

Access and Inclusion Action Plan 2024 - 2026

December, 2024

Welcome to the Break O'Day Access and Inclusion Action Plan for 2024 – 2026. This is the Council's updated plan to make sure everyone, regardless of their abilities, can live happy and productive lives in our community. We're committed to being an inclusive municipality where we support and empower people with all abilities.

The *Disability Discrimination Act 1992 (Cth)* defines disability as:

- total or partial loss of the person's bodily or mental functions
- total or partial loss of a part of the body
- the presence in the body of organisms causing disease or illness
- the malfunction, malformation or disfigurement of a part of the person's body
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour;

and includes disability that:

- presently exists
- previously existed but no longer exists
- may exist in the future
- is imputed to a person.

Our Access and Inclusion Action Plan:

- aims to eliminate barriers and create opportunities for individuals with disabilities to fully participate in our local community.
- Aims to ensure that our public areas and local services are accessible to people with all levels of ability.
- Ensures that we have a strong sense of community so that everyone can feel supported to participate in community life
- Aims to ensure that this plan is culturally inclusive.

This plan is informed by the Access and Inclusion Committee and will undergo public consultation to address the priorities and challenges faced by individuals, caregivers, and families in our community. We express our gratitude to all those who contributed to the development of this plan, as it enables the Council to advocate for, promote, and protect the human rights of all our citizens.

Key Commitments:

Our Access and Inclusion Action Plan focuses on four key commitments:

1. Inclusive Communities - Promoting social connectedness and citizenship.
2. Good Health, Housing, and Wellbeing for People with Disabilities.
3. Respect, Equity, and Safety for All.
4. Enabling Contributory Lives - Ensuring access to education, training, and participation in cultural, sporting, and leisure activities.

Review Process:

This document will be reviewed every 12 months, with progress noted for individual items. This ongoing review process helps us foster equitable access and participation for individuals with disabilities and their caregivers.

Commitment 1: Inclusive Communities – Promoting social connectedness and citizenship

Inclusive communities are places where everyone is welcome and valued, regardless of their differences.

| Strategy | Goal | Actions | Measure |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1.1 Ensure that public infrastructure is accessible to all into the future.</p> | <p>The public built environment is barrier free and accessible to all</p> | <p>1.1.1 Develop a priorities process for the Disability Discrimination Act (DDA) compliant upgrade of existing Council public buildings. With reference to the National Construction Code and Australian Standards Design for Access & Mobility A1428.</p> <p>1.1.2 Ensure that Council complies with the building code with regard to the process for use of Tactile Ground Surface Indicators (TGSI)- non slip surface - in reference to new footpaths and refurbishment of footpaths. Provide staff training where required.</p> <p>1.1.3 Develop a Public Toilets Provision Guide that will inform the work on public toilets across the municipality, including accessible toilet roll and soap dispensers and wash basins.</p> | <p>1.1.1 Ongoing and working with Council officers to achieve this</p> <p>1.1.2 Chairperson had a recent discussion with Works Manager in regard to using Tactile Ground Surface Indicators.</p> <p>1.1.2 (b) This falls under the relevant building code</p> <p>1.1.3 This is determined by the Australian Standard “Design for Access and Mobility (AS1428).</p> |

| | | | |
|-------------------------------------------------------|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>1.1.4. Develop a policy statement on the level of enhanced accessibility, to be incorporated into the design and construction of new and redeveloped Council facilities.</p> <p>1.1.5 Develop an online list of public toilets and accessible changing rooms managed by Break O’Day Council.</p> | <p>1.1.4 Policy Statement to be developed and provided to Council for adoption within two (2) years.</p> <p>1.1.5 The public toilet map is linked to the Council website</p> |
| 1.2 Take a leadership role in promoting inclusiveness | People with disability are able to access and join their communities | <p>1.2.1 Break O’Day Council will lead by example in improving community attitudes towards the disabled and their carers</p> <p>1.2.2 Advocate and support community to consider access and inclusion as part of all activities and event planning</p> <p>1.2.3 Engage with the quarterly networking meetings run through Councils Community Services Department</p> <p>1.2.4 Advocate to local event organisers for the provision of a quiet room to support families with sensory issues.</p> | <p>1.2.1 Council hosts a yearly International Day of People with Disability Event.</p> <p>1.2.2 Maintaining the profile of access and inclusion programs for the broader community</p> <p>1.2.3 Chairperson or member(s) of Disability Access Committee to attend the networking meetings.</p> <p>1.2.4 Provide a “Quiet Tent” with a table and sofa at Council hosted events, or in Council leased venues. Council’s application form reflects this</p> |

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>1.2.5 Develop internal and external funding proposals (including the investigation of other funding sources) for the development of a regionally accessible playground in the municipality. Work with local groups to make this happen.</p> | <p>1.2.5 Community Services Officer is to look for possible grant funding opportunities. – Inclusive Play Equipment</p> |
| <p>1.3 Advocate for disability matters among community, Regional Tourism Activities, businesses and Chamber of Commerce; lobby State and Federal governments.</p> | <p>To expand inclusiveness to all areas of civic life.</p> | <p>1.3.1 To Develop a plan and pathway to share with Council to support people with mental and physical disabilities within recruitment, retention and workforce planning.</p> <p>1.3.2 Businesses are encouraged to be disability aware. Encourage businesses to provide equitable access and participation.</p> <p>1.3.3 Council will be a lead or partner agency in advocacy action and coordinating services.</p> | <p>1.3.1 Work with Council’s HR Co-ordinator to develop a plan and pathway to support employment for people with any type of disability – time frame 2 years</p> <p>1.3.2 The Chair of the committee or a representative of Council to attend Chamber meetings to speak to the benefits of employing people who have a disability</p> <p>1.3.3 Utilise the Economic Development Officer to identify employment and economic opportunities in the area. Invite the officer to attend a meeting – employment services</p> |

| | | | |
|----------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>1.3.4 Actively pursue more state and federal government grant funding in our municipality.</p> <p>1.3.5 Be a voice on matters of concern for groups of local people with disabilities and their carers</p> | <p>1.3.4 To obtain funding for hydrotherapy pool; rehabilitation gym currently being assessed through the Aquatic Centre feasibility study process</p> <p>1.3.5 To listen to community concerns about issues that are not highlighted within this document and advocate where possible</p> |
| 1.4 Enable participation in all areas of community | Increased participation of people living with disability in all areas of Community | <p>1.4.1 Encourage empowerment through consultation and involvement in issues that concern people with disabilities and their carers'. Identify skills gaps.</p> <p>1.4.2 Encourage services that support the disabled by tapping into existing resources; work with Trade Training Centre, medical assistance dogs, arts, culture and cooking programs utilising Neighbourhood Houses and other community resources.</p> <p>1.4.3 Encourage young people with a disability and young carers to be involved with the Break O'Day Council's Community Services Project Officer to identify their needs.</p> | <p>1.4.1 Hold regular community consultation with people living with disability and their carers'.</p> <p>1.4.2 Established programs utilising existing community resources.</p> <p>1.4.3 Involvement of youth living with disability in Youth Week activities.</p> |

| | | | |
|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | 1.4.4 Encourage people with disability to nominate for committees. | 1.4.4 This can be done through Council information sharing. |
| 1.5 Ensure information and communication occurs in accessible formats and venues | Ensure that community information and consultation occurs in suitable or adaptable venues and formats | <p>1.5.1 Attract and utilise technology that is supportive of disability needs.</p> <p>1.5.2 Make available relevant Council information through alternative means and technology.</p> <p>1.5.3 Increased council web-based information and service access.</p> <p>1.5.4 Lobby for better communication coverage/facilities within the Municipality to increase access to e-health; improve emergency communication; and improve access to assistive technologies</p> | <p>1.5.1 Working with the Online Access Service and Libraries Tasmania</p> <p>1.5.2 Large-print versions of documents, and dyslexic-friendly fonts. Picture/symbol- based signage.</p> <p>1.5.3 Council to host an online directory of available local services.</p> <p>1.5.4 Continue to lobby corporations to increase connectivity within our Municipality</p> |

Commitment 2: Good health, housing and wellbeing for people with disabilities

People with disabilities and their carergivers' are among the most socially and economically disadvantaged groups in Australia. The social and economic disadvantage in which they live is a major contributor to their poor health.

| Strategy | Goal | Actions | Measure |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.1 The improved provision of accessible, affordable and well-designed housing, with choice for people with disability, about where they live. | Facilitate for people with a disability to have a range of accessible and affordable housing choices in their chosen community. | <p>2.1.1 Build the evidence for the need for accessible and adaptive housing in the municipality.</p> <p>2.1.2 Advocate for increased accessible housing for those living with disability and their carers in the municipality. This should include respite accommodation and supported accommodation facilities</p> | <p>2.1.1 A body of evidence to be provided to potential developers of accessible and adaptive housing.</p> <p>2.1.2 Increased levels of accessible housing being provided in the municipality.</p> |
| 2.2 The health, safety and well-being of those living with disability and carers is addressed. | To ensure that people living with disability, and their carers', feel healthy and safe within our community | <p>2.2.1 Ensure that disability issues are considered in making decisions on community safety matters.</p> <p>2.2.2 People with disabilities and their carers are educated about making emergency plans.</p> | <p>2.2.1 Education of staff and councillors, for example, in planning and infrastructure and with regard to adequate street lighting</p> <p>2.2.2 Workshops to be held, where Community members will design their own emergency plan (similar to bushfire planning)</p> |

| | | | |
|--|--|-------------------------------------------------------------------------------------|--------------------------------------------------------------|
| | | 2.2.3 To be in communication with the police in regard to emerging community issue. | 2.2.3 Continued liaison with local agencies police services. |
|--|--|-------------------------------------------------------------------------------------|--------------------------------------------------------------|

Commitment 3: Respect, equity and safety

We are committed to upholding the universal rights of all individuals, treating them with respect, equality and dignity.

| Strategy | Goal | Actions | Measure |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.1 People with a disability are respected within their community and the wider municipality and ensure that we are compliant with the current legislation with respect to the Child and Youth Safety Legislation | People with disability and carers are safe and free from family violence | 3.1 Council and committee members are encouraged to report unfair treatment | 3.1 Ensure that there are policies and procedures in place to ensure everyone is aware of the process of mandatory reporting. |
| 3.2 That people living with disability, and their carers', have equal and equitable opportunities to services, events & facilities within their community. | Council understands and responds to the disadvantage and needs of citizens with disabilities in the municipality. | 3.2.1 Council to acknowledge concession cards including Companion Cards, particularly for entry to the History Room and Council organised events. 3.2.2 Transport needs and associated costs are identified and where change is necessary Council along with lead agencies can act as an advocate | 3.2.1 Advocate, encourage and seek support from the Chamber and local businesses 3.2.2 . Studies have been conducted by various agencies which have identified gaps in the service. Identify any new services and promote same. Continue to look for funding opportunities |
| 3.3 Ensure council's own services and facilities promote equitable access and participation | All new and upgraded commercial/public access infrastructure is built with consideration given to access arrangements. | 3.3.1 Recognition is given of the need to adapt or replace council infrastructure. Specific locations utilised frequently by people with disabilities should be identified as priority locations for upgrades. | 3.3.1 Portland Hall upgrade as an example. Along with recent streetscape developments in Fingal and St Marys. New toilet blocks are all compliant |

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>3.3.2 Improved acoustics in halls/buildings as upgrades are undertaken.</p> <p>3.3.3 Consistent and coherent signage throughout the municipality</p> <p>3.4.4 Provide sufficient, suitable and safe disabled parking areas</p> | <p>3.3.1 (a) Doors to be manageable for those in wheelchairs</p> <p>3.3.1 (b) Indoor and built amenities, such as (halls, toilets and BBQs/BBQ shelters) to be designed and constructed compliant with disability access</p> <p>3.2.2 To be considered as part of any further building updates</p> <p>3.3. Look at colours of signs (blue on white); toilet signs in Braille; the use of consistent toilet symbols throughout the municipality</p> <p>3.34 Toilet block at Fingal, designated disabled parking space.</p> |
| <p>3.4 Engage with community groups, business operators, developers and service providers to encourage equitable access to existing and new services, events and facilities and the community in general</p> | <p>Service providers bringing new or expanded services to the municipality</p> <p>Increased access/participation opportunities to local places of cultural, heritage, scenic or environmental value</p> <p>Better informed and responsive community and businesses</p> | <p>3.4.1 Liaise with agencies (such as Parks and Wildlife Services) to increase access/participation opportunities to local places of cultural, heritage, scenic or environmental value</p> <p>3.4.2 Informative and practical articles in council's newsletter.</p> | <p>3.4.1 Work with PWS to ensure new access points are disabled compliant where possible</p> <p>3.4.2 Continue to share stories and information that may impact on people's lives with our community</p> |

Commitment 4: Contributory lives

Our goal is to provide equal access to education and training, enabling valuable employment opportunities and participation in inclusive communities through cultural, sporting and leisure activities.

| Strategy | Goal | Actions | Measure |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.1 Volunteer opportunities | <p>Acknowledge and ensure that volunteers with disabilities and carers can contribute to a healthy and diverse workplace</p> <p>Council acknowledge that people with disabilities and carers can contribute to a healthy and diverse volunteer workforce. Council recognises that flexibility may be required for people with disabilities and carers which can be catered for with minimal disruption to normal volunteer work routines</p> | <p>4.1.1 Endeavour to ensure that community events, activities, sporting, recreation and cultural opportunities are inclusive of people with disabilities as participants, leaders / organisers and / or volunteers.</p> <p>4.1.2 People with disability are actively involved in communities as leaders and / or volunteers.</p> <p>4.1.3 Recognise that flexibility may be required for people with disabilities and carers.</p> <p>4.1.4 Ensure recruitment practices are not discouraging people with disabilities and carers from applying to be a volunteer or a paid employee. Recognise and utilise the assistance which can be obtained from disability</p> | 4.1.1 – 4.1.5 Encourage people with a disability to become a volunteer, through the provision of information and opportunities which can be viewed on the Council's website |

| | | | |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | | <p>employment agencies (such as providing large print versions of dyslexia-friendly fonts for selection criteria)</p> <p>4.1.5 Ensure the culture of the volunteer and paid workplace is inclusive of people with a disability</p> | |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|