



**Wollondilly**  
Shire Council

# DISABILITY INCLUSION ACTION PLAN

2022 - 2026



PUSH





# Acknowledgement<sup>\*</sup>

Wollondilly Shire Council acknowledges the traditional custodians of the land in Wollondilly, the Dharawal and Gundungurra peoples.

We acknowledge the living culture and spiritual connections to the land for the Dharawal and Gundungurra people and all Aboriginal Nation Groups that may have connections to the area; and that Wollondilly is remarkably placed as the intersection of many tribal lands.

We recognise the traditional Custodians who have occupied and cared for this Country over countless generations and celebrate their continuing contributions to the Shire.

We also acknowledge and remember the Dharawal and Gundungurra peoples who were killed in the Appin Massacre on 17 April 1816.

*\*We acknowledge our continuing collaboration with the Tharawal Local Aboriginal Land Council*





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# MESSAGE FROM THE MAYOR

Welcome to Wollondilly Shire Council's Disability Inclusion Action Plan 2022-2026.

In recent years there have been significant changes to disability policies in Australia. At the heart of these changes is the recognition that people with disability have the right to meaningful participation in community life.

Council is committed to implementing an Action Plan informed by lived experience. This plan encompasses the clear and concrete ways we can provide better inclusion and accessibility for people living with disability in Wollondilly, within the limits of our jurisdiction and control.

As our Shire continues to grow, we want to make sure access and inclusion is a key consideration in everything we do, to make our amazing Shire an even better place for everyone.

**Matt Gould - Mayor**





# INTRODUCTION TO THE DIAP

Disability can be very different person to person. They can be physical, intellectual, a mental illness, or sensory. They can be temporary or permanent, and can be there from birth or occur during a person's lifetime.

A **Disability Inclusion Action Plan** (Action Plan or DIAP) provides Council with a framework to create a more inclusive and accessible place to live. Its purpose is to ensure we are supporting people with disability and their carers to be involved fully in community life. With close to one in five people in Australia living with some form of disability\*, it's vital that we are on track with plans to make Wollondilly accessible and inclusive for people of all abilities. Wollondilly Shire Council's Disability Inclusion Action Plan is inclusive of all age groups and Disabilities.

## BENEFITS OF THE ACTION PLAN

Under the Disability Inclusion Act 2014, all NSW Government Departments and all Local Councils are required to develop a Disability Inclusion Action Plan. Aside from legislation, we think it is an important way to set out our intentions for an inclusive community, accessible to everyone. Our very first Action Plan was developed in consultation with the Wollondilly Community and endorsed by Council in June 2017.

## WHAT CAN OUR ACTION PLAN ADDRESS?

We can include action items that are within Council's scope and control, including:

- Council buildings and facilities including Council halls, sportsgrounds, parks and reserves, children's services, library, swimming pools, animal shelter, plant nursery etc
- Communications and engagement opportunities run by Council
- Events, projects and activities run or supported by Council e.g. Events and projects funded by Council community grants program
- Employment with Council
- Community development projects in partnership community organisations projects that aim to fill service provision gaps within the sector
- Identifying what to advocate for, and at what level.

## WHAT CAN'T OUR ACTION PLAN ADDRESS?

We cannot include things that fall outside Council's scope and control, such as:

- Things related to public transport and associated infrastructure e.g. railway stations
- Events organised by private companies
- Workplaces outside Council workplaces
- Organisations outside Council
- Messaging from organisations other than Council
- Parameters around accessing the National Disability Insurance Scheme

*Please note: Council may be able to advocate for some of these things.*

## INCLUSION IS FOR EVERYONE!

Inclusive communities are good for everyone – and a progressive and achievable Action Plan is one of the ways in which Council can work towards creating a more inclusive community where everyone feels like they belong.



# DEFINITIONS USED IN THE DIAP

## DISABILITY

Disability can be very different person to person. They can be physical, intellectual, a mental illness, or sensory. They can be temporary or permanent, and can be there from birth or occur during a person's lifetime.

The NSW Disability Inclusion Act 2014 defines disability as: 'The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.'

## CARERS

Many people who are carers don't see themselves as carers. They are family members including siblings, partners, relatives or friends who care for someone close to them. You may also be a carer if you are looking after someone with a disability, a medical condition, mental illness or who is frail due to age.

The definition of carer (*under the Australian Carer Recognition Act 2010*) is someone who gives care and support to a relative or friend who:

- Has a disability
- Has a medical condition (terminal or chronic illness)
- Has a mental illness
- Is frail because they are old (known as frail and aged).

## INCLUSION

Inclusion is about respect and action. Being inclusive is about taking steps so that a person can meaningfully contribute to their workplace, community and society, and have a sense of belonging.

## ACCESSIBILITY

Accessibility is ensuring that everyone has the same opportunities to have access to information, services, and physical spaces such as buildings, transport and outdoor spaces.

## REASONABLE ADJUSTMENTS

Reasonable adjustments are any form of assistance that is necessary, possible and practical to reduce or eliminate barriers in the workplace. It may also be known as accommodation.

## UNIVERSAL DESIGN PRINCIPLES

Universal design is the process of designing for everyone. It is the "design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation and specialised design." - Ron Mace, 1997

## CHANGING PLACES

Changing Places provide suitable facilities for people who cannot use standard accessible toilets. These public toilets include an adult sized change table, ceiling hoist, a peninsular toilet, privacy screen and additional circulation space to meet the needs of people with complex disabilities and their carers.

## COMMUNITY ENGAGEMENT

Community engagement is an intentional process with the specific purpose of working across organisations, stakeholders and communities to shape the decisions or actions of the members of the community, stakeholders or organisation in relation to a problem, opportunity, or outcome.

~ International Association for Public Participation (IAP2)

## DISABILITY SERVICE PROVIDERS

A Disability Service Provider is a person, business or organisation who delivers funded services to people living with a disability which may include but is not limited to accommodation, social support and transport.

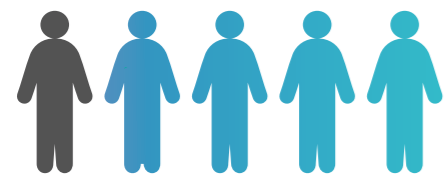
## DISABILITY EMPLOYMENT SERVICES (DES)

Disability Employment Services play a specialist role in helping people with disability, injury or health condition get ready to look for a job, find a job and keep a job.



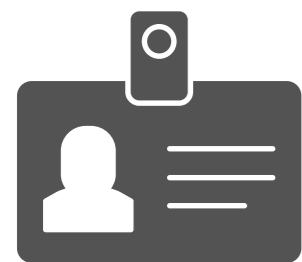
# DISABILITY IN AUSTRALIA

## DEMOGRAPHICS



**1 in 5**

people have disability  
(4.4 million people)<sup>2</sup>



**2.1 million**

Australians of working age (15-64 years) have disability<sup>3</sup>  
(1 in 9 people have disability)<sup>2</sup>

The prevalence of disability increases with age

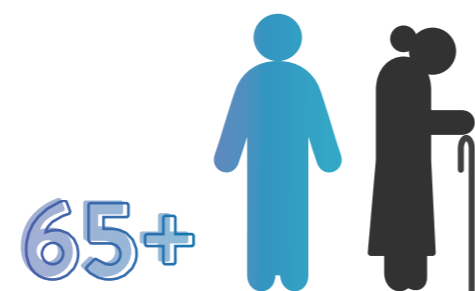
**0-64 years**

(1 in 9 people have disability)<sup>2</sup>



**44.5%**

of all Australians with disability (1.9 million) are over age 65<sup>4</sup>



**65+**

1 in 2 people have disability<sup>2</sup>

## TYPES OF DISABILITY

**4.4%**

of all people with disability in Australia use a wheelchair<sup>5</sup>



**3 million**

Australians live with anxiety or depression<sup>10</sup>

**30,000**

Australians with total hearing loss use Auslan<sup>7</sup>



**357,000**

Australians are blind or have low vision<sup>8</sup>



**1 in 6**

Australians are affected by hearing loss<sup>6</sup>



**45%**

of Australians (16-85 years) experience a mental health condition during their lifetime<sup>9</sup>

<sup>1</sup><https://www.aihw.gov.au/reports/disability/people/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability>

<sup>2,3,4</sup> <https://www.and.org.au/resources/disability-statistics/>


<sup>5-10</sup> <https://www.and.org.au/resources/disability-statistics/>

# DISABILITY IN WOLLONDILLY


## WOLLONDILLY SHIRE STATISTICS



Wollondilly Population  
**54,772**

**4.6%**   
of the Wollondilly Population need daily support due to Disability

**12.6%**   
of the Wollondilly population are caring for someone with a Disability

**19.1%**  
were aged 60 years and over  


**26.4%**  
of the Wollondilly Population was aged between 0-17  


# WOLLONDILLY AT A GLANCE

## WOLLONDILLY HAS...



**15** PRIMARY SCHOOLS

**1** SECONDARY SCHOOL



**1** COMBINED PRIMARY & SECONDARY SCHOOL



**0** HOSPITALS



**14** MEDICAL PRACTICES 



# COUNCIL PLANNING PROCESS

The Disability Inclusion Action Plan 2022-2026 provides a measurable and achievable way in which we are working towards making Wollondilly an inclusive and accessible place for everyone. It is a supporting document to our Community Strategic Plan, Delivery Program and Operational Plan.

# COUNCIL'S INTEGRATED FRAMEWORK





# ACHIEVEMENTS SINCE 2017

Council has undertaken a variety of projects and upgrades since our first Disability Inclusion Action Plan that was established in 2017, which have included:

- New accessible toilet facilities built across the Shire including Thirlmere, Bargo, Tahmoor and The Oaks
- Continuation of the Inclusion and Access Community Advisory Committee
- Live Auslan Storytime on Wollondilly Library Facebook
- Completion of 'Livvi's Place', an inclusive play space with a changing places accessible lift and change facility located in the township of Warragamba
- Renewal of a number of bus stops including new facilities at Mt Hunter and Camden Park
- Youth employment project 'Adulthood 101' which included courses in responsible service of alcohol, responsible conduct of gambling, barista training and resume writing courses
- Accessibility upgrades to the website implemented, to ensure our website is compatible with adaptive technology such as screen readers
- Open captioning implemented in all Council short videos that were used for internal and external purposes
- Quiet/Sensory Space established at the 2022 Illuminate Festival of Art and Light.



# WHAT THE COMMUNITY TOLD US

To ensure an achievable Action Plan that is grounded in lived experience, Council has consulted with the local disability community (including people living with disability, carers, and service providers) as well as engaging with the broader community and researching best practice, over a period of several months.

## COMMUNITY CONSULTATION ROUND ONE

As well as a community survey, we also consulted with staff; and working with two neighbouring Councils we undertook facilitated discussions involving people with lived experience, carers, service providers and local business.

**60**  
Community questionnaires completed



**74**  
Staff questionnaires completed



**179**   
Engagements on 6 facebook posts (reactions, shares, clicks)

**30**   
People attended the group discussions

 **10,000**  
Impressions on facebook

## WHAT WE HEARD

As well as a community survey, we also consulted with staff; and working with two neighbouring Councils we undertook facilitated discussions involving people with lived experience, carers, service providers and local business.

### Key Themes from Community

#### Visibility

Increasing the visibility of people with disabilities

#### Education

Increasing awareness about all disabilities

#### Physical Environment

Upgrading physical accessibility (footpaths, ramps, railings, parking, toilets, council buildings, play spaces, parks, pools, etc)

#### Adjustments

Adjusting for all disabilities and ages e.g. provision of quiet spaces, braille, large font, adult change facilities etc.

#### Connection

Increasing the opportunities for social connection; ensuring events, activities and locations are more inclusive; and promoting the accessibility of events and activities

#### Employment

Increasing employment opportunities for people with disability; identifying barriers; and assisting with more support for businesses

#### Communication

Ensuring diverse methods of communication and inclusive opportunities for engagement

#### Advocacy

Advocacy in areas such as long day care, public transport, day service program.

### Staff Survey

#### Education

The need for continued education and awareness around living with disability or caring for someone living with disability

#### Adjustments

Ensuring disabilities are accommodated, whether in the physical environment, online, or in communication

#### Review

Reviewing the hiring and on-boarding process

#### Support

Mental health support and recreational activities were identified as services that benefit staff.

### SAMPLE COMMENTS

- "I think there has to be education out there that not all disabilities are visible."
- "Need more disability toilets in the parks, with ramps and pathways."
- "We need decent footpaths in our communities."
- "More disabled car spaces!"
- "Better access to jobs."
- "Regular social media posts promoting inclusion/inclusive practices/inclusive facilities or celebrating the achievements of local people living with disability."



## COMMUNITY CONSULTATION ROUND TWO

As well as a community survey, we also consulted with staff; and working with two neighbouring Councils After the first round of community consultation Council updated our Disability Inclusion Action Plan incorporating input from the recent community and staff consultation, initial discussions with the Access and Inclusion Advisory Committee, and research into best practice. We asked the community for feedback in a second round of consultation.

67 

Engagements on 2 facebook posts (reactions, shares, clicks)

48 

Downloads of the Action Plan

20 

- 17 supportive
- 3 mixed; offered constructive feedback
- 16 individuals
- 4 organisations



10,000

Impressions on facebook

## WHAT WE HEARD - SAMPLE COMMENTS

- "The plan is great - it is a great step in supporting our community."
- "Looks great and covers a wide range of areas with potential for increased inclusion and accessibility."
- "I can see that the Council are wanting to make change in this space. I do have concerns on how this plan will be resourced but opportunities for grants and partnerships are always coming up."
- "It is a good step forward to giving people with a disability the chance to maximise their potential and participate in community life."



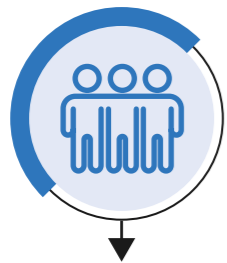


# UNDERSTANDING THIS ACTION PLAN

## THE ACTION PLAN IS SET OUT UNDER FOUR KEY FOCUS AREAS

Each theme has a number of overall goals that we would like to achieve over the duration of the plan. Each goal has list of action bullet points which outline the steps we will take to make progress towards the goals, subject to available resources and funding.

We have included how we will evaluate and measure our progress annually under each key focus areas.



### LIVEABLE COMMUNITIES

Ensuring our community is easy to live in, move around in and provides access to the services we need for our health and wellbeing.



### SYSTEMS AND PROCESSES

Making sure the information we provide is accessible and easy to understand and that our services are inclusive.



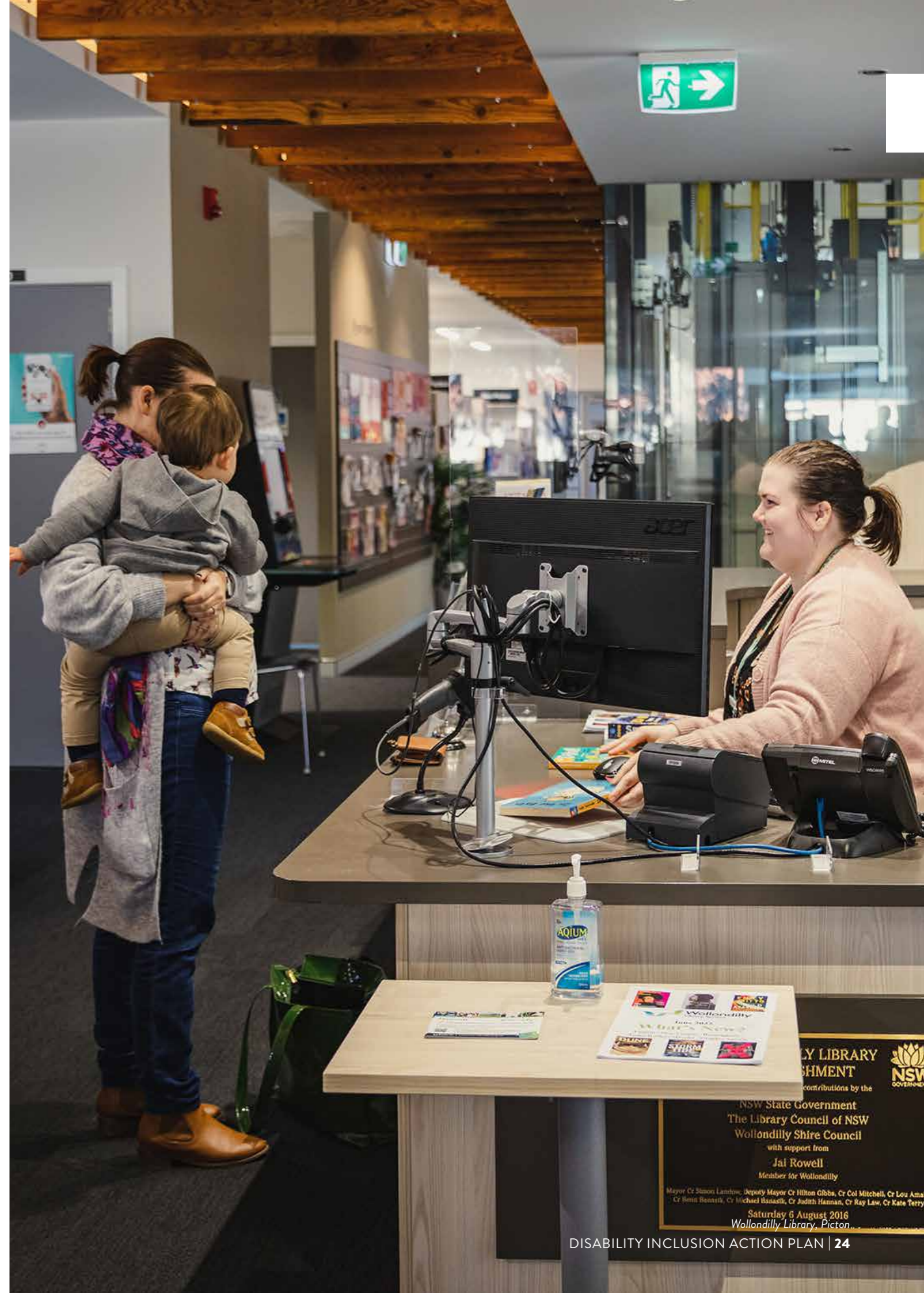
### ATTITUDES AND BEHAVIOURS

Promoting positive attitudes and behaviours toward people with disability.



### MEANINGFUL EMPLOYMENT

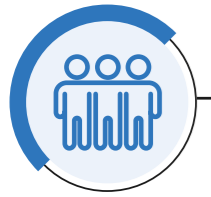
Supporting access to meaningful employment opportunities at council and encouraging employers in Wollondilly to employ people with disability.



WOLLONDILLY LIBRARY  
WOLLONDILLY SHIRE COUNCIL  
NSW State Government  
The Library Council of NSW  
Wollondilly Shire Council  
with support from  
Jai Rowell  
Member for Wollondilly  
Mayor Cr Simon Lancelotti, Deputy Mayor Cr Hilton Gibbs, Cr Col Mitchell, Cr Lou Anna  
Cr Brent Bennett, Cr Michael Bannister, Cr Judith Hannan, Cr Ray Law, Cr Kate Terry  
Saturday 6 August 2016  
Wollondilly Library, Picton



# THE PLAN IN ACTION



## LIVEABLE COMMUNITIES

### Increase the total length of accessible paths of travel to key destination in our towns and villages, and improve the safety of these paths by:

- Installing Tactile Ground Surface Indicators (TGSI) for the visually impaired at newly constructed bus shelters, raised pedestrian crossings and ramps
- Providing appropriate road crossings close to bus stops and township centres to allow safe access
- Constructing (or reconstructing) kerb ramps
- Constructing footpaths to connect 'broken links' in the network to ensure uninterrupted travel paths
- Continue to upgrade and replace sections of pathways to have 1.5m width.

### Increase the number of accessible parking spaces, and monitor and enforce illegal usage

- Audit of accessible parking spaces in Council owned car parks and kerb-side parking
- Develop a register of community requested accessible parking spots and additional signage
- Prioritise repainting of accessible car space stencils in capital works program
- Elevate our residents' awareness around the importance of leaving accessible parking spaces for people with disability, and residents' responsibility to park legally
- Monitor and enforce illegal use and raise awareness of reporting illegal use through the customer portal.

### Increase accessibility of existing bus stops and advocate for better access to public transport

- Incorporate universal design principles into the refurbishment of existing bus stops
- Apply for funding under Transport Infrastructure grants
- Advocate to all levels of government for better public transport and accessible transport linkages.

### Improve access to our outdoor spaces

- Incorporate universally accessible park and street furniture and best practice toilet block specifications into the Wollondilly Open Space Design Manual
- Incorporate access, signage and universal design as a key feature when developing new and renewing existing infrastructure projects
- Improve access at the Picton Botanic Gardens
- Work towards providing changing places (adult change facilities) at key locations subject to funding availability
- Advocate for tourism destination landowners (e.g. NSW Government) to incorporate accessibility upgrades to allow for accessible tourism opportunities across the Shire
- Tell the community about how and where we have upgraded or delivered a new outdoor space with accessible features.

### Improve access to our recreation services and facilities

- Incorporate access to parking and seating as a key feature when developing new and upgrading existing sports grounds and facilities
- Continue to explore funding opportunities to upgrade the adult change facilities at Wollondilly Leisure Centre and Warragamba Pools
- Work with sporting groups to support inclusion of people with disability in local sports and programs
- Tell the community about how and where we have upgraded or delivered new accessible features at a recreational facility.

### Improve accessibility provision in multi dwelling housing across the Shire

- Investigate updating the Development Control Plan to include a percentage of new dwellings built to an adaptable standard for people living with a disability
- Continue exploring improved outcomes for accessibility through the Social and Health Impact assessment working group.



# THE PLAN IN ACTION



## ATTITUDES AND BEHAVIOURS

**Increase the overall customer experience and participation at Council events, activities and other opportunities to socially connect**

- Improve accessibility at all council events, activities and other opportunities to socially connect – e.g. accessible parking, signage and ramps
- Improve inclusion of all ages including the implementation of quiet spaces and sensory zones in larger scale events and festivals
- Include information about access and inclusion in our marketing and promotional material
- Update the Wollondilly Shire Council Event Guide to include best practice in establishing inclusive and accessible events, activities and other opportunities to socially connect
- Work with external event holders to improve access and inclusion at their events.

**Raise community awareness about the contribution that people with disability make to our community**

- Increase the visibility of people with disability and overall diversity in all Council publications and communications
- Provide local business with opportunities to learn and better understand the importance of providing access and inclusion within their business/service to ensure people with disabilities can shop and access service locally
- Continue to develop and implement training to all staff in customer service, disability awareness and responding to individual customer needs
- Provide opportunities for staff and residents living with a disability to share their lived experience.

**Undertake programs and activities that empower people living with a disability and their carers to establish and independently maintain social networks and supports**

- Partner with community organisations to deliver programs and activities that support opportunities to socially connect on a regular basis
- Support community organisations to build their skills in delivering regular activities for people with disability of all ages
- Continue to provide access to resources, facilities and information to support the building of social connectivity within the community.





# THE PLAN IN ACTION



## SYSTEMS AND PROCESSES

### Increase participation of people with disability in our community engagement activities

- Talk to people with disability, listen to their ideas and consider their identified needs in the development of plans for our services, facilities, projects and events
- Create an effective way to flag and prioritise accessibility issues reported to Council through our Customer Portal
- Establish and maintain Council's Disability Inclusion and Access Advisory Group and encourage people with disability to actively participate
- Develop a list of relevant Disability Service Providers and peak agencies to receive notifications of plans and proposals available for public comment.

### Increase access to Council information

- Develop and deliver a communication strategy to promote the customer portal and the importance of reporting access issues directly to Council
- Include information about access in our promotional material and signage
- Promote accessibility upgrades to our services and facilities, in our community newsletters, e-news, social media and other communication channels
- Optimise our website to support our residents to find up-to-date information about our accessible services and facilities
- Continue to provide information in a range of formats and communications styles when required.

### Increase education and internal (staff) awareness about access and inclusion across Council processes

- Develop and implement a central location on the intranet for accessibility guidelines and relevant information for Council staff
- Implement guidelines and education to make our publications and website content accessible
- Ensure opportunities to increase inclusion and accessibility are incorporated into Councils internal communication activities.

### Increase opportunities for disability service providers to collaborate with Council and to advocate to State and Federal governments on key issues

- Develop and implement opportunities to partner across the Macarthur Councils to establish an effective disability network for Service Providers
- Support service providers to build their skills in advocating to all levels of government for issues impacting people living with a disability
- Prioritise issues raised by community members which are outside of Council's jurisdiction – and develop strategies for advocacy to address those.





# THE PLAN IN ACTION



## MEANGINFUL EMPLOYMENT

### Support local business and industry to increase employment and/or volunteer opportunities of people with disabilities

- Provide local business with opportunities to learn the benefits of employing people with disabilities, and the supports available to them
- Connect local businesses with Disability Employment Services and Service Providers
- Support the linkage between disability groups and community/volunteer organisations.

### Create a diverse and flexible work environment where everyone feels like they belong

- Welcome and celebrate our staff members' individual abilities through recognition programs
- Expand the social club/staff wellbeing lunchtime activities with other non-sport activities
- Ensure Council considers people with disability when accessing intranet, workspace, online training, Teams meetings, our website and other technology, and make reasonable adjustments when required
- Continue to evolve and improve our modern style of flexible work arrangements
- Develop a dedicated leadership program to enhance our capability in collaboration, communication, inclusion and change management.

### Provide education and employment pathways to Council jobs

- Scope the expansion of our trainee, apprentice and cadet program, including offering targeted employment opportunities
- Review and enhance our recruitment, selection and onboarding processes and procedures to ensure that they incorporate flexible and inclusive practices.





## FUNDING THE PLAN

Some actions in the Plan will require additional funds to build something or upgrade an existing facility or service. The money to do this work will be allocated through the annual budget process where possible. At times we may apply for funding from external sources to help achieve the actions in the Plan.

## DELIVERING THE PLAN

It is important to note that the Disability Inclusion Action Plan is everyone's responsible at Wollondilly Shire Council. We see it as core business and that employees at every level consider inclusion of people with disability in their business. The CEO and Executive Leadership Team will sponsor and promote the plan across the organisation.

The Disability Inclusion and Access Committee will oversee and monitor the implementation of the actions in the Plan.

Progress towards delivering actions in the plan will be formally reported as part of annual reporting processes. We will prepare and submit reports to the NSW Disability as and Department of Communities and Justice on a yearly basis.



# WHAT CAN YOU DO TO SUPPORT THE DIAP

Inclusion is for everyone! It is important that as a community we all work together to help create an accessible and inclusive community in Wollondilly.

## Individuals

- Share your knowledge and offer suggestions on ways we can continually work towards an inclusive and accessible community
- Participate in and support Council events and activities. This could be from attending a workshop at the library, visiting the Dilly Wanderer or attending one of our larger scale community events.
- Participate in Council's community engagement opportunities
- Report any access and inclusion issues through our Customer Portal or call Council's customer service.

## Local Business and Services

- Ask people living with a disability how you can implement ways to improve access and inclusion in your business activities
- Look at ways to achieve inclusive employment in your business or workplace
- Partner with Council to improve accessibility in and around Wollondilly

Whether you are living with a disability, care for someone with a disability or have no disability, it is up to all of us to create a connected, accessible and inclusive Wollondilly

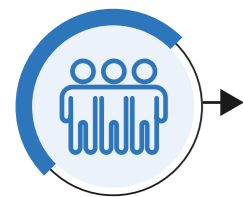
We live in an amazing Shire and our vision is to make it an even better place for everyone.





# MONITORING OUR PROCESS

Each year progress against the actions outlined in this plan will be reported on in the Annual Report. The Annual Report is made available on Council's website and a copy will be provided each year to Local Government NSW and the Disability Council NSW from 2023-26.



## LIVEABLE COMMUNITIES

ACTION	INDICATORS
Increase the total length of accessible paths of travel to key destinations in our towns and villages and improve the safety of these paths	<ul style="list-style-type: none"> <li>Number &amp; Locations</li> </ul>
Increase the number of accessible parking spaces, and monitor and enforce illegal usage	<ul style="list-style-type: none"> <li>Number &amp; Locations</li> <li>Finalised Report</li> <li>Council Data</li> </ul>
Increase accessibility of existing bus stops and advocate for better access to public transport	<ul style="list-style-type: none"> <li>Number &amp; Locations</li> <li>Number of grant applications</li> <li>Number of submissions</li> </ul>
Improve access to our outdoor spaces	<ul style="list-style-type: none"> <li>Completed Open Space Design Manual</li> <li>Number &amp; Locations</li> <li>Numbers of communication assets</li> </ul>
Improve access to our recreation services and facilities	<ul style="list-style-type: none"> <li>Number &amp; Locations</li> <li>Number of grant applications</li> <li>Number of communications assets</li> </ul>
Improve accessibility provision in multi dwelling housing across the Shire	<ul style="list-style-type: none"> <li>Updated Development Control Plan</li> <li>Number of development and planning proposals assessed</li> </ul>



## ATTITUDES AND BEHAVIOURS

ACTION	INDICATORS
Increase the overall customer experience and participation at Council events, activities and other opportunities to socially connect	<ul style="list-style-type: none"> <li>Number of improvement initiatives completed</li> <li>Number/name of inclusions and name of event</li> <li>Completed Wollondilly Shire Council Event Guide</li> </ul>
Raise awareness about the contribution that people with disability make to our community	<ul style="list-style-type: none"> <li>Number of communication assets</li> <li>Number of staff attending disability awareness training</li> <li>Number of projects delivered</li> </ul>
Undertake programs and activities that empower people living with a disability and their carers to establish and independently maintain social networks and supports	<ul style="list-style-type: none"> <li>Number of Projects delivered</li> <li>Number of Council led interagency meetings</li> </ul>
Increase participation of people with disability in our community engagement activities	<ul style="list-style-type: none"> <li>Number of community consultations</li> <li>Number of Disability Inclusion and Access Advisory meetings</li> </ul>
Increase access to Council information	<ul style="list-style-type: none"> <li>Number of communication assets</li> <li>Website report</li> </ul>
Increase education and internal (staff) awareness about access and inclusion across Council processes	<ul style="list-style-type: none"> <li>Complete Access and Inclusion Intranet site</li> <li>Number of training presented</li> </ul>
Increase opportunities for disability service providers to collaborate with Council and to advocate to State and Federal government on key issues.	<ul style="list-style-type: none"> <li>Number of interagency meetings</li> <li>Published advocacy strategy</li> </ul>





## SYSTEMS AND PROCESSES

ACTION	INDICATORS
Increase participation of people with disability in our community engagement activities	<ul style="list-style-type: none"> <li>• Number of community consultations</li> <li>• Salesforce Update</li> <li>• Number of Disability Inclusion and Access Advisory meetings</li> </ul>
Increase access to Council information	<ul style="list-style-type: none"> <li>• Council Data</li> </ul>
Increase education and internal (staff) awareness about access and inclusion across Council processes	<ul style="list-style-type: none"> <li>• Complete Access and Inclusion Intranet site</li> <li>• Number of training presented</li> </ul>
Increase opportunities for disability service providers to collaborate with Council and to advocate to State and Federal government on key issues.	<ul style="list-style-type: none"> <li>• Number of interagency meetings</li> <li>• Published advocacy strategy</li> </ul>



## MEANGINFUL EMPLOYMENT

ACTION	INDICATORS
Support local business and industry to increase employment and/or volunteer opportunities of people with disabilities	<ul style="list-style-type: none"> <li>• Number of communication assets</li> </ul>
Create a diverse and flexible work environment where everyone feels like they belong	<ul style="list-style-type: none"> <li>• Number of staff awards</li> <li>• Number of non-sport activities programmed in staff wellbeing program</li> <li>• Number of leadership initiatives programmed in training calendar</li> </ul>
Provide education and employment pathways to Council jobs.	<ul style="list-style-type: none"> <li>• Council Data</li> </ul>







**Wollondilly**  
Shire Council

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