

## Shoalhaven Disability Inclusion Action Plan 2022-26 – Implementation Table

<b>Focus Area 1: Create Positive Attitudes and Behaviours Within Community</b>						
<i>Outcome: Build a welcoming and inclusive community by improving understanding of people with a disability</i>						
Priority	Action	Lead Team	Supporting Teams	Delivery period	Measurable/s	Budget source
1.1 Deliver activities to improve community awareness and understanding of disability	1.1.1 Deliver a campaign with lived experience ambassadors to tell stories of inclusion and experiences of living with a disability	Community Connections	Media & Communications	2022/23	No. ambassadors; No. campaign initiatives delivered; Campaign engagement; Community feedback	Grant funding
1.1 Deliver activities to improve community awareness and understanding of disability	1.1.2 Update and increase useability of the 'Inclusive Shoalhaven holidays' page to raise awareness of accessible tourism	Tourism & Economic Development		2022/23 Q2, 2023/24 Q2, 2024/25 Q2, 2025/26 Q2	Leads to landing page (Google analytics data)	N/A
1.1 Deliver activities to improve community awareness and understanding of disability	1.1.3 Increase image and video library of diverse people available for use in Council documents/material	Media & Communications, Community Connections		2022/23, 2023/24	No. images/videos created and added to library (if DAM developed); No. created images/videos used	N/A
1.2 Improve awareness of Council's inclusion initiatives and existing services	1.2.1 Create a comprehensive (one-stop-shop) SCC webpage to link all accessible Council services	Community Connections	Digital Services & all service teams	2024/25, 2025/26	Creation of the web page; number of unique visitors to webpage	N/A
1.2 Improve awareness of Council's inclusion initiatives and existing services	1.2.2 Improve how Council uses the Annual report to raise community awareness of our inclusion work	Corporate Performance and Reporting	Community Connections	2022/23 Q2	Annual report includes information to raise awareness of inclusion (eg. infographic)	N/A
1.2 Improve awareness of Council's inclusion initiatives and existing services	1.2.3 Raise awareness of IAAG and their work within the Shoalhaven community	Community Connections, Media & Communications		2022/23, 2023/24, 2024/25, 2025/26	No. initiatives, sentiment/reach (dependent on initiative e.g. attendance, click etc)	IAAG Budget
1.3 Deliver training and consult the community to improve skills and understanding of Council staff and Councillors	1.3.1 Deliver training for front line staff and Councillors on disability awareness and education	People & Culture	Community Connections	2022/23, 2023/24	No. staff and Councillors attended training	Organisational Development budget
1.3 Deliver training and consult the community to improve skills and understanding of Council staff and Councillors	1.3.2 Consult the community about their perceptions and understanding of neurodiversity to inform future work to make the Shoalhaven neurodiverse friendly	Community Connections		2025/26	No. consultation participants (community and business)	Social Planning budget
1.4 Encourage businesses to improve inclusion through improved understanding of disability	1.4.1 Advocate for all applicant businesses to address inclusion as part of the Shoalhaven business awards assessment	Tourism & Economic Development	Community Connections	2022/23	Inclusivity question incorporated into the assessment process for the Shoalhaven Business Awards	N/A

<b>Focus Area 2: Create Accessible and Liveable Communities</b>						
<i>Outcome: Create a community where people with disability can participate by improving access to places and activities</i>						
2.1 Improve kerbs, pathways and ramps throughout the Shoalhaven	2.1.1 Prepare an updated Pedestrian Access and Mobility Plan (PAMP) and ranking criteria to identify projects that need action and funding to address access improvements	Principal Traffic Engineer	Works & Services (District Engineers), Technical Services	2022/23	Completion of PAMP/Bike Plan strategy updates	\$30,000 PAMP budget (subject to approval); \$60,000 TfNSW grant application (subject to approval)

2.1 Improve kerbs, pathways and ramps throughout the Shoalhaven	2.1.2 Use the Pedestrian Access and Mobility Plan (PAMP) and ranking criteria to deliver projects that improve access.	Works & Services (District Engineers)	-	2023/24, 2024/25, 2025/26	No. or length of accessibility projects delivered	Pedestrian Facilities budget (plus available grant funds)
2.1 Improve kerbs, pathways and ramps throughout the Shoalhaven	2.1.3 Use an annual IAAG workshop to seek input on kerb ramp projects to improve accessibility.	Works & Services (District Engineers)	Community Connections, Principal Traffic Engineer	2022/23 Q1, 2023/24 Q1, 2024/25 Q1, 2025/26 Q1	Workshop completed; No. projects input sought on	N/A
2.1 Improve kerbs, pathways and ramps throughout the Shoalhaven	2.1.4 Use kerb ramp budget to deliver priority kerb ramp projects, including those identified by annual committee workshop	Works & Services (District Engineers)		2022/23, 2023/24, 2024/25, 2025/26	No. projects delivered; No. projects delivered aligned to locations identified in 2.1.3	100% internally funded under FN103863 -
2.2 Increase access to inclusive parks that are designed to support use by people with disability	2.2.1 Inspect and review destination and regional parks for the need for fenced areas to make inclusive parks friendlier to parents and carers with children and people with disability	Swim, Sport & Fitness, Works & Services (District Engineers)	Community Planning & Projects	2022/23, 2023/24, 2024/25, 2025/26	No. parks audited; No. parks identified for fencing upgrades at renewal	SSF asset management budget
2.2 Increase access to inclusive parks that are designed to support use by people with disability	2.2.2 During refurbishment and renewal projects, budget is allocated to make inclusive parks friendlier to parents and carers with fenced areas for children and people with disability	Swim, Sport & Fitness, Planning & Projects	Works & Services (District Engineers), Community Connections	2022/23, 2023/24, 2024/25, 2025/26	No. fencing upgrades completed; No. park renewals not needing fencing upgrade	N/A
2.2 Increase access to inclusive parks that are designed to support use by people with disability	2.2.3 Development/redevelopment of destination parks will include inclusive and accessible playgrounds	Community Planning & Projects	Community Connections, Swim Sport & Fitness	2022/23, 2023/24, 2024/25, 2025/26	% of Master Plans developed that include inclusive and accessible playgrounds.	N/A
2.2 Increase access to inclusive parks that are designed to support use by people with disability	2.2.4 Formalise an accessibility advocate to be involved in the development of tenders & RFQ's for playgrounds	Community Planning & Projects	Community Connections	2022/23 Q2	Accessibility advocate assigned; No. assessment panels advocate has participated in	N/A
2.2 Increase access to inclusive parks that are designed to support use by people with disability	2.2.5 All new masterplans will make social infrastructure inclusive for people living with a disability	Community Planning & Projects		2022/23, 2023/24, 2024/25, 2025/26	% of Master Plans developed that make social infrastructure inclusive	N/A
2.3 Provide inclusive events for the whole community	2.3.1 Develop and use resources that support Council to plan accessible events	Community Connections	Civic Events (input in developing resources), teams across Council that engage	2022/23, 2023/24	Resources developed; No. events planned using resources	N/A
2.3 Provide inclusive events for the whole community	2.3.2 Develop and use resources that support the community to plan accessible events	Community Connections	Tourism, Swim Sport & Fitness	2022/23, 2023/24	Resources developed; No. organisations provided with resources	Partnerships Budget
2.3 Provide inclusive events for the whole community	2.3.3 Include accessibility information in the promotion of events	Media & Communications	Community Connections	2022/23, 2023/24, 2024/25, 2025/26	% of events that include accessibility information	N/A

2.3 Provide inclusive events for the whole community	2.3.4 Seek community feedback to evaluate Community Connections events for venue and event accessibility	Community Connections	-	2022/23, 2023/24, 2024/25	No. people feedback sought from; No. feedback responses received and used	N/A
2.3 Provide inclusive events for the whole community	2.3.5 Update the event policy (for events run by community groups and businesses) to encourage improved accessibility for events in the Shoalhaven	Tourism & Economic Development	-	2022/23	Policy update adequately references and covers accessible and inclusive events	N/A
2.4 Improve accessibility in Council buildings	2.4.1 Conduct accessibility audits of priority Council buildings and use existing asset maintenance and renewal budgets to upgrade	Building Services	-	2022/23, 2023/24, 2024/25, 2025/26	No. of audits conducted; No. of buildings upgraded; Feedback on upgrades	Building Services OPEX (\$10,000), Building Services CAPEX
2.4 Improve accessibility in Council buildings	2.4.2 For all new publicly-accessible buildings, accessibility feedback on the design will be sought from the IAAG	Building Services		2022/23, 2023/24, 2024/25, 2025/26	No. designs feedback is sought on	N/A
2.5 Improve accessibility in the community	2.5.1 Review development controls in Shoalhaven DCP with a view to improving accessibility outcomes and implement amendments to Shoalhaven DCP with support from Council. This aims to improve availability and quality of accessible housing in the Shoalhaven in the long-term.	Strategic Planning	City Development	2022/23, 2023/24, 2024/25, 2025/26	Report to Council on completion of review and recommended amendments; Report to Council post exhibition (if amendments supported).	Strategic Planning budget (except supporting consultancy work, if required)
2.5 Improve accessibility in the community	2.5.2 Work with TfNSW to improve accessible transport in the Shoalhaven	Works & Services (District Engineers)	Principal Traffic Engineer	2022/23, 2023/24, 2024/25, 2025/26	No. grant applications; No. successful grant projects	100% grant funded
2.5 Improve accessibility in the community	2.5.3 Support the IAAG to provide advice on accessible parking requests from the community to the Traffic Committee	Community Connections	Works & Services (District Engineers)	2022/23, 2023/24, 2024/25, 2025/26	No. times advice provided to the Traffic Committee	N/A
2.5 Improve accessibility in the community	2.5.4 Provide training to Council staff on disability access standards and legislation	Certification & Compliance	-	2022/23	No. staff attended training	City Development CPD budget

### Focus Area 3: Improve Access to Our Systems and Processes

*Outcome: Provide equitable access to services and information by ensuring Council systems and processes are inclusive for people with disability and address barriers to access*

3.1 Improve useability of Council websites	3.1.1 Upgrade the foundations of our website technology and use improved capability to improve all Council websites to meet WCAG 2.1 AA standards	Information Services/Business Systems	-	2022/23 Q3	Platform transition completed; Websites meeting WCAG 2.1 AA standard (website access audit reports); Website access statistics for disability pages; User experience feedback	Information Services licensing budget
3.1 Improve useability of Council websites	3.1.2 Create a framework for the transition to online accessible forms	Information Services/Business Systems	-	2021/22 Q4	No. of electronic form submissions (reduction of paper/pdf submissions)	Information Services staffing
3.1 Improve useability of Council websites	3.1.3 Deliver training for content author staff to understand accessibility standards and improve digital inclusion	Media & Communications	Digital Services	2022/23	% of content authors trained	CEO group CPD budget

3.2 Improve inclusion in advisory committees and community engagement and	3.2.1 Improve inclusion and accessibility of Council's community engagement activities by ensuring the Engagement Strategy reflects best practice	Media & Communications		2022/23	Engagement strategy reflects Council's commitment to inclusion and accessibility	N/A
3.2 Improve inclusion in advisory committees and community engagement and events	3.2.2 Increase opportunities for participation in the IAAG and build group capacity	Community Connections	Business Assurance & Risk (Governance)	2022/23, 2023/24, 2024/25, 2025/26	No. new committee members; No. new opportunities (working groups meetings/actions, capacity-building offered)	IAAG budget
3.2 Improve inclusion in advisory committees and community engagement and	3.2.3 Add agenda item for relevant advisory committee meetings to review and improve inclusion	Community Connections	Business Assurance & Risk (Governance)	2022/23, 2023/24, 2024/25	No. committees with Inclusion as an agenda item	N/A
3.3 Improve consideration of social outcomes in procurement processes	3.3.1 Use the procurement policy review to improve consideration of social and sustainability outcomes in procurement processes. This aims to improve the ability of Council teams to consider social outcomes of potential suppliers, such as disability employment by social enterprises	Finance (Procurement)	-	2023/24	Policy updated to support social and sustainable procurement processes	N/A

<b>Focus Area 4: Support Access to Meaningful Employment</b>						
<i>Outcome: Improve access to employment for people with disability in the Shoalhaven</i>						
4.1 Provide an accessible recruitment and onboarding process for new Council	4.1.1 Review the employment application process for accessibility and raise awareness of available support and alternative processes	People & Culture	-	2022/23 Q2	Review completed; No. applicants provided with info on available support; No. applicants using available support; Community feedback	N/A
4.1 Provide an accessible recruitment and onboarding process for new Council employees	4.1.2 Provide training on disability awareness to teams where a person with a disability has been recruited	People & Culture	Community Connections	2023/24	No. staff attended training	Organisational Development budget
4.2 Develop inclusive work experience and employment opportunities for people with disability	4.2.1 Actively promote work experience, traineeships and volunteer roles to people with disability	People & Culture	-	2022/23, 2023/24, 2024/25, 2025/26	No. times opportunities promoted using targeted promotion; No. targeted promotion contacts	N/A
4.2 Develop inclusive work experience and employment opportunities for people with disability	4.2.2 Engage with Council teams to identify and support development of opportunities for people with disability, including work experience, traineeship, volunteer and employment roles, and project work	Community Connections	People & Culture	2022/23, 2023/24, 2024/25, 2025/26	No. inclusive opportunities identified	N/A
4.2 Develop inclusive work experience and employment opportunities for people with disability	4.2.3 Identify or create inclusive employment opportunities, including through use of flexible working arrangements and by partnering with disability employment providers for identified roles	People & Culture	Community Connections?	2022/23, 2023/24, 2024/25, 2025/26	No. inclusive opportunities identified; No. positions advertised as identified for a person with disability; No. positions filled as identified for a person with disability	N/A
4.2 Develop inclusive work experience and employment opportunities for people with disability	4.2.4 The tender evaluation process for providers of trainee and apprentice programs will include criteria to consider improvement of opportunities for people with disability	People & Culture		2023/24	Tender criteria updated to include criteria to improve opportunities for people with disability	N/A
4.3 Support Shoalhaven businesses to employ people with disability	4.3.1 Provide ongoing advocacy and promotion of resources to businesses to raise awareness of the benefits and supports for employing people with disability	Tourism & Economic Development	Community Connections	2022/23, 2023/24, 2024/25, 2025/26	No. times advocacy information provided (print and electronic media); No. times resources promoted (print and electronic media)	N/A