

Disability Access and Inclusion Plan

2023-2028

This DAIP is available in other formats upon request including large print, electronically by email, in audio format and on the Shire's website at www.kondinin.wa.gov.au



SHIRE OF
KONDININ

Forward

I am pleased to present the Shire of Kondinin's Disability Access and Inclusion Plan (DAIP) 2023-2028.

The Plan reflects the Shire of Kondinin's commitment to creating a more inclusive and accessible community for all residents and visitors. In this plan you will find a roadmap that outlines our goals and strategies for improving access to all Council venues, services and facilities for all users regardless of their age or ability. In line with our Strategic Community Plan 2022-2032 priorities, it is important that the Shire recognises that *'all community members have the opportunity to be active engaged and connected'* with the local community in meaningful ways that have an impact on the social, cultural and economic life in the Shire of Kondinin.

The purpose of the Plan is to identify barriers to access and propose solutions to ensure that everyone has equal access to services and facilities. The Plan will be subject to an annual review by Council, with a new Plan drafted every five years. In addition, the Plan assists the Shire to meet its obligation under the Western Australian Disability Services Act 1993, Disability Discrimination Act (1992) and the Equal Opportunity Amendment Act Western Australia (1984).

The actions outlined in our new DAIP will ensure we continue to work towards increasing participation and improving access and inclusion for all.

As a final point I acknowledge all the community members who participated in our public consultation and provided invaluable feedback to assist in the development of this Plan.

Kent Mouritz
Shire President

1. BACKGROUND

1.1 What is a Disability Access and Inclusion Plan?

A Disability Access and Inclusion Plan (DAIP) ensures that barriers to participation and inclusion are addressed to support an accessible and inclusive community.

The Western Australian Disability Services Act (1993) requires all Local Governments to develop and implement a Disability Access and Inclusion Plan (DAIP) to ensure that people with disabilities have equal access to facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act (1984) and the Commonwealth Disability Discrimination Act (1992).

The Shire of Kondinin has adopted the following Disability Access & Inclusion Plan to ensure that people with disability can access council facilities, functions and services. The Disability Access and Inclusion Plan is subject to annual review and may be amended and extended as priorities and needs change in the future.

The Plan includes:

- Information on council functions, facilities and services (both in-house and contracted).
- Significant achievements of the Shire of Kondinin's 2018-2023 DAIP.
- A policy statement about council's commitment to addressing the issue of access for people with disability, their families, carers, disability organisations and relevant community groups.
- The key outcomes of a Disability Access and Inclusion Plan.
- A description of how this DAIP was developed and collated.
- A description of the process used to consult with people with disability, their families, carers, disability organisations and relevant community groups.
- The identification of objectives and strategies to overcome barriers that people with disability identified during the consultation process.
- A method of review and evaluation of the plan.
- Information about how the plan is being communicated to staff and people with disability.

1.2 Snapshot of the Shire of Kondinin

The Shire of Kondinin is a small rural local government authority, located in the Wheatbelt, comprising of an area of 7340 square kilometres with an approximate population of 847 people (ABS, 2021 Census). The shire consists of 3 townships namely Kondinin, Karlgarin and Hyden. Agriculture (cropping and livestock) has historically been the cornerstone of the Shire of Kondinin's economy and remains the dominant industry, with tourism becoming an additional focus in recent years.

Analysis of the age groups within the Shire of Kondinin in 2021 compared to Regional WA shows that there was a higher proportion of people in the older age groups (60+ years). Overall 28.4% were aged 60 years and over.

13.2% of the population of the Shire of Kondinin reported that they provided unpaid care for someone with a disability, long-term illness or an elderly person (ABS, 2021 Census).

1.3 Functions, Facilities and Services (both in-house and contracted) provided by the Shire of Kondinin

Services to Property: construction and maintenance of roads, footpaths and cycle facilities, land drainage and development, waste collection and disposal, litter control, street cleaning, planting and caring for trees, street lighting and bushfire control.

Services to the Community: including provision and maintenance of playing areas and reserves, parks and gardens, management of the two swimming pools, library and information services, medical centre, environmental health services and engineering services.

Regulatory Services: including town planning, environmental health, building approvals for construction, additions and alterations and ranger services.

General Administration: including the provision of general information to the public and the lodging of complaints, vehicle licensing, payment of rates and inspection services.

Governance: including ordinary and special council and committee meetings, elector meetings and election of council members.

1.4 Significant achievements of the Shire of Kondinin Disability Access and Inclusion Plan 2018-2023

Since 2018 the Shire of Kondinin has developed and implemented plans to improve access and inclusion including:

- New shared access pathways and ramps have been constructed to improve access around all three town sites.
- Upgrades to the Kondinin Recreation Centre comprising of the installation of Universal Access toilet facilities, ambulant toilets and compliant emergency access doors.
- New access options have been implemented at annual Shire events. For example additional courtesy vehicle pick-ups to get attendees to the Anzac Day Dawn Service have been organised.
- An online booking system has been implemented for short stay accommodation at the Kondinin Caravan Park.
- Upgrades to the Hyden Pool comprising of ambulant and disability accessible toilets and changing room facilities.
- Hand rails have been installed at public toilet facilities around the Shire.
- Accessible water fountains have been installed at the Hyden Pavilion and Wave Rock.
- New main entrance door at the Hyden Recreation Centre that is disability compliant.
- Initial plans have been devised for proposed upgrades to the Kondinin Pavilion, which include a new unisex changing room facility, compliant universal access toilet and shower facilities and compliant ambulant toilet facilities.

- Automatic Door installed at the Medical Centre in Kondinin
- Completed construction of four aged care units at West Court (Kondinin) and Whispering Gums (Hyden), which are both disability compliant.
- The desk at the Hyden Library office has been lowered for more universal access.

1.5 Disability Access and Inclusion Policy Statement

The Shire of Kondinin is committed to ensuring that it is an accessible community for people with disability, their families and carers.

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

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

1.6 Key DAIP Outcomes

The Shire of Kondinin are committed to the following outcomes:

1. People with disability have the same opportunities to access the services of, and any events organised by, the Shire of Kondinin.
2. People with disability have the same opportunities to access the buildings and other facilities within the Shire of Kondinin.
3. People with disability receive information from the relevant public authority in a format that will enable them to access the information as readily as others.
4. People with disability receive the same level and quality of service from the staff of the Shire of Kondinin.
5. People with disability have the same opportunities to make complaints to the Shire of Kondinin.
6. People with disability have the same opportunities to participate in any public consultation by the Shire of Kondinin.
7. People with disability have the same opportunities to obtain and maintain employment with the Shire of Kondinin.

2. DEVELOPMENT OF THE DISABILITY ACCESS AND INCLUSION PLAN

2.1 Responsibility for the planning process

The Chief Executive Officer has responsibility to oversee the development, implementation, review and evaluation of the plan. The final plan is endorsed by Council and it is the responsibility of all employees to implement the relevant actions.

2.2 Community consultation process

The Disability Services Act Regulations (2004) set out the minimum consultation requirements for public authorities in relation to Disability Access and Inclusion Plans (DAIPs). Local Governments must call for submissions (either general or specific) by notice in a newspaper circulating in the Local Government area or on any website maintained by or on behalf of the Local Government.

In the compiling of the Shire's 2023 DAIP, the Shire undertook the following consultation methods:

- Notification of the Shire's intent to review its current DAIP was published in the Shire Newsletter, the Shire's social media, and through other local publications such as the Hyden Householder and the Kondinin Calendar.
- The community was advised, through the formats listed above, that they could provide input into the DAIP by completing an online survey, collecting a printed copy of the survey from the Shire offices or by writing a submission to or calling the Shire's Community Development Officer.
- A notice was included on the Shire's website (www.kondinin.wa.gov.au) detailing the Shire's proposal to review its DAIP.
- Direct contact was made with relevant service providers within the Shire, including Kondinin Aged Care Facility, Home and Community Care, Westcourt Retirement Village, Silver Chain and Kondinin Hospital.

2.3 Findings of the consultation

The consultation provided staff and community members with an opportunity to comment on the plan. While the review and consultation noted a great deal of achievement in improving access it also identified a range of barriers that require redress. Access barriers and other requests included:

- Improving the access to all Shire buildings and facilities.
- Implement an elective register to assist with evacuations.
- Continue to upgrade pathways in the Shire.
- Reassess the door frames at the entrance to Shire buildings and facilities. Consider ramps instead.
- Distribution of all Shire notices to be made available in large print.
- Implementation of disability and access training for all staff.

- Reassess how we deliver information to community members who do not have a computer.
- Improve signage to Shire facilities.
- Improve the door handles on Shire ablution facilities.
- Lower the height of the front counter at the Kondinin Office.
- Implement audio links to tourism brochures and Shire publications.
- Implement a suggestion/feedback box at physical locations.
- Continue to audit accessibility to buildings and facilities to ensure funding is allocated for improvements.

The barriers have been prioritised in order of importance, which assists setting timeframes for the completion of strategies to overcome those access barriers.

3. REVIEW AND EVALUATION PROCESS

3.1 Review and Monitoring

The Disability Services Act requires that the DAIP be reviewed at least every 5 years. Whenever the DAIP is amended a copy of the amended plan must be lodged with the Department of Communities, Disability Services. The Implementation Plan can be updated more frequently if desired. The DAIP Implementation Plan is an internal document that assists the Shire to implement progress of the DAIP and will be amended annually to reflect budget considerations, progress and any access and inclusion issues or initiatives which may arise. Council will meet annually to review progress on the implementation of the strategies identified in the disabilities service plan.

3.2 Communicating the Plan

The DAIP will be circulated in the local news publications, the *Kondinin Calendar* and the *Householder*. In addition the new DAIP will be published in the Shire's monthly newsletter *The Weekly Echo* and on the Shire of Kondinin's website and advertised on the Shire's social media accounts. Printed copies of the plan will be available in alternative formats such as large print, electronic format, audio or Braille by request. A printed copy of the DAIP will be available from the Shire administration for client reference.

3.3 Reporting on the DAIP

The Shire of Kondinin will review the DAIP every five years as required by the Disability Services Act 1993. Council will assist with the review and implementation of the Plan. The Shire of Kondinin will report on the implementation of the DAIP through the annual progress report to the Disability Services Commission.

4. OBJECTIVES AND STRATEGIES IDENTIFIED TO OVERCOME BARRIERS

Outcome 1:

People with disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Kondinin.

STRATEGY	TIMELINE
Ensure that people with disability are provided with an opportunity to comment on access to services.	Annually Ongoing
Develop the links between the DAIP and other Council plans and strategies.	Ongoing
Council will ensure that any events are organised so that they are accessible to people with disability.	Ongoing
Monitor the Shire facilities to ensure equitable access and inclusion.	Annually
Monitor Shire support services to ensure equitable access and inclusion.	Annually

Outcome 2:

People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Kondinin.

STRATEGY	TIMELINE
Ensure all buildings and facilities, including public toilets, are physically accessible to people with disability within existing resources	Ongoing
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	Ongoing
Continue to ensure all premises and other infrastructure related to transport facilities is accessible.	Ongoing
Ensure additional adequate priority parking to meet the demand of people with disability in terms of quantity and location.	Ongoing
Continue to advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	Ongoing
Ensure that parks and reserves remain accessible.	Ongoing

Outcome 3:

People with disability receive information from a public authority in a format that will enable them to access the information.

STRATEGY	TIMELINE
Ensure information on Council and Shire service and facilities is available and accessible in a range of formats by all sectors of the community	Ongoing
Simplify access to information relating to Disability Services on the Shire's	Ongoing

website by grouping all relevant information in one location.	
Consider the needs of people with disability when producing advertising materials for events and activities.	Ongoing

Outcome 4:

People with disability receive the same level and quality of service from the staff at the Shire of Kondinin.

STRATEGY	TIMELINE
Provide staff access and inclusion training and ongoing opportunities for development in this field to ensure they have the skills to offer high quality customer service to people with a disability.	Annually
Incorporate access and inclusion training into staff orientation and induction processes.	Ongoing
Ensure that staff, agents and contractors are aware of the relevant legislative requirements of the Disability Service Act (1993).	Ongoing
Ongoing Staff to be encouraged to identify any areas where the quality of service to people with disability can be initiated and/or improved	Ongoing as per staff meetings

Outcome 5:

People with disability have the same opportunities to make complaints to a public authority.

STRATEGY	TIMELINE
Ensure complaints procedures are accessible and provide alternative methods to lodge complaints	Ongoing
Encourage feedback from community to assist with removal of barriers and improvement of access.	Ongoing

Outcome 6:

People with disability have the same opportunities to participate in any public consultation by the Shire of Kondinin.

STRATEGY	TIMELINE
Ensure public consultation is accessible to all people with disability.	Ongoing
Ensure consultation is facilitated in an appropriate format to enable all members of the community to comment on the DAIP and disability access issues.	Ongoing
Raise awareness of opportunities for people with disability to participate in the public consultation.	Ongoing

Outcome 7:

People with disability have the same opportunities to obtain and maintain employment with the Shire of Kondinin.

STRATEGY	TIMELINE
Use inclusive recruitment practices.	Ongoing
Establish links with disability employment services.	Ongoing
Improve workplace environment accessibility.	Ongoing
Continue to develop an inclusive culture that supports and encourages employees with disability.	Ongoing