



SHIRE OF MANJIMUP

**Disability
Access and Inclusion
Plan**

2007 – 2012

Adopted by Council 12 July 2007

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EXECUTIVE SUMMARY

The Manjimup shire district is a large one that consists mostly of forests with several satellite towns and localities within it including Manjimup, Pemberton, Northcliffe, Walpole, Quinninup and Windy Harbour. The following Disability Access and Inclusion Plan (DAIP) have been developed to assist the council to create outcomes that encompass the needs of all members of all the communities within the settlements of the shire district. The Shire of Manjimup DAIP 2007 – 2012 has a particular focus on ensuring that residents and visitors within all of the towns and settlements in the district are welcomed with events, facilities and services created with universal access as their aim.

Universal access is a term that relates to more than wheelchair access to a facility. It is a well thought out and planned path of travel that includes patterns of interaction, such as communicating with staff, which make the whole experience easy for people from diverse backgrounds and cultures to travel. Universal access encompasses creating ease and welcome every second of the interacting or visiting experience for as many people as possible. The focus of this document is that of disability and the issues and challenges that local government are required to know and regulate for surrounding those issues.

Local governments, because of their broad mandate, play a vital role in the lives of people with disabilities. Unlike most government departments, local governments are multi functional, with extensive responsibilities and activities across property, community and human service areas and, in addition, have the capacity to make policy choices at the local level.

The Shire of Manjimup manages and maintains public infrastructure facilities within the towns and settlements in its district such as roads, paths, drains, community buildings and recreation spaces. The Shire also provides a range of services such as shire staffed office services, libraries, community and recreation facilities and programmes. The quality of this infrastructure is vital to the social and economic well-being of the shire as a whole community as it enhances the lives of all people, especially those community members and visitors that have disabilities and diverse needs.

The Shire of Manjimup Disability Access and Inclusion Plan (DAIP) for 2007-2012 has been designed to meet the requirements of the Western Australian Disability Services Act 1993, the Commonwealth Disability Discrimination Act (1992) and the Equal Opportunity Amendment Act, Western Australia (1988). It responds to new initiatives by the State and Federal governments in recent years and sets the stage for responding to diversity by expanding upon previous disability services plans to incorporate the needs of all members of the community.

The 2007 – 2012 DAIP has a particular focus on nurturing a community where diversity, difference and a sense of identity is respected and valued. These

values are underpinned by a commitment from the council to the creation of fair and equitable access for all residents and visitors to the shire.

As a forest and heritage district there are many factors to creating universal access that need to be considered. An ordered and structured approach has been adopted for the DAIP, as recommended by the Disability Services Commission of Australia, to best achieve this outcome.

The vision of the DAIP is for an accessible and inclusive community and the format will concentrate on six key areas :

1. Quality of existing and future services
2. Access to buildings and facilities
3. Access to shire supported events and projects
4. Information and communication
5. Opportunities to make complaints
6. Opportunities to participate in public consultation

The Shire of Manjimup recognises that the task of addressing the many important issues that affect our diverse community is not an easy one. The Shire will endeavour however, through ongoing consultation and involvement with the community, to identify as many barriers and challenges to access and inclusion as possible and work toward achieving success in these areas in a ongoing and sustainable manner.

INTRODUCTION

Under the Western Australia Disability Services Act (1994), Local Governments have been required to develop Access and Inclusion Plans to ensure people with disabilities can access council services and facilities. Annual reports on activities relating to the progress of these plans are reported to state government at the end of each financial year.

Access and Inclusion plans are not just about ensuring buildings have wheelchair access, they also incorporate inclusion at a participatory and service level. This DAIP will assist the Council to determine the strategies needed to enhance and promote accessibility requirements. It provides the direction and framework for future planning needs beyond the short term so that it can assist integrate design for the development of both towns well into the future, focusing on the inherent qualities of the location and its attributes.

This document outlines suggested strategies that can be used to promote a quality of life that is vibrant, creative, diverse and capable of building a community, where people with disabilities are able to participate in Council activities, services and facilities.

The Shire of Manjimup aims to ensure that the services it provides meet varied individual needs and expectations and that everyone has equal access to these services regardless of their race, heritage, gender, religious or non-religious belief, nationality, family background, age, disability or sexuality. For the purpose of this document when the terms access or inclusion are used they refer to the following definitions:

Definitions

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

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

THE SHIRE OF MANJIMUP

OUR VISION for the Shire of Manjimup is for:

- a strong and united community;
- a diverse and growing economy
- a vibrant and healthy lifestyle; and
- our rural and forest character to be preserved

Vision Statement 2007

OUR MISSION is to serve our community and meet its needs and our statutory responsibilities in a planned and sustainable manner

Mission Statement 2007

Functions, Facilities & Services

The Shire of Manjimup is responsible for a range of functions, facilities and services in the towns in the district including:

Services to property:

- Construction and maintenance of council owned buildings
- Construction and maintenance of roads, footpaths and cycle facilities
- Land drainage and development
- Waste collection and disposal
- Litter control and street cleaning
- Planting and caring for street trees
- Numbering of buildings and lots, street lighting
- Bush fire control.

Services to the community:

- Provision and maintenance of outdoor playing areas, parks, gardens, reserves
- Provision and maintenance of facilities for sporting and community groups
- Management of recreation centre and swimming pool
- Public library and information services
- Environmental health services
- Citizenship ceremonies and community events.

Regulatory services:

- Planning of road systems, sub-divisions and town planning schemes
- Building approvals for construction, additions or alterations to buildings
- Ranger services, including dog control
- The development, maintenance and control of parking

General administration:

- Provision of general information to the public and the lodging of complaints and payment of fees including rates and dog licences.

Processes of government:

- Ordinary and special council and committee meetings
- Electors meetings and election of council members
- Ward meetings
- Community consultations.

DISABILITY ACCESS AND INCLUSION

The Shire of Manjimup adopted its first community access plan in 1994, a document that has been integral in removing or minimising many barriers to access and inclusion within the towns and settlements of the district. The Shire is committed to continue to work toward creating increased mobility and access, both physical and social, in a supportive environment, for all of its community members and visitors. The Shire of Manjimup acknowledges that for each of the towns within their district there are very different and varied access and inclusion challenges. The strategies and plans developed and implemented by the Shire outlined in this DAIP are intended to enhance and improve disability access and inclusion in the shire district in order to encompass these diverse needs and requirements.

Examples of Past DAIP Accomplishments

The 1994 Community Access Plan identified a number of barriers to access and inclusion and outlined strategies that the Shire could adopt to overcome them. Significant progress has been made since 1994 to reduced access and inclusion barriers for people with a disability living in or visiting the region including:

- The upgrading of the Manjimup Swimming pool, a facility that boasts world class universal access recommendations and is now being used regularly by people with disabilities.



A sloping graded entrance makes access to the Manjimup Swimming Pool easy for all

- The Walpole Telecentre Complex. This service is situated in a community complex that has been modified and extended to create universal access for all. The complex is situated on a hill and the community and shire have been proactive about embracing these challenges and minimising the barriers to access and inclusion. The complex contains the local hall, library, bank Telecentre, and information services.

- The Shire of Manjimup's support of the Telecentre initiative in Walpole, Northcliffe, and Pemberton is another celebrated access and inclusion highlight. A Telecentre is a friendly local community centre equipped with high tech facilities that meet the educational, vocational and recreational needs of the local community. Every Telecentre is different - some are hubs for tourism and heritage programs, others house complementary small businesses such as secretarial, agribusiness consultancies or publishing services. The universal aim of every Telecentre, however, aligns with that of the Shire - to offer all people in the shire the option to enhance their ability to communicate and receive information.
- The Northcliffe Interpretative Centre. This is a purpose built complex with universal access recommendations built into the core of the facility. It houses the visitors centre, a Telecentre, meeting rooms, gallery space, and a 2 hectare world class sculpture walk.
- Pemberton universal access toilet facilities. Pemberton is a town built predominantly from wood on the side of hill, in an era when steps were an architectural necessity. Providing universal access in the forest towns of the south west is a challenge as the architecture of these facilities is vastly different from the predominant architecture of the town. The Shire of Manjimup has compromised with an excellent facility, built in a rare flat location that remains central to the town, information centre and Telecentre.
- Walpole cemetery. The community, with council support, has been putting time and energy into landscaping the cemetery and has recently added a memory walk, where plaques of loved ones are placed in a spot with a beautiful outlook and red tingle trees to shade them. Cemeteries can be places of healing and releasing, as well as loss and leaving. Improving access and inclusion to the cemetery has gifted members of the Walpole community with a healthy option for emotional release.

SIX DESIRED OUTCOMES

Access and inclusion can mean different things to different people depending upon the history of their moment. Yet there are some common elements that create barriers to people living in different cultures and with different disabilities. The Disability Services Commission of Australia has identified six umbrella access and inclusion outcomes that, when adhered to, can eliminate many of the common barriers and challenges that may block a persons ability to be fully included.

The Shire of Manjimup has structured their implementation plan around these six outcomes as has been suggested by the commission. This structure is clear and easy to understand, and takes us a step closer to being able to include everyone in our future dreams and projects.

The six outcomes upon which our DAIP has been based will assist representatives of the Shire council of Manjimup design and develop fair and equitable disability related policies to guide us into our future. These outcomes are:

1. People with disabilities have the same opportunities as other people to access the services of, and any events organised by the Shire of Manjimup;
2. People with disabilities have the same opportunities as other people to access the buildings and other facilities of the Shire of Manjimup;
3. People with disabilities receive information from the Shire of Manjimup in a format that will enable them to access the information as readily as other people are able to access it;
4. People with disabilities receive the same level and quality of service from the staff of the Shire of Manjimup;
5. People with disabilities have the same opportunities as other people to make complaints to the Shire of Manjimup;
6. People with disabilities have the same opportunities as other people to participate in any public consultation by the Shire of Manjimup.

SHIRE OF MANJIMUP DISABILITY ACCESS & INCLUSION POLICY STATEMENT.

The Shire of Manjimup is committed to ensuring that the community is an accessible and inclusive community for people with disabilities, their families and carers.

The Shire of Manjimup interprets an accessible and inclusive community as one in which people with a 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 Manjimup recognises that people with disabilities are valued and contributing 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 Manjimup believes that people with disabilities, their families and carers should be supported to remain in the community of their choice.

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

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

The Shire of Manjimup is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with disabilities through improved access to information, services and facilities in the community.

The Shire of Manjimup is committed to achieving the six desired outcomes of its DAIP. These are:

1. People with disabilities have the same opportunities as other people to access the services of, and any events organised by, the relevant public authority.
 - 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.

2. People with disabilities have the same opportunities as other people to access the buildings and other facilities of the relevant public authority.
 - Council will undertake to incorporate the priorities regarding access for people with disabilities, identified during the consultations, into its submission for its 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 disabilities.
3. People with disabilities receive information from the relevant public authority in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disabilities receive the same level and quality of service from the staff of the relevant public authority.
 - Council will undertake to ensure that Staff are aware of the key access needs of residents with disabilities and people with disabilities who visit the local government area in relation to the provision of all services.
 - Where required, Council will seek expert advice from the disability field on how to meet the access needs of people with disabilities.
5. People with disabilities have the same opportunities as other people to make complaints to the relevant public authority.
 - Council 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.
6. People with disabilities have the same opportunities as other people to participate in any public consultation by the relevant public authority.
 - Council will undertake to support people with disabilities to attend meetings of Council

ADOPTED 12 APRIL 2007

CONTENT OF THE DAIP

In 2006, the Shire of Manjimup undertook to review and update its Community Access Plan by collaborating with seven other south west Shires on a Disability Access and Inclusion Plan project. For this reason the format of the DAIP for the Shire of Manjimup is shared with the shires of Collie, Donnybrook-Balingup, Boyup Brook, Capel, Harvey, Nannup and Bridgetown-Greenbushes.

As part of the Shire of Manjimup review process consultation with key stakeholders, community members and shire staff was an integral factor. The Shire is in the process of reforming a dedicated DAIP committee to oversee the project to ensure that equity and fairness to all remains the prime objective of the plan as it is implemented.

The following DAIP plan for the Shire of Manjimup contains:

1. Guiding legislation and strategic links referred to when formulating the DAIP;
2. Information on the role of the Shire of Manjimup in providing facilities and service to the community;
3. A description of the review and consultation process and its findings and recommendations;
4. Information on how the plan is being communicated to staff, people with disabilities and the wider community;
5. A strategy for the review and evaluation of the plan;
6. An action plan identifying barriers to access and inclusion
7. An implementation plan outlining strategies to address the barriers that includes priorities, timelines and responsibilities

IMPLEMENTATION PLAN

The DAIP plan provides the background information that informs the shire council of the reasons why change is required to a facility, service or event provided in their district with their support. The DAIP implementation plan states what change has been suggested, who is responsible to make sure that change happens and the date by which the change should be completed.

It is only by itemising future requirements that the shire council can create realistic budgets to complete the work required.

A fair and equitable DAIP implementation plan therefore suggests to the shire where the proposed budget should be allocated and this can only be done by consulting with many different people. The shire ensured that wherever possible consultation was made with representatives from a variety of different sectors of the community including;

- the community with a physical, sensory, emotional, intellectual or social disability
- the community supporting people with disabilities living within or visiting the district
- the Shire of Manjimup
- government representatives
- corporate and private businesses
- disability related organisation practicing in the area
- As much community based consultation as possible.

The access and inclusion implementation strategies and objectives that have been developed for the Shire of Manjimup are grouped under the six desired outcomes listed on page eight (8) as is recommended by the Disability Commission of Australia. These outcome areas provide a framework for translating the principles and objectives of the Disability Services Act into tangible and achievable results. This frame work has been developed by a national body and includes excellent reviewing and monitoring strategies for the ongoing stages of the plan. The Shire of Manjimup is adopting the recommended structure as a proactive support of the structures that have been developed. By using this format the data we send up to the Disability Commission can be added to the national database to be used to continue to increase all of our knowledge of disability and inclusion challenges and some of their solutions.

REVIEW and CONSULTATION PROCESS

Literature review

In order to write a relevant DAIP and to be able to make informed suggestions on the implementation plan it was deemed important that the DAIP be based upon updated knowledge of government legislation, previous shire disability plans and with a knowledge of current disability access and inclusion related research. A review of a variety of disability and inclusion related topics were completed. This included:

- Current federal, state and local disability access and inclusion legislation
- Examination of other council documents and strategies
- Universal access building and facility recommendations
 - The Building Code of Australia and the Draft Building Code
 - Heritage buildings
 - New technology
- Identification of contemporary trends and good practices in access and inclusion
- Pre 2007 Disability Service Plans and subsequent review reports that outline works in progress and achievements completed
- Pre 2007 Building Audits

The results of these reviews are reflected within the content of the DAIP and the DAIP implementation plan.

Consultation

Consultation for the DAIP is the most important aspect of the process if the resulting plans are to be fair and equitable to all. To ensure that the DAIP project and the plans that resulted from it were based on as much knowledge as possible the following steps were taken.

The DAIP and the implementation plan was directed by the Shire of Manjimup, the project officer and the DAIP committee through consultation with many different people including representatives from;

- As many community based individuals and organisations as possible.

Shire Staff

- Quarterly group meetings with Disability Access and Inclusion project team incorporating representatives from 8 shires in the southwest including Manjimup, Collie, Donnybrook-Balingup, Capel, Harvey, Bridgetown/Greenbushes, Boyup Brook and Nannup. In this document the group is referred to as the combined shires.
- Individual consultation with key staff within the Shire of Manjimup
- Individual, team and group consultation with key staff within the shire staff in the satellite towns within the district

Stakeholders

Businesses, private and commercial, disability related organisations, people with disabilities and individuals that support people with disabilities in the community were identified as the most important groups to contact and keep informed of the DAIP. Identifying the stakeholders required:

- Consultation with key disability access and inclusion stakeholders within the state and federal governments
- Consultation with key disability access and inclusion stakeholders within the shire of Manjimup

This process identified the following groups as the stakeholders for this disability access and inclusion project.

- the community with a physical, sensory, emotional, intellectual or social disability
- the community supporting people with disabilities living within or visiting the district
- Representatives from the Shire of Manjimup and the districts within it
- government representatives
- corporate and private businesses
- disability related organisation practising in the area

The groups identified were contacted through email, post, phone or in person to ensure that they had the option of being involved in the DAIP.

Building consultation into the audit process

A local consultant with personal knowledge of disability issues within the Manjimup district assisted the DAIP project officer to complete a comprehensive building audit of the shire owned or leased facilities. Each building was assessed using a standard checklist, and generic local information was also provided by the Manjimup consultant. The consultant was a long time employee within Manjimup town, and a south west resident with cerebral palsy who assists in the creation of networking opportunities with disability linked families in the shire. The checklist is comprehensive and includes recommendations that create universal access in addition to requirements outlined in the Building Code under AS1428.1. The results of this building audit have been used as a basis for both the DAIP and the implementation plan.

COMMUNICATING THE DAIP

Ensuring that the community were aware of the DAIP so that they could participate in the formation of the implementation plans if they wished, was considered a priority by the Shire of Manjimup. To do all that was possible to write a fair and equitable DAIP information was sent out to the community in as many formats as was possible.

These included:

Shire Staff and Services

The staff employed by the Shire of Manjimup to deal directly with the public where informed on the DAIP using more than one format. This included the staff in:

- shire offices
- visitors centre
- libraries
- Any other service where the shire employ staff to support it

Copies of the DAIP were made available at these centres for the public, and information on links made available.

Newspapers

Local papers supported the shire in getting the knowledge of the DAIP project out by publishing a story on the auditing process.

Advertisements regarding recruitment or meeting times of the DAIP committee were placed in the local papers for 4 weeks prior to each meeting.

Notices regarding the council passing the draft DAIP and advertising that it was open to public review were published in the local papers for 4 consecutive weeks after the council meeting.

Web Site and Computer technology

The draft DAIP appended to the web site as soon as Council passed it for review.

Notices regarding DAIP committee meetings, draft plans, and council meetings considering DAIP related information advertised on the web site.

Mail Out

Key stakeholders sent a letter to inform them that a draft DAIP was ready for review and could be accessed via the internet, telephone, computer disc or mail.

EVALUATION AND REVIEW

Legislation outlines that the Access and Inclusion Plan will be reviewed at least every 3 years. The Access and Inclusion Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues, which may arise. Whenever the Access and Inclusion Plan is amended, a copy of the amended plan will be lodged with the Disability Services Commission and endorsed internally through the Shire Council of Manjimup.

Review and monitoring

- The Disability Access and Inclusion Planning Committee will meet every quarter in the first year and as required thereafter to provide direction, set priorities and review progress on the implementation of the strategies identified in the disability access and inclusion plan
- The committee will prepare a report each year on the implementation of the Access and Inclusion plan.
- A status report will be provided in the annual general report.
- Internal staff will be aware of the processes required to communicate activities that may not be included in the plan so that they can be included in annual reports and updates.

Evaluation

Every year in March, the Access and Inclusion steering committee will provide notification to the community in a variety of formats, regarding the Access and Inclusion Plan to:

- Review work implemented during the past 12 months
- Seek feedback on the effectiveness of implemented strategies
- Seek feedback on additional barriers not identified in the initial consultation
- Identify additional strategies for consideration.

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.

DAIP STRATEGIES AND TIMELINES

This document is intended to proactively communicate what the Shire of Manjimup is achieving, and what it intends to achieve. It is therefore essential that all projects are accurately reflected in this plan and that communication with the Shire of Manjimup underpins all strategies.

Actions and implementation plans that could be used to achieve these strategies are outlined under the next chapter heading in this document titled Implementation Plans and Timelines.

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 Manjimup will undertake from 2007-2012 to improve access to its services, buildings and information. The six desired outcomes provide a framework for improving access and inclusion for people with disabilities in the Shire of Manjimup.

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

Objective: To adapt services wherever possible to meet the needs of people with disabilities

Strategy
Establish a Disability Access Committee to guide the implementation of Disability Access & Inclusion Plan activities.
Ensure that people with disabilities are provided with an opportunity to comment on access to services.
Monitor the Shire's Access and Inclusion policy to ensure it supports equitable access to services by people with disabilities throughout the various functions of the Council.
Make the library technology as accessible as possible.
Develop the links between the Disability Access & Inclusion Plan and other Council plans and strategies.
Council will ensure that any events are organised so that they are accessible to people with disabilities.
Ensure that Council staff and agents and contractors are aware of the relevant requirements of the Disability Services Act.

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

Objective: To ensure that all shire owned, leased or supported facilities are accessible to people with diverse needs.

Strategy
Ensure all buildings and facilities are physically accessible to people with disabilities.
Ensure that all new or redevelopment works provide access to people with disabilities, where practicable.
Ensure all premises and other infrastructure related to transport facilities is accessible.
Ensure adequate ACROD parking to meet the demand of people with disabilities in terms of quantity and location.
Advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.
Ensure that parks and reserves are accessible
Improve access to the beach for people using wheelchairs.
Increase the accessibility to playgrounds.
Ensure that public toilets meet the associated accessibility standards.

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

Objective: to ensure that relevant information pertaining to council functions, facilities and services use clear and concise language and are made available in accessible formats

Strategy
Improve community awareness that Council information can be made available in alternative formats upon request.
Improve staff awareness of accessible information needs and how to obtain information in other formats.
Investigate and facilitate the use of interpreters to improve the availability Council meetings to people with a hearing impairment.
Ensure that the Shire's website meets contemporary good practice.
Provide documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language

Outcome 4: People with disabilities receive the same level and quality of service from the staff of the Shire of Manjimup as other people receive from the staff of the shire.

Objective: Council staff and volunteers working with the public be equipped with the information and skills to enable them to appropriately provide advice and service to people with diverse abilities.

Strategy
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disabilities.
Improve the awareness of new staff and new Councillors about disability and access issues.
Further generate and sustain staff awareness of disability and access issues.
Ensure that information is given about universal access and inclusion to all contractors, consultants and external organisations that provide services to the public on behalf of the shire, or with support of the shire

Outcome 5: People with disabilities have the same opportunities as other people to make complaints to the Shire of Manjimup.

Objective: Ensure that grievance mechanisms are accessible or that appropriate assistance is given to enable people with diverse needs to make grievances and complaints known to the shire

Strategy
Ensure that current grievance mechanisms are accessible for people with disabilities.
Improve staff knowledge so they can facilitate the receipt of complaints from people with a disability.
Ensure that grievance mechanism processes and outcome satisfaction survey forms are available in formats to meet the needs of people with disabilities.

Outcome 6: People with disabilities have the same opportunities as other people to participate in any public consultation by the Shire of Manjimup.

Objective: To ensure that people with disabilities can participate fully in decision making and consultation processes managed by the Shire.

Strategy
Improve community awareness about consultation processes in place.
Commit to ongoing monitoring of the Disability Access Inclusion Plan to ensure implementation and satisfactory outcomes.
Improve access for people with disabilities to the established consultative processes of Council.
Seek a broad range of views on disability and access issues from the local community.
Develop a consultation policy for the shire that ensures the needs of people with different communication needs are met

ADOPTED BY COUNCIL FOR PUBLIC COMMENT 24 MAY 2007
ADOPTED BY COUNCIL 12 JULY 2007

APPENDIX ONE

Disability and Inclusion related Legislation

GUIDING LEGISLATION & STRATEGIC LINKAGES

A number of key acts of parliament, advisory notes, standards and regulations have guided the Shire of in the formation of their 2007 – 2012 DAIP.

These include:

LOCAL GOVERNMENT

Australian Local Government Association (ALGA)

ALGA has a Statement of Cultural Inclusiveness policy endorsed by the National General Assembly of Local Government 2001. The Statement affirms a local government commitment to the right of all Australians to enjoy equal rights and be treated with equal respect regardless of race, colour, creed or origin.

STATE GOVERNMENT

State Western Australian Equal Opportunity Act (1984)

The Equal Opportunity Act recognises that people with disabilities 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. Under the legislation, an action is regarded as being discriminatory if a person with impairment is treated less favourably than others in the same or similar circumstances. Impairment is defined as any condition existing at birth or from illness or injury. It also includes impairments that existed in the past and no longer exist.

The Western Australian Disability Services Act (1993)

The Disability Services Act 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. The Act includes a requirement that public authorities prepare and implement a Disability Access and Inclusion Plan that will further the principles of the Act. Each plan outlines how the public authority will ensure that people with difficulties, families and carers have access to their services and report annually to these plans.

Aboriginal Heritage Act 1972

The *Aboriginal Heritage Act* applies in relation to the protection of places and objects which may be of importance and significance to people of Aboriginal descent in Western Australia. In particular it applies to places and objects that may have sacred, ceremonial and ritual significance.

Volunteer (Protection of Liability) Act 2002

The intent of the Volunteers (Protection from Liability) Act 2002 is to protect certain volunteers from liability and transfer that liability to community organisations, as defined. The Act provides protection for volunteers who work for a community organisation, defined to mean a body corporate, local government authority or State agency.

Commonwealth

The Commonwealth Disability Discrimination Act (DDA) 1992

The DDA is a Commonwealth Act that provides protection against discrimination based on any form of disability (i.e. Physical, Intellectual, Sensory, Psychiatric and Neurological) for everyone in Australia. Under the Act it is unlawful to discriminate against a person or their associate (partner, carers, friend, family member or business partner), if they have a disability in the following areas of life:

- a) Work, accommodation, education, access to premises, clubs and sport; and
- b) The provision of goods, services, facilities and land; and
- c) The administration of Commonwealth laws and programs

Discrimination is defined as treating people with a disability less favourably than people without a disability would be treated under the same circumstances. The DDA applies to public and private sectors and allows people to complain to Human Rights and Equal Opportunity Commission if they encounter discrimination.

Australian Standards (AS)

The AS sets out requirements that must be referred to when making decisions that impact on people with disabilities:

- *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
- *Building Code of Australia (BCA)* - Applies to new buildings undergoing significant refurbishment or alteration. A comprehensive statement of the technical requirements relevant to the design and construction of buildings and other related structures
- *Draft Building Code of Australia* – update of BCA about to undergo policy consideration

Racial Discrimination Act 1975, 1983

The *Racial Discrimination Act 1975* makes racial discrimination unlawful in Australia. The legislation covers all of Australia and can be used to ensure everyone is treated equally, regardless of their race, colour, descent, or national or ethnic origin. The RDA covers discrimination in areas such as employment, renting or buying property, the provision of goods and services, accessing public places and in advertising.

APPENDIX TWO

Recommendations

The following is a list of recommendations for delivery and monitoring of initiatives and strategies included in the DAIP and the implementation plan:

1. The Shire representative responsible for the DAIP and the Access and Inclusion Planning Committee ensures that priority work and projects are included in the annual financial planning process in February each year (Access and Inclusion Planning Committee).
2. DAIP audit outcomes incorporated into future financial year works programs for roads and pathways (Access and Inclusion Planning Committee).
3. Work towards ensuring, where appropriate, that all new or redevelopment works provide access to people with disabilities where practicable by developing a 5 year building access plan with associated action plan (Building and Infrastructure).
4. Research and apply for grants that will assist in delivery of initiatives and improving existing services and equipment (shire representative).
5. Develop a user friendly brochure regarding DAIP information relating to buildings and facilities in contracts and tenders (DAIP project Officer, shire representative).
6. Encourage all directorates to communicate good news stories and to make any knowledge of work not identified in the plan known to DAIP officer for record purposes (shire representative).
7. Development of user-friendly Access and Inclusion brochure for all staff, customers and contractors as required (DAIP project officer shire representative).
8. Identification and development of alternative formats for information and the development of a policy around the use of these formats (Council).