

# DISABILITY ACTION PLAN STRATEGIC FRAMEWORK 2025-2029



Inclusive  
& Diverse  
Communities



Health &  
Support



Safety &  
Advocacy



Employment  
& Educational  
Opportunities





# ACKNOWLEDGEMENT OF COUNTRY

Golden Plains Shire spans the Traditional lands of the Waddawurrung and Eastern Maar Peoples. Council acknowledges the Traditional Owners and Custodians and pays its respects to both Wadawurrung and Eastern Maar Elders past, present and emerging. Council extends that respect to all Aboriginal and Torres Strait Islander People who are part of Golden Plains Shire.



Sunset over Bunjil's Lookout in Maude.

# What is a Disability Action Plan?

A Disability Action Plan is a strategic document that enables organisations to implement actions to address access and inclusion issues for people with disabilities. The Victorian Government, under Section 38 of the Disability Act (2006), states that a Disability Action Plan (DAP) should be developed to:

- Reduce barriers to persons with a disability accessing goods, services and facilities;
- Reduce barriers to persons with a disability obtaining and maintaining employment;
- Promote inclusion and participation in the community of persons with a disability; and
- Achieve tangible changes in attitudes and practices which discriminate against persons with a disability.

Inclusive Victoria: state disability plan 2022–2026 is Victoria’s plan for making things fairer for people with disability. The plan is a key way for making sure the Victorian Government keeps working to make all parts of the community inclusive and accessible for everyone.

The state government is committing to a range of actions for achieving greater inclusion, in partnership with the community. The plan tackles the negative attitudes and barriers that more than one million Victorians with a disability deal with daily. It sets out priorities and actions for achieving inclusion under four key pillars:

- Inclusive communities.
- Health, housing and wellbeing.
- Fairness and safety.
- Opportunity and pride.

The framework focuses on key areas to drive change such as adopting a universal design approach, changing attitudes, increasing access to affordable housing, public transport, schools and jobs. These themes focus on working with communities to identify and address barriers to participation.



# Legislation and Framework

Golden Plains Shire Council is committed to undertaking its roles and responsibilities and utilising its influence to continue to reduce the barriers for people with disabilities and adhering to its legislative responsibilities.

The four main objectives developed for this framework are a combination of the mandatory legislative requirements of the Victorian Disability Act 2006, International 'Human Rights Framework of Disability' and the Disability Discrimination Act 1992.

## **At International Level - Human Rights Framework of Disability**

The 'United Nations Convention on the Rights of Persons with Disabilities'.

## **At Federal Level - Disability Discrimination Act 1992 (DDA)**

The DDA was enacted by the Commonwealth Government to promote fairness and equity for people with a disability.

## **At State Level - Disability Act 2006**

The Disability Act ensures a person with a disability cannot be discriminated against or treated unfairly because of their disability.

# What our community told us

During 2024, Golden Plains Shire Council undertook an extensive community engagement process seeking feedback on the Disability Action Plan 2025-2029. Upon review of the feedback and recommendations, Council put forth a draft Disability Action Plan Strategic Framework as opposed to an action plan as the action items within this framework will enable Golden Plains Shire to embed actions into the Council Plan and report on these actions annually.

Through the engagement we heard from residents, carers, service providers, Golden Plains Shire Active Ageing and Inclusion Advisory Committee members, and employees to ensure the needs and objectives of people with disabilities within our community were reflected in the plan.

Physical environments, facilities, and public transport were raised repeatedly in the consultation as factors that are considered essential to people with disabilities being able to work, attend events, be independent and generally participate in society.

Included in what the community told us was:

- More accessible public places and spaces.
- Greater provision of well maintained, footpaths, tracks and trails, a changing places facility, clearer signage and safer road crossings.
- More education and training for community groups relating to people with disabilities.
- Improve accessible public transport in Golden Plains Shire Council.

# The Disability Action Plan Strategic Framework

The Disability Action Plan Strategic Framework provides a structure for Council to address access and inclusion issues across all areas of the organisation's operations for 2025-29. It sets a direction for Council to follow over the next 4 years to improve access and inclusion outcomes for residents, employees, visitors, and others. It aims to address the structural, attitudinal and cultural barriers people with disabilities experience when participating in community life and to eliminate discrimination for people with disabilities who use services, facilities and infrastructure provided by the Council, or are current or prospective employees of Council.

This plan is a short, concise overarching guide that articulates the framework which will align disability inclusion actions to Council Plan, Community Vision 2040, Municipal Health and Wellbeing Plan and Reconciliation Action Plan.

The pillars within this framework will be embedded into the Council Plan and reported on annually.



# OUR VISION:

## “Creating an inclusive community for all abilities”

### 1. Inclusive and Diverse Communities



Objective: To promote inclusion for all in Golden Plains Shire Municipality

- 1.1 Improving access and participation
- 1.2 Social connection
- 1.3 Council infrastructure and community development
- 1.4 Universal access
- 1.5 Transport

### 2. Health and Support



Objective: To improve overall wellbeing and access to health and support services

- 2.1 Enhance awareness to health services
- 2.2 Disabilities support
- 2.3 Build a healthy community
- 2.4 Mental health

### 3. Safety and Advocacy



Objective: To ensure a consistent approach in safety and advocacy

- 3.1 Community safety
- 3.2 Current and emerging needs of people with disabilities
- 3.3 Emergency awareness
- 3.4 Safe access

### 4. Employment and Educational Opportunities



Objective: To embed the principals of access and inclusion across employment, education and or training

- 4.1 Workplace education and training
- 4.2 International Day of People with Disability
- 4.3 Employment and educational opportunities for community
- 4.4 Networking with stakeholders e.g., LGA's and MAV
- 4.5 Leadership

# Disability Action Plan Strategic Framework Pillars

The four pillars identified in the Disability Action Plan Strategic Framework will align with the Council plan and work together in planning, major projects, and services over the four years. The four pillars identified in the Disability Action Plan Strategic Framework are:

1. Inclusive and Diverse Communities.
2. Health and Support.
3. Safety and Advocacy.
4. Employment and Educational Opportunities.

Under each of these, Council has identified the services it will deliver and several four-year strategies to achieve the objectives and the outcomes that council is wanting to achieve.

There are some specific strategies in the plan that relate directly to people living with a disability:

- Council Plan.
- Community Vision 2040.
- Municipal Health and Wellbeing Plan.
- Reconciliation Action Plan.

## Disability Advisory Committee

The Golden Plains Shire Disability Advisory Committee was established in 2009 to inform Council on issues affecting people with disabilities, including community and Council practices, which may limit access or inclusion.

The Disability Advisory Committee brings together people and organisations with broad and diverse knowledge and experience, providing the Council with strategic advice on disability related issues that can be responded to at a Council level.

The Committee consists of community representatives, people with disabilities, service providers, a Councillor, Council staff, and invited guests with expertise in specific areas. The Committee is chaired by a Councillor and meets quarterly in various locations across the Shire.

The work of the Committee contributes to the achievement of Golden Plains Shire Council's four-year Council Plan, and the Municipal Public Health and Wellbeing Plan, through the identification of current and emerging issues within the community and the creation of potential solutions and strategies.

## Report, Review and Evaluation

This Strategic Framework will be reviewed annually and a report for Council will be produced. Actions will be reviewed on an annual basis to respond to changes in policy, legislation and in response to resources available. A diverse range of stakeholders will be engaged in the review and evaluation process including members of the Disability Advisory Committee.



## CONTACT

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## POSTAL ADDRESS

PO Box 111, Bannockburn, VIC 3331

## CUSTOMER HUB HOURS

### Golden Plains Civic Centre

8.30am to 5pm, Monday to Friday  
2 Pope Street, Bannockburn, VIC 3331

### The Well, Smythesdale

8.30am to 5pm, Monday to Friday  
19 Heales Street, Smythesdale, VIC 3351