

# **Access and Inclusion Action Plan**

## **July 2024 – December 2024**

### **Introduction**

Since the endorsement of the Access and Inclusion Action Plan on June 18, 2024, teams across Council have been working to deliver on the specified actions and have also been going above and beyond to continuously look for ways to make our services and facilities more accessible and inclusive for all. Despite being only six months into the delivery of the Plan, we can see positive signs of change and a willingness of our employees to engage and learn.

### **Implementation Strategy**

The Plan includes a detailed Implementation, Monitoring and Evaluation section to guide the delivery of the plan and ensure Council remains on track and accountable.

In line with the Implementation Strategy, Council publicly launched the Plan at an event held at Lions Park Gladstone on July 30, 2024. The launch included speeches by the Mayor and a representative from Gladstone Disability Community Network (DCN), one of the key stakeholders in the development of the Plan.

An internal working group who meets quarterly has been established, with the purpose of monitoring progress of the action items, identifying and mitigating risks/barriers to delivery, and exploring opportunities for collaboration and collective impact. The working group has met twice so far, already identifying one opportunity for collaboration that goes beyond our original commitment.

In addition to the launch and the establishment of the working group, the implementation plan specifies that training and support is provided to reinforce and sustain our activities. In the last six months, the Community Partnerships team coordinated the Welcoming People Well training, which was delivered to 46 employees over three sessions in October and November. In addition, Council's Disaster Resilience and Recovery Officer coordinated a Deaf Awareness Basic Auslan course for the community.

Further non-mandatory training has been identified and will be delivered in 2025. An Employee Champions program will also be established to disseminate resources and provide additional support across the business.



Photos: Launch of the Access and Inclusion Action Plan

## Highlights

### Disability Action Week – collaborative event with Gladstone DCN – November 27, 2024

In November, Council supported Gladstone DCN to hold an event during Disability Action Week, to celebrate DCN's second birthday and the contribution that people with a disability make to our community. It was wonderful to see the event well attended and the performance by the Lionheart Community Choir of Old Macdonald Had a Farm in Auslan.



## Recruitment Review

The People Services team completed a review of our recruitment processes with consultants from Get Skilled Access. The team will slowly implement the recommendations from the review over the coming years but have already delivered some quick wins. Council job adds now include an inclusion statement (see below) and having “drivers licence required” is no longer being included as a default on position descriptions, with each role being assessed as to whether a licence is in fact necessary, as this could be a potential barrier to employment for someone who cannot drive.

### Our Council

Discover a fulfilling career at Gladstone Regional Council, where your dedication to community service merges with our commitment to improving residents' lives. Every role contributes to the livelihood of those who call Gladstone home.

We are committed to building an inclusive workplace that reflects the diversity of the entire community we serve. At Gladstone Regional Council, we embrace diversity in our collective pursuit of inclusion. We are committed to creating an inclusive environment where everyone, regardless of gender, age, marital status, sexual orientation, disability, ethnicity, or background, can thrive. Inclusion is at the heart of our culture.

View our [Access and Inclusion Action Plan](#) and [Reconciliation Action Plan](#)

## Event Communications

It is important not only to improve the level of accessibility and inclusiveness of our services and events, but also to communicate these changes to our community so that everyone can feel confident and safe to attend our activities and access our services. Council's Community Events and Brand and Communications teams have been working to make sure accessibility information is included in Council's event communications.

Excerpts from webpage for Council's New Year's Eve Party 2024.

### Parking and Transport

- **Free parking** is available in carparks around the event site.
- This year we have added five additional parking spaces to the substandard disability parking spots, located at the back of the stage to align with our Access and Inclusion plan. Attendees will need to display their disability parking permit upon entry.

## Sensory/Quiet Spaces at our Events

Council has committed to including a sensory or quiet space at all major Council events. These spaces provide a refuge for community members who need a break from the noise and excitement of the event so that they can stay and enjoy the event to its fullest. The below are photos from Chill Hill at EcoFest 2024 and the Quiet Room at PopCon 2024.



### **Stories from our community**

Council plays a key role in monitoring and advocating for accessible services and better outcomes for our community. Below are a collection of stories and feedback that have been shared with our team over the last six months and have been included in this report with permission from the respective individuals. These stories speak to the need to continue advocating for our community and collaborating for change.

### *Carmen's Story*

*When Carmen arrived at Gladstone Airport in November 2024, she was told that Qantas has recently changed the aircraft that services the route to Brisbane and is no longer able to take her powered chair on the plane due to it exceeding the maximum weight limit of 120kg for that particular aircraft. Carmen was not notified of this change prior to her arrival at the airport, and therefore had to quickly scramble to get her manual chair, which had an impact on her independence while travelling in Brisbane. As you exit Gladstone airport, the first thing that you see is a 'Glad You Made It' sign, but Carmen wonders what kind of message this change is sending to potential tourists to Gladstone. Gladstone Disability Community Network (DCN) have provided this feedback to the CEO of Gladstone Airport Corporation and will continue to advocate for better access for our community.*

### *Fiona's Story*

*Since relocating to Gladstone, Fiona feels that she is not being given the same level of equal opportunities that she experienced in Brisbane. When she applied for jobs in Gladstone that matched her qualifications and experience, she was initially invited to several interviews. However, when she requested to bring an Auslan interpreter with her to the interview and the employers realised she is Deaf, they informed her that she is unsuitable for the role. Fiona believes the Gladstone community would benefit from Deaf awareness training to help others understand that she is capable and able to work.*

### *Danni's Story*

*Danni received an email at work, advising that her employer (Council) was offering a training session on Disability Awareness. She immediately responded and expressed her interest to attend. She found the training session eye opening, inspiring, valuable and essential. As someone with a sister with severe disabilities, she had some knowledge of the struggles and barriers that people with a disability face, but she found that this training covered a wide range of information and helped her to understand more about the limitations and restrictions that other people with disabilities face. She was moved by the guest speaker who lives with a disability. She imagined that the talk would be mostly about the struggles they have faced but it was quite the opposite. It was a story of how fulfilled their life is and how they had accomplished so much, despite having a disability. It was immensely empowering, she shared.*

Anecdotally, we have heard stories from visitors to our region of a lack of accessible hotels for persons with higher level of care needs and a lack of accessible restaurants. TravAbility and the Queensland Government have developed The [Gladstone Region Accessible Holiday Destination Guide](#) which showcases some of what our region has to offer. There are signs that Tourism operators are responding to the call for greater accessibility and inclusion, with several new inclusive experiences popping up in the past six months, including accessible camping in Agnes Waters/1770 and sensory-friendly model train rides at the Calliope Historical Village.

We have also learned that some members of our LGBTIQ+ community feel unsafe and/or unable to fully express themselves. According to the Queensland Council for LGBTI Health 2024 report, *Talking Regions*, community members across Queensland emphasized the importance of visibility, acceptance, celebration, connection, and support. Ensuring the inclusion of all people in our community is a core principle of the Access and Inclusion Plan and our commitment to our community.

### **Opportunities & Risks Analysis**

The two main risks that have emerged in the last six months are budget and resourcing. As shown in the progress updates, there are early signs that some of the action items will take longer to implement than originally anticipated due to these constraints, such as delivery of

the accessible stage in the GECC hall and the development of internal processes for scoping accessibility information for events and activities.

However, opportunities for us to deliver over and above what we have committed to are also emerging such as becoming a member of the Hidden Disability Sunflower Program and offering additional training for both employees and the community.

Having a working group allows for key personnel to come together to explore opportunities for collaboration and discuss barriers and risks. The continued oversight of the Community Partnerships team has also been instrumental in driving the implementation of the Plan, facilitating continuity of knowledge and connections to resources. A Champions program will be established in the next six months with the goal to further disseminate key messages and initiatives across the business.

## **Updates on Action Items**

### **1.1 Deliver Operational Plan Item**

Starting with the findings of the disability access audits completed in 2013 and 2023, a Senior Technical Officer has been appointed to lead the delivery of this Action Item.

#### **Completed works**

- Engagement of stakeholders
- Ground truthing of sites
- Parks Hierarchy (Facilities Hierarchy to be finalised by Kylie Lee)
- Audit of CBD accessible parking (including feedback from A&E's SME's)
- Preparation of work packages for Contractors including Scopes of Work and RFP's
- Preparation of work packages for Roads Central team to deliver including Scopes of Work
- Investment Opportunity Brief's and Business Cases for the IDF process

#### **Work requiring contractors**

Millenium Esplanade

The works are made up of the following components:

- Removal and Replacement of BBQ and plinth including stone masonry work
- Removal and replacement of concrete - needs to be dyed concrete the same as existing
- Removal and replacement of park furniture - needs to be DDA compliant
- Installation of Tactile Ground Surface Indicator (TGSi)'s from accessible parking to accessible area

This work will give Council a DDA compliant area within a premier park in our Region. Target before June 30, 2025. There is also work already started for the central amenities upgrade at Millenium.

Air Sea Rescue Park

The works are made up of the following components:

- Removal and replacement of the door (door encroaches on circulation space, needs to swing out not in)
- Removal and replacement of the WC (too high)
- Shortening of the concrete nib wall and fence structure. (impedes circulation space at entrance to accessible amenities)
- Repainting or finishing
- Site clean up

This work will bring the amenities up to compliance. Medium Win. Target 25/26 Budget.

#### Boyne Tannum Community Centre

The works are made up of the following components:

- Removal and refitting of the doors
- Repainting or finishing
- Reinstallation of appropriate signage

This work will make all the accessible amenities at the centre and adjoining buildings meet current standards.

#### **Work to be done by Council**

##### Wyndham Park

Minor concrete works to solve some connectivity issues, replace table with wheelchair friendly table, install accessible BBQ. Move accessible parking space and install appropriate ramp in kerb. Medium win. Target 25/26 budget.

##### Lions Park Boyne Island

Concrete works to provide connectivity between BBQ and accessible amenities, replace table with wheelchair friendly table, replace BBQ with accessible BBQ. Medium win. Target 25/26 budget.

##### Endeavour Park

Replace outdoor beach showers with showers that meet standards. Renew TGSI's throughout park with ones that meet standards. Install stair nosing's that meet standards. Move rubbish bins and dog waste bags to accessible location. Quick wins. Target June 30, 2025.

##### Air Sea Rescue Park

Replace outdoor beach showers with showers that meet standards. Renew TGSI's throughout park with ones that meet standards. Install stair nosing's that meet standards. Move rubbish bins and dog waste bags to accessible location. Quick Wins. Target June 30, 2025.

Other – A number of line marking jobs for accessible parking spaces. CSR's have been raised. Quick wins.

#### **Major works for consideration (IDF)**

- Miriam Vale Library - access ramp and entry. Business case has been started and is awaiting recommendations from A&E.
- Gladstone Aquatic Centre – carpark. Business case started awaiting recommendations from A&E.
- Endeavour Park - amenities upgrade. Business case has been completed.
- Air Sea Rescue Park - accessible shelter and BBQ. Business case in progress.
- Millenium Esplanade - central amenities - has bid at Phase 2 in the IPP.



Item	Responsible	Timeframe	Action	Deliverables	Progress	Notes
1.1.	GM Customer Experience and GM Assets and Environment	2024-2027	Deliver 2024/25 Operational Plan item.	A hierarchy for our Facilities and Public Spaces and determination on what level of access and inclusion compliance is applied to each hierarchy	On track	
				Established triggers in Council's design process to ensure access and inclusion is considered	On track	
				Prioritised list of deliverables over the next three years; 24/25, 25/26 and 26/27.	On track	
1.2.	Strategic Projects Specialist and GM Assets and Environment	2024-2025	Review the Boyne Tannum Aquatic and Recreation Centre (BTARC) development to determine whether the functionality and level of service aligns with Council's desired standards for inclusion and accessibility.	A design and project plan which aligns with Council's desired standards and the hierarchy determined as part of the 2024/25 Operational Plan item.	On track	The Project Manager worked alongside the Community Development Specialist to organise a meeting in January 2025 with the Gladstone Disability Community Network to get feedback on the access and inclusion features of the design.
1.3.	Manager Engineering Asset Solutions	2024-2027	Upgrade the amenities at Millenium Esplanade, Tannum Sands and include a Changing Place.	Upgrade of amenities to Disability Discrimination Act (DDA) compliance	On track	This is being considered as part of Action Item 1.1.
				Inclusion of a Changing Places restroom.	On track	This is being considered as part of Action Item 1.1.
1.4.	Manager Engineering Asset Solutions	2024-2027	Investigate permanent accessible beach installation at Millenium Esplanade, Tannum Sands.	Assessment to determine whether Tannum Sands beach environmental conditions are conducive for a permanent accessible beach installation	On track	This is being considered as part of Action Item 1.1.
				Decision on whether to deliver a permanent accessible beach installation at Millenium Esplanade	Future Activity	
				Creation of funding ready project plan with initial documentation completed.	Future Activity	
1.5.	Manager Arts and Entertainment	2024-2025	Deliver an accessible stage for the Gladstone Entertainment and Convention Centre (GECC).	Delivery of accessible stage	Needs attention	Research has been undertaken on several options for an accessible stage. Once the most suitable design has been confirmed, a capital budget request will be submitted.
				Delivery of staff training in use of new equipment	Future Activity	
				Promotion of the accessible stage.	Future Activity	
1.6.	Manager Asset Planning	2024-2027	Investigate the provision of Changing Places across the region as part of the Parks and Open Spaces Lifecycle Plan.	Development of Parks and Open Spaces Lifestyle Plan with considerations for Changing Places	On track	The Plan is progressing and the hierarchy that is being created as part of the Ops Plan item will help us to understand where Changing Places are needed.
				Creation of initial documentation for any identified Changing Places locations.	Future Activity	
1.7.	Manager Tondoon Botanic Gardens	2024-2027	Upgrade existing signage and implement new signage at the Gladstone Tondoon Botanic Gardens to provide accessibility information.	Update of existing signage to include accessibility information	Continuous Activity	The Rainforest Trail signage has been updated to read that this trail is not suitable for all abilities please feel free to explore but please take care. The sign will be a trial to see how this works in the gardens. Council's Safety team have been involved in the conversation around how to approach the less accessible trails. We have also been more proactive on our Facebook page with sharing information when it rains about slips, trips and accessibility.
				Delivery of new wayfinding and trail information signage.	Continuous Activity	
1.8.	Manager Communications and Manager Brand	2024-2025	Create a mobility map of the Gladstone City CBD and Council managed and maintained facilities showing the locations of accessible parking and pathways of travel.	Decision on which facilities will be mapped	On track	A design consultant will be engaged to create the mobility map.

				Creation of mobility map of Gladstone City CBD and other identified Council facilities	On track	
				Promotion of mobility maps on Council's website and to key stakeholders.	Future Activity	
1.9.	Manager Communications and Manager Brand	2025-2027	Create mobility maps of remaining Council managed and maintained facilities in other townships.	Decision on which facilities will be mapped	Future Activity	
				Creation of mobility maps of identified Council facilities	Future	
				Promotion of mobility maps on Council's website and to key stakeholders.	Future Activity	
1.10.	Manager Arts and Entertainment	2024-2027	Work with community to investigate the viability of a portable Changing Place for community use.	Meeting with key stakeholders	Continuous Activity	The Community Events Team Lead and Community Development Specialist attended an initial stakeholder meeting in December 2024 to discuss the viability of a portable changing place for our community.
				Decision on Council's role in supporting a community-led project.	Future Activity	
1.11.	Manager Arts and Entertainment	2024-2025	Investigate availability of accessible seating in the GECC auditorium.	Decision on whether to increase accessible seating.	On track	Initial investigations have determined that the occurrence of the accessible seating being sold out is currently low. Additional seating would require engaging a theatre design consultant to advise on what's possible. The theatre seating is designed around cement steps and any change to allow less standard seating and more flat space would be a significant change to the structure of the cement.
2.1.	Manager Strategy and Improvement	2024-2027	As strategies and plans come due for renewal, implement the endorsed changes from the Access and Inclusion desktop review.	Decision on which changes to implement from desktop review	On track	Currently developing a Business Plan & Strategy GRC Development Guideline, which will include the desktop review recommendations.
				Creation of updated strategies and plans	Continuous Activity	
				Endorsed changes form part of Council's Strategy guidelines.	On track	
2.2.	Manager Community Partnerships	2024-2025	Review the Community Investment Program to identify opportunities to promote greater accessibility and inclusion for Council-sponsored projects and events, including a review of the evaluation criteria.	Review of Community Investment Program.	On track	A comprehensive review of the Community Investment Program has commenced and is scheduled to be finalised by the end of this financial year.
2.3.	Manager Community Partnerships	2024-2025	Investigate the feasibility of implementing an Access and Inclusion Grant to support local sporting and community groups to improve the accessibility of their programs, activities and events.	Decision on whether to implement an Access and Inclusion grant.	On track	This action will be considered as part of the CIP Policy Review.
2.4.	Manager Capital Program and Manager Strategy and Improvement	2024-2025	Update organisational tools and templates to promote consideration of access and inclusion in project delivery.	Creation of updated tools and templates.	Completed	Strategies, business plans and projects will have embedded considerations of accessibility and inclusion in their outcomes as prompts to consider Access and Inclusion have been incorporated into business processes. This includes embedded prompts in the draft Business Manual for Business Planning, in the active Business Manual for Operational Plan initiatives and also tools such as Project Briefs and Stakeholder Engagement Plans in Council's Project Management Toolkit. Prompts will guide employees to consider accessibility and inclusion throughout the lifecycle of the project or plan and encouraged sustained accessibility and inclusion benefits through the outcomes achieved. As projects, plans and strategies are developed or renewed, these considerations will feed into the planning and delivery of the work.

2.5.	Health, Safety and Wellbeing and Facility Owners	2024-2025	Review emergency evacuation plans with an accessibility lens.	Review of evacuation plans.	Continuous Activity	Commenced Health and Safety Monitoring and Assurance Program in October 2024. HS BP's have 1 Emergency Plan Review scheduled every month. The Emergency Plan review checklist includes; Does the plan: <ul style="list-style-type: none"> <li>clearly identify routes to safe assembly areas considering special assistance for hearing, vision or mobility-impaired people.</li> </ul>
3.1.	Manager People Services	2024-2027	Undertake review of the Talent Acquisition Process and implement endorsed changes.	Review of Talent Acquisition Process	Completed	Completed a review of Council's recruitment process with consultants from Get Skilled Access. Included a focus group with our team and one with leaders across the business. An action plan of items to complete out of audit report is being created.
				Prioritisation and implementation of recommendations from review.	On track	An initial quick win that came out of the review was relating to driver's licenses. As we review PDs, we are discussing with leaders to determine whether a drivers license is a necessity, or if we can remove that as a requirement. Also, Job ads will soon include an inclusive statement that was suggested by the consultants from Get Skilled Access.
3.2.	Manager Governance Supported by: People Services, Health, Safety & Wellbeing	2024-2026	Review relevant Policies, Corporate Standards and Strategies to ascertain how best to ensure that we are proactively supporting our people by calling out our commitment to reasonable adjustment.	Review of relevant policies and amendment if necessary.	Continuous Activity	This will be incorporated as part of every review that we undertake with a policy, and those that are not scheduled during this period, we will do an assessment of those to make sure that we are calling out commitment when required.
3.3.	Manager People Services and Manager Community Partnerships	2025-2026	Investigate the feasibility of creating a Diversity and Inclusion Officer role to develop and implement strategies, initiatives and programs to foster a culture of inclusivity and ensure equality across all aspects of Council.	Development of proposal	Future Activity	
				Decision on whether to create new role	Future Activity	
				Consideration on alternative engagement avenues	Future Activity	
3.4.	Manager Communications	2024-2025	Explore the opportunity to enable employees to include pronouns in their email signatures.	Engagement with employees	Future Activity	
				Decision on whether to implement changes.	Future Activity	
4.1.	Manager Culture and Capability	2024-2027	Explore mandatory access and inclusion training for employees to continue to support our people to deliver accessible and inclusive services.	Exploration of mandatory training	Future Activity	Planning to start work in 25/26
				Implementation of training if endorsed.	Future Activity	
4.2.	Manager Arts and Entertainment	2025-2026	Develop and implement accessible event guidelines and checklist to ensure accessibility and inclusion is considered from planning to final delivery for all Council and Council supported community events.	Creation of accessible event guidelines and checklist	Future Activity	
				Distribution across Council and to Council event grant recipients.	Future Activity	
4.3.	Manager Arts and Entertainment	2024-2027	Include a sensory or quiet space at all major Council events and promote their availability on event marketing materials.	Purchase/creation of sensory space resources	Continuous Activity	In 2024, sensory spaces were integrated into EcoFest, Luminous and PopCon. These spaces will continue to be integrated into all major Council events.
				Delivery of staff and volunteer training in the set up and implementation of sensory/quiet spaces.	Continuous Activity	

4.4.	Manager Arts and Entertainment	2024-2027	Actively seek feedback at Council events on the accessibility and inclusiveness of the event and implement changes to address any identified issues.	Development of method of feedback collection and evaluation	Future Activity	
				Record of feedback changes implemented.	Future Activity	
4.5.	Manager Customer Solutions	2024-2025	Develop a process to assign Customer Service Requests related to access and inclusion to the Access and Inclusion Action Plan Working Group for collation and review.	Development of process to assign requests to working group	On track	Customer Solutions are currently migrating over to a new knowledge management system. As part of that process, the team is exploring how to meaningfully flag and collect data on access and inclusion related CSRs.
				Updated Connected Knowledge to support Customer Solutions team to respond to community.	Future Activity	
4.6.	Manager Arts and Entertainment	2024-2027	Consider a range of food vendors for events to support the inclusion of people with food allergies and dietary requirements.	Updated Expression of Interest for vendors to identify special requirements provided	Completed	The expression of interest form has been updated.
				Diversity in selection of food vendors to cater to different needs	Continuous Activity	
				Promotion of vendors prior to events when possible.	Continuous Activity	
5.1.	Manager Communications	2024-2027	Upgrade Council's website to improve accessibility and user experience.	Complete Web Content Accessibility Guidelines (WCAG) audit	Future Activity	GRC will go through a website refresh at the end of this calendar year, migrating from our existing JADU platform across to Granicus. As part of this process, we will ensure that the new platform aligns with the WCAG.
				Accessibility widget incorporated into website	Future Activity	
				Accessibility page on Council website created	Completed	The webpage has been created, and relevant information will continue to be added.
				Simplified and easy to understand home page created	Future Activity	
				Accessibility information on facility pages created	Future Activity	
5.2.	Manager Brand and Manager Communications	2024-2025	Increase the availability of accessibility information (using access symbols) in promotional material for Council led events and activities.	Development of internal process for scoping accessibility information for events/activities	Needs attention	This initiative is scheduled in the 2025/26 work plan for delivery. An extension of time is requested to reflect this.
				Development of process to produce accessible promotional materials.	Future Activity	
5.3.	Manager Communications	2024-2027	Ensure community engagement is done in a way that all community members have an opportunity to participate.	Review of community engagement procedures (means of communication, reach, duration, inclusive language, etc.)	Future Activity	
				Decision on easy read document use and implementation	Future Activity	
				Update Community Engagement toolkit, which includes information on how to engage with diverse groups/individuals.	Future Activity	

5.4.	Manager Communications	2024-2027	Develop an inclusive communication and digital guide and disseminate across Council to ensure communications are accessible and understandable to all community members. Include considerations such as: - inclusive language - providing documents in PDF and Word formats - guidelines around the usage and creation of easy read documents	Dissemination of guide(s) across Council.	Future Activity	Due to current resourcing in the Brand & Comms team, this project is yet to commence.
5.5.	Manager Community Partnerships	2024-2027	Create and maintain partnerships with local community organisations and networks to strengthen engagement pathways.	Development of stakeholder hub to manage relationships	Continuous Activity	Council's Community Development Specialist is continuing to maintain and build relationships with key stakeholders and facilitate connections and resource sharing.
				Creation of formal partnerships where appropriate.	Continuous Activity	
5.6.	Manager Brand	2024-2025	Add inclusive language into our brand guidelines.	Revised brand guidelines.	Future Activity	The Brand Guidelines include some inclusive language in the 'Voice of Council' but will be reviewed as part of the Inclusive Communication and Digital Guide.
6.1.	Manager Community Partnerships	2024-2027	Support the Gladstone Disability Community Network (DCN) campaign to increase the understanding and usage of Companion Cards.	Regular attendance at DCN community meetings	Continuous Activity	Council is continuing to work closely with Gladstone Disability Community Network (DCN) to support their campaign to promote Companion Card useage.
				Promotion of DCN campaign using Council platforms.	Continuous Activity	The team continue to attend the Disability Community Network (DCN) meetings and will be working with them on several things including the promotion of companion cards. We have been working with DCN in regards to the use of the cards at Council facilities where we have found some inconsistencies in our own application that we are working to improve.
6.2.	Manager Community Partnerships	2024-2025	Investigate a collaboration with Sport 4 All to promote inclusive sporting opportunities across the region.	Decision on whether to enter into a collaboration with Sport 4 All.	On track	Sport 4 All is a program available to all local governments for a partially funded inclusion coach. They come in and work within the council to support sporting clubs to increase their accessibility. The role would be a partially funded, and we have had some great discussions on what that would look like and how it is being utilised in other councils. A proposal has been created and will be taken to ELT for consideration.
6.3.	Manager Community Partnerships	2024-2027	Support local sporting clubs to make their activities more inclusive through sharing resources and showcasing inclusive activities at the Sport and Active Living Expo.	Sharing of resources and grant opportunities to sporting clubs by Council's Sport and Recreation Officer	Continuous Activity	Council's Sport & Rec Officer is building relationships with and providing support to clubs one-on-one.
				Showcasing inclusive activities at Council's Sport and Active Living Expo.	Needs attention	The Community Partnerships team have discontinued the Sport and Active Living Expo and are instead exploring other ways to support the development and growth of sporting clubs and showcase inclusive activities.
6.4.	Manager Regional Libraries	2024-2025	Include an Auslan StoryTime as part of the Libraries StoryTime series to raise awareness and understanding.	Delivery of one Auslan StoryTime annually.	On track	The library staff have been using some basic Auslan during StoryTime. The library is currently working on having a guest come to do a Storytime in Auslan. Council employees will also be given the opportunity to study Auslan as part of non-mandatory training which is scheduled for delivery in 2025.
6.5.	Economic Development Lead	2024-2027	Promote the benefits of access and inclusion to local businesses.	Development and coordination of initiatives which include key messages, with dissemination to local business and industry stakeholders.	Continuous Activity	Council has signed up to in the small business friendly program and we will bring the access and inclusion matter into that discussion. Currently included as a draft initiative within the Small Business Customer Compass which will be going to Council for endorsement by Q1 (March 2025)