

Hay Shire Council

# Hay Inclusion Action Plan 2023

(Extract from CSP)





# Contents

Hay Shire Today .....	Page 3
Integrated Planning .....	Page 5
Policy Background .....	Page 6
Development of Inclusion Action Plan .....	Page 8
The Plan .....	Page 9
Contact Details .....	Page 12





# Hay Shire Today

## Our Community

The Hay Shire incorporates the town of Hay and the villages of Booligal, Maude and One Tree Village. Three highways intersect Hay, being the Sturt, Mid-Western and Cobb Highway.

Hay Shire is a friendly rural community, situated on the picturesque Murrumbidgee River, about halfway between Sydney and Adelaide and just over 400 kilometres from Melbourne.

The Hay Shire has a surprising amount of attractions worth a visit including wonderful museums, beautiful parks and gardens, and excellent recreational and sporting facilities, Hay Shire has much to offer with its exciting heritage and positive future.

Whilst the Hay landscape has its own appealing characteristics, it is the people in the community that make it so special. The town of Hay is a remarkably friendly and safe place to live and a great place to bring up your family. There is an extremely low rate of crime and an excellent community spirit that is spread right across the spectrum. The people are resilient and generous which is shown in our large number of volunteer groups and organisations.





## **What Facts and Figures Don't Say**

Hay is a proud and resilient community, rich in history. The Council and the community have a strong desire to work towards ensuring that the community is sustainable. Whilst the community has endured a tough time recently with the prolonged drought, water sell off and falling commodity prices, together with centralisation of Government Services, a visit to the area shows that Hay is a vibrant and alive community.

Hay is renowned for its strong community spirit, where we help and look out for one another. Moving into the next ten years there is a degree of optimism with a rebounding agriculture industry and a desire within to adapt to changing times.

## **Infrastructure assets and Community Amenities**

The Hay Community enjoys a high standard of infrastructure and community amenities, generally the infrastructure assets are in a good condition. In recent years Council has addressed a number of backlog issues which has put a strain on short term finances, but this is being appropriately managed.

The community infrastructure is the envy of many communities with our excellent parks and sporting facilities, the river amenities to allow the enjoyment of the great Murrumbidgee River, and the five museums that operate in Hay. Council has a new Library and Community Centre which attracts locals and visitors to enjoy the many facilities offered. Hay is a clean and tidy town where the amenities are well kept and maintained. In addition to the Council provided services, health and education facilities are also excellent.

The infrastructure and community amenities provide the foundation for a sustainable community. They also create sporting, cultural, tourism, recreation and economic opportunities that are not available in many other centres. Like most rural communities there are issues in maintaining services due to centralisation of Government Departments, attraction of qualified staff and Government Policies which are addressed in the Community Strategic Plan.

# Integrated Planning

The Office of Local Government's Integrated Planning and Reporting framework has been developed to enable Council to strategically respond to current and future community needs.

With integrated planning, Council is required to develop a long-range planning system which refines its focus through community engagement and seeks to align the provision of Council services with resources at financial, asset and human resource levels.

Core aims of Integrated Planning and Reporting include the development of:

- a direct connection between Council and our community's vision and expectations
- a strengthened strategic focus for Council
- improved sustainability for the local community through encouraging Council, state agencies and our community to work together
- a detailed understanding of the regional context within which Council operates
- integrated planning processes across Council, our community and key stakeholders to reduce red tape and streamline reporting.

The IP & R Process establishes a set of plans to outline the long-term vision for the future of our community, created in partnership with the community. In addition, a complete long-term resourcing and strategic reporting framework will also be established to drive the below plans.







# Policy Background

To guide and provide scope of the plan, it is important to be clear on the definition of disability. Disability is defined in the Disability Inclusion Act 2014 as *“in relation to a person, includes a long-term physical, psychiatric, intellectual or sensory impairment that, in interaction with various barriers, may hinder the person’s full and effective participation in the community on an equal basis with others.”*

Other definitions describe disability as a result of societal barriers, both attitudinal and the built environment and how these can impact on a person with disability. This type of definition helps develop actions to remove barriers, change attitudes and in turn become a more inclusive society for all.

There are a number of legislative and strategic frameworks that drive the equitable inclusion of people with disability and look to eliminate discrimination. The Accessibility Action Plan has been developed to meet these requirements. This includes:

- The National Disability Strategy NSW Implementation Plan which has been developed in response to the Council of Australian Governments’ (COAG) endorsement of the National Disability Strategy 2010 – 2020. The plan complements Australia’s commitment to the United Nations Convention on the Rights of Persons with Disabilities and improving the lives of people with disability.
- Anti-Discrimination Act 1977 (NSW).
- Disability Inclusion Act 2014 (NSW).

Hay Shire Council affirms the four focus areas of the NSW Disability Inclusion Plan in its Disability Inclusion Action Plan, which are:

- Developing positive community attitudes and behaviours;
- creating livable communities;
- supporting access to meaningful employment; and
- improving access to mainstream services through better systems and processes.

It is acknowledged that not all of the above is the sole responsibility of the Hay Shire, but the Shire can play an advocacy role in the above. Further general principles that Council supports are attached in Attachment A, these are from the Disability Inclusion Act.



As a local government, Hay Shire also supports the Disability Service Standards in the Disability Inclusion Regulation 2014, which are:

### **Rights**

Each person with a disability receives a service that promotes and respects the person's legal and human rights and enables them to exercise choice like every one else in the community.

### **Participation and inclusion**

Each person with disability is encouraged and supported to contribute to social and civic life in the person's communities in the way the person chooses.

### **Individual outcomes**

Each person with disability is supported to exercise choice and control over the design and delivery of support and services to the person.

### **Feedback and complaints**

When person with disability wants to make a complaint to a providers of service, the provider of the service will make sure the person's views are respected, that the person is informed as the complaint is dealt with, and that the person has the opportunity to be involved in the resolution process.

### **Service access**

Each person with disability is assisted to access the supports and services the person needs to live the life the person chooses.

### **Service management**

Providers of services to persons with disability are well managed and have strong and effective governance to deliver positive outcomes for the persons they support.

# The Plan

Council has five main areas where equal access is relevant:

1. Environmental sustainability
2. Livable & vibrant community
3. Economic prosperity & sustainability
4. Governance & organisational performance
5. Our infrastructure



## Environmental Sustainability

### Community Strategy A1.4

People of all abilities have access to built environments, cycleways and passive areas

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>A1.4.1</b> – Provide access to built and suitable natural environments	Implement DIAP
	Improve access to our natural environments
<b>A1.4.2</b> – Build on our cycleways network	Review Bike Plan
<b>A1.4.3</b> - People of all abilities can access passive areas	Review Street and Toilet access points.
<b>A1.4.4</b> Improve signage and promotion	Update signage on cycleways
	Include cycleways and walking tracks in promotion activities
<b>A1.4.5</b> To continuously upgrade and improve our parks open space and natural environments	Implement maintenance and capital program
	Implement open spaces plan





**A4**

**Our Community is inclusive and sustainable**

**Community Strategy**

**A4.1**

**Facilitate access to public spaces for cultural and community events**

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>A4.1.1</b> – Public spaces are well maintained	Ensure public spaces and amenities are clean and safe
<b>A4.1.2</b> – Continuously upgrade and improve recreation and cultural facilities and spaces	Implement Open Spaces Strategy, Bike Plan, Murrumbidgee Masterplan, CSP

## Livable and Vibrant Community

**Community Strategy**

**B3.2**

**Promote inclusion of all abilities workers in the business community**

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>B3.2.1</b> - Work with agencies to promote the employment of people of all abilities in the local business sector	Ongoing community education, promotion and opportunity
<b>B3.2.2</b> - Work with Community agencies to identify and develop strategies to address cultural issues in the community	Work with community partners in providing and promoting programs that contribute to community pride, inclusion and wellbeing particularly for young people



**B4**

All cultures are strong, well supported and flourishing

**Community Strategy**  
**B4.1**

Ensure services are accessible to all groups in our community

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>B4.1.1</b> - Support agencies in delivery of services to all members of the community	Work with community partners in promoting programs that contribute to the wellbeing of members of the community
<b>B4.1.2</b> - Support our volunteers in their management and provision of services and functions to the community	Implement Volunteer Recruitment and Retention strategy across every facet of the community
<b>B4.1.3</b> - Advocate for improved public transport	Liaise and work with government and private agencies to improve public transport
<b>B4.1.4</b> - To promote and develop an inclusive community culture	Support inclusive initiatives and events



#### Community Strategy B4.3

Promote inclusion in the community

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>B4.3.1</b> – Promote and develop an inclusive local community culture, where people of all ages interact and provide mutual support	Assess ways for the use of community facilities to be extended and increased including incorporating strategies from the CSP
<b>B4.3.2</b> –Targeted groups and agencies for consultation on prospective and ongoing programs and projects	Identify groups/agencies to support and consult programs and projects

## Economic Prosperity & Sustainability

#### Community Strategy C4.4

Support education and training initiatives

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>C4.4.1</b> Promote and support education and training initiatives	Liaise with all levels of education to identify specific educational requirements for local opportunities





## Governance and Organisational Performance

### Community Strategy D1.4

Council decision making is based on a sound appreciation of community issues and needs supported by reliable information and asset management systems

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
<b>D1.4.1</b> – Consultation and engagement systems	Engage with the community in accordance with the Community Engagement Strategy and Participation Plan

### Community Strategy D1.5

Council will lead by example

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activity	Priority
<b>D1.5.1</b> – Provide effective leadership and strong direction for the community	Deliver services that meet the needs and expectations of the community and other stakeholders



## Our Infrastructure

### Community Strategy E3.1

Provision of sustainable infrastructure that is adaptive to changing needs, suitable/betterment and funding levels

2022-2026 Delivery Program	2023/24 Operational Plan
Principal Activities	Priority
Providing infrastructure that meets the ever changing needs of the community	Development of a sustainable funding model to meet infrastructure provision
	Ensure infrastructure is suitable to community need and consider betterment during replacement where possible



## Contact Details

**Mail:** Hay Shire Council, PO Box 141, Hay NSW 2711

**Email:** [mail@hay.nsw.gov.au](mailto:mail@hay.nsw.gov.au)

**Phone:** 02 6990 1100

**Fax:** 02 6993 1288



# Attachment A

## Disability Inclusion Act 2014 No 41

### 4 General principles

(1) For the purposes of this Act, the disability principles relating to people with disability are the general principles set out in this section.

(2) People with disability have an inherent right to respect for their worth and dignity as individuals.

(3) People with disability have the right to participate in and contribute to social and economic life and should be supported to develop and enhance their skills and experience.

(4) People with disability have the right to realise their physical, social, sexual, reproductive, emotional and intellectual capacities.

(5) People with disability have the same rights as other members of the community to make decisions that affect their lives (including decisions involving risk) to the full extent of their capacity to do so and to be supported in making those decisions if they want or require support.

(6) People with disability have the right to respect for their cultural or linguistic diversity, age, gender, sexual orientation and religious beliefs.

(7) The right to privacy and confidentiality for people with disability is to be respected.

**Note.** This principle does not affect the operation of Chapter 16A of the Children and Young Persons (Care and Protection) Act 1998. The disability principles are principles that certain entities have regard to under this Act (see section 6).

(8) People with disability have the right to live free from neglect, abuse and exploitation.

(9) People with disability have the right to access information in a way that is appropriate for their disability and cultural background, and enables them to make informed choices.

(10) People with disability have the same right as other members of the community to pursue complaints.

(11) The crucial role of families, carers and other significant persons in the lives of people with disability, and the importance of preserving relationships with families, carers and other significant persons, is to be acknowledged and respected.

**Note.** The NSW Carers Charter under the Carers (Recognition) Act 2010 recognises the role and contribution of carers to our community and to the people they care for.

(12) The needs of children with disability as they mature, and their rights as equal members of the community, are to be respected.

(13) The changing abilities, strengths, goals and needs of people with disability as they age are to be respected.