



COOTAMUNDRA-
GUNDAGAI REGIONAL
COUNCIL

Disability Inclusion Plan

Adopted 26 June 2017



Introduction

In 2014, the NSW Parliament passed the Disability Inclusion Act, which sets out the need for the NSW Disability Inclusion Plan and the need for each government department, agency and local Council to develop a Disability Inclusion Plan. The Cootamundra-Gundagai Regional Council (CGRC) Disability Inclusion Plan endeavours to assist in the removal of barriers so that people with a disability have a better opportunity to live a meaningful life and enjoy the full benefits of membership in the community.

Cootamundra and Gundagai are both country towns with resident populations acting as service centres for the surrounding agricultural areas for a range of services including business, medical and recreational matters. In addition, there are also a number of villages within the Council area that provide opportunities for day to day social interaction and in some instances daily supplies.

It is therefore vital that Council and other levels of community as well as community based organisations cater for the needs of people with a disability.

Disability may be acquired at birth or early in life, or may be the result of accident, illness or injury throughout life. People experience a range of impacts due to disability, with over 6% of the population experiencing profound or severe disability. Disability is caused by a range of conditions, including intellectual, physical, cognitive, sensory, neurological impairments or mental illness.

People with a disability have the right to full and effective participation in an inclusive society. An inclusive society benefits the whole community not just people with a disability. Inclusion reduces disadvantage, isolation and discrimination. It also has positive impacts across all aspects of life, including health, welfare, education and employment.

The goals included in this Plan will focus on:-

- Developing positive community attitudes towards people with a disability
- Creating a more liveable community for people with a disability
- Equal access to employment within Council for people with a disability
- Provide appropriate service information for people with a disability

This Plan focuses on the services and facilities provided by CGRC and the actions which can contribute towards the goals of the Plan.

As part of the development of this plan stakeholder groups have been consulted with and provided the opportunity to provide input and/or feedback. The plan will be reviewed every three years to ensure that actions remain relevant.

List of Abbreviations

Throughout the Plan some abbreviations have been used. The following are these abbreviations and their full wording: -

CGRC -	Cootamundra-Gundagai Regional Council
DAM -	Director Asset Management
DDC -	Director Development & Community
DIAP -	Disability Inclusion Plan
DO -	Director Operations
HRO -	Human Resources Officer
MF -	Manager Facilities
MGBS-	Manager Governance and Business System
MOF -	Manager of Finance
MSC -	Manager Social and Community
NDIS -	National Disability Insurance Scheme
RO -	Recreation Officer
RSO -	Road Safety Officer
TP -	Town Planner

Strategy	Actions (Statement of Means)	By When	Resp.	Actions Taken
The community has positive attitudes towards people with a disability.	Update existing Council channels to ensure that they have the ability to include access information and other stakeholder requirements, and that this is collected.	Ongoing	MGBS	
	Ensure the Council's Community Strategic Plan considers barriers to an inclusive community and any issues raised.	Ongoing	MGBS	
	Review Council documents to make them easy to complete for people of all abilities. All forms to include how people can access assistance in completion.	Ongoing	MGBS	
	Provide appropriate information on the available access in promotional material for community and tourism events.	Ongoing	MSC/MGBS	
	Ensure that the needs of all stakeholders are considered on all Council committees.	Ongoing	MGBS	

Strategy	Actions (Statement of Means)	By When	Resp.	Actions Taken
CGRC area is accessible for visitors with a disability.	Future Council building upgrades to include all access considerations.	December 2018	MSC	
	Recommend actions for inclusion in the villages (halls etc.) as part of Villages Strategy.	September 2017	TP	
	Adult change station to be installed within the Council area.	December 2018	DDC	
	When updating mapping and websites include access information on facilities and activities.	Ongoing	MGBS	
	Investigate options for improving access to local businesses.	December 2017	MSC	
	Inclusion and Access to be a design outcome of the Development Control Plan.	July 2018	TP	

Strategy	Actions (Statement of Means)	By When	Resp.	Actions Taken
CGRC area is more livable for people with a disability.	Provide opportunities for stakeholders to easily report access concerns.	Ongoing	MGBS	
	Provide Development Applicants with relevant information concerning Disability Discrimination legislation.	Ongoing	DDC	
	In reviewing Council purchasing policy consider ways we can better support businesses which employ people with disabilities.	Ongoing	MGBS	
	Ensure signage on Council buildings is clear and easy to read.	Ongoing	DAM	
	Review existing footpath network and facilities to determine upgrade and connectivity improvement requirements.	June 2018	DAM	
	Investigate funding opportunities to enhance Council playgrounds, indoor and outdoor sporting and passive areas to enhance accessibility.	Ongoing	MSC	
	Encourage the pool & gymnasium managers/ leasees to conduct activities for people of all abilities.	Ongoing	MF	
	Provide support to community organisations in seeking funding for accessibility and inclusion projects.	Ongoing	MSC	
	Advocate for access to respite services for carers of disabled children.	Ongoing	MSC	
	Design new Council developments with accessibility to the main entrance.	Ongoing	TP/MF	
	Consider the needs of stakeholders in developing library collections and services.	Ongoing	MSC	
Conduct a triennial survey of service providers to garner information on access issues in the area.	Ongoing	MSC		

Strategy	Actions (Statement of Means)	By When	Resp.	Actions Taken
Equal access to employment within Council for people with a disability	Relevant discrimination legislation to be included in EEO Policy, Staff Induction and Recruitment Training.	Ongoing	HRO	
	Include consideration for disability inclusion in Council's Workforce Strategy.	Ongoing	HRO	
	Investigate modifications to Council buildings to improve accessibility for staff.	Ongoing	MF	
	Investigate barriers that exist for people with a disability and their carers in accessing employment in council positions and standing for council positions.	June 2018	HRO	

Strategy	Actions (Statement of Means)	By When	Resp.	Actions Taken
Appropriate service information for people with a disability is provided	Investigate options for the production of a Mobility Map.	December 2017	TP	
	Ensure information concerning accessible public transport including Community Transport is readily available.	Ongoing	MSC	
	Advocate for the allocation of more resources for education, early intervention and childcare for children with a disability.	Ongoing	MSC	
	Ensure information is available for users of scooters and electric wheelchair on footpaths. Pedestrian safety information should also be made available.	Ongoing	RSO	

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