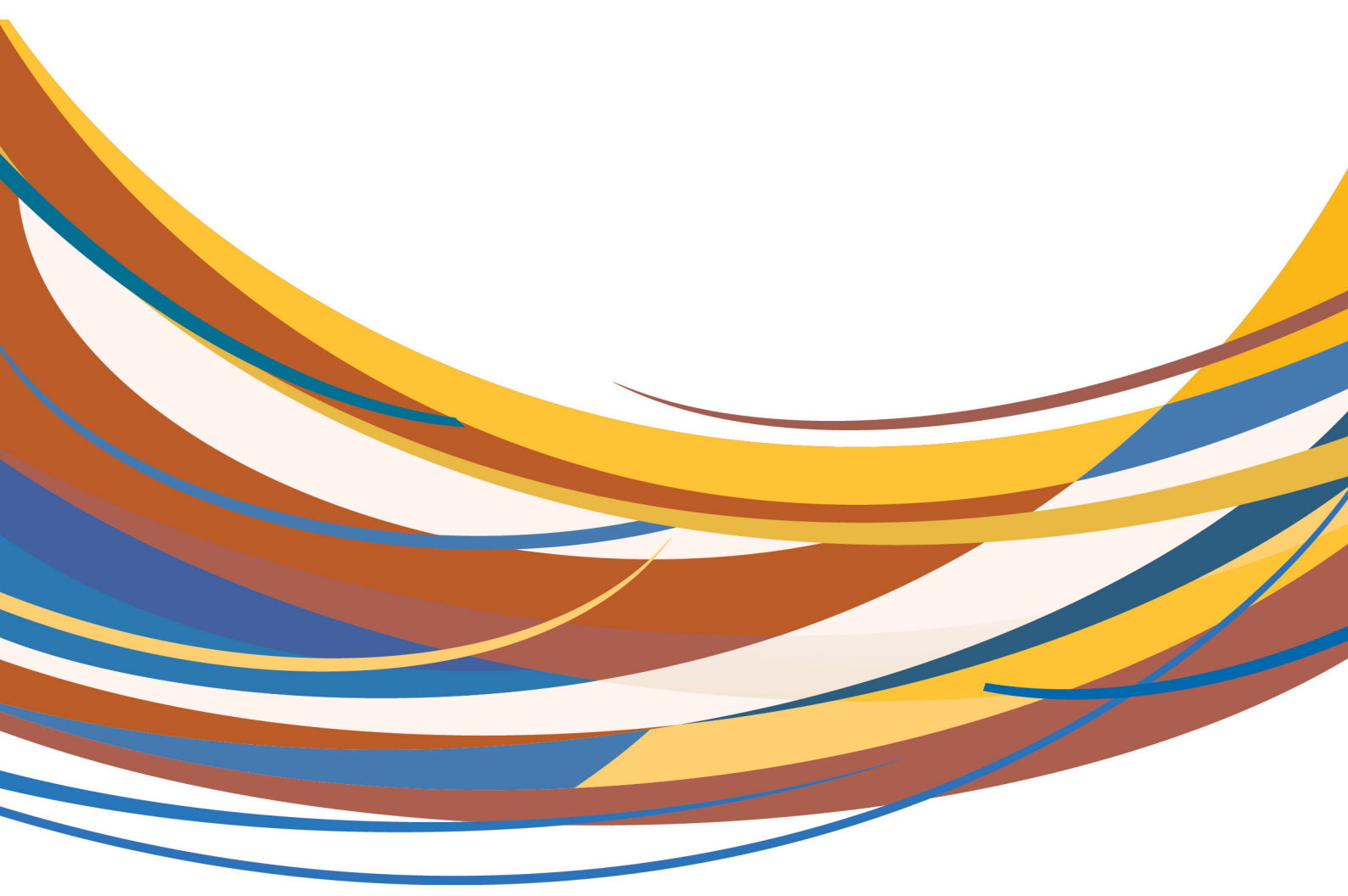


# Hay Shire Council

## Hay Inclusion Action Plan





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**Approved:** Tuesday 24th March 2015



# Hay Shire Today

## Our Community

The Hay Shire incorporates the town of Hay and the villages of Booligal, Maude and One Tree Village. Three highways intersect Hay, being the Sturt, Mid-Western and Cobb Highway.

Hay Shire is a friendly rural community, situated on the picturesque Murrumbidgee River, about halfway between Sydney and Adelaide and just over 400 kilometres from Melbourne.

The Hay Shire has a surprising amount of attractions worth a visit including wonderful museums, beautiful parks and gardens, and excellent recreational and sporting facilities, Hay Shire has much to offer with its exciting heritage and positive future.

Whilst the Hay landscape has its own appealing characteristics, it is the people in the community that make it so special. The town of Hay is a remarkably friendly and safe place to live and a great place to bring up your family. There is an extremely low rate of crime and an excellent community spirit that is spread right across the spectrum. The people are resilient and generous which is shown in our large number of volunteer groups and organisations.

## Our Local Economy

The Top Ten Industry and Employment sectors within the Hay Shire are listed below which indicates the heavy reliance on the Agriculture industry.

Agriculture	21.9%
Retail	12.2%
Health Care	7.0%
Public Admin	10.9%
Accommodation and Food	8.8%
Education	8.2%
Construction	6.6%
Manufacturing	2.5%
Transport	4.0%
Wholesale Trade	2.45%



Source: 2011 Census Community profile



## **What Facts and Figures Don't Say**

Hay is a proud and resilient community, rich in history. The Council and the community have a strong desire to work towards ensuring that the community is sustainable. Whilst the community has endured a tough time recently with the prolonged drought, water sell off and falling commodity prices, together with centralisation of Government Services, a visit to the area shows that Hay is a vibrant and alive community.

Hay is renowned for its strong community spirit, where we help and look out for one another. Moving into the next ten years there is a degree of optimism with a rebounding agriculture industry and a desire within to adapt to changing times.

## **Infrastructure assets and Community Amenities**

The Hay Community enjoys a high standard of infrastructure and community amenities, generally the infrastructure assets are in a good condition. In recent years Council has addressed a number of backlog issues which has put a strain on short term finances, but this is being appropriately managed.

The community infrastructure is the envy of many communities with our excellent parks and sporting facilities, the river amenities to allow the enjoyment of the great Murrumbidgee River, and the five museums that operate in Hay. Council has a new Library and Community Centre which attracts locals and visitors to enjoy the many facilities offered. Hay is a clean and tidy town where the amenities are well kept and maintained. In addition to the Council provided services, health and education facilities are also excellent.

The infrastructure and community amenities provide the foundation for a sustainable community. They also create sporting, cultural, tourism, recreation and economic opportunities that are not available in many other centres. Like most rural communities there are issues in maintaining services due to centralisation of Government Departments, attraction of qualified staff and Government Policies which are addressed in the Community Strategic Plan.

# Integrated Planning

The Division of Local Government's Integrated Planning and Reporting framework has been developed to replace existing planning requirements and will enable Council to strategically respond to current and future community needs.

With integrated planning, Council is required to develop a long-range planning system which refines its focus through community engagement and seeks to align the provision of Council services with resources at financial, asset and human resource levels.

Core aims of Integrated Planning and Reporting include the development of:

- a direct connection between Council and our community's vision and expectations
- a strengthened strategic focus for Council
- improved sustainability for the local community through encouraging Council, state agencies and our community to work together
- a detailed understanding of the regional context within which Council operates
- integrated planning processes across Council, our community and key stakeholders to reduce red tape and streamline reporting.

The IP & R Process establishes a set of plans to outline the long-term vision for the future of our community, created in partnership with the community. In addition, a complete long-term resourcing and strategic reporting framework will also be established to drive the below plans.





# Policy Background

To guide and provide scope of the plan, it is important to be clear on the definition of disability. Disability is defined in the Disability Inclusion Act 2014 as *“in relation to a person, includes a long-term physical, psychiatric, intellectual or sensory impairment that, in interaction with various barriers, may hinder the person’s full and effective participation in the community on an equal basis with others.”*

Other definitions describe disability as a result of societal barriers, both attitudinal and the built environment and how these can impact on a person with disability. This type of definition helps develop actions to remove barriers, change attitudes and in turn become a more inclusive society for all.

There are a number of legislative and strategic frameworks that drive the equitable inclusion of people with disability and look to eliminate discrimination. The Accessibility Action Plan has been developed to meet these requirements. This includes:

- The National Disability Strategy NSW Implementation Plan which has been developed in response to the Council of Australian Governments’ (COAG) endorsement of the National Disability Strategy 2010 – 2020. The plan complements Australia’s commitment to the United Nations Convention on the Rights of Persons with Disabilities and improving the lives of people with disability.
- Anti-Discrimination Act 1977 (NSW).
- Disability Inclusion Act 2014 (NSW).

Hay Shire Council affirms the four focus areas of the NSW Disability Inclusion Plan 2015 in its Accessibility Plan, which are:

- Developing positive community attitudes and behaviours;
- creating livable communities;
- supporting access to meaningful employment; and
- improving access to mainstream services through better systems and processes.

It is acknowledged that not all of the above is the sole responsibility of the Hay Shire, but the Shire can play an advocacy role in the above. Further general principles that Council supports are attached in Attachment A, these are from the Disability Inclusion Act.



As a local government, Hay Shire also supports the Disability Service Standards in the Disability Inclusion Regulation 2014, which are:

### **Rights**

Each person with a disability receives a service that promotes and respects the person's legal and human rights and enables them to exercise choice like every one else in the community.

### **Participation and inclusion**

Each person with disability is encouraged and supported to contribute to social and civic life in the person's communities in the way the person chooses.

### **Individual outcomes**

Each person with disability is supported to exercise choice and control over the design and delivery of support and services to the person.

### **Feedback and complaints**

When person with disability wants to make a complaint to a providers of service, the provider of the service will make sure the person's views are respected, that the person is informed as the complaint is dealt with, and that the person has the opportunity to be involved in the resolution process.

### **Service access**

Each person with disability is assisted to access the supports and services the person needs to live the life the person chooses.

### **Service management**

Providers of services to persons with disability are well managed and have strong and effective governance to deliver positive outcomes for the persons they support.



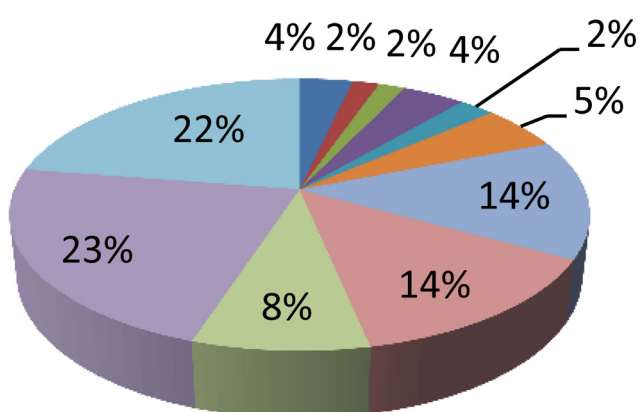
# Development of Inclusion Action Plan

Hay Shire Council, with the assistance of Kurrajong Early Intervention Centre and Griffith Early Intervention Centre, participated in a Community Consultation day on inclusion of disability in the community. The community identified some issue and ideas about inclusion in Hay Shire, which formed the basis of this plan.

The below graph shows Hay Shire's statistics on people needing assistance, totalling 169. According to the 2011 Census, Hay Shire's population was 3,292, therefore 5.1% of our population require assistance, this is without those disabled that don't require full-time assistance.

**Persons in Hay Shire requiring assistance - 2011 Census**

- 0-4 years
- 15-19 years
- 20-24 years
- 5-14 years
- 25-34 years
- 35-44 years
- 45-54 years
- 55-64 years
- 65-74 years
- 75-84 years
- 85 years and over



Source: 2011 Census for Hay Shire LGA





# The Plan



Council has four main areas where equal access is relevant:

- Infrastructure and facilities
- Council employment
- Council information
- Advocacy

## Infrastructure

In the public consultation the participants were positive about Hay Shire Council's infrastructure, however the following issues were raised.

Location	Issue	Method of resolving issue
<b>1. Chambers</b>	a. Wheelchair ramp too steep. b. Counter height too high. c. Contrast between lighting outside, below verandah, at entrance, and at front counter is too much for the visually impaired. d. Council meeting chambers not wheelchair accessible.	a. To be investigated. b. To be lowered. c. Usage of additional lighting or skylight to be investigated. d. Redesign meeting area.
<b>2. Visitor Information Centre (VIC)</b>	a. Doors at VIC cannot be opened by wheelchair bound visitors. b. Disabled toilet door cannot be opened by wheelchair bound visitors, and there is a step into the toilet. c. Gazebo is not accessible. d. Seating at the new Ashwill Park is not accessible.	a. To be investigated. b. Door to be fixed/replaced and ramp to be installed. c. To be investigated. d. To be investigated.
<b>3. Library Complex</b>	a. All access to be investigated. b. Access to the HACC Offices are not suitable.	a. To be investigated. b. To be investigated.

Location	Issue	Method of resolving issue
4. Ovals	a. Some issues regarding wheelchair access in wet weather. b. Grand Stand access not available, and longer steps required.	a. To be investigated. b. Investigate changing of Grand Stand or providing alternatives.
5. Walking Tracks	a. Paths are great, and should be extended as much as possible. b. Trees and shrubs limit access to paths.	a. Already included in the PAMP. b. Inspection regime to be implemented.
6. Lachlan Street	a. Some problems with paving lifting. b. Configuration of Disabled Parking spaces to be looked at. c. Benches need armrest to assist users to get up.	a. Footpath inspections implemented. b. Best practice to be incorporated in the Lachlan Street Master Plan. c. To be incorporated in all new street furniture.
7. Parks	a. Need a fenced in playground at Hay Park. b. Need toddler play for younger children. c. Footpaths in Hay Park need attention.	a. To be investigated. b. Being addressed c. Being addressed.

## Council Employment

Hay Shire Council is committed to Equal Employment Opportunity (EEO), that is, the implementation of personnel and workplace procedures which ensure that people with equal probability of job success have an equal chance of being hired or promoted to a position and are treated fairly during their term of employment - this is shown in Councils Equal Employment Opportunity Policy.

EEO has its basis in the merit principle which requires that people seeking appointment, promotion or transfer to positions with the Council must be assessed in fair and open competition; according to their abilities, qualifications, experience, personal qualities and potential for development; and without patronage, favouritism or unlawful discrimination.

The objects of the policy are to eliminate and ensure the absence of discrimination in employment within Council on the grounds of race, gender, marital status, physical disability, religion, political opinion, pregnancy, age, physical features, lawful sexual activities, personal associations or social background.

The policy also aims to eliminate all forms of workplace harassment, which is also identified in the Code of Conduct:

### ***“Harassment and discrimination***

- You must not harass, discriminate against, or support others who harass and discriminate against colleagues or members of the public. This includes, but is not limited to harassment and discrimination on the grounds of sex, pregnancy, age, race, responsibilities as a carer, marital status, disability, homosexuality, transgender grounds or if a person has an infectious disease.”*



## Council Information

Council will endeavour to reach the following goals:

- Make information about Council services as accessible as possible, using the website, alternate technologies and other formats.
- Ensure our website is compliant to Web Content Accessibility Guidelines (WCAG) 2.0 Level AA standard.
- Complete event checklists when holding community events to ensure accessibility requirements are considered and met.
- Promote and effectively communicate accessible services and facilities to the community.

## Advocacy

Council will endeavour to play the following disability advocacy roles in the Hay community:

- Foster the awareness of health, safety, disability and access at all events in the Shire.
- Foster the awareness of inclusive access to the local businesses, to:
  - Encourage employment
  - Be accessible to all (with actions such as access ramp construction, counter heights and aisle widths).
- Promote the safe use of sidewalks and foot-paths by gophers.
- Provision of access to medical services.  
Council provides transport services to medical services, but in the consultation the lack of access to specialist services was raised, as well as the inadequacy of web based consultation services to those with speech impediments. Council will continue to advocate for a betterment of these services.





## Contact Details

**Mail:** Hay Shire Council, PO Box 141, Hay NSW 2711

**Email:** [mail@hay.nsw.gov.au](mailto:mail@hay.nsw.gov.au)

**Phone:** 02 6990 1100

**Fax:** 02 6993 1288



# Attachment A

## Disability Inclusion Act 2014 No 41

### 4 General principles

(1) For the purposes of this Act, the disability principles relating to people with disability are the general principles set out in this section.

(2) People with disability have an inherent right to respect for their worth and dignity as individuals.

(3) People with disability have the right to participate in and contribute to social and economic life and should be supported to develop and enhance their skills and experience.

(4) People with disability have the right to realise their physical, social, sexual, reproductive, emotional and intellectual capacities.

(5) People with disability have the same rights as other members of the community to make decisions that affect their lives (including decisions involving risk) to the full extent of their capacity to do so and to be supported in making those decisions if they want or require support.

(6) People with disability have the right to respect for their cultural or linguistic diversity, age, gender, sexual orientation and religious beliefs.

(7) The right to privacy and confidentiality for people with disability is to be respected.

**Note.** This principle does not affect the operation of Chapter 16A of the Children and Young Persons (Care and Protection) Act 1998. The disability principles are principles that certain entities have regard to under this Act (see section 6).

(8) People with disability have the right to live free from neglect, abuse and exploitation.

(9) People with disability have the right to access information in a way that is appropriate for their disability and cultural background, and enables them to make informed choices.

(10) People with disability have the same right as other members of the community to pursue complaints.

(11) The crucial role of families, carers and other significant persons in the lives of people with disability, and the importance of preserving relationships with families, carers and other significant persons, is to be acknowledged and respected.

**Note.** The NSW Carers Charter under the Carers (Recognition) Act 2010 recognises the role and contribution of carers to our community and to the people they care for.

(12) The needs of children with disability as they mature, and their rights as equal members of the community, are to be respected.

(13) The changing abilities, strengths, goals and needs of people with disability as they age are to be respected.