



# DISABILITY ACCESS AND INCLUSION PLAN

Revised for  
2013 - 2018

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## THE SHIRE OF BODDINGTON'S DISABILITY ACCESS AND INCLUSION PLAN

The Shire of Boddington's Disability Access and Inclusion Plan was adopted on 19 November 2013 and has been a guidance to ensure that people with disabilities are included and can access and use facilities, services and functions provided by the Shire of Boddington. This Plan is reviewed annually, amended and extended as new strategies are identified and priorities change.

## BACKGROUND

### The Shire of Boddington

The Shire of Boddington is a well established, small rural Shire situated 123 kms south east of Perth covering an area of 1900 square kilometres. The main town and administrative centre of the Shire, is situated in Boddington.

Townsites in the Shire include Boddington and Ranford, the localities of Crossman, Marradong, Lower Hotham, Upper Murray, Wuraming, Bannister, Mount Wells and Quindanning each having its own special characteristics. A significant proportion of the Shire is taken up by State Forest, with local industries including Tourism, Timber Plantations, Cattle & Sheep Production, Bauxite & Gold Mining, Viticulture and Orchards.

There has been an increase of the population with the reopening of the Boddington Gold Mine.

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

The Shire of Boddington is responsible for a range of functions, facilities and services including:

### *Services to property & Environment:*

- Consultation, provision and maintenance of roads, footpaths, cycle ways and dual-use paths
- Maintenance of community buildings and facilities for sporting groups
- Maintenance of playing areas and playgrounds, reserves, parks and sports grounds
- Land drainage and development
- Waste Management – collection, disposal and recycling
- Street cleaning and litter patrol
- Planting and caring for street trees
- Installation of signs and number of building Lots, including Rural Street numbering
- Bush Fire Control

### *Services to the community:*

- Recreation
- Aquatic Centre
- Public Library
- Provision of playing areas and playgrounds, reserves, parks and gardens, sports grounds and facilities for sporting and cultural groups
- Medical & Community Health Centre
- Town Hall
- Youth Group
- Mens Shed
- Information Services – Website
- Environmental Health Services
- Senior Citizens Centre
- Citizenship Ceremonies

### *Regulatory services:*

- Planning of Road systems, Subdivisions and Town Planning Schemes
- Building investigations, approvals for construction, additions or alterations to buildings
- Compliance services for swimming pools
- Ranger services, including dog control, and bush fire control
- Maintaining the Parks and Gardens of the Shire

### *General administration:*

- Public Information Service
- Receiving of Complaints
- Payment of Rates
- Vehicle Licensing

### *Processes of government:*

- Ordinary and Special Council Meetings
- Committee meetings
- Electors meetings
- Election of Council Members
- Community consultations

## **People With Disability In The Shire Of Boddington**

The residential population of the Shire of Boddington was recorded to be 2226 (2011 census). According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and carers (2003), 20.6% of Australians or more than 1 in 5 people, identify themselves as having some form of disability.

It is estimated that a population growth within the Shire will include a percentage of people with some form of disability that will require individual special needs that need to be catered for in the Shire's

planning and development. According to the ABS survey, around half of people aged over 60 identified themselves as having a disability.

### Planning For Better Access

It is a requirement of the Disability Services Act that all Local Government authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the authority will ensure that people with disabilities have equal access to its facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act and the Commonwealth Disability Discrimination Act (DDA). While Action Plans are not compulsory under the DDA, they can assist organisations become more accessible and inclusive, and can provide some clarity during disability discrimination proceedings. A DAIP may also satisfy the DDA's requirements for Action Plans.

### Progress since 1996 under the DSP

The Shire of Boddington is committed to facilitating the inclusion of people with disabilities through the improvement of access to its facilities and services. Towards this goal the Shire adopted its first DSP in 1996 to address the barriers within the community for people with disabilities. The DSP addressed both its statutory requirements under the WA Disability Services Act (1993) and its obligations under the Commonwealth Disability Discrimination Act (1992). The DSP has undergone four internal reviews since 1996.

Since the adoption of the initial DSP, the Shire has implemented many initiatives and made progress towards better access.

Other objectives and Strategies that have been implemented to assist with facilities and services to meet the needs of people with disabilities are:

- Provision of disabled ramp at the Town Hall
- Levelled out footpath areas (this is a continuous undertaking)

- Footpath surfaces within the Shire are progressively being upgraded to assist disabled persons and kerb ramp access provided where appropriate.
- Rail to public toilets provided
- Upgrade footpath and shelter in Central Park
- New Medical Centre Constructed
- Rubbish and recycling bin removal for those with a disability offered
- Council information available on web site and in other formats if requested
- Postal voting for Council elections
- Disabled car parking bay provided at the Shire office

## ANTI DISCRIMINATION ACCESS & INCLUSION POLICY STATEMENT FOR PEOPLE WITH DISABILITY, THEIR FAMILIES AND CARERS

The Shire of Boddington 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.

World Health Organisation's definition of disability:

*"Disability is a loss or reduction of functional ability which results from an impairment. An impairment is defined as an anatomical or functional abnormality or loss which may or may not result in a disability."*

The Shire of Boddington recognises that people with disability are valued 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 Boddington 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.

A key aim for the Shire of Boddington is maintaining and improving the quality of life of its residents by creating an accessible community in which information, services, facilities programs, decision-making processes and other activities are open and available to all residents, in an effort to provide equal opportunities, rights and responsibilities and the equitable distribution of resources.

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

The Shire of Boddington is committed to working in partnership with local community groups and businesses to facilitate the inclusion of

people with disability through improved access to facilities and services in the community.

## Anti Discrimination Legislation

Major Legislative changes have occurred over the past decade with the aim of eliminating discrimination against people with disabilities and improving services for people with disabilities in Australia. It is now against the law to discriminate against people with disability.

The Disability Discrimination Act 1992 and the Disability Services Act 1993 are far reaching in terms of their implications and regulations. Access for people with disabilities should as far as practical, be provided on the same basis as it is for the other members of society. Above all it is no longer acceptable to achieve minimum requirements. Anti discrimination legislation encourages innovation in approach and the adoption of good practice solutions based on a policy of inclusion.

The Shire of Boddington refers to the following legislation, ensuring that all employees and Elected Members are aware of the Disability Access and Inclusion Plan, anti-discrimination (including discrimination against people with disabilities) and their responsibilities within their roles at the Shire of Boddington to ensure that their service is accessible.

## The Disability Discrimination Act 1992

The Disability Discrimination Act (DDA) was passed by the Commonwealth Government in October 1992. It fulfils Australian's International obligation to implement the United Nations declaration that:

*"The right to have access to goods and services is a basic human right possessed by all people, regardless of whether or not they have a disability."*

## The DDA has three key aims, which are to:

- Eliminate discrimination against people on the grounds of disability in specified areas;
- Ensure that people with disabilities have a right to equal treatment before the law; and
- Promote community understanding that people with disability have the same fundamental rights as the rest of the community.

## Scope of Act

Areas of life where the Disability Discrimination Act makes discrimination on the grounds of disability unlawful are:

- Access to premises used by the public;
- Provision of goods, services and facilities;
- Employment;
- Education;
- Accommodation;
- Buying or selling land;
- Activities of Clubs;
- Sport; and
- Administration of Commonwealth Government Laws and Programs.

A person who believes they have suffered discrimination may make a complaint to the Human Rights and Equal Opportunity Commission (HREOC). Enquiries can be directed to the Sussex Street Community Law Service, Perth on telephone 62539500 or 1300648655.

## Definition of Disability

The Act incorporates a broad definition of disability which include:

- Physical
- Intellectual
- Psychiatric
- Sensory
- Neurological

- Learning
- Disease causing organisms

It covers disabilities which people have now, have had in the past, may have in the future and are believed to have, and covers discrimination against people with a disability because they:

- Are accompanied by an assistant, interpreter or reader, or by a trained animal such as a Guide or Hearing Dog; or
- Use equipment or an aid

The Disability Discrimination Act also protects carers, friends, relatives or co-workers of a person with a disability if they are discriminated against because of the person's disability. The Act does not require that a person with a disability be treated more favourably than others, rather, that he or she does not receive less than fair treatment because of his/her disability.

A person with a disability has the right to complain to the Commissioner of Equal Opportunity in Western Australia, if they believe that they have been discriminated against by a public authority because of their impairment.

### **The Western Australian Disability Services Act 1993**

The Western Australian Disability Services Act 1993 contains a commitment to ensuring that people with disability have the same rights, opportunities and choices as other community members. The Act includes a requirement that public authorities prepare disability service plans.

Each plan is to outline how the public authority will ensure that people with disability, their families and carers have access to their services. Authorities were required to lodge Disability Service Plans with the DSC prior to 1 January 1996 and then to report annually on the implementation of these plans. Disability service Plans can also be lodged as an Action Plan for the DDA with the Human Rights and Equal Opportunity Commission as long as they meet the requirements for Action Plans.

The Shire of Boddington's Disability Services Plan has been reviewed and an updated Disability Access and Inclusion Plan for 2013 – 2018 includes these anti-discrimination and access and equity statements.

The Shire of Boddington seeks to eliminate any potential discrimination through:

- Supporting and promoting harmonious community relations
- Commitment to the elimination of all forms of racism and other discrimination within its community
- Recognising the need to plan and develop services in a way which counters racist, ageist, sexist and other discriminatory role stereo-typing, eg: women as carers and people with disabilities as passive and dependent
- Covering anti-discrimination Legislation in training and workshop sessions

# DEVELOPMENT OF THE DISABILITY ACCESS AND INCLUSION PLAN

Responsibility for implementing the DAIP

It is a requirement of the Disability Services Act that public authorities must take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

Implementation of the DAIP is the responsibility of all areas of Council. Some actions in the Action Plan will apply to all areas of Council while others will apply to a specific area.

## Communicating the plan to staff and people with disability

- In April 2013 the Shire commenced a review of its Disability Access and Inclusion Plan and in November 2013 the reviewed Plan was finalised and formally endorsed by Council. The draft plan was made available for comment via local print media.
- Council has advised, through the local print media that copies of the Plan are available to the community upon request and in alternative formats if required, including hard copy in standard and large print, electronic format, audio format on cassette or CD, by email and on the Council website.
- As Plans are amended both staff and the community will be advised of the availability of updated Plans, using the same methods.

## Review and evaluation mechanisms

The Disability Services Act sets out the minimum review requirements for public authorities in relation to DAIPs. The Shire's DAIP will be reviewed at least every 5 years, in accordance with the Act. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues which may arise.

Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

## REPORTING ON THE DISABILITY ACCESS AND INCLUSION PLAN

The Disability Services Act sets out the minimum reporting requirements for public authorities in relation to DAIPs.

Council will report on the implementation of its DAIP through its Annual Report and the prescribed proforma to the Disability Services Commission by 31 July each year, outlining:

- its progress towards the desired outcomes of its DAIP;
- the progress of its agents and contractors towards meeting the six desired outcomes; and
- the strategies it used to inform its agents and contractors of its DAIP.

## 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 Boddington will undertake from 2013-2018 to improve access to its services, buildings and information. The seven desired outcomes provide a framework for improving access and inclusion for people with disability in the Shire of Boddington.

The Shire of Boddington is committed to achieving the following desired outcomes of its DAIP.

### 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.

- Council endeavour to be adaptable in responding to the barriers experiences by people with various disabilities, including people with physical, sensory, cognitive and psychiatric disabilities.
- Council 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 a public authority.

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

- Council 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.

- Council produce all of its information on Council facilities, functions and services using clear and concise language.
- Council advise the community that, upon request, information about Council function, facilities and services can be made available in alternative formats, such as large print.

### Outcome 4:

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.

- Council undertake to ensure that staff are aware of the key access needs of residents with disabilities 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 a public authority.

- Ensure that grievance mechanisms are accessible for people with disability and are acted upon.

## Outcome 6:

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

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

## Outcome 7:

People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

- Ensure employment opportunities for people with disability by using inclusive recruitment practices.
- Job advertisements are placed in ~~an~~ accessible formats.
- Design of workplace to accommodate an employee with disability.

## OBJECTIVES AND STRATEGIES IDENTIFIED TO OVERCOME BARRIERS

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

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Facilities Playground	Disabled access restricted.	Contact Playgrounds for Disabled	Ongoing. To be considered when constructing new playgrounds or up grading existing	MWS & MCS
Services to Property Rubbish Removal	People with mobility problems unable to bring rubbish bins to kerb side.	People with disabilities to be informed that alternative arrangements for removal of rubbish can be made upon request.	Ongoing	PEHO/BS
Recreation & Sporting	Disabled persons access to recreation areas and to sporting groups	Audit recreation areas for access issue. Encourage participation in sporting activities by discussion with sporting groups	Ongoing	MCS, MWS & PEHO/BS

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

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Community Facilities: Town Hall	Disabled access to building from car park to disabled ramp restricted	Construct disabled parking bays adjacent to disabled ramp into the Town Hall	December 2013	PEHO/BS
Town Hall	Disabled toilet facility not present	Install disabled toilet facility in the Town Hall (to be constructed at the side of the existing male toilets)	December 2017	PEHO/BS
Shire Office	Disabled toilet facility not present	Install disabled toilet facility in this building Office building may be rebuilt on a new site. Disabled facilities to be installed at that time	To be done with building work to be conducted on the Shire Offices September 2014	DSP & MSP
Shire Office	Doors into office reception and Council Chambers not accessible to all	Construct ramp at chambers doors to eliminate sill Install automatic sliding doors at entry into reception area. This item to be attended to when office renovated or rebuilt. Rail required at	To be done with building work to be conducted on the Shire Offices  September 2014	DSP & MSP

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
		reception entry ramp to assist person accessing the office		
Youth Centre	No disabled access into the youth centre for disabled youth	Construct new Youth Centre. Design work has been undertaken	July 2016	DSP & MSP
Pavilion	Disabled toilet facility not provided	Install disabled toilet facility. New pavilion to be built. Disabled facility to be incorporated and constructed at that time	Ongoing. New Recreation Centre is contemplated disabled access & facilities to be incorporated in the new building	DSP & MSP
Swimming Pool	Disabled toilet facilities not provided	Install disabled toilet facility.	May 2018	PEHO/BS
Swimming Pool	Ramp not provided for disabled to enter the pool	Provide ramp for pool access New facility as above to be built incorporating these items	To be contemplated with a refurbishment of the swimming pool	PEHO/BS & MCS

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Footpaths	Where existing footpaths have barrier kerbing and uneven surfaces, access and use by the disabled is hindered. Need to be mindful of problems with sewer & telephone man holes	Footpath surfaces to be progressively upgraded. Footpath barrier kerbing to be progressively replaced with mountable kerbing. Kerb ramp access to be provided where appropriate. Manager Works & Services to identify priorities	Ongoing	MWS
Toilet Facilities	Boddington Foreshore – Lack of toilets for people with disabilities – no unisex toilets available for people with disabilities. Pathway access into the toilets and onto the foreshore proper will not include wheelchairs	New building to be built incorporating unisex disabled toilets  Reconstruct and construct footpaths to enable wheel chair access to toilets and onto the foreshore	May 2014  <b>To be done with construction of unisex disabled toilet</b>	PEHO/BS  PEHO/BS
Foreshore rotunda & BBQ area	Access limited for persons with disabilities. Have to traverse grassed area and a steep bank to	Construct footpath access to these facilities with the gradient sufficient for a wheel chair to traverse.	<b>To be completed with development of the foreshore</b>	MWS & DSP/MSP

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
	access these facilities	This is to be tied in with other developments at the foreshore		
News letter office	Access to disabled ramp at the rear of the building is not possible from the car park area due to the lip between the surface of the car park and the start of the ramp	Build up the surface as part of the development of the Town Hall car park area or construct a ramp to overcome the lip for the car park to the start of the ramp	<b>To be included when Town Hall car park area is upgraded</b>	MWS

Outcome 3: People with disabilities 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.

<ul style="list-style-type: none"> <li>➤ FUNCTIONS</li> <li>➤ FACILITIES</li> <li>➤ SERVICES</li> </ul>	BARRIERS	STRATEGIES	Task Timeline	Responsibility
<p>Applies to all Council Functions, Facilities &amp; Services</p>	<p>Information about all Council Functions, Facilities and Services is not written in clear and concise language and not available in formats that are accessible for people with disabilities.</p>	<p>Council to develop a Policy that all information about the functions it performs and the services and facilities it provides, is to be made available to the community in clear form and in concise language.</p>	<p>Ongoing initial policy to be formed as soon as possible. This policy will be updated on an as required basis</p>	<p>DCS</p>

Outcome 4: People with disabilities 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.

<ul style="list-style-type: none"> <li>➤ FUNCTIONS</li> <li>➤ FACILITIES</li> <li>➤ SERVICES</li> </ul>	BARRIERS	STRATEGIES	Task Timeline	Responsibility
<p>Applies to all Council Functions, Facilities and Services</p>	<p>Council Officers not sure how to talk to someone with an intellectual disability. Council Officers not sure how to speak to persons with hearing or sight problems.</p>	<p>Key Council Officers to have disability awareness training. The Disability Services Commission and other relevant disability organizations to be contacted regarding the development of an appropriate staff training program.</p>	<p>Ongoing. New staff to be trained on an as required basis</p>	<p>DCS</p>

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

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Process of Local Government	➤ Lack of information about the process of Local Government and how the Community can access the complaint process.	➤ Council will provide all information in accessible locations and in clear and concise language.	Ongoing	DCS

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

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Process of Local Government	➤ Lack of information about the process of Local Government and how the Community can participate in public consultations. ➤ Voting booths to	➤ Council will provide all information in accessible locations and in clear and concise language.	Ongoing  Postal voting to	DCS  CEO

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
	cater for people in wheelchairs.		be undertaken	

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

➤ FUNCTIONS ➤ FACILITIES ➤ SERVICES	BARRIERS	STRATEGIES	Task Timeline	Responsibility
Employment within Local Government	<ul style="list-style-type: none"> <li>➤ Recruitment practices.</li> <li>➤ Advertising of job vacancies.</li> <li>➤ Perceived short comings of applicants with disability.</li> <li>➤ Design of workplace.</li> <li>➤ Review of job function and tasks to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>➤ Job advertisements to encourage applications from persons with disability.</li> <li>➤ Job advertisements be placed in formats that are accessible to persons with disability</li> <li>➤ Workplace be redesigned and altered where necessary to accommodate an employee with disability</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>As required</p>	<p>CEO &amp; HR</p> <p>CEO &amp; HR</p> <p>CEO, DCS, Managers</p>