



Inclusion Plan 2024 - 2026



We acknowledge the traditional owners of this land, the people of the Kamilaroi Nation.

We pay our respects to the Elders past, present and emerging.

We acknowledge and respect their continuing culture and the contribution they make to the Liverpool Plains.

Message from the Mayor and General Manager

We aspire to have a great rural lifestyle that is inclusive of all cultures with access to quality services and facilities. Strong community, council and business leadership.

Our Community's vision for the Liverpool Plains highlights the value they place on our rural lifestyle, access to services and facilities and the importance of an inclusive approach.

Barriers to full inclusion can be physical, non-physical, visible and invisible. Our Inclusion Plan 2024 - 2026 maps the next steps in achieving the vision for an inclusive community.

The first step in our Inclusion Plan is to strengthen our relationship with our community members with lived experience of the barriers to full inclusion. Our **Inclusion Advisory Group** will guide us to identify barriers, to understand their impact and find ways to overcome and remove them.



The actions listed in this version of the Plan are the initial steps for Years 1 and 2. At the end of each year, with the assistance of our Inclusion Advisory Group, we will review and update our Inclusion Plan.

Our proposed actions cover **Positive Attitudes, Access to Services, Livable Communities and Meaningful Employment.**

Our proposed actions cover many areas of Council's work, and reflect our commitment that **Inclusion is everybody's business, Inclusion is core business** and **Inclusion brings better results for all our communities.**

**Cr Doug Hawkins OAM
Mayor**

**Gary Murphy
General Manager**



The guiding principles of our Inclusion Plan 2024 - 2026

Universal Design for Inclusion is a way of designing for everyone; A way of designing services and facilities that allows people to **fully participate and communicate** without the need for adding on special features.

Designing for Inclusion we will consider;

- **Comfort** for everyone
- **Awareness** of different abilities and needs
- **Understanding** of different situations and opportunities
- **Wellness** for everyone
- **Bringing people together**
- **Focusing on the person** not the condition
- **Respect for all the cultures** within our Shire

Our Inclusion Plan 2024- 2026 shows how we will apply the principles of Universal Design **to improve our products, services, environments and communication.**



The People of the Liverpool Plains.

Around 7,500 people call the Liverpool Plains home.

- Our median age is **47** .
- One third are **60 years plus** .
- **14.8% are Aboriginal or Torres Strait Islanders**
- One in five needs mobility assistance
- One in ten has asthma.
- More than one in ten has arthritis.
- More than one in ten have provided care in the last two weeks.
- Seven out of ten carers are women.
- One in five has limited literacy.
- Almost one in ten has had a mental health challenge.
- Young men are most affected by mental health challenges.
- Older men are the most vulnerable to suicide.

We will work with our **Inclusion Advisory Group to learn** more about our community members and how to reduce and remove barriers.



Cover Image; Courtesy of Mandy Pursehouse, Blackville Arts Market Day 2023.

Liverpool Plains Shire Council.

More than **120 people** work at Liverpool Plains Shire Council.

Our people range from those at the **beginning of their working lives**, to others with **decades of experience**.

Some of our staff have lived their lives on the Plains, other have come to the Plains for work, family or adventure.

We will **work with our Joint Consultative Committee** to learn about our people, the barriers our staff have experienced and how Liverpool Plains Shire Council can become an employer that encourages **full participation for all**.



Positive Attitudes and Behaviours



Council will invite **people with lived experience to guide us.**

Our **Inclusion Advisory Group** will bring together people with lived experience, Councillors and Senior Staff.



Council will **coordinate training in the Universal Principles of Inclusive Design** for councillors, staff and our business and community partners.



Council will share information to encourage Inclusion on social media .



In 2025 the **Australia Day Awards** will include an award for Inclusion.



Access to Mainstream Services



Council will plan our **Public Events to be inclusive.**



Council will ask for help to find ways to make our **services and facilities easier to access and use.**

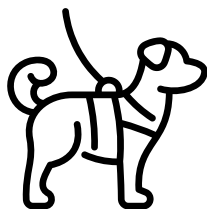


The new **Quirindi Pool** will have **comfortable and safe access** for patrons



We will ask our **Inclusion Advisory Group** to help us **update our Emergency and Evacuation Plans.**





Assistance Animals will be welcome at all our buildings, events and services.



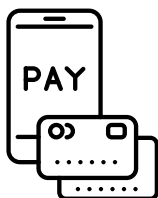
Our website will follow the **National Website accessibility** guidelines.



Our major publications will be available in **Easy English**.



We will use **infographics** where ever we can, starting with **public signage and public communication**.



Carers will not pay entry fees to use our services or facilities when they are **in a caring role**.

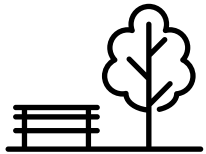
Liveable Communities



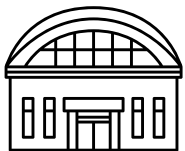
We will ask our community about **Inclusion** in our conversations about the shared **vision for our Community**.



Our **playgrounds will be designed for everyone** to play and gather.



Our **outdoor spaces will be safe and fun** for everyone.



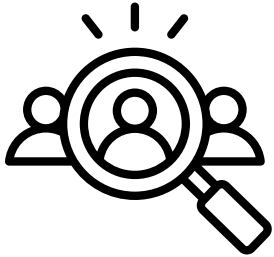
All **new buildings** will be designed to be **used by all** people.



Inclusion will be added to the **Community Funding Program Guidelines**.



Meaningful Employment



We will **change the way we find new people** to work with us.



We will **make it easier for people** to work with us.



We will ask for help to **upgrade our equipment and workplaces** to improve accessibility.



Inclusion in context

The **NSW Local Government Act** tells councils to provide adequate, equitable and appropriate services and facilities for the Community.

We will **work with our community to plan for the future** and **encourage inclusive approaches** through;

- Community Engagement
- LPSC Community Strategic Plan
- Fees and Charges
- Service Review Plans
- Workforce Plans
- Asset Management Plans

Council will **meet our obligations to address discrimination** in all areas of our work.

Council will work towards the goals of the

- United Nations Convention of the Rights of Persons with a Disability
- The National Disability Strategy
- The NSW inclusion Strategy
- the Web Content Accessibility Guidelines
- National Standards for Sporting and Recreation Facilities
- The Building Code of Australia
- The National Arts and Disability Strategy.



