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SHIRE OF JERRAMUNGUP

DISABILITY ACCESS AND INCLUSION PLAN (DAIP)

2018 – 2023

This Plan is available in alternative formats, upon request, in large and standard print, electronic format by email, audio format on CD or Braille, and on the Shire website



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1. Executive Summary

The Shire of Jerramungup's Access and Inclusion Plan 2019 – 2024 provides a planned approach to improving the physical access to services and facilities, as well as incorporating inclusion at a participatory and service level. Understanding that individuals have varied needs and expectations, the Shire has the resources and capabilities to make a difference on the quality of life of the people with disability, who live, work and spend time in our community.

The *Western Australian Disability Services Act 1993* requires that local governments develop a Disability Access and Inclusion Plan (DAIP) in accordance with the format prescribed in the Act and subsidiary regulations. The amendments to the *Disability Services Act 1993* in 2004, contain the requirement for Local Government Authorities to develop and implement a DAIP that will further both the principles and the objectives of the Act. The Shire's DAIP has been prepared in accordance with these requirements.

The Shire of Jerramungup is committed to improving the accessibility of its facilities and services for people with disability. The Plan provides the strategic direction and strategies for the Shire to improve its services and facilities as well as partnering with the community to achieve progress in this field.

The Shire will submit an annual progress report to the Disability Services Commission and report on the implementation of the Plan in the Shire's Annual Report. The Shire of Jerramungup will review its Access and Inclusion Plan every five years to ensure currency and relevance.

2. Definitions

Disability

A disability is any continuing condition that restricts everyday activities.

Access

Access in this context refers to an individual's physical ability to get to, into, and around facilities and services. This access is created by removing structural barriers and including mechanisms to enable structural access.

Inclusion

Inclusion in this context refers to an individual's ability to participate as fully as possible in programs and services provided by organisations in an integrated and holistic manner that does not ostracise, embarrass or humiliate an individual.

Discrimination

Discrimination is defined as treating people with a disability less favourably than people without a disability would be treated under the same circumstances.

The following acronyms are used in this document:

DAIP Disability Access and Inclusion Plan

DSC Disability Services Commission



3. Background

3.1 Shire of Jerramungup – Overview

The Shire of Jerramungup was established on 1 July 1982, having been annexed from the Shire of Gnowangerup.

Located 440 kilometres southeast of Perth, the Shire of Jerramungup is the western gateway to the world famous Fitzgerald River National Park. The Shire comprises of 645,110 hectares and incorporates the large towns of Jerramungup and Bremer Bay and the smaller towns and districts of Needilup, Jacup, Gairdner and Boxwood Hill.

The town of Jerramungup was established in 1953 as a war service settlement area. Though only a relatively young farming and agriculture region, the area is rich in history and proud of its heritage.

The town of Bremer Bay is growing fast both in terms of development and tourism. The unspoilt coastline offers numerous recreational pursuits from fishing, beach combing and walking on some of the finest beach sand in the southern hemisphere, whale watching and not to mention swimming in the magnificent turquoise waters of the various bays and beaches.

The Fitzgerald River National Park is one of the largest national parks in Australia containing 20% of the States described plant species. The park covers an area of 329,039 hectares and is one of the most diverse botanical regions in the world, featuring more than 1,800 species of plants.

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

The Shire of Jerramungup is responsible for a wide range of functions, facilities and services, including but not limited to:

1. *Services to Property*

Construction and maintenance of Shire-owned buildings; construction and maintenance of roads, footpaths and cycle facilities; land drainage and development; waste collection and disposal; litter control and street cleaning; planning and caring for street trees; numbering of building and lots; street lighting; and bush fire control.

2. *Services to the Community*

Provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups; management of recreation centre; public library and information services; youth services, senior services, environment and health education programs, community and art and cultural events; and assistance and support to community groups.



3. Regulatory Services

Planning road systems, subdivisions and town planning schemes; building approvals for construction, additions or alterations to buildings; environmental health services and ranger services, including dog control; and the development, maintenance and control of parking.

4. General Administration

The provision of general information to the public and the lodging of complaints and payment of fees including rates, hall hire and dog licenses.

5. Processes of Government

Ordinary and special local government and committee meetings; Council meetings and election of Council Members; ward meetings and community consultations; Integrated Planning – Long Term Financial Plan, Workforce Plan, Strategic Community Plan, Asset Management and Corporate Business Plans;

3.3 A Profile of People with Disability

While there have been many improvements in the lives of people with disability, significant barriers still remain. Data from the Australian Bureau of Statistics (ABS) 2015 Survey of Disability, Ageing and Carers (SDAC) provides a profile of people with disability in Australia:

- Almost one in five Australians reported living with disability (18.3% or 4.3 million people);
- The majority (78.5%) of people with disability reported a physical condition, such as back problems, as their main long-term health condition. The other 21.5% reported mental and behavioural disorders;
- The likelihood of living with disability increases with age, 2 in 5 people with disability were aged 65 years or older;
- Almost 1/3 of people with disability had a profound or severe disability;
- Around 3 in 5 people with disability needed assistance with at least one activity of daily life;
- Around half of people with disability used aids or equipment to help with their disability;
- People with disability aged 15-24 years were 10 times more likely to report the experience of discrimination than those aged 65 years and over;
- Over one-third (35.1%) of women and over one-quarter (28.1%) of men aged 15 years and over had avoided situations because of their disability;
- 53% of people with disability participated in the workforce, compared with 83% of people with no reported disability; and
- The weekly median income of people with disability was \$465, which was less than half of those with no reported disability.



Approximately 2,000 people reside in the Shire of Jerramungup (based on ABS data from 2016). The population is rapidly increasing, and as it does so too does the diversity of the people in the local community. Based on the statistics provided by the ABS, that one in five people have a disability, it is estimated that approximately 400 people living in the Shire have a disability however the influx of retirees coming to visit the Shire will increase this number as according to the ABS survey, 50% of people aged over 60 identified themselves as having a disability. The seasonal influx of tourists, including tourists with a disability, must also be considered.

3.4 Planning for Access and Inclusion

Related Legislation

To plan for better access and inclusion, there is a range of legislation and strategic framework to guide and direct the Shire in its delivery of services and facilities. These include:

<i>Equal Opportunity Act 1994 (WA)</i>	The <i>Equal Opportunity Act 1984</i> recognises that people with disability require and are entitled to the same level of service as is available to other members of the community. This Act makes it unlawful for a person to discriminate against any person on the grounds of impairment.
<i>Disability Services Act (1993) (WA)</i>	The <i>Disability Services Act 1993</i> states that a person with a disability has the right to be respected for their human worth and dignity and has the same human rights as other community members, regardless of the degree and nature of their disability.
<i>Disability Discrimination Act 1992 (Commonwealth)</i>	The <i>Disability Discrimination Act 1992</i> (DDA) is a Commonwealth Act that provides protection against discrimination based on any form of disability (ie Physical, Intellectual, Sensory, Psychiatric and Neurological) for everyone in Australia. Under the Act it is unlawful to discriminate against a person or their associates (partner, carers, friend, family member or business partner), if they have a disability.
Australian Standards	The Australian Standards (AS) sets out requirements that must be referred to when making decisions that impact on people with disability: Australian Standard 1428 – Design for Access and Mobility prescribes the basic requirement for physical access which must be adhered to in the planning, development and construction of all buildings.



<p>Building Code of Australia</p>	<p>The Building Code of Australia (BCA) applies to new buildings undergoing significant refurbishment or alteration. The BCA provides a comprehensive statement of the technical requirements relevant to the design and construction of buildings and other related structures</p>
<p>Count Me In</p>	<p>Count Me In – Disability Future Directions is the State Government’s long term plan based on its vision that, ‘All people live in welcoming communities that facilitate friendship, mutual support and a fair go for everyone’.</p>
<p>United Nations Convention on the Rights of People Disability</p>	<p>Australia is one of 50 countries to have both signed and ratified the UN convention of the Rights of Persons with Disability, which came into effect in May 2008. As a party to the Convention, Australia is required to promote, protect, and ensure the full enjoyment of human rights by people with disability, and ensure that they enjoy full equality under the law</p>

Planning for Better Access

The *Western Australia Disability Services Act 1993* requires all local governments to develop and implement a Disability Access and Inclusion Plan (DAIP) to ensure that people with a disability have equal access to its 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 person’s disability unlawful.

3.5 Progress since 1995

The Shire of Jerramungup is committed to facilitating the inclusion of people with a disability through the improvement of access to its information facilities and services. Towards this goal the Shire adopted its first Disability Access Service Plan in 1995 to address the access barriers within the community.

Since the adoption of the initial Disability Service Plan, the Shire has implemented initiatives and made significant progress towards better access. Some of these are highlighted in Appendix 1.

4. Development of the Shire’s Access and Inclusion Plan 2019 – 2024

4.1 Review

In preparing the Shire’s Access and Inclusion Plan the following steps were undertaken:

- A review of the DAIP 2013-2018 to identify gaps and areas which require ongoing development
- Review of annual progress reports, relevant council documents and disability legislation
- Benchmarking in order to investigate best practice in access and inclusion



Responsibility for the Planning Process

The Deputy 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 officers to implement the relevant actions.

4.2 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. Other mechanisms may also be used.

In 2018 the Shire drafted a new DAIP to guide further improvements to access and inclusion.

The process will include:

- Examination of the existing DAIP to see what has been achieved and what still needs addressing;
- Examination of other Council documents and strategies;
- Consultation with staff from both the Shire of Jerramungup and relevant agencies;
- Consultation with Council; and
- Consultation with Community.

The Community will be informed through the Bremer Bulletin and Jerry Journal (local newspapers) and the Council's website that the Shire is reviewing its DAIP. Members of the community are given the opportunity to provide comment.

4.3 Findings

The review and consultation found that many of the strategies and tasks within with 2013-18 DAIP had been achieved, however a small number were unsuccessful, ongoing or incomplete. The new 2019-2024 plan will continue to strengthen the overall Shire and community culture and aim to address access barriers at the local level. It will also recognise legislative requirements and strive for inclusion and access beyond the minimum compliance of the standards.

4.4 Responsibility for Implementing the DAIP

Implementation of the DAIP is the responsibility of all areas of the Shire. The *Disability Services Act 1993* requires all public authorities to take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.



4.5 Review and Evaluation Mechanisms

The *Disability Services Act 1993* requires that DAIPs be reviewed at least every five years. Whenever the DAIP is amended, a copy of the amended plan must be lodged with the Disability Services Commission. The Implementation Plan can be updated more frequently if desired.

4.6 Monitoring and Reviewing

The *Disability Services Act 1993* requires that DAIPs be reviewed at least every five years. Whenever the DAIP is amended, a copy of the amended plan must be lodged with the Disability Services after carrying out the requisite consultation and promotion processes. The Implementation Plan can be updated more frequently if desired.

The Shire is also required to report on progress in the prescribed format to Disability Services each year.

Employees with responsibility for the DAIP will analyse progress in implementing the DAIP and provide a report to management and Council on progress and recommended changes to the implementation plan annually.

4.7 Evaluation

An evaluation will occur as part of the five-yearly review of the DAIP.

The community, staff and Elected Members will be consulted as per the endorsed consultation strategies, as part of any evaluation.

4.8 Reporting on the DAIP

The *Disability Services Act 1993* requires the Shire to report on the implementation of its DAIP in its Annual Report outlining:

- Progress towards the desired outcomes of its DAIP;
- Progress of its agents and contractors towards meeting the seven desired outcomes; and
- The strategies used to inform agents and contractors of its DAIP.

The Shire is also required to report on progress in the prescribed format to the Disability Services Commission each year.

4.9 Promotion of the DAIP

The DAIP will be accessible from the Shire of Jerramungup website or emailed, mailed on request.

Promotion of the DAIP through local media outlets, for example the Bremer Bulletin and Jerry Journal will occur following the endorsement of the DAIP by Council.

5. Shire of Jerramungup – Access and Inclusion Strategies

The seven desired outcomes provide a framework for improving access and inclusion for people with a disability in the Shire of Jerramungup.



As a result of the consultation process, key strategies have been developed under each desired outcome. These strategies will guide the Shire of Jerramungup towards improving access to its services, buildings and information.

Outcome One: Services and Events

People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority

Strategy	Timeline
Ensure that people with disability are consulted on their needs for services and the accessibility of current services	Ongoing
Monitor Shire services to ensure equitable access and inclusion.	Ongoing
Improve access to the information in the library	Ongoing
Develop the links between the DAIP and other Shire plans and strategies to be incorporated into the Strategic Planning process	Ongoing
Develop the links between the DAIP and other Shire plans and strategies to be incorporated into the Strategic Planning process	Ongoing

Outcome Two: People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority

Strategy	Timeline
Ensure, subject to budgetary constraints, that all buildings and facilities meet the standards for access and any demonstrated additional need	June 2016
Ensure that all new or redevelopment works provide access to people with disability, where practicable	Ongoing
Ensure that ACROD parking meets the needs of people with disability in terms of quantity and location	Ongoing
Advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues	Ongoing
Ensure that all recreational areas are accessible	Ongoing
Work with local businesses to upgrade their disability access and ACROD parking	Ongoing
Ensure all pathways are fully accessible and at correct gradient for Australian standards	Ongoing
Start implementing wheel chair friendly furniture within the Shires public spaces	Ongoing



Under take regular audits at public venues to ensure they comply with the <i>Disability Services Act 1993</i>	Ongoing
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Outcome Three: 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

Strategy	Timeline
Ensure that the community is aware that Shire information is available in alternative formats upon request	Ongoing
Improve staff awareness of accessible information needs and how to provide information in other formats	Ongoing
Budget for and provide interpreters to significant events on request	June 2016
Ensure that the Shire’s website meets contemporary good practice	June 2015
Ensure that all new Shire information distributed is available in many formats so it is to be more accessible by all	Ongoing
Ensure that the Shire Facebook page meets contemporary good practice	Ongoing

Outcome Four: People with disability receive the same level and quality of service from the employees of a public authority as other people receive from the employees of that public authority

Strategy	Timeline
Ensure that all employees, existing and new, and Elected Members are aware of disability and access issues and have the skills to provide appropriate services	June 2020
Improve community awareness about disability and access issues	June 2020
Improved skill set training for all staff members	Ongoing

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

Strategy	Timeline
Ensure that grievance mechanisms are accessible for people with disability and are acted upon	Ongoing



Outcome Six: People with disability have the same opportunities as other people to participate in any public consultation by a public authority

Strategy	Timeline
Ensure that people with disability are actively consulted about the DAIP and any other significant planning processes	Ongoing
Ensure that people with disability are aware of and can access other established consultative processes	Ongoing

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

Strategy	Timeline
Ensure recruitment policies and selection processes are accessible and supportive of people with disability	Ongoing
Ensure Shire staff responsible for recruitment are adequately trained to encourage and include people with disability	Ongoing
Provide employment, work experience, volunteer and traineeships opportunities for people with disability	Ongoing
Ensure workspaces are accessible, inclusive and supportive for people with disability	Ongoing
Strengthen relationships with disability employment agencies	Ongoing

6. Implementation

6.1 Implementation Plan

An Implementation Plan has been developed outlining actions, timeframes, responsibility and budget. The Implementation Plan will allow the Shire to monitor progress and achievements of the Access and Inclusion Plan 2018-2023.

The Implementation Plan will be reviewed and amended annually.

6.2 Communication of the Plan

The Shire of Jerramungup Access and Inclusion Plan 2018-2023 will be communicated via the following means:

- Council minutes;
- Advert in the local newspaper promoting the new Plan;



- An electronic copy uploaded to the Shire website;
- Shire Facebook page and E-Newsletters Copies available upon request and available in different formats;
- An email to Shire staff advising how it may impact their business area and training available; and
- Information packs to contractors and agents.

7. Monitoring, Reviewing and Reporting

7.1 Monitoring and Reviewing

The Access and Inclusion Advisory Committee will monitor progress towards achieving stated outcomes in the Plan. The Access and Inclusion Plan 2018-2023 will be reviewed at least every five years, in accordance with the Act. Should the Plan be amended, a copy of the amended Plan will be lodged with the Disability Services Commission. The Implementation Plan will be updated more frequently if required. Officers will continue to inform and seek feedback from people with a disability, their families, carers and disability organisations regarding the Access and Inclusion outcomes and strategies. Officers will continue to liaise with contractors, professionals and business owners on the effectiveness of the Plan.

7.2 Annual Reporting

As per the *Disability Services Act 1993*, the Shire of Jerramungup will report on the implementation of the Access and Inclusion Plan through its Annual Report and the prescribed pro forma to the Disability Services Commission each year. These annual reports will advise of the progress made by the Shire, and its agents and contractors, in achieving the desired outcomes.

8. Policy Statement

The Shire of Jerramungup is committed to ensuring that the community is an accessible and inclusive community for people with disability, their families and carers. The Shire of Jerramungup interprets an accessible and inclusive community as one in which people with disability can access and are welcomed to participate in all local government functions, facilities and services (both in-house and contracted) in the same manner and with the same rights and responsibilities as other members of the community.

The Shire of Jerramungup:

- Recognises that people with disability are valued and contributing members of the community who make a variety of contributions to local social, economic and cultural life;
- 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;
- Believes that people with disability, their families and carers should be supported to remain in the community of their choice;



- Is committed to consulting with people with disability, their families and carers and, where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately;
- Will ensure that its agents and contractors work towards the desired outcomes in the Plan;
- Is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with disability through improved access to information, services and facilities in the community; and
- Will ensure that recruitment policies, procedures and practices actively encourage and include people with disability.



8. Appendix 1

Progress since 1995 under the Disability Service Plan

Since 1995 the Shire of Jerramungup has undertaken a number of initiatives to improve the access and inclusion for people with disability when upgrading or renovating facilities and services.

- 1) Provision of disabled access and toilet facilities at the Cameron Business Centre.
- 2) Provision of disabled access to footpaths and street verges on new infrastructure and road improvements.
- 3) The provision of more Council documents on the Council website which has enabled members of the public access to Shire publications online.
- 4) Council has endeavoured to bear in mind and provide access to all persons when designing new buildings and footpaths.
- 5) Council has supported HACC and Community Aged Care Programs financially and with administration support where possible.
- 6) A draft strategic plan was prepared in response to community feedback and systematic analysis. The Strategic Community Plan 2012 - 2025 has been developed to address the challenges of an ageing and decreasing population. Reviewing the Disability Access Plan relates to the following aspiration from the Strategic Community Plan.

“Aspiration 15: A community that provides programs and facilities to people with varying needs.”

- 7) Improved access was provided to the Needilup Pavilion with the installation of an access ramp and improved toilet facilities for the Needilup Centenary Celebrations.
- 8) Access has been provided in the toilet facilities located at Pelican Park and Fisheries Beach in Bremer Bay.
- 9) Council has engaged a consultant to prepare a Master Trail Plan for Bremer Bay which will be designed as a dual multi-use trail loop.
- 10) Supporting the successful grant application for a Nature Playground at the Jerramungup Occasional Childcare building which will suit all young children regardless of impairments to mental or physical development.
- 11) Council has installed gas isolation switches in 6 of the aged care units located in Bremer Bay and Jerramungup.
- 12) Provision of aged care housing in the planning for the Bremer Bay Town Centre.
- 13) Disability access within the skate park at Bremer bay with the provision of a UAT Universal Access Toilet.