



Wattle Range Council  
Disability Access and Inclusion Action Plan

## ACTIONS

2020 - 2024

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

### Outcome 1. Inclusive and accessible communities

People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.

Objective		Responsibility	Timeframe
<b>1. Accessible Council meetings and events</b>			
<b>Actions:</b>			
1.1	Access to Council meetings is available for all with enabling methods of participation		
1.2	Facilitate access to Council meeting agendas and minutes in varying accessible formats if required		
1.3	Investigate the provision of microphones and hearing loops to enable members of the public to hear Council members		
1.4	Examine options to present documents in alternative formats		
1.5	Ensure there is enough room at Council meetings for access for people with a disability.		
<b>Objective</b>			
<b>2. Council buildings and facilities are access compliant</b>			
<b>Actions:</b>			
2.1	Audit Council owned facilities and identify those requiring works to make them access compliant		
2.2	Prioritise identified works within the Council's budget and develop an implementation plan for the prioritised works		
2.3	Consider automatically operated or easier opening doors to Council facilities		
2.4	Upgrade public toilet facilities where possible, to be access compliant		
2.5	Access car parking to be compliant		
2.6	Require lessees of Council buildings and facilities to plan for and ensure that they are access compliant and provide evidence when this is met.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>3. Council buildings and facilities are access friendly</b>			
Actions:			
3.1	Consider, prioritise, plan and budget for improved accessibility to: <ul style="list-style-type: none"> <li>a) Millicent swimming lake;</li> <li>b) Parks and Playgrounds;</li> <li>c) Council Offices front counter height;</li> <li>d) Brochure displays;</li> <li>e) Library materials;</li> <li>f) Artwork/ displays.</li> </ul>		
Objective			
<b>4. Council infrastructure is access compliant or access friendly</b>			
Actions:			
4.1	Audit council footpaths, road crossings and traffic islands for accessibility		
4.2	Gravel footpaths, paths through Council cemeteries and walking trails, should be better compacted for wheelchair use		
4.3	Investigate areas where street lighting or the lighting of council facilities can be improved		
4.4	Consider, prioritise, plan and budget for improved accessibility with infrastructure items.		
Objective			
<b>5. Safe, thoughtfully positioned street furniture</b>			
Actions:			
5.1	Position street furniture so it is safe for elderly and disabled pedestrians		
5.2	Provide shelter and shade at seating locations.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>6. Opportunities to experience the natural environment</b>			
Actions:			
6.1	Advocate for the provision of adequate infrastructure and equipment that enables access to the natural environment		
6.2	Review safe access and egress		
6.3	Consider, prioritise, plan and budget for improved accessibility to the natural environment.		
Objective			
<b>7. Accessible and inclusive libraries</b>			
Actions:			
7.1	Continue to increase a range of alternative media, including large print books, audio visual, braille texts, audio tapes, CDs and other software		
7.2	Undertake an access assessment of libraries across the Council and recommend improvements		
7.3	Investigate adaptive technology to increase access to the internet at libraries e.g. magnifier software, large print keyboards and alternative mouse to assist with mobility		
7.4	When purchasing new shelves, chairs, tables and computer desks considerations should be made ensuring they are accessible and conform to the <i>Design for access and mobility-General requirements for access – New building work Standard</i> , designation: AS 1428.1-2009.		
Objective			
<b>8. Inclusive new development</b>			
Actions:			
8.1	Ensure that accessible, inclusive and equitable commercial and community infrastructure is considered in Development Applications, which would meet the needs and expectations of existing and future communities.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>9. Council grant fund applications and obligations</b>			
Actions:			
9.1	Investigate and apply for grant fund opportunities appropriate to disability access		
9.2	Apply for appropriate Community Health grant opportunities.		
Objective			
<b>10. Master Plans for recreation infrastructure</b>			
Actions:			
10.1	Planning, design and construction of all new Council facilities for sports, leisure and arts to incorporate access and equity needs, and respond to statutory standards		
10.2	Promote Council accessible recreational facilities and fitness opportunities for all		
10.3	Youth facilities and recreational events can be designed, planned and delivered to a cross section of young people ensuring they are accessible, safe and have appropriate levels of amenities to fulfil needs		
10.4	Council to work with the Office of Recreation and Sport to support local clubs with the aim to link people with a disability with local sport and recreation opportunities.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

### Outcome 2. Economic security and employment

People with disability, their families and carers have economic security, enabling them to plan for the future and exercise choice and control over their lives.

Objective		Responsibility	Timeframe
<b>1. Recruitment and employment processes</b>			
Actions:			
1.1	Council's employment processes are in line with Australian Human Rights Commission (AHRC) best practice guidelines		
1.2	Employment interview panels to be aware of Disability Discrimination Act (DDA) 1992 obligations and Council Policies		
1.3	Where identified, ensure that physical access and communication assistance is provided in interview processes as appropriate		
1.4	Promote and support work experience and training opportunities for people with disabilities		
1.5	Provide suitable workplace support, and modifications as necessary		
1.6	Investigate grant opportunities for inclusive employment		
1.7	Review WHS training and inductions to include access and inclusion considerations.		
Objective			
<b>2. Skill development and accessible supports</b>			
Actions:			
2.1	Ensure relevant managers and supervisors of employees with a disability have access to appropriate training and support		
2.2	Develop the skills of relevant staff regarding universal access, inclusion, industry regulations and best practice.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>3. Asset Management</b>			
<b>Actions:</b>			
3.1	Examine Business Cases for annual funding allocation towards buildings and facilities to meet access requirements		
3.2	New buildings and facilities, including significant upgrades will adhere to and where possible exceed minimum access requirements		
3.3	Work within the Asset Management Plan and continue to review and improve footpaths, public toilets, parking and signage to improve access		
3.4	Review community and recreation facilities and public open spaces to ensure continuous paths of travel are available, planned and maintained.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

### Outcome 3. Rights protection, justice and legislation

People with disability have their rights promoted, upheld and protected.

Objective		Responsibility	Timeframe
<b>1. DAIP linked to all sections of Council</b>			
Actions:			
1.1	Ensure Council's Strategic Plan incorporates disability inclusion obligations		
1.2	Senior Management will ensure appropriate people are responsible for actions, and report on performance regularly.		
Objective			
<b>2. Inclusive community consultation</b>			
Actions:			
2.1	All Council public consultation, meetings and forums to be held in accessible venues where possible, and promoted as accessible		
2.2	All public consultation documents to be available in alternative formats on request		
2.3	Council's print and web materials to be available in alternative formats if requested		
2.4	Ensure community engagement is inclusive of people with disability		
2.5	Ensure all staff involved in community engagement are aware of alternative communication strategies.		



## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>3. DAIP awareness</b>			
Actions:			
3.1	Provide induction and ongoing refresher training for elected members, managers, staff and volunteers regarding the Council DAIP and their responsibilities under current legislation.		
Objective			
<b>4. Car parking bays</b>			
Actions:			
4.1	Investigate and upgrade non-compliant access car parking bays		
4.2	Review access car parking bay signage so it allows for expiation notices to be issued		
4.3	Police the wrongful use of access car parking bays.		
Objective			
<b>5. The DAIP Advisory Group</b>			
Actions:			
5.1	Prior to each review cycle, develop a Council Disability Access Inclusion Action Advisory Group		
5.2	Recruit Advisory Group membership from a diverse community sector, i.e.: elected members, management, staff, the community, disability service organisations and companies, people with a disability and their carers		
5.3	Advisory Group to liaise with the community and understand the scope of barriers and issues which need to be addressed		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>6. Management of discrimination complaints</b>			
Actions:			
6.1	Ensure complaints against disability access and inclusion are dealt with promptly and transparently		
6.2	Record and ensure the risk of further complaints are mitigated.		

### Outcome 4. Personal and community support

People with disability, their families and carers have access to a range of supports to assist them to live independently and actively engage in their communities

Objective		Responsibility	Timeframe
<b>1. Accessible Council publications</b>			
Actions:			
1.1	On request ensure the format, font and colour of Council-generated invoices, rates notices, brochures, flyers, newsletters meet requirements of the request, to improve readability for all.		
Objective			
<b>2. Clear Accessible signage</b>			
Actions:			
2.1	Implement a disability directional signage audit to determine inadequacies throughout the Council area		
2.2	Plan to upgrade disability signage throughout the Council area and at all Council facilities, as necessary		
2.3	Council to review Council By-Law No 2, Movable Signs, ensuring it meets required standards and allows safe accessibility for all.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>3. Accessible Council Information technology opportunities</b>			
Actions:			
3.1	Investigate opportunities to install devices in customer service areas for self-service access to Council information or links to external disability service providers e.g. Wheelchair designed touch screen kiosk		
3.2	Investigate voice activated technology options for support of Council information services		
3.3	Explore options to progressively update information resources into audio format on Council's website (e.g. development information sheets). E.g. Text-to-speech technology.		
Objective			
<b>4. WCAG 2.0 standard Council web site</b>			
Actions:			
4.1	Ensure the format of Council's website meets the Australian Government Standards of Web Content		
4.2	Council's website to provide a web-based customer satisfaction / feedback survey, to enable potential input for disability access needs and services.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>5. Council Community Grants</b>			
Actions:			
5.1	Part of Council's existing grant funding guidelines to local community groups, require outcomes which enhance social inclusion for all members of the community.		
<b>Objective</b>			
<b>6. Inclusive Local Events</b>			
Actions:			
6.1	Structure and promote public events so they are accessible and inclusive to all residents and visitors to the area		
6.2	Include access checks in the assessment of event applications		
6.3	Encourage the use of the Companion Card program at all Council run events and through brochures and community information		
6.4	Support and promote events that showcase works by people with disabilities		
6.5	Promote council-initiated community social events as accessible to all		
6.6	Develop accessible event resources, including a Wattle Range Council specific events check list for staff which would consider transport needs and ease of access when planning events and delivery of services, including clear communication of options		
6.7	Continue to promote events and services using a range of media.		
<b>Objective</b>			
<b>7. Disability Agencies and Networks</b>			
Actions:			
7.1	Engage with specialist disability agencies and networks where appropriate.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>8. Accessible transport</b>			
Actions:			
8.1	Investigate public transport opportunities including private sector services, to connect communities with facilities and services		
8.2	Advocate for improved local public transport options which can proactively respond to community needs.		
Objective			
<b>9. Mobility Maps</b>			
Actions:			
9.1	Develop Access and mobility maps for the Council area, promoting accessible public toilets, transport and access parking options, access to public venues, availability of hearing loops and other relevant technologies.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

### Outcome 5. Learning and skills

People with disability achieve their full potential through their participation in an inclusive high-quality education system that is responsive to their needs. People with disability have opportunities to continue learning throughout their lives.

Objective		Responsibility	Timeframe
<b>1. Vocational education and training (VET)</b>			
Actions:			
1.1	Investigate VET work experience partnerships and/or opportunities for students with a disability within the Council operations. Continue to provide inside and outside traineeships.		
Objective			
<b>2. Educational libraries Support</b>			
Actions:			
2.1	Continue to assist students obtain educational materials and books through the Libraries SA One Card Network, where requested.		
Objective			
<b>3. Grant Funding opportunities</b>			
Actions:			
3.1	Investigate and promote grant opportunities which relate to educational participation for people with disability.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

### Outcome 6. Health and wellbeing

People with disability attain the highest possible health and wellbeing outcomes throughout their lives.

Objective		Responsibility	Timeframe
<b>1. Integrated recreational programs Information</b>			
Actions:			
1.1	Promote integrated recreational and social Council programs		
1.2	Where available, identify transport opportunities to programs for people with disabilities		
1.3	Investigate sponsorship initiatives with industry and businesses that would enable increased participation by people with a disability in leisure and arts.		
Objective			
<b>2. Available respite services</b>			
Actions:			
2.1	Lobby government and non-government agencies for the provision of increased respite services in the Council area when possible.		
2.2	Continue to manage Councils existing Summer Inclusion Program.		
Objective			
<b>3. Assistance in an emergency</b>			
Actions:			
3.1	Revise current procedures and evacuation plans to ensure that people with a disability are considered in Council-wide emergency plans.		

## Wattle Range Council Disability Access and Inclusion Plan - ACTIONS

Objective		Responsibility	Timeframe
<b>4. Accessible tourism</b>			
Actions:			
4.1	Investigate and promote existing Council disability accessible tourism opportunities in the area		
4.2	Encourage and support local tourism operators in the provision and promotion of inclusive and access friendly services		
4.3	Promote the benefits of providing accommodation, entertainment, and services that meet the needs of the ageing population and visitors with special needs in the tourism sector generally		
4.4	Investigate opportunities to install devices in Visitor Information Centres for self-service access to local tourism information or links to external disability service providers e.g. Wheelchair designed touch screen kiosk.		
Objective			
<b>5. Safe use of motorised wheelchairs and gophers</b>			
Actions:			
5.1	Where available, promote guidelines which allows the safe and equitable use of motorised wheelchairs and gophers		
5.2	Consider promoting workshops for the safe and equitable use of gophers		
5.3	Provide safe charging opportunities for motorised wheelchairs and gophers at Council buildings.		