of Information
- Lack of accessible shops and services
- Other (Please specify)

Mandatory Question (73 Responses)

Question Type - Checkbox Question

## IN PROFILE - Vicki



### What do you like about living in Bathurst?

Apart from the fact that Bathurst is an environmentally and beautiful place to live, I find it to be an inclusive, accepting and friendly community where people always seem ready to smile and say "hello".

### What would you like the Bathurst community to know about people living with disability?

Whether it be a vision or hearing impairment, an intellectual disability, an acquired brain injury, an autistic spectrum disorder, a mental health condition or a physical disability (such as mine); people living with disability are faced with a few more challenges during their life span than the average person. Therefore, they may require more support to fulfil the same goals, hopes and dreams that everyone has.

Negative attitudes, stigma and discrimination toward those with disability can lead to low self-esteem and a reduced participation in society by the person living with disability.

ACCEPTANCE is a key word in relation to disability...acceptance of self, by the individual living with the disability, as well as community acceptance.

### What does an inclusive community look like to you?

The environment has an impact on the experience and extent of disability.

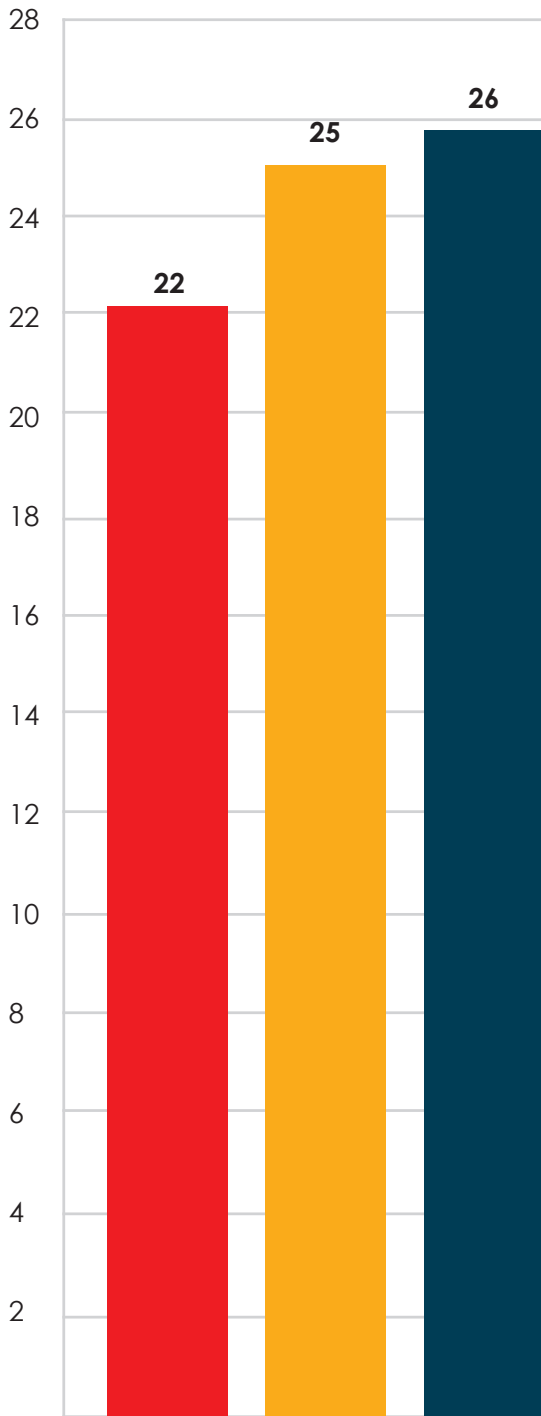
Among other things, an inclusive community may include:

- accessibility of the built environment and transport
- signage for sensory impairments
- accessible health, education and support services
- opportunities for work & employment for persons living with disability

In addition to the environment, positive and accepting attitudes contribute toward making an inclusive community.



# DO YOU THINK A PERSON LIVING WITH DISABILITY IN BATHURST CAN ACCESS SUITABLE WORK OR VOLUNTEERS OPPORTUNITIES IF THEY WANT TO?

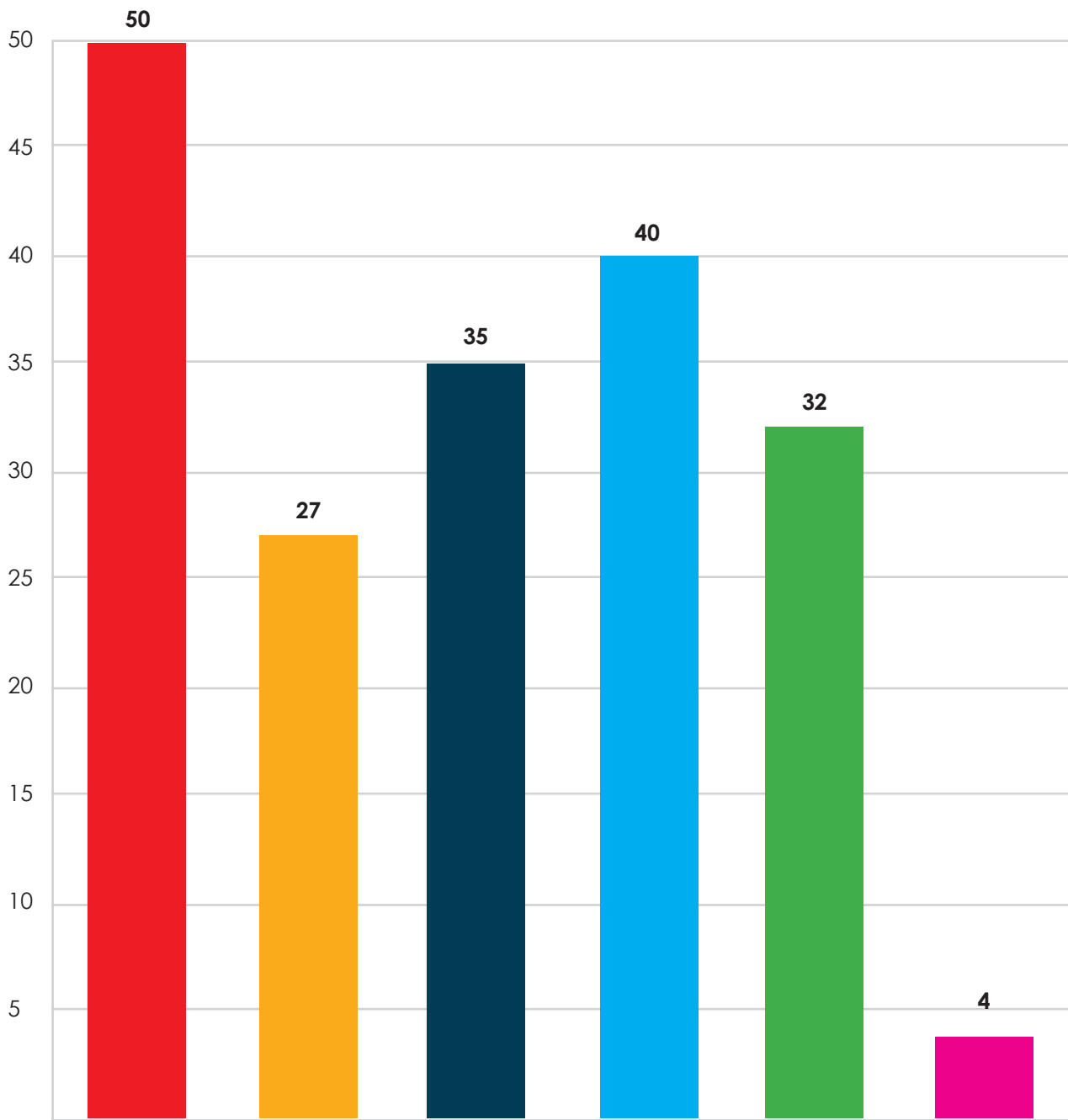


● Yes ● No ● I don't know

Mandatory Question (73 Responses)  
Question Type - Checkbox Question



# WHAT IS NEEDED TO IMPROVE EMPLOYMENT OPPORTUNITIES FOR PEOPLE LIVING WITH DISABILITY? (select three)



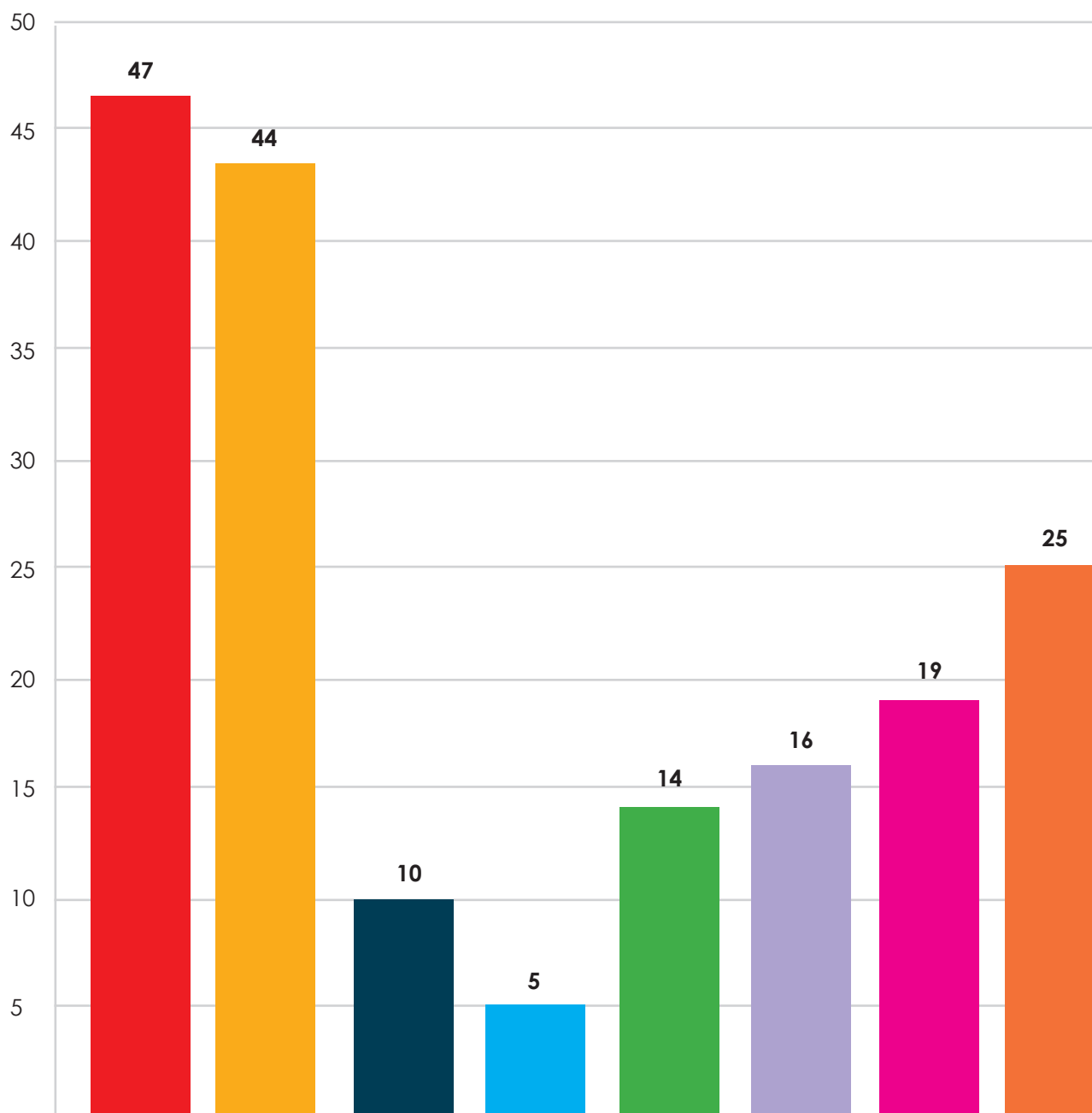
- Changing people's attitudes
- Flexible working hours
- Inclusive recruitment process
- Accessible workplaces
- Designing roles specific for people with disability
- Other (please specify)

Mandatory Question (73 Responses)

Question Type - Checkbox Question



## WHERE DO YOU GET YOUR INFORMATION ABOUT COUNCIL AND ITS SERVICES, FACILITIES AND ACTIVITIES? (tick all that apply)



- Council website
- Social media
- Community consultation
- Telephone
- Rates notice
- Library and other community centres
- Brochures and publications
- Newspaper

Mandatory Question (73 Responses)

Question Type - Checkbox Question

# DISABILITY INCLUSION ACTION PLAN

2022 - 2027

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