

SHOALHAVEN CITY COUNCIL DISABILITY INCLUSION ACTION PLAN 2017/18 PROGRESS REPORT – ANNUAL REPORT

Shoalhaven City Council's Disability Inclusion Action Plan (DIAP) was adopted on 27th June 2017.

The DIAP was prepared in accordance with the NSW Disability Inclusion Act (2014) and was prepared in consultation with community members living with disability, their supporters and service providers.

The DIAP demonstrates Council's commitment to building an accessible and inclusive community to ensure that people with disability enjoy the right to live their lives as they choose and enjoy the opportunities and benefits of living and working in the Shoalhaven.

Aligned with the NSW Disability Inclusion Plan, our plan organises actions into the following areas of focus that people with disability said were priority areas.

- 1) Developing positive community attitudes towards disability
- 2) Creating liveable communities
- 3) Improving access to mainstream services through improved systems and processes.
- 4) Increasing access to meaningful employment

An electronic version of the Disability Inclusion Action plan can be found at:

The following actions have been completed or commenced during 2017/18.

Positive Attitudes

A1.1.2 Conduct a Training needs analysis to support Disability Inclusion Action Plan and Implementation Plan

A training needs analysis for Council Staff to support the Disability Inclusion Action Plan implementation was completed.

Status: Complete

A1.1.3 Source or develop training for staff to support Disability Inclusion Action Plan Implementation

Ten staff completed Accessible Online Content Creation training. Web developer completed Professional Certificate in Web Accessibility short course.

Status: 10 staff completed Accessible Online Content Creation training. 1 staff member completed Professional Certificate in Web Accessibility short course.

A1.1.5 Incorporate Disability Inclusion Action Plan measures into Council's existing process for collection Delivery Program and Operational Plan measures

Planning commenced to integrate DIAP measures into Council's new Tech One software program to ensure that DIAP measures are incorporated into Council's existing process for collecting Delivery program and Operational Plan measures.

Status: 17% of actions that are contained in the DIAP have been delivered. This is expected increase once DIAP is fully integrated into TechOne.

A1.1.6 Update and increase the photo stock available to staff to enable broader depiction of disability diversity in general publications.

Status: Ongoing improvements to image selection and range of image availability to represent the Shoalhaven community is continuing. Images of varying abilities, ages and gender continue to be utilised in Council's publications to assist in ensuring documents relate and appeal to a range of users. Approximately 10% of images used in Council publications represent people with a visible disability or impairment.

A1.1.17 Promote events supporting disability inclusion and awareness i.e. International Day of People with Disability, Mental Health Week etc

Status: Shoalhaven Ability Expo held in August 2017 and the inaugural Ulladulla Ability Expo, March 2018. Planning commenced on a 'Festival of Ability' to celebrate International Day of People with Disability in December 2018. Accessible Shuttle bus secured for 2017 Shoalhaven River Festival.

Liveable Communities

A2.1.1 Existing public toilets that are provided by Council are increasingly modified or placed by accessible toilets.

Status: Plan for progressively increasing the number of accessible toilets across the Shoalhaven completed.

A2.1.2 Potential Council projects that could accommodate a Lift and Change facility identified

Status: Delivered Livvi's Place in Mollymook, Shoalhaven's first fully fenced, all-inclusive playground which includes a lift and change facility.



Livvi's place All-Inclusive Playground, Mollymook

A2.3.1 Staff are supported to increase or promote access and inclusion of events

Status: Council's first accessible and Inclusive Event Policy was completed and adopted.

A2.4.1 People of all ages with disability have greater access to libraries and art gallery activities

Status: Libraries acquired a number of resources for people with print disabilities including:

- Dyslexia-Friendly collection of 180 youth and junior books held at Shoalhaven Libraries.
- eBook service (Overdrive) has dyslexic font as an option on platform/eMagazine.
- eNewspaper database/ (Pressreader) has text to voice capabilities.
- Large print books have been purchased and are available for loan at Shoalhaven Libraries
- A growing collection of audio books in various formats have been added to the collection
- Extension of Council's Home Library Service to members of the community that are not able to physically access library services.
- Information on accessible library resources documented.

A2.4.4 Options for future provision of accessible beach access and swim sites identified.

Status 5 sites identified for provision of accessible beach access and provisions made for improving access. Investigations have commenced into the provision of inclusive beach access at Warrain Beach, Hyams Beach, Mollymook Beach. A grant application has been submitted to install inclusive access pathways to Barfleur Beach, Vincentia.

Action measure 3 sites identified for provision of accessible beach access pathways. Council's Community Development team have been working closely with Ability Links NSW staff to develop "Shoalhaven Includes You", a project that provides a staffed, accessible and inclusive marquee for use at festivals and community events. Action Measure 1 partnership activity undertaken with Ability Links.

A2.4.7 Plans for progressively increasing the accessibility of sporting ovals including parking, toilets and pathways are in place

Status: Eleven beach wheelchairs have been purchased and placed in Shoalhaven Surf Lifesaving Clubs, White Sands Holiday Park and Grevilles Corner Store for free hire.

A2.4.5 Investigations have commenced for Council to become a registered provider of specialist swimming programs with the National Disability Insurance Scheme (NDIS). Once complete, this will enable Council to provide programs and services via Shoalhaven Swim and Fitness and through other public programs at the Shoalhaven Regional Gallery.

A2.7.3 Council's Tourism website was updated to include accessible product. New inclusive itineraries feature prominently and Council's Tourism Team continue to collect accessible information from tourism operators for inclusion on <https://www.shoalhaven.com/inclusive>. **Action Measure** Moving towards 100% of tourism marketing activities including accessible tourism itineraries.

A2.7.1 A double page information article about inclusive itineraries has been included in the 2018 Shoalhaven LGA Visitor Guide. **Action Measure** accessible tourism information included in Visitor Guide annually.

Systems and Processes

A3.1.1 Ten staff members from Graphic Design, Communications, Tourism, Shoalhaven Entertainment Centre and Library Services completed Accessible Online Content Creation training. As a result, staff will be updating online content to ensure that it is accessible and inclusive. **Action measure** Executive Strategy Staff have received training required to author accessible and inclusive documents.

A3.2.1 Audit of Council website (Including Tourism website) was undertaken to test accessibility against Web Content Accessibility Guidelines 2.0. with implementation plan completed **Action Measure** Basic Audit of Council website against Web Content Accessibility Guidelines 2.0 completed.

A3.2.2 Speech and hearing assistance information has been added to the [contact us](#) page on Council's website. **Action Measure** Contact pages updated.

Employment

A4.1.1 Review Equal Employment Opportunity Policy to reflect the organisation's commitment to disability inclusion in the workplace. **Action measure** Review of Recruitment & Selection policy completed frequently throughout the year with adjustments made to strengthen the merit based selection principle.

A4.1.2 Establish relationships with local Disability Employment Service Organisations. **Action Measure** Relationship established with MBC Nowra. MBC Nowra refers regularly to Councils Job Board and assist job active clients with the application process.

A4.1.3 Data in relation to disability access and inclusion has been included for collection as part of Council's online recruitment process. **Action measure** Data is collected during the pre-employment medical process. The health declaration enables Council to ensure safe systems of work can be provided. The questionnaire and any medical results are confidential records and the disclosure of information will not be used discriminate. Council is proactive in asking whether occupational supports or adjustments may assist in the safe and comfortable completion of duties. Data is also collected during the on-boarding process.

The above outcomes have been delivered without the provision of DIAP-specific additional funding. Council staff are currently working on a fully costed implementation plan to ensure that all actions contained in the DIAP are delivered within the plan period 2017 -2021.