



Disability Access and Inclusion Plan

2023 -2028



Alternate Formats

This Disability Access and Inclusion Plan is available in alternative formats upon request and includes:

- In electronic format;
- Email;
- Hard copy;
- Both large and standard print;
- In audio; and
- On the Shire's website www.victoriaplains.wa.gov.au/daip.

Please contact Customer Service on **(08) 9628 7004** to request a copy.

Translating Services

The Shire can provide access to our services for non-English speaking residents.

Interpreting and translating services are available via the Translating and Interpreting Service (TIS). The service provides language interpreting in 160 languages.

To use this service, please phone TIS on **13 14 50** or ask a Shire of Victoria Plains staff member for assistance.

The National Relay Service (NRS)

The NRS can contact the Shire of Victoria Plains on your behalf:

- TTY/voice calls **133 677**
- Speak and Listen **1300 555 727**
- SMS relay **0423 677 767**

Acknowledgement of Country

The Shire of Victoria Plains acknowledges the Traditional Owners and Custodians of the land on which we live, work and play, the Yued people. We recognise their connection to the land and local waterways, their resilience and commitment to community and pay our respect to all of the Aboriginal Elders and leaders in the region; past, present and emerging.

Thank You

The Shire would also like to acknowledge and thank everyone who has provided input and feedback. Your involvement has been instrumental in the development of this Disability Access and Inclusion Plan.

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1 Executive Summary

The Shire of Victoria Plains plays an important role in relation to access and inclusion as it undertakes a wide range of responsibilities which impact on the quality of life of people with disability, their families and carers.

These include infrastructure provision, facilities management and the delivery of a wide range of services and programs. People with disability have the same rights as other community members to access the Shire's services and participate fully in community life and the Shire strives to enable this through its strategic planning processes as well as its day-to-day activities.



The Shire shares the vision stated within the “Western Australia for Everyone State Disability Strategy 2020 - 2030” which is:

“People with disability and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs”.

The Disability Services Act (1993 - amended 2004) requires local governments to develop and implement a Disability Access and Inclusion Plan (DAIP) to provide access to their services, premises and facilities and support inclusion in the community.

This DAIP provides the framework through which the Shire can contribute to the creation of accessible and inclusive WA communities, to ensure that people with disability can access the services provided within its municipality and participate and be included in their own community. The outcome sought is to provide, as much as is reasonable, the same level of access as people without a disability enjoy, and to ensure that residents and visitors are not discriminated against on the basis of their disability.

The Shire has taken the outcomes of recent consultation with the community and learnings and achievements to date, to develop this updated Disability Access and Inclusion Plan for the five-year period from 2023 - 2028. The DAIP includes an Action Plan which contains 45 new and ongoing actions across the seven regulated outcome areas, as well as within one additional outcome area.

The proposed outcomes include:

- Shire and locally organised events supported by guidelines to enhance accessibility.
- Ongoing improvements to enhance the accessibility of Shire buildings and facilities.
- Training of all staff in the delivery of inclusive services.
- Ensure footpaths and ACROD parking bays are accessible and their locations, quantity and quality meet the needs of the community.

Collectively, these and the other items in the Action Plan will ensure that the Shire can continue to make sustainable progress towards the shared vision stated above.

2 What is Disability, Access and Inclusion?

Disability

A disability is any continuing condition that restricts everyday activities. The *Disability Services Act 1993* defines disability as being:

- Attributed to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- Permanent, or likely to be permanent;
- An impairment which may or may not be of an episodic nature.
- An impairment which may result in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.



Access

Access in this context refers to an individual's physical ability to get to, into, and around facilities and services. 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 disability less favourably than people without a disability would be treated under the same circumstances.

3 Introduction

The Shire of Victoria Plains recognises the Social Model of Disability which considers 'disability' to be "the result of the interaction between people living with impairments and an environment filled with physical, attitudinal, communication and social barriers. It therefore carries the implication that the physical, attitudinal, communication and social environment must change to enable people living with impairments to participate in society on an equal basis with others. ¹"

The Shire is committed to removing barriers to access and inclusion and to actively promoting environments and services in which all people are valued and have the choices to live their best lives.

Disability Access and Inclusion Plan's (DAIPs) assist local governments to plan and implement improvements to access and inclusion.

DAIPs are required by law to address seven desired outcomes which are:

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

¹ Source: People with Disability Australia: <https://pwd.org.au/resources/models-of-disability/>

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

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

Outcome 4: People with disability receive the same **level** and **quality of service** from the staff of the Shire of Victoria Plains as other people receive from the Shire's staff.

Outcome 5: People with disability have the same opportunities as other people to make **complaints** to the Shire of Victoria Plains.

Outcome 6: People with disability have the same opportunities as other people to participate in any **public consultation** undertaken by the Shire of Victoria Plains.

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

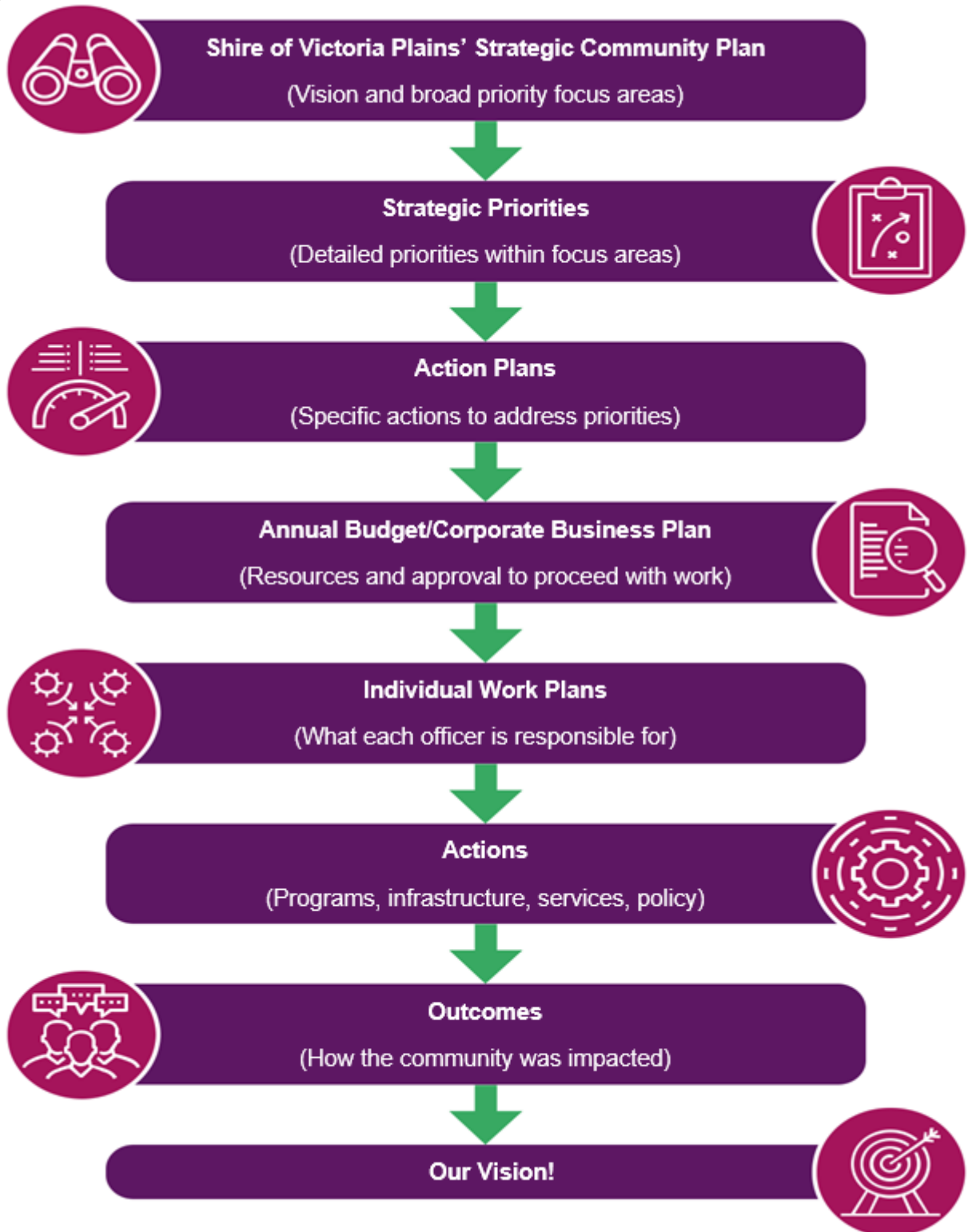
In addition to these seven key outcomes, a DAIP can include additional outcome areas to ensure that it meets the needs of the organisation and to address additional priorities that have been identified. In response to the consultations undertaken both internally and with the community, this DAIP includes the following additional outcome:

Outcome 8: The Shire of Victoria Plains provides opportunities for awareness raising, collaboration and advocacy, and delivers governance improvements to enhance accessibility and inclusion for people with disability.

3.1 Links to Strategic Community Plan

The Shire's *Integrated Strategic Community Plan 2022-2032* (SCP) outlines the vision, aspirations and objectives of the community over the next ten years. It is a strategic roadmap of where the community want to go and what it will look like when we get there. From the SCP, we develop our strategies which identify detailed priorities within focus areas.

The DAIP update sits under one of the Shire's *Community* strategic priorities, as an action against *Healthy, Connected and Safe Communities*. Updating the DAIP will help the Shire to deliver the vision outlined in our SCP and compliments associated actions within the SCP.



Additional SCP actions aligned with the intentions of the DAIP include;

- Achieve and update the Aged Friendly Community Plan.

- Maintain and extend the footpath network.
- Sport and recreation facilities are planned, maintained and developed in a coordinated manner, aligned with community need.
- Our parks and community spaces are green, tidy and accessible.
- Clean, accessible and modern public toilets.
- Residents and community groups believe they are being listened to and fairly treated.

3.2 Vision

The Shire shares the vision stated within the “Western Australia for Everyone State Disability Strategy 2020 - 2030” which is:

“People with disability and those who share their lives, are engaged and feel empowered to live as they choose in a community where everyone belongs”.

4 Background

4.1 About the Shire of Victoria Plains

The Shire of Victoria Plains is a local government area in the central Wheatbelt region of Western Australia, about 160 kilometres north of the state capital, Perth. It covers an area of 2,569 square kilometres and its seat of government is the town of Calingiri. The Shire also includes the six townsites of Bolgart, Gillingarra, Mogumber, New Norcia, Piawaning and Yerecoin and encompasses seven other localities.

Agriculture is the main industry in the Shire and forms the economic base for the entire area. Secondary industries and businesses associated with agriculture are a dominant feature of town economies. There are excellent community facilities including community centres, sporting facilities and complexes and halls, and these facilities are accessible to all residents.

4.1.1 The Victoria Plains Community

The Shire’s population is waning, and current trends suggest that this is likely to continue. The population at the 2021 Census was 802 (down from 910 recorded in 2016). Of that number, over half (50.6%) the population was aged over 45, with 21.5% aged over 60 years young.

The Australian Institute of Health and Welfare report, “*People with Disability in Australia 2020*”, indicated that potentially;

- Up to 1 in 6 Australians were estimated to have disability;
- Close to 1 in 3 people with disability have severe or profound disability and require help with daily self-care, mobility or communication activities;
- An estimated 95% of people with disability live at home or in the community; and

- 1 in every 11 people (aged 15+) with disability are likely to have experienced disability discrimination in the last 12 months.

The National Disability Insurance Scheme (NDIS) Demand Map estimated the number of NDIS participants living in the Shire in 2023 to be around 50. Of these, it is estimated that potentially 60% may be with disability that is related to intellectual, developmental, psychological or neurological conditions, or vision, hearing, speech or other sensory impairments.

These above statistics are important considerations for the Shire to be mindful of as it continues to seek improvements to access and inclusion beyond the historic focus on actions related to physical accessibility.

4.1.2 The Role of the Shire

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

- Property and environment
- Community
- Regulatory services
- General administration.

More information about the Shire's functions and services can be found by visiting the Shire of Victoria Plains website at www.victoriaplains.wa.gov.au.

The Shire of Victoria Plains aims to maintain and improve 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 according to need.

4.2 International, National and State strategic context

The Shire's role in relation to disability access and inclusion is best considered with reference to the broader context of international, national and state approaches that are in place. These approaches go far beyond the scope of local government influence, but when developing and implementing this DAIP, this context has and will continue to be used as guidance much as is possible.

4.2.1 United Nations Convention on the Rights of Persons with Disabilities

The *Convention on the Rights of Persons with Disabilities* is an international human rights treaty of the United Nations, established to protect the rights and dignity of people with disability. The Convention aims to enhance opportunities for people with disability to participate in all aspects of social and political life including access to employment, education, health care, information, justice, public transport and the built environment. Australia was one of the first countries to ratify the convention on 17 July 2008.

4.2.2 Australia's Disability Strategy

The national disability strategy, *Australia's Disability Strategy 2021-2031* (ADS) builds on the significant work of the National Disability Strategy 2010–2020 to establish a national approach to improving the lives of people with disability. The National Disability Insurance Scheme was the most significant achievement of this process.

The Outcome Areas in the ADS set out where governments at all levels, working with the community and business, will focus on driving improvements for people with disability. They are:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes

The Shire will continue to stay up to date with the ADS and use it to inform the implementation and ongoing review of the DAIP moving forward.

4.2.3 A Western Australia for Everyone: State Disability Strategy 2020 - 2030

The *State Disability Strategy 2020 - 2030* was released in late 2020 as a 'whole of community' commitment to changing the lives of people living with disability. The Strategy establishes four pillars for change:

- Participate and contribute
- Inclusive communities
- Living well
- Rights and equity

Within each pillar, the Strategy identifies a range of key outcomes which collectively describe what success will look like.

Along with the Strategy, a two-year Action Plan was also released which sets out the actions that will be implemented and monitored. The Action Plan was updated (in December 2022) and the implementation of this DAIP will continue to be informed by the Strategy and its updated Action Plans.

4.2.4 National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme (NDIS) "was established in 2013 to support people with disability to pursue their goals, to help them to realise their full potential, to assist them to participate in and contribute to society, and to empower them to exercise choice and control over their lives and futures²."

² National Disability Insurance Scheme Disability Support Worker Cost Model Assumptions and Methodology 2022-23

It is based on the premise that people with disability each have different support needs and should be able to exercise choice about the support they need. The main component of the NDIS is individualised packages of support to eligible people with disability.

The NDIS is administered by the National Disability Insurance Agency (NDIA). The NDIA has a role, as market steward, to create an efficient and sustainable consumer driven marketplace for the supply of disability supports. It regulates the commercial relationships between providers and participants, including through price regulation.

4.3 Development of the Plan

4.3.1 Review of previous DAIP (2015 - 2020)

In 2015, Council endorsed the Shire's DAIP for the period 2015 - 2020. The previous DAIP addressed the Shire's legislative requirements and included the Shire's Access and Inclusion policy statement.

The DAIP encompassed the seven outcome areas as outlined in 3. above and included strategies against the seven outcomes. Those strategies (or actions) have been considered in this review and updated DAIP.

4.3.2 Progress achieved since 2015

The following items from the original DAIP have been achieved since 2015:

- Improved procedures to enhance the annual collection and reporting of information about the access and inclusion related actions implemented by its agents and contractors.
- Regular opportunities for staff to build their awareness and capacity in relation to disability access and inclusion.
- Disability planning is used in all new buildings
- Additional Public Toilet facilities for people with disabilities have been made available
- Parking spaces for people with disabilities have been allocated at key access positions at library / Shire offices
- The Refuse Service includes specialised "assisted" rubbish collection services if required
- Disability planning is included for all new buildings

4.3.3 Consultation undertaken to inform the plan

Consultation opportunities were provided to engage key stakeholders and community members to better understand the progress the Shire has made to date, and to determine what actions might be taken to continue to improve the accessibility and inclusiveness of the Shire. The consultation occurred in mid-2023.

An online survey was made available for members of the community to complete. The survey was open for about one month and hard copies of the survey were also available at the Shire administration for collection or mailing.

Four community members completed the survey and while staff approached community groups for additional feedback, no further community input into the survey was forthcoming. In addition to the 2023 survey, consideration was also given to the outcomes of previous

consultation around the development of the initial DAIP and more recent approaches to the community for feedback during the preparation of the Shire's *Integrated Strategic Community Plan*.

Key staff also provided informed input into the DAIP preparation.

4.3.4 Findings of the consultation

The survey included a measure of community perceptions regarding the degree to which the Shire of Victoria Plains is an inclusive and accessible place to live for people with disabilities and their carers. The respondents either agreed or strongly agreed with this statement.

Findings from the consultation were as follows:

- There was recognition of the Shire's efforts to date in improving access and inclusion, along with a desire for the Shire to continue improving in this area and to not become complacent.
- That care should be taken to ensure that the Shire delivers strategies and actions that don't focus just on physical disability, but also include support for people with different types of disability including intellectual, developmental, psychological or neurological conditions.
- Better promote and advertise mainstream services, activities, and events that are accessible and inclusive of people with disability;
- Importance was placed on enhancing access to Shire and other public events. Issues for consideration included the provision of more parking close to events and improved promotion by event organisers about what is on and accessibility at the events.
- Provide adequate ACROD parking within proximity to high activity areas and at events;
- Upgrade facilities, parking areas, footpaths, and curbs in some areas;
- Ensure appropriate signage at Shire facilities and recreation areas (e.g. plain language, bigger text and pictures);
- Ensure information is provided in multiple formats and provide easily read communications that the whole community can understand;
- Address any stigma within the community and the organisation and provide disability awareness training to staff;
- Build greater awareness within the disability community of the Shire's complaints and comments process and encourage feedback;
- Build awareness of engagement opportunities and create consultation methods that are fully accessible and inclusive;
- Build stronger relationships with stakeholders and ensure targeted consultation includes people with a disability or credible representatives of that community;
- Formalise an inclusive employment application process by removing stigma, creating awareness of the benefits of employing a person with disability, and creating job opportunities that could be filled by people with disability.

This feedback directly informed and helped to shape the strategies found on the following pages.

5 Next Steps

As discussed previously, the Shire is legislatively required to include seven outcome areas in the DAIP. Based on the findings of the consultations, an additional outcome area has been added to enable the Shire to address work captured in the previous Disability Access and Inclusion Plan, and also to fully utilise the opportunities available to it as a Local Government Authority.

This DAIP includes actions across the following eight outcome areas:

1. Services and Events
2. Building and Facilities
3. Information
4. Quality of Service
5. Complaints and Feedback
6. Public Consultation
7. Employment
8. Capacity Building

5.1 Key Strategic Issues Informing the Way Forward

5.1.1 Diversity of people with disability

It is estimated that in 2023, there are around 50 - 60 individuals with disability living in the Shire of Victoria Plains and it is important to remember that there is probably considerable diversity within this group. In addition, the Shire has a comparatively high proportion of older residents and the number of residents with disability will only increase over the next several years.

These residents will differ in terms of the type of disability they live with, the degree to which their daily activities are impacted, and the amount and types of support they require.

Additionally, those individuals with disability will be very diverse in regards to factors such as their age, life experiences, income, education level, and their hobbies and interests.

It is important that the Shire is mindful of this diversity as it continues to plan and implement initiatives addressing access and inclusion, and that it also promotes greater awareness of this diversity amongst the broader community.

5.1.2 Ongoing Impact of the National Disability Insurance Scheme (NDIS)

The National Disability Insurance Scheme (NDIS) will continue to have a considerable impact on work driven by local government authorities in relation to access and inclusion.

A key factor to consider is the shift away from block funding for targeted social programs and activities for people with disability and a preference for individualised plans and funding aimed at enhancing community connection and participation.

In this environment, the provision of services, community programs and facilities that are highly accessible and which facilitate inclusion is of critical importance. If done well, the Shire will facilitate significant opportunities for people with disability to successfully meet the goals set out in their NDIS plan.

It is also important for the Shire to continue to monitor emergent gaps in relation to services and supports provided for people with disability because issues such as availability and choice of service providers and access to transport will impact the degree to which people with disability can engage with opportunities for employment, training and community connection and participation.

5.1.3 Co-design with People with Disability

Co-design is a process that involves key stakeholders in defining, developing, implementing and reviewing a necessary change to improve access, inclusion and participation. It is a process by which an organisation can engage directly with people who have lived experience of having disability, to ensure that the end product or service genuinely meets their needs.

6 Measuring Success

6.1 Implementation, Monitoring and Reporting

The Environmental Health Officer and community development staff will be primarily responsible for leading the ongoing overall communication and implementation of the DAIP and associated outcome measurement and reporting. The mechanisms for accomplishing this are outlined below and will occur regularly throughout each of the five years.

6.1.1 Agents and contractors

The Shire will continue to request, collate and report on the work of Shire agents and contractors in relation to DAIP outcome areas. Additionally, this DAIP includes an action to review and implement improvements to the Shire's processes in relation to this engagement and reporting.

6.1.2 Department of Communities

The Shire is required to report annually to the Department of Communities on the DAIP. These annual reports will advise of the progress made by the Shire, its agents and contractors in achieving the desired outcomes of the DAIP.

The Disability Services Act also requires the DAIP be reviewed at least every five years, with the next review to be undertaken prior to June 2027. However, specific actions included in the implementation plan will be reviewed twice-annually by the Shire's senior staff.

6.1.3 Reporting internally and to Council

Senior staff (comprised of the EHO and managers who have a role in relation to the DAIP) will meet two times per year to ensure the implementation of the DAIP is progressing and the outcomes are being achieved.

Regular discussion and updates on actions in the DAIP will be provided at monthly staff meetings with advice or recommendations going to Council as required.

As required, specific actions will be reported in the Shire's monthly presentations to Council by the CEO or nominated staff member.

A summary of progress and achievements related to access and inclusion will be included in the Shire's Annual Report.

7 Disability Access and Inclusion Plan

Outcome 1: Services and Events

People with disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Victoria Plains.

STRATEGY

– New Actions

1.1	Develop event planning guidelines to enhance the degree to which events and activities are accessible for people with disability and their families/carers. Promote the guidelines to Shire staff, community event planners and other agents of the Shire.
1.2	Provide training that builds capacity for accessible and inclusive event provision by the Shire and other community event providers. Link this training to the guidelines developed in Action 1.1.
1.3	Enhance physical accessibility at Shire events, particularly where known barriers exist such as grassed, uneven or sandy locations.

– Ongoing Actions

1.4	Continue to engage and support community groups and organisations to consider and enhance the accessibility and inclusion of their events and programs.
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Outcome 2: Building and Facilities

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

STRATEGY

– New Actions

2.1	Ensure that all new Shire infrastructure and re-development works are designed to enhance access and inclusion.
2.2	Develop guidelines which articulate how the Shire will address the responsibilities attached to ensuring accessibility is provided, as far as practicable, in all Shire infrastructure projects (including playgrounds and other outdoor spaces, new facilities, refurbishments and upgrades). The guidelines will also outline how the potential engagement of accredited access consultants and people with lived experience of disability is to be considered in delivering universal access for all.
2.3	Ensure footpaths and ACROD parking are accessible and their locations, quantity and quality meet the needs of the community.

2.4	Ensure that tender and contract documentation include reference to and consideration of the Disability Access and Inclusion Plan, and that contractor requirements are met as per legislative requirements.
– Ongoing Actions	
2.5	Progressively upgrade Shire controlled ACROD bays, such that they align with current Australian Standards. Improvements to be completed in line with the Shire’s current infrastructure maintenance programs.

Outcome 3: Information

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

STRATEGY

– New Actions

3.1	Provide information in alternative formats upon request.
3.2	Explore and implement promotional strategies that connect people with disability and their families/carers with Shire information. This may include the use of apps, QR codes on flyers, use of a specific design element, icon or branding, and attendance by Shire staff at targeted community events.
3.3	As part of the Shire’s ongoing website monitoring and improvements, review and update documentation available through the website, such that it aligns with the DAIP.
3.4	Develop guidelines to build the capacity of Shire staff and relevant contractors to produce accessible information such as flyers and other promotional material, video content and documents in alternate formats.
3.5	Use diverse informing methods to improve community awareness of programs, events services infrastructure and information available.
3.6	Ensure the Shire provides online information in accessible formats.
3.7	Implement ongoing review and enhancements to ensure that the Shire’s website continues to conform to the Level AA (or higher) standard of the Web Content Accessibility Guidelines 2.1 (or its equivalent).

– Ongoing Actions

3.8	Review, update and implement changes to the Shire’s Style Manual to ensure that the Shire produces information that is accessible and promotes inclusion.
3.9	Continue to provide documents in alternative formats on request.
3.10	Each year, identify a minimum of five Shire facilities, reserves and/or services and update the information on the Shire’s website to provide a more comprehensive description of the features available that enhance (or limit) access and inclusion.

3.11	Ensure that information about Shire events provided on the website includes a detailed description of the elements/features that are available to enhance access and inclusion.
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Outcome 4: Quality of Service

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

STRATEGY

– New Actions

4.1	Provide training and resources to Shire staff so they have the knowledge, skills and confidence to deliver quality service to all individuals and organisations.
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4.2	Build on the disability awareness training provided to staff (Action 8.4) by regularly providing staff with information about Shire initiatives and services provided to enhance access and inclusion.
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– Ongoing Actions

4.3	Provide access and inclusion training for Shire volunteers.
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4.4	Identify and deliver additional training that is suitable for particular staff and volunteers based on their roles, to encourage inclusive and accessible service delivery. For example, simulated experiences/training in relation to accessibility, and training in neurodiversity for customer-focussed roles.
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Outcome 5: Complaints and Feedback

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

STRATEGY

– New Actions

5.1	Ensure that complaints and feedback methods are promoted effectively and are accessible for people with disability.
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5.2	Ensure that all complaints and feedback are responded to as per the Shire’s complaint and feedback process.
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5.3	Improve internal systems for tracking and reporting on customer feedback (including the annual customer satisfaction survey) relating to disability access and inclusion.
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– Ongoing Actions

5.4	Maintain continuous improvement of the Shire's customer feedback and complaints processes to optimise the degree to which they are accessible to people with disability.
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Outcome 6: Public Consultation

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

STRATEGY

– New Actions

6.1	Facilitate opportunities to build and maintain relationships with community and key stakeholders that can guide and support the work of the Shire in the disability space.
6.2	Provide opportunities for people of different abilities and their advocates to engage in public consultation using a variety of tools and methods.
6.3	Undertake a review and implement actions to improve the accessibility of Council meetings and associated documentation.

Outcome 7: Employment

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

STRATEGY

– New Actions

7.1	Employ people at the Shire of Victoria Plains that reflect our diverse community.
7.2	Explore job customisation as a tool to provide quality employment opportunities for individuals with disability (with high and complex needs) for whom the standard recruitment process is unsuitable.
7.3	Continue to build and maintain relationships with local Disability Employment Service providers to enhance access to employment at the Shire by people with disability.

– Ongoing Actions

7.4	Continue to foster a workplace culture that is inclusive and welcoming for people of different abilities and backgrounds.
7.5	Provide training for all staff on their obligations under Equal Opportunity Act 1984.

Outcome 8: Capacity Building

The Shire of Victoria Plains provides opportunities for awareness raising, collaboration and advocacy; and delivers governance improvements to enhance accessibility and inclusion for people with disability.

STRATEGY	
– New Actions	
8.1	Support residents to access information regarding services including the National Disability Insurance Scheme and Mental Health supports.
8.2	Develop a Council and Executive Policy which ensures the integration of access and inclusion into the ongoing work of the Shire and steers the implementation of the DAIP, including key actions such as the provision of training and use of guidelines.
8.3	Provide opportunities for Elected Members and Advisory Committee members to increase their awareness of disability access and inclusion.
8.4	Provide training that ensures that all Shire staff have a high level of awareness regarding disability access and inclusion. Explore the option to make training mandatory for all staff within one year of commencement and every three years thereafter.
8.5	Work with local businesses, services, and organisations to enhance accessibility of facilities, including parking and pathways.
8.6	Support local groups, clubs, and organisations to increase their capacity to be more inclusive.
8.7	Implement biannual meetings of an internal working group (e.g. DAIP Working Group) to optimise collaboration and consistency across service areas/teams in relation to disability access and inclusion and to support the implementation of the DAIP actions. These could be conducted in conjunction with the Senior Staff DAIP review and reporting meetings discussed at 6.1.3.
8.8	Utilise opportunities such as <i>International Day of People with Disability</i> to promote positive attitudes towards people with disability and their full inclusion in the community.
8.9	Create partnerships and opportunities to connect the community with information regarding NDIS and supports available

8 Stakeholder Engagement

Key Stakeholders invited to participate	Contributed? (Yes/No)	Engagement method used
Community members	Yes	Online survey
Managers and Staff	Yes	Provided with copy of draft document
Local Sporting/Community Groups	No	Personal Contact by shire officers

9 References

A Western Australia for Everyone State Disability Strategy 2020 - 2030

<https://www.communities.wa.gov.au/media/2990/state-disability-strategy-2020-2030.pdf>

A Western Australia for Everyone: State Disability Strategy Action Plan

<https://www.communities.wa.gov.au/media/2989/state-disability-strategy-2020-2030-action-plan.pdf>

Australian Institute of Health and Welfare (AIHW) 2020, People with disability in Australia, viewed 21/3/23

<https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia>

Shire of Victoria Plains Disability Access and Inclusion Plan (DAIP) 2015 - 2020

Shire of Victoria Plains Strategic Community Plan (2022 - 2032)

National Disability Insurance Scheme (NDIS) Demand Map

<https://blcw.dss.gov.au/ndis-demand-map/>

National Disability Strategy Position Paper

<https://engage.dss.gov.au/wp-content/uploads/2020/07/national-disability-strategy-position-paper-accessible-pdf.pdf>

The Disability Services Act (1993 amended 2004)

<https://www.slp.wa.gov.au/Index.html>

10 Consultation Feedback

10.1 Community Survey Feedback

Name of Contributor	Feedback

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