



SERVICES POLICY COMMITTEE

AGENDA

7 OCTOBER 2025

Notice is hereby given, in accordance with the provisions of the Local Government Act 1993 that a **SERVICES POLICY COMMITTEE MEETING of ORANGE CITY COUNCIL** will be held in the **COUNCIL CHAMBER, CIVIC CENTRE, BYNG STREET, ORANGE** on **Tuesday, 7 October 2025**.

Barry Omundson

CHIEF EXECUTIVE OFFICER

For apologies please contact Executive Support on 6393 8391.

AGENDA

EVACUATION PROCEDURE

In the event of an emergency, the building may be evacuated. You will be required to vacate the building by the rear entrance and gather at the entrance to the car park. This is Council's designated emergency muster point.

Under no circumstances is anyone permitted to re-enter the building until the all clear has been given and the area deemed safe by authorised personnel.

In the event of an evacuation, a member of Council staff will assist any member of the public with a disability to vacate the building.

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1 INTRODUCTION

MEMBERS

Cr M Ruddy (Chairperson), Cr T Mileto (Mayor), Cr T Greenhalgh (Deputy Mayor), Cr K Duffy, Cr G Judge, Cr F Kinghorne, Cr D Mallard, Cr M McDonell, Cr S Peterson, Cr G Power, Cr J Stedman, Cr J Whitton

1.1 Apologies and Leave of Absence

1.2 Declaration of pecuniary interests, significant non-pecuniary interests and less than significant non-pecuniary interests

The provisions of Chapter 14 of the Local Government Act, 1993 (the Act) regulate the way in which Councillors and designated staff of Council conduct themselves to ensure that there is no conflict between their private interests and their public role.

The Act prescribes that where a member of Council (or a Committee of Council) has a direct or indirect financial (pecuniary) interest in a matter to be considered at a meeting of the Council (or Committee), that interest must be disclosed as soon as practicable after the start of the meeting and the reasons given for declaring such interest.

As members are aware, the provisions of the Local Government Act restrict any member who has declared a pecuniary interest in any matter from participating in the discussion or voting on that matter, and requires that member to vacate the Chamber.

Council's Code of Conduct provides that if members have a non-pecuniary conflict of interest, the nature of the conflict must be disclosed. The Code of Conduct also provides for a number of ways in which a member may manage non pecuniary conflicts of interest.

RECOMMENDATION

It is recommended that Committee Members now disclose any conflicts of interest in matters under consideration by the Services Policy Committee at this meeting.

2 COMMITTEE MINUTES

2.1 Minutes of the Heritage Community Committee 16 June 2025

RECORD NUMBER: 2025/1829

AUTHOR: Alison Russell, Community Museum and Heritage Manager

EXECUTIVE SUMMARY

The minutes of the Heritage Community Committee meeting held on 16 June 2025 are provided to the Services Policy Committee for adoption.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “4.2 Deliver cultural facilities and programs that reflect the interests of a culturally diverse community”.

FINANCIAL IMPLICATIONS

Nil

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

- 1 That Council acknowledge the reports presented to the Heritage Community Committee from its meeting held on 16 June 2025.
- 2 That the Minutes of the Heritage Community Committee from its meeting held on 16 June 2025 be adopted.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council’s key risk categories and the following comments are provided:

Service/Project Delivery	Nil
Financial	Nil
Reputation/Political	Nil
Environment	Nil
Compliance	Nil
People & WHS	Nil
Information Technology/Cyber Security	Nil

ATTACHMENTS

- 1 Minutes of the Meeting of the Heritage Community Committee held on 16 June 2025, 2025/1262 [↓](#)
- 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025, 2025/1120 [↓](#)

Attachment 1 Minutes of the Meeting of the Heritage Community Committee held on 16 June 2025

ORANGE CITY COUNCIL**MINUTES OF THE****HERITAGE COMMUNITY COMMITTEE**

HELD IN COUNCILLORS WORKROOM, FIRST FLOOR, ORANGE CIVIC CENTRE, BYNG STREET, ORANGE.

ON 16 JUNE 2025

COMMENCING AT 5:00 PM

1 INTRODUCTION**ATTENDANCE**

Cr Gerald Power (Chairperson), Cr David Mallard, Stephen Nugent, Elizabeth Griffin, Charles Everett, Reg Kidd, Jennifer Lacey, David Sykes, Colleen Hansen, Brendan Stuart, Director Community, Recreation and Cultural Services, Manager Development Assessments, Senior Planner, Museum and Heritage Coordinator

1.1 Apologies and Leave of Absence**RESOLVED****Member E Griffin/Member J Lacey**

That the apologies be accepted from Brendan Stuart for the Heritage Community Committee meeting on 16 June 2025.

1.2 Acknowledgement of Country

The Chairperson conducted an Acknowledgement of Country.

1.3 Declaration of pecuniary interests, significant non-pecuniary interests and less than significant non-pecuniary interests

Nil.

2 PREVIOUS MINUTES**RESOLVED****Member E Griffin/Member S Nugent**

That the Minutes of the Meeting of the Heritage Community Committee held on 14 April 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate record of the proceedings of the Heritage Community Committee meeting held on 14 April 2025.

Attachment 1 Minutes of the Meeting of the Heritage Community Committee held on 16 June 2025

MINUTES OF HERITAGE COMMUNITY COMMITTEE**16 JUNE 2025****3 PRESENTATIONS****3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE 3 JUNE 2025**

TRIM REFERENCE: 2025/1058

RECOMMENDATION**Member S Nugent/Member E Griffin**

That the report by the Committee Chair on Services Policy Committee 3 June 2025 be acknowledged.

4 GENERAL REPORTS**4.1 HERITAGE COMMUNITY COMMITTEE ACTION PLAN**

TRIM REFERENCE: 2025/1060

RECOMMENDATION**Member E Griffin/Member S Nugent**

1. That the Heritage Community Committee reviews the outgoing Committee's Action Plan.
2. That the Heritage Community Committee consider and discuss items to be included on the New Action Plan.

Member David Sykes entered the meeting at 5.19pm during Item 4.1

Member Reg Kidd entered the meeting at 5.31pm during item 4.1

THE MEETING CLOSED AT 6.22PM.



HERITAGE COMMUNITY COMMITTEE

AGENDA

16 JUNE 2025

Notice is hereby given, in accordance with the provisions of the Local Government Act 1993 that a **HERITAGE COMMUNITY COMMITTEE MEETING of ORANGE CITY COUNCIL** will be held in the **COUNCILLORS WORKROOM, FIRST FLOOR, ORANGE CIVIC CENTRE, BYNG STREET, ORANGE.** on **Monday, 16 June 2025** commencing at **5:00 PM.**

David Waddell

CHIEF EXECUTIVE OFFICER

For apologies please contact Alison Russell on 6393 8170.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE**16 JUNE 2025**

AGENDA**EVACUATION PROCEDURE**

In the event of an emergency, the building may be evacuated. You will be required to vacate the building. The Committee Clerk will now identify the emergency muster point.

Under no circumstances is anyone permitted to re-enter the building until the all clear has been given and the area deemed safe by authorised personnel.

In the event of an evacuation, a member of Council staff will assist any member of the public with a disability to vacate the building.

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Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE**16 JUNE 2025**

1 INTRODUCTION**MEMBERS**

Cr Gerald Power (Chairperson), Cr David Mallard, Stephen Nugent, Elizabeth Griffin, Charles Everett, Reg Kidd, Jennifer Lacey, David Sykes, Colleen Hansen, Brendan Stuart, Director Community, Recreation and Cultural Services, Manager Development Assessments, Senior Planner, Museum and Heritage Coordinator

1.1 APOLOGIES AND LEAVE OF ABSENCE**1.2 ACKNOWLEDGEMENT OF COUNTRY**

I would like to acknowledge the Traditional Custodians of the land on which we meet today, the people of the Wiradjuri Nation. I pay my respects to Elders past and present, and extend those respects to Aboriginal Peoples of Orange and surrounds, and Aboriginal people here with us today.

1.3 DECLARATION OF PECUNIARY INTERESTS, SIGNIFICANT NON-PECUNIARY INTERESTS AND LESS THAN SIGNIFICANT NON-PECUNIARY INTERESTS

The provisions of Chapter 14 of the Local Government Act, 1993 (the Act) regulate the way in which Councillors and designated staff of Council conduct themselves to ensure that there is no conflict between their private interests and their public role.

The Act prescribes that where a member of Council (or a Committee of Council) has a direct or indirect financial (pecuniary) interest in a matter to be considered at a meeting of the Council (or Committee), that interest must be disclosed as soon as practicable after the start of the meeting and the reasons given for declaring such interest.

As members are aware, the provisions of the Local Government Act restrict any member who has declared a pecuniary interest in any matter from participating in the discussion or voting on that matter, and requires that member to vacate the Chamber.

Council's Code of Conduct provides that if members have a non-pecuniary conflict of interest, the nature of the conflict must be disclosed. The Code of Conduct also provides for a number of ways in which a member may manage non pecuniary conflicts of interest.

RECOMMENDATION

It is recommended that Committee Members now disclose any conflicts of interest in matters under consideration by the Heritage Community Committee at this meeting.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE

16 JUNE 2025

2 PREVIOUS MINUTES**RECOMMENDATION**

That the Minutes of the Meeting of the Heritage Community Committee held on 14 April 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate records of the proceedings of the Heritage Community Committee meeting held on 14 April 2025.

ATTACHMENTS

- 1 Minutes of the Meeting of the Heritage Community Committee held on 14 April 2025

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

ORANGE CITY COUNCIL**MINUTES OF THE****HERITAGE COMMUNITY COMMITTEE**

HELD IN COUNCILLORS WORK ROOM, FIRST FLOOR, ORANGE CIVIC CENTRE, BYNG STREET, ORANGE.

ON 14 APRIL 2025

COMMENCING AT 4.00PM

1 INTRODUCTION**ATTENDANCE**

Cr Gerald Power (Chairperson), Cr David Mallard(4.09pm), Stephen Nugent, Elizabeth Griffin, Charles Everett, Reg Kidd, Jennifer Lacey, David Sykes, Brendan Stuart and Museum and Heritage Coordinator.

1.1 Apologies and Leave of Absence

RESOLVED**Member R Kidd/Member E Griffin**

That the apologies be accepted from the Director Community, Recreation and Cultural Services for the Heritage Community Committee meeting on 14 April 2025.

1.2 Acknowledgement of Country

The Chairperson conducted an Acknowledgement of Country.

1.3 Declaration of pecuniary interests, significant non-pecuniary interests and less than significant non-pecuniary interests

Nil.

2 PREVIOUS MINUTES**RESOLVED****Member E Griffin/Member C Everett**

That the Minutes of the Meeting of the Heritage Community Committee held on 17 June 2024 (copies of which were circulated to all members) with the correction of the spelling of Gilliam Ingram to Gillian Ingram, be and are hereby confirmed as a true and accurate record of the proceedings of the Heritage Community Committee meeting held on 17 June 2024.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

MINUTES OF HERITAGE COMMUNITY COMMITTEE
14 APRIL 2025
3 GENERAL REPORTS
3.1 HERITAGE COMMUNITY COMMITTEE - CODE OF CONDUCT

TRIM REFERENCE: 2025/493

RECOMMENDATION
Member R Kidd/Member E Griffin

That the Heritage Community Committee acknowledge the requirements set by the Code of Conduct, and members commit to act in accordance with the Code of Conduct at all times while on Committee/Council business.

Cr Mallard joined the meeting with the time being 4.09pm

3.2 HERITAGE COMMUNITY COMMITTEE - CHARTER

TRIM REFERENCE: 2025/494

- Charles Everett opened with a question to hold the meetings monthly. Some members suggested they were unable to make it to monthly meetings during business hours.
- The Chair spoke on the issues around monthly meetings and items.
- There was a lot of discussion around meeting times with the members agreeing to hold bi-monthly meetings.
- Charles Everett suggested that the committee should have some say on heritage development in town, the committee does not receive enough heritage matters.
- Reg Kidd spoke about items the committee was able to achieve in the past, as there has been a lot of development in heritage areas. The committee mentioned operational matters and that there was not an opportunity to discuss due to the meeting schedule over the past few months.
- Charles Everett mentioned the committee is here for the development of Orange, in the past 3 years the committee has not discussed any DA on heritage.
- Stephen Nugent suggested that any items that the committee would like to comment on should go on the agenda; such as briefing on heritage aspects of the DCP.
- Reg Kidd asked who made the decision on the current direction of the committee. He said that Bloomfield was listed as heritage through actions of the committee.
- Members of the committee asked if they could meet with the heritage advisor. Members were informed that the Heritage Advisor visits do not correspond with meeting times, but they were willing to have a special meeting with the Heritage Advisor.
- Members of the committee requested if the Director can attend next meeting to explain what is operational; i.e. Heritage Awards are optional.

RECOMMENDATION
Member E Griffin/Member R Kidd

1. That the Charter for the Heritage Community Committee be adopted noting the following updates:
 - That the Membership and Roles be amended to include up to three Councillors
 - That the Quorum be four (4) Community members and one (1) Councillor
 - That the meetings be held bimonthly (every two months)
2. That the Director of Community, Recreational & Cultural Services be invited to attend the next meeting.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

MINUTES OF HERITAGE COMMUNITY COMMITTEE**14 APRIL 2025****3.3 HERITAGE COMMUNITY COMMITTEE - 2025 MEETING DATES & TIMES**

TRIM REFERENCE: 2025/506

RECOMMENDATION**Member S Nugent/Member E Griffin**

That the Heritage Community Committee meetings be held on the second Monday of every second month, commencing at 5.00pm – 6.00pm for one (1) hour.

3.4 ORANGE CITY COUNCIL CULTURAL HERITAGE AWARDS

TRIM REFERENCE: 2025/528

Members of the Committee requested if an extraordinary meeting be held in August for judging of the Orange City Council Heritage Awards.

RECOMMENDATION**Member C Everett/Member R Kidd**

1. That the 2025 Cultural Heritage Awards be held at the Hotel Canobolas on Friday 19 September 2025.
2. That a flyer be produced advising owners of heritage properties of the upcoming awards.

3.5 HERITAGE COMMUNITY COMMITTEE ACTION PLAN

TRIM REFERENCE: 2025/507

RECOMMENDATION**Member S Nugent/Member E Griffin**

That the Action Plan be discussed at the next meeting as item 1 on the agenda.

THE MEETING CLOSED AT 5.01PM.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE

16 JUNE 2025

3 PRESENTATIONS**3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE 3 JUNE 2025**

The Chairperson, Cr Power will provide an update to the Committee on the Services Policy Committee of 3 June 2025 when the last Community Committee minutes were presented to Council for adoption.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE**16 JUNE 2025**

4 GENERAL REPORTS**4.1 HERITAGE COMMUNITY COMMITTEE ACTION PLAN**

RECORD NUMBER: 2025/1060

AUTHOR: Alison Russell, Community Museum and Heritage Manager

EXECUTIVE SUMMARY

The Committee requested at the last meeting that the Action Plan be included on the agenda of the next meeting as item 1.

Council has noted the important role that Community Committees play in providing feedback and input into Council's operations. Committees can also offer ideas and suggestions to be considered as part of Council's Integrated Planning and Reporting framework, and related annual budget.

As a means of recording ideas, suggestions and activities made and undertaken by members, each Committee will develop and review on an ongoing basis an Action Plan.

This report provides the opportunity for the Committee to review the outgoing Committee's Action Plan and consider items to be added to the new Action Plan.

The Action Plans Review and Update will be a standard item at each meeting.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy "15.3. Provide opportunities for widespread and quality engagement, and where appropriate, shared decision making".

FINANCIAL IMPLICATIONS

Items on the Action Plan will not necessarily be put into Council's program of works or budget. Rather, the Action Plan will be used by the Committee and staff to provide suggestions for Council's consideration and track specific tasks, projects or requests of the Committee.

Items may short-term or long-term goals or activities that can be worked on over time.

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

- 1. That the Heritage Community Committee reviews the outgoing Committee's Action Plan.**
- 2. That the Heritage Community Committee consider and discuss items to be included on the New Action Plan.**

SUPPORTING INFORMATION

An update to the Committee's Action Plan will be a standard item on every agenda for discussion and review.

The Committee Clerk will ensure the Action Plan identifies possible budget and resourcing implications, and also how an item links to Council's Delivery/Operational Plan or could be proposed for future Delivery/Operational Plans.

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE**16 JUNE 2025****4.1 Heritage Community Committee Action Plan**

The previous Committee Action Plan is attached, and the Committee is requested to review and consider items to be included in our new Plan.

ATTACHMENTS

- 1 CHCC - Action Plan February 2020 (updated August 2024), D20/9801
- 2 HCC Action Plan 2025, D25/33054

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025
HERITAGE COMMUNITY COMMITTEE
16 JUNE 2025

Attachment 1 CHCC - Action Plan February 2020 (updated August 2024)

D20/9801

Cultural Heritage Community Committee
Action Plan

	Action	Who	Delivery/Operational Plan reference	Cost implications	Resourcing implications	Start	End	Update/Completed
1	Establish a working party to interpret significant Aboriginal Heritage sites and people in Orange and installation of interpretive signage. including: Robertson Park, Yuranigh and Mitchell	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			2024		Working party to be established in consultation with Aboriginal Cultural Group and other stakeholders
2	Continue Development of Banjo Paterson Park		strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".	Grant and Council funds		2021	Ongoing	BPP upgraded with Amenities, second BBQ and Shelter, Walking Paths as per Cultural Heritage Landscape Plan. Establishment of a <i>Friends of Banjo Paterson Park</i>
3	Support to the Banjo Paterson Australian Poetry Festival annually.	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities	To be considered		1 Jan 2020	Ongoing	

Updated August 2024

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025
HERITAGE COMMUNITY COMMITTEE
16 JUNE 2025
Attachment 1 CHCC - Action Plan February 2020 (updated August 2024)

	Action	Who	Delivery/Operational Plan reference	Cost implications	Resourcing implications	Start	End	Update/Completed
4	Support the design, development and installation of a seat that includes a monument to Banjo Paterson in Summer Street, Orange	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities"	Develop budget and seek funding support		1 January 2020	TBD	- Not a priority project of Council - No budget allocation
5	Establish a heritage program to be implemented during the off year of the Heritage Awards	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			1.1.2024		Committee to develop a program
6	Investigate options for the construct of Grieving mother/widow sculpture/statue	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			16.5.2022		- Council seeking community feedback and working with interested stakeholders - Funding to be sought
7	The Committee support a review of the Aboriginal Social Development Plan in consultation with the Wiradjuri Elders, Orange United Aboriginal Elders, Gaanha-bula action Group and Orange	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			2024		Council resolution at the Meeting of 6 September 2022 to support the review. Community consultation to review the plan to commence

Updated August 2024

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025
HERITAGE COMMUNITY COMMITTEE
16 JUNE 2025
Attachment 1 CHCC - Action Plan February 2020 (updated August 2024)

	Action	Who	Delivery/Operational Plan reference	Cost implications	Resourcing implications	Start	End	Update/Completed
	Local Aboriginal Land Council.							
8	Newman Park WWI Memorial Avenue of Trees	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			1 August 2024		Committee to develop an action item on the Avenue of Trees
9	Support RSL to recognise service in prior wars - Anzac Day - Boer War Day - Remembrance Day	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			16.05.2022	Ongoing	RSL Project. Council providing support
10	Support Gnoo Blas to recognise Max Stewart racing car driver	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			16.5.2022		Gnoo Blas Club project. Council resolution to support.
11	Support the restoration work at Duntryleague	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			1 Jan 2020	ongoing	As required

Updated August 2024

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025
HERITAGE COMMUNITY COMMITTEE
16 JUNE 2025
Attachment 1 CHCC - Action Plan February 2020 (updated August 2024)

	Action	Who	Delivery/Operational Plan reference	Cost implications	Resourcing implications	Start	End	Update/Completed
12	Support the Orange City Council Heritage Awards held biannually.	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".	Funding allocated in budget		1.1.2020	ongoing	To be held 2025 Working Party to be established in 2024
13	Support conduct of Orange Show in May each year.	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".			16.5.2022	May each year	As Required
14	That the committee support to raise the profile of Huntley and the railway line from Spring Hill to Orange	CHCC Members	strategy "11.3. Celebrate and conserve the diverse cultural heritage of the urban, village and rural communities".	Funding allocated in budget for an interpretative sign	Committee to determine actions	20 February 2024		Alex Rezko working on interpretative text for the history of Huntley and the Railway.

Updated August 2024

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE
Attachment 2 HCC Action Plan 2025

16 JUNE 2025



COMMUNITY COMMITTEE ACTION PLAN

HERITAGE

D25/33054

ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED

Attachment 2 Agenda of the Meeting of the Heritage Community Committee held on 16 June 2025

HERITAGE COMMUNITY COMMITTEE
Attachment 2 HCC Action Plan 202516 JUNE 2025



D25/33054

SUPPORTING INFORMATION ON COMPLETING AND UPDATING THE ACTION PLAN

The Community Committee Action Plan outlines what the committee will contribute during the Council term. It should be **updated at least after each meeting**, and otherwise as required.

This template is provided to assist in developing the action plan, and to provide consistency across all community committees.

Action/Project: The general activity or project that the committee is providing advice and information on for Council, or is going to undertake themselves.

Community Strategic Plan Reference: The Community Strategic Plan is Council's chief planning document. It outlines the aspirations and needs of the Orange community and is a 10-year plan to guide Council and community activity. Linking activities to the goals outlined in this plan helps keep everyone working toward the same vision.

Tasks: These are the individual tasks that need to be undertaken to complete the action or project successfully. There may only be one task, or there may be several tasks included in a project.

Responsibility of: Is this an action or project that Council and its staff are responsible for, or is this something the community committee is going to undertake?

Cost Implications: Are there any costs involved with the project? If any recommendations are being made that impact the already approved Council budget, this needs to go to a full general Council meeting for discussion and resolution.

Start and End Dates: Some activities will be short term activities, some will be for a much longer period, perhaps even across the entire Council term. Providing start and end dates gives the committee (and Council) a timeline and targets to work towards. Dates can always be adjusted as needed.

Comments/Progress: Any time there is movement or progress regarding an action or project, it is recorded to keep track of where it is up to and what needs to happen next.

Updated: Record the date of when the last changes to an activity or project were made. This will help identify any projects or initiatives that may have stalled and need action to be moved along.

2.2 Minutes of the Ageing and Access Community Committee 19 August 2025

RECORD NUMBER: 2025/1820

AUTHOR: Scott Maunder, Director Community, Recreation and Cultural Services

EXECUTIVE SUMMARY

The minutes of the Ageing and Access Community Committee meeting held on 19 August 2025 are provided to the Services Policy Committee for adoption.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “5.1 Provide services to people at all stages of life”.

FINANCIAL IMPLICATIONS

Nil

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

- 1 That Council acknowledge the reports presented to the Ageing and Access Community Committee at its meeting held on 19 August 2025.
- 2 That the minutes of the Ageing and Access Community Committee from its meeting held on 19 August 2025 be adopted.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council’s key risk categories and the following comments are provided:

Service/Project Delivery	Nil
Financial	Nil
Reputation/Political	Nil
Environment	Nil
Compliance	Nil
People & WHS	Nil
Information Technology/Cyber Security	Nil

ATTACHMENTS

- 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 19 August 2025, [2025/1756](#)
- 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025, [2025/1675](#)

Attachment 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

**MINUTES OF THE AGEING & ACCESS COMMUNITY COMMITTEE**

HELD IN COUNCIL CHAMBERS, CIVIC CENTRE, BYNG STREET, ORANGE

ON 19 AUGUST 2025

COMMENCING AT 12.00 PM

1 INTRODUCTION**ATTENDANCE**

Cr Steven Peterson (Chairperson), Cr Frances Kinghorne (*via Teams*), Cr Marea Ruddy (*via Teams*), Chris Brayley, Colin Spicer, Julie Venamore, Kate Lockwood, Heather Huthnance, Daniel Sanders, Laga Van Beek (*via Teams*), Helen James, Rosie Busuttil (*via Teams*), Community Services Manager, Works Manager, Community Development Coordinator, Ageing and Development Officer, Road Safety Officer, Disability Services Coordinator

1.1 APOLOGIES**RECOMMENDATION****Member C Spicer/Member H Huthnance**

That the apologies be accepted from Director Community Recreation and Cultural Services and James Deering for the Ageing & Access Community Committee meeting on 19 August 2025.

1.2 ACKNOWLEDGEMENT OF COUNTRY

The Chairperson conducted an Acknowledgement of Country.

1.3 DECLARATION OF PECUNIARY INTERESTS, SIGNIFICANT NON-PECUNIARY INTERESTS AND LESS THAN SIGNIFICANT NON-PECUNIARY INTERESTS

Nil.

Attachment 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

2 PREVIOUS MINUTES**RECOMMENDATION****Cr S Peterson/Member H James**

That the Minutes of the Meeting of the Ageing and Access Community Committee held on 20 May 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate record of the proceedings of the Ageing and Access Community Committee meeting held on 20 May 2025.

3 PRESENTATIONS**3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE - 3 JUNE 2025**

TRIM REFERENCE: 2025/1620

Council has approved a budget to provide a rebate to local business owners following the purchase of a temporary access ramp.

Council has purchased grass matting following a trial which included Cr Peterson. This matting will be used to make event pathways more accessible.

Council has a new interim CEO, Barry Omundson.

RECOMMENDATION**Cr S Peterson/Member H James**

That the information provided by Cr Peterson in the Chairperson Presentation – Services Policy Committee – 3 June 2025 be noted.

3.2 PRESENTATION BY MR JAMES DEERING, SES GROUP OFFICER, ORANGE CITY UNIT - PERSON CENTRED EMERGENCY PREPAREDNESS (P-CEP)

TRIM REFERENCE: 2025/1602

Mr Deering was unable to attend the meeting due to ill health. He has requested permission to speak at the November Committee meeting.

RECOMMENDATION**Cr S Peterson/Member C Spicer**

That the agenda item featuring a presentation by Mr James Deering on Person Centred Emergency Preparedness be held over to the November meeting.

Attachment 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

4 GENERAL REPORTS

4.1 AGED PEDESTRIAN SAFETY CAMPAIGN

TRIM REFERENCE: 2025/1619

The Road Safety Officer reported that there has been a large number of aged pedestrians involved in accidents and near misses. An education campaign is being developed to increase community awareness around road safety, aimed at aged pedestrians. The campaign may include presentations to community groups, residential aged care facilities, volunteer groups, NDIS providers and service clubs. Additional education may take place via Council's social media and Senior Connections newsletter.

RECOMMENDATION**Cr S Peterson/Member J Venamore**

That the committee notes the report.

4.2 DISABILITY INCLUSION ACTION PLAN 2026 - 2030

TRIM REFERENCE: 2025/1621

RECOMMENDATION**Cr S Peterson/Member D Sanders**

That the information provided in the Disability Inclusion Action Plan 2026-2030 update be acknowledged.

4.3 DISABILITY SERVICES AND CHOICES AT HOME CONTINUOUS IMPROVEMENT REGISTER

TRIM REFERENCE: 2025/1641

The Disability Services and Choices at Home Continuous Improvement Register allows Disability Services and Choices at Home to collate information about all feedback regarding NDIS participants. This information is collated from incident reports, complaints and compliments. This information is reported to Manager Community Services, Director of Community Recreation and Cultural Services and to the Ageing and Access Community Committee.

Disability Services

All residents are currently well and participating in ongoing community programs after a number of residents were ill with Influenza.

Disability Services recently passed their midterm NDIS audit.

Disability Services currently have a full complement of permanent staff members working across the services.

RECOMMENDATION**Member C Spicer/Member J Venamore**

That the information provided by the Disability Services Coordinator in the Disability Services and Choices at Home Continuous Improvement Register report be noted.

Attachment 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

4.4 AGEING AND ACCESS COMMUNITY COMMITTEE ACTION PLAN

TRIM REFERENCE: 2025/1639

The Committee determined that Action 3, That Council investigate purchasing portable walkways for use at community events, and Action 6, Manager Community Services to liaise with Council's Events Team to discuss the inclusion of information on accessing the portable ramps in Robertson Park along with installation instructions in event booking forms, are now complete and will be removed from the Committee Action Plan.

RECOMMENDATION**Cr S Peterson/Member J Venamore**

That the Ageing and Access Community Committee Action Plan be reviewed and updated.

GENERAL DISCUSSION

1. Wheelchair access is available at Orange Civic Theatre. If you require wheelchair access you must ring and request the access when purchasing tickets. Staff will then remove seats to make space in the designated areas. Wheelchair access to the Theatre is from the carpark side and enters to Row E.
2. The Works Manager will present on new and renewal footpath works and pedestrian upgrades at the next Committee meeting.

THE MEETING CLOSED AT 12.47 PM



AGEING & ACCESS COMMUNITY COMMITTEE

AGENDA

19 AUGUST 2025

Notice is hereby given, in accordance with the provisions of the Local Government Act 1993 that an **AGEING & ACCESS COMMUNITY COMMITTEE MEETING of ORANGE CITY COUNCIL** will be held in the **COUNCIL CHAMBERS, CIVIC CENTRE, BYNG STREET, ORANGE** on Tuesday, **19 August 2025** commencing at **12.00 PM**.

David Waddell
CHIEF EXECUTIVE OFFICER

For apologies please contact Amanda Rodwell on 02 6393 8053.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

AGENDA

EVACUATION PROCEDURE

In the event of an emergency, the building may be evacuated. You will be required to vacate the building. The Committee Clerk will now identify the emergency muster point.

Under no circumstances is anyone permitted to re-enter the building until the all clear has been given and the area deemed safe by authorised personnel.

In the event of an evacuation, a member of Council staff will assist any member of the public with a disability to vacate the building.

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**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

1 INTRODUCTION**MEMBERS**

Cr Steven Peterson (Chairperson), Cr Frances Kinghorne, Cr Jamie Stedman, Cr Marea Ruddy, Tahlee Bennett, Colin Spicer, Julie Venamore, Jenny King, Kate Lockwood, Heather Huthnance, Pamela Johnson, Daniel Sanders, Laga Van Beek, Helen James, Rosie Busuttil, Director Community Recreation and Cultural Services, Community Services Manager, Director Development Services, Works Manager, Community Development Team Leader, Ageing and Development Officer, Road Safety Officer, Disability Services Coordinator

1.1 APOLOGIES AND LEAVE OF ABSENCE**1.2 ACKNOWLEDGEMENT OF COUNTRY**

I would like to acknowledge the Traditional Custodians of the land on which we meet today, the people of the Wiradjuri Nation. I pay my respects to Elders past and present, and extend those respects to Aboriginal Peoples of Orange and surrounds, and Aboriginal people here with us today.

**1.3 DECLARATION OF PECUNIARY INTERESTS, SIGNIFICANT NON-PECUNIARY INTERESTS
AND LESS THAN SIGNIFICANT NON-PECUNIARY INTERESTS**

The provisions of Chapter 14 of the Local Government Act, 1993 (the Act) regulate the way in which Councillors and designated staff of Council conduct themselves to ensure that there is no conflict between their private interests and their public role.

The Act prescribes that where a member of Council (or a Committee of Council) has a direct or indirect financial (pecuniary) interest in a matter to be considered at a meeting of the Council (or Committee), that interest must be disclosed as soon as practicable after the start of the meeting and the reasons given for declaring such interest.

As members are aware, the provisions of the Local Government Act restrict any member who has declared a pecuniary interest in any matter from participating in the discussion or voting on that matter, and requires that member to vacate the Chamber.

Council's Code of Conduct provides that if members have a non-pecuniary conflict of interest, the nature of the conflict must be disclosed. The Code of Conduct also provides for a number of ways in which a member may manage non pecuniary conflicts of interest.

RECOMMENDATION

It is recommended that Committee Members now disclose any conflicts of interest in matters under consideration by the Ageing and Access Community Committee at this meeting.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

2 PREVIOUS MINUTES**RECOMMENDATION**

That the Minutes of the Meeting of the Ageing and Access Community Committee held on 20 May 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate records of the proceedings of the Ageing and Access Community Committee meeting held on 20 May 2025.

ATTACHMENTS

- 1 Minutes of the Meeting of the Ageing and Access Community Committee held on 20 May 2025

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

ORANGE CITY COUNCIL**MINUTES OF THE****AGEING & ACCESS COMMUNITY COMMITTEE****HELD IN COUNCIL CHAMBERS, CIVIC CENTRE, BYNG STREET, ORANGE****ON 20 MAY 2025****COMMENCING AT 12.00 PM**

1 INTRODUCTION**ATTENDANCE**

Cr Steven Peterson (Chairperson), Colin Spicer, Julie Venamore, Kate Lockwood, Daniel Sanders, Laga Van Beek, Helen James, Director Community Recreation and Cultural Services, Community Services Manager, Works Manager, Ageing and Development Officer, Road Safety Officer, Disability Services Coordinator, Manager Building Services

1.1 Apologies and Leave of Absence

RESOLVED**Cr S Peterson/Member D Sanders**

That the apologies be accepted from Cr Frances Kinghorne, Cr Marea Ruddy, Pamela Johnson, Rosie Busuttil and Community Development Team Leader for the Ageing & Access Community Committee meeting on 20 May 2025.

1.2 Acknowledgement of Country

The Chairperson conducted an Acknowledgement of Country.

1.3 Declaration of pecuniary interests, significant non-pecuniary interests and less than significant non-pecuniary interests

Nil.

2 PREVIOUS MINUTES**RESOLVED****Cr S Peterson/Member D Sanders**

That the Minutes of the Meeting of the Ageing and Access Community Committee held on 27 March 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate record of the proceedings of the Ageing and Access Community Committee meeting held on 27 March 2025.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

MINUTES OF AGEING & ACCESS COMMUNITY COMMITTEE**20 MAY 2025****3 PRESENTATIONS****3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE - 6 MAY 2025**

TRIM REFERENCE: 2025/862

Council has approved the request to establish a program which will provide a rebate to business owners following the purchase of an access ramp. The program will commence in the new financial year.

Council has purchased grass matting and a test is being performed to ensure it is fit for purpose in Robertson Park. Cr Peterson will participate in the test on 30 May 2025 and report to the Committee at the next meeting.

RECOMMENDATION**Cr S Peterson/Member H James**

That the information provided by the Chairperson in the Chairperson Presentation – Services Policy Committee – 6 May 2025 report be noted.

4 GENERAL REPORTS**4.1 DISABILITY SERVICES AND CHOICES AT HOME CONTINUOUS IMPROVEMENT REGISTER**

TRIM REFERENCE: 2025/857

The Disability Services Coordinator informed the Committee that the service has successfully completed the NDIS Audit with only one minor item to be addressed.

The Disability Services Coordinator invited the Chairperson to visit one of Council's Supported Independent Living houses to meet the residents.

RECOMMENDATION**Disability Services Coordinator/Member H James**

That the information provided by the Disability Services Coordinator in the Disability Services and Choices at Home Continuous Improvement Register report be noted.

4.2 AGEING AND ACCESS COMMUNITY COMMITTEE ACTION PLAN

TRIM REFERENCE: 2025/853

RECOMMENDATION**Cr S Peterson/Member H James**

That the Ageing and Access Community Committee Action Plan be reviewed and updated.

GENERAL DISCUSSION

1. The Open Space and Recreation Needs Strategy and the Active Transport Strategy will hold consultations in the next two weeks. Details will be shared with Committee members once they are confirmed.

THE MEETING CLOSED AT 12.33 PM.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

AGEING & ACCESS COMMUNITY COMMITTEE**19 AUGUST 2025**

3 PRESENTATIONS

3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE - 3 JUNE 2025

The Chairperson, Cr Peterson, will provide an update to the Committee on the Services Policy Committee of 3 June 2025 when the last Community Committee minutes were presented to Council for adoption.

**3.2 PRESENTATION BY MR JAMES DEERING, SES GROUP OFFICER, ORANGE CITY UNIT - PERSON
CENTRED EMERGENCY PREPAREDNESS (P-CEP)**

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

AGEING & ACCESS COMMUNITY COMMITTEE**19 AUGUST 2025**

4 GENERAL REPORTS

4.1 AGED PEDESTRIAN SAFETY CAMPAIGN

RECORD NUMBER: 2025/1619

AUTHOR: Andrea Hamilton-Vaughan, Road Safety Officer

EXECUTIVE SUMMARY

Orange and Cabonne Road Safety Officer reports an increase in the number of incidents involving older pedestrians being hit by vehicles and incurring near misses. To address this issue and instigate behavioural change, the RSO will deliver the “Stepping On” Pedestrian Safety workshop to older community members.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “5.1 Provide services to people at all stages of life”.

FINANCIAL IMPLICATIONS

To be determined.

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

That the committee notes the report.

FURTHER CONSIDERATIONS

Consideration has been given to the recommendation’s impact on Council’s service delivery; image and reputation; political; environmental; health and safety; employees; stakeholders and project management; and no further implications or risks have been identified.

SUPPORTING INFORMATION

The Road Safety Officer will visit aged care facilities and community groups as part of her role at no additional cost to Council.

The RSO will be present the “Stepping On” Pedestrian Safety workshop which will educate older people on how to keep themselves safe as a pedestrian.

The RSO will also promote previous social media content about pedestrian safety with the Council’s Communications team to repost and highlight the importance of pedestrian safety.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

4.2 DISABILITY INCLUSION ACTION PLAN 2026 - 2030

RECORD NUMBER: 2025/1621

AUTHOR: Melissa Stanford, Manager Community Services

EXECUTIVE SUMMARY

Legislation mandates that local councils develop a Disability Inclusion Action Plan that effectively identifies actions that deliver on the diverse needs of people with disability in their communities.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “5.1 Provide services to people at all stages of life”.

FINANCIAL IMPLICATIONS

To be determined.

POLICY AND GOVERNANCE IMPLICATIONS

The NSW Disability Inclusion Act 2014 mandates NSW Government agencies and local councils have Disability Inclusion Action Plans, as they play a critical role in promoting the ethos of inclusion.

RECOMMENDATION

That Council undertake community consultation and develop the Disability Inclusion Action Plan 2026-2030.

FURTHER CONSIDERATIONS

Consideration has been given to the recommendation’s impact on Council’s service delivery; image and reputation; political; environmental; health and safety; employees; stakeholders and project management; and no further implications or risks have been identified.

SUPPORTING INFORMATION

The Disability Inclusion Act 2014 mandated the development of disability inclusion action planning across NSW Government and local councils. The purpose of the Disability Inclusion Action Plan is to effectively identify actions that deliver on the diverse needs of people with disability in our community.

To date, Orange City Council, in partnership with Blayney Shire and Cabonne Councils, has successfully developed two Disability Inclusion Action Plans and has commenced consultations to gain community feedback to lead the development of the third Plan which will guide Council over the next four years from 2026-2030.

The community survey will be available from 4 August to 30 September 2025. The survey can be completed online via Council’s website or via the QR code on flyers. In addition, Council will also undertake in-person consultations with disability organisations, services and local businesses.

ATTACHMENTS

- 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023, D22/71897

Disability Inclusion Action Plan 2022-2026



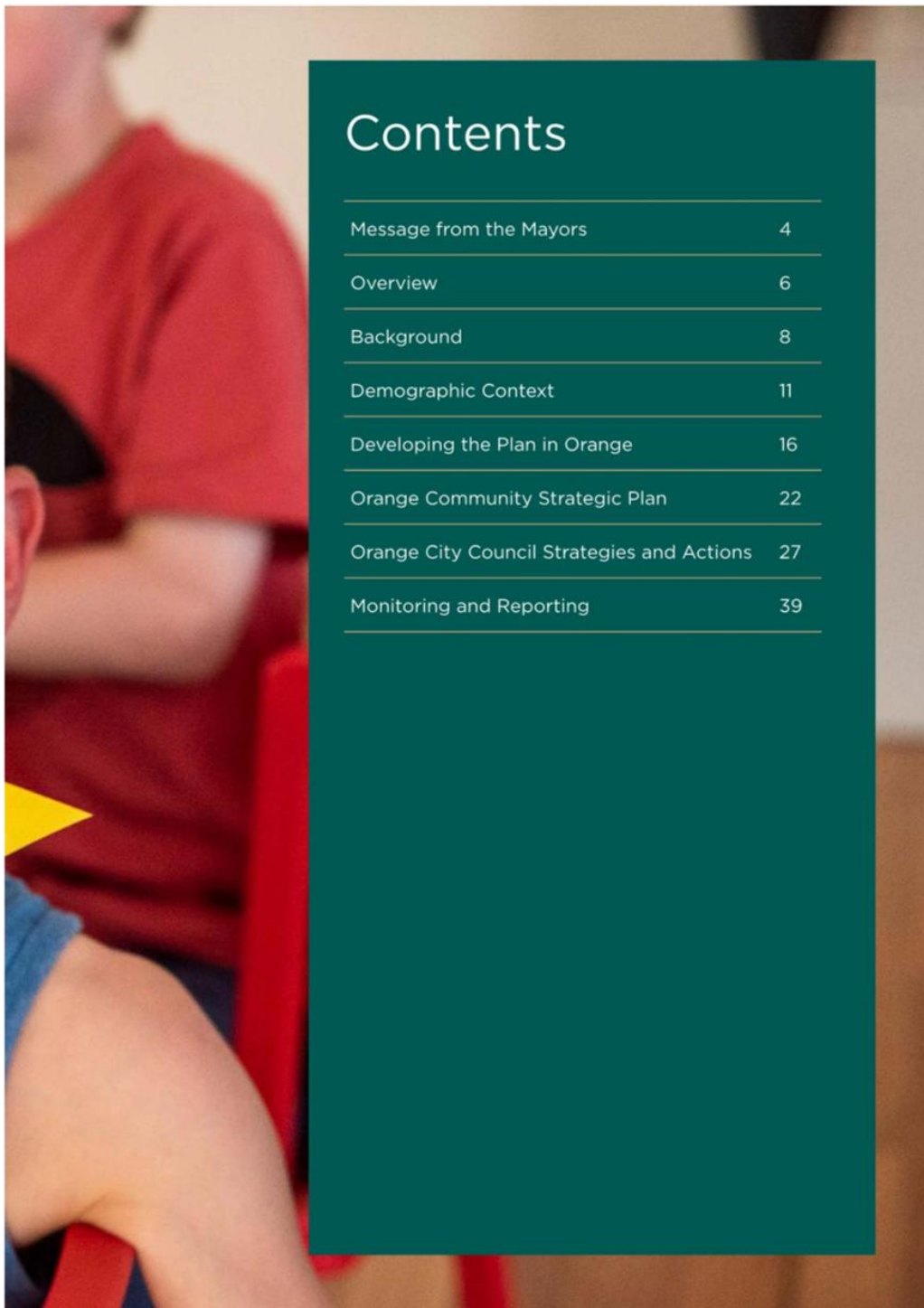
**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023



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Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023



**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
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Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

Message from the Mayors



Cr Scott Ferguson
Mayor
Blayney Shire Council



Cr Kevin Beatty
Mayor
Cabonne Council



Cr Jason Hamling
Mayor
Orange City Council

4 • Blayney, Cabonne and Orange • Disability Inclusion Action Plan • 2022-2026

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

Blayney, Cabonne and Orange Councils are working together to build a strong and equitable community that is accessible and inclusive of everyone.

We want our region to provide equal opportunity for people with disability so that they may access opportunities as other residents do, while enjoying the benefits of living and working in our region.

For these reasons, it is our pleasure to present the Blayney Cabonne Orange Disability Inclusion Action Plan (DIAP) 2022-2026.

The aim of the plan is to ensure that local services, facilities, and programs provided by Councils are as inclusive as they can be.

Consultations have been held across our communities, with a particular focus on identifying priorities through conversations with people with disability, their families, carers, and service providers.

We recognise that the term 'people with disability' does not refer to a readily identifiable group, but to a wider community who may need support to fully participate in our society. This support might be needed for a short time or throughout their lives.

Three individual action plans have been developed, each focusing on the needs of one local government area. These plans relate to how we:

- develop and construct our environment;
- provide information and services;
- support employment opportunities; and
- promote positive community attitudes and behaviours toward people with disability.

Planning for inclusion and access is a core component of our planning responsibilities and the DIAP will be aligned with and reported on by the Delivery and Operational Plans for each Council area.

Blayney, Cabonne, and Orange Councils are pleased to work with the New South Wales Government to improve access and inclusion for people with disability, and look forward to all members of our communities enjoying opportunities to participate in social, economic, and community life.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

1 Overview

“to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”

In 2014 the NSW Government enacted the Disability Inclusion Act (DIA). The DIA mandated the development of disability inclusion action planning across local councils and the development of a Disability Inclusion Action Plan (DIAP) by 1 July 2017. To meet this commitment, Blayney, Cabonne and Orange Councils agreed to a regional approach through a collaborative disability action planning process.

Collectively, the three local government areas committed to providing accessible villages, towns and a city for everyone, regardless of their abilities, then and into the future.

This is being achieved by building on the work currently undertaken by councils through:

- an ongoing dialogue with people with disability
- improved access to public services and facilities
- increased awareness and understanding of access and inclusion issues both within councils and the wider community

Expanding on the achievements of the initial DIAP, the local Councils of Blayney, Cabonne and Orange have again come together to partner in a regional approach to continue making our city, towns and villages accessible to all, irrespective of individual abilities.

The Disability Inclusion Action Plan 2022-2026 has set the framework, actions and priorities for Blayney, Cabonne and Orange Councils over the next four years.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

**Structure of the Disability Inclusion
Action Plan**

The Disability Inclusion Action Plan documents the planning and consultation process and includes the following sections applicable to all three local government areas:

1. Background – of the process including the statutory framework
2. Demographic Context- for the three areas as well as state and national statistics
3. Developing the Plan – community engagement process undertaken

Sections 4 and 5 have been tailored for the individual councils.

4. Community Strategic Plan - overview of individual council plans identifying the broad objectives that support the Disability Inclusion Action Plan
5. Strategies and Actions – outcomes derived and tailored for each of the councils

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

2 Background

The Disability Inclusion Act 2014 defines disability as:

‘The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.’

The purpose of the Disability Inclusion Action Plan is to effectively identify actions that deliver on the diverse needs of people with disability in our community.

The rights of people with disability to access services and facilities is fundamental to the disability inclusion process. In 2008, the Australian Government committed to implementing the United Nations (UN) Convention on the Rights of Persons with Disabilities “to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”

Subsequently the Commonwealth Government prepared Australia’s Disability Strategy 2021–2031 which sets out a plan to change the lives of people with disability over ten years.

In 2014 the NSW Government enacted the Disability Inclusion Act (DIA). The DIA requires local councils to prepare disability inclusion action plans to deliver on the diverse needs of people with disability in the community as part of their Integrated Planning and Reporting Framework.

Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

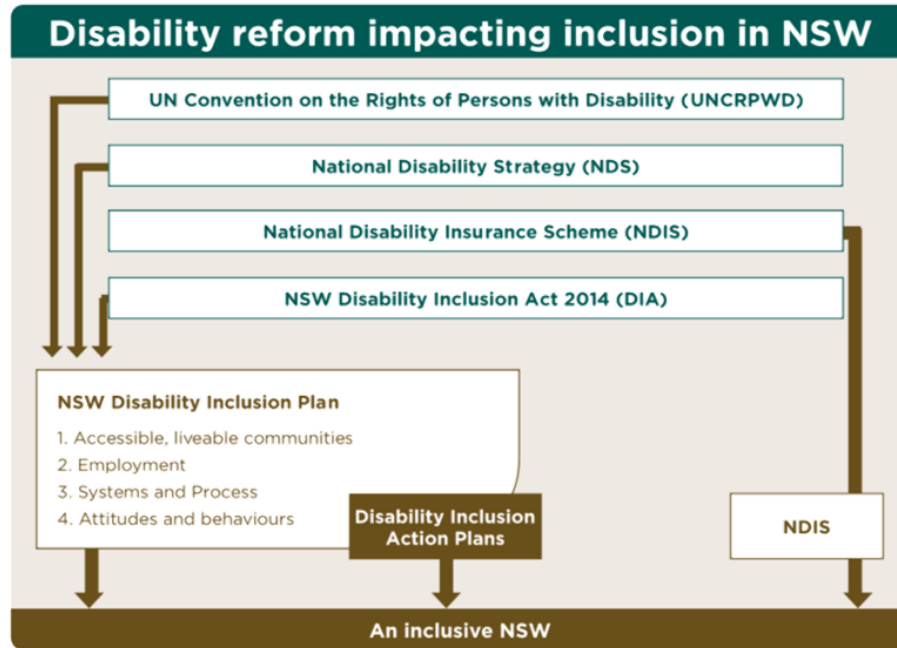


Figure 1: The relationships between the relevant policy and legislative instruments
Source: NSW Disability Inclusion Action Planning Guidelines

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

Disability Inclusion Focus Areas

The NSW Disability Inclusion Action Planning Guidelines identify four key outcome areas. These key outcome areas guided the disability inclusion action plan community consultation process and formed the structure for the Disability Inclusion Action Plan.

The four key outcome areas are:

**Work (Employment)****Attitudes and Behaviours****Information and understanding
(Systems and Processes)****Liveable Communities**

The Disability Inclusion Action Plan has been prepared under the guidelines established by the division of Local Government having regard to the legislative context. The three councils worked closely to develop a consultation strategy that enabled both targeted and broader stakeholder and community engagement.

The plan sets out a series of principles, strategies and actions that will guide Council operations over the next four years. These align with the principles of the DIA, as well as the NSW Government's Disability Inclusion Plan focus areas.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

3 Demographic Context

“Disability is a difficult concept to measure because it depends on a person’s perception of their ability to perform a range of day-to-day activities.”

This Plan seeks to address all forms of disability, both those reflecting individual limitations and the barriers that our society places which restrict life choices.

Our region, for the purposes of the Disability Inclusion Action Plan is the three local government areas of Blayney, Cabonne and Orange. The characteristics of the three areas are comparable in that

each has an ageing population. However, the number of people identifying as needing assistance with core activities does increase in each local government area alongside an increase in population size.

Core Activity Need for Assistance

	Orange	Cabonne	Blayney
Total Population	43,512	13,766	7,497
Need for Assistance	2,701	685	423
% of Total Population	6.2%	5.0%	5.6%
Source: AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing			

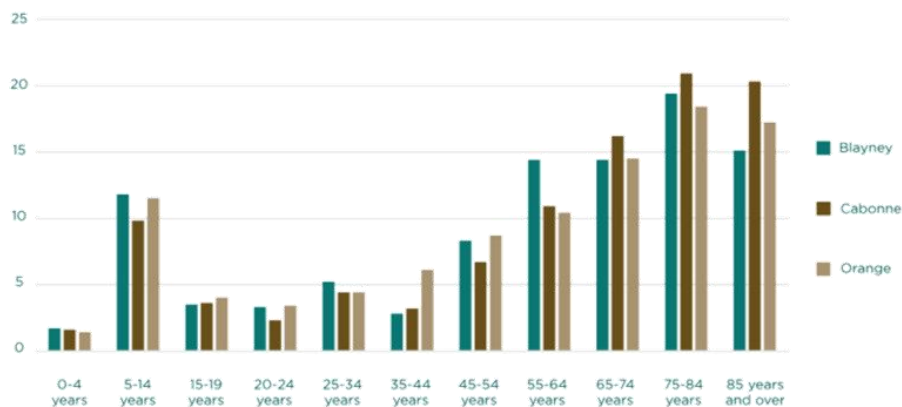
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Core Activity Need for Assistance "records the number of people with a profound or severe core activity limitation. People with a profound or severe core activity limitation are those needing assistance in their day to day lives in one or more of the three core activity areas of self-care, mobility and communication because of:

- a long-term health condition (lasting six months or more)
- a disability (lasting six months or more)
- old age."

The Core Activity Need for Assistance: Total Percentage By Age graph shows a generally consistent pattern across the regions for an increase in the need for assistance as we age. The graph also highlights a significant increase in the need for assistance once an individual reaches school age.

Core Activity Need for Assistance Total % by age



Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

While these statistics help to understand the prevalence of people who need support in the community, it is acknowledged that this number does not include all people living with and caring for people with disability in the Blayney, Cabonne and Orange communities.

National figures for disability compiled by the Australian Bureau of Statistics in the 2018 Survey of Disability, Ageing and Carers, Australia states:

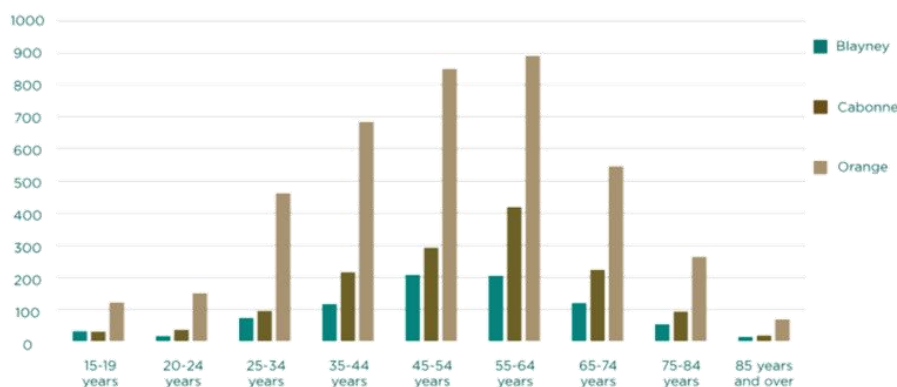
"The number of people with disability has increased. In 2018, there were 4.4 million people with disability (up from 4.3 million in 2015). Of all people with disability, 1.9 million were aged 65 years and over (up from 1.8 million in 2015):

- representing almost half (44.5%) of all people with disability (up from 41.9% in 2015 and 40.7% in 2012); and
- reflecting both an ageing population and increasing life expectancy of Australians."5

"In 2018, of the 4.2 million Australians with disability (living in households), three in five (59.8% or 2.5 million people) needed assistance with at least one activity of daily life."6

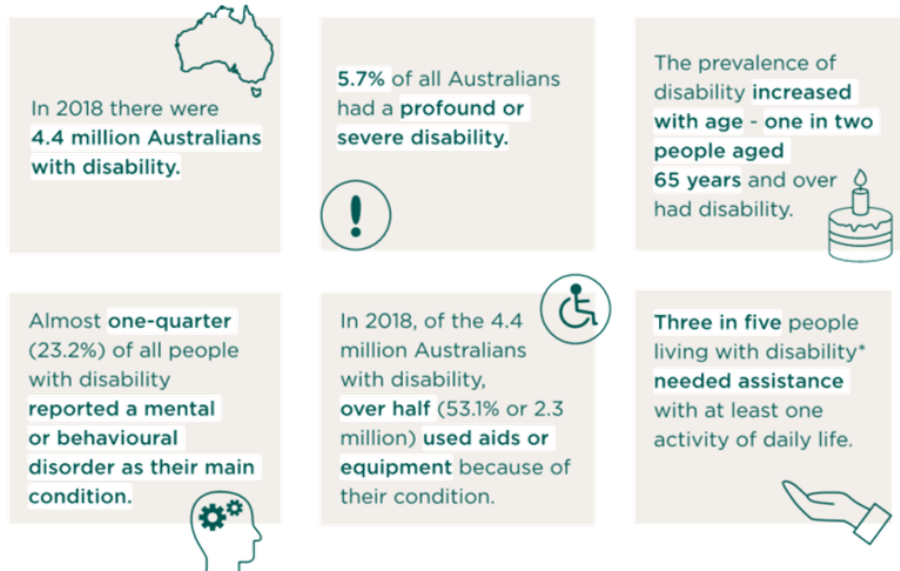
The Unpaid Assistance to a person with Disability graph below shows the significant number of local residents who fulfil a caring role in the Blayney, Cabonne and Orange communities

Unpaid Assistance to a person with Disability



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Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023



* living in households

** people of working age (15-64 years) who were living in households.

Source: 2018 Disability, Ageing and Carers, Australia: Summary of Findings | Australian Bureau of Statistics



**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
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Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

An issue for people living with disability is discrimination in both access and employment.

"In 2018, 2.1 million people with disability living in households were of working age (15-64 years). Of these:

- 53.4% were in the labour force, compared with 84.1% of those without disability
- 46.6% were not in the labour force, compared with 15.9% of those without disability."

Statistics demonstrate that we are collectively living longer. It follows that this will result in an increase in the number of people with profound or severe disability who require help with core activities such as mobility, self-care and communication.

The Disability Inclusion Action Plan is not exclusively for the people who identify as living with a disability. The community survey results (discussed in Section 4) clearly demonstrate a wide range of circumstances in which people find themselves either requiring some degree of assistance or appreciating the access facilities available to them.

Breaking down the barriers to inclusion, creating liveable communities, improving access, changing behaviours and attitudes, improving processes and providing meaningful employment are the responsibility of all of us as a community and will benefit everyone.

**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
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Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

4 Developing the Plan in Orange

"I alone cannot change the world, but I can cast a stone across the waters to create many ripples." Mother Teresa

Orange City Council's Director of Community, Recreation and Culture was identified as the sponsor of the new Disability Inclusion Action Plan, engaged to champion the importance of inclusion planning throughout the organisation and to commit to driving the inclusion action planning process.

Community and stakeholder engagement has been key in this process. The ideas and contributions of both individuals and groups were invaluable in informing the strategies and actions in the Disability Inclusion Action Plan. In developing the plan the three councils, over a twelve month period, undertook a range of collective and individual consultation activities with the community. The consultation was both targeted, engaging specific disability related groups and individuals, as well as broad, surveying the wider council communities. The engagement activities both raised awareness of the Disability Inclusion Action Plan process and addressed inclusion across all areas of the councils' operations.



**Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held
on 19 August 2025**

Attachment 1 Blayney Cabonne Orange Disability Inclusion Action Plan. Endorsed March 2023

4.1 Orange City Council Community Survey Overview

The Disability, Inclusion and Accessibility survey was published on Orange City Council's YourSay Orange website. The survey was also provided in a hard copy format and drew responses on a range of key areas.

A total of two hundred and eighteen community surveys were completed. Of the surveys completed; a total of 23.4% of respondents identified with the statement 'I find it hard to move around'. In the same survey, 24.1% identified as someone with a disability and 23.4% identified as an interested community member. Additionally, 66.8% of survey respondents answered no to the question 'Do you use support services?'

The community survey addressed the four focus areas and asked respondents to rank what they consider the most important issues within each of these areas. The top three issues identified in the Orange survey were:

Attitudes and Behaviours

- Train staff on access and inclusion (26.1%)
- Hold public events that are accessible (23.6%)
- Include people with disability in promotions (16.3%)

Work (Employment)

- Provide accessible workplaces (20.4%)
- Provide flexible working times and places (17.7%)
- Modify duties for people with disability (16.7%)

Information and understanding (Systems and Processes)

- Provide accessible communication options in the workplace (24.3%)
- Provide information in different formats (23.9%)

- Provide hearing loops, touch screens, and translation services (19.1%)

Liveable Communities

Provide accessible toilets in all public buildings (22.4%)

Promote accessible-for-all design (19%)

Make community programs and events accessible (17.5%)

Other Issues

In response to the question 'What worries you when accessing local shops', the top three responses were:

- Steps with no ramps (23.2%)
- Stairs with no lift available (17.8%)
- Accessible parking (17.3%)

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**4.2 Community Meetings and
Stakeholder Engagement**

Orange City Council conducted community engagement via consultations in public spaces utilising the community survey. Additional, targeted stakeholder consultations were undertaken in March and May 2022. Each stakeholder consultation included an overview of the process and explanation of the four focus areas identified in the NSW Government's Disability Inclusion Plan.



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Wangarang

Wangarang Industries is a not-for-profit Australian Disability Enterprise which provides a range of jobs and training for people with a variety of disabilities. A consultation was held with fifty three Wangarang employees with a range of disabilities in small groups. Staff from Orange City Council's Disability Services facilitated the discussions and used the community survey as a guide. The consultation held at Wangarang produced the following results:

Attitudes and Behaviours

- Community education and positive promotion of people with disability
- Accessible public events
- Wangarang Open Day

Work (Employment)

- Educating staff
- Provide equipment and modified duties
- More mainstream employment opportunities

Information and understanding (Systems and Processes)

- Assistance for people with vision impairment including large font and braille
- Provide information in accessible formats – Plain English, pictorial, audio
- Assistance with decision making including health and making a complaint

Liveable Communities

- Accessibility including wider footpaths with tactile ground surface indicators
- Accessible transport – physical access, wait times, cost and training for drivers
- Availability of accessible parking

Other Issues (What worries you when accessing local shops?)

- Trip hazards
- Sensory overload
- Accessibility – wide entry/aisles, ramps, travelators/escalators, parking

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Service Providers

A consultation was held with ten service providers who provide a range of community and disability services in Orange and surrounding areas.

The consultation held with service providers produced the following results.

Attitudes and Behaviours

- Community education including business and schools and information drops to local residents in a range of formats
- Positive media campaigns featuring people with disability including stories of lived experience
- Accessible community including physical access, sensory spaces and accessible events

Work (Employment)

- Employer education and accessible workplaces
- Job website featuring identified roles that encourage people with disability to apply
- Flexible work arrangements including job sharing

Information and understanding (Systems and Processes)

- Information available in different formats - braille, Auslan, language, media, printed, Plain English, easy read, audio, text to voice, correct colouring
- Community education – schools, social media and regular updates
- Consult with people with disability and disability services to ensure information is accessible and easy to understand

Liveable Communities

- Transport including visibility of pedestrian crossing
- Availability of accessible public toilets
- Sensory input such as lights, noise, safe surfaces

Other Issues (What worries you when accessing local shops?)

- Sensory overload – noise and lights
- Access including lift button height, walkways, gutters, checkout height, parking, travelators
- Wheelchair accessibility

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People with Disability

A small group consultation was held with six members of the community who are living with a range of disabilities, their families and carers.

The consultation held with people living with disability, their families and carers produced the following results.

Attitudes and Behaviours

- Community education to promote greater understanding
- Disability Awareness training/education for business owners
- Access including ramps, tactile access points, chairs in change/fitting rooms, footpaths

Work (Employment)

- Availability of accessible transport and parking
- Assistance with the employment process - support to complete applications and during the interview process and the availability of information in various formats such as Zoom and audio
- Disability Directory available in formats other than print

Information and understanding (Systems and Processes)

- Information available in other formats including Plain English, pictures, Zoom, reader software on the Council/Library webpages rather than pdf, audio, large print
- Council and Library website meet accessibility guidelines
- Information and forms to be easier to understand

Liveable Communities

- Access to local businesses including footpaths and ramps
- Availability of accessible toilets
- Inclusive recreational facilities/activities - playground, indoor sporting facility, events, respite, supported holidays

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5 Orange Community Strategic Plan

“Orange is well-known for its friendly people and wonderful community spirit”.

Sections 5 and 6 of the Disability Inclusion Action Plan have been tailored to relate specifically to the individual Councils. While the development of the Disability Inclusion Action Plan has been a collaborative process, the operational differences in terms of organisational structure, capacity and resourcing between the three Councils has resulted in the development of slightly different deliverables. To provide context to the Strategies and Actions in Section 6, an overview of the relevant Community Strategic Plan is provided for the individual Council, in this case, Orange.

The Disability Inclusion Action Plan has been prepared under the broader umbrella of the Community Strategic Plan 2022-2032. The Community Strategic Plan is the primary forward planning document, aligning the community's vision with a clear strategic direction for the long-term future of Orange.

The Orange Community Strategic Plan 2022-2032 consists of four themes which are; Live, Preserve, Prosper and Collaborate.



A healthy, safe,
inclusive and vibrant
community.

This theme recognises the importance of encouraging healthy lifestyles, community pride and a sense of belonging. This can be achieved by maintaining a safe, caring and connected community, with active community participation supported by enhanced cultural and recreational facilities and inclusive services that cater to all of our residents. The beautiful parks, gardens and natural assets of our City are amongst our most cherished assets and contribute to making Orange a desirable place to live work and play.

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Balancing the natural and built environment.

This theme ensures that the unique natural, cultural, social and historical aspects of our community are preserved while recognising the need for growth and development. The community was strong in its desire to be more sustainable by promoting renewable energy, reducing waste and protecting our natural resources. There is also an expectation for infrastructure to support a growing city, with roads footpaths, parking and a vibrant CBD seen as priorities.



A smart, innovative and resilient economy.

This theme focuses on providing the community with positive choices for investment, employment and study. It includes strengthening and diversifying our economy by targeting new and innovative industries, as well as fostering our existing strengths such as medical services, mining, local food and wine production and tourism. Orange residents are keen to see more engagement between Council, local business and industry.



Leading and partnering to support the community.

This theme looks at forging a collaborative community that engages with open and ongoing decision making, developing future leaders and supporting community groups to deliver services and programs were identified as priorities during the consultation. The community is looking to Council to provide leadership, guidance and responsible governance.

Excerpts from Orange City Council Community Strategic Plan 2022-2032

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Community Strategic Plan Objectives and Strategies

There is a series of objectives and strategies under the four broad directions in the Community Strategic Plan that link directly to the Disability Inclusion Action Plan. These have been linked to specific actions in the plan in Section 6 and are identified as follows:

Live

A healthy, safe, inclusive and vibrant community.

Objective 2: A healthy and active community that is supported by sport and recreational infrastructure

- 2.2 Provide recreational activities and programs that are inclusive and meet the needs of the community.
- 2.4 Develop an extensive network of shared use paths connecting the city to allow for active travel.

Objective 3: A friendly environment where people feel safe and included.

- 3.6 Improve access, inclusion, equity and diversity in our community.
- Objective 5: Responsive programs and services that support our community's lifestyle and social needs
- 5.1 Provide services to people at all stages of life.

Preserve

Balancing the natural and built environment.

Objective 10: Infrastructure for our growing community

- 10.2 Ensure that sufficient car parking spaces are available to support growth.
- 10.3 Ensure that an appropriate level of pedestrian amenity is provided throughout the community

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Prosper

A smart, innovative and resilient economy.

Objective 12: Sustainable tourism, events and visitor experiences

12.2 Develop and attract a variety of events, festivals, venues and activities for locals and visitors, ensuring accessibility for all.

Objective 14: Transport services, connectivity and infrastructure that support community, tourism, business and industry

14.1 Access to connected and affordable public transport within the city.

Collaborate

Leading and partnering to support the community

Objective 15: An informed community

15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media

Objective 17: Strong relationships

17.1 Work in partnership with other Councils, regional organisations and State and Federal Governments

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Attitudes and Behaviours					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Raise awareness of the contribution that people with disability make to the community	Include positive images of people with disability in promotional material	Communications Team	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Increased number of promotional materials including positive images of people with disability	Ongoing
	Use people with lived experience of disability when promoting Orange	Communications Team	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	People with lived experience of disability included in the promotion of Orange	Ongoing
	Liaise with Wangarang Industries to hold a Wangarang Open Day	Community Development Team	12.2 Develop and attract a variety of events, festivals, venues and activities for locals and visitors, ensuring accessibility for all.	Wangarang Open Day held annually	Annually
	Celebrate International Day of People with Disability	Community Development Team	12.2 Develop and attract a variety of events, festivals, venues and activities for locals and visitors, ensuring accessibility for all.	International Day of People with Disability celebrated	Annually

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Attitudes and Behaviours					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Staff who have contact with the community are educated in disability awareness	Disability Awareness training integrated in to Orange City Council staff induction process	People and Culture	3.6 Improve access, inclusion, equity and diversity in our community.	Training included in induction process	Ongoing
	Disability Awareness training session offered to local businesses	Community Engagement Officer	3.6 Improve access, inclusion, equity and diversity in our community.	Training sessions offered annually	Annually
Work with event organisers to make community events accessible and inclusive	Incorporate accessibility and inclusion into event registration paperwork	Events Team	12.2 Develop and attract a variety of events, festivals, venues and activities for locals and visitors, ensuring accessibility for all.	Event forms include section on accessibility	2023
Engage with local businesses to develop accessible shopping spaces	Provide information to local business owners in order to improve access	Community Engagement Officer	3.6 Improve access, inclusion, equity and diversity in our community.	Missed Business brochure developed and distributed	2023

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Work (Employment)					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Continue to undertake and monitor a workforce diversity plan including accessible options available to employees	Recruitment strategies are identified specifically to target gaps of workforce diversity	People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Increase diversity in the workforce	Ongoing
	Work on partnerships with external stakeholders to assist with the engagement and attraction of diversity in the workplace and make recommendations for change	People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Increased numbers of people with disability in the workforce	Ongoing
	Review position adjustment processes and assistive technology software and provide information to employers	People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Ongoing reviews and availability of updated technology. Knowledge available throughout recruitment process.	Ongoing

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Work (Employment)					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
	Provide disability awareness training to staff members	People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Training added to People Hub	Annually
	Promote flexible work opportunities	People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Flexible work incorporated in to Council practices	Ongoing
	Promote accessible transport and parking options	Community Services	14.1 Access to connected and affordable public transport within the city. 10.2 Ensure that sufficient car parking spaces are available to support growth.	Mobility Map updated and distributed	Biannually

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Work (Employment)					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Ensure employment opportunities are available in formats that allow access to information to all people	All recruitment processes are provided with full accessibility in line with WCAG 2.0 Level AA	IT and People and Culture Team	3.6 Improve access, inclusion, equity and diversity in our community.	Recruitment process meet WCAG 2.0 Level AA	2024
	Provide assistance to people with disability throughout the employment process	People and Culture	3.6 Improve access, inclusion, equity and diversity in our community.	Assistance available upon request	Ongoing
	Provide employment information in various formats	People and Culture	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Information available in various formats upon request	Ongoing

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Information and Understanding (Systems and Processes)					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Ensure accessible and inclusive communication with the community	Provide information in accessible formats – Plain English, pictorial, audio, easy read, text to voice, correct colouring, braille	Communications Team	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Information available	Ongoing
	Orange City Council and Orange City Library websites meet accessibility guidelines	IT	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Web Content Accessibility Guidelines (WC3C) met	2024
	Work with disability services to provide assistance with decision making, including health and making a complaint, to people with a disability	Community Services	5.1 Provide services to people at all stages of life.	Opportunities to provide assistance identified	Ongoing

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	Provide the Disability Directory in formats other than print	Community Services	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Disability Directory 2023 available	
Promote a culture of inclusive processes	Consult with people with disability and disability services to ensure information is accessible and easy to understand	Communications Team	15.1 Deliver communication that is open, accessible, meaningful and regular across a range of media	Information accessible to all	Ongoing

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Liveable Communities					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Improve accessible paths of travel	Investigate installing footpaths on the same side of the road to create a continuous path of travel	Works Manager	2.4 Develop an extensive network of shared use paths connecting the city to allow for active travel.	Footpath plan developed	Ongoing
	Retain adequate resources to maintain the footpath network	Works Manager	10.3 Ensure that an appropriate level of pedestrian amenity is provided throughout the community	Maintenance budget managed	Ongoing
	Improve the visibility of pedestrian crossings	Works Manager	10.3 Ensure that an appropriate level of pedestrian amenity is provided throughout the community	Pedestrian crossings managed under Council's Transport Asset Management Plan.	Ongoing

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Liveable Communities					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
	Improve access to local businesses including footpaths and ramps	Works Manager	10.3 Ensure that an appropriate level of pedestrian amenity is provided throughout the community	Footpaths managed under Council's Transport Asset Management Plan Businesses provided access information	Ongoing
Improve accessible public toilet facilities and parking	Improve the availability of accessible toilet facilities in the Central Business District and relevant villages	Manager Development Assessments	5.1 Provide services to people at all stages of life.	Review of available facilities completed	2023

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Liveable Communities					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Improve transport and accessible parking	Review the availability of accessible car parking	Manager Engineering	10.2 Ensure that sufficient car parking spaces are available to support growth.	Orange Mobility Map updated and distributed	Biannually
	Investigate providing disability awareness training for public transport, community transport and taxi drivers	Community Services	3.6 Improve access, inclusion, equity and diversity in our community.	Training provided	Biannually
	Review waiting times and costs for accessible transport	Community Services	14.1 Access to connected and affordable public transport within the city.	Review completed	2023

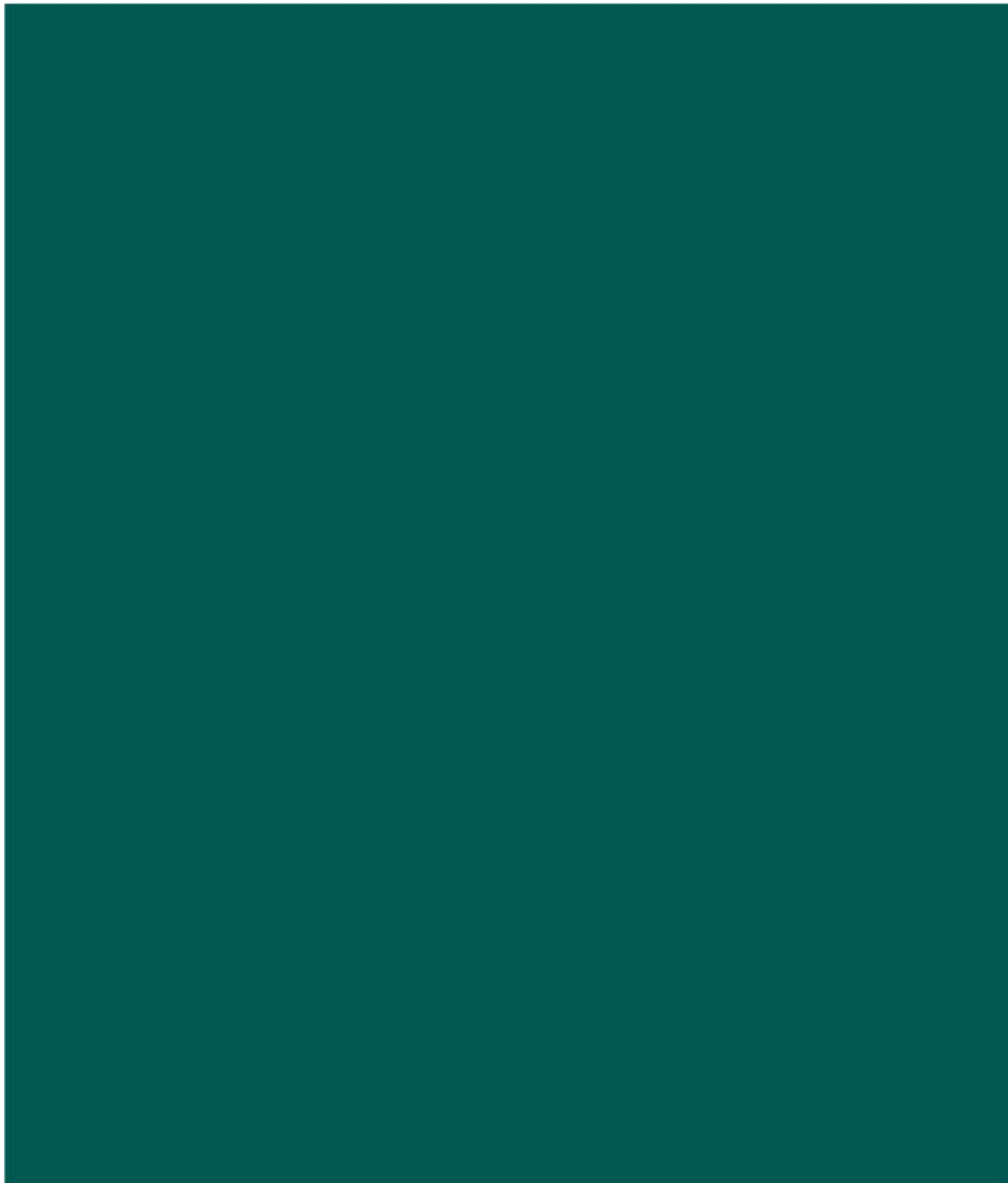
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Liveable Communities					
Strategy	Actions	Responsibility	Community Strategic Plan Reference	Outcome	Timeframe
Provide inclusive recreational facilities and activities	Consider sensory input in public spaces including lights, noises and safe surfaces	Manager Engineering	14.1 Access to connected and affordable public transport within the city.	Sensory information included with development applications	2024
	Provide a sensory space at Orange City Council events to assist individuals to be calm and reduce sensory stimulation	Events Team	12.2 Develop and attract a variety of events, festivals, venues and activities for locals and visitors, ensuring accessibility for all.	Sensory information included in Council event requirements	2024
	Investigate an indoor playground and sporting facility	Director Community, Recreation and Culture	2.2 Provide recreational activities and programs that are inclusive and meet the needs of the community.	Indoor playground and sporting facility available during winter	2023
	Provide information on supported holiday options	Community Development	3.6 Improve access, inclusion, equity and diversity in our community.	Information provided on Orange City Council website	2023



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AGEING & ACCESS COMMUNITY COMMITTEE**19 AUGUST 2025**

**4.3 DISABILITY SERVICES AND CHOICES AT HOME CONTINUOUS IMPROVEMENT
REGISTER**

RECORD NUMBER: 2025/1641

AUTHOR: Amanda Rodwell, Ageing and Development Officer

EXECUTIVE SUMMARY

The Disability Services and Choices at Home Continuous Improvement Register allows Disability Services and Choices at Home to collate information from feedback about NDIS participants. This information is collated from incident reports, complaints and compliments. This information is reported to Manager Community Services, Director Community Recreation & Cultural Services and the Ageing and Access Community Committee.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “5.1 Provide services to people at all stages of life”.

FINANCIAL IMPLICATIONS

Nil

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

That the information provided by the Disability Services Coordinator in the Disability Services and Choices at Home Continuous Improvement Register report be noted.

FURTHER CONSIDERATIONS

Consideration has been given to the recommendation’s impact on Council’s service delivery; image and reputation; political; environmental; health and safety; employees; stakeholders and project management; and no further implications or risks have been identified.

SUPPORTING INFORMATION

The Disability Services and Choices at Home Continuous Improvement Register allows Disability Services and Choices at Home to collate information about all feedback regarding NDIS participants. This information is collated from incident reports, complaints and compliments. This information is reported to Manager Community Services, Director of Community Recreation and Cultural Services and to the Ageing and Access Community Committee.

Disability Services

All residents are currently well and participating in ongoing community programs after a number of residents were ill with Influenza.

Disability Services recently passed their midterm NDIS audit.

Disability Services currently have a full complement of permanent staff members working across the services.

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AGEING & ACCESS COMMUNITY COMMITTEE**19 AUGUST 2025**

4.4 AGEING AND ACCESS COMMUNITY COMMITTEE ACTION PLAN

RECORD NUMBER: 2025/1639

AUTHOR: Amanda Rodwell, Ageing and Development Officer

EXECUTIVE SUMMARY

A requirement for all Committees is to develop an Action Plan. The purpose of the Action Plan is to identify and record actions that are incorporated into the Delivery/Operational Plan, so the Committee is informed of progress against tasks of interest to the Committee.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “5.1 Provide services to people at all stages of life”.

FINANCIAL IMPLICATIONS

Financial implications will be dependent on the decision of the Committee and subsequent endorsement of the Council.

POLICY AND GOVERNANCE IMPLICATIONS

Nil

RECOMMENDATION

That the Ageing and Access Community Committee Action Plan be reviewed and updated.

FURTHER CONSIDERATIONS

Consideration has been given to the recommendation’s impact on Council’s service delivery; image and reputation; political; environmental; health and safety; employees; stakeholders and project management; and no further implications or risks have been identified.

ATTACHMENTS

- 1 Ageing and Access Community Committee - AACC - Action Plan - 2025, D25/28752

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Attachment 1 Ageing and Access Community Committee - AACC - Action Plan - 2025
COMMUNITY COMMITTEE ACTION PLAN
AGEING & ACCESS

D25/28752

NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
1	That Council investigate establishing a program to assist local businesses to purchase temporary ramps to allow access for people with disability and limited mobility.	5.1 Live - Engage with the community to ensure facilities and programs meet changing lifestyle and social needs	Cr Peterson to present motion at the next Council meeting	Cr Peterson	Budget required	27/03/2025		Cr Peterson to take this action as a motion to the next Council meeting to seek a budget allocation. If no budget is approved this action will be removed from the action plan. 20/05/2025 - Update from Cr Peterson: Council approved the request from the Committee to establish a program to provide a rebate to business owners after they purchase an access ramp. This program will commence in the new financial year.	20/05/2025
2	That Council investigate the installation of high contrast strips on the edge of the	5.1 Live - Engage with the community to ensure	Manager Building Service to be invited to the next	Manager Building Services	Budget required	27/03/2025	07/05/2025	Manager Building Services invited to the next Committee meeting to discuss improved delineation of the steps	06/08/2025

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D25/28752

NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
	steps at the entrance to the Orange Visitors Centre and Groundstone.	facilities and programs meet changing lifestyle and social needs	Committee meeting					outside of the Visitor Information Centre and Groundstone. Update: Manager Building Services confirmed to attend. 20/05/2025 - Update from Manager Building Services: An Access Review has been completed which identified luminous contrast and stair nosing in the report. Seeking further clarification from the consultant on appropriate options before seeking approval and adding to the works budget. 06/08/2025 – Update from Manager Building Services: 1. The accessibility consultant has advised the existing stair nosing's are not compliant with	

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NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
								AS1428, and given the build date being 2016, they were not built to code at the time of construction. The recommendation is to change the stair nosing's to comply with AS 1428.1. A suitable stair nosing replacement has been identified, and installation is being costed. 2. The tactile ground surface indicators have insufficient luminance contrast and do not properly align with the tapering bottom step. A suitable replacement product has been identified, and these works are being costed. 3. As the handrails are intermittently spaced, it has been recommended to	

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NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
								increase provision of these for additional opportunities to support people on stairs, and this is currently being costed. Once all costings have been completed, a report will be provided to the Executive Leadership Team for consideration and budget approval. Lastly, it has also been identified the sloping roof reduces head clearance to the south-eastern end of the stairs. As it is expected resolving this issue will not involve substantial cost, we will work in consultation with the site to reduce access where head heights are restricted.	

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NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
3	That Council investigate purchasing portable walkways for use at community events.	5.1 Live - Engage with the community to ensure facilities and programs meet changing lifestyle and social needs	Cr Peterson to present motion at the next Council meeting	Cr Peterson	Budget required	27/03/2025		Cr Peterson to take this action as a motion to the next Council meeting to seek a budget allocation. Update from Council's 20/05/2025 - Events Lead: A test run is being performed for the grass matting to ensure it is fit for purpose in Robertson Park as an accessible option to allow people to use the grass areas once they use the ramp to access. This test run involves Cr Peterson, Cr Ruddy, Director Corporate and Commercial Services and the events team, other teams are being used for the installation of the matting too. This is booked in for the 30 May 2025. Cr Peterson will report back to the Committee at the next meeting.	20/05/2025

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NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
								A procedure is being developed for installation once people do indicate they require the ramps or matting.	
4	The Council investigate an incentive program, such as inclusion on an accessible business register, to encourage businesses to become accessible.	5.1 Live - Engage with the community to ensure facilities and programs meet changing lifestyle and social needs	1. Seek approval for an Accessible Business Register on Council's website Promote program to local businesses	Ageing and Development Officer	Nil	27/03/2025		Contacted Council's Brand and Digital Lead has stated that we can display a page with a list of local businesses that are accessible on Council's website. We will need: - the business name - their website URL - information on how they are accessible (is there a consistent list of things/criteria) 06/08/2025 – Update from Ageing and Development Officer: Missed Business booklet has been printed. Waiting on the design of a factsheet detailing the new Accessible Business Register which will be delivered with the	06/08/2025

Ageing & Access Community Committee - Action Plan

6

Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025
Attachment 1 Ageing and Access Community Committee - AACC - Action Plan - 2025

D25/28752

NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
								Messed Business booklet.	
5	That Council investigate improving the lighting on the eastern end of the Railway Station footbridge.	5.1 Live - Engage with the community to ensure facilities and programs meet changing lifestyle and social needs	Request update from relevant Council staff member	Works Manager	Budget required	27/03/2025		Contacted Council's Works Manager requesting an update on the proposed improvements to lighting at the Railway Station footbridge. 20/05/2025 - Update from Works Manager: Investigated solar lighting options and received quotes in the range of \$7,000 - \$9,000. Seeking budget allocation for installation. 20/05/2025 - Update from Works Manager: No further update.	05/08/2025
6	Manager Community Services to liaise with Council's Events Team to discuss the inclusion of	5.1 Live - Engage with the community to ensure facilities and	1. Contact Events Team Provide information	Manager Community Services	Nil	27/03/2025		Update from Council's Events Lead: Council is in the process of moving event applications online. Event applications are	05/08/2025

Ageing & Access Community Committee - Action Plan

7

Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025
Attachment 1 Ageing and Access Community Committee - AACC - Action Plan - 2025

D25/28752

NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
	information on accessing the portable ramps in Robertson Park along with installation instructions in event booking forms.	programs meet changing lifestyle and social needs	for booking form if required					the same for every site and so not specific to one park. If we are to begin approving access to the ramps for all Robertson Park events, there would need to be a process for checking the suitability of each item, questions around are they hired or borrowed. There is not process for installation currently. This question has been escalated to Council's Manager – Economic Development. 20/05/2025 - Update from Council's Events Lead: A question about requiring access to the ramps has been added to the template. This should be open to the public within the next month.	

Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025
Attachment 1 Ageing and Access Community Committee - AACC - Action Plan - 2025

D25/28752

NO	ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
								05/08/2025 – Update from Council's Events Lead: The form should be open to the public by the end of August 2025. The form now also includes a link to Toolkit-for-Accessible-and-Inclusive-Events.pdf for event organisers.	

SUPPORTING INFORMATION ON COMPLETING AND UPDATING THE ACTION PLAN

The Community Committee Action Plan outlines what the committee will contribute during the Council term. It should be **updated at least after each meeting**, and otherwise as required.

This template is provided to assist in developing the action plan, and to provide consistency across all community committees.

Action/Project: The general activity or project that the committee is providing advice and information on for Council, or is going to undertake themselves.

Community Strategic Plan Reference: The Community Strategic Plan is Council's chief planning document. It outlines the aspirations and needs of the Orange community and is a 10-year plan to guide Council and community activity. Linking activities to the goals outlined in this plan helps keep everyone working toward the same vision.

Tasks: These are the individual tasks that need to be undertaken to complete the action or project successfully. There may only be one task, or there may be several tasks included in a project.

Responsibility of: Is this an action or project that Council and its staff are responsible for, or is this something the community committee is going to undertake?

Cost Implications: Are there any costs involved with the project? If any recommendations are being made that impact the already approved Council budget, this needs to go to a full general Council meeting for discussion and resolution.

Attachment 2 Agenda of the Meeting of the Ageing and Access Community Committee held on 19 August 2025

Attachment 1 Ageing and Access Community Committee - AACC - Action Plan - 2025



D25/28752

Start and End Dates: Some activities will be short term activities, some will be for a much longer period, perhaps even across the entire Council term. Providing start and end dates gives the committee (and Council) a timeline and targets to work towards. Dates can always be adjusted as needed.

Comments/Progress: Any time there is movement or progress regarding an action or project, it is recorded to keep track of where it is up to and what needs to happen next.

Updated: Record the date of when the last changes to an activity or project were made. This will help identify any projects or initiatives that may have stalled and need action to be moved along.

2.3 Minutes of the NAIDOC Week Community Committee meeting 28 August 2025

RECORD NUMBER: 2025/2043

AUTHOR: Scott Maunder, Director Community, Recreation and Cultural Services

EXECUTIVE SUMMARY

The NAIDOC Week Community Committee met on 28 August 2025. The minutes are provided to the Services Policy Committee for adoption.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “14.2 Recognise and celebrate our Aboriginal culture”.

FINANCIAL IMPLICATIONS

Nil.

POLICY AND GOVERNANCE IMPLICATIONS

Nil.

RECOMMENDATION

- 1 That Council acknowledge the reports presented to the NAIDOC Week Community Committee at its meeting held on 28 August 2025.
- 2 That Council determine recommendation 4.2 from the minutes of the NAIDOC Week Community Committee meeting of 28 August 2025.
4.2
That the Expression of Interest from Cricket NSW for the NAIDOC Week Cricket Clinic event be accepted.
- 3 That the remainder of the minutes of the NAIDOC Week Community Committee from its meeting held on 28 August 2025 be adopted.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council’s key risk categories and the following comments are provided:

Service/Project Delivery	Nil
Financial	Nil.
Reputation/Political	Nil.
Environment	Nil.
Compliance	Nil.
People & WHS	Minor risk of injury requiring first aid treatment to participants during event. Cricket NSW to provide risk assessment per Council’s Event Policy.
Information Technology/Cyber Security	Nil.

ATTACHMENTS

- 1 Minutes of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025, 2025/1968[🔗](#)
- 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025, 2025/1730[🔗](#)

**Attachment 1 Minutes of the Meeting of the NAIDOC Week Community Committee held on
28 August 2025**



MINUTES OF THE NAIDOC WEEK COMMUNITY COMMITTEE
HELD IN GIYALANG GANYA MEETING ROOM, 286 LORDS PLACE, ORANGE
ON 28 AUGUST 2025
COMMENCING AT 1:00 PM

1 INTRODUCTION

ATTENDANCE

Cr Gerald Power (Chairperson), Cr David Mallard, Jason French, Nikea Dixon, Danielle Annesley (via *Teams*), Tanya French, Rebecca Goard, Danielle Trudgett (via *Teams*), Corey McLean, Jodie Stewart, Dylan Navean (via *Teams*), Annette Uata (via *Teams*), Director Community, Recreation and Cultural Services, Museum Manager, Community Development Officer, Community Development Coordinator, Public Education and Engagement Officer

Guest:

Shaun Paterson

1.1 APOLOGIES

RESOLVED

Ms T French/Mr J French

That the apologies be accepted from Cr Melanie McDonell, Cr Tammy Greenhalgh, Rex Cochrane, Kellie Lalor, Robin Smith and Mary Parker for the NAIDOC Week Community Committee meeting on 28 August 2025.

1.2 ACKNOWLEDGEMENT OF COUNTRY

The Chairperson conducted an Acknowledgement of Country.

1.3 DECLARATION OF PECUNIARY INTERESTS, SIGNIFICANT NON-PECUNIARY INTERESTS AND LESS THAN SIGNIFICANT NON-PECUNIARY INTERESTS

Nil.

Attachment 1 Minutes of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

2 PREVIOUS MINUTES**RESOLVED****Mr J French/Cr D Mallard**

That the Minutes of the Meeting of the NAIDOC Week Community Committee held on 24 July 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate record of the proceedings of the NAIDOC Week Community Committee meeting held on 24 July 2025.

3 PRESENTATIONS**3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE - 5 AUGUST 2025**

TRIM REFERENCE: 2025/1722

RECOMMENDATION**Mr J French/Cr D Mallard**

That the information provided in the Chairperson Presentation be acknowledged.

4 GENERAL REPORTS**4.1 EXPRESSIONS OF INTEREST - NAIDOC COMMITTEE MEMBERSHIP**

TRIM REFERENCE: 2025/1717

RECOMMENDATION**Cr G Power/Ms T French**

That the Expressions of Interest for NAIDOC Week Community Committee membership be accepted for Maddison Leonard and Danielle Trudgett.

4.2 EXPRESSIONS OF INTEREST - NAIDOC WEEK 2025 EVENTS

TRIM REFERENCE: 2025/1719

RECOMMENDATION**Cr D Mallard/Cr G Power**

That the Expression of Interest from Cricket NSW for the NAIDOC Week Cricket Clinic event be accepted.

4.3 BUDGET REPORT

TRIM REFERENCE: 2025/1720

An update was provided on the budget.

S1 Main Account:

- 30 June 2025 – Balance brought forward: \$66.16
- 24 July 2025 – Deposit: \$2200
- 29 July 2025 – Transfer: -\$2200 – PHN Awards Sponsorship transferred to Ball Account
- 31 July 2025 – Paper Statement Fee: -\$2

**Attachment 1 Minutes of the Meeting of the NAIDOC Week Community Committee held on
28 August 2025**

• Total available: \$64.16 S2 Ball Account • 30 June 2025 – Balance brought forward: \$13, 215.33 • 29 July 2025 – PHN Sponsorship: \$2200 • 31 July 2025 – Shane and Pete Riley: -\$1000 – Deposit • 1 August 2025 – Shane and Pete Riley: -\$700 – Deposit • Total Available: \$13, 715.33	
RECOMMENDATION	Ms T French/Mr J French
That the information in the Budget Report be acknowledged.	

4.4 ACTION PLAN

TRIM REFERENCE: 2025/1721

RECOMMENDATION	Cr D Mallard/Cr G Power
That the NAIDOC Week Community Committee consider and discuss items on the Action Plan, and that the Action Plan be updated.	

THE MEETING CLOSED AT 1.55 PM.



NAIDOC WEEK COMMUNITY COMMITTEE

AGENDA

28 AUGUST 2025

Notice is hereby given, in accordance with the provisions of the Local Government Act 1993 that a **NAIDOC WEEK COMMUNITY COMMITTEE MEETING of ORANGE CITY COUNCIL** will be held in the **GIYALANG GANYA MEETING ROOM, 286 LORDS PLACE, ORANGE** on **Thursday, 28 August 2025** commencing at **1:00 PM**.

Barry Omundson
CHIEF EXECUTIVE OFFICER

For apologies please contact Katrina Hausia on 6393 8628.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

AGENDA

EVACUATION PROCEDURE

In the event of an emergency, the building may be evacuated. You will be required to vacate the building. The Committee Clerk will now identify the emergency muster point.

Under no circumstances is anyone permitted to re-enter the building until the all clear has been given and the area deemed safe by authorised personnel.

In the event of an evacuation, a member of Council staff will assist any member of the public with a disability to vacate the building.

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Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

1 INTRODUCTION**MEMBERS**

Cr Gerald Power (Chairperson), Cr Tammy Greenhalgh (Deputy Mayor), Cr Melanie McDonnell, Cr David Mallard, Cr Marea Ruddy, Chris Gryllis, Rex Cochrane, Jordon Moore, Sharon Holmes, Nyassa Campbell, Kellie Lalor, Jason French, Neil Ingram Snr, Gillian Ingram, Nikea Dixon, Tanya French, Dylan Navean, Joshua Willcox, Rebecca Goard, Corey McLean, Jo-Anne Wright, Annette Uata, Jodie Stewart, Amy Wilson, Bianca Merchant, Rochelle Gillies, Mary Parker, Robin Smith, Danielle Annesley, Director Community, Recreation and Cultural Services, Museum Manager, Community Development Officer, Manager Community Services, Community Development Coordinator, Public Education and Engagement Officer, Young People's Librarian

1.1 APOLOGIES AND LEAVE OF ABSENCE**1.2 ACKNOWLEDGEMENT OF COUNTRY**

I would like to acknowledge the Traditional Custodians of the land on which we meet today, the people of the Wiradjuri Nation. I pay my respects to Elders past and present, and extend those respects to Aboriginal Peoples of Orange and surrounds, and Aboriginal people here with us today.

1.3 DECLARATION OF PECUNIARY INTERESTS, SIGNIFICANT NON-PECUNIARY INTERESTS AND LESS THAN SIGNIFICANT NON-PECUNIARY INTERESTS

The provisions of Chapter 14 of the Local Government Act, 1993 (the Act) regulate the way in which Councillors and designated staff of Council conduct themselves to ensure that there is no conflict between their private interests and their public role.

The Act prescribes that where a member of Council (or a Committee of Council) has a direct or indirect financial (pecuniary) interest in a matter to be considered at a meeting of the Council (or Committee), that interest must be disclosed as soon as practicable after the start of the meeting and the reasons given for declaring such interest.

As members are aware, the provisions of the Local Government Act restrict any member who has declared a pecuniary interest in any matter from participating in the discussion or voting on that matter, and requires that member to vacate the Chamber.

Council's Code of Conduct provides that if members have a non-pecuniary conflict of interest, the nature of the conflict must be disclosed. The Code of Conduct also provides for a number of ways in which a member may manage non pecuniary conflicts of interest.

RECOMMENDATION

It is recommended that Committee Members now disclose any conflicts of interest in matters under consideration by the NAIDOC Week Community Committee at this meeting.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

2 PREVIOUS MINUTES

RECOMMENDATION

That the Minutes of the Meeting of the NAIDOC Week Community Committee held on 24 July 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate records of the proceedings of the NAIDOC Week Community Committee meeting held on 24 July 2025.

ATTACHMENTS

- 1 Minutes of the Meeting of the NAIDOC Week Community Committee held on 24 July 2025

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

Abortion

ORANGE CITY COUNCIL

MINUTES OF THE

NAIDOC WEEK COMMUNITY COMMITTEE

HELD IN GIYALANG GANYA MEETING ROOM, 286 LORDS PLACE, ORANGE

ON 24 JULY 2025

COMMENCING AT 1:00 PM

1 INTRODUCTION**ATTENDANCE**

Cr Gerald Power (Chairperson), Cr Tammy Greenhalgh (Deputy Mayor) (via *Teams*), Cr Melanie McDonell, Cr David Mallard, Rex Cochrane, Kellie Lalor, Jason French, Nikea Dixon, Bianca Merchant, Jodie Stewart, Amy Wilson, Jo-Anne Wright, Museum Manager, Community Development Officer, Manager Community Services, Community Development Coordinator, Young People's Librarian

Guest: Shaun Paterson

1.1 Apologies and Leave of Absence**RESOLVED****Cr D Mallard/Mr J French**

That the apologies be accepted from Sharon Holmes, Joshua Willcox, Dylan Naveau, Robin Smith, Mary Parker and Tanya French for the NAIDOC Week Community Committee meeting on 24 July 2025.

1.2 Acknowledgement of Country

The Chairperson conducted an Acknowledgement of Country.

1.3 Declaration of pecuniary interests, significant non-pecuniary interests and less than significant non-pecuniary interests

Nil.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

MINUTES OF NAIDOC WEEK COMMUNITY COMMITTEE**24 JULY 2025****2 PREVIOUS MINUTES****RESOLVED****Cr M McDonell/Mr R Cochrane**

That the Minutes of the Meeting of the NAIDOC Week Community Committee held on 2 July 2025 (copies of which were circulated to all members) be and are hereby confirmed as a true and accurate record of the proceedings of the NAIDOC Week Community Committee meeting held on 2 July 2025.

3 GENERAL REPORTS**3.1 EXPRESSIONS OF INTEREST - COMMITTEE MEMBERSHIP**

TRIM REFERENCE: 2025/1454

RECOMMENDATION**Cr G Power/Mr R Cochrane**

That the Expressions of Interest for NAIDOC Week Committee membership for Robin Smith, Mary Parker, Rochelle Gillies and Danielle Annesley be accepted.

3.2 EXPRESSIONS OF INTEREST - NAIDOC WEEK EVENTS

TRIM REFERENCE: 2025/1455

RECOMMENDATION**Ms N Dixon/Ms J Stewart**

That the Expressions of Interest for NAIDOC Week 2025 events be accepted for:

- AECG Junior Ball, including budget – Amy Wilson
- NAIDOC Ball - Danielle Annesley and Danielle Trudgett
- Orange Regional Museum Workshop – Museum Manager

3.3 ORANGE REGIONAL MUSEUM - PROGRAMMING UPDATE

TRIM REFERENCE: 2025/1456

An Event Expression of Interest for the Orange Regional Museum was tabled and accepted. The event will include a workshop held on 25 October 2025. There was a discussion around what type of workshop and recommendations of artists to deliver it.

Contact details of Lanny Mackenzie to be provided by Councillor Greenhalgh to Museum Manager.

RECOMMENDATION**Cr G Power/Mr R Cochrane**

That the information regarding Orange Regional Museum – Programming Update be acknowledged.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

MINUTES OF NAIDOC WEEK COMMUNITY COMMITTEE**24 JULY 2025****3.4 BUDGET REPORT**

TRIM REFERENCE: 2025/1457

An update on the budget was provided to the Committee.

- All Purpose Account - \$2,266.16
- NAIDOC Ball - \$13,215.33

Current grants include:

- Birrang - \$5,000
- Black And Deadly - \$2,000
- NSW Health - \$2,000

RECOMMENDATION**Ms N Dixon/Ms J Stewart**

That the information presented in the Budget Report be acknowledged.

3.5 NAIDOC WEEK COMMUNITY COMMITTEE ACTION PLAN

TRIM REFERENCE: 2025/1458

RECOMMENDATION**Cr D Mallard/Mr J French**

That the NAIDOC Week Community Committee consider and discuss items on the Action Plan, and that the Action Plan be updated.

THE MEETING CLOSED AT 1.35 PM.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

NAIDOC WEEK COMMUNITY COMMITTEE

28 AUGUST 2025

3 PRESENTATIONS

3.1 CHAIRPERSON PRESENTATION - SERVICES POLICY COMMITTEE - 5 AUGUST 2025

The Chairperson, Cr Gerald Power, will provide an update to the Committee on the Services Policy Committee meeting of 5 August 2025 when the last Community Committee minutes for 26 June and 2 July 2025 were presented to Council for adoption.

The following events were accepted per the Committee's recommendation at the NAIDOC Committee meeting of 2 July 2025:

- a. NAIDOC Service Day and Street March – Orange City Council
- b. NAIROC – NAIROC Committee
- c. Bundyi Giilang Film Screening – Dark Horse Photography
- d. NAIDOC Service Day BBQ – Homes NSW

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

Attachment 1 EOI - NAIDOC Committee Membership - Maddison Leonard

4 GENERAL REPORTS**4.1 EXPRESSIONS OF INTEREST - NAIDOC COMMITTEE MEMBERSHIP**

RECORD NUMBER: 2025/1717

AUTHOR: Rennie Johns, Community Services Administration Officer

EXECUTIVE SUMMARY

The NAIDOC Week Community Committee accepts Expressions of Interest for membership on a rolling basis. New Expressions of Interest are presented to the Committee for consideration.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy "14.2 Recognise and celebrate our Aboriginal culture".

FINANCIAL IMPLICATIONS

Nil.

POLICY AND GOVERNANCE IMPLICATIONS

Nil.

RECOMMENDATION

That the NAIDOC Week Community Committee consider the Expressions of Interest for membership for Maddison Leonard and Danielle Trudgett.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council's key risk categories and the following comments are provided:

Service/Project Delivery	Nil.
Financial	Nil.
Reputation/Political	Nil.
Environment	Nil.
Compliance	Nil.
People & WHS	Nil.
Information Technology/Cyber Security	Nil.

SUPPORTING INFORMATION

Nil.

ATTACHMENTS

- 1 EOI - NAIDOC Committee Membership - Maddison Leonard, D25/94726
- 2 EOI - NAIDOC Committee Membership - Danielle Trudgett, D25/94806

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

Attachment 1 EOI - NAIDOC Committee Membership - Maddison Leonard

EXPRESSION OF INTEREST FORM**APPLICANT DETAILS**

Applicant's Name: Maddison Leonard

Postal Address

Phone Number Mobile

Email Address:

APPLICANT DETAILS

Committee Name: NAIDOC Committee

Interest in Committee NAIDOC Committee

Relevant Skills and Experience

Wanting to be apart of NAIDOC Committee as I am working for a school and wanting to help out for the week.

SIGNED DATE

Please return completed form to:

Customer Service Desk

Governance Team

council@orange.nsw.gov.au

135 - 137 Byng Sreet PO Box 35

Orange NSW 2800

Orange NSW 2800

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025**Attachment 2 EOI - NAIDOC Committee Membership - Danielle Trudgett****Community Committee****EXPRESSION OF INTEREST FORM**

Please use this form to register your interest in the Orange City Council Community Committee Program.
Expression of Interest close 5pm, Friday 17 January 2025.

APPLICANT DETAILS

Applicant's Name *Danielle Trudgett.*

Postal Address

Phone Number

Mobile

Email Address

APPLICANT DETAILS

Committee Name *Orange NAIDOC Committee.*

Interest in Committee

Supporting the local NAIDOC Celebrations.

Relevant Skills and Experience

Part of the Orange community, worked within the community for the past 15 years.

SIGNATURE

DATE *6/8/2025.*

Please

Customer Service Desk
135 - 137 Byng Street
Orange NSW 2800

Governance Team
PO Box 35
Orange NSW 2800

council@orange.nsw.gov.au

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

Attachment 1 EOI - NAIDOC Week Event - Cricket NSW

4.2 EXPRESSIONS OF INTEREST - NAIDOC WEEK 2025 EVENTS

RECORD NUMBER: 2025/1719

AUTHOR: Rennie Johns, Community Services Administration Officer

EXECUTIVE SUMMARY

The NAIDOC Week Community Committee accepts Expressions of Interest from organisations to host events during Orange NAIDOC Week, held from 19 to 25 October 2025. New Expressions of Interest are presented to the Committee for consideration.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy "14.2 Recognise and celebrate our Aboriginal culture".

FINANCIAL IMPLICATIONS

Nil.

POLICY AND GOVERNANCE IMPLICATIONS

Nil.

RECOMMENDATION

That the NAIDOC Week Community Committee consider the Expression of Interest from Cricket NSW for the NAIDOC Week Cricket Clinic event.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council's key risk categories and the following comments are provided:

Service/Project Delivery	Nil.
Financial	Nil.
Reputation/Political	Nil.
Environment	Nil.
Compliance	Nil.
People & WHS	Minor risk of injury requiring first aid treatment to members of the public during event. Cricket NSW to provide copy of their event risk assessment to Council.
Information Technology/Cyber Security	Nil.

SUPPORTING INFORMATION

Nil.

ATTACHMENTS

- 1 EOI - NAIDOC Week Event - Cricket NSW, D25/94743

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025**Attachment 1 EOI - NAIDOC Week Event - Cricket NSW**

D25/29924

F174-3

Orange NAIDOC Week 2025

19 to 25 October 2025

EVENT EXPRESSION OF INTEREST

Please complete this form and return to the Committee Clerk, Katrina Hausia, at
Khausia@orange.nsw.gov.au.

To be included in the official NAIDOC Week program, this form must be submitted by
29 August 2025

APPLICANT DETAILS	
Name of Group, Individual, Team, Service Provider, or Company	Cricket NSW
Mobile	[REDACTED]
Email	[REDACTED]
Postal Address	

EVENT or PROJECT PROPOSAL	
Event Name and Brief Description of Event	Cricket NSW - NAIDOC Week Cricket Clinic
Event Location	Wade Park
Proposed Date/s	23 rd + 24 th October 12 - 5pm
What is your Plan B if the event is impacted by unforeseen circumstances e.g. bad weather, illness etc?	If bad weather we can re-locate indoors.
Do you require public liability insurance for this event through Council? Yes ☐ No ☒	

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

Attachment 1 EOI - NAIDOC Week Event - Cricket NSW

D25/29924

F174-3

FUNDING DETAILS					
Will you need funding support from the Orange NAIDOC Week Community committee?	Yes ☒	If YES, financial budget (below) must be completed and submitted with EO1			No ☐
Please provide an itemised budget with accompanying quotes where possible. Organisers will need to retain all receipts and provide to the NAIDOC Week Committee Treasurer for the grant to be acquitted.					
Financial Budget (all amounts are GST inclusive)					
Line Item - Description	Supplier	Quote Amount	\$ Amount Requested	Quote Attached Y/N	
Wade Park Venue Hire	Orange City Council	\$800	\$800	N	
Catering - Sausage Sizzle + Ice blocks for participants.	Working with local butchers	\$1400	\$1400	N	
		Total Amount \$ 2200			

Please Note: A new budget must be submitted to the NAIDOC Committee for approval for any variations to the approved budget. The Committee reserves the right to refuse to pay variations to the original budget.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025**Attachment 1 EOI - NAIDOC Week Event - Cricket NSW**

D25/29924

F174-3

NAIDOC Committee Event Terms and Conditions:

1. Organisations hosting a NAIDOC Week 2025 event must complete an Event EOI to receive support from the NAIDOC Week Committee and have their event listed in the official program of events. EOIs must be received by 29 August 2025 to be listed in the official program.
2. Event EOIs must be submitted to the Committee for consideration and approval.
3. Where an event requires funding support from the Committee, a budget must be completed and submitted with the EOI. A new budget must be submitted to the Committee for approval for any variations to the approved budget. The Committee reserves the right to refuse to pay variations to the original budget.
4. Organisations hosting an event must be approved NAIDOC Committee members and complete a membership EOI. An organisational member may nominate up to four delegates who are approved to attend meetings. Each member organisation will receive one vote if multiple delegates attend a meeting.
5. A delegate must attend every scheduled meeting either in person or via Teams to update the Action Plan. If an organisation does not attend three consecutive meetings their membership to the NAIDOC Committee may be cancelled, and their event will not be supported by the committee or included in the program.
6. If a delegate cannot attend a meeting, including the final review meeting, an Event Host Update Form/report must be submitted 24 hours prior to the meeting so that the Committee Clerk can ensure tasks/actions are up to date. If this is not completed, the organisation will be recorded as absent from the meeting. If a delegate does not attend the final review meeting or submit an event report, it may affect their Event EOI submission for 2026.
7. Event host/s take full responsibility for the coordination of the event and are required to have running sheets and floor plans completed one week prior to the event for distribution to necessary personnel.
8. An End of Event Report must be submitted after the event for publishing including financials, feedback, and photos. This information will be correlated with the NAIDOC Continuous Improvement Action Plan.
9. For further information please contact the Chairperson, Cr Gerald Power, on 0414 904 497 or Committee Clerk, Katrina Hausia, on 6393 8628.

By signing the below the applicant acknowledges and accepts the above terms and conditions.

Name of Organisation's Representative	Dylan Naveau
Signature	
Date	11/8/25

Thank you for your participation in the NAIDOC Week events for 2025.

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

4.3 BUDGET REPORT

RECORD NUMBER: 2025/1720

AUTHOR: Rennie Johns, Community Services Administration Officer

EXECUTIVE SUMMARY

An update on the budget will be provided by the Treasurer and/or Co-Treasurer.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “14.2 Recognise and celebrate our Aboriginal culture”.

FINANCIAL IMPLICATIONS

Nil.

POLICY AND GOVERNANCE IMPLICATIONS

Nil.

RECOMMENDATION

That the information in the Budget Report be acknowledged.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council’s other key risk categories and the following comments are provided:

Service/Project Delivery	Nil.
Financial	Nil.
Reputation/Political	Nil.
Environment	Nil.
Compliance	Nil.
People & WHS	Nil.
Information Technology/Cyber Security	Nil.

SUPPORTING INFORMATION

Nil.

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4.4 ACTION PLAN

RECORD NUMBER: 2025/1721

AUTHOR: Rennie Johns, Community Services Administration Officer

EXECUTIVE SUMMARY

The Action Plan Review and Update will be a standard item at each meeting.

LINK TO DELIVERY/OPERATIONAL PLAN

The recommendation in this report relates to the Delivery/Operational Plan strategy “14.2 Recognise and celebrate our Aboriginal culture”.

FINANCIAL IMPLICATIONS

Items on the Action Plan will not necessarily be put into Council’s program of works or budget. Rather, the Action Plan will be used by the Committee and staff to provide suggestions for Council’s consideration and track specific tasks, projects or requests of the Committee.

Items may short-term or long-term goals or activities that can be worked on over time.

POLICY AND GOVERNANCE IMPLICATIONS

Nil.

RECOMMENDATION

That the NAIDOC Week Community Committee consider and discuss items on the Action Plan, and that the Action Plan be updated.

FURTHER CONSIDERATIONS

The recommendation of this report has been assessed against Council’s key risk categories and the following comments are provided:

Service/Project Delivery	Nil.
Financial	Nil.
Reputation/Political	Nil.
Environment	Nil.
Compliance	Nil.
People & WHS	Nil.
Information Technology/Cyber Security	Nil.

SUPPORTING INFORMATION

An update to the Committee’s Action Plan will be a standard item on every agenda for discussion and review. The Committee Clerk will ensure the Action Plan identifies possible budget and resourcing implications, and how an item links to Council’s Delivery/Operational Plan or could be proposed for future Delivery/Operational Plans.

ATTACHMENTS

- 1 Action Plan - NAIDOC Committee - 2025, D25/27784

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025

4.4 Action Plan

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025
Attachment 1 Action Plan - NAIDOC Committee - 2025
COMMUNITY COMMITTEE ACTION PLAN
NAIDOC WEEK

D25/27784

ACTION OR PROJECT	COMMUNITY STRATEGIC PLAN REFERENCE	TASKS	RESPONSIBILITY OF	COST IMPLICATIONS	START DATE	END DATE	COMMENTS/PROGRESS	UPDATED
Event Expressions of Interest	4.2. Deliver cultural facilities and programs that reflect the interests of a culturally diverse community.	Update EOI Form template	Clerk/Admin	Nil.	27/3/25	4/4/25	27 March 2025: EOI Form Template discussed by Committee. Document to be updated and circulated.	7/4/2025
							7/4/2025 EOI Form Template finalized and included in Agenda for 24 April 2025.	

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Event:	NAIDOC Ball and Awards			
Date:	25 October 2025			
Venue:	Ex Services Club			
Organiser:	Danielle Annesley and Danielle Trudget			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	Sponsorship of \$2000 for awards from Western NSW PHN confirmed on 5 June 2025. Funds will go towards sponsoring two significant award categories: the <i>Elder Award</i> and the <i>Black and Deadly Award</i> . See IC25/64200. 24 July 2025 EOI approved – started work on the dancers, Welcome to Country, Awards and guest speaker	Funding amount \$2000	Raise Invoice Danielle Annesley/Danille Trudget	
Jul				
Aug				
Sep				
Oct				

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DEBRIEF - Oct				
Event:	NAIROC			
Date:	22 October 2025			
Venue:	Orange Function Centre			
Organiser:	Corey McLean			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	No update			
Jul	2 July 2025: EOI from Corey McLean and Jo Wright has been approved. A committee consisting of Corey McLean, Jo Wright, Gerald Power, Kellie Lalor, Maddy Leonard, Jodie Stewart and Live Better will coordinate the NAIROC event. 24 July 2025 – sub committee has met		Committee Clerk to forward contact details to Chair	Completed
Aug				
Sep				

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Oct				
DEBRIEF - Oct				

Event:	Bundi Gillang			
Date:	23 October 2025			
Venue:	Art Gallery			
Organiser:	Jason French – Dark Horse Photography			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	EOI received			
Jul	2 July 2025: Waiting for the Orange Regional Gallery to confirm venue date 24 July 2025 – Date has been confirmed	NIL	Confirm venue	Venue and date confirmed
Aug				
Sep				

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Oct				
DEBRIEF - Oct				

Event:	NAIDOC Street March and Service Day			
Date:	20 October 2025			
Venue:	Robertson Park			
Organiser:	Community Development - Orange City Council			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	EOI Received			
Jul	2 July 2025: - Event Kit submitted - site plan planning - Traffic Management Plan approved - Information/invitation sent to schools - Graphics to update 2025 EOI for stalls - EOI from DCJ – Annette Uata to host the BBQs as part of the Service Day. 24 July 2025 – EOI for Stall holders has been sent out		- Site Plan - Service provider email - Welcome to Country/Smoking	

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Aug				
Sep				
Oct				
DEBRIEF - Oct				
Event:	Elders Lunch			
Date:	23 October 2025			
Venue:	TBC			
Organiser:	Live Better – Nikea Dixon			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	No update			
Jul	2 July 2025: EOI from Nikea Dixon is pending. Rex Cochrane confirmed an EOI will be submitted 24 July 2025		Submit EOI	

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	Elders have been consulted on food preferences Nikea is updating Elders list		NiKea Dixon	
Aug				
Sep				
Oct				
DEBRIEF - Oct				

Event:	Cricket Day			
Date:	24 October 2025			
Venue:	Wade Park			
Organiser:	Cricket NSW – Dylan Navean and Josh Willcox			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	No update			
Jul	2 July 2025:		Submit EOI	

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	EOI is pending. Representatives provided a verbal update on the proposed event. 24 July 2025 – No update provided			
Aug				
Sep				
Oct				
DEBRIEF - Oct				

Event:	Junior AECG Ball			
Date:	24 October 2025			
Venue:	Ex Services Club			
Organiser:	Amy Wilson			
Meeting Date:	Information:	Cost / Resources:	To Do / Action Items:	Update / Completed:
Mar	No Update.			
Apr	No Update.			
May	No Update.			
Jun	No update			

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Jul	2 July 2025: EOI is pending. Amy discussed her interest in hosting the Ball. The venue has been confirmed. 24 July – EOI and budget submitted and approved Photo booth to be combined with Awards night- sourcing		Submit EOI	
Aug				
Sep				
Oct				
DEBRIEF - Oct				

Calendar of Annual and Significant Events for Aboriginal and Torres Strait Islanders – 2025		
Date	Key Calendar Event Details	Information and updates on Event planning
26 Jan	Invasion Day/Survival Day – Sovereignty Day Annual events take place each year across the nation such as 'Yabun' in Sydney, the Survival Day Picnic on the Frankston Foreshore in Victoria, stalls and the Share the Spirit Festival in the Treasury Gardens, Victoria. The events celebrate Aboriginal and Torres Strait Islander culture and heritage. The events showcase all aspects of Aboriginal and Torres Strait Islander culture, including music, dance, food, language, politics, literature, and arts and crafts and are a wonderful opportunity to learn more about Australia's Aboriginal and Torres Strait Islander heritage.	

Attachment 2 Agenda of the Meeting of the NAIDOC Week Community Committee held on 28 August 2025
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Calendar of Annual and Significant Events for Aboriginal and Torres Strait Islanders – 2025		
Date	Key Calendar Event Details	Information and updates on Event planning
12 Feb	Freedom Ride On 12 February 1965, University of Sydney students inspired by equal rights activism in the United started a bus tour of western and coastal NSW with 3 key goals in mind: - draw attention to the poor state of Aboriginal health, education and housing - focus and attention on the social discrimination experienced by Aboriginal people to effect positive change - encourage and support Aboriginal people themselves to resist discrimination The Freedom Ride was led by Charles Perkins, an Arrente man born in Alice Springs who dedicated his life to advocating for Aboriginal rights. The Freedom Ride has an important place in the history of Australia and is remembered every February for fostering Aboriginal activism and raising much needed public attention on issues Aboriginal people continue to face today	
13 Feb	Anniversary of the National Apology On 13 February 2008 the Prime Minister, Kevin Rudd MP delivered his national apology to the Stolen Generations on behalf of the Australian Government. The apology marked an important milestone in Australia's history. By validating the experiences of the Stolen Generations, the foundations have been laid for healing to take place and for a reconciled Australia in which everyone belongs. www.nsdcc.org.au	
18 Mar	National Close the Gap Day – Indigenous Health Campaign The day gives people the opportunity to show their support for the Close the Gap Indigenous Health Equality Campaign which calls for closing the 17-year life expectancy gap between Aboriginal and Torres Strait Islanders and other Australians. http://www.indigenous.gov.au/health/	
21 Mar	Harmony Day Harmony Day, 21 March, celebrates Australia's cultural diversity. It's about inclusiveness, respect and a sense of belonging for everyone. It is a day for all Australians to embrace cultural diversity and to share what we have in common. The central message for Harmony Day is that 'everyone belongs', reinforcing the importance of inclusiveness to all Australians. http://www.harmony.gov.au/	
26 May	National Sorry Day The <i>Bringing them home</i> report recommended (Recommendation No 7.a) that a National Sorry Day be held each year on 26 May 'to commemorate the history of forcible removals and its effects'. As a result of this recommendation the community-based organisation the National Sorry Day Committee (NSDC) was formed. www.nsdcc.org.au	

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Calendar of Annual and Significant Events for Aboriginal and Torres Strait Islanders – 2025		
Date	Key Calendar Event Details	Information and updates on Event planning
27 May	1967 referendum In 1967 over 90% of Australians voted in a Referendum to remove clauses from the Australian Constitution which discriminated against Aboriginal and Torres Strait Islander Australians. The Referendum also gave the Commonwealth Government the power to make laws on behalf of Aboriginal and Torres Strait Islander people. http://www.naa.gov.au/collection/fact-sheets/fs150.aspx	
27 May – 3 June	National Reconciliation Week National Reconciliation Week is held annually and celebrates the rich culture and history of the First Australians. National Reconciliation Week began in 1996 to provide focus for nationwide reconciliation activities. National Reconciliation Week coincides with two significant dates in Australia's history which provide strong symbols of the aspirations for reconciliation. May 27 marks the anniversary of the 1967 Referendum and June 3 marks the anniversary of the High Court's judgment in the 1992 Mabo case. http://www.reconciliation.org.au/	
29 May	Indigenous Veterans Commemoration Service The ceremony continues to gather momentum since its inception in 2007, in uniting Australians to remember and honour the service and sacrifice of indigenous veterans. The exceptional guest speakers and their remarkable stories continue to inspire our youth, indigenous and non-indigenous alike. Since the Boer War, Aborigines and Torres Strait Islanders have fought for Australia. While exact numbers will never be known, it is estimated that 500-800 Aboriginal diggers served in World War I. Five Aboriginal diggers are known to have died fighting at Gallipoli. Anywhere from 3,000-6,000 served in World War II, and in proportion to population, no community in Australia contributed more to the war effort than the Islanders of the Torres Strait. The proud tradition of indigenous service continues today. https://www.rslnsw.org.au/events/indigenous-veterans-commemoration-service/	
3 Jun	Mabo Day Mabo Day is held on 3 June to celebrate Eddie Mabo, who helped overturn 'terra nullius' in a ten year campaign through the courts ending in the historic High Court Mabo Judgment.	
10 June	Myall Creek Massacre (1838) – Memorial Ceremony In 1838 white settlers murdered 28 Aboriginal men, women and children near Myall Creek Station. The massacre is a harrowing reminder of Australia's colonial violence and one of the rare cases where killers were tried and hanged.	

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Calendar of Annual and Significant Events for Aboriginal and Torres Strait Islanders – 2025		
Date	Key Calendar Event Details	Information and updates on Event planning
1 July	Coming of the Light This is a particular day of significance for Torres Strait Islander Australians. It marks the day the London Missionary Society first arrived in the Torres Strait. The missionaries landed at Erub Island on 1 July 1871. Religious and cultural ceremonies are held by Torres Strait Islander Christians across the Torres Strait and on the mainland to commemorate this day.	
7 to 14 July	National NAIDOC Week 2024 The 2024 theme is <i>"Keep the Fire Burning! Blak, Loud and Proud"</i> .	
4 Aug	National Aboriginal and Torres Strait Islander Children's Day An annual event established by SNAICC in 1988 to highlight the significance of Aboriginal and Torres Strait Islander children. SNAICC encourages all Aboriginal and Torres Strait Islander community organisations, mainstream child and family services, government and early childhood services, schools and any other key stakeholders to celebrate this day.	
9 Aug	International Day of the World's Indigenous Peoples The International Day of the World's Indigenous Peoples is observed on August 9 each year to promote and protect the rights of the world's indigenous population. This event also recognises the achievements and contributions that indigenous people make to improve world issues such as environmental protection. It was first pronounced by the General Assembly of the United Nations in December 1994, marking the day of the first meeting of the UN Working Group on Indigenous Populations of the Sub-commission on the Promotion and Protection of Human Rights, in 1982.	
First Wed in Sep 1 Sep	Indigenous Literacy Day Indigenous Literacy Day aims to help raise funds to raise literacy levels and improve the lives and opportunities of Indigenous Australians living in remote and isolated regions. We need your support to help raise funds to buy books and literacy resources for children in these communities. http://www.communityservices.act.gov.au/atsia/significant_dates	
13 Sep	Anniversary of the UN Declaration on the Rights of Indigenous People The United Nations Declaration on the Rights of Indigenous Peoples was adopted by the United Nations General Assembly during its 61st session at UN Headquarters in New York City on 13 September 2007.	

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Calendar of Annual and Significant Events for Aboriginal and Torres Strait Islanders – 2025		
Date	Key Calendar Event Details	Information and updates on Event planning
Nov	National Dreamtime Awards The National Dreamtime Awards, known simply as the Dreamtime Awards, are an annual celebration of Australian Aboriginal and Torres Strait Islander achievement in sport, arts, academic and community. The National Dreamtime Awards were launched to fill the void in recognising indigenous achievements as a result of the 2013 cessation of the Deadly Awards.^[1] A panel of experts judges the final winners in each category, determined by nomination and voting process through online and media partners.	

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SUPPORTING INFORMATION ON COMPLETING AND UPDATING THE ACTION PLAN

The Community Committee Action Plan outlines what the committee will contribute during the Council term. It should be **updated at least after each meeting**, and otherwise as required.

This template is provided to assist in developing the action plan, and to provide consistency across all community committees.

Action/Project: The general activity or project that the committee is providing advice and information on for Council, or is going to undertake themselves.

Community Strategic Plan Reference: The Community Strategic Plan is Council's chief planning document. It outlines the aspirations and needs of the Orange community and is a 10-year plan to guide Council and community activity. Linking activities to the goals outlined in this plan helps keep everyone working toward the same vision.

Tasks: These are the individual tasks that need to be undertaken to complete the action or project successfully. There may only be one task, or there may be several tasks included in a project.

Responsibility of: Is this an action or project that Council and its staff are responsible for, or is this something the community committee is going to undertake?

Cost Implications: Are there any costs involved with the project? If any recommendations are being made that impact the already approved Council budget, this needs to go to a full general Council meeting for discussion and resolution.

Start and End Dates: Some activities will be short term activities, some will be for a much longer period, perhaps even across the entire Council term. Providing start and end dates gives the committee (and Council) a timeline and targets to work towards. Dates can always be adjusted as needed.

Comments/Progress: Any time there is movement or progress regarding an action or project, it is recorded to keep track of where it is up to and what needs to happen next.

Updated: Record the date of when the last changes to an activity or project were made. This will help identify any projects or initiatives that may have stalled and need action to be moved along.