



# Uralla Shire Council

## Disability Inclusion Action Plan

### 2022-2026



# Acknowledgement of Country

We acknowledge the Traditional Custodians of this land and recognise their sacred connection to Country. We pay our respect to Elders past, present and emerging.

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## DRAFT V0.3

### Document Control

Doc No.	Date Amended	Details / comments e.g. resolution number
0.1	01 April 2022	First draft – circulated for internal review
0.2	6 May 2022	Draft to councilors for out-of-session review
0.3	24 May 2022	Draft to public exhibition
0.4		Final draft for council adoption
1.0		Adopted – <b>Resolution No:</b> <b>Note: by 30 June 2022</b>

## Message from the Mayor and General Manager: Statement of Commitment

Uralla Shire Council is pleased to prepare the **Disability Inclusion Action Plan 2022-2026** to showcase recent progress in making our public spaces and council services accessible and inclusive while committing to further improvements for our community.

The wellbeing of our community is essential to our success and as such accessibility and inclusion in our built form and services is critical. Everyone is affected if our public realm and access to services has barriers – whether directly affected as an individual for all or some our own lives or indirectly. We are a wealthier community for supporting the inclusion of all people in all activities.

Uralla Shire Council is a proud leader in our region providing home and community care services to our residents and three neighboring council areas. These services help people age in place – that is to stay living in their own homes. We also provide home library services, large print and audio book services from our wonderful, accessible, library in Uralla with a library branch run by volunteers in Bundarra.

Our website provides some audio services, including minutes and webcasts of Council meetings for those who can't attend in person.

Our Uralla Mobility Map sets out how we overcome some of the challenges of retaining our highly valued heritage shop fronts and manages some of the difficult levels that result in steps.

There is more to do in the accessibility space and I thank those who participated in consultation with Council that has formed the basis of this new plan. There are a range of actions identified in this plan which will be incorporated into the Council's actions over the next few years and progress against these will be reported back to the community in each year's annual report. For example, Council has already secured funding to install a new, accessible, amenities building at Rotary Park, Uralla.

If you have any further ideas or suggestions, please send them in.

**Robert Bell**  
Mayor



**Kate Jessep**  
General Manager



## Introduction

### Acknowledgment of Country

We acknowledge the Traditional Custodians of this land and recognise their sacred connection to Country. We pay our respect to Elders past, present and emerging.

**Vision:** In 2031 the Uralla Shire community will be vibrant with a growing economy supporting a sustainable quality of life that values its heritage.

**Council's Mission:** Uralla Shire Council listens to and facilitates the aspirations of the community.

### Overview:

The Uralla Shire local government area covers an area approximately 3,229 square kilometres and is home to a permanent resident population of around 6,048 people.

<sup>1</sup>In the two (2) weeks prior to the 2016 census, 678 people provided unpaid assistance to a person with a disability. Also 13.9% assisted family members or others due to a disability, long term illness or problems related to old age. This is 2.3% higher than the NSW average of 11.6% and 2.6% higher than the Australian average of 11.3%.

<sup>2</sup>In 2016 in Uralla, 27 Aboriginal residents (6.4% of the population) had a long-term severe disability. Amongst all Uralla's residents, 5.8% similarly reported a disability.

Uralla Shire Council is committed to making our community more accessible to people of all abilities and inclusive of all people with disability, their families and carers in the Uralla Shire Council area. We will do this by addressing four outcome areas:

- Community attitudes and behaviours.
- Liveable communities.
- Employment.
- Systems and processes.

**Promoting positive community attitudes and behaviours:** Uralla Shire Council recognises that reducing attitudes and behaviours towards people with disability breaks down one barrier to access and inclusion. We are committed to promoting positive attitudes and behaviours among staff and to working with others to promote positive attitudes and behaviours in the community.

**Making our community easier to live in and get around:** It is important for everyone to be able to get around their local community. A lot of work to improve access around the community has already taken place. Uralla is an old town, rich in historic relevance that is embraced by the community and visitors. Not all of our heritage buildings lend themselves to access, however, our friendly town business owners such as The Pie Mechanic and Uralla Pharmacy have made accommodations to ensure that no person misses out on their services.

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<sup>1</sup> ABS 2016 Census data

<sup>2</sup> Prepared for Aboriginal Affairs NSW, Community Portrait: Uralla LGA, 2016 Census



<https://www.uralla.nsw.gov.au/Community/Community-Information/Access-and-Inclusion>

## Uralla Pedestrian Access Mobility Plan

(Uralla PAMP)

Final

Prepared for  
Uralla Shire Council

August 2019

*The Uralla Pedestrian Access and Mobility Plan (PAMP) has been prepared to guide the future provision and management of pedestrian facilities within the town of Uralla. The PAMP has been developed with reference to the NSW Roads and Maritime Services (RMS) document 'How to Prepare a Pedestrian Access and Mobility Plan – An easy three stage guide (2002)'.*

*The aim of the PAMP is to develop a long-term strategy and action plan for the development of pedestrian facilities within Uralla in a coordinated and strategic approach that provides safe, convenient and connected pedestrian routes and infrastructure to the community. Walking is an activity which is synonymous with a healthy lifestyle and the PAMP provides the framework for developing safe and convenient pedestrian routes for areas identified as important for enhanced sustainable safety, convenience and mobility.*

**NB:** In the 2022-2023 Draft Operational Plan 1.2.1.1 Implement the Pedestrian Access and Mobility Plan (PAMP) is an action.

<https://www.uralla.nsw.gov.au/files/assets/public/council-services/uralla-pedestrian-access-mobility-plan-%E2%80%93-august-2019.pdf>

**Promoting Employment:** Uralla Shire Council recognises the importance of employment for people's financial security, as well as their feelings of self-worth, social inclusion and mental health. Helping to facilitate access to volunteering and work opportunities by people with disability and promoting the benefits to other employers is one way in which this can happen.

### Application Assistance

Should you have any issues completing your application, please contact Human Resources on 02 6778 6300.

**Systems and Processes:** Uralla Shire Council recognises that people with disability often have difficulty navigating systems and processes to access services and supports in the community. We are committed to making information, events, services and consultation processes accessible to people of all abilities and to engage them to share their opinions and participate in our community and democratic processes.

NB: In relation to promoting employment and systems and processes it is recognised by Uralla Shire Council, together with residents of the shire that people of all abilities would benefit exponentially from improved telecommunications infrastructure and services in our local government area. These two (2) areas could be greatly enhanced if this were to happen.

To address this issue in the Draft Operational Plan 2022-2023 the General Manager will '*Actively participate through NEJO and lobby for improved NBN and mobile network coverage (2.2.4.1)*'.

### Housebound Service

The Uralla Library Housebound Service delivers books to people who are physically unable to visit the library. Members can call the library for books they wish to borrow and the Housebound Service provides free delivery of the books to their homes. Deliveries are restricted to Uralla township. Arrangements can be made for carers to pick up books from the library on a members' behalf.

<https://www.uralla.nsw.gov.au/Community/Community-Services/Library-Services>



## How we developed this plan

### Community Input:

Over the past 12 months, Council has been gathering and documenting community input through a combination of different consultation activities, designed to be accessible to a cross-section of the Uralla Shire community. Consultations have included:

- Listening posts;
- Drop-in sessions at Bundarra and Uralla;
- Postcards located at general stores throughout the Shire and written submissions to strategic documents.

Around 1,700 submissions on all aspects of Council business including accessible inclusion for people of all abilities were received. In addition two (2) focus groups were held in Uralla and Bundarra with people who have access issues/or were aware through their work with this cohort.

*Six (6) people attended the focus group in Bundarra and their feedback was mostly positive but suggested the following actions:*

- 1) Council to seal the gravel section of footpath between the Commercial Hotel and the corner opposite the school in Bendemeer Street, Bundarra to facilitate usage by mobility scooters, and wheelchairs and enable use by people with unsteady gait.*
- 2) Council to advocate to the Showground Trust to explore providing flat designated accessible parking at the Bundarra Show Ground.*

*Twenty (20) people attended the focus group in Uralla and they were generally happy with access in Uralla but their feedback suggested the following improvements:*

- 1) Council to advocate to limit the through traffic in Bridge Street to 40 kilometres per hour between the two schools to enhance safety for all. It was also recommended to install speed bumps near the pedestrian crossing, to slow the traffic down.*
- 2) Council to advocate for an additional pedestrian crossing that is more accessible to people with mobility devices; with directional tactile ground surface indicators (TGSIs) extending across footpath to indicate where to cross and additional warning TGSIs placed 300 millimetres back to warn of the slope change as applicable when crossing.*
- 3) There was an identified need for Council to routinely paint the accessible parking symbols on the ground even though they are accompanied by signs that identify the space as accessible parking. The one near Michael's Cafe has no visible blue and barely any white paint left.*
- 4) Council to place a clearly visible sign at the Salisbury Street Council building to indicate where to enter for general enquiries.*

Council will develop the Disability Inclusion Action Plan (DIAP) and place on public display prior to being adopted (as required) before 1 July 2022. Actions from the DIAP will be included in Council's annual Operational Plans.

#### Audio Recording Podcasts

As set out in the Uralla Shire Council Code of Meeting Practice, all meetings of Council and Committees of Council are recorded except those individual matters deemed confidential under the *NSW Local Government Act 1993*. The podcasts are owned by Uralla Shire Council and protected by copyright. No part may be copied or recorded or made available to others without the prior written consent of Council's General Manager.

Audio recordings of all Ordinary and Extraordinary Meetings of Council are published to the Council website following the meeting and are available for a minimum of 12 months. [All recordings can be accessed here.](#)

<https://www.uralla.nsw.gov.au/Council/Council-Meetings/Agendas-Business-Papers-Minutes>

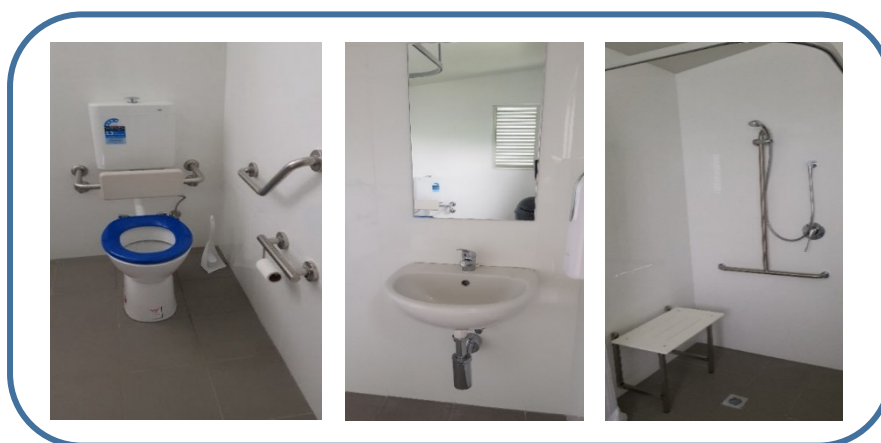


## Policy and legislative context

<sup>3</sup>The **Disability Inclusion Act 2014 (DIA)** mandated the development of the Disability Inclusion Plan and disability inclusion action planning across NSW Government and local councils. The Act enshrines the principles of inclusion in legislation, and holds government accountable to making real change in this area. **The Act 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.'**

<sup>4</sup>Australia's Disability Strategy 2021-2031 sets out eight (8) principles (Guiding Principles) that reflect the human rights of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD). Governments will use these Guiding Principles when developing policies, programs, services and systems. Business, the non-government sector and the broader community should also be encouraged to apply these principles. They are:

- **Principle One:** Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- **Principle Two:** Non-discrimination;
- **Principle Three:** Full and effective participation and inclusion in society;
- **Principle Four:** Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- **Principle Five:** Equality of opportunity;
- **Principle Six:** Accessibility;
- **Principle Seven:** Equality of people; and
- **Principle Eight:** Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.



*New accessible family change room at the Uralla Swimming Pool constructed with grant funding in 2021-2022.*

<sup>3</sup> NSW DIAP Inclusion Action Planning Guidelines

<sup>4</sup> Australia's Disability Strategy 2021-2031

## Strategy / Actions

### Community Strategic Plan 2022-2031

#### Pillar: Society

Strategic objective: We have an accessible, inclusive & sustainable community

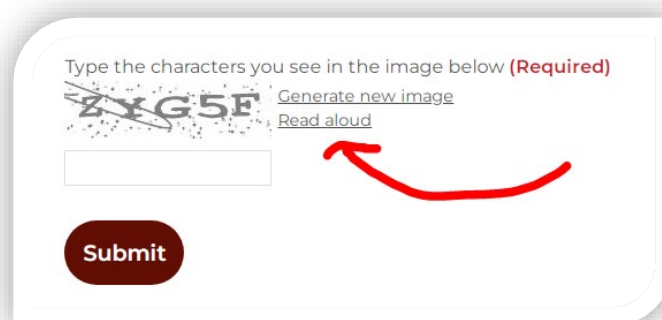
#### STRATEGIES:

- 1.1 A growing community with an active volunteer base & participation in community events
- 1.2 A safe, active and healthy shire
- 1.3 A diverse and creative culture that celebrates our history.
- 1.4 Access to and equity of services

### Uralla Shire Council Disability Inclusion Action Plan 2022-2026

Code	Action	DIAP	Measure of Success	Council's Role
1.1.1.1	Facilitate access to volunteering and work opportunities by people with disability and promote the benefits to other employers	Employment	Increased numbers of people with disability actively engaged in employment both paid and unpaid	Facilitator
1.2.1.1	Council to seek funding and seal the gravel section of footpath between the Commercial Hotel and the corner opposite the school in Bendemeer Street, Bundarra.	Liveable communities	Improved access by people using mobility scooters, and wheelchairs and people with unsteady gait.	Provider
1.2.1.2	Inspect footpaths and cycle ways	Liveable communities	Improved access by people with assisted mobility needs.	Facilitator
1.1.1.3	Council to advocate to the Showground Trust to explore providing flat designated accessible parking at the Bundarra Show Ground.	Liveable communities	More accessible experience when using the showground in Bundarra.	Advocate
1.1.1.5	Council to review mobility access issues and challenges experienced by the community and assess the need and funding sources for additional pedestrian crossings, directional tactile ground surface indicators (TGSI).	Liveable communities	A safer means to cross the highway. Particularly helpful for visitors to town	Advocate
1.1.1.6	Council to routinely paint the accessible parking symbols on the ground even though they are accompanied by signs that identify the space as accessible parking.	Liveable communities	Enhanced experience for community members and visitors who sometime more readily spot the painted symbol on the ground.	Provider

Code	Action	DIAP	Measure of Success	Council's Role
1.1.1.7	Council to place a clearly visible sign at the Salisbury Street Council building to indicate where to enter for general enquiries.	Liveable communities	Improved independent access with clear direction where to enter Council's building for customer service. Helpful for new residents.	Facilitator
1.4.1.1	Use and encourage people-first language that centres on the individual rather than their descriptor. For example, using "people with disabilities," rather than "disabled people."	Community attitudes and behaviours.	Increased use of inclusive language so more people communicate in a way that is respectful and brings everyone into the conversation.	Facilitator
1.4.1.2	Uralla Shire Council staff to consider disability inclusion across all aspects of business.	Community attitudes and behaviours.	Improved awareness within Council and will thus spread throughout the community.	Advocate Provider
1.4.1.3	Promote material on Council's website in easy to read formats that are compatible with specialised programs that enable read aloud. Continue webcasts of Council meetings and explore other ways to have information sharing and participation by people of all abilities in all community and Council processes.	Systems and processes.	Accessible information, events, services and consultation processes accessible to people of all abilities enabling them to share their opinions and participate in our community and democratic processes.	Provider
1.3.5.3	New accessible public amenities building to be installed at Rotary Park, Uralla, under the Public Spaces Legacy Program grant funding.	Liveable communities	Left and right handed toilet options be provided in accessible standard bathrooms.	Provider



## Evaluation, Process and Engagement

The DIAP will be reported on quarterly under the IPR framework and will be reported in the Annual Report. Furthermore, upon adoption a Council weblink must be sent to LGNSW Social & Community team at: [lgnsw@lgnsw.org.au](mailto:lgnsw@lgnsw.org.au) and NSW FACS Disability & Inclusion Planning at [DisabilityCouncil@facs.nsw.gov.au](mailto:DisabilityCouncil@facs.nsw.gov.au) and outcomes to be reported annually to both of these entities.

If at any time, specific information is required or sought, Council's Manager of Community Care, Janine Johnson, can be contacted by phone on 02 6778 6353 or by emailing [jjohnson@uralla.nsw.gov.au](mailto:jjohnson@uralla.nsw.gov.au) to assist.

Community members are further invited at any time to add items for consideration for future years by accessing Council's website at the following link:

<https://www.uralla.nsw.gov.au/Council-Services/Contact-Council>

### Contact Council

Request a Council Service / Request Information / Provide Feedback / Make a Complaint

**Reason for contacting Council (required)**

- Request a Service
- Request for Information ([refer to Agency Information Guide](#))
- Feedback
- Complaint ([refer to Council's Complaints Management Policy](#))

**Enter your message here (required)**  
The maximum message length is 5,000 characters

**You can attach any supporting documentation here**  
The maximum file size is 5MB

No file chosen