



Disability Action Plan 2008 - 2009

Disability Action Plan

2008-2009

Disability Action Plan – Executive Summary

Introduction

Latrobe City's 2021 vision, as stated under Community Capacity Building and Partnership Inclusiveness:

Strategic objective: *“To empower the community through enhancing community advocacy, leadership, partnership, inclusiveness and participation”.*

Strategic action:

By encouraging a diversity of social, cultural and community activities that promotes inclusiveness and connectiveness.

Latrobe City has had a Disability Action Plan (DAP) since 1996 and during that time there have been five reviews of this plan. Since 2001 many of the council services, information and facilities have successfully become inclusive for the whole community. As with the 2007 – 2008 DAP, the 2008 – 2009 DAP contains strategies directly linked to projects in Latrobe City Team's Business Plans. This will ensure that the needs of people with disability will be included in all aspects of Latrobe City services and infrastructure.

Latrobe City has a strong commitment to ensuring that the infrastructure and services it provides are accessible to all members of the community. This commitment is consistent with a quote at the Municipal Association Victoria and Victorian Disability Advisory Council forum in May 2006.

“Investment required in the development of a Disability Action Plan is not warranted unless it achieves all the benefits for an organisation and it will not achieve those benefits unless it is done with the organisation's full support”.

The Disability Discrimination Act

The Disability Discrimination Act 1992 (DDA) makes it unlawful to discriminate in the provision of goods, services or facilities, against people on the basis that they have, or may have, a disability. It also makes it unlawful to discriminate against a person on the basis that one of their associates has, or may have a disability.

The Disability Discrimination Act 1992 reinforces Council's general obligation not to treat a person with a disability less favourably than they would treat a person without a disability in similar circumstances. The DDA recognises that people with disabilities constitute a significant proportion of the local community and that they have a right to participate as fully as possible in the life of the community.

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.

Disability Action Plan

A Disability Action Plan is a strategy for changing Council practices that may result in discrimination against people with a disability. An Action Plan will help Council to identify these practices and provide a blue-print for change. The Disability Discrimination Act (DDA) states that an organisation can develop an Action Plan to eliminate discriminatory practices.

The Australian Local Government Association (ALGA) recommended that Councils develop and register a Disability Action Plan to reduce the likelihood of complaints lodged with the Australian Human Rights Commission; and as sound business practice in that the implementation of such plans improves "Council's performance in fulfilling its community services responsibilities to people with a disability and their families, who constitute a significant proportion of ratepayers".

Latrobe City's commitment to people with disability is consistent with six guiding principles below for inclusion, as reflected in the *Disability Action Planning: A policy framework for Victorian Government Departments*:

1. The development of organisational policies and programs (that are in keeping with the objects of the DDA);
2. How the policies and programs will be communicated to people within the organisation;
3. How organisational practices will be reviewed to identify discrimination;
4. Goals and targets to measure the success of the plan;
5. How the policies and programs will be evaluated; and
6. Who in the organisation will be responsible for implementing the plan.

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, in accordance with the Disability Discrimination Act 1992.

The Disability Reference Committee

To ensure transparency and community involvement in the implementation of the Disability Action Plan the Latrobe City Disability Reference Committee was established in 2002. Each Disability Reference Committee has a two year term and is comprised of five service provider representatives, six community members and one Councillor (chair). The Disability Service Officer and Rural Access Project Officer are Ex-Officio members.

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Disability Action Plan Action	Associated Business Plan Action	Business Unit	Measurement
1 Sustainability			
Consult with the Disability Reference Committee during the preparation of a development plan overlay for the Morwell North West residential precinct.	Progress the planning scheme amendment to introduce a development plan overlay for the Morwell North West residential precinct into the Latrobe Planning Scheme.	City Planning and Development	Disability Reference Committee consulted.
Include the Disability Reference Committee in the community engagement process regarding concept designs for road rehabilitation projects.	Prepare concept designs and arrange community engagement for future road rehabilitation projects.	Capital Projects	Disability Reference Committee consulted.
Assess the design for the shared walking and cycling path linking Traralgon South community to Loy Yang (A & B) and Strezlecki Trail using Australian Standard 1428.2 to maximise access for people with a disability.	Implementation of a shared walking and cycling path linking Traralgon South community to Loy Yang (A & B) and Strezlecki Trail.	Capital Projects	Compliance with Australian Standard 1428.2 where possible due to gradient.
Invite comment from the Disability Reference Committee during stages two and three of the Planning Scheme (Municipal Strategic Statement) review.	Progress stages two and three of the Planning Scheme (Municipal Strategic Statement) review.	City Planning and Development	Disability Reference Committee consulted.

Disability Action Plan – 2008/2009

Disability Action Plan Action	Associated Business Plan Action	Business Unit	Measurement
Continue to consult with the Disability Reference Committee during the development and implementation of the Churchill Town Centre Plan.	Progress implementation of the Churchill Town Centre Plan.	City Planning and Development	Disability Reference Committee consulted.
Apply Universal Design principles in the selection of new office furniture and equipment.	Office furniture and equipment replacement (C0065).	Community Information Centres	Replacement office furniture is accessible to people with additional needs.
Assess playground replacement equipment and infrastructure (where applicable) against relevant Australian Standards and guidelines to address the access and mobility needs of children with a disability.	Complete year three of the Playground Equipment Replacement Program.	City Planning and Development	Replacement playground equipment and associated infrastructure assessed against the relevant Australian Standards and guidelines.
2 Liveability			
Market Latrobe Leisure facilities, services and programs to people with a disability.	Seek to maximise attendance at Latrobe Leisure Facilities.	Recreational Liveability	People with a disability and disability organisations included in marketing activities.
Assess designs associated with Latrobe City Bicycle Plan against Australian Standard 1428.2.	Year two projects from Latrobe City Bicycle Plan.	Capital Projects	Compliance with Australian Standard 1428.2.

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Disability Action Plan Action	Associated Business Plan Action	Business Unit	Measurement
Include a response to the needs of people with a disability in the pilot Heatwave Response Management Plan.	Develop a pilot Heatwave Response Management Plan, targeted to vulnerable members of the community, in partnership with internal and external stakeholders.	Child and Family Services	Consult with the Disability Reference committee during the development of the pilot Heatwave Response Management Plan.
Investigate training options to assist Maternal and Child Health Centre staff to meet the needs of children with a disability in consultation with the Child and Family Services Co-ordinator.	Provide Maternal and Child Health Centres to meet community needs.	Child and Family Services	Training options investigated.
Continue to include people with a disability in employment programs.	Continue to provide employment services that target groups who are significantly disadvantaged with a strong focus on Indigenous employment.	Community Capacity Building	People with a disability undertaking traineeships and employment programs.
Investigate training options to assist Home Care staff to meet the needs of people with a disability in consultation with the Co-ordinator of Home and Community Care.	Deliver a Home and Community Care program to the community.	Community Health and Well-being	Training options investigated.

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Disability Action Plan Action	Associated Business Plan Action	Business Unit	Measurement
Consult with people with a disability, and their families, during the development of concept plans of a community or children's hub in Morwell.	Develop concept plans and seek funding for the establishment of a community or children's hub in Morwell.	Child and Family Services	Disability Reference Committee consulted. People with a disability, and their families, included in community engagement process.
Incorporate the access needs of people with a disability in the construction of the Churchill and District Community Intergenerational Hub.	Complete construction and commission the Churchill and District Community Intergenerational Hub.	Child and Family Services	Continued consultation with the Disability Reference Committee.
Deliver workshops, performances and events specifically targeting the disability sector.	Deliver Public Participation Program across all arts facilities.	Cultural Liveability	A total of four workshops, performances or events held.
3 Governance			
Include information on policies and procedure to further the inclusion of people with a disability in Council orientation and induction programs.	Introduce and deliver an effective orientation and induction program to all new employees and managers.	People and Development	New employees and managers aware of policies and procedures for the inclusion of people with a disability.
Consider and address the needs of people with a disability during the annual review of Council policies.	Coordinate an annual review of Council Policies so that they continue to reflect the directives of Council.	Council Operations and Legal Counsel	Disability Reference Committee consulted.

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Disability Action Plan Action	Associated Business Plan Action	Business Unit	Measurement
<p>1. Include information regarding the Disability Action Plan and Disability Reference Committee in the Councillor Induction Program.</p> <p>2. Arrange for members of the Disability Reference Committee to meet with Councillors over dinner.</p>	<p>Provide Councillors with the appropriate resources and support following the 2008 election to ensure a successful transition program.</p>	<p>Council Operations and Legal Counsel</p>	<p>1. Information included in Councillor Induction Program.</p> <p>2. Members of the Disability Reference Committee attended a meeting with Councillors.</p>
<p>Ensure business units are aware of the implications of the Victorian Charter of Human Rights and Responsibilities.</p>	<p>Update the organisation on changes to legislation and new case law affecting their areas.</p>	<p>Legislative Compliance</p>	<p>Information provided to relevant business units regarding the Victorian Charter of Human Rights and Responsibilities.</p>
<p>Include responses to the needs of people with a disability in Emergency Management Plans.</p>	<p>Support Council workplaces in maintaining Emergency Management Plans.</p>	<p>Legislative Compliance</p>	<p>Actions to ensure the safety of people with a disability are included in Emergency Management Plans.</p>
<p>Include a presentation on Occupational Health and Safety and the implications of disability at the Gippsland Occupational Health and Safety Network Breakfast.</p>	<p>Host Gippsland Occupational Health and Safety Network Breakfast.</p>	<p>Legislative Compliance</p>	<p>Suitable speaker engaged and presentation delivered.</p>

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4 Community Capacity Building			
Participate in a Disability Awareness training session.	Participate in a Disability Awareness training session.	Community Capacity Building	Members of the Community Development Team participated in Disability Awareness training.
Map and record networking and partnerships in the disability sector.	Map and record networking and partnerships in the disability sector.	Community Capacity Building	Networking and partnerships in the disability sector documented.
Include reference to information being available in alternative formats on all public documents and advocate for this to occur across the organisation.	Include reference to information being available in alternative formats on all public documents and advocate for this to occur across the organisation.	Community Capacity Building	Information provided by the Community Development team offered and provided in alternate formats.
Undertake an access audit of Senior Citizen centres using Australian Standard 1428.2 and address non-compliance issues.	Maintain safe and accessible Senior Citizens Centres that meet the needs of Latrobe City residents.	Community Health and Well-being	Access audit of Senior Citizen Centres completed.
5 Organisational Excellence			
Investigate the introduction of a SMS (Short Message Service) system to enable more effective communication with people who are Deaf.	Investigate and evaluate new technologies to assist with business improvement opportunities.	Information Services	SMS (Short Message Service) applications investigated and evaluated.

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<p>Include information on communication methods used by people who are Deaf or people with complex communication needs in training and induction plan for Community Information Centres.</p>	<p>Prepare and deliver a comprehensive training and induction plan for Community Information Centres current and new staff, including the identification of mentoring and staff development opportunities.</p>	<p>Community Information Centres</p>	<p>Community Information Officer training program includes techniques to meet the needs of people who are Deaf or people with complex communication needs.</p>
<p>Consult with people with a disability during the development of relevant projects under the Linking Latrobe Transport Connections program.</p>	<p>Implement the Linking Latrobe Transport Connections program.</p>	<p>Community Capacity Building</p>	<p>Disability Reference Committee consulted when appropriate.</p>