



Disability Access and Inclusion Plan 2026-29

ACTION PLAN





Mount Beauty Library

PRIORITY 1

Systems, attitudes and behaviours

Alpine Shire Council plans, policies and programs are pro-actively and transparently designed and reviewed to consider and integrate disability access and inclusion, driving impactful change at a community level.

ACTIONS AND INITIATIVES	OUTCOME	IMPLEMENTATION	YEAR 1 2025/26	YEAR 2 2026/27	YEAR 3 2027/28	YEAR 4 2028/29	CONTINGENT ON FUNDING*
<p>1.1 Review our policies and processes to ensure they are inclusive for people with disability and other intersectional identities.</p>	<p>Mid and end point engagement and consultation with stakeholders, staff and the community to measure or adjust impact of programs and initiatives.</p>	<p>Corporate</p>	<p>X</p>	<p>X</p>	<p>X</p>		
<p>1.2 Support community groups applying for grants for accessibility upgrades or initiatives.</p>	<p>Increase in grants awarded to projects that enhance disability access and inclusion in the community.</p>	<p>Community Development</p>	<p>X</p>	<p>X</p>	<p>X</p>		<p>Y</p>
<p>1.3 Develop our organisational capacity and awareness of Australian and Victorian disability policy and legislation, and how these align with documents across all relevant Alpine Shire Council departments.</p>	<p>Access and Inclusion is embedded in staff inductions, organisational wellbeing initiatives, and internal processes, and is a part of cross-departmental collaboration.</p>	<p>Executive</p>	<p>X</p>	<p>X</p>	<p>X</p>		

PRIORITY 2

Creating Inclusive, Accessible and Safe Communities

Ensure our buildings, open spaces, events and services are designed, adapted and maintained to be accessible for people with disability.

ACTIONS AND INITIATIVES	OUTCOME	IMPLEMENTATION	YEAR 1 2025/26	YEAR 2 2026/27	YEAR 3 2027/28	YEAR 4 2028/29	CONTINGENT ON FUNDING*
2.1 Playground renewal programs and safety inspections will apply an inclusive design approach, addressing accessibility for physical disability and neurodiversity.	Our playspaces are created and upgraded to be inclusive of everyone in our communities.	Operations	X	X	X		Y
2.2 Review our existing accessibility audits, to prioritise accessibility upgrades of facilities owned by Alpine Shire Council for the most impactful and sustainable outcomes.	Our facilities and open spaces are fully accessible and inclusive to our communities – drawing from best practice accessibility resources and expertise.	Assets and Waste	X	X			Y
2.3 Develop a program of works for footpath inspections and upgrades to include accessibility, focusing on high-use networks and suitable tactile installations/upgrades.	We have a well-planned and maintained footpath networks to help keep people safe, and make it easier for everyone, including people with disabilities, to get where they need to go.	Assets and Waste / Operations		X	X		Y
2.4 Investigate best practice engagement process to ensure feedback from people with disability and other intersectional identities when developing project proposals for major infrastructure projects.	People with disability and other intersectional identities have an inclusive and accessible platform to provide feedback on our projects and plans.	Assets and Waste / Customer Experience		X	X		
2.5 Review Emergency Relief Centres to ensure they are planned to incorporate the access and inclusion needs of people with physical disability and neurodiversity.	Our emergency management framework is reviewed with adaptations where possible to address the challenges faced by people with disability across all phases of emergencies.	Community Development	X	X			
2.6 Review Council's Youth programs and initiatives to ensure accessibility and inclusion procedures are in place so all young people we work with are supported.	All young people in our communities, no matter their ability, background, gender, or sexuality are able to access the same services and community activities as everyone else.	Community Development	X				
2.7 Review event planning processes to ensure that our community events are accessible, and access information is provided when promoting events.	People with disability are able to fully participate in our community events.	Customer Experience	X				

PRIORITY 3

Inclusive Employment Opportunities and Financial Security

Council is an employer of choice for people with disability.

ACTIONS AND INITIATIVES	OUTCOME	IMPLEMENTATION	YEAR 1 2025/26	YEAR 2 2026/27	YEAR 3 2027/28	YEAR 4 2028/29	CONTINGENT ON FUNDING*
<p>3.1 Develop a clear process to offer and support workplace adjustments for employees with disability and for employees who care for someone with a disability.</p>	<p>We monitor the number of workplace adjustments received and successfully implemented.</p>	<p>Executive</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	
<p>3.2 We have a clearly stated commitment to the employment of people with disability, including list of adjustments for accessible and inclusive recruitment.</p>	<p>Measurable increase in employment of a diverse range of candidates, including people of all abilities, ages, genders, backgrounds and sexualities.</p>	<p>Executive</p>	<p>X</p>	<p>X</p>			
<p>3.3 Investigate opportunities to deliver disability awareness training for staff, including training designed and delivered by people with lived experience.</p>	<p>Build organisational capacity and awareness of people with disability.</p>	<p>Executive</p>		<p>X</p>	<p>X</p>	<p>X</p>	<p>Y</p>
<p>3.4 Develop inclusive career pathways at all levels, through structured skills development and progression.</p>	<p>All staff, regardless of career stage, age, ability, gender, or background feel supported and inspired to progress their career with us</p>	<p>Executive</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>Y</p>
<p>3.5 Investigate partnering with the JobAccess National Disability Recruitment Coordinator (NDRC) program to support Council in creating a strategy for increasing disability employment.</p>	<p>We design recruitment processes and roles that are disability inclusive, helping us to become a disability employer of choice.</p>	<p>Executive</p>		<p>X</p>	<p>X</p>		<p>Y</p>

PRIORITY 4

Inclusive Communication and Digital Services

Provide respectful, understandable and inclusive digital services and written information, that highlights diversity in our community.

ACTIONS AND INITIATIVES	OUTCOME	IMPLEMENTATION	YEAR 1 2025/26	YEAR 2 2026/27	YEAR 3 2027/28	YEAR 4 2028/29	CONTINGENT ON FUNDING*
4.1 Investigate installation of fit-for-purpose accessibility tools to our websites.	The accessibility of our websites is enhanced for users with disabilities.	Customer Experience	X	X			Y
4.2 Investigate installation of an Emergency Dashboard to facilitate easier access to emergency information for all community members.	Centralised emergency information so all community members are informed.	Customer Experience	X				Y
4.3 Review communications materials with consideration of WCAG 2.1 AA standards.	All communications and written materials aim to meet WCAG 2.1 AA standards, and / or have an easy-read format available.	Customer Experience	X	X			
4.4 Review livestreaming of Council meetings to ensure accessibility for people with disability.	There are no barriers to any community member having the opportunity to engage with their Councillors in a fair and open manner.	Customer Experience	X	X			Y
4.5 Engage with people with disability so that lived experience is reflected in policies affecting them.	Community feedback from follow up survey results show an improvement on feedback from initial engagement survey.	Customer Experience		X		X	
4.6 Investigate best practice for organisational templates and accessible documents in Word, PDF, PowerPoint and Outlook using tools that support inclusive communication.	All employees, regardless of their disabilities, can access and understand the information shared in the workplace.	Executive		X	X	X	Y
4.7 Review media images to ensure they are representational of diverse intersectional experiences of people with disability.	Our media images celebrate the diversity of people and experiences in our communities.	Growth and Future / Customer Experience		X	X		

PRIORITY 5

Connection and Advocacy

Partner with local groups and organisations to advocate for broader change.

ACTIONS AND INITIATIVES	OUTCOME	IMPLEMENTATION	YEAR 1 2025/26	YEAR 2 2026/27	YEAR 3 2027/28	YEAR 4 2028/29	CONTINGENT ON FUNDING*
5.1 Connect with disability advocacy groups, support groups, and services within our region.	We can support our communities in advocating for accessible and inclusive services such as transport, housing and care.	Community Development	X				
5.2 Partner with local health service providers to inform the community and improve experiences of people with disability accessing primary health care.	Disability access and inclusion is a part of the running agenda of the Alpine Health and Wellbeing Partnership.	Community Development		X			Y
5.3 Investigate partnerships with other councils and health organisations to improve data collection across the local government sector.	We participates in a north east Victorian network of councils that share knowledge and resources to benefit the wider community.	Community Development			X	X	
5.4 Investigate ways to incorporate the experiences of domestic and institutional violence against people with disability into the Free from Violence and 16 Days of Activism projects.	Relevant statistics and resources are promoted during the Free from Violence and 16 Days of Activism Campaign to raise awareness, and link vulnerable community members to support disability and domestic violence services.	Community Development		X			Y

* This column identifies projects and initiatives that are dependent on either external funding being secured, or internal Council budget being allocated during the annual budget process.

REACH US

Online

alpineshire.vic.gov.au

In person

2 Churchill Avenue
Bright VIC 3741

Over the phone

(03) 5755 0555

Via email

info@alpineshire.vic.gov.au

By post

PO Box 139
Bright VIC 3741

Monday to Friday
9am to 5pm

ACCESSIBILITY

Teletypewriter (TTY) users

phone 133 677 then ask
for 03 5755 0555

**Find out more and have your say on
our projects, initiatives, and events by
visiting Engage Alpine**

engage.alpineshire.vic.gov.au



@alpineshirecouncil

