

DRAFT Access and Inclusion Plan 2026-2030

Themes, objectives and actions we're seeking feedback on.

Our Objectives and Strategic Actions

Outcome 1: Inclusive Participation

A community where everyone can join in

Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

Objectives	Strategic Actions
1.1 Increase opportunities to actively participate in inclusive programs, events, services and initiatives	• Review and enhance existing programs, events, services and initiatives to maximise accessibility and inclusion. • Incorporate inclusive design principles and considerations into new Council programs and events • Explore different technology to improve participation in Council meetings, programs, events and services • Explore accessible transport options to increase attendance and participation • Identify and partner with relevant organisations to co-design and deliver sustainable initiatives • Seek external funding to deliver initiatives that increase participation • Review existing grant and sponsorship opportunities available to be more inclusive • Recognise individuals and groups championing inclusion through categories at award events • Promote positive stories and achievements of people with a disability via various communication channels.
1.2 Establish strategic partnerships to co-design and deliver inclusive initiatives	
1.3 Incorporate access and inclusion considerations for all grant, sponsorship and recognition opportunities.	

Outcome 2: Accessible Spaces and Places

A City for everyone

A City where everyone can access and enjoy our range of facilities and public spaces.

Objectives	Strategic Actions
2.1 Embed Universal Design principles and DDA standards into all new builds, upgrades and planning processes	• Apply Universal Design and DDA standards to guide the design and implementation of all new and upgraded facilities and open spaces. • Provide guidance to developers and designers on applying Universal Design principles • Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds etc. • Undertake mobility audits to improve access around key community areas including safe pool access, car parks, ramps, kerbs, footpaths, parking, signage and furniture. • Conduct feasibility studies on all current facilities, infrastructure and spaces against Universal Design principles and make recommendations to consolidate assets.
2.2 Implement a staged program to audit key community spaces and facilities for accessibility improvements	
2.3 Review all current assets against Universal Design Principles	

Outcome 3: Access to Information

Communication for all

A community where everyone can easily access, understand and use information — supported by clear, inclusive and varied communication methods.

Objectives	Strategic Actions
3.1 Ensure clear and effective communication for people with diverse communication needs to inform and connect them	• Investigate diverse formats for communication accessibility including face-to-face, digital and paper-based formats, that are easy for everyone to access and understand • Increase presence of diverse communication formats in key community spaces • Enhance accessibility through using clear and simple language and imagery both online and in public spaces • Use new inclusive technology and assistive tools to support improved access to Council information in key community spaces • Develop internal standards to review public-facing Council documents, websites and templates to ensure accessibility is maximised • Ensure all wayfinding signage meets best-practice standards
3.2 Develop accessible resources and technologies that support people with disability to engage effectively with Council.	
3.3 Review public-facing Council information to ensure accessibility is inclusive	

Outcome 4: Community Engagement and Support

Engaging people, empowering community

Meaningful collaboration and co-design with everyone, ensuring diverse voices are heard and opportunities created that connect people with appropriate support services

Objectives	Strategic Actions
4.1 Strengthen opportunities for people with a disability to provide feedback and influence Council decisions that impact them	• Enhance engagement methods to increase participation of people with a disability in public consultations and civic life • Continue supporting the Disability Reference Group to guide inclusive practices across Council • Maintain relationships with relevant external networks and partners to stay informed of best practice and emerging trends in access and inclusion • Collaborate with local organisations, schools, businesses and community groups to connect people to community supports and opportunities • Educate local clubs and community groups on inclusive practices and universal design to support inclusion.
4.2 Build strategic partnerships that connect people with a disability to local supports and services	
4.3 Promote inclusive practices among community groups to foster positive attitudes and participation	

Outcome 5: Supportive Workplace Environments

Building an accessible and inclusive culture

A council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities — enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

Objectives	Strategic Actions
5.1 Increase staff capability through targeted training, professional development and internal collaborations to support an inclusive city	• Provide relevant staff with training and development opportunities in areas such as Universal Design, disability awareness and communication access accreditation • Establish an internal working group to drive the Plan and monitor progress of associated actions • Review and enhance recruitment processes for potential staff and volunteers with diverse needs • Understand the needs of staff and volunteers to improve work outcomes and create inclusive environments • Assess and implement improvements to the workplace that create safe, accessible and inclusive spaces for employees and volunteers. • Integrate accessibility considerations into emergency response planning. • Create meaningful, appropriate and inclusive volunteer roles and pathways for people with a disability.
5.2 Improve and leverage current workplace practices, processes and environments to improve inclusivity	
5.3 Create volunteering opportunities where accessibility has been integrated meaningfully.	