

SHIRE OF KONDININ DISABILITY ACCESS AND INCLUSION PLAN 2018 - 2023



ADOPTED BY COUNCIL AT THE MEETING HELD 17th OCTOBER
2018

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

Introduction

The Shire of Kondinin is a small rural local government authority comprising of an area of 7340 square kilometres with an approximate population of 1045 people (2016 Census). The shire consists of 3 townsites namely Kondinin, Karlgarin and Hyden. The main industries in the Shire are cropping, livestock and tourism.

Within the Shire of Kondinin there is estimated to be a small number of people with disability of varying degrees and severity. The exact number is not known however most are known within the 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 Western Australia Equal Opportunity Act (1984) and the Commonwealth Disability Discrimination Act 1992 (DDA), both of which make discrimination on the basis of a persons disability illegal.

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).
- 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.
- 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.
- Dates and the identification of the persons responsible for the proposed strategies.
- A method of review and evaluation of the plan.
- Information about how the plan is being communicated to staff and people with disability.

Significant achievements of the Shire of Kondinin Disability Access and Inclusion Plan 2013-2018

Since 2013 the Shire of Kondinin has developed and implemented plans to improve access and inclusion including:

- An automatic opening door has been installed at the Kondinin Administration building.
- Access to public toilets in Hyden has been upgraded to include a sealed pathway.
- Better lighting has been installed to access the public toilets.
- A sealed pathway linking Westcourt Retirement Village to the Kondinin Medical facilities has been installed.
- The Shire libraries have a range of large print and audio books available to people with hearing and sight disabilities.
- Upgraded toilet facilities at the Kondinin Caravan Park, Hyden Community Recreation Centre and Wave Rock.
- A disabled access chalet was installed at the Kondinin Caravan Park.
- Planning was commenced on extensions to the Kondinin Community Recreation Centre to include Universal Access Toilets.
- Shire Administration has provided transport for people with disability to access the ANZAC dawn service held on top of Yeerakine Rock.

1. Responsibility for the planning process

The responsibility for preparing the Disability Access & Inclusion Plan was delegated to the Deputy Chief Executive Officer for the Shire of Kondinin.

In preparing the Disability Access & Inclusion Plan the Deputy Chief Executive Officer consulted with individual councillors when required and relevant people throughout the community to provide input into the preparation of the plan. People with disability, carers and family members were encouraged to participate.

2. 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 swimming pool, library and information services, medical centre, environmental health services and engineering services.

Regulatory Services: including town planning, 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, traffic licensing, payment of rates and inspection services.

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

3. Access Policy Statement for People with Disability, their families and carers

The Shire of Kondinin is committed to ensuring that the community 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.

The Shire of Kondinin is committed to achieving the following outcomes:

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

Existing functions, facilities, events and services are adapted to meet the needs of people with disability.

Council will endeavour to be adaptable in responding to the barriers experienced by people with various disabilities, including people with physical, sensory, cognitive and psychiatric disabilities.

Council will ensure that all policies and practices that govern the operation of council facilities, functions and services are consistent with council's policy on access.

Outcome 2:

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

Access to buildings and facilities are improved

Council will undertake to incorporate the priorities regarding access for people with disability, identified during the consultations, into its submission for capital works improvement program. Modifications will commence as funds are made available.

Council will undertake to liaise with developers to increase their awareness of the access requirements of people with disability.

Outcome 3:

People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

Information about functions, facilities and services is provided in formats, which will meet the communication requirements of people with disability.

Council will produce all of its information on council facilities, functions and services using clear and concise language.

Council will advise the community that, upon request, information about council facilities, functions and services can be made available in alternative formats, such as large print and audio cassette.

Outcome 4:

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

Staff awareness of the needs of people with disability and skills in delivering advice and services are improved.

Council will undertake to ensure that staff are aware of the key access needs of residents with disability and people with disability who visit the local government area in relation to the provision of all services.

Where required, council seek expert advice from the disability field on how to meet the access needs of people with disability.

Outcome 5:

People with disability have the same opportunities as other people to make complaints to the Shire of Kondinin.

People with disability have the same opportunities as other people to make complaints to a public authority and Council will ensure that grievance mechanisms are accessible for people with disabilities and are acted upon.

Outcome 6:

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

Opportunities for people with disability to participate in public consultations and decision making processes are provided.

Council will ensure that information is available in clear and concise language on how residents can participate in decision making processes and public consultations.

Council will advise the community that this information can be made available in alternative formats upon request.

Council will also undertake to support people with disability to attend meetings of council.

Outcome 7:

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

4. Consultation Process

In June 2018, the local community was informed through Australia Post and the Shire newsletter and town publications that Council was reviewing its Disability Access and Inclusion Plan to address and identify barriers that people with disability and their families experience in accessing councils functions, services and facilities.

Letters were forwarded to all residents throughout the community advising that Council is in the process of reviewing its Disability Access and Inclusion Plan. Residents were given the opportunity to make submissions to council on identifying barriers that people with disability experience in accessing council's functions, services and facilities. Organisations contacted included:

- Kondinin Aged Care Facility.
- Home and Community Care.
- Westcourt Retirement Village.
- Silver Chain
- Kondinin Hospital

Survey forms were distributed to all residents in the community via Australia Post. Residents were asked to identify any problems they had in using council facilities, services and functions. A total of 13 survey forms were received. The respondents included 4 people with disability, 2 carers/family members of people with a disability and 7 from interested members of the public. The overarching response was that a greater importance be placed on the installation and maintenance of footpaths throughout the Shire. Comments were also made regarding the accessibility of some buildings and the provision of disabled toilets. Some of these concerns raised in the comments were already being addressed and planned by the Shire.

5. 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

Existing functions, facilities and services are adapted to meet the needs of people with disability.

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

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Rubbish Removal	People with mobility problems unable to bring rubbish bins to road side	Alternative arrangements can be made on request	Ongoing	Deputy CEO/ MOW

Council functions, facilities and services	Limited access facilities	Ensure all buildings, facilities and services are accessible to people with disability including local events.	Ongoing	All staff
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Outcome 2:

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

Access to buildings and facilities are improved

Objective: Council to ensure that all buildings and facilities are accessible.

(The relevant Australian Standards will be consulted in the development and implementation of the following stages.)

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
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Kondinin Medical Centre	Main door is heavy and difficult to open	Install automatic door when budget allows	2018/19	CEO/DCEO/MOF
Kondinin Community Recreation Centre	No disabled toilet facilities are present.	KCRC is currently undergoing expansion and the addition of a UAT and ambulant toilet facilities are included as well as compliant entry doors to the facility.	2018/19	DCEO

Access to buildings	Some buildings have limited access	Ensure that all new or development Works provide access to people with disability where practical	Ongoing	CEO, DCEO,MPD
Vehicle parking	Limited parking for people with disability	Undertake an audit of ACROD bays And implement program to provide where necessary	30 th June 2019	MOW

Outcome 3:

People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

Information about functions, facilities and services is provided in formats, which will meet the communication requirements of people with disability.

Objective:

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

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Applies to all council functions facilities and services	Information about all council functions and services are not available in all formats that are accessible to all people with disability	Council to provide all information in clear, concise language and to be made available on request in: <ul style="list-style-type: none"> ➤ Large Print ➤ Audio ➤ Computer Disk 	Ongoing	CEO

Outcome 4:

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

Staff awareness of the needs of people with disability and skills in delivering advice and services are improved.

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	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Applies to all council functions and services	Council officers are unsure as to how to talk to someone with an intellectual/hearing disability.	Ensure that all new and existing employees and elected members are aware of disability and access issues and have to skills to provide appropriate services through necessary training and development. Regular Staff meetings to reinforce the need to listen to residents concerns and complaints.	Ongoing	CEO/DCEO

Outcome 5:

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

Objective:

Council will ensure that grievance mechanisms are accessible for people with disability and are acted upon.

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Processes of Government	Lack of information about how residents can access the decision making processes.	Council will provide information about complaint and grievance procedures in clear, concise language and will make these available upon request. Admin.to ensure that residents and ratepayers are kept informed of the outcomes of their complaint or grievances.	Ongoing	CEO

Outcome 6:

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

Opportunities for people with disability to participate in public consultations and decision making processes are provided.

Objective:

People with disability to be assisted to participate in decision making processes and community consultation processes

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Processes of Government	Lack of information about how residents can access the decision making process	Council will provide information about planning and electoral processes council meetings in clear, concise language and will make these available, upon request in alternative formats ➤ Large Print ➤ Audio ➤ Computer Disk Community stakeholders groups to be formed when necessary in regard to access and inclusion.	Ongoing	CEO/DCEO/MPD MOW
Monitoring of DAIP implementation	Timely updates not being provided to the public	Administration to regularly monitor the progress of the DAIP and keep the public updated.	Annually	CEO/DCEO

Outcome 7:

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

Objective:

People with disability encouraged to seek employment with the Shire and all applicants will be judged on merit and ability.

FUNCTIONS FACILITIES SERVICES	BARRIERS	STRATEGIES	TIMELINE (COMPLETION DATE)	RESPONSIBILITY
Processes of Government	People with disability unaware of job availability	Council will encourage applications from people with disability. Make sure job vacancies are advertised in alternative formats. Include Equal Employment Opportunity Statement in job adverts. Review the workforce Plan to ensure inclusion of inclusive recruitment practices.	Ongoing. Subject to suitability of positions available.	CEO/DCEO

6. REVIEW AND EVALUATION PROCESS

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 Council will meet annually to review progress on the implementation of the strategies identified in the disabilities service plan.

A status report will be provided to Council every 12 months. These reports will be endorsed by Council. A report will be provided to Department of Communities, Disability Services as well and includes how Agents and Contractors are informed of the DAIP which includes through tender documentation, by email and meetings.

Once a year, prior to 1st July, Council will provide advice to the community regarding the implementation of the Disability Access and Inclusion Plan and seek feedback on the effectiveness of strategies that have been implemented.

In seeking feedback the Council will also look to identify any additional barriers that were not identified in the initial consultation.

The committee will use some of the consultation processes used during the initial consultations including; questionnaires, meetings with people with disabilities and disability organisations and phone-ins.

Elected members of Council and council officers will also be requested to provide feedback on how well they believe the strategies are working and to make suggestions for improvement.

The Implementation Plan will be amended based on the feedback received and copies of the amended plan will be made available to the community in alternative formats once endorsed by Council.

Following Council endorsement, amended plans will be submitted to the Department of Communities, Disability Services on an annual basis.

7. Communicate the Plan to Staff and People with Disability

In October 2018, Council made available copies of the draft Disability Access & Inclusion Plan to all those who contributed to the planning process. In October 2018, the plan was finalised and formally endorsed by Council.

Council has advised, through the local media, that a copy of the plan is on the Shires website and available to the community upon request and in alternative formats if required.

Each year as the implementation plan is amended both staff and the community will be advised of the availability of updated plans.