



Western Australia

## **Shire of Murchison**

# **Disability Access and Inclusion Plan**

**2016 - 2020**

*Revision December 2015*

*Adopted by Council February 2016*

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# Disability Access and Inclusion Plan for the Shire of Murchison

## 2016-2020

The Western Australia Disability Services Act requires all Local Governments to develop and implement a Disability Access and Inclusion Plan (DAIP) to ensure that people with 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.

This Disability Access and Inclusion Plan is available in alternative formats upon request and includes in electronic format by email, in hard copy in both large and standard print, in audio on cassette or compact disc and on the website at [www.murchison.wa.gov.au](http://www.murchison.wa.gov.au).

## Development and Maintenance of the Disability Access and Inclusion Plan

The Chief Executive Officer, who reports directly to the Murchison Shire Council, is responsible for the ongoing development and implementation of the Plan.

## Facilities & Services Provided by the Shire of Murchison

The Murchison Council serves 29 stations and a population up to 123. The Shire is approximately 49,500 square kilometres in size. The predominant land use, by area, in the region is pastoral stations which produce wool and meat, from sheep, cattle, goats and kangaroos. High technology radio astronomy facilities are being developed at Boolardy Station, stimulating development at the Murchison Settlement.

The Murchison Shire is often referred to as the "Shire with no Town" this is because no gazetted town site exists within the Shire and it is believed to be the only Shire in Australia where this exists.

Council provides an extensive variety of services for the community under authority of a wide range of legislation. Services provided include –

- building control
- cemetery
- bush fire control
- fire prevention
- dog control
- environmental health
- demolition permits
- drainage
- parks & reserves
- citizenship ceremonies
- playground equipment
- library services
- public toilets
- media releases
- planning control
- public buildings for hire
- recreational/sporting facilities
- street lighting
- roads, footpaths, kerbing
- street tree planting
- vehicle licencing agency

## **Planning for Better Access**

Through the implementation of this DAIP, the Shire of Murchison aims to offer people with disability the same opportunities as other people to access the services of public authority.

The Shire is committed to achieve the following desired outcomes:

1. People with disability have the same opportunities as other people to access the services of and any events organised by a public authority.
2. People with disability have the same opportunities as other people to access the buildings and other facilities of public authority.
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.
4. People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.
5. People with disability have the same opportunities as other people to make complaints to public authority.
6. People with disability have the same opportunities as other people to participate in any public consultation by a public authority.
7. People with disability have the same opportunity as other people to obtain and maintain employment with public authority.

## **Evaluation & Review of the DAIP**

The Disability Services Act 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.

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

## **Community Consultation**

Public notice will be given that the DAIP will be reviewed and evaluated and an invitation extended to the community to offer advice, opinion or comment on the plan, and to provide comment or details on previously unidentified access issues or ongoing access issues.

On each review of the Plan, the invitation to submit will be posted on the website and advertised in a newspaper that circulates in the local area. However, submissions will be accepted at any time.

## Dealing with Submissions

In assessment of any submissions it is possible that matters that require significant capital investment will only be able to be addressed when significant capital works are planned for refurbishing or recycling a building. However, all due care will be taken to ensure that the opportunities for access improvement that can be carried out within current recurrent expenditure are not lost or deferred in the consideration of a larger project.

## Reporting on the DAIP

The Disability Services Act requires the Shire to report on the implementation of the 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
- 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 by July 4 each year.

## Strategies to Improve Access and Inclusion

The following overarching strategies have been developed to address each of the seven desired outcome areas of the Plan. These will form the basis of the implementation plan.

**Outcome 1:** 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	On review of the DAIP
Monitor Shire services to ensure equitable access and inclusion	Ongoing
Develop links between the DAIP and other Shire plans and strategies	June 2016
Ensure that events, whether organised or funded are accessible to people with disability	Ongoing

**Outcome 2:** People with disability have the same opportunities as other people to access the buildings and other facilities of public authority.

Strategy	Timeline
Ensure that all buildings and facilities meet the standards for access and any demonstrated additional need	Ongoing
Ensure that all new or redevelopment works provide for access to people with disability, where practicable	Ongoing
Ensure that all recreational areas are accessible	Ongoing

**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.

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
Ensure that the Shire's website meets contemporary good practice	Ongoing

**Outcome 4:** People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff 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	Ongoing

**Outcome 5:** People with disability have the same opportunities as other people to make complaints to public authority.

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

**Outcome 6:** 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

**Outcome 7:** People with disability have the same opportunities as other people to obtain and maintain employment within a public authority.

Strategy	Timeline
Ensure policies and procedures are regularly reviewed	Ongoing
Commit to using inclusive recruitment practices when advertising new positions	Ongoing

## **Progress since 2008 under the DAIP**

### **Ensure that people with disability are consulted on their needs for services and the accessibility of current services**

The Shire is currently calling for submissions on its DAIP as part of this review. People with disability are encouraged to make a submission.

### **Ensure that events, whether organised or funded are accessible to people with disability**

All events held at the Murchison Settlement by the Shire are accessible to people with disability and staff and community are supportive of people with special needs.

### **Ensure that all buildings and facilities meet the standards for access and any demonstrated additional need**

All buildings at the Shire of Murchison are accessible to people with disability. There are public facilities available for people with disability.

### **Ensure that all new or redevelopment works provide for access to people with disability, where practicable**

A new laundry and new accommodation units constructed in April 2015 have been built to be accessible to people with disability.

### **Ensure that all recreational areas are accessible**

All recreation areas within the Murchison Settlement are accessible to people with disability

### **Ensure that the community is aware that Shire information is available in alternative formats upon request**

This is promoted to the community via the DAIP

### **Ensure that the Shire's website meets contemporary good practice**

The Shire's website undergoes regular professional updates to ensure that it meets contemporary best practice

### **Ensure that grievance mechanisms are accessible for people with disability**

Council ensure that grievance mechanisms are flexible enough to ensure that people with disability have the opportunity to lodge a complaint



## **Ensure that people with disability are actively consulted about the DAIP and any other significant planning processes**

The DAIP is currently under review and the community has been consulted through requests for submissions.

Community consultation is an important part of our Integrated Planning process and review.

People with disability are actively encouraged to make a submission as part of the community consultation process.

## **Commit to using inclusive recruitment practices when advertising new positions**

Council have committed to inclusive recruitment practices through their Equal Opportunity Policy Statement.

### ***7.1.13 Equal Opportunity Policy Statement***

1. The Shire of Murchison recognises its legal obligations under the Equal Opportunity Act 1984 and will actively promote equal employment opportunity based solely on merit to ensure that discrimination does not occur on the grounds of gender, marital status, pregnancy, race, disability, religious or political convictions.
2. All employment training with the Council will be directed towards providing equal opportunity to all employees providing their relevant experience, skills and ability meet the minimum requirements for such training.
3. All promotional policies and opportunities with this Council will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirement for such promotion.
4. All offers of employment within the Council will be directed towards providing equal opportunity to all employees providing their relevant experience, skills and ability meet the minimum requirements for such engagement.
5. This Council will not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or remark concerning a persons' race, colour, language, ethnicity, political or religious convictions, gender, marital status or disability.