



# Latrobe City Council Disability Action Plan

2018-2021

## Mayor's message

Latrobe City Council is committed to creating environments that support health and wellbeing within our communities, and recognises that inclusion for all people is a basic human right. Council acknowledges that disability is far reaching and can occur at any time in life. People are born with a disability, acquire a disability through injury and some disabilities are episodic, others are temporary, some disabilities are obvious, others are hidden.

Disability is a continuum of different levels of capacity and to acknowledge this Council has a Disability Action Plan (DAP) which is a document that requires Council to implement actions that reflect our desire to strive for continuous improvement in access and inclusion issues for people with disabilities within Latrobe City.

The Living Well Latrobe and Positive Aging Strategy support the principles of inclusion and access which is at the heart of the Disability Action Plan (DAP). Planning is the key, if we plan for inclusion in all events, activities, services and facilities we provide all residents an equal opportunity to participate.

I would like to commend the many community members who have generously given their time by completing the survey or attending the workshop to help ensure Latrobe City Council's Disability Action Plan is responsive to local needs and aspirations. This plan will be lodged with the Australian Human Rights Commission. Implementation of the plan will be reported annually to the Council.

CR DARRELL WHITE OAM

## **Disability Action Plan (DAP)**

The Disability Action Plan sets out how we will work together to facilitate people with a disability having equality, inclusion and participate in our community. This plan has been developed with consultation with people with disability, carers of people with disability, service providers for people with disability and interested Latrobe City residents through forums, focus groups, individual interviews and survey responses. We are committed to investigating all reasonable requests made by community members in relation to access of the built environment and continue to work towards a fully inclusive community.

The DAP reflects that people with a disability represent all age groups at different stages of life. It acknowledges that people with a disability have different abilities, lifestyles, knowledge, experiences and confront barriers and inequalities.

**The Council Plan 2017-2021 reflects the clear understanding that Latrobe City's community is in significant economic and social transition. Council focus will be on the seven objectives:**

1. Support job creation and industry diversification to enable economic growth in Latrobe City
2. Encourage improved education & training outcomes in Latrobe City
3. Improved the liveability and connectedness of Latrobe City
4. Improve the amenity and accessibility of Council services
5. Provide a connected, engaged and safe community environment which is improving the wellbeing of all Latrobe Citizens
6. Ensure Council operates openly, transparently and responsibly
7. Grow civic pride of our municipality and solidify Latrobe City's image as a key regional city

The Municipal Public Health and Wellbeing Plan 2017-2021

*Living Well Latrobe – A healthy, safe, vibrant and connected community*

*Focusing on:*

- *Lifelong learning and opportunities*
- *Social and community connectedness*
- *Safe at home*
- *Safe in our community*
- *Active living*
- *Healthy living*

Latrobe City Council has had a Disability Action Plan (DAP) in place since 1996. Over this period, Council services, information and facilities have become more accessible and inclusive for the whole community. **This plan** brings a new opportunity to change the way we think about disability. We want a community that is inclusive. To achieve this Council will work in partnership with local business and the community to change attitudes and behaviours to remove barriers that inhibit people with disability going about their daily life.

## **The Disability Discrimination Act**

The Commonwealth Disability Discrimination Act 1992 (DDA) was developed to protect everyone in Australia from discrimination based on their disability. Under the DDA, 'disability' is broadly defined to offer protection to everyone with a disability, and includes:

- Physical disabilities
- Intellectual disabilities
- Psychiatric disabilities
- Neurological disabilities
- Sensory disabilities
- Learning disabilities
- Physical disfigurement
- The presence in the body of disease-causing organisms

The definition also includes:

- People who currently have a disability
- People who have had a disability in the past
- People who may have a disability in the future
- People who are believed to have a disability
- People who have assistance for a disability

The Act seeks to:

- Ensure that people with disability have the same rights to equality before the law as the rest of the community
- Promote recognition and acceptance within the community of the principle that people with disabilities have the same fundamental rights as the rest of the community and

- Where possible, eliminate discrimination against people based on disability in the areas of employment, education, access to premises, provision of goods, services and facilities

The DDA requires that appropriate anti-discrimination standards be met where possible and reasonable, no matter how many people are involved. It applies to all local governments in Australia.

Latrobe City Council's commitment to people with disability is consistent with four guiding principles below for inclusion, as reflected in the *Disability Act 2006*. *The Act requires Victorian public sector bodies to prepare a Disability Action Plan for the purposes of:*

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

### **Goal of the Latrobe City Disability Action Plan**

To produce an Action Plan to ensure people with a disability have equitable access to infrastructure and services provided by Latrobe City Council, in accordance with the Disability Discrimination Act 1992.

To eliminate discrimination for people with disability who use services, facilities and infrastructure provided by Council, or are current or prospective employees of Council.



Focus	Vision	Goal	Action	Outcome	Responsibilities
Social and community connectedness	Our neighbourhoods are informed, connected and supportive	Promote community participation and inclusion of people with disability	Create awareness through community events	Promote International Day of people with Disability	Community Development
				Promote Social Inclusion week	Community Development
				Investigate different mechanisms for advertising events	Events / Communications
			Council Service centres have access to up to date communication boards	Staff have updated communication resources available	Community Development
			Educate local business on the benefits of being inclusive	<i>Good Access is Good Business</i> grants program	Community Development
			Ensure Council information is accessible	Council website meets accessibility guidelines WCAG 2. AA level	Communications
			Auslan interpreters and hearing augmentation is available at meetings when requested	Inclusive and accessible meetings	All Departments
			Update Latrobe City Council <i>Events Planner Guide</i>	Ensure the Council events permit process includes information on access and inclusion	Equitable access to Council venues, events and celebrations

Focus	Vision	Goal	Action	Outcome	Responsibilities
Active living	An environment and community that cultivates and enjoys active living	Improve access to transport, goods and services	Promote to the community opportunities for people with disabilities to participate in recreation, arts and community programs	Increased membership of people with disability in sporting, recreation, arts, cultural and leisure groups	Community Development / Infrastructure & Recreation
				Advocate for an increase of accessible parking spaces	Infrastructure & Recreation / Community Development
			Council website reflects best practise access requirements. Investigate options for assistive technology	Improved access to events and facilities	Communications
				Council meetings, community forums and workshops run by Council are held in accessible venues	Reviewed accessibility of venues
			Liase with Public Transport Victoria to increase transport options		Advocate for continued improvements to accessibility in new and existing buildings
				Build on transport connections	Increased community participation by people with disability
		Improved information provision to the community on accessible facilities	Develop a flyer regarding 'Changing Places' facilities within the municipality		Community Development



Focus	Vision	Goal	Action	Outcome	Responsibilities
Safety at home and in the community	Our people feel safe in their homes, schools, workplaces, environment and community and can access appropriate support and services when needed	Safe sustainable environment	Continue to upgrade accessible parking	Improved access for people with disability	Infrastructure & Recreation
			Continue to upgrade footpaths to provide accessible travel	Increased accessible footpaths within the community	Infrastructure & Recreation
			Continue to improve pedestrian access & lighting	Increased accessible paths between transport and businesses	Infrastructure & Recreation
			Review accessibility criteria for Council events and facilities	Clearly identify the safety needs of people with disability	Events / Community Development
		Improve access to events and facilities for people with disabilities, their families, carers and service providers	Work with community groups to development awareness of access issues	Promote available grants to support upgrades	Community Development / Grants
			Ensure Council uses the principle of Universal Design for all new / upgraded Council facilities	Council facilities are as accessible and as inclusive as possible	Infrastructure & Recreation
	Conduct Access Audits on Latrobe City Leisure Centres and prioritise urgent actions as part of building renewal program				

Focus	Vision	Goal	Action	Outcome	Responsibilities
Healthy living	Our community has the knowledge and opportunities to make healthy choices and access appropriate responsive support services	Work with internal and external partners including community organisations, clubs and networks	Promote neighbourhood wellbeing through connection and engagement	Stronger neighbourhood communities that are more inclusive	Community Development /Community Resilience / Infrastructure & Recreation
		Increase information to support people with disability attend events and access local supports	Targeted promotion of events, and services and supports available within the community	Building inclusive neighbourhoods	Events / Communications / Community Development
		Latrobe Leisure staff will have an increased awareness of access and inclusion for people with a disability	Conduct a disability awareness session for Latrobe Leisure staff	Increase staff and community awareness about the needs of people with disability	Human Resources
		Information Service teams will have an increased awareness of access and inclusion for people with a disability	Conduct a disability awareness session for the Information Services teams	Increase staff and community awareness about the needs of people with disability	Human Resources
		Investigate options for an online Disability Awareness Program as part of new staff induction	Increase awareness of the barriers to inclusion for people with disability to all Council staff	Increase staff and community awareness about the needs of people with disability	Human Resources

Focus	Vision	Goal	Action	Outcome	Responsibilities
Lifelong learning and opportunities	Our community has the skills and opportunities to be financially secure and participate fully in community life	Ensure Council has employment policies and practices to eliminate discrimination	Investigate opportunities for employment within Council for people with a disability	Increased numbers of people with disability employed within Council	Human Resources
			Provide support to current workers who acquire a disability	Promotion of an inclusive workforce	Human Resources
		Increase focus on access and inclusion at community forums & workshops	Promote skills training / leadership programs for people with disability and support them to participate	People with disability represented on working groups	Community Resilience / Community Development
		Provide information to new and current residents	Develop a <i>Welcome Pack</i> for new residents which includes information regarding local disability services and facilities	People with disability are able to participate fully in community life	Community Development / Community Resilience
			Promote and facilitate information on NDIS and My Aged Care to the community	Increased community awareness of services and information available	Community Development / Aged & Disability Services
		Develop a more inclusive community	Provide training, information and support to organisations, clubs and groups to improve access to community events	Increased opportunities for people with disability to participate within their community	Community Development