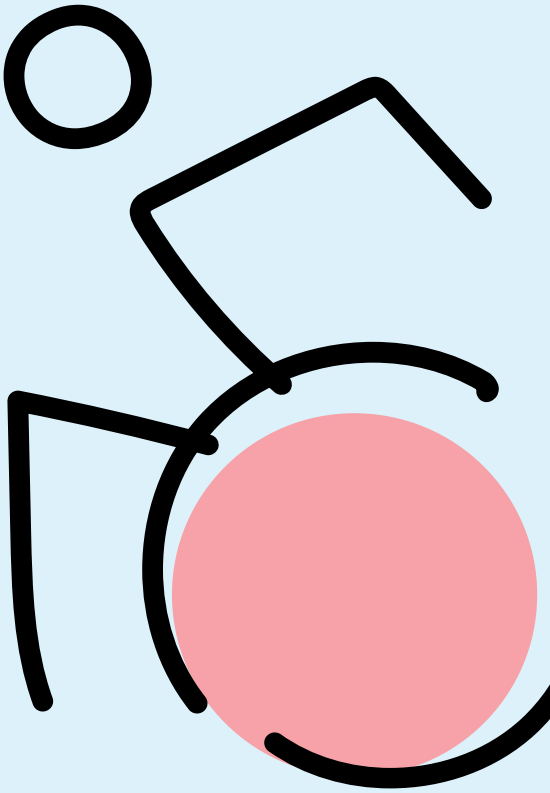
COMMUNITY INCLUSION PLAN 2019-2022

Horsham Rural City Council urban rural balance



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Acknowledgement of Country

The Horsham Rural City Council acknowledges the five Traditional Owner groups of this land; the Wotjobaluk, Wergaia, Jupagalk, Jaadwa and Jadawadjali people.

We recognise the important and ongoing place that all Indigenous people hold in our community.

We pay our respects to the Elders, both past and present, and commit to working together in the spirit of mutual understanding and respect for the benefit of the broader community and future generations.

Horsham Rural City Council

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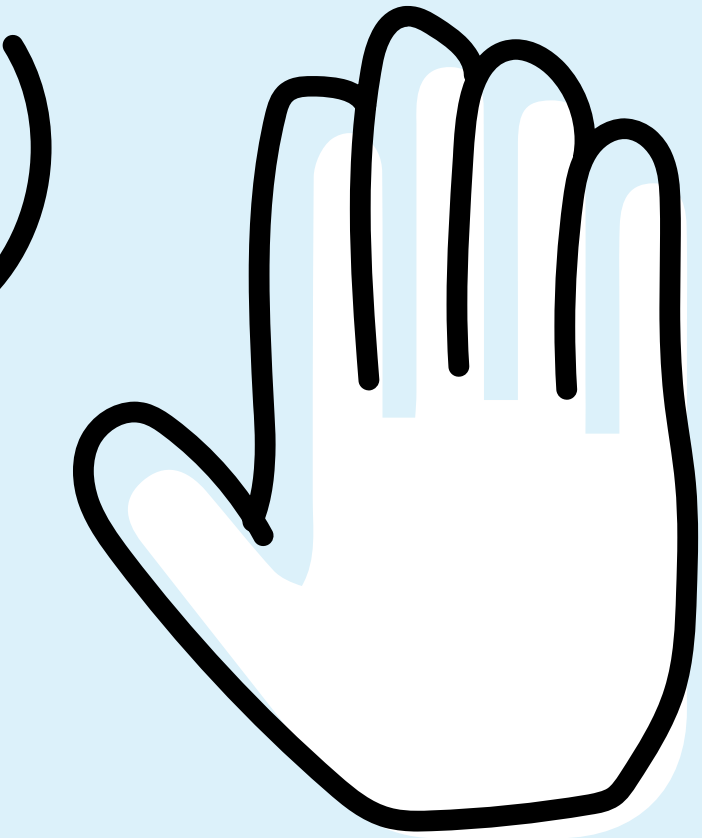

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MESSAGE FROM THE MAYOR

I am proud to present Horsham Rural City Council Community Inclusion Plan 2019-2022.

This is Councils third disability action plan, and continues our commitment to making Horsham a great place to live, study, raise families and work for everybody, regardless of ability, gender and/ or age.

I believe our region is a great place to live, however I also recognise the challenges that living in a regional city can create for people with disabilities, their families and carers. These include access to services, meaningful employment opportunities, access to leisure and recreation, participation in community and civic life and transport.

Our Community Inclusion Plan has developed actions to remove these barriers and promote working together to make access and inclusion everybody's business.

Since our last Plan there has been an increased focus on access and inclusion, particularly with the introduction of the National Disability Insurance Scheme (NDIS). The introduction of Universal Design Principles has also increased access and inclusion in the built environment.

On behalf of the Horsham Rural City Council, we look forward to working with our community, local businesses and organisations in making sure that Horsham is a welcoming, accessible, inclusive and vibrant community to live, work, study and play in.

Cr Mark Radford Mayor
Horsham Rural City Council

DEFINITIONS

Access – refers to the removal of barriers and is generally used to describe outcomes. For example, an accessible toilet is one which is modified in a way in which all members of the community can use the facility regardless of their level of ability or disability

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Access and Inclusion – are principles based on all aspects of the Disability Discrimination Act. They ensure that no-one is discriminated against directly or indirectly through the actions or inactions of Council. It also includes equitable access and inclusion within the Council to facilities, services and employment. This approach recognises that planning, development and implementation for these areas needs to include the whole community regardless of levels of mobility, disability, age and /or gender

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Advocacy – A political process by an individual or group which aims to influence public policy and resource allocation decisions within political, economic and social systems and institutions.

Alternative Formats – Use of different communication formats (e.g., large print, different font, audio, etc) that allows people with disabilities to access information in a manner other than how the format was originally delivered.

Auslan – (Australian Sign Language) is the recognised language of the Australian Deaf Community. It is a visual spatial language represented through hand movements known as “signs”, facial expression and body language.

Accessible Parking Permit – are currently referred to as Disability Parking Permit. It is a state wide scheme (Department of Transport) administered locally by local councils. Permits are issued by local governments to people with a medical condition that severely affects their mobility, enabling them to park in designated disability parking areas.

Changing Places – Accessible toilets with extra features and more space including: a height adjustable adult-sized changing bench, a tracking hoist system, space and a safe and clean environment.

Companion Cards – Available for people with a significant permanent disability who always need a companion to provide attendant care type support in order to participate at community venues and activities.

Community Group – A group that shares common characteristics or interests.

Deaf Access – is a Victorian State Government funded (Department of Human Services and Heath) project that works in partnership with local government local groups, organisation, business and the broader community to develop new ways of including people with a disability in the life of the community

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DEFINITIONS

Disability (Access to Premises - Building) Standards – These standards aim to provide the building and design sector with certainty that they can design and construct buildings in a way that meets their responsibilities under the Disability Discrimination Act.

Equity – The goals of equity are to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

Hearing Loop or Hearing Augmentation System – An aid for people with a hearing impairment. A loop of cable around a designated area (usually a room or building) which generates a magnetic field picked up by a hearing aid.

Inclusion – Empowering access to opportunity, addressing structural inequalities, tackling unconscious bias and developing inclusive organisations.

Information, Linkages and Capacity Building Program (ILC) – is a grant program delivered on behalf of the National Disability Insurance Agency to support the implementation of the NDIS and promote inclusion of people with disabilities within the broader community.

International Day of People with a Disability (IDPWD) – Is a United Nations sanctioned day that is celebrated internationally. It aims to increase public awareness, understanding and acceptance of people with disability and celebrate their achievements and contributions.

LGBTIQ+ – Understanding and using the language and terminology associated with the lesbian, gay, bisexual, transgender, gender diverse, intersex and queer (LGBTIQ+) communities helps to ensure that services and organisations are inclusive and respectful.

Lived Experience – Is the knowledge and understanding you get when you have lived through something.

Local Council Grants – Grants provided by Council to community groups and organisations to fund community projects.

National Disability Insurance Scheme (NDIS) – The NDIS provides funding and support for anyone who acquire or are born with a significant and ongoing disability to identify their goals and aspirations and provide them with the support they need to help them reach their full potential. The introduction of the NDIS has changed the role Council plays in supporting people with a disability to access services and programs.

Neurodiversity – is the concept that humans do not come in a one-size-fits-all neurologically “normal” package. It recognizes that all variations of human neurological function, such as autism, need to be respected as just another way of being

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DEFINITIONS

Ordinary life – Ordinary life means that everyone in the community has the same life opportunities available for them regardless of their barriers.

Plain English – Clear straightforward expression, using only as many words as are necessary. It is a language that avoids obscurity, inflated vocabulary and convoluted sentence construction.

Public Meetings – Meetings arranged by Council that are open to members of the public and encourage community feedback.

Reasonable Adjustment Policy – A policy that aims to remove barriers preventing people with a disability from fully integrating into the workplace.

Service Provider – An organisation that provides goods, facilities or services to the public.

Support – To agree with an idea, group or person and to provide assistance because you want them to succeed.

Universal Design Principles – The design of products and environments to be usable to the greatest extent possible by people of all ages and abilities, without the need for adaption or specialised design

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ACCESS SIGNS AND SYMBOLS

International Wheelchair Symbol

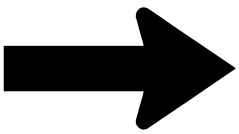
Accessible Unisex Toilet (left handed)

Assistive Hearing Device
(hearing loop and 'T' switch)

Closed Captioning

Large Print Symbol

Low Vision



Clear Directional Signage

Braille available

INTRODUCTION

Access, inclusion and participation in community and civic life are fundamental human rights.

One in five Australians live with disability. Primary carers are more likely than non-carers to live with a disability [1]. Disability adversely impacts on a person's ability to earn income and people with a disability of working age are approximately 30 per cent less likely to be in employment in comparison to people without disability:

Due to unconscious bias, many people with disability face barriers in the workplace.

As a result, the unemployment rate for people with disability is twice that of the general population [2].

The Introduction of the National Disability Insurance Scheme (NDIS) has seen a significant shift in the provision and delivery of disability services and programs. While challenges with NDIS continue to be experienced, especially in areas of the Wimmera, the NDIS shift of focus to inclusion, empowerment and the opportunity to live ordinary lives is welcomed.

Council has a critical role in increasing access and inclusion for Horsham in its role as a civic leader, community planner, infrastructure builder, policy leader and service provider. While Council has a key role in developing this Plan, it is also everybody's responsibility.

The Community Inclusion Plan (CIP) 2019-2022 sees Council broaden the scope from a focus on disability to one of community inclusion, to support the vision of making Horsham municipality ***a vibrant, inclusive community to live, work, play and invest.***

The CIP sets out Council's vision over the next four years that include six principles that establish Council's focus and priority action areas:

1. **Participation:** Maximise participation of all in Council's and Community activities
2. **Equity:** Ensure equitable access to all Council services
3. **Adaptability:** Ensure the built environment is designed for flexibility and to be usable to the greatest extent possible by people of all ages and abilities, without the need for adaption or specialised design in its use over time
4. **Inclusion:** Empowering access to opportunity, addressing structural inequalities, tackling unconscious bias and developing inclusive organisations.
5. **Advocacy:** Advocate on behalf of people with a disability, their families and carers about their needs, and about issues impacting upon their ability to live a life they value.
6. **Celebrate:** Celebrate and champion examples of community inclusion

[1] Australian Bureau of Statistics (ABS) Disability, Ageing and Carers, Australia: Summary of Findings, 2015

[2] Remove the Barrier 2019 Campaign

DISABILITY

A disability is any impairment of a physical, intellectual, psychiatric, neurological or sensory nature (*Disability Discrimination Act 1992*). Disability can be either temporary or permanent and something that is acquired or present from birth.

While traditional definitions of disability focus on restriction or lack of ability on the part of an individual, Horsham Rural City Council (Council) approach to inclusion uses a social model of disability.

The social model describes the interaction of a person living with an impairment with the physical, social, attitudinal and communication barriers that prevent people living with impairment from participating in society on an equal basis. This perspective places the onus on the community to make adjustments to accommodate disability as an expected form of human diversity.

The Victorian State Disability Plan, 2017-2022 *Absolutely Everyone* [3], defines disability as:

Some conditions and impairments are present from birth. Other people acquire or develop a disability during their lifetime from an accident, condition, illness or injury. For some people, support needs can increase over time. Others can experience fluctuating or episodic disability. This can particularly be the case for some people with mental illness. Some people are said to have a dual disability, such as intellectual disability and mental illness, giving rise to different support needs

COUNCIL'S ROLE

Council has a critical role in increasing access and inclusion for Horsham in its role as a civic leader, community planner, infrastructure builder, policy leader and service provider. While Council has a key role in developing this Plan, it is also everybody's responsibility.

Councils are required to develop and report on a Disability Action Plan (DAPs). DAPS are not in a prescribed format which provide Council with the flexibility to be able to develop a DAP that best suits their community's needs.

POLICY CONTEXT

Access and inclusion are covered by a broad legislative and policy framework that has both a focus on access and inclusion as well as discrimination. There has been a shift in policy from a focus on compliance to a focus on universal access and inclusion.

Local government are required to develop a DAP Section 38(1) of the *Victorian Disability Act 2006* that states:

a public sector body must ensure that a Disability Action Plan is prepared for the purpose of:

(a) *reducing barriers to persons with a disability accessing goods, services and facilities*

(b) *reducing barriers to persons with a disability obtaining and maintaining employment*

(c) *promoting inclusion and participation in the community of persons with a disability*

(d) *achieving tangible changes in attitudes and practices which discriminate against persons with a disability*

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[3] Victorian State Government, 2017, Absolutely Everyone: State Disability Plan. http://www.statedisabilityplan.vic.gov.au/

Council

- Council Plan (2019-23): A vibrant, inclusive community to live, work, play and invest:
  – Goal 1: Develop Horsham and the municipality as a diverse, inclusive and vibrant community
- Health and Wellbeing Plan (2017-2021)
- Youth Strategy (2018-2028)
- Economic Development Strategy (2017-20121)
- Innovate Reconciliation Action Plan (2018- 2020)
- Municipal Parking Strategy 2017
- Early Years Plan Draft (2019-2023)
- Horsham Urban Transport Plan Draft
- Open Space Strategy Draft
- Property Strategy Draft
- City to River Masterplan Draft
- Aged Friendly Communities Action Plan 2019
- Strengthening Volunteering Project
- Asset Management Policy
- Social Infrastructure Plan (in development)

Victoria

- Local Government Act 1989
- Disability Act 2006
- Equal Opportunity Act 2010
- Victorian Charter of Human Rights &Responsibilities
- Absolutely Everyone state disability plan 2017-2020
- Every Opportunity 2018 – 2020

Federal

- Commonwealth Disability Discrimination Act
- Disability Discrimination Act 1992
- Fair Work Act 2009
- National Disability Strategy 2010-2020
- National Disability Insurance Scheme (NDIS)
- Disability (Access to Premises - buildings) Standards 2010

International

- United Nations Convention on the Rights of Persons with Disabilities:

  Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others
- Web Content Accessibility Guidelines (WCAG) 2.1

HORSHAM COMMUNITY

Horsham Rural City is a vibrant, diverse community situated approximately 300 kilometres north-west of Melbourne and north of the Grampians National Park, in the heart of the Wimmera region of Victoria. Horsham is bordered by Yarriambiack, Northern Grampians, Southern Grampians, West Wimmera and Hindmarsh Shires. Horsham is the main population centre for the Wimmera and Southern Mallee region.

The Horsham municipality has a population of 19,889 (2017) and covers an area of 4,267 square kilometres with almost three quarters of residents living in the urban area of Horsham. It is estimated that there are approximately 4000 people with a disability living in Horsham and of those 1,333 have a severe or profound disability. 1,175 people or 6.0 percent of the population in the municipality reported in 2016 to needing help in their day-to-day lives due to disability [5].

Future population projections indicate that Horsham will experience population growth over the next 15 years. Between 2016 and 2031, the population is expected to grow by approximately 2,167 people, with an additional 600 people added to the population every five years. In 2031, the estimated population is projected to reach 21,794.

Victorians are living longer and Horsham is no exception. Horsham municipality has an ageing population higher than the Victorian state average. Currently, people aged 65 years make up over 21.6 percent of the local population. As the population continues to increase, and the proportion of older people within Horsham grows, so too will the level of disability as people are found to acquire disabilities as they age. These changing demographics means there will soon be equal numbers of older people as there are children, with people over the age of 80 becoming the fastest growing age group in the State.

By ensuring the Horsham municipality and its communities are inclusive and accessible for all regardless of peoples age, abilities and genders is critical in making local communities stronger, more cohesive, resilient, sustainable and healthy for everyone.

Of the current population [6]:

- 51% female and 49% male
- 19% of the population are aged 14 years or younger
- 21.6 % aged over 64 years
- 647 females and 533 males report having a disability
- 6 % report needing help in their daily lives due to their disability
- 13.4 % of the working population provided unpaid care to a person with a disability

For more detailed age and disability breakdown see Appendix 1.

[4] ABS Census data
[5] Please note: A person's reported need for assistance is based on a subjective assessment and should therefore be treated with caution.

DISABILITY ACTION PLAN (2013-2016)

The Disability Action Plan (2013-2016) was Council's DAP focused on reducing barriers created by attitudes, practices and structures, to ensure that all people can participate equally in community life.

The DAP was successfully implemented and delivered [7] and resulted in a positive shift in culture and increased accessibility for in the community. Like most Council previous DAPs, the focus on this DAP focused on meeting legislative requirements and the action plan reflected this.

As Council and their community build more capacity and knowledge, the focus shifts to more structural and aspirational issues, such as embedding access, inclusion, universal design and best practice in the everyday work of Council.

The CIP has been developed to be an agile and flexible document focusing on priorities and embedding access and inclusion across all of Council.

KEY ACHIEVEMENTS

The DAP delivered many sustainable achievements:

- Council publications are available in alternative accessible formats
- Desktop hearing shuttles are located at Customer Service Centres, Civic Centre, Horsham Town Hall and Visitor Information Centre making it easier for those that are hard of hearing to communicate
- My Community Directory was established and contains comprehensive information on disability services, accessible facilities and up-to-date information on a range of community organisation
- Installation of Changing Places in May Park that allows people with specific requirements to have access to a toilet and appropriate change facilities to enable greater participation in community life.
- Council's Community Grant Guidelines updated to include improving access as a key outcome
- Community Education sessions held on the use of companion cards
- Disability Awareness Training for staff, volunteers and councillors. This includes an e-training module that forms part of the Council Induction program
- AUSLAN training

[6] As per ABS data

[7] The DAP 2013-2016 was comprehensively reviewed and all actions had been either completed or were progressing. See Council Report 17 Dec 2018: 1) That Council note the review and successful implementation of the Disability Access and Action Plan 2013-2016 7 2) The development of a broader access and community inclusion plan will continue to build on this good work and increase access and inclusion for all the community

MAY PARK

May Park is a regionally significant park as it is used by both local community for celebrations and play as well as travellers between Melbourne and Adelaide.

The installation of Changing Places in May Park means people both in the local community and visitors with significant needs can engage more in community life and travel.

It is critical for regional Victoria to be able to continues to provide fully accessible facilities.

Accessible furniture has been installed to allow for greater enjoyment of the park.

COMMUNITY INCLUSION PLAN

Council has a critical role in increasing access and inclusion for the community. The Community Inclusion Plan (CIP) reframes Council's approach and details Councils priorities to embed inclusion in the everyday work of Council.

Strengthening inclusion is everybody business and the whole community benefits when there is better access and inclusion

Disability does not define a person:

Disability, sexuality, cultural diversity, it's not 'special', or 'unusual' or 'not our problem'. It is the lived reality of a human being and therefore everybody's responsibility to ensure all are given an equal chance to experience their educational and social potential in a non-judgemental, inclusive, transparent, accountable and empowering way [8]

The CIP demonstrates Council's shift towards more strategic and sustainable plans, policies and strategies that are aimed at advocating for real systematic, attitudinal and sustainable change.

Over the last couple of years, Council has embarked on Transforming Horsham that includes development of a number of strategic documents. There has been significant community consultation undertaken as part of this suite of work. This recent consultation data was reviewed and has provided a rich data source for the development of the CIP.

Consultation themes:
- Accessible footpaths with more safe crossing points
- Accessible car parking in the required locations
- Better access to recreation, sporting and cultural facilities
- Advocacy by Council on NDIS and improved services for the community
- Plan and build spaces and places that all the community feel welcome and can access
- Accessible playgrounds
- Longer consultation times for more complex strategies/ plans

Targeted consultation with key organisations and individuals was also undertaken and this has formed the basis of the CIP (see Appendix 2).

VISION

The vision and principles have been developed based on community and stakeholder discussion and put into action Council's commitment to community inclusion and for Horsham to be a vibrant, inclusive community to live, work, play and invest.

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[8] Absolutely Everyone State disability plan 2017–2020 consultation participant

PRINCIPLES

All of Council has a key role to play in improving community inclusion for the Horsham community. The principles and action plan support Council's vision to embed community inclusion into everyday business.

- **Participation:** Council will develop, deliver and partner in services and projects that maximise community participation in all of Council's and Horsham activities
- **Equity:** Council will ensure all its services are equitable
- **Adaptability:** Council will develop policies and practices to ensure the built environment is designed for flexibility and to be usable to the greatest extent possible by people of all ages and abilities, without the need for adaption or specialised design in its use over time
- **Inclusion:** Council will empower access to opportunity, addressing structural inequalities, tackling unconscious bias and developing inclusive organisations.
- **Advocacy:** Council will advocate on behalf of people with a disability, their families and carers about their needs, and about issues impacting upon their ability to live an ordinary and everyday life.
- **Celebrate:** Council will celebrate and champion examples of community inclusion including recognising and celebrating International Day of People with a Disability (3 December).

ACTION PLAN

To embed the principles, an action plan has been developed that set Council's priorities to strengthen community inclusive practices, polices and projects across Council. Many of these actions build on the current work of Council and reinforce that access and community inclusion is everybody's responsibility

PRINCIPLE	AIM	ACTIONS	LEAD	DELIVERABLE
1. Participation	Council will develop, deliver and partner with services and projects that maximise community participation.	**1.1** Strengthen Councils engagement policy and practices to ensure they are, and remain, inclusive, accessible and promote a diversity of voices being heard: • 1.1 a) Build on recent Community Engagement review (ArneTech) and Gender Equity Project to bolster accessibility and inclusiveness in community engagement. • 1.1 b) Consider integrating into Community Engagement Policy a minimum time for public consultation to allow for people with different abilities to have the time and means to engage. Threshold could be based on a complexity of project and information. • 1.1 c) Develop Plain English templates • 1.1 d) Embrace new technology to support consultation and engagement for people with different abilities	Community Relations & Advocacy	Everyone can participate

PRINCIPLE	AIM	ACTIONS	LEAD	DELIVERABLE
1. Participation		**1.2** Continue to implement Economic Development Strategy and Municipal Parking Strategy to improve community inclusion and create better economic outcomes for people with different abilities	Economic Development	
		1.3 Continue to work with sporting, community, arts and culture organisations and clubs to be more inclusive: • 1.3 a) Community inclusion information sessions • 1.3 b) Investigate updating community grants and Council funding guidelines to ensure recipients are displaying commitment to strengthening community inclusion	Arts, Culture & Recreation	
		1.4 Investigate establishing a Community Inclusion Reference Group to improve engagement and participation of lived experience and provide oversight to all Council's strategies and plans	Governance	
		1.5 Continue to promote Accessible Events Guidelines: • 1.5 a) Promote Guidelines to community through media, Council website etc • 1.5 b) Consider an annual information session for the community on event planning with a focus on inclusion	Events	
		1.6 Use the Guidelines to review and audit each Council run event	Events	

PRINCIPLE	AIM	ACTIONS	LEAD	DELIVERABLE
2. Equity	Council will ensure all its services are equitable	**2.1** Consider integrating Community Inclusion Action Plan into the Council Plan	Community Wellbeing & Governance	Living our values
		2.2 Review and make recommendations on internal capacity to lead community inclusion	Community Wellbeing	
		2.3 Develop a self-assessment community inclusion checklist and measures for all Council services, programs and projects	Community Wellbeing	
		2.4 Report on the self-assessment community inclusion results annually to identify best practice and identify opportunities for improvement	Community Wellbeing	
3. Adaptability	Council will develop policies and practices to ensure the built environment is designed for flexibility and to be usable to the greatest extent possible by people of all ages and abilities, without the need for adaption or specialised design in its use over time	3.1 Develop a Universal Design Guideline: • 3.1 a) Incorporate Guidelines into Council processes, such as master planning, capital works and Project Office processes • 3.2 b) Use hierarchy of facilities/open space definitions (as per the Draft Open Space Strategy) to develop Guidelines	Infrastructure & Community Wellbeing	Accessible and flexible built environment
		3.2 Build internal capacity on Universal Design by undertaking ongoing internal training. Consider having internal specialists	Infrastructure, Community Wellbeing & People and Culture	
		3.3 Incorporate Universal Design outcomes into all built environment external projects specifications and contracts	Governance	
		3.4 Continue to implement the Age Friendly Communities recommendations	Community Wellbeing	

PRINCIPLE	AIM	ACTIONS	LEAD	DELIVERABLE
4. Inclusion	Council will provide access to opportunity, addressing structural inequalities, tackling unconscious bias and developing inclusive organisations.	**4.1** Continue to include Access and Inclusion e-module in Council Induction Program **4.2** Build on organisational and governance capacity and develop yearly training on community inclusion for all Council Officers and Councillors **4.3** Review all Band 1-3 positions descriptions and create plain English versions. **4.4** Review Band 4-8 positions descriptions and identify if any opportunities to create plain English versions **4.5** Audit and review current recruitment process including advertisement, PDs, interview questions and process to identify any unconscious bias and barriers that may exist or people with different abilities, age and/ or gender **4.6** Based on above finding, consider trialing different recruitment strategies and processes to increase workforce diversity **4.7** Review volunteer positions descriptions and ensure they are in plain English **4.8** Review volunteer recruitment and training process and ensure in plain English and accessible to people of all abilities, age and gender	People and Culture	Be an employer of choice

PRINCIPLE	AIM	ACTIONS	LEAD	DELIVERABLE
5. Advocacy	Council will advocate on behalf of people with a disability, their families and carers about their needs, and about issues impacting upon their ability to live an ordinary and everyday life.	**5.1** Continue to advocate on NDIS including making submissions as appropriate **5.2** Demonstrate leadership by publicly supporting campaigns, such as Remove the Barrier **5.3** Continue to advocate for better accessible public transport options including shared ride options [9]	CEO Office & Community Wellbeing Community Relations & Advocacy	Advocating for real and meaningful change
6. Celebrate	Council will celebrate and champion examples of community inclusion	**6.1** Incorporate International Day of People with Disability into Council's annual event calendar, include an annual event, with accompanying street flags and promotion 6.2 Celebrate and champion diversity and living an ordinary everyday life	Arts, Culture & Recreation Community Relations & Advocacy	Community inclusion champion

[9] Draft Horsham Urban Transport Plan 3.5 Disruptive Technology 3.5.1. Monitor the evolving use of app based technology, particularly for taxi, share car and hire car platforms and modify the on-street parking restrictions to cater for the potential increase in passenger loading or share car permit zones in the CAD

MEASURING COUNCIL PERFORMANCE

Council is committed to reporting back to the community on the Community Inclusion Plan progress and success.

Council will provide the community with an accessible annual report on the progress of the CIP implementation as well as through the Council Annual Plan reporting process.

APPENDIX 1
HORSHAM COMMUNITY

Horsham municipality age cohorts' number and percent 2016. The Horhsam municipality has a higher than state average of people over 55 years of age.

AGE COHORTS	HORSHAM TOTAL POPULATION NUMBER	PERCENT	VICTORIA POPULATION NUMBER	PERCENT [10]	NUMBER OF FEMALES WITH A DISABILITY HORSHAM	NUMBER OF MALES WITH A DISABILITY HORSHAM
0-4	957	6.6	371,220	6.3	0	13
5-9	921	6.3	368,631	6.2	18	40
10-14	817	5.6	341,063	5.8	22	24
15-19	820	5.6	356,340	6.0	23	23
20-24	910	6.3	413,792	7.0	6	24
25-29	985	6.8	441,266	7.4	14	13
30-34	903	6.2	447,927	7.6	12	17
35-39	768	5.3	404,026	6.8	12	11
40-44	789	5.4	401,887	6.8	25	10
45-49	782	5.4	402,043	6.8	17	26
50-54	880	6.1	378,371	6.4	25	30
55-59	947	6.5	357,616	6.0	39	37
60-64	922	6.3	319,840	5.4	50	28
65-69	833	5.5	291,397	4.9	36	39
70-74	695	4.8	218,203	3.7	33	36
75-79	606	4.2	165,115	2.8	55	42
80-84	489	3.4	119,89	2.0	71	41
85 +	521	3.6	127,993	2.2	185	75
TOTAL					**647**	**533**

[10] ABS Quick Stats
https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/SSC21197

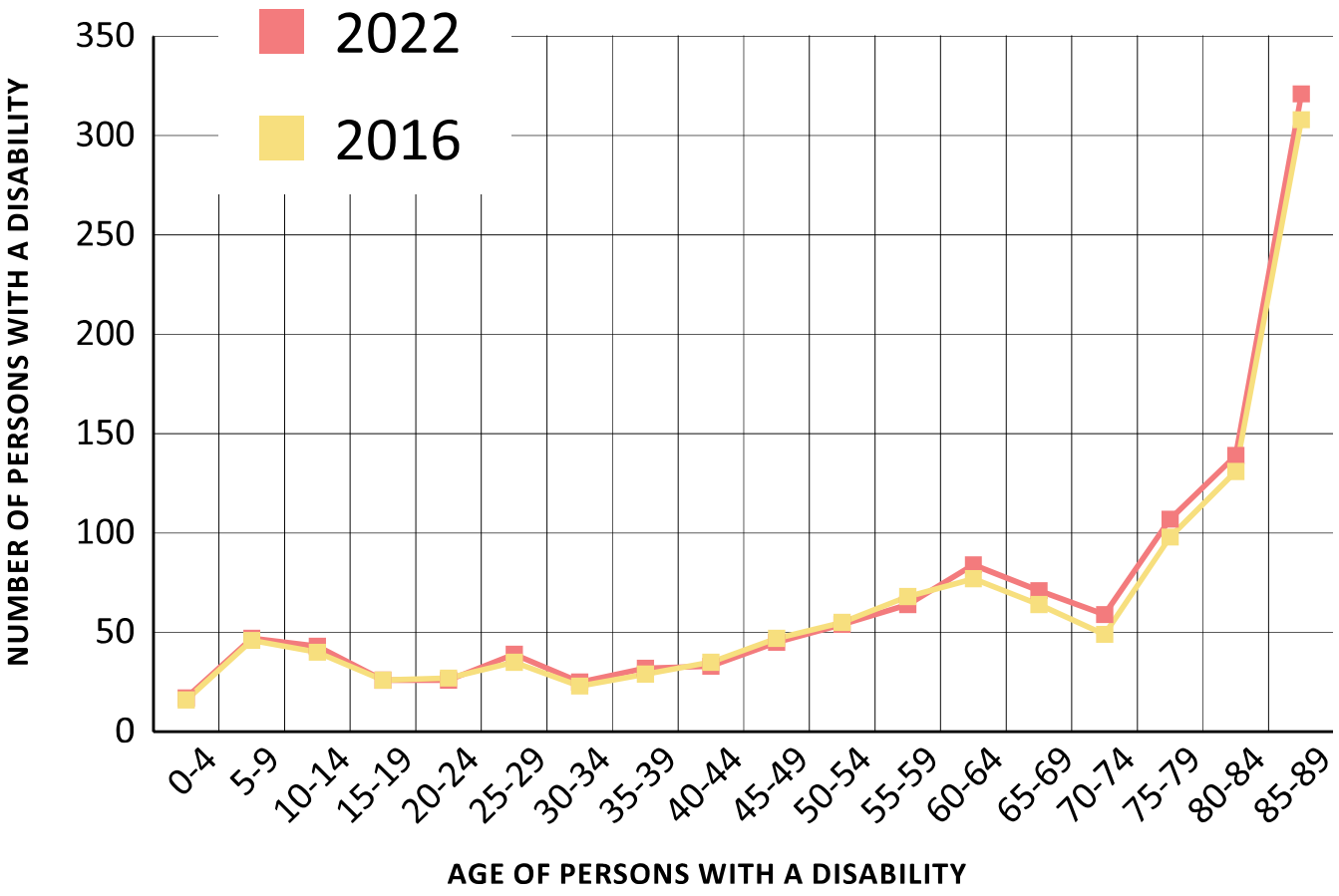
APPENDIX 1
HORSHAM COMMUNITY

This table demonstrates the number of people who report providing unpaid care for a person with a disability in 2016. It needs to be noted, that the number of people providing some type of level of care is probably higher due to people not reporting and/ or identifying the support they provide as caring.

AGE COHORTS	NUMBER OF MALES PROVIDING CARE	NUMBER OF FEMALES PROVIDING CARE
15-19	16	24
20-24	32	27
25-29	41	56
30-34	42	65
35-39	45	76
40-44	58	80
45-49	83	101
50-54	91	147
55-59	107	184
60-64	96	132
65-69	70	86
70-74	34	60
75-79	35	49
80-84	29	33
85 +	19	24
Total	**804**	**1144**

APPENDIX I
HORSHAM COMMUNITY

This figure demonstrates projected population changes from 2016-2022. As the population ages, it is projected that people with disabilities will continue to increase.



APPENDIX 2 CONSULTATION

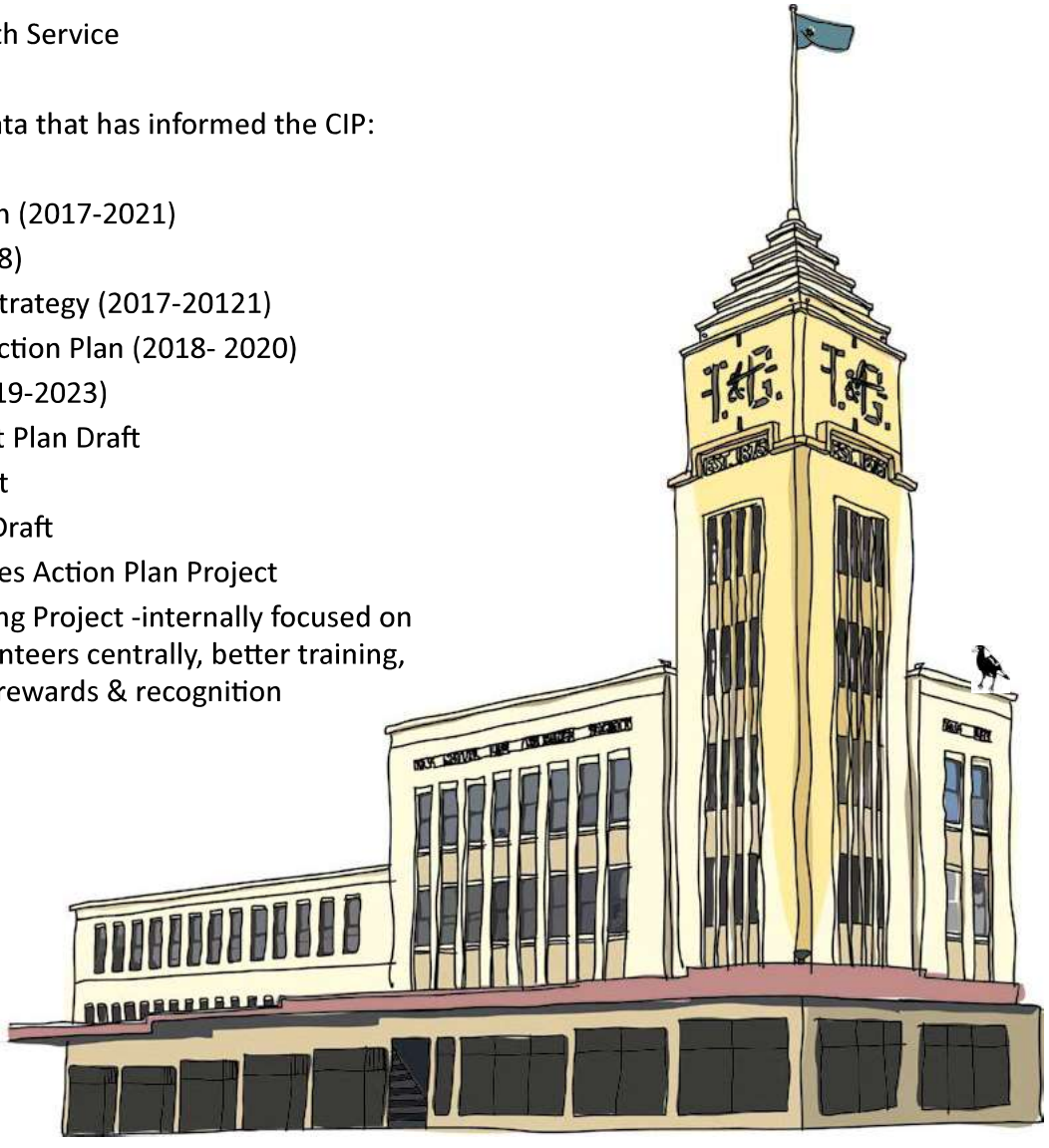
Over the last couple of years, HRCC has undertaken significant community consultation that has provided good data source for the development of the CIP. Due to this rich data and other significant plans out for consultation, a decision was taken to develop the CIP based on recent consultation and targeted external and internal consultation.

The following organisations provided valuable feedback, insights and suggestions that have helped shape the Community Inclusion Plan:

- Horsham Rural City Council Officers
- Uniting Wimmera
- Rights Information Advocacy Centre (Horsham)
- Woodbine
- Wimmera Health Care Group
- Wimmera Primary Care Partnership
- Department of Health and Human Services
- Grampians Community Health
- Latrobe Community Health Service

Community consultation data that has informed the CIP:

- Council Plan (2019-23)
- Health and Wellbeing Plan (2017-2021)
- Youth Strategy (2018-2028)
- Economic Development Strategy (2017-20121)
- Innovate Reconciliation Action Plan (2018- 2020)
- Early Years Plan Draft (2019-2023)
- Horsham Urban Transport Plan Draft
- Open Space Strategy Draft
- City to River Masterplan Draft
- Aged Friendly Communities Action Plan Project
- Strengthening Volunteering Project -internally focused on coordinating Council volunteers centrally, better training, induction and consistent rewards & recognition



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Natimuk:
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Community Centre,
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Natimuk 3402

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Kalkee Road Children's and Community HuB:
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