



All Abilities Inclusion Action Plan

2022-2026



City of
Wagga Wagga

Acknowledgement of Country

Wagga Wagga City Council gulbali-yanhi ngurambang-gu Wiradjuri-gu walumaldhaany-galang. nganha bala mayiny Wiradjuri. yindyamali-yanhi mudyiganggalang-bu balumbambal-bu balugirbam-bu yindyamali-yanhi bagaraygan nguarambang-gawali-i yandu muran.

wigi wagga wagga-dha ngiyanhi gulbali-bu yindyamali-bu guwiinyguliyalagu buyaa-bu giilaang-galam-bu. ngiyanhi gulbali-bu yindyamali-bu guwiinyguliyalagu dhaagun-giyalam-bu bila-galang-giyalam-bu. gulbali-yanhi Wiradjui-mayiny ngurambangguwal-bu bala yarruwala-bu waluwin-bu walabangan-bu dhirrangal-bu.

Wagga Wagga City Council acknowledges the traditional custodians of the land, the Wiradjuri people, and pays respect to Elders past, present and future and extends our respect to all First Nations Peoples in Wagga Wagga.

We recognise and respect their cultural heritage, beliefs and continuing connection with the land and rivers. We also recognise the resilience, strength and pride of the Wiradjuri and First Nations communities.

Photo by Ami Garth
Pure Dreams Photography

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Cover photo: Lorraine O’Hara in the studio, 2021
Photo by Leigh Hewitt



Photo by Alex Osgood
WWCC Youth Development Officer

Mayoral Message

As Mayor of the City of Wagga Wagga, I am honoured to be part of the updated Wagga Wagga City Council's All Abilities Inclusion Action Plan. The All Abilities Inclusion Action Plan provides direction to Wagga Wagga City Council over the next four years. It continues to nominate actions to directorates across the organisation and holds us accountable to ultimately allow us to progress.

We continue to be committed to the journey of seeing our city become a more accessible and inclusive place to live, work and enjoy all the recreational opportunities it provides.

An aspect strengthened in this updated plan is recognising and understanding that those of all abilities come in many shapes and sizes, some visible and invisible, and that there are steps Council can take to ensure that everyone feels welcome, valued and are enabled to thrive in our community.

The plan has been built on the voices of individuals with all abilities, their families and service providers. People shared what they liked about our city, what barriers exist for them and then offered solutions for how to address these. I would like to thank our community members who worked with us to develop this plan.

The plan also links strategically with the NSW Disability Inclusion Plan by ensuring action plans align with the States four priority areas in addition to our Community Strategic Plan, a city-wide strategy with a vision to make Wagga Wagga a thriving, innovative, connected and inclusive community. It is my hope that in continuing to build on our achievements, we continue strengthening a more inclusive culture that will decrease the discrimination faced by people with disabilities.

Introduction

Wagga Wagga City Council launched their first Disability Inclusion Action Plan in 2017. This was a result of monumental legislative change known as the Disability Inclusion Act 2014. This act introduced a legislative requirement for all local government areas through their Council to develop and implement a Disability Inclusion Action Plan.

The purpose for a Disability Inclusion Action Plan was to ensure that there was a demonstration of commitment from local government's to people with a disability on improving access to services, facilities and jobs. More notably however, it is designed to change perceptions about people with a disability. It is also part of the legislative requirement to review and update these plans every four years. Please note, there was an additional year granted to all Council's due to the disruptions brought on to the whole community by COVID-19. To continue on our journey to increased inclusion and accessibility, Council took the step to include more inclusive language to its updated plan – All Abilities Inclusion Action Plan 2022- 2026.

There are four key areas for Wagga Wagga City Council's updated All Abilities Inclusion Action plan, these include:

- 1. Developing positive community attitudes towards all abilities
- 2. Creating liveable communities
- 3. Improving access to mainstream services
- 4. Increasing access to meaningful employment.

Where does the All Abilities Inclusion Action Plan 2026 fit within Council?

The Wagga Wagga All Abilities Action Plan 2022-2026 is a level 2 strategic document that guides Council with a framework of priorities and actions for a four-year period. It is written in line with the Thriving, Innovation, Connected and Inclusive guiding principles of Council and works towards the visions of the Community Strategic Plan (CSP) 2040.

Community Strategic Plan 2040 Objectives include:

- Wagga Wagga has strong community leadership and a shared vision for the future
- Our community is informed and actively engaged in decision making and problem-solving to shape the future of Wagga Wagga
- Wagga Wagga City Council leads through engaged civic governance and is recognised and distinguished by its ethical decision-making, efficient management, innovation and quality customer service
- Our community are proud of where we live and our identity
- Our community feel welcome, included and connected
- Wagga Wagga is a thriving, innovative and connected regional capital city
- Wagga Wagga is a hub for activity
- Our built environment is functional, attractive and health promoting

Other Wagga Wagga City Council plans that work towards accessibility and inclusion:

- The Wagga Wagga City Council Cultural Plan 2020 – 30
- Draft Reconciliation Action Plan 2022 – 2025
- Draft Community Safety Action Plan Plan 2022 – 2026
- Draft Pedestrian Access and Mobility Plan
- Wagga Wagga Active Travel Plan 2016
- Playground Strategy 2016 – 2036
- Recreation, Open Space and Community Strategy and Implementation Plan 2040
- The Wagga Wagga City Council Graffiti Management Plan 2017 – 2021

Key Legislation

- Disability Discrimination Act 1992
<https://www.legislation.gov.au/Details/C2016C00763>
- Disability (Access to Premises – Buildings) Standards 2010
<https://www.legislation.gov.au/Details/F2010L00668>
- Disability Standards for Accessible Public Transport 2002
<https://www.legislation.gov.au/Details/F2005C00261>
- Disability Standards for Education 2005
<https://www.legislation.gov.au/Details/F2005L00767>
- National Disability Strategy 2010-2020
<https://www.dss.gov.au/our-responsibilities/disability-and-carers/program-services/government-international/national-disability-strategy>
- National Disability Insurance Scheme
<https://myplace.ndis.gov.au/ndisstorefront/index.html>
- National Standards for Disability Services
<https://www.dss.gov.au/our-responsibilities/disability-and-carers/standards-and-quality-assurance/national-standards-for-disability-services>
- Fair Work Act 2009
<https://www.legislation.gov.au/Details/C2016C00785>

NSW Legislation and Policy

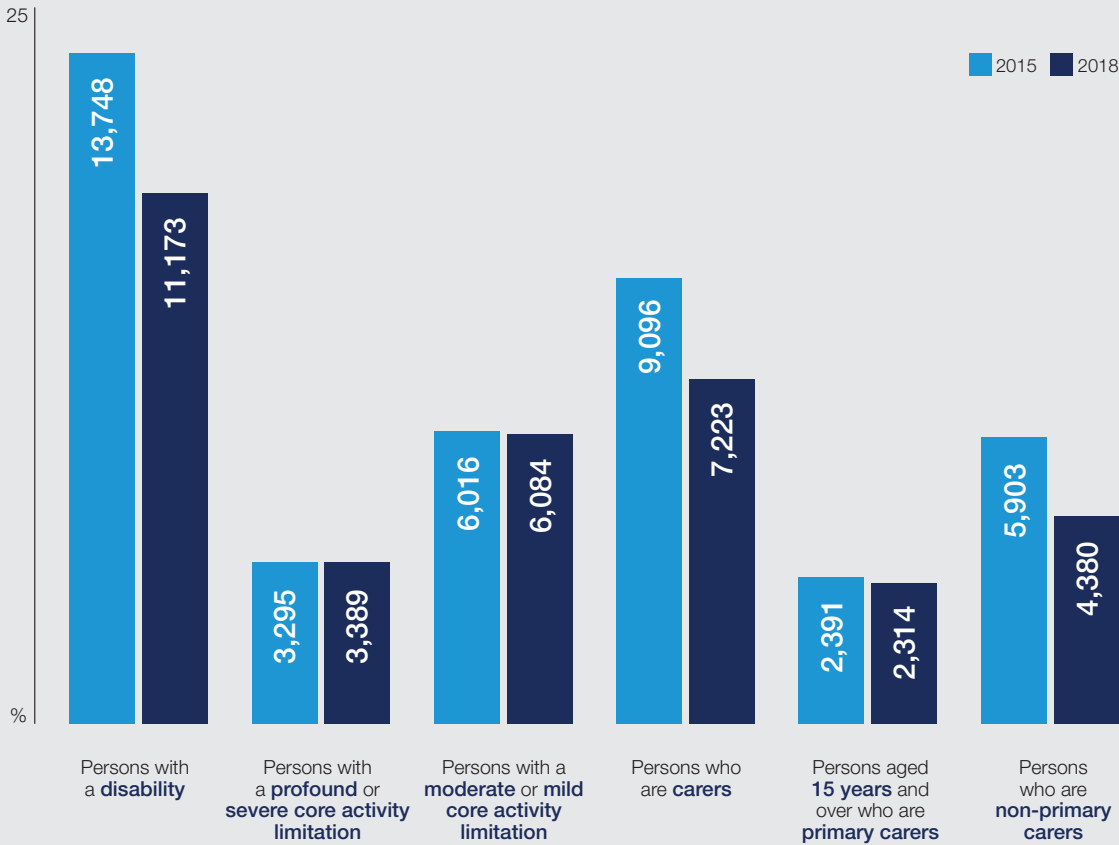
- Disability Inclusion Act 2014
<http://www.legislation.nsw.gov.au/#/view/act/2014/41>
- NSW Disability Inclusion Plan
<https://www.facs.nsw.gov.au/reforms/developing-the-nsw-disability-inclusion-plan>
- Anti-Discrimination Act 1977
<http://www.legislation.nsw.gov.au/#/view/act/1977/48>
- Local Government NSW resources
<http://www.lgnsw.org.au/policy/disability>

Our City

Wagga Wagga Selected disability and carers characteristics (modelled) - Persons living in private dwelling



Wagga Wagga LGA
65,770
(as of 2020)



Source: <https://dbr.abs.gov.au/region.html?lyr=lga&rgn=17750>

What we've achieved so far – 2017 to 2021 in review



All-inclusive
playground
at Bolton Park



Non-slip tiles
in the
Oasis Aquatic Centre

The implementation of the Disability Inclusion Action Plan 2017-2021 was integral in assisting Wagga Wagga City Council to be more inclusive and to increase accessibility across the community.

A highlight of achievements include:

- Installation of 4 x Adult Laydown Change tables (REST Centre at the Memorial Gardens, Bangayarra Walkway 144 Baylis Street, Mareveloo Bolton Park & Bolton Park Amenities)
- The development and delivery of an all-inclusive playground at Bolton Park
- Installation of 6 x Communication Boards in four of Wagga Wagga City Council's Parks/Recreation spaces
- Installation of non-slip tiles in the Oasis Aquatic Centre and refurbishment 1 x adult change facilities
- Putting the Community Directory in an accessible online format and ensures inclusion of information on support services for people with disabilities
- Extensive refurbishment of the Civic Theatre with the focus on increased accessibility. 3 x accessible bathrooms, 2 located in front of house (one with external access) and one backstage. The bathroom implemented backstage also saw a permanent accessible lift. There was also the implementation of seating that can be removed for people with disabilities when required.
- Ongoing participation in the Wagga Access Reference Group (WARG)
- The implementation of Equal Employment Opportunity training, awareness and information provided to Wagga Wagga City Council staff via Code of Conduct Training and Corporate Induction.
- Increase number of accessible parking spaces to reflect proportion of permit holders (3.7%) in the community. Wagga Wagga City Council successfully completed this, with the percentage of accessible parking spaces increasing compared with total number of timed parking spaces. Of the identified 39 spaces required, Wagga Wagga City Council increased their accessible parking spaces to 32, narrowing the discrepancy between availability of spaces and number of permit holders.
- A range of inclusive programs and exhibitions were developed and delivered during this period with highlights during this period including artists from The Art Factory being featured in the Artstate Wagga 2020 arts program. During this period the Library, Art Gallery and Civic Theatre provided a wide range of programs online, including livestreaming of performances and programs to maximise the opportunity for audiences to participate in these programs in adherence to COVID-19 restrictions.

How we developed the plan

The impact of COVID-19 over the last two years has been significant and felt by many across our community and no doubt had direct impacts on individuals, families, carers and disability service providers.

Wagga Wagga City Council put a call out for preferences of engagement in order not to compromise vulnerable members of our community and to ensure all consultations were undertaken in line with COVID safety measures and public health orders of the time.

Staff listened to these preferences and undertook various engagement methods, including face-to-face consultations, online consultation sessions and an online survey. The consultations provided important insights into both individual and community needs, as well as identifying aspirations for Wagga Wagga City Council to continue working toward improving the lives of people living with all abilities and their family and carers. It was monumental that for these consultations, 100% of face-to-face participants were individuals with lived experience, with 60% of this cohort also working within the support sector. This provided Wagga Wagga City Council with in-depth and insightful comments and feedback that provided Council staff with an opportunity to listen and acknowledge both the positives and the challenges in the day-to-day experiences of those of all abilities in our community.

An action item stemming from the previous plan (2017) was to implement an Access Reference Group for the city. The Wagga Access Reference Group was established from this and continue to play an invaluable role in our community. The Wagga Access Reference Group meet monthly to discuss important issues relating to access and inclusion across the city, action items from Wagga Wagga City Council's Disability Inclusion Action plan (2017), provide in depth consultation for the update of the All Abilities Inclusion Action Plan, disseminate information to individuals, families, carers and service providers for those of all abilities. Wagga Wagga City Council would like to acknowledge and thank each member below for their ongoing commitment, time and input into ensuring our plans achieve its outcomes, as well as advocate for additional considerations for all abilities for the Wagga Wagga Local Government Area.

**WARG Member
(includes past and current):**

- Kerein Mullins
- Kellie Clarke
- Stephen Williams
- Michael Cummins
- David Paterson
- Jase Evans
- Trudy Gunning
- Tammy Cabban
- Adam Jacobson
- Kim Schultz

**Local service providers –
Notification of updating of the
plan and consultation opportunities
were delivered via email to the
following organisations:**

- Forrest Centre
- TAFE NSW
- Resilience NSW
- Intereach
- Murrumbidgee Primary Health Network
- NSW Health - Murrumbidgee Local Health District
- Anglicare
- Department of Education
- Catholic Education Diocese of Wagga Wagga
- Personnel Group
- Legal Aid
- Department of Communities and Justice
- Flourish Australia
- Calvary Hospital
- Kirinari
- New Directions
- RivMed
- Wagga Wagga Local Area Command
- Mission Australia
- OneDoor
- Guide Dogs
- Cerebral Palsy League
- Disability Trust
- Relationships Australia
- Centacare
- Job Centre Australia
- Kurrajong First Contact
- Wagga Hearing Centre
- The Guthrie Collective
- Lifestyle Solutions
- Hearing Australia
- My Plan Connect
- Regional Disability Advocacy Service

**A letter box drop and face to face
stop in were undertaken to the
following organisations:**

- Sunflower House
- CareSouth
- Leisure Company
- Live Better
- Northcott
- Wagga Women's Health Centre
- Murrumbidgee Community Care
- Compact
- Intereach
- Rehab Co
- Mission Charity
- Better Mobility

**Held community consultation
opportunities-**

- 2 Online Consultations
- 2 Face to Face Consultations
- 6 lived experienced attendees



*Sensory Garden, 2021
Photo by Joshua Cameron-Thomas*

Online survey – what we heard



27 (57%) - A person with a disability

Postcode

41 respondents - 2650
4 respondents - 2652
1 respondent - 2651
1 respondent - 2701



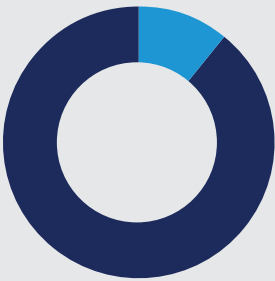
7 (15%) – A carer



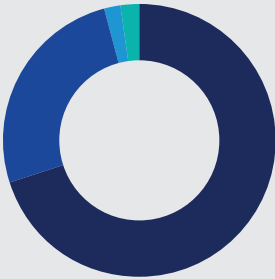
9 (20%) – A family member or friend of a person with disability



4 (8%) – Other (top response was someone working in the disability sector)



5 (11%) identified as Aboriginal
42 (89%) identified as not Aboriginal or Torres Strait Islander



33 (70%) of respondents were 25 – 29 years old (adult)
12 (26%) were 60 years old or more
1 (2%) between 12 – 24 years
1 (2%) less than 12



28 (60%) Female
19 Male (40%)

Online survey – what we heard

Which of the following best describes your own disability, the disability of your friend, family member or the person you care for?



Physical



Intellectual



Chronic health condition



Psychosocial/ Mental Health



Learning Disability



Neurodiverse

Accessibility ratings for Council Facilities

Most Accessible



Wagga Wagga City Library



Oasis Aquatic Centre



Wagga Civic Theatre



Council Customer Service Centre

Least Accessible (areas to improve)



Designated Parking for people with a disability



Footpaths



Bus Shelters



Public Toilets



Wagga Beach

The best things about living in Wagga for people with disability?

- 60% I can access most public places I want to visit
- 54.3% Friendly and accepting community
- 51.4% I can access places outdoors (parks, sportsgrounds, the zoo etc)
- 42.9% I can access most businesses/stores/ retail places I want to visit
- 34.3% I can access the services I need

What would make it easier to visit places and facilities in our community?

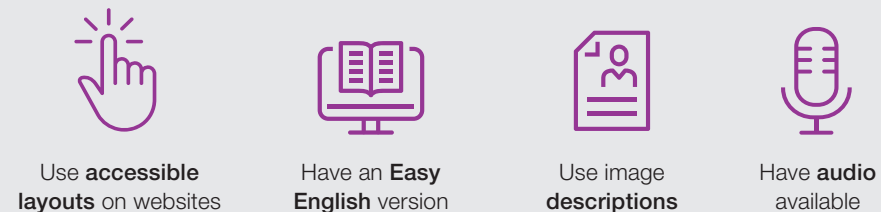
- Accessible paths and ramps
- Public toilets and changing rooms that are easy to use
- Places that have been built so people with disability can use them easily
- These places might have low counters and wide doorways
- Staff who are good at helping people with disability
- Outdoor places with a shelter or cover
- Buildings that are easy to access

Online survey – what we heard

Top 3 places would like to go but cannot get to at present?

- 1 Beach
- 2 Bushland areas
- 3 Playgrounds

How can we make information easier to find?



What kinds of information would you like access to?

- 85.7% Information relating to **services available in the community**
- 74.3% Information relating to **programs or events**
- 62.9% Information relating to **services available by Wagga Wagga City Council**
- Other (information around where disabled toilets with hoist and adult change tables are located across the city and what is available in villages as well, accessibility of destinations, EV charging stations in Wagga, Bus timetables)

What is hard for you or the person you care for to do with Council?

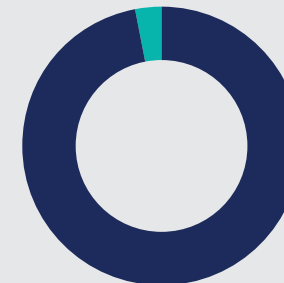
- 51.4% **Apply** for something
- 45.7% **Fill in a form**
- 31.4% Say what you think and **provide feedback**
- 14.3% **Pay a bill**
- 28.6% Other (website accessibility and navigation, toilets with outward opening doors are difficult to access)

Online survey – what we heard

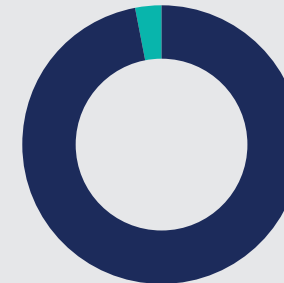
Attitudes

■ Yes ■ No

Have Wagga Wagga City Council staff have always treated me with respect?



Staff at Wagga Wagga City Council have always tried to assist me with whatever questions or requests I have had regarding information about services both at Council and in the community.



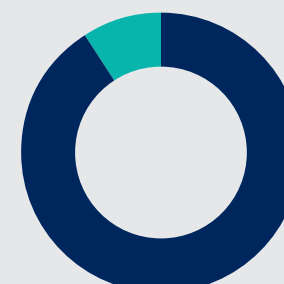
Have you felt discrimination against you or someone you care for because of a disability?



Have you ever experienced or witnessed direct or indirect bullying, harassment or violence because of a disability?



Do you find Wagga Wagga City Council employees to be approachable and understanding to your individual support needs?



Employment

What features are you looking for in an ideal employer?



What are the major barriers for people living with disabilities in obtaining and keeping meaningful employment in the Wagga Wagga local government area?



On a scale of 1 to 4 [1= Strongly Disagree, 2= Disagree, 3= Agree, 4= Strongly Agree], please indicate how much you agree or disagree with the following statements.

I would consider applying for employment opportunities with Wagga Wagga City Council – **Agree**

When I have inquired about employment roles at Wagga Wagga City Council, I have always received assistance I required regarding the application process and requirements – **Agree**

In any employment roles I have applied for at Wagga Wagga City Council I have always felt I experienced a fair and just process – **Agree**



Rochelle Hapgood in the studio, 2021
Photo by Leigh Hewitt

Focus Areas

The projects within Wagga Wagga City Council's All Abilities Inclusion Action Plan are the practical application of our intent and action.

The plan is a continuation of the progress made from the previous Disability Inclusion Action Plan 2017 – 2021.

The four focus areas remain:



Attitudes and Behaviours

Developing positive community attitudes towards all abilities



Liveable Communities

Creating liveable communities



Employment with Wagga Wagga City Council

Increasing access to meaningful employment



Systems and processes

Improving access to mainstream services



Attitudes and Behaviours

Objective

Continue to improve community wide attitudes and behaviours towards people of all abilities. This will be done through promoting awareness of ability, understanding barriers to access and changing language to reflect the capabilities of individuals.

Community Strategic Plan 2040 Objectives (draft CSP 2040)

- Wagga Wagga has strong community leadership and a shared vision for the future
- Our community is informed and actively engaged in decision making and problem-solving to shape the future of Wagga Wagga
- Wagga Wagga City Council leads through engaged civic governance and is recognised and distinguished by its ethical decision-making, efficient management, innovation and quality customer service
- Our community are proud of where we live and our identity
- Our community feel welcome, included and connected

What we heard

Throughout the community consultation over 97% respondents felt that Wagga Wagga City Council staff treat individuals with all abilities with respect, try to assist with questions or requests regarding information and that 90% of respondents felt Wagga Wagga City Council employees were approachable and understanding of individual support needs.

We also heard however that 50% of respondents had felt discriminated against and/or someone they cared for due to their disability and have experienced or witnessed bullying, harassment or violence because of it. This indicates that whilst Wagga Wagga City Council have made progress with attitudes and behaviours of its staff towards individuals of all abilities, there is still work to do across the Wagga Wagga Local Government Area to continue to see positive changes across the board.



What we will do next

Deliverable	22/23	23/24	24/25	25/26
Ensure a suite of inclusive programs are offered across Wagga Wagga City Council's cultural facilities that include targeted programs, shows and exhibitions for people of all abilities	•	•	•	•
Include images that represent the diversity of our community in future Wagga Wagga City Council plans and publications (eg. Council News)	•	•	•	•
Promote days and weeks that celebrate ability and diversity such as the International Day of people with a disability	•	•	•	•



Liveable Communities

Objective

Continue to improve the accessibility and inclusion of community members living with all abilities in Wagga Wagga to public spaces and places through applying universal design principles and improving connectivity. This includes more than the physical environment, it is also about inclusion and access to programs, events and all aspects of community life for those with visible and invisible abilities. We also aim to strengthen connectivity to public spaces and places through applying universal design principles.

Community Strategic Plan 2040 Objectives (draft CSP 2040)

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- Our community are proud of where we live and our identity
- Our community feel welcome, included and connected
- Wagga Wagga is a thriving, innovative and connected regional capital city
- Wagga Wagga is a hub for activity
- Our built environment is functional, attractive and health promoting

What we heard

When community was asked about the best things about living in Wagga Wagga for people with disability, the top 5 responses were:

- I can access most public places I want to visit
- Friendly and accepting community
- I can access places outdoors (parks, sportsgrounds, the zoo etc)
- I can access most businesses/stores/retail places I want to visit
- I can access the services I need

The most accessible Wagga Wagga City Council's identified included Wagga Wagga City Library, Oasis Aquatic Centre, Wagga Civic Theatre and Council's Customer Service Centre including regularly visited public open space areas (for example, Lake Albert, Wagga Beach and Playgrounds).



What we will do next

Deliverables	22/23	23/24	24/25	25/26
Apply universal design to embrace diversity and deliver design solutions that benefit as many people as possible and afford users the dignity of independent and equal access including regularly visited public open space areas (for example, Lake Albert, Wagga Beach and Playgrounds)	•	•	•	•
Wagga Wagga City Council to Update Pedestrian Access and Mobility Plan		•	•	
Ensure standards are met by Wagga Wagga City Council for any new builds	•	•	•	•
Advocate to other key services, such as Department of Transport, to address issues relating to taxis and transport options	•	•		
Develop a comprehensive map showing disability specific resources across the city, including disability parking spots, disabled toilets, disability friendly accommodation spots etc.		•		
Provide easy to access, accurate and up to date information regarding information regarding disability services, events, programs	•	•	•	•
Accessible Events guidelines is developed and shared with community members and groups applying to hold an event		•	•	
Promote Wagga Wagga City Council's Snap, Send and Solve app to the wider community	•	•		
Advocate to Local Government NSW for Adult Lay Down Change Facilities on key highways leading into and out of Wagga Wagga Local Government Area.	•	•	•	•



Employment with Wagga Wagga City Council

Objective

Continue to increase meaningful employment options for individuals living with disability, including volunteer and work experience opportunities

Community Strategic Plan 2040 Objectives (draft CSP 2040)

- Wagga Wagga has strong community leadership and a shared vision for the future
- Wagga Wagga City Council leads through engaged civic governance and is recognised and distinguished by its ethical decision-making, efficient management, innovation and quality customer service
- Our community feel welcome, included and connected

What we heard

When community was asked about applying for employment opportunities within Wagga Wagga City Council, whether they had received the assistance required regarding the application process and requirements, majority selected that they agreed. They were also asked to recall whether they had applied for employment opportunities and whether they felt this was a fair and just process and the top response was that they agreed.

Community was also asked what would make an employer more inclusive and accessible for all abilities and the top 5 responses were:

- Inclusive recruitment process
- Flexible working hours
- Accessible workplaces
- Attitude of staff
- Access to training



What we will do next

Deliverables	22/23	23/24	24/25	25/26
Feel welcomed in a workplace culture in which we think and act inclusively.	•	•	•	•
Apply recruitment experiences and processes that are accessible and promote fair selection.	•	•	•	•
Participate in career development on an equal opportunities basis	•	•	•	•
Participate in local job fairs and engage with job providers about Wagga Wagga City Council being an employer of choice	•	•	•	•
Receive appropriate and reasonable workplace adjustments in a timely manner accommodation spots etc.	•	•	•	•
Recognise Wagga Wagga City Council as an employer of choice.	•	•	•	•
Engage with those of all abilities in order to design and implement an identified pilot program for those with lived experience to engage in pre-recruitment opportunities at Wagga Wagga City Council.		•	•	•



Systems and Processes

Objective

Increase access to information regarding a range of Wagga Wagga City Council's services and facilities, as well as other services in the community through improved usability and availability of information.

Community Strategic Plan 2040 Objectives (draft CSP 2040)

- Wagga Wagga has strong community leadership and a shared vision for the future
- Our community is informed and actively engaged in decision making and problem-solving to shape the future of Wagga Wagga
- Wagga Wagga City Council leads through engaged civic governance and is recognised and distinguished by its ethical decision-making, efficient management, innovation and quality customer service
- Our community feel welcome, included and connected

What we heard

Community advised they want to know more about information relating to services available in the community, programs or events and services available through Wagga Wagga City Council. They also wanted additional information around where disabled toilets with hoist and adult change tables are located across the city and what is available in villages as well, accessibility of destinations, EV charging stations in Wagga, Bus timetables.

In order to access and utilize this information, they advised of key considerations including using accessible layouts on websites, have an Easy English version, using image descriptions and having audio options available.



What we will do next

Deliverables	22/23	23/24	24/25	25/26
Enable equal access of use for all community members.	•	•	•	•
Internal and external customer services and products, both digital and non-digital, are accessible and inclusive, based on universal design principles, with digital products and services delivered to WCAG 2.1AA accessibility compliance, and content written to an inclusive reading level of 9 where possible.	•	•	•	•
Works seamlessly with the inbuilt accessibility features/ assistive technologies found on current mainstream devices such as audio, screen reader and captions.	•	•	•	•
The All Abilities Inclusion Action Plan will be forwarded to the Disability Council NSW for endorsement. Wagga Wagga City Council will report on the All-Abilities Inclusion Action Plan action items as part of its Annual Report. The report will be publicly available in a range of formats through Council's website. The Disability Inclusion Action Plan will be reviewed and updated in 2026.	•			

Wagga Wagga LGA - Support Services

The Wagga Wagga Local Government Area (LGA) is home to a number of services and organisations that work tirelessly to increase access, and provide support and assistance to people living with all abilities and their families. This list, although not exhaustive, provides information that may be useful in locating a required service.

In Wagga Wagga there are also a number of businesses that can provide aids, accessibility devices and services and audits to improve accessibility for those of all abilities. For more information, please contact:

IDEAS 1800 029 904

The National Disability Service a valued resource providing up to date information on policy, resources and providing events and training. To contact the NSW National Disability Service office:

(02) 9256 3111
ndsnsw@nds.org.au

Resources

Legislation and Policy Context –

NSW Disability Inclusion Act 2014

<http://www.legislation.nsw.gov.au/#/view/act/2014/41>

NSW Disability Inclusion Plan

<https://www.facs.nsw.gov.au/reforms/developing-the-nsw-disability-inclusion-plan>

Anti-Discrimination Act 1977

<http://www.legislation.nsw.gov.au/#/view/act/1977/48>

Local Government NSW resources

<http://www.lgnsw.org.au/policy/disability>

Checklists and guides

(Source: Australian Local Government Association's - Disability Inclusion Planning- A guide for local government)

Access

Accessibility starter kit

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-AccessibilityStarterKit-2016.docx>

Transport and accessible parking

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-Venue1TransportandParking.docx>

Building maintenance

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-Venue2BuildingMaintandAccess.docx>

Ticketing, seating and services

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-Venue4TicketingSeatingandServices.docx>

Improving access for consumers with disability

<https://www.humanrights.gov.au/our-work/disability-rights/publications/access-all-improving-accessibilityconsumers-disability-2016>

Communication & Web Accessibility

Web Content Accessibility Guidelines (the WCAG 2.0)

<https://www.w3.org/WAI/intro/wcag.php>

http://www.disability.wa.gov.au/Global/Publications/Understanding%20disability/words_that_work_media_guide.pdf

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-MarketingandCommunications.docx>

<http://www.aarts.net.au/wp-content/uploads/2016/04/Checklist-Venue3SignageandCommunciations.docx>

<http://www.mediaaccess.org.au/research-policy/guides/disabilitycare-service-providers-accessibility-guide>

<http://www.visionaustralia.org/business-and-professionals/digital-access-consulting/training>

<http://www.mediaaccess.org.au/digitalaccessibilityservices/services/education-and-training/pcwa/>

<https://www.w3.org/WAI/training/Overview.html>

Events

http://www.meetingsevents.com.au/downloads/Accessible_Events_Guide.pdf

http://www.dhs.vic.gov.au/__data/assets/pdf_file/0004/598468/dis_act_2006_access_eventsguidelineschecklist_pdf_0610.pdf

<http://www.and.org.au/pages/event-checklist.html>

<http://www.disability.wa.gov.au/Global/Publications/Understanding%20disability/Built%20environment/Creating%20accessible%20events.doc>

http://www.addc.org.au/documents/resources/cbm-inclusive-events-checklist-26-08-10_524.doc http://www.corangamite.vic.gov.au/images/One_and_All_Inclusive_Events_Program_Information.pdf

<http://www.disability-resource.org.au/>

Inclusive playspaces

<http://touchedbyolivia.com.au/>

<https://thefield.asla.org/2016/07/21/designing-for-all-children/>

Universal design

<http://universaldesign.ie/what-is-universal-design/the-7-principles/the-7-principles.html>

<http://www.ncaonline.org/resources/index.shtml>

<http://sport.vic.gov.au/design-for-everyone-guide/overview-of-universal-design>

<http://www.liveablehomes.net.au/> (WA)

<http://www.nyc.gov/html/ddc/downloads/pdf/udny/udny2.pdf> (NYC)

Global age-friendly cities: a guide
http://www.who.int/ageing/publications/age_friendly_cities_guide/en/

Open Space Landscape Infrastructure Manual (LIM)
<https://www.sunshinecoast.qld.gov.au/Development/Development-Tools-and-Guidelines/InfrastructureGuidelines-and-Standards/Open-Space-LIM>
(Sunshine Coast Council)

Employment

Disability Employment Resource Hub
<http://www.eoc.sa.gov.au/eo-resources/disability-employment-resource-hub>

Disability Employment Toolkit
<http://www.disability.wa.gov.au/business-and-government1/business-and-government/employing-people-with-disability----disability-services-commission-disability-wa/disability-employment-toolkit/>

Job Access
<https://www.jobaccess.gov.au/>

Australian Network on Disability
<http://www.and.org.au/>

Australian Human Rights Commission
<https://www.humanrights.gov.au/our-work/disability-rights/publications/willing-work-good-practice-examples-employers-2016>

Training and services

Disability awareness
<http://www.youmeus.info/>

<http://www.and.org.au/pages/training.html>

<http://www.marriott.org.au/disability-awareness/disability-awareness-training>

<https://www.ombo.nsw.gov.au/training-workshops-and-events/our-workshops/access-and-equity-training/disability-awareness-training> (NSW)

<http://www.pwd.org.au/training/disability-awareness.html>



Christelle Papidakus in the studio, 2021
Photo by Leigh Hewitt



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