

Glennelg Shire Council

Access and Inclusion (Disability) Action Plan 2014-2017



INTRODUCTION

Profile of Glenelg Shire

The Glenelg Shire is located in the southwest corner of Victoria. It covers a land area of 6,212 sq. kilometres and is named after the Glenelg River which flows from the north to the south of the shire. The population is 19,764 (ABS, 2012) with over half of the population residing in the town of Portland in the south of the shire, and the rest of the population in the smaller towns of Heywood and Casterton and other rural areas. The Glenelg Shire is one of the more remote and geographically isolated local government areas in Victoria with a population density of 3.2 people per square kilometre.



Purpose of this Plan

All Victorian Councils are required to develop a Disability Action Plan under the Victoria's Disability Act 2006.

Our Council Plan for 2013-2017 confirms our obligation to enhance community wellbeing by enabling a community where we belong, we can actively participate and are positive about our future. Similarly, Council's Municipal Public Health Plan for 2013-2017 expresses a determination that our community will feel safe, connected and be able to access and participate in community life. These commitments are made to all residents, including people with disabilities, and our Access and Inclusion (Disability) Action Plan 2014-2017 describes what we intend to do to meet these commitments.

To that end, the Plan's overall objective is to improve the physical and social environment of our Shire for residents with a disability. In order to do this we aim to bring together all Council functions and programs to ensure that our facilities, services and programs do not exclude people with a disability or treat them less favourably than other people. Our Access and Inclusion (Disability) Action Plan will also guide us in avoiding and eliminating practices that discriminate against people with a disability.

The purpose of this plan is to:

- Reduce barriers to people with a disability accessing goods, services and facilities
- Reduce barriers to people with a disability obtaining and maintaining employment
- Promote inclusion and participation in the community of people with a disability
- Achieve tangible changes in attitudes and practices which discriminate against people with a disability.

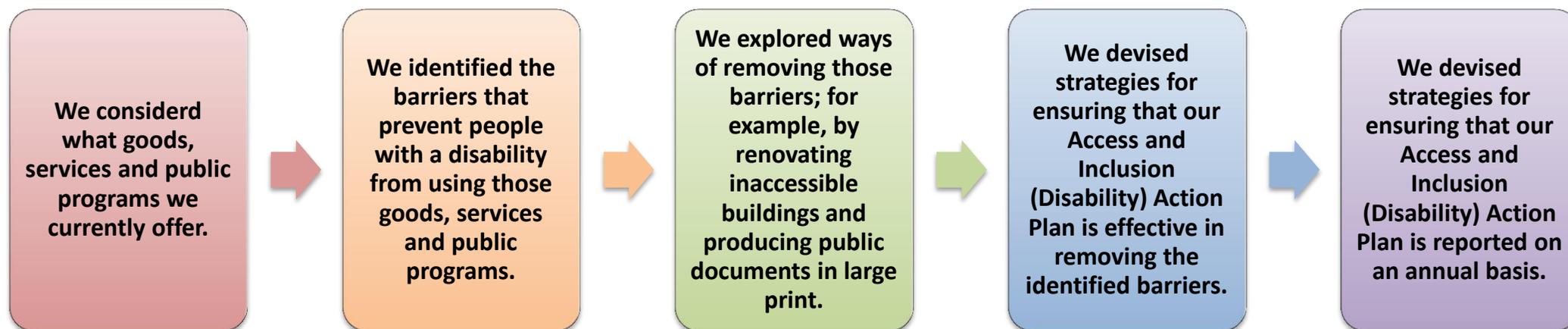
The implementation of a Access and Inclusion (Disability) Action Plan also contributes to our organisation's obligations under the Disability Discrimination Act 1992 and the Charter of Human Rights and Responsibilities Act 2006. It also supports the principles of the United Nations' Convention on the Rights of Persons with Disabilities.

Development

In developing our Access and Inclusion (Disability) Action Plan we endeavoured to look at our municipality as a whole from the perspective of people with disabilities. In order to do this we took the following key steps:

- We considered what goods, services, facilities and programs we currently offer.
- We identified the barriers that prevent people with a disability from using those goods, services, facilities and programs.
- We explored ways of removing those barriers; for example, by renovating inaccessible buildings and producing public documents in large print.
- We devised strategies for ensuring that our Access and Inclusion (Disability) Action Plan is effective in removing the identified barriers.

In line with our commitment to inclusive decision making (as set out in our Glenelg Shire Health and Wellbeing Plan 2013-2017), we completed a gap analysis of our previous Disability Action Plan. We drew on information gained by attending Disability Network Group meetings and we sought the advice of residents throughout Glenelg Shire.



Summary of key data

Information about the level and distribution of disability in the Glenelg Shire was based on people who report a need for assistance due to a 'profound or severe core activity limitation'. This population is defined as people who need assistance in their day to day lives with any or all of the following activities – self-care, body movements or communication – because of a disability, long-term health condition, or old age. This data, which comes from a number of sources, including the Australian Bureau of Statistics and Profile i.d, has enabled us to put together a profile of disability in our community.

In comparison with national and state figures, Glenelg Shire has a larger population of people with a disability. Of the population in Glenelg, 6.0% or 1,184 people need assistance with core activities and 4.6% have a severe and profound disability.

This figure includes 84 children, 492 people of working age, and 608 retirement aged residents.

Dominant groups

Analysis of the need for assistance of people in Glenelg Shire compared to Regional VIC shows that there was a similar proportion of people who reported needing assistance with core activities.

Overall, 6.0% of the population reported needing assistance with core activities, compared with 4.8% for Victoria.

The major differences in the age groups reporting a need for assistance in Glenelg Shire and Victoria were:

- A larger percentage of persons aged 85 and over (54.6% compared to 48.0%)
- A larger percentage of persons aged 20 to 59 (3.6% compared to 2.3%)
- A smaller percentage of persons aged 80 to 84 (20.9% compared to 27.2%)
- A smaller percentage of persons aged 70 to 74 (9.8% compared to 10.9%)

Emerging groups

The major difference in the age groups reporting a need for assistance between 2006 and 2011 in Glenelg Shire was in the age group:

- 20 to 59 (+65 persons)

Unpaid care

The proportion of people providing unpaid care for the aged and disabled in Glenelg Shire can be an important indicator of the level of demand for aged care services and facilities by local and state governments.

In Glenelg Shire there were 1,891 carers providing unpaid assistance to a person with a disability, long term illness or old age in 2011. Overall, 11.9% of the population provided unpaid care, compared with 12.4% for Regional VIC.

Priority Goals for our Disability (Access and Inclusion) Action Plan

Under section 38 of the Victorian Disability Act 2006, the Victorian Government has identified the following four outcomes for inclusion in a Disability Action Plan:

- Reducing barriers to persons with a disability accessing goods, services and facilities;
- Reducing barriers to persons with a disability obtaining and maintaining employment
- Promoting inclusion and participation in the community of persons with a disability; and
- Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Our Access and Inclusion (Disability) Action Plan is designed to help us achieve these outcomes during the next three years. We will evaluate the progress of our Plan in the following ways:

- By providing annual progress reports to Council;
- By undertaking an evaluation of the outcomes at the conclusion of the Plan

Our Access and Inclusion (Disability) Action Plan identifies the following headings:

What: What do we hope to accomplish? What is the goal / strategy?

How: How are we specifically going to implement it? What are the actions?

Result: What is the expected outcome? What will be the result of the action?

Priority: What is the timeframe for the completion of this action?

1 – Year 1

2 – Year 2

3 – Year 3

4 – 'Ongoing over 3 years' means that action will be continually undertaken over the life of the plan

Access and Inclusion (Disability) Action Plan

Outcome 1 To reduce barriers for people with a disability accessing goods, services and facilities

Objective Increase access for people with disability to Council owned infrastructure.

What	No.	How	Result	Priority
1.1 We will work towards ensuring Council owned premises are accessible to people with a disability	1	Implement recommendations from the Disability Access Audit Glenelg Shire Council Buildings report into the Building Asset Management Plan (BAMP) and refer works to the Council Budget process on an ongoing basis	Works are identified in the Budget Process and undertaken in a systemic manner	4
	2	Undertake access audits of Council owned public toilets to ensure that they are accessible and comply with relevant standards	Access Audits completed	3
	3	Include works identified in the above audits in the Building Asset Management Plan (BAMP) and / or Capital Works Program (CWP) and refer works to the Council Budget process on an ongoing basis	Works identified are included in BAMP, CWP and referred to budget process	3
	4	Liaise with Rural Access Officer to ensure accessible elements (universal design) as per relevant standards and codes are incorporated into future planning and development of Council infrastructure	All future works are accessible	4
	5	Incorporate accessible public drinking water into GSC development plans and master plans	Accessible public drinking water incorporated into development plans and master plans	1
	6	Review and update Glenelg Shire Mobility Map making it available in a wide variety of formats	Glenelg Shire Mobility Map reviewed, updated in suitable range of formats and promoted	3
	7	Develop a disability and inclusion audits proofing process to ensure disability access forms part of the initial budgetary and project scope of Councils future works	Disability access forms part of the initial budgetary and project scope of Councils future works	2

Outcome 1 To reduce barriers for people with a disability accessing goods, services and facilities

Objective Increase access for people with disability to Council owned infrastructure.

What	No.	How	Result	Priority
1.2 We will work towards ensuring Footpaths, walking trails and access ways are accessible to people with a disability	8	Involve people with a disability in a community audit survey of footpaths, kerbs, laybacks and culverts.	Community audit survey completed	3
	9	Development of a strategy that particularly addresses the shortcomings of footpath and kerb infrastructure where they impact on the safe use of mobility scooters	Strategy Completed	3
	10	Community feedback identified as hazards in high pedestrian areas will be dealt with in an immediate and timely manner	Hazards identified and dealt with	4
	11	Promote through GSC Media the importance of a clear continuous accessible path of travel to Business to ensure safe navigation of people with disability	Continuous accessible path of travel and GSC Footpath Trading Policy promoted	3
	12	Undertake a minimum of 3 awareness sessions to ensure that people with a disability understand protocols on safe Motorised Mobility Aid use	Awareness sessions held in Casterton, Heywood and Portland	3
1.3 We will work towards ensuring adequate and safe parking areas for people with a disability	13	Review the number and type of accessible car parks in the Glenelg Shire Council	Review of Accessible car parks completed	2
	14	Undertake access audits on Portland CBD accessible car parks as part of the Parallel Parking Project to ensure they are accessible and comply with the relevant standards	Audit completed	1
	15	Include works identified in the above audits in the Building Asset Management Plan (BAMP) and the Capital Works Program (CWP) and refer works to the Council Budget process on an ongoing basis	Works identified included in BAMP, CWP and referred to budget process	2

Outcome 1 To reduce barriers for people with a disability accessing goods, services and facilities

Objective Increase access for people with disability to Council owned infrastructure.

What	No.	How	Result	Priority
1.3 (continued) We will work towards ensuring adequate and safe parking areas for people with a disability	16	Encourage community to respect disabled parking bays by promoting Disabled Parking Scheme information in Council publications and media	Articles on the Disabled Parking Scheme placed in Council publications and media	1
1.4 We will work towards ensuring sporting grounds and facilities are accessible	17	Acknowledge access and inclusion for people with a disability within the Open Space Strategy	Open Space Strategy acknowledges the needs people with disability	2
	18	Review and update the "Playground Provision Policy" making reference to Universal Design	"Playground Provision Policy" updated	2
	19	Ensure that plans for new / redeveloped playgrounds meet relevant standards and guidelines for accessibility	Plans meet relevant standards and guidelines	4

Outcome 1 To reduce barriers for people with a disability accessing goods, services and facilities

Objective Increase access for people with disability to Council ran and or supported activities.

What	No.	How	Result	Priority
1.5 We will work towards ensuring that Council community services are accessible to people with a disability	20	Review and update the Home Library Service criteria to enable people with short term health conditions / disabilities are eligible for the program	Home Library Services provided for people with short term health conditions / disabilities	2
	21	Implement recommendations from the adopted Glenelg Shire Aquatic Strategy to address immediate and longer term community needs	Glenelg Shire Aquatic Strategy implemented	3
	22	Ensure all HACC most vulnerable clients with a disability are listed on the Vulnerable Client Register	Vulnerable Client Register completed	1
	23	Undertake a review of HACC Active Service Model and action any identified gaps	HACC Active Service Model review undertaken and identified gaps addressed	1
	24	Develop partnerships with external disability service providers to share and build on existing resources and services.	Partnerships developed	4

Outcome 1 To reduce barriers for people with a disability accessing goods, services and facilities

Objective Increase access for people with disability to Council ran and or supported activities.

What	No.	How	Result	Priority
1.6 We will work towards ensuring that Council community services are accessible to people with a disability	25	Council Officers support Early Intervention Case Managers by attending Early Intervention Case Plan meetings and Family Service meetings for children and young people with disabilities.	Council Officers attend early intervention case plan meetings and family service meetings	4
	26	Attend Glenelg Transition Action Network meetings to foster partnerships and create innovative initiatives to maximise the positive outcomes of young people with a disability (10 to 19 years) in their transition from school to further education, training and subsequent employment.	Evidence of partnerships	4
1.7 We will work with recreation and sporting clubs to increase options for participation by people with disabilities	27	Increase opportunity for people with disability to actively participate in physical activity by supporting South West Sport to trial a Boccia Program for people with disability in the Glenelg Shire	Boccia Program trialled in the Glenelg Shire	2
	28	Access and Inclusion (Disability) Action Plan presentation delivered to sporting clubs at Council User Group Forum	AIDAP presentation delivered at Council User group Forum	3
	29	Disability Inclusion will be incorporated into the planning, promotion and delivery of Youth Engage Programs	Youth Engage Programs are inclusive events	2

Outcome 2 Reducing barriers to persons with a disability obtaining and maintaining employment

Objective To increase opportunity for people with a disability to obtaining and maintaining employment

What	No.	How	Result	Priority
2.1 We will work towards ensuring that Council provides and promotes a disability friendly workplace	30	Promote Councils Equal Opportunity Policy when advertising for positions, at inductions and on Councils website	Ongoing presence in media, web and induction processes	1
	31	Investigate options for partnerships with disability employment services	Evidence of investigations	3
	32	Provide opportunity for people with disability to undertake work experience / placement at the Glenelg Shire Council	Work experience / placement opportunities provided at the GSC	4
	33	Review and update the Disability Discrimination pamphlet for inclusion in the new employee handout kit	Disability Discrimination pamphlet updated and included in the new employee handout kit	1
	34	Identify suitable disability discrimination video for consideration in the staff induction training day	Suitable disability discrimination video sourced and considered for inclusion in staff induction training	2

Outcome 2 Reducing barriers to persons with a disability obtaining and maintaining employment

Objective To increase opportunity for people with a disability to obtaining and maintaining employment

What	No.	How	Result	Priority
<p>2.2</p> <p>We will work towards ensuring that Council provide opportunity for people with disability to participate in Councils volunteering, mentoring and or employment opportunities</p>	35	Identify and connect with relevant agencies specialising in the career advocacy and placement of people with disabilities	Agencies identified and connections made	2
<p>2.3</p> <p>We will work with business in our shire to increase accessibility and inclusive practices</p>	36	Review and update the Accessible Eating Guide including healthy eating options (e.g. gluten free, low GI etc)and making it available in a wide variety of format	Accessible Eating Guide reviewed, updated in suitable range of formats and promoted	3
	37	Host the Inclusive Business Awards on a biennial basis subject to community needs and expectations	Inclusive Business Awards hosted in 2015 and 2017 subject to community needs and expectations	4

Outcome 3 Promoting inclusion and participation in the community of persons with a disability

Objective Increase access for people with disability to Council ran and supported events.

What	No.	How	Result	Priority
3.1 We will work towards ensuring Council events and Council supported events are accessible to people with a disability	38	Promote the One & All Inclusive Events Tool Kit to Event Organisers via the Glenelg Shire Council Website and the "Event Application Form"	Tool Kit Promoted	1
	39	Develop access fact sheets on Council meeting spaces, halls and venues to assist Council staff to select accessible venues for Council ran events and meetings	Access fact sheets developed and distributed to staff	3
3.2 We will actively participate in community awareness programs as part of our role as a leader in inclusion activities within the Shire community	40	Promote national awareness events (e.g. Mental Health week, National Autism Awareness Month) in the GSC Sou'Wester	National awareness events are promoted in the Sou'Wester	4
	41	Identify opportunities to participate in and/or organise special events within the region that focus on disability and ability(e.g. International Day of People with Disability)	International Day of People with Disability event held on an annual basis	4
	42	Support and promote arts events that showcase works by people with a disability by hosting a biennial art exhibition focussing on arts by people with disability	Arts events showcase works by people with a disability is held on a biennial basis	2
	43	Identify opportunities to participate and support iconic tourism event operators to incorporate the needs of people with a disability into the planning of tourism events and promotions.	Attend iconic tourism events planning meetings with access and inclusion support	1

Outcome 4 Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

Objective Increase Councils awareness about people with disability

What	No.	How	Result	Priority
4.1 We will work towards ensuring that Council takes a whole of organisation approach to disability issues	44	Promote the Access and Inclusion (Disability) Action Plan to community, councillors and staff through: <ul style="list-style-type: none"> • Staff Newsletters • Media releases • Leaflets • Community News • Council Website 	Information on the Access and Inclusion (Disability) Action Plan made available in various mediums	1
	45	Conduct disability awareness survey among staff and councillors to identify existing barriers and attitudes towards disability	Surveys completed and training needs identified	1
	46	Follow up survey with appropriate training for staff and councillors. training to include practical activities	Training completed and awareness among staff & councillors improved	1
4.2 We will work towards ensuring all council plans and strategies commit to inclusion and access for people with disability	47	Develop and roll out the implementation plan for the Glenelg Shire Council – People with a disability communication strategy	Strategy developed and rolled out	2
	48	Glenelg Shire Council – People with a disability communication strategy promoted across organisation	Evidence of how strategy is incorporated into consultation process	2

Outcome 4 Achieving tangible changes in attitudes and practices which discriminate against persons with a disability

objective **Increase Councils awareness about people with disability**

What	No.	How	Result	Priority
4.3 We will work towards ensuring that our documents, publications and communications material are inclusive and accessible to people with disabilities by meeting the minimum recommended guidelines and protocols	49	Increase awareness of the availability of the portable hearing loop by promoting in the Community News, GSC Facebook and the Sou'wester	Marketing undertaken	2
	50	Market and provide alternative options of communication for people with a disability and Council staff (e.g. using NRS, email, SMS, Large print and Talking Boards)	Different formats available and promoted	3
	51	Provide talking boards at all GSC Libraries and Customer Service Centres for people with complex communication needs.	Talking boards made available at GSC Libraries and Customer Service Centres	3
	52	Work towards ensuring that all GSC Brochure stands and resources for the community are at an accessible height for people with a disability	Stands and resources accessible	3

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9am to 5pm

Phone: (03) 5527 0666

Portland

71 Cliff Street, Portland

8.30am to 5pm

Phone: (03) 5522 2200

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