

DRAFT Disability Inclusion Action Plan 2025-29

Adopted xxxxxxxxxx



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 NSW Disability Inclusion Plan 2021-2025 was launched on 19 November 2021 by Minister for Families, Communities and Disability Services Alister Henskens.

The NSW DIP strengthens the state's accessibility framework and outlines work underway to improve outcomes for people with disability.

This four-year plan builds on the work the NSW Government has undertaken to create more accessible and inclusive communities and provides the blueprint for increasing the social and economic participation of people with disability across NSW.

It aligns with the Australia's Disability Strategy- external site launch and our obligations under the United Nations Convention on the Rights of Persons with Disabilities.

All local councils and NSW Government clusters have disability inclusion action plans which put the principles of the Disability Inclusion Plan into practice.

The plan has four focus areas that sets out how the NSW Government will improve the lives of people living with disability.

The focus areas are:

1.
Developing
positive
community
attitudes and
behaviours

2.
Creating
liveable
communities

3.
Supporting
access to
meaningful
employment

4.
Improving
access to
mainstream
services through
better systems
and processes

The Cootamundra-Gundagai Regional Council (CGRC)

Disability Inclusion Action Plan 2025 – 2029

The Cootamundra-Gundagai Regional Council (CGRC) Disability Inclusion Action Plan 2025 – 2029 demonstrates Council's commitment to improving opportunities for people living with disability to access services, activities, facilities and information. The purpose of the Plan is to outline the practical steps Council will take to create a more inclusive community for people living with disability living in and visiting the Local Government Area. The Plan endeavors 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 several 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 living with 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 living with disability have the right to full and effective participation in an inclusive society. An inclusive society benefits the whole community not just people living with disability. Inclusion reduces disadvantage, isolation, and discrimination. It also has positive impacts across all aspects of life, including health, welfare, education, and employment.

Council recognises that the barriers people living with disability encounter in participating in community life are not just about the individuals or their personal condition, but from the interaction between people living with disability and the physical, attitudinal, communication and social barriers they face in their environment.

Council has a key role in working to remove barriers so people living with disability can participate equally and independently in the community.

This Plan is underpinned by the United Nations Convention on the Rights of Persons with Disabilities and is a legislative requirement under the NSW Disability Inclusion Act 2014, which ensures Councils have a plan setting out the measures they intend to put in place to enable people with disability to participate fully in the community. The Plan also supports the goals of the NSW Disability Inclusion Plan 2015, focusing on the four key areas of action.

The goals included in this Plan will focus on:-

- *Developing positive community attitudes towards people living with disability*
- *Creating a more liveable community for people living with disability*
- *Supporting access to meaningful employment*
- *Improving access to mainstream services through better systems and processes*



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.

Important resources Council can refer to and make available to residents include:

[Ageing & Disability Commission \(nsw.gov.au\)](https://www.nsw.gov.au/ageing-disability-commission)

[Welcome to the Disability Gateway | Disability Gateway](#)


[Homepage | NDIS Quality and Safeguards Commission \(ndiscommission.gov.au\)](https://www.ndiscommission.gov.au/)

[Booklets and factsheets | NDIS](#)

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
DGMO -	Deputy General Manager - Operations
MSD -	Manager Sustainable Development
DIAP -	Disability Inclusion Action Plan
ME -	Managers Engineering
HRO -	Human Resources Officer
MRS -	Managers Regional Services
MB -	Manager Business
MF -	Manager Finance
RSO -	Road Safety Officer



One of the most difficult
things a person with a
disability has to deal
with is the attitude of
non-disabled people.

Amy Sequenzia

olliBean

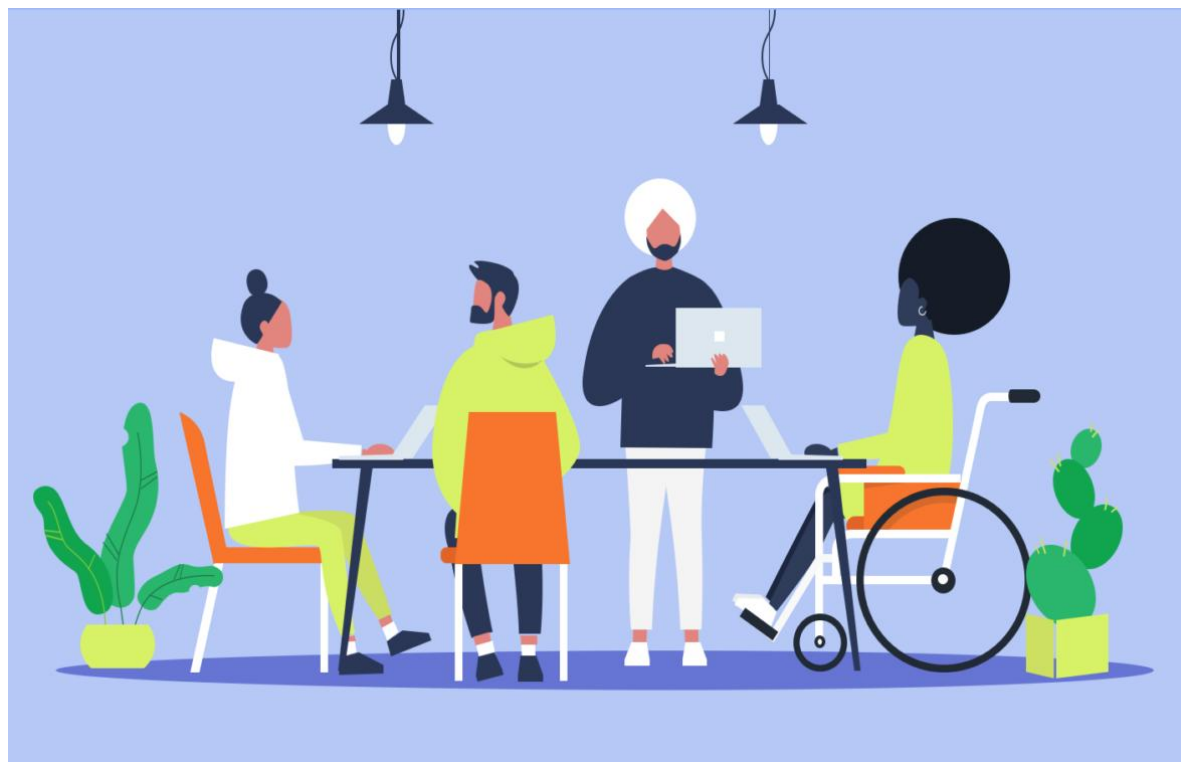
CGRC Strives for Best Practice

Embracing Attitudes and Behaviours

- Disability inclusion training integrated into all staff inductions
- Role specific training (e.g. customer service, creating accessible documents)
- Audits to increase access awareness of local businesses
- Visual communications include people with disability
- Create opportunities for people with disability to share their experiences with others
- Access & Inclusion Advisory Committee

Creating Liveable Communities for all

- Increasing accessible toilets and adult change facilities, and including these in the National Toilet Map
- Library materials in multiple forms
- Universal design for all new infrastructure and buildings
- Hearing loops on premises



Strategy	Actions (Statement of Means)	Adopted	Completed By When	Resp.	Action 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.	AUGUST 2025	Ongoing	MB	
	Ensure the Council's Community Strategic Plan considers barriers to an inclusive community and any issues raised.	AUGUST 2025	Ongoing	MB	
	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.	AUGUST 2025	Ongoing	MB	
	Provide appropriate information on the available access in promotional material for community and tourism events.	AUGUST 2025	Ongoing	MB	
	Ensure that the needs of all stakeholders are considered on all Council committees.	AUGUST 2025	Ongoing	MB	
	Convert Disability Action Plan to Disability and Inclusion Action Plan (DIAP)	AUGUST 2025	2025	MB	
	Investigate grant opportunities to enhance inclusivity in all projects going forward	AUGUST 2025	Ongoing	MB	
	Enhance CGRC Website design and accessibility	AUGUST 2025	2025	MB	
	Disability inclusion training integrated into all staff inductions	AUGUST 2025	2025	MB & HRO	

Strategy	Actions (Statement of Means)	Adopted	Completed By When	Resp.	Action Taken
CGRC area is accessible for visitors with a disability.	Future Council building upgrades to include all access considerations.	AUGUST 2025	Ongoing	MB	
	Recommend actions for inclusion in the villages (halls etc.) as part of Villages Strategy.	AUGUST 2025	Complete 27 March 2018	MSD	Resolution no 56/2018
	Inclusion and Access to be a design outcome of Strategic Plans	August 2025	Ongoing	MSD	
	Adult change station to be installed within the Council area.	AUGUST 2025	Complete 2023	MRS	
	When updating mapping and websites include access information on facilities and activities.	AUGUST 2025	Ongoing	MB	
	Investigate options for improving access to local businesses.	AUGUST 2025	Ongoing	MB	
	Inclusion and Access to be a design outcome of the Development Control Plan.	AUGUST 2025	July 2018	MSD	
	Reestablishing Access and Inclusion Advisory Committee	AUGUST 2025	Completed July 2025	MB	

Strategy	Actions (Statement of Means)	Adopted	Completed By	Resp.	Action Taken
CGRC area is more livable for people with a disability.	Provide opportunities for stakeholders to easily report access concerns.	AUGUST 2025	Ongoing	MB	
	Provide Development Applicants with relevant information concerning Disability Discrimination legislation.	AUGUST 2025	Ongoing	MSD	
	In reviewing Council purchasing policy consider ways we can better support businesses which employ people with disabilities.	AUGUST 2025	Ongoing	MB	
	Ensure signage on Council buildings are clear and easy to read.	AUGUST 2025	Ongoing	DGMO	
	Review existing footpath network and facilities to determine upgrade and connectivity improvement requirements.	AUGUST 2025	Ongoing	DGMO	
	Investigate funding opportunities to enhance Council playgrounds, indoor and outdoor sporting and passive areas to enhance accessibility.	AUGUST 2025	Ongoing	MRS	
	Encourage the pool & gymnasium managers/ leasees to conduct activities for people of all abilities.	AUGUST 2025	Ongoing	MRS	
	Work with the Pool manager/lease to secure funding for a portable hoist for use indoor and outdoor and an adult changing station in the facility.	AUGUST 2025	Ongoing	MRS	
	Provide support to community organisations in seeking funding for accessibility and inclusion projects.	AUGUST 2025	Ongoing	MB	
	Advocate for access to respite services for carers of disabled children.	AUGUST 2025	Ongoing	MB	

	Design council developments to comply with <i>Disability (Access to Premises — Buildings) Standards 2010</i> .	AUGUST 2025	Ongoing	MSD	
	Consider the needs of stakeholders in developing library collections and services.	AUGUST 2025	Ongoing	MB	
	Conduct a triennial survey of service providers to garner information on access issues in the area.	AUGUST 2025	Ongoing	MB	
	Run inclusive school holiday activities.	AUGUST 2025	Ongoing	MB	

Strategy	Actions (Statement of Means)	Adopted	Completed By When	Resp.	Action 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.	AUGUST 2025	Ongoing	HRO	
	Include consideration for disability inclusion in Council's Workforce Strategy.	AUGUST 2025	Ongoing	HRO	
	Investigate modifications to Council buildings to improve accessibility for staff.	AUGUST 2025	Ongoing	MRS	
	Investigate barriers that exist for people living with disability and their carers in accessing employment in council positions and standing for council positions.	AUGUST 2025	Ongoing	HRO	
	Invitations to people living with disability to apply, along with statement about providing adjustments to recruitment process	AUGUST 2025	Ongoing	HRO	
	Ensure a Disability Employee Network (DEN) is in place and internally advertised	AUGUST 2025	Ongoing	HRO	
	Programs to support employees with disability in applying for promotions; e.g., mentoring Range of grading, e.g., are there employees with disability at all levels of seniority	AUGUST 2025	Ongoing	HRO	
	Mandatory disability confidence training for staff and managers	AUGUST 2025	Ongoing	HRO	

Strategy	Actions (Statement of Means)	Adopted	Completed By When	Resp.	Action Taken
Equal access to employment within Council for people with a disability	Focus on employment, with actions to improve both the number of people living with disability and the grades of employees living with disability.	AUGUST 2025	Ongoing	HRO	
	Include measurable outcomes, with measurable goals that will allow identification of outcomes, improve tracking of progress, and enhance transparency	AUGUST 2025	Ongoing	HRO	
	Design accessible recruitment assessment methods - Ensure workplaces are accessible. Prioritise equity cohorts including - Women, Children, Aboriginal or Torres Strait Islander Peoples, CALD, LGBTIQ+	AUGUST 2025	Ongoing	HRO	
	Integrate training on disability access and inclusion into all staff induction practices	AUGUST 2025	Ongoing	HRO	
	Design messages and campaigns that highlight disability inclusion	AUGUST 2025	Ongoing	HRO	
	Ensure all visual communications include pictures of people with disability	AUGUST 2025	Ongoing	HRO	
	Create opportunities for people with disability to share their experiences	AUGUST 2025	Ongoing	HRO	
	Ensure access to communications supports (e.g., hearing augmentation, touch screens with speech output, and interpreting services)	AUGUST 2025	Ongoing	HRO	

Strategy	Actions (Statement of Means)	Adopted	Completed By When	Resp.	Action Taken
Appropriate service information for people with a disability is provided	Investigate options to produce a Mobility Map.	AUGUST 2025	Ongoing	MSD	
	Ensure information concerning accessible public transport including Community Transport is readily available.	AUGUST 2025	Ongoing	MB	
	Advocate for the allocation of more resources for education, early intervention, and childcare for children with a disability.	AUGUST 2025	Ongoing	MB	
	Ensure information is available for users of scooters and electric wheelchair on footpaths. Pedestrian safety information should also be made available.	AUGUST 2025	Ongoing	RSO	
	Partner with adjoining councils to setup a link system to ensure accessibility to regional hubs and services	AUGUST 2025	Ongoing	MB	

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