



DISABILITY ACCESS AND INCLUSION PLAN

2017 - 2022

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THE SHIRE OF WAROONA'S DISABILITY ACCESS AND INCLUSION PLAN

The Shire of Waroona's Disability Access and Inclusion Plan was first adopted in 1995 and has been a guide to ensure that people with disability are included and can access and use facilities, services and functions provided by the Shire of Waroona. This Plan is reviewed annually, at which time it may be amended and extended as new strategies are identified and priorities change.

Following extensive community consultation, the vision for the Shire of Waroona that emerged encompasses many and varied views but there are consistent messages that people expressed. In summary this is:

- We want the Shire of Waroona to be a vibrant place with a dynamic rural economy, building on existing strengths and new opportunities that align with the vision.
- We value the unique aspects of our natural environment, coast and countryside and want to see them conserved and appreciated by all residents and visitors.
- We wish to have access to services and facilities that suit the needs of all our citizens.
- We want to be a strong and resilient community that celebrates its past but looks to the future.

In the Strategy Community Plan our community has also identified it would like the Shire managed through the continuous improvement of equal access planning, which includes the review of disability access throughout the Shire of Waroona. The review of this plan forms part of that process.

The Shire of Waroona acknowledges the input received from individuals and groups within the community which has assisted greatly in the preparation of this document.

BACKGROUND

The Shire of Waroona

The Shire of Waroona is a well-established, small rural Shire situated 108 km south of Perth covering an area of 835 square kilometres. The main town and administrative centre of the Shire, Waroona, is situated in a central location 32 km from the coast to the west and 24 km from the eastern boundary with the Shire of Boddington. The South Western Highway runs through the commercial precinct of the Waroona townsite.

Townsites in the Shire include Waroona, Hamel, Preston Beach, Lake Clifton, Nanga Brook, and Wagerup each having its own special characteristics. A significant proportion of the Shire is taken up by State Forest, Water Catchment, and National Parks with local industries including Dairying, Tourism, Timber, Vegetables, Beef, Engineering, Earthmoving, Mining and the Wagerup Alumina Refinery.

Over the last 10 years the population has remained relatively steady with the Australian Bureau of Statistics figures as per the last Census standing at approx. 4,150.

FUNCTIONS, FACILITIES AND SERVICES (BOTH IN-HOUSE AND CONTRACTED) PROVIDED BY THE SHIRE OF WAROONA

The Shire of Waroona is responsible for a range of functions, facilities and services including:

Services to property & environment:

- Consultation, provision and maintenance of roads, footpaths, cycle ways and dual use paths.
- Maintenance of community buildings and facilities for sporting groups.
- Maintenance of playing areas and playgrounds, reserves, parks and sports grounds.
- Land drainage and development.
- Waste Management – collections, disposal and recycling.
- Street cleaning and litter control.
- Planting and caring for street trees.
- Installation of signs and number of building lots, including Rural Street numbering.
- Bush Fire Control.

Services to the community:

- Recreation and Aquatic Centre
- Public Library
- Provision of playing areas and playgrounds, reserves, parks and gardens, sports grounds and facilities for sporting and cultural groups
- Community Health & Resource Centre
- Town Hall and Amphitheatre with surrounding recreational area (Drakesbrook Place)
- Information Services – website
- Internet access via Library
- Environmental Health Services
- Senior Citizens Centre
- Youth Services
- Family Support Services
- Community Resource / Telecentre
- Citizenship Ceremonies

Regulatory services:

- Planning of road systems, subdivisions and town planning schemes
- Building investigations, approvals for construction, additions or alterations to buildings
- Compliance services for swimming pool barriers and noise pollution
- Ranger services, including dog control, parking maintenance/control and bush fire control
- Maintaining the Parks and Gardens of the Shire

General administration:

- Public Information Service
- Lodging of Complaints
- Electors meetings
- Ordinary and Special Council meetings
- Payment of fees (eg, rates, dog registrations etc)
- Election of Council Members
- Community consultations

PEOPLE WITH DISABILITY IN THE SHIRE OF WAROONA

The residential population of the Shire of Waroona is currently estimated to around 4,150 (ABS 2016). According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2009), 18.5% of Australians identify themselves as having some form of disability.

It is estimated that a population growth within the Shire will include a percentage of people with some form of disability that will require individual special needs that need to be catered for in the Shire's planning and development.

According to the ABS survey, around 40% of Australians aged between 65 and 69 identified themselves as having a disability. The rate of disability increased with age. Almost nine in ten people aged 90 and over (88%) had a disability, compared with 3.4% of those aged four years and under. The seasonal influx of tourists, including tourist with a disability, must also be considered.

PLANNING FOR BETTER ACCESS

It is a requirement of the Disability Services Act 1993 that all Local Government authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the authority will ensure that people with a disability have equal access to its facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act 1984 and the Disability Discrimination Act 1992 (DDA). While Action Plans are not compulsory under the DDA, they can assist organisations become more accessible and inclusive, and can provide some clarity during disability discrimination proceedings. A DAIP may also satisfy the DDA's requirements for Action Plans.

PROGRESS SINCE 1995 UNDER THE DISABILITY SERVICE PLAN

The Shire of Waroona is committed to facilitating the inclusion of people with a disability through the improvement of access to its facilities and services. Towards this goal the Shire adopted its first Disability Service Plan (DSP) in 1995 to address the barriers within the community for people with disability. The DSP addressed both its statutory requirements under the WA Disability Services Act 1993 and its obligations under the Disability Discrimination Act 1992. The DSP has undergone four internal reviews since 1995.

Since the adoption of the initial DSP, the Shire has implemented many initiatives and made significant progress towards better access. Our biggest achievement was the completion of the new Waroona Health & Community Resource Centre which was architecturally designed to meet the latest Australian Standards and Building Code requirements for disability access. Some of these features include:

- Automatic doors
- Tactile signs
- Disabled toilets
- Ground level paths and ramps

These features make meeting rooms, Telecentre, consulting rooms and activity rooms readily accessible for the wider community.

Other objectives and strategies that have been implemented to assist with facilities and services to meet the needs of people with a disability are:

- Provision of additional disabled parking bays and vertical signage at the Recreation Centre.
- Levelled out pathway areas.
- Ramps and parking bays for disabled persons have been made available at Council owned buildings.
- Footpath surfaces within the Shire are progressively being upgraded to assist disabled persons and kerb ramp access provided where appropriate.
- Suitable disabled access made available at the public toilets adjacent to the Shire's Memorial Hall.
- New toilet building at Preston Beach with access ramp.

- Policy being developed so that all ongoing information relating to disabled facilities can be provided to the community about the functions it performs and the services and facilities it provides in a clear form and in concise language.
- All Local Government Elections are now conducted by Postal Vote process.

ANTI DISCRIMINATION ACCESS & INCLUSION POLICY STATEMENT FOR PEOPLE WITH DISABILITY, THEIR FAMILIES AND CARERS

The Shire of Waroona believes that people with a disability, their families and carers who live in country areas should be supported to remain in the community of their choice.

A disability is any continuing condition that restricts everyday activities. The Disability Services Act 1993 defines “disability” as meaning a disability:

- which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- which is permanent or likely to be permanent;
- which may or may not be of a chronic or episodic nature; and
- which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.

Disability can result in a person having a substantially reduced capacity for communication, social interaction, learning or mobility and a need for continuing support services in daily life.

With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome.

The Shire of Waroona recognises that people with a disability are valued members of the community who make a variety of contributions to local social, economic and cultural life. The Shire believes that a community that recognises its diversity and supports the participation and inclusion of all of its members makes for a richer community life.

The Shire of Waroona is committed to consulting with people with a disability, their families and carers and where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately.

A key aim for the Shire of Waroona is maintaining and improving the quality of life of its residents by creating an accessible community in which information, services, facilities programs, decision-making processes and

other activities are open and available to all residents, in an effort to provide equal opportunities, rights and responsibilities and the equitable distribution of resources.

The Shire of Waroona is committed to ensuring that its agents and contractors work towards the desired outcomes in the DAIP.

The Shire of Waroona is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with a disability through improved access to facilities and services in the community.

Anti-Discrimination Legislation

Major Legislative changes have occurred over the past decade with the aim of eliminating discrimination against people with a disability and improving services for people with a disability in Australia. It is now against the law to discriminate against people with disability.

The Disability Discrimination Act 1992 and the Disability Services Act 1993 are far reaching in terms of their implications and regulations. Access for people with a disability should as far as practical, be provided on the same basis as it is for the other members of society. Above all it is no longer acceptable to achieve minimum requirements. Anti-discrimination legislation encourages innovation in approach and the adoption of good practice solutions based on a policy of inclusion.

The Shire of Waroona refers to the following legislation, ensuring that all employees and Elected Members are aware of the Disability Access and Inclusion Plan, anti-discrimination (including discrimination against people with disability) and their responsibilities within their roles at the Shire of Waroona to ensure that their service is accessible.

The Disability Discrimination Act 1992

The Disability Discrimination Act 1992 (DDA) was passed by the Commonwealth Government in October 1992. It fulfils Australia's International obligation to implement the United Nations declaration that:

“The right to have access to goods and services is a basic human right possessed by all people, regardless of whether or not they have a disability.”

The DDA has three key aims, which are to:

- Eliminate discrimination against people on the grounds of disability in specified areas;
- Ensure that people with disability have a right to equal treatment before the law; and
- Promote community understanding that people with disability have the same fundamental rights as the rest of the community.

Scope of Act

Areas of life where the Disability Discrimination Act 1992 makes discrimination on the grounds of disability unlawful are:

- Access to premises used by the public;
- Provision of goods, services and facilities;
- Employment;
- Education;
- Accommodation;
- Buying or selling land;
- Activities of Clubs;
- Sport; and
- Administration of Commonwealth Government Laws and Programs.

A person who believes they have suffered discrimination may make a complaint to the Human Rights and Equal Opportunity Commission (HREOC). Enquiries can be directed to the Sussex Street Community Law Service, Perth on telephone (08) 6253 9500 or TTY: (08) 9470 2831 or Country Callers & IDAS: 1300 648 655 or by email: Legal@sscls.asn.au

Definition of Disability

The Act incorporates a broad definition of disability which includes:

- Physical
- Intellectual
- Psychiatric
- Sensory
- Neurological
- Learning
- Disease causing organisms

It covers disability which people have now, have had in the past, may have in the future and are believed to have, and covers discrimination against people with a disability because they:

- Are accompanied by an assistant, interpreter or reader, or by a trained animal such as a Guide or Hearing Dog; or
- Use equipment or an aid.

The Disability Discrimination Act 1992 also protects carers, friends, relatives or co-workers or a person with a disability if they are discriminated against because of the person's disability. The Act does not require that a person with a disability be treated more favourably than others, rather, that he or she does not receive less than fair treatment because of his/her disability.

A person with a disability has the right to complain to the Commissioner of Equal Opportunity in Western Australia, if they believe that they have been discriminated against by a public authority because of their impairment.

The Western Australian Disability Services Act 1993

The Western Australian Disability Services Act 1993 contains a commitment to ensuring that people with a disability have the same rights, opportunities and choices as other community members. The Act includes a requirement that public authorities prepare disability service plans.

Each plan is to outline how the public authority will ensure that people with a disability, their families and carers have access to their services. Authorities were required to lodge Disability Service Plans with the DSC prior to 1 January 1996 and then to report annually on the implementation of these plans. Disability Service Plans can also be lodged as an Action Plan for the DDA with the Human Rights and Equal Opportunity Commission as long as they meet the requirements for Action Plans.

The Shire of Waroona's Disability Services Plan has been reviewed and an updated Disability Access and Inclusion Plan for 2012-2017 includes these anti-discrimination and access and equity statements.

The Shire of Waroona seeks to eliminate any potential discrimination through:

- Supporting and promoting harmonious community relations
- Commitment to the elimination of all forms of racism and other discrimination within its community
- Recognising the need to plan and develop services in a way which counters racist, ageist, sexist and other discriminatory role stereotyping, e.g.: women as carers and people with disability as passive and dependent
- Covering anti-discrimination Legislation in training and workshop sessions.

DEVELOPMENT OF THE DISABILITY ACCESS AND INCLUSION PLAN

Responsibility for implementing the DAIP

It is a requirement of the Disability Services Act 1993 that public authorities must take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

Implementation of the DAIP is the responsibility of all areas of Council. Some actions in the Action Plan will apply to all areas of Council while others will apply to a specific area.

Communicating the plan to staff and people with disability

- In 2017 the Shire reviewed its Disability Access and Inclusion Plan and in October 2017 the reviewed Plan was finalised and formally endorsed by Council.
- Council has advised, through the local print media that copies of the Plan are available to the community upon request and in alternative formats if required, including hard copy in standard and large print, by email and on the Shire's website.
- As Plans are amended both staff and the community will be advised of the availability of updated Plans, using the same methods.

Review and evaluation mechanisms

The Disability Services Act 1993 sets out the minimum requirements for public authorities in relation to DAIPs. The Shire's DAIP will be reviewed at least every 5 years, in accordance with the Act. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues which may arise. Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

REPORTING ON THE DAIP

The Disability Services Act 1993 sets out the minimum reporting requirements for public authorities in relation to DAIPs.

Council will report on the implementation of its DAIP through its Annual Report and the prescribed proforma to the Disability Services Commission by 31 July each year, outlining:

- Its progress towards the desired outcomes of its DAIP;
- The progress of its agents and contractors towards meeting the six desired outcomes; and
- The strategies it used to inform its agents and contractors of its DAIP.

STRATEGIES TO IMPROVE ACCESS AND INCLUSION

As a result of the consultation process the following overarching strategies will guide tasks, reflected in the Implementation Plan, that the Shire of Waroona may undertake from 2017-2022 to improve access to its services, buildings and information. The seven desired outcomes provide a framework for improving access and inclusion for people with a disability in the Shire of Waroona.

The Shire of Waroona is committed to achieving the following desired outcomes of its DAIP.

Outcome 1: People with a disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Waroona.

- The Shire will endeavour to be adaptable in responding to the barriers experienced by people with various disabilities, including people with physical, sensory, cognitive and psychiatric disability.
- The Shire will ensure that all policies and practices that govern the operation of Shire facilities, functions and services are consistent with Council's Policy on access.

Outcome 2: People with a disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Waroona.

- The Shire undertakes to incorporate the priorities regarding access for people with a disability, identified during the consultations, into its submission for its capital works improvement program. Modifications will commence as funds are made available.
- The Shire undertakes to liaise with developers to increase their awareness of the access requirements of people with a disability.

Outcome 3: People with a disability receive information from the Shire of Waroona in a format that will enable them to access the information as readily as other people are able to access it.

- The Shire will produce all of its information on Shire facilities, functions and services using clear and concise language.
- The Shire will advise the community that, upon request, information about Council functions, facilities and services can be made available in alternative formats, such as large print.

Outcome 4: People with a disability receive the same level and quality of service from the staff of the Shire of Waroona as other people receive from the staff of the Shire of Waroona.

- The Shire undertake to ensure that staff are aware of the key access needs of residents with a disability and people with a disability who visit the Local Government area in relation to the provision of all services.
- Where required, the Shire seek expert advice from the disability field on how to meet the access needs of people with a disability.

Outcome 5: People with a disability have the same opportunities as other people to make complaints to the Shire of Waroona.

- The Shire will ensure that information is available in clear and concise language on how residents can participate in decision making processes, public consultations and grievance mechanisms.
- The Shire will advise the community that this information can be made available in alternative formats upon request.

Outcome 6: People with a disability have the same opportunities as other people to participate in any public consultation by the Shire of Waroona

- The Shire will ensure that information is available in clear and concise language on how residents can participate in decision making processes, public consultations and grievance mechanisms.
- The Shire will advise the community that this information can be made available in alternative formats upon request.
- The Shire shall undertake to support people with a disability to attend meetings of Council.

Outcome 7: People with a disability have the same opportunities as other people to obtain and maintain employment with the Shire of Waroona.

- The Shire will ensure that the Shire's recruitment policies, procedures and practices actively encourage and include people with a disability.
- The Shire will ensure Shire staff responsible for recruitment are adequately trained to encourage and include people with a disability.
- The Shire will provide employment, work experience, volunteer and traineeship opportunities for people with a disability.

OBJECTIVES AND STRATEGIES IDENTIFIED TO OVERCOME BARRIERS

Outcome 1: People with a disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Waroona.

Objective: Council to adapt services to ensure that they are accessible to people with a disability.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Install Automatic Doors to: • Shire Administration Office • Waroona Visitor Centre	Doors are not compliant with current Building Code.	Budget for upgraded doors to make accessible.	2018/19	Manager Development Services
Recreation Centre	New staff may be unsure about how to integrate a person with a disability into recreational activities.	Shire staff and community organisation representatives will be encouraged to seek the assistance of appropriate organisations regarding the formulation of a strategy which can be used to assist disabled persons to use facilities and integrate into the community.	Ongoing	Recreation Centre Manager
Parking	Parking bays and signage	Provide additional parking bays and vertical signage at Shire facilities.	This strategy has been activated. Ongoing	Manager Works & Services

Outcome 2: People with a disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Waroona.

Objective: Council to ensure that Council public buildings and recreational areas are accessible.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Services located in Council offices and Library		The relevant Australian Standards will be consulted in the development and implementation of the following strategies.		
Community Facilities: Shire Halls and other Public Buildings	<ul style="list-style-type: none"> ➤ Disabled access to buildings restricted due to age of building and design. ➤ Ablutions not suitable for use by disabled persons. 	<ul style="list-style-type: none"> ➤ Ramps to be provided, steps to be suitably marked and doors to be widened where appropriate. ➤ Door furniture to be replaced to ensure easier use by the disabled. ➤ Ablution buildings to be upgraded to allow for use by the disabled. 	Ongoing	Manager Development Services
Footpaths	Where existing footpaths have barrier kerbing and uneven surfaces, access and use by the disabled is hindered.	<ul style="list-style-type: none"> ➤ Footpath surfaces to be progressively upgraded. ➤ Kerb ramp access to be provided where appropriate. 	Progressively ongoing	Manager Works & Services

Outcome 3: People with a disability receive information from the Shire of Waroona in a format that will enable them to access the information as readily as other people are able to access it.

Objective: All information about Council functions, facilities and services to use clear and concise language and to be made available in accessible formats.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Applies to all Council Functions, Facilities & Services	Information about all Council Functions, Facilities and Services may not always be written in clear and concise language and may not be available in formats that are accessible for people with disability	Shire staff are to ensure that all information about the functions Council performs and the services and facilities it provides, is to be made available to the community in clear form and in concise language.	Ongoing through the Customer Service Charter	All Directors and Managers

Outcome 4: People with a disability receive the same level and quality of service from the staff of the Shire of Waroona as other people receive from the staff of the Shire of Waroona.

Objective: Council Officers to be equipped with information and skills to enable them to appropriately provide advice and services to people with disability.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Applies to all Council Functions, Facilities and Services	<p>New staff may not be not sure how to talk to someone with an intellectual disability.</p> <p>Staff may not be sure how to speak to persons with hearing or sight problems.</p>	Key shire staff to have disability awareness training.	Ongoing	All Directors and Managers

Outcome 5: People with a disability have the same opportunities as other people to make complaints to the Shire of Waroona.

Objective: Council to ensure that information is available in alternative form and to support people with disability to understand the process of Local Government.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Process of Local Government	Lack of information about the process of Local Government and how the community can access the decision making process.	The Shire will provide all information in accessible locations and in clear and concise language.	Ongoing	All Directors and Managers

Outcome 6: People with a disability have the same opportunities as other people to participate in any public consultation by the Shire of Waroona

Objective: Council to ensure that information is available in alternative form and to support people with disability to understand the process of Local Government.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Process of Local Government	Voting facilities not designed for people in wheelchairs.	Council will provide voting booths to cater for people in wheelchairs. Council will provide all information in accessible locations and in clear and concise language.	Postal Elections are now undertaken for Local Government Elections. Ongoing.	Director Corporate Services

Outcome 7: People with a disability have the same opportunities as other people to obtain and maintain employment with the Shire of Waroona.

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	TASK TIMELINE	RESPONSIBILITY
Employment processes of Local Government	Stigma suffered by people with a disability.	Ensure that the Shire's recruitment policies, procedures and practices actively encourage and include people with a disability.	Ongoing	Director Corporate Services
Employment processes of Local Government	Lack of awareness of the needs of potential employees with a disability.	Ensure Shire staff responsible for recruitment are adequately trained to encourage and include people with a disability.	Ongoing	All Directors and Managers
Employment processes of Local Government	Limited opportunities to people with a disability to be involved in Shire projects.	Provide employment, work experience, volunteer and traineeship opportunities for people with a disability.	Ongoing	All Directors and Managers