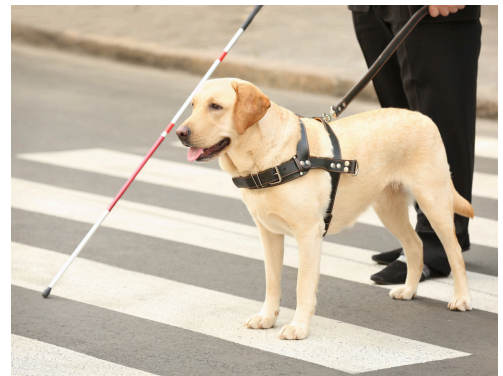


DRAFT 2026-2030 DISABILITY INCLUSION ACTION PLAN





ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of the land and pay respect to the elders, past, present and future, for they hold the memories, traditions and culture of the land.

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MESSAGE FROM THE MAYOR AND GENERAL MANAGER

Message from the Mayor

Every person should be able to participate in the life of our Shire. Accessible footpaths, community facilities, events, information and opportunities make Narromine, Trangie and Tomingley better places for everyone.

This draft plan sets out practical actions Council can take with residents, businesses and service providers.

We invite people with disability, families and carers to tell us what needs to change and which improvements matter most.

Mayor
Councillor Lachlan Roberts



Message from the General Manager

Disability inclusion is a responsibility across Council, not a stand-alone community services project. We will consider accessibility in asset planning, capital works, customer service, recruitment and community engagement, and report on the actions we deliver.

This draft builds on Council's 2022–2026 plan; its commitments will be finalised following a period of community consultation.

Jane Redden
General Manager

BACKGROUND AND PURPOSE

The Disability Inclusion Action Plan (DIAP) sets out how Council proposes to reduce barriers to participation in Council services, public places, information, employment and community life over four years. The plan covers Narromine, Trangie, Tomingley and rural residents.

It is intended to benefit people with disability of all ages, including people with non-visible disability, and can also improve access for older people, carers, families and people with temporary injuries.

Disability inclusion recognises that barriers in buildings, public spaces, services, information and attitudes can prevent people with disability from participating equally in community life. This Plan seeks to identify and reduce barriers within Council's responsibilities.

Definition

The Disability Inclusion Act 2014 defines disability as: 'The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.'

LEGISLATION

The Disability Inclusion Act 2014 (NSW), as amended, requires councils to prepare and implement a disability inclusion action plan and to review and remake it on the applicable four-year cycle.

With the passing of the Disability Inclusion Amendment Act 2022, the DIA now requires that:

- DIAPs must now be remade (not just reviewed) every four years
- New DIAPs are due 12 months after the review
- DIAPs must be made available in one or more formats accessible to people with disability
- Supports and services provided to LGBTIQ+ people with disability are to be provided in a way that addresses the needs of LGBTIQ+ people with disability, and are informed by consultation with LGBTIQ+ people with disability.

This is in addition to the other groups which already require their disability needs to be specifically addressed:

- Aboriginal and Torres Strait Islander people;
- Children;
- People from culturally and linguistically diverse (CALD) backgrounds;
- Women.

The NSW Disability Inclusion Action Planning Guidelines call for meaningful involvement of people with disability in development, delivery and review. The NSW Disability Inclusion Plan 2026–2029 retains four focus areas, reflected in the action plan below.

Focus area 1 - Positive attitudes and behaviours.

Focus area 2 - Liveable and safer communities.

Focus area 3 - Meaningful employment and independence.

Focus area 4 - Accessible systems and processes.

Relevant Commonwealth instruments include the Disability Discrimination Act 1992 and Disability (Access to Premises - Buildings) Standards 2010; relevant Council plans include the Pedestrian Access and Mobility Plan, Workforce Management Strategy and asset plans.

The Community Strategic Plan 2035 provides the local framework:

Vibrant Communities;

Growing our Economy;

Protecting and Enhancing our Environment and

Proactive Leadership.

NARROMINE SHIRE DISABILITY SNAPSHOT

Narromine Shire comprises Narromine, Trangie, Tomingley and surrounding rural communities.

The ABS presents a population estimate of 6,420 (2025). The Narromine Shire is located 40Km west of Dubbo, in the Orana region of New South Wales. The Shire has an area of 5,224 Km². The community is proud of its heritage and history and is welcoming of all business, residents and visitors to our communities. In 2025 during the consultation for the updated Community Strategic Plan the following attributes were identified as what we valued most.



The most recent statistics available from the last census in 2021 highlight that 5% of people required assistance with core activities. (ABS Quickstats).

Data published by the University of Technology Sydney recorded 146 NDIS participants in Narromine Shire in December 2022 and the most recent data published by NDIS details the number of participants in 2026 as 187 within the Narromine Shire. (NDIS).

It should be noted that neither the census data nor the NDIS participation statistics provide a complete measure of the number of people with a disability.

COMMUNITY CONSULTATION

Disability Inclusion Action Plan guidelines emphasise the need for community consultation.

This draft will be exhibited along with a series of survey questions to enable feedback. The guidelines also highlights the need to engage with people with a disability, organisations that represent people with a disability and agencies that may also be peak bodies. An option to provide feedback by phone or in person will be available and invitations to participate will be sent directly to organisations as well as via social media.

Previous consultation has helped to inform the draft document. Issues to note include:

The 2022 plan recorded concerns about footpaths, crossings, kerb access, accessible toilets, retail entry, seating and transport to medical appointments.

During the most recent Community Strategic Planning consultation the following issues for disability and inclusion were raised:

- Ensure our Council facilities including parks, the swimming pools and libraries are accessible.
- Ensure recreation facilities are open to the community.
- Ensure that health care is available to all and the care of our elderly residents is vital.
- Need to improve community transport options for everyone in the community.

Council will consider the feedback received, publish a summary of the key issues raised and identify any changes made to the final Plan before adoption.

Councillor consultation during 2025 CSP discussions

- Councillors also identified the need for improved walking tracks (particularly in Trangie), ensuring adequate street lighting and confirmed the priority issue of transport.



ACTION PLAN

Focus area 1 - Positive attitudes and behaviours

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS / CSP
1.1 Establish a practical disability consultation mechanism, with people with lived experience involved in prioritising and reviewing actions.	Mechanism agreed; at least two opportunities for feedback annually; feedback log and responses.	Community & Economic Development / Governance	Year 1; ongoing	CSP 1.4.1, 4.1.3. Confirm membership and accessibility arrangements.
1.2 Promote inclusive community participation through International Day of People with Disability and existing community programs.	Annual activity or communications initiative; participant feedback.	Community & Economic Development	Annual	Builds on 2022 DIAP; participation is voluntary and accessible.
1.3 Apply an accessible-events checklist to Council-led events, including seating, toilets, routes, quiet space and communications as relevant.	Checklist applied to major Council events; identified barriers and corrective actions recorded.	Community & Economic Development / Events	Year 1; ongoing	CSP 1.1.4, 1.2.1. Tailor to event scale.
1.4 Provide disability-awareness and respectful-communication guidance for customer-facing staff and relevant Councillors.	Guidance issued; training participation recorded.	Community & Economic Development / Customer Service	Years 1–2	Include non-visible disability and accessible engagement.

ACTION PLAN

Focus area 2 - Liveable and safer communities Residents and visitors can reach and use public places and facilities safely.

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS / CSP
2.1 Review the PAMP with people with disability and prioritise continuous routes to shops, health services, libraries and public transport stops.	Priority map and costed staged works list; annual works and metres of accessible path reported.	Infrastructure & Engineering Services	Year 1 review; Years 2–4 delivery	CSP 3.5.3. Narromine and Trangie, with Tomingley needs assessed.
2.2 Audit accessible parking, kerb ramps, crossings and seating at key destinations.	Audit and ranked improvement register; actions completed reported annually.	Infrastructure & Engineering Services	Year 1 audit; Years 2–4	CSP 1.4.2, 3.5.3. Include safe routes from parking to destinations.
2.3 Audit Council-owned public toilets, buildings, libraries and recreation facilities; address priority access barriers.	Audit with specialist input where required; costed rectification program and completed works.	Infrastructure & Engineering Services / Asset Managers	Years 1–2 audit; Years 2–4	Prioritise high-use facilities; budget and approvals required.
2.4 Review lighting and safe access at priority pedestrian routes and community facilities with residents.	Lighting/access review completed; priority issues referred to responsible asset owner.	Infrastructure & Engineering Services	Years 1–2	CSP 1.1.2; coordinate with relevant electricity provider.
2.5 Advocate for accessible community transport and clear bus/appointment travel information.	Annual engagement with providers; transport information checked and published.	Community & Economic Development	Annual	CSP 3.5.1; no promise to operate or fund a transport service.

2.1, 2.2 and 2.3: Publish a prioritised, staged works program subject to Council's budget and approvals process.

ACTION PLAN

Focus area 3 - Meaningful employment and independence
Council recruitment and workplaces provide fair opportunities and adjustments.

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS / CSP
3.1 Review recruitment materials, application methods and interview processes for accessibility.	Recruitment checklist adopted; accessible alternatives and adjustments offered.	Governance	Year 1; ongoing	CSP 4.2.5; builds on 2022 DIAP.
3.2 Provide managers with guidance on workplace adjustments, flexible arrangements and confidential requests.	Guidance and process adopted; staff informed of how to request adjustments.	Governance	Years 1–2	Do not collect or publish identifiable disability data without appropriate safeguards.

ACTION PLAN

Focus area 4 - Accessible systems and processes

People can access Council information and services in ways that work for them.

ACTION	MEASUREMENT	RESPONSIBILITY	TIMEFRAME	COMMENTS / CSP
4.1 Provide important information in plain language and alternative formats on request, using web, print, telephone and local media.	Accessible-format request process published; priority publications reviewed.	Community & Economic Development / Customer Service	Year 1; ongoing	CSP 4.1.1; retain channels suitable for people without internet access.
4.2 Update customer service guidance on disability-related enquiries, accessible service requests and referral pathways.	Fact sheet and referral list reviewed at least annually; staff briefed.	Community & Economic Development / Customer Service	Year 1; annual	Carries forward 2022 action; verify current provider details.
4.3 Ensure consultation and complaints processes offer accessible ways to participate and receive a response.	Accessible options publicised; requests and response times reviewed without identifying individuals.	Governance / Customer Service	Years 1–2; ongoing	CSP 4.1.3, 4.2.4.
4.4 Add accessibility consideration to relevant capital project briefs, procurement and asset-management decisions.	Template updated; applicable projects record accessibility consideration.	Infrastructure & Engineering Services	Year 1; ongoing	Link to Delivery Program, Operational Plan and available funding.

MONITORING AND EVALUATION

The Disability Inclusion Action Plan includes timelines to guide the implementation of the actions. The process will be evaluated and reported through the Integrated Planning and Reporting cycle.

Implementation of the Plan will be undertaken by the responsible Officers from each Department of Council. Each action will be monitored and reported against at six monthly intervals. Each action will be assigned a status of not commenced, underway, completed or ongoing.

The Director of Community and Economic Development and Director of Infrastructure and Engineering Services will monitor the overall implementation of the Plan and the integration of its actions into Council's new Delivery Program and Operational Plan.

Reporting

Outcomes and achievements from the Delivery Program/Disability Action Plan will be reported in Council's Annual Report and six-monthly report to the community. These reports will be available at Council's office, Council's website, Narromine and Trangie Libraries, and BP Service Station at Tomingley.

A report will also be provided to the Department of Communities and Justice.

Review

The Plan will be reviewed annually in line with the Integrated Planning and Reporting cycle. An audit, evaluation and review of the Plan will be conducted at the end of its term.

REFERENCES

NSW Government. Disability Inclusion Act 2014 (NSW), as amended.
NSW Department of Communities and Justice. NSW Disability Inclusion Action Planning Guidelines.
NSW Department of Communities and Justice. NSW Disability Inclusion Plan 2026–2029.
Australian Government. Australia’s Disability Strategy 2021–2031.
Australian Bureau of Statistics. 2021 Census of Population and Housing: Narromine Local Government Area (LGA15850), QuickStats.
National Disability Insurance Agency. Participants by Local Government Areas, data as at 30 June 2026.
Narromine Shire Council. Disability Inclusion Action Plan 2022–2026.
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Narromine Shire Council. Pedestrian Access and Mobility Plan 2024.





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