



# All Abilities Access and Inclusion Plan 2023-2026



## **Our Vision**





To be a welcoming, healthy and sustainable community that encourages diversity, business ingenuity and inclusion.

### **Acknowledgement of Country**

The Moira Shire acknowledges the traditional custodians of country, Yorta Yorta. We acknowledge their continuing connection to the land, water and community and pay our respects to them and their cultures and to their elders past, present and emerging.

# Contents

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Administrators Message	2
Acknowledgements	3
Executive Summary	4
Our Legislative and Policy responsibilities	5
Themes	6
 <b>1. Accessible Places &amp; Spaces</b>	<b>7</b>
 <b>2. Leadership &amp; Opportunity</b>	<b>9</b>
 <b>3. Participation &amp; Inclusion</b>	<b>10</b>
 <b>4. Respect &amp; Recognition</b>	<b>11</b>
Appendix	12

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# Administrators' Message

It is with great pleasure that we present the Moira Shire Council's All Abilities Access and Inclusion Plan 2023-2026.

The aim of the All Abilities Access and Inclusion Plan is to make Moira Shire a more accessible and inclusive community for all, including advocating for people with disability to participate in their local community.

The 2023-2026 All Abilities Access and Inclusion Plan has been developed to prioritise actions over the coming four years for the continuous improvement of outcomes for people with disability.

The Plan was created with the help of the Moira Shire Council's All Abilities Advisory Committee, which comprises services and community members, including community members with lived experience of disability and representatives from local disability service providers.

This collaborative process provided valuable information on the issues and barriers facing people with disabilities within Moira Shire and allowed Council to build on its previous work. The priority areas of the Plan have been framed by the requirements set out in the *Victorian Disability Act 2006*.

Themes were developed through development of the previous Disability Access and Inclusion Plan 2017-2021 in consultation with the community and the Disability Advisory Committee to meet its obligation under the *Victorian Disability Act 2006*.

These are:

- Accessible Places and Spaces;
- Leadership and Opportunity;
- Participation and Inclusion; and
- Respect and Recognition

The All Abilities Advisory Committee will continue to have input into the prioritisation and implementation of these actions, and Council will continue to advocate and work with all three tiers of government.

The Plan will be revised annually with the goal of Council's services and programs being inclusive of people with disability.

It is our pleasure to endorse this All Abilities Access and Inclusion Plan.

**John Tanner AM**

Chair of Panel of Administrators

**Suzanna Sheed**

Administrator

**Dr Graeme Emonson PSM**

Administrator

# Acknowledgments

## Our Community

Moira Shire Council would like to thank the many community groups and individuals who participated in our community engagement process; sharing their lived experiences, knowledge and ideas.

This feedback was reviewed by the All Abilities Advisory Committee to identify the priorities for this All Abilities Access and Inclusion Plan and was used to inform the actions.

## All Abilities Advisory Committee (AAAC)

This All Abilities Access and Inclusion Plan was developed with the assistance of Moira Shire Council's All Abilities Advisory Committee (AAAC).

The AAAC is a committee which can comprise a maximum of 20 services and community representatives. The committee is currently made up by the following volunteer members:

- 4 community members with lived experience of disability; and
- 8 representatives of local disability service providers.

The objectives of the AAAC are:

- Advise Council on opportunities improve access and inclusion for people of all abilities that reside in and visit the Moira Shire.
- Advocate for improved access and inclusion, and promote participation in Moira Shire community activities for people of all abilities.

Additional responsibilities include:

- Provide advice on barriers to access and improvement opportunities for people of all abilities to better access Council services, programs, events and infrastructure within the Shire.
- Provide input into the planning stage of Council strategies, plans and policies which relate to the access and inclusion for people of all abilities including the All Abilities Access and Inclusion Plan.
- Participate in committees and community engagement processes of Council, which relate to access and inclusion for people of all abilities.
- Advise Council on local, regional and statewide issues which have implications for the inclusion of people of all abilities in Moira Shire.



Photo: Teegan Doyle, Hollie Barnes, Renee McCarthy, Gayle Berg von Lindhe, Jenny Godwin (front).

# Executive Summary

The goal of the All Abilities Access and Inclusion Plan is to make Moira Shire a more accessible and inclusive community for all, by supporting and advocating for people with a disability to participate in their local communities.

Moira Shire Council's All Abilities Access and Inclusion Plan 2023-2026 outlines Council's commitment to promoting a more inclusive and accessible community. The Plan outlines the priorities of Council to improve access to the built environment, social connections and communication processes. Moira Shire will be a better community for its residents and visitors, increasing the economic, social and tourism potential for all.

Promoting, providing and planning for an accessible environment meets Council's obligation under the *Victorian Charter of Human Rights and Responsibilities Act 2006* and *Disability Act 2006*. The Plan focuses on the following themes:

## Accessible Places & Spaces

- Taking a leadership role in promoting, influencing and advocating for an accessible built environment.
- Developing and planning for a connected and accessible community environment.
- Promoting and implementing universal design principles.
- Advocating for improved public transport.

## Leadership & Opportunity

- Promoting leadership and involvement for people with disabilities around all matters and in particular those that have a direct impact on access and inclusion.
- Ensuring new strategies and plans consider disability access and inclusion.
- Promoting employment of people with disabilities.
- Promoting ongoing benefits of engagement and volunteering in the community.

## Participation & Inclusion

- Maximising engagement with people with disabilities.
- Supporting housing and independence.
- Promoting inclusive activities and events.

## Respect & Recognition

- Taking a leadership role in the promotion of inclusion and respect.
- Influencing attitudes and educating the community.
- Integrating access and inclusion practices throughout Council's decision making processes.

The Plan was developed with a focus on existing resources and incorporating access and inclusion principles into everyday decision making, project design and policy development. The Plan and its actions rely on the existing and development of new relationships with the community, service providers and other interested organisations.

The Plan has been designed to work in conjunction with, and provide support to other Council plans, either existing or under development. In particular, the Plan will both provide support to, and be supported by, the Wellbeing for All Ages Strategy.

# Our Legislative and Policy responsibilities

## International

- United Nations Convention on the Rights of Persons with Disabilities 2006
- Universal Declaration of Human Rights 1948

## Australian Government

- *Disability Discrimination Act 1992*
- *National Disability Insurance Scheme Act 2013*
- Australian Standards and Building Code of Australia
- Australia's Disability Strategy 2021-2031
- National Agreement on Closing the Gap
- Information Linkages and Capacity Building program
- Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

## Victorian Government

- *Disability Act 2006*
- *Disability Amendment Act 2012*
- *Victorian Charter of Human Rights and Responsibilities Act 2006*
- *Victorian Equal Opportunity Act 2010*
- Inclusive Victoria: State Disability Plan (2022-2026)
- The Victorian Aboriginal Affairs Framework 2018–2023

## Local Government

- Creating a More Inclusive Community for People with a Disability; A Strategic Framework for Local Government (Municipal Association of Victoria, 2011)

Section 38(1) of the *Disability Act 2006* requires that government departments, prescribed statutory authorities and prescribed statutory corporations must develop a Disability Action Plan for the purpose 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; and
4. achieving tangible changes in attitudes and practices that discriminate against persons with a disability.

# Themes

The following themes were developed through development of the previous Disability Access and Inclusion Plan 2017-2021. The current All Abilities Advisory Committee (previously known as the Disability Advisory Committee) determined that these themes were still relevant with some small additions. The themes meet Council's obligation under the *Victorian Disability Act 2006*.



## 1. Accessible Places & Spaces

- Physical Access
- Services & Businesses
- Universal Design Principles
- Transport



## 2. Leadership & Opportunity

- Employment
- Volunteering
- Representation
- Education & Training



## 3. Participation & Inclusion

- Events & Activities
- Communications
- Sports & Recreation
- Housing & Independence



## 4. Respect & Recognition

- Attitudes
- Advocacy
- Celebrating Diversity





# 1. Accessible Places & Spaces

Accessible places and spaces are fundamental to promoting inclusion throughout all aspects of community life and will enhance the promotion of participation for all.

NO.	ACTION
<b>1.1</b>	<b>Take a leadership role in promoting, influencing and advocating for accessible built environments</b>
1.1.1	<p>Support opportunities for local sporting and community facilities to become accessible, through researching appropriate grants and creating funding channels by:</p> <ul style="list-style-type: none"> <li>• Finding opportunities for grants and strengthening guidelines around access and inclusion</li> <li>• Ensuring assessment criteria promotes accessibility and inclusiveness</li> <li>• Promotion of other grant opportunities</li> </ul>
1.1.2	<p>Encourage and support local businesses to make accessibility and inclusion a priority by:</p> <ul style="list-style-type: none"> <li>• Providing information and promotion of access and inclusion through existing communication networks</li> <li>• Supporting and promoting the 'Access at a Glance' community program</li> </ul>
1.1.3	<p>Review access to local nature reserves for increased access through:</p> <ul style="list-style-type: none"> <li>• Community feedback</li> <li>• Identification of funding opportunities</li> <li>• Advocacy to other agencies</li> </ul>
<b>1.2</b>	<b>Develop and plan for a connected and accessible community environment</b>
1.2.1	<p>Improve pedestrian and cycling infrastructure (including crossing points) to facilitate a connected and accessible community by:</p> <ul style="list-style-type: none"> <li>• Review existing Strategy</li> <li>• Reviewing existing footpath networks in major towns</li> <li>• Develop a schedule for long term implementation</li> </ul>
1.2.2	<p>Improve accessible car parking at key community buildings and in shopping precincts to ensure safe access and sufficient spaces are provided by:</p> <ul style="list-style-type: none"> <li>• Review of existing car parks</li> <li>• Ensuring all new developments comply with current standards</li> </ul>
1.2.3	<p>Provide sufficient Council owned public toilets through:</p> <ul style="list-style-type: none"> <li>• Identifying existing facilities</li> <li>• Develop a prioritised schedule for upgrade to meet best practice standards for provision of disabled toilets</li> <li>• Increase signage and advertising of facilities</li> </ul>

NO.	ACTION
1.2.4	Educate community on Disabled Car parking legalities through: <ul style="list-style-type: none"> <li>• Media and social media campaign</li> </ul>
1.2.5	Improve public parks, playgrounds, gardens and facilities to ensure that they are connected, accessible and inviting to all by ensuring: <ul style="list-style-type: none"> <li>• The All Abilities Advisory Committee have input in the development of all new parks and playgrounds</li> <li>• All new park amenities including shelters, BBQs, park furniture, water drinking fountains etc. are accessible to all</li> <li>• Where possible, there is an accessible path that connects facilities within the park</li> </ul>
<b>1.3 Promote and implement universal design principles</b>	
1.3.1	Review existing Council owned and managed buildings and develop a program to meet universal design principles through: <ul style="list-style-type: none"> <li>• Utilising and updating existing facility audits processes</li> <li>• Prioritising areas for improvement</li> <li>• Develop an implementation plan for Council managed buildings</li> </ul> <i>Appendix 1, Principles of Universal Design.</i>
1.3.2	Promote and implement current accessible building standards to new developments, public buildings and facilities through: <ul style="list-style-type: none"> <li>• Creation and distribution of a Universal Design Principle factsheet</li> <li>• Update procurement and tender documentation to promote universal design</li> </ul>
<b>1.4 Advocate for improved public transport</b>	
1.4.1	Improve public transport to facilitate improved community involvement by: <ul style="list-style-type: none"> <li>• Advocating for increased frequency of accessible public transport and sufficient accessible infrastructure to State and Federal Governments</li> <li>• Supporting current studies and any subsequent outcomes or consultation needed</li> <li>• Progressing the recommendations from the Community Transport Review</li> </ul>



## 2. Leadership & Opportunity

Participating in work and volunteer activities leads to new connections with others, fosters a cohesive community, promotes self-worth and is beneficial to the economic and social wellbeing of our communities. Having diverse participation throughout our communities allows for informal learning, while providing pathways for individuals to connect with others.

NO.	ACTION
<b>2.1</b>	<b>Ensure that new strategies and plans consider disability access and inclusion</b>
2.1.1	All new strategies and plans demonstrate consideration and/or implication on access and inclusion through: <ul style="list-style-type: none"> <li>• Presentation of key new strategies and plans to the All Abilities Advisory Committee</li> <li>• Internal awareness of procedures to ensure compliance</li> </ul>
<b>2.2</b>	<b>Encourage employment of people with disabilities in the community and the Council</b>
2.2.1	Assist with increasing awareness of the valuable contribution people with disabilities can make as employees and/or volunteers through: <ul style="list-style-type: none"> <li>• Promoting existing government support</li> <li>• Promotion of available resources to networks</li> <li>• Creating partnerships with local business leaders, including trader groups to reinforce key messages</li> </ul>
2.2.2	As a major employer of choice: <ul style="list-style-type: none"> <li>• Develop a strategic approach to enhancing employment opportunities and retention of persons with disability at Council</li> </ul>
2.2.3	Promote opportunities for skill development, leadership, education, training and employment opportunities for people with a disability by: <ul style="list-style-type: none"> <li>• Investigating and promoting new social enterprise opportunities</li> <li>• Ensuring disability networks are aware of community grants</li> <li>• Sharing education, training and employment opportunities with disability networks and the community</li> </ul>
<b>2.3</b>	<b>Promote ongoing benefits of engagement and volunteering in the community</b>
2.3.1	Promote volunteering opportunities for people with disabilities as a key social inclusion strategy within sporting, social and community groups and clubs by: <ul style="list-style-type: none"> <li>• Promoting training/information on volunteering as it becomes available</li> <li>• Develop a Volunteer register on the council website where by resources will be shared with community organisations across the shire</li> </ul>
<b>2.4</b>	<b>Identify leadership and involvement for people with disabilities</b>
2.4.1	Ensure that access and inclusion aspects are included in policy development from all tiers of government by: <ul style="list-style-type: none"> <li>• Seeking input and feedback from All Abilities Advisory Committee on consultation matters</li> <li>• Promoting representation of people with disability on Council advisory and steering committees</li> </ul>



## 3. Participation & Inclusion

Developing and fostering participation and inclusion for all members of our community is beneficial to economic growth, social participation, employment opportunities and key to building a cohesive community.

NO.	ACTION
<b>3.1</b>	<b>Maximise engagement with people with disabilities, making strategic and operational decisions especially regarding access and inclusion</b>
3.1.1	Enhance engagement with people with disabilities on all Council matters by: <ul style="list-style-type: none"> <li>• Offering training to new and existing employees on benefits of consulting with people with disability</li> <li>• Reviewing and update the Corporate Style Guide to incorporate accessibility standards (contrast, capitalisation, size, font) translation of information into other formats and Easy English</li> </ul>
3.1.2	Ensure more people with disability have access to online information and services by: <ul style="list-style-type: none"> <li>• Adopting the mandated conformance levels for web accessibility as a baseline requirement (WCAG 2.0 compliance)</li> </ul>
<b>3.2</b>	<b>Promote inclusive activities and events</b>
3.2.1	Promote participation of persons with a disability in all activities, events and festivals, including planning and advertising by: <ul style="list-style-type: none"> <li>• Including checklists and audit tools in all risk assessments</li> <li>• Taking a leadership role in demonstrating inclusion in Council lead events and activities through compliance with the Internal Events Guidelines</li> <li>• Promoting the use of the Companion Card at all Council events and facilities that incur charges</li> <li>• Supporting existing organisations by making funding opportunities available for initiatives</li> </ul>
<b>3.3</b>	<b>Housing and independence</b>
3.3.1	Promote participation of persons with a disability in all areas of life activities and life administration by: <ul style="list-style-type: none"> <li>• Ensuring work that occurs in the affordable housing space and strategic objectives has advocacy for the disability community</li> <li>• Staying abreast of the community housing program 'The Big Build' and identifying any possibilities of development within the Moira Shire</li> <li>• Promoting independence through activities and networking opportunities that support and develop skills in this area</li> </ul>



## 4. Respect & Recognition

Australia is known and respected for its diverse communities. Moira Shire Council recognises the benefits of celebrating this diversity and endeavours to show and promote respect throughout all communities.

NO.	ACTION
<b>4.1</b>	<b>Take a leadership role in the promotion of inclusion and respect</b>
4.1.1	Advocate and allow for a more inclusive community, increasing the social, economic and health outcomes of people with a disability and the wider community through: <ul style="list-style-type: none"><li>• Developing partnerships between other organisations, support services and groups, creating opportunities for cross promotion and reinforcement of key messages</li><li>• Promoting inclusive Council Meetings where all members of the community feel welcome and safe to participate, including carers, through a community and media campaign</li></ul>
4.1.2	Promote awareness and acceptance of the rights of people with disability through: <ul style="list-style-type: none"><li>• Community education programs and opportunities</li><li>• Supporting independent advocacy of people with disability through promotion of external resources, organisations and opportunities</li></ul>
<b>4.2</b>	<b>Influence attitudes and educate the community through celebration</b>
4.2.1	Celebrate and promote the achievements of people with disability through: <ul style="list-style-type: none"><li>• The facilitation of community and school events honouring International Day of People with Disability</li><li>• Increasing community education/awareness programs throughout the Shire including local schools by designing and promoting all abilities events and activities</li></ul>
<b>4.3</b>	<b>Integrate access and inclusion practices throughout Council's decision making process</b>
4.3.1	Ensure that Council lead by example through: <ul style="list-style-type: none"><li>• Providing practical training for staff on their obligations embedded in everyday decision making</li><li>• Providing information to staff on the rights of people with disabilities</li></ul>

# Appendix

## 7 Principles of Universal Design

### 1. Equitable Use

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- Design is appealing and provides the same means of use to all individuals.
- Provisions for privacy, security, and safety are equally available.

### 2. Flexibility in Use

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- There is choice in methods of use.
- Accommodations for right or left handed use.
- Allow for accuracy and precision as well as adaptable to the individual's pace.

### 3. Simple and Intuitive Use

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- Use of the design is easy to understand.
- Any undue complexity is removed.

### 4. Perceptible Information

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- Ambient conditions do not affect use.
- Consider individual's sensory abilities.
- Provide contrast between essential information and its surroundings.

### 5. Tolerance for Error

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- Consider and minimize hazards and the adverse consequences of accidental or unintended actions.
- Provide fail-safe features.

### 6. Low Physical Effort

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- Allow user to maintain a neutral body position.
- Minimize repetitive actions and sustained physical effort.

### 7. Size and Space for Approach and Use

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- Provide a clear line of sight to important elements for any seated or standing user.
- Make reach to all components comfortable for any seated or standing user.
- Accommodate variations in hand and grip size.
- Provide adequate space for the use of assistive devices or personal assistance.





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