



August 2026

DRAFT Wyndham Disability Plan 2026-2029

Acknowledgement

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Bunurong and Wadawurrung Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills and red clay of this Country. We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations.

DRAFT

Table of Contents

Acknowledgement	1
Glossary of terms.....	3
Background	4
Vision.....	4
What guides this plan?	5
Council's Role	8
Gender Impact Assessment.....	8
A Focus on Disability.....	9
Strategic Insights for Wyndham from Emerging Data Analysis	10
STRATEGIC PRIORITY AREAS.....	10
Strategic Priority Area 1: Health, Safety and Wellbeing	12
Strategic Priority Area 2: Inclusive Access	14
Strategic Priority Area 3: Housing, Education and Employment Pathways	15
Strategic Priority Area 4: Empowering Community & Recognition	16
Monitoring and reporting	18

Glossary of terms

Term	Meaning
Accessibility	The extent to which people living with disability can access something like an office, worksite or public area
Inclusion	Inclusion means making sure every person feels they truly belong. It involves appreciating the unique backgrounds and perspectives of individuals groups and guaranteeing that everyone can access the same opportunities and resources. It's about fostering a respectful and understanding environments for all.
Non- communicable diseases	A non-communicable disease (NCD) is a long-term illness that doesn't spread between people. Examples include heart disease, cancer, diabetes, and lung diseases. They're mainly caused by genetics, unhealthy habits, and the environment, and they are the leading cause of death worldwide.
LGBTIQA+	Lesbian, gay, bisexual, transgender, intersex, queer and asexual and + is inclusive of other identities not listed on the acronym
Intersectionality	Refers to the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Background

Wyndham City Council is dedicated to fostering a community where fairness, participation, and inclusion are at the heart of civic life. We proudly embrace the diversity of our municipality and the invaluable contributions it brings. People living with disability are a vital part of this diversity, enriching Wyndham as they live, work, and participate fully in family and community life.

The Wyndham Disability Plan 2026-2029 replaces the previous Accessibility and Inclusion Plan. The Plan aligns with the Wyndham 2050 Community Vision, which outlines Council's long-term commitment to a safe, accessible, and connected municipality. The Plan establishes Council's policy direction for advancing equitable access, removing systemic and environmental barriers, and strengthening inclusive practices across all service areas. It affirms Council's obligation to uphold the rights, dignity, and participation of people with disability and their carers, ensuring Wyndham is a community in which all residents can fully engage and thrive.

At its core, the Plan seeks to inspire confidence by enabling equitable engagement and participation in civic, social, and economic life for people living with a disability. Its overarching goal is to guarantee equal access alongside people without disability, while eliminating discrimination and promoting dignity, respect, and opportunity.

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) framed our approach in developing this plan by applying universal human rights to the lived experiences of people living with a disability and recognising the structural barriers they face. Australia's ratification of the CRPD makes discrimination unlawful and reinforces our responsibilities. Under Section 38 of the Victorian Disability Act 2006, Council is required to develop and maintain a disability action plan that aligns with Federal and State legislation.

This Plan has additionally been shaped by the voices of our community. Consultation work included the Future Wyndham workshop data and targeted engagement with approximately 100 community members whose insights and experiences have guided the strategic directions we now present. Together, we are building a municipality that celebrates diversity and ensures inclusion for every resident. For a comprehensive analysis of the consultation engagement results, please review the accompanying report on [The Loop](#).

Over the next four years, we will continue to engage with community as the plan is delivered. Achievements will be joint, as we work with residents, businesses, community organisations and council departments. The achievements we make together will improve accessibility, foster genuine inclusion and support meaningful participation for people with disability.

Vision

The review of the 2023-2025 Plan provided an opportunity to review the vision developed with the community in 2019. The revised vision continues to acknowledge the motto of Disabled Peoples'

International (DPI) which is ‘Nothing About Us, Without Us’. ¹ Incorporating community input, the new vision for the Wyndham Disability Plan 2026-2029 is:

“People with disability, our families and carers live with dignity and respect, enjoy equitable and inclusive access to opportunities and services, and have control over our lives. Our rights are upheld, our voices shape the decisions that affect us, and disability pride and diversity are celebrated.”

What guides this plan?

Under Section 38 of the Victorian Disability Act 2006, Council is mandated to prepare and implement a disability action plan. The Wyndham Disability Plan meets this statutory requirement while advancing Council’s broader obligations under the national and international human rights conventions, legal frameworks and public policies.

JURISDICTION	LEGISLATION / POLICY / KEY REPORTS	AIM
VICTORIAN FRAMEWORK	<u>Disability Act 2006 (Vic)</u> ² :	Establishes principles for disability services, focusing on autonomy, dignity, and participation. Provides oversight through the Disability Services Commissioner and integrates with the National Disability Insurance Scheme (NDIS).
	<u>Charter of Human Rights and Responsibilities Act 2006 (Vic)</u> ³ :	Protects equality before the law and applies to people with disabilities.
	<u>Inclusive Victoria State Disability Plan 2022-2026</u> ⁴ :	This framework sets out systemic reforms such as co-design with people with disability, accessible communications, and inclusive workforces - to ensure accountability and align with Australia’s Disability Strategy 2021-2031.

¹ PWDA Language Guide: A guide to language about disability, Aug 2021 Update. Accessed December 2025: <https://pwd.org.au/wp-content/uploads/2021/12/PWDA-Language-Guide-v2-2021.pdf>

² Victorian Disability Act 2006, www.legislation.vic.gov.au

³ Charter of Human Rights and Responsibilities Act 2006, <https://www.legislation.vic.gov.au/in-force/acts/charter-human-rights-and-responsibilities-act-2006/015>

⁴ Inclusive Victoria: State Disability Plan (2022-2026), <https://www.vic.gov.au/state-disability-plan>

COMMONWEALTH FRAMEWORK *Disability Discrimination Act 1992⁵:*

Prohibits discrimination in employment, education, access to premises, and provision of goods/services. Covers direct and indirect discrimination, including rights of carers and assistance animals.

Australia's Disability Strategy 2021–2031⁶:

The National framework is designed to create a more inclusive and accessible society where people with disability can participate equally in all aspects of life. It sets out commitments across areas like housing, healthcare, education, employment, justice, and community participation, with all Australian governments working together to drive systemic change and uphold rights under the UN Convention on the Rights of Persons with Disabilities.

Disability Services and Inclusion Act 2023⁷:

Modernises service delivery, replacing the 1986 Act. Commenced January 2024, emphasizing inclusion, empowerment, and alignment with the UN Convention on the Rights of Persons with Disabilities (CRPD).

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability Report (Sept 2023)⁸

Local council plays a critical role in supporting the implementation of the Royal Commission's recommendations at the community level. Councils are responsible for ensuring that local environments, services, and governance processes uphold the rights, safety, and inclusion of people with disability. Further details can be found [here](#).

INTERNATIONAL FRAMEWORK *United Nations Convention on the Rights of Persons with Disabilities (CRPD)*

Australia is a signatory to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) which contextualises human rights within the lived

⁵ Disability Discrimination Act 1992, <https://www.legislation.gov.au/C2004A04426/2018-04-12/text>

⁶ Australia Disability Strategy 2021-2031, <https://www.disabilitygateway.gov.au/ads/strategy>

⁷ Disability Services and Inclusion Act 2023, <https://www.legislation.gov.au/C2023A00107/latest/text>

⁸ Final Report Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, <https://disability.royalcommission.gov.au/publications/final-report>

experience of people with disability, acknowledging the barriers that impede the full realisation of their rights. It incorporates principles of fairness, respect, social justice, and inclusion. These rights extend to all individuals, including people with disability, their families, and carers.

Wyndham City Council

The Wyndham Disability Plan is guided by the Wyndham 2050 Community Vision and the following key strategic documents - the Council Plan (incorporating Municipal Public Health and Wellbeing Plan) 2025-2029, Long Term Financial Plan and Asset Management Plan to ensure a coordinated approach to advocacy, policy and investment. By aligning priorities across these strategic documents, Council will work with Federal and State governments to direct policy settings and infrastructure funding toward accessibility and inclusion, remove systemic barriers to participation, and embed universal design across services and places. This integrated approach aims to support people with disability to exercise their rights and participate fully in community life.



Council's Role

Council acts within a range of roles to improve accessibility and inclusion for people living with disability in Wyndham. These roles include:



Service Provider: provision of services including waste collection, maternal and child health, libraries, and many other community services and programs.



Infrastructure Provider: deliver and maintain recreational facilities, open spaces, playgrounds, libraries and the local road, footpath and cycle network to promote a healthy lifestyle.



Planner: works to create a safe community with access to services and green spaces that are conducive to good health outcomes, for now and into the future..



Advocate: promotes interests of the community to decision making bodies such as the State and Federal Governments on issues of importance to the community, particularly investment in infrastructure and services.



Partner: with community and community organisations to improve and promote an environment in which everyone can achieve the best possible personal health and wellbeing.



Enabler: encourages and provides funding to community to lead, participate, carry out services and respond to priority issues in the community.

Gender Impact Assessment

A gender impact assessment was conducted to inform the development of this Plan. The Plan development considered gendered issues with a particular focus on intersectionality, including:

- Women are more likely than men to provide unpaid support to individuals with disability, long-term illness, or old age.
- Increasing population of Cultural and Linguistic Diverse Communities (CALD)
- Men with disability are more likely to be in paid employment than women with disability
- Residents who are First Nations, LGBTIQ+ or Youth are significantly more likely to have a disability or need for assistance.

We will use an intersectional lens to monitor how the plan influences people of different identities and pursue ongoing opportunities to advance equality and inclusion throughout its implementation.

A Focus on Disability

Disability is a universal aspect of the human experience. Nearly everyone will encounter a temporary or permanent disability at some stage in their life. Globally, the number of people living with disability is rising, influenced by an ageing population and the growing prevalence of noncommunicable diseases e.g. heart disease.

Under the Disability Discrimination Act 1992, disability is defined broadly to include physical, intellectual, psychiatric, sensory, neurological and learning disabilities, as well as physical disfigurement and the presence of disease-causing organisms in the body. This means a disability may be visible or invisible.

The United Nations Convention on the Rights of Persons with Disabilities further describes people with disability as:

“...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.”⁹

Both definitions highlight that disability is not only about an individual's impairment. It reflects the barriers created by society - including public infrastructure, systems and everyday processes - that can limit a person's ability to participate fully and equally.

Why a Disability Plan Matters

A disability plan is vital because it addresses the physical, social and attitudinal barriers that restrict equal participation, it challenges ableism by prioritising the improvement of environments rather than individuals. By ensuring that spaces, systems and community attitudes are designed to include all people, the municipality will become more equitable, respectful and accessible. A local disability plan formalises this commitment by translating broad focus areas of inclusion into clear strategic directions, outlining council's responsibilities to create a community where every person can navigate, participate and belong.

“People with disability should be able to access everything that able people can. It's quite simple.”
Wyndham resident

⁹ Convention on the Rights of Person with Disabilities (CRPD), accessed December 2025,
<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-%20persons-with-disabilities/article-1-purpose.html>

Our Community



As of the 31st of March 2025, more than **68%** of NDIS participants in the municipality were under 18¹



According to the 2021 Census, approximately **5.6%** of Wyndham residents - around **16,300** people - reported living with a need for assistance with core activities.²



People with a need for assistance are significantly more likely to have much lower income than counterparts who do not require assistance with **\$21,311.80** compared to **\$47,874.13**.³



Of Wyndham's total labour force, **1,248** people were identified as needing assistance. Just under a third of this cohort work in full-time positions, and **38%** work on a part-time basis.⁴



Just **8.1%** of people who require assistance with core activities have attained a bachelor's degree or higher – compared to **26.5%** amongst those who do not require assistance across Wyndham.⁵



27% of NDIS participants in Wyndham are from a CALD background compared to **13%** in Victoria⁶



Australian Early Development Census (AEDC) 2024 indicates that **13.2%** of children in Wyndham begin school with two or more developmental vulnerabilities, higher than the Victorian average of **11.8%**. **16.6%** of children were identified by teachers requiring further assessment for potential support needs.⁷



In the City of Wyndham, **22,715** carers were providing unpaid assistance to a person with a disability, long term illness or old age in 2021⁸



In Australia, 4.4 million people live with a disability, it is estimated that **80%** of these individuals have an invisible disability.⁹



In 2022, among people with disability aged 15 years and over almost one in five young people aged 15-34 years (**17.6%**) experienced discrimination, compared with **3.9%** of those aged 65 years and over¹⁰



In 2016, an estimated **5.9% (172,800)** of women with a disability or long-term health condition experienced violence in the 12 months prior to the survey, compared to **4.3% (274,400)** of those with no disability or long-term health condition.¹¹

¹ National Disability Insurance Scheme (2025) Participant Data: Active Participants by Total [LGA: Wyndham], Q3 FY24/25

² Australian Bureau of Statistics (2021) Type of Long Term Health Condition [LTHP] by Wyndham as Local Government Area (2021 Boundaries) of Enumeration and Core Activity Need for Assistance [ASSNP] [Census TableBuilder], accessed June 2025

³ Australian Bureau of Statistics (2021) Total Personal Income (weekly) [INCP] by Wyndham as Local Government Area (2021 Boundaries) of Enumeration and Core Activity Need for Assistance [ASSNP] [Census TableBuilder], accessed June 2025

⁴ Ibid

⁵ Australian Bureau of Statistics (2021) Level of Highest Educational Attainment [HEAP] by Wyndham as Local Government Area (2021 Boundaries) of Enumeration and Core Activity Need for Assistance [ASSNP] [Census TableBuilder], accessed June 2025

⁶ National Disability Insurance Scheme (2025) Participant Data: Active Participants by Total [LGA: Wyndham], Q3 FY24/25

⁷ Australian Early Development Census, <https://www.aedc.gov.au/data-hub/public-data/2024-aedc-results>

⁸ Wyndham Profile Id, <https://profile.id.com.au/wyndham/unpaid-care>

⁹ Understanding Invisible Disabilities – Life Without Barriers, <https://www.lwb.org.au/news/understanding-invisible-disabilities/>

¹⁰ Australia Disability Network, <https://australiandisabilitynetwork.org.au/resources/disability-statistics/>

¹¹ Safe and Equal, <https://safeandequal.org.au/understanding-family-violence/statistics/>

The table below provides an overview of how community consultation informed and shaped the new strategic priority areas for the Plan.

Draft Strategic Priority Areas	Focus Areas
Health, Safety and Wellbeing	Mental Health Health Accessible Services Protection from Abuse Safety and Wellbeing Education Awareness and Culture Change Community Inclusion
Inclusive Access	Accessible Information (incl. digital access) Infrastructure, Facilities and Built Environment Transport and Mobility Access Mobility and Access
Housing, Education and Employment	Accessible Housing Employment Education of Early Years and Lifelong Learning
Empowering Community & Recognition	Leadership Voice and Pride Recognition

Below are the draft strategic priority areas, outlining the strategic direction we aim to achieve and the Council service areas that will contribute to their delivery. Council will know it's performing well in all strategic areas if there are positive trends in a newly developed annual survey of people living with disability, carers and service providers.

Strategic Priority Area 1: Health, Safety and Wellbeing

People living with disability lead healthier, safer, and more independent lives, with equitable access to emergency information, inclusive opportunities to participate fully in everyday life, and sustained support for carers to promote wellbeing, dignity, and choice

"I felt embarrassed. I just wanted to go into the show and not have any extra attention put on me. Sometimes I don't want to be recognised." The space should be set up so accessibility is inherent, needs are met and this circumstance should not have occurred." Wyndham Resident

Responsible Areas:

- Social Policy
- Events and Placemaking
- Emergency Management
- Community Strengthening
- Community Support
- Sport and Recreation
- People and Culture
- Libraries and Community Centres

What council will do?

- Build partnerships with local providers to ensure people living with disability have access to services and programs that support their health and wellbeing
- Promote inclusive public events through expanded Auslan interpreting services, the provision of quiet-room facilities, and clear multilingual signage, all implemented through a disability-inclusive lens
- Work with key stakeholders to enhance emergency preparedness by ensuring that community emergency plans, resilience workshops, and heatwave and bushfire preparedness programs are designed for accessibility and inclusivity for people with disabilities

Success will be measured based on the extent that people living with disability and their carer's agree that they:

- Feel included in their community
- Can access the supports and information they require
- Feel that council public events are inclusive
- Feel that cross-council communications are easy to access
- Feel that council is providing opportunities to raise awareness on ableism and promoting inclusion

	• Recognise the valuable contribution carers make in the community by ensuring services, and programs Council deliver are inclusive and responsive to their needs. • Support Council employees who have caring responsibilities through relevant policies, and programs. • Collaborate with key stakeholders to deliver community education and awareness campaigns to tackle discrimination, ableism and promote inclusion, with a specific focus on disability inclusion, hidden disabilities and support for carers.	
--	---	--

DRAFT

Strategic Priority Area 2: Inclusive Access

People living with disability are empowered to independently and confidently navigate council facilities, events, and broader natural environments through inclusive design, accessible information, and clear wayfinding, ensuring equitable access regardless of age, ability, or background

“The gap between those with “reduced mobility” (can’t walk distances without rest or use low seating) and those who use wheelchairs is overlooked. WE see great paths and access for wheelchair users in parks but if wanted to exercise or visit a garden/park I can’t because no resting spots or too far apart. Also, if there are seats often, they are too low to get in and out of.” Wyndham Resident

Responsible Areas:

- Community Infrastructure Planning
- Sports and Recreation
- Transport and Planning
- Social Policy
- Strategic Communications
- Marketing and Tourism

What council will do?

- Provide accessible facilities, leisure and recreational opportunities that encourage people living with a disability to actively participate in everyday life
- Advocate for accessible public transport that enables people living with a disability to move around independently.
- Work with other levels of government and key stakeholders to improve access to parks, recreation facilities and open spaces so that they are fit for purpose for all the community including those living with a disability.
- Collaborate with stakeholders to ensure that information is multilingual and accessible across Council’s public spaces and digital platforms, and designed through a disability-inclusive lens

Success will be measured based on the extent that people living with disability and their carer’s agree that they:

- Feel that Council’s facilities, parks and recreation spaces perform well in providing accessible and inclusive wayfinding
- Feel that Council advocates for accessible and inclusive transport for all
- Feel that information is easy to access

Strategic Priority Area 3: Housing, Education and Employment Pathways

People living with disability have equitable access to safe, affordable housing, inclusive lifelong learning opportunities, and meaningful employment that meets their needs, supports their aspirations, and enhances their quality of life

“People with a disability should not be forced to do something or into something that does not align with their choices. I am an able-bodied person able to choose where and with whom I live. Why do people with a disability have to be forced to share a home with someone they do not know or like, when they would rather live on their own/?” Wyndham Resident

Responsible Areas:

- Social Policy
- Social and Economic Inclusion
- People and Capability
- Economic Development
- Strategic Planning and Property
- Advocacy and Government Relations

What council will do?

- Include accessibility requirements in any advocacy to State and Federal governments for an increase in social housing investment in Wyndham
- Encourage developers to include affordable and accessible housing through planning overlays or negotiated agreements
- Lead and partner around the provision of lifelong learning opportunities for people living with disabilities across council facilities, services and programs
- Plan, advocate and partner with stakeholders including local businesses, to reduce barriers to participation in employment and volunteering pathways that meet the needs of people living with a disability and their carers

Success will be measured based on the extent that people living with disability and their carer's agree that:

- Council is actively representing them in advocating to State and Federal Governments in matters that relate to them
- Residents can access formal and informal opportunities for lifelong learning in Wyndham
- Council is supporting positive steps towards inclusive employment and volunteering pathways for local carers and people living with a disability

	• Demonstrate leadership in inclusion by adopting inclusive recruitment policies and accessible hiring processes.	
--	---	--

Strategic Priority Area 4: Empowering Community & Recognition

People living with disability are empowered to lead, influence decisions, and celebrate their identity, with their voices consistently represented and embedded in council decision-making to ensure policies, culture, and practices are inclusive, responsive, and reflective of their diverse needs

“My idea for a new vision is: People with disability our families and carers live with dignity and respect, have equitable access to opportunities, and can lead, participate in and shape the decisions that affect our lives, Our rights are upheld, our voices are valued, and disability pride and diversity are celebrated.” Wyndham Resident

Responsible Areas: • Community Strengthening • Community Engagement • Social Policy • Libraries Services • Community Centres • People and Capability	What council will do? • Collaborate with the existing disability network to provide strategic guidance and support for the network’s initiatives and related projects • Promote community engagement by encouraging participation of people with disabilities in the development of strategies, policies, and major projects. • Promote and celebrate local stories and achievements of people living with a disability	Success will be measured based on the extent that people living with disability and their carer’s agree that they: • Feel disability network events and initiatives are co-designed with them • Are provided with opportunities and support for their voices to be heard in work council develops • Feel that they are celebrated and recognised across the municipality
--	--	---

	• Strive to strengthen organisational disability competence through training for council staff on disability awareness • Actively recognise International Day of People with Disability ensuring accessibility, cultural safety, and meaningful participation	
--	---	--

DRAFT

Monitoring and reporting

Monitoring and evaluation are critical to achieving real impact and ensuring the success of the Wyndham Disability Plan 2026–2029.

Reporting on the progress of the Plan will occur at the following times:

Quarterly reporting

Council will provide progress reports on the work of this plan through the Council's Quarterly Community Report.

Annual reporting

A full progress report will be provided through the Annual Report and the plan at the end of each financial year. This will include results against the measures aligned to each strategic priority area as a result of a bi-annual survey that will be undertaken with people with a disability, their carers and service providers. Council will also track the extent to which respondents agree that Wyndham is accessible and inclusive of people living with a disability through the newly developed Annual Community Satisfaction Survey.

End of the plan's life report

An end-of-life evaluation report will provide an indication of the progress and impact made by the plan including any learnings and recommendations for the future.