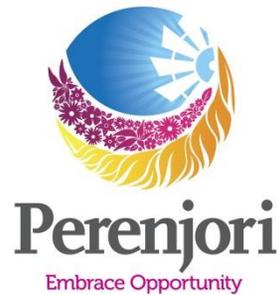


SHIRE OF PERENJORI



DISABILITY ACCESS AND INCLUSION PLAN

2017 - 2022

This plan is also available upon request in alternative formats such as electronic format (disk or emailed), audio format (CD), large print or from our Website www.perenjori.wa.gov.au

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Acknowledgements

The Shire of Perenjori acknowledges the input received from many individuals and groups within the community, which has been invaluable in the preparation of this Disability Access and Inclusion Plan.

Background

The Shire of Perenjori

The Shire of Perenjori covers an area of 8,214 square kilometres, and is responsible for almost 2,000 kilometres of roads. Over 500,000 hectares in the east of the Shire has been acquired by the State and conservation bodies for nature conservation.

Agriculture in the form of broad acre cropping and wheat production is the Shire's largest industry. Current mining activity has diversified Perenjori's economic base, with mining being the second economic and growth driver for the Shire. The Shire has implemented a proactive diversification strategy to reduce the local economy's exposure to weather.

The Shire has two towns Perenjori and Latham, with Latham located 40km South of Perenjori.

Functions, facilities and services provided by the Shire of Perenjori

The Shire of Perenjori is responsible for a range of functions, facilities and services 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; and bush fire control.

Services to the community: provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups; management of recreation centres and pools; public libraries and information services; environmental health

services; provision of doctors surgery, police licensing services, newsletter production and publication, citizenship ceremonies; youth services and community events.

Regulatory services: planning of road systems, town planning schemes; building approvals for construction, additions or alterations to buildings; dog control and environmental health services.

General administration: the provision of general information to the public and the lodging of complaints and payment of fees including rates and dog licenses, photocopying, free public internet access and facsimile services.

Processes of government: Local Government is responsible for good governance of the district and takes a proactive role in economic, social and environmental outcomes for the district. Processes include ordinary and special council and committee meetings; electors meetings and election of council members; community meetings and community consultations.

People with disability in the Shire of Perenjori

The population recorded as living in Perenjori on census night 2016 is 617 people, including 397 males and 220 females. This is a 33.3% decrease on five years earlier during the 2012 census, and is a reversal in the population decline experience between the 2001 and 2006 censuses. Most of the population growth is in the male population, with modest growth in the female population.

In 2006, there were approximately 12 people in Perenjori with a profound or severe disability (9 of whom were under the age of 64). All these people are living in the community, cared for by approximately 35 people. This means 2% of the community have a disability and are cared for by 9% of the community (which are similar to the same statistics for WA and non-metropolitan WA) (PHIDU 2001).

In 2014, there were approximately 34 people in Perenjori aged 70 years and over. None of these people were in residential or community care. The closest aged-care facilities are in Morawa, where 6 people were in low-level care, 5 in high-level care, and 3 were in community care places.

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 disability 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.

The Shire of Perenjori undertook research in the local community, asking residents about their experiences of accessing facilities, services, information and events. The results of this research can be found in Appendix 1.

Progress since 1996

The Shire of Perenjori is committed to facilitating the inclusion of people with disability 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 disability. The DSP addressed both its statutory requirements under the WA Disability Services Act (1993) and its obligations under the Commonwealth Disability Discrimination Act (1992).

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

Progress since 2013

In the past five years, the Shire has completed different tasks in order to keep the town maintained and disability friendly. Not only facilitated the Council a Wheelchair Basketball evening, upgraded curbing and footpaths in town, but also ensured, events were inclusive and accessible. Public Buildings got ramps and automatically opening doors or sliding doors as well as sufficient training and inductions for staff. The implementation of the DAIP 2013-2017 has helped the Managers and Officers in the organisation to keep on track with the enhancement of the town, the awareness of staff and the improvement of events. Any projects that got actioned, Council staff was implementing disability friendly strategies.

Access and inclusion policy statement for people with disability, their families and carers

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

The Shire of Perenjori interprets an accessible and inclusive community as one in which all council functions, facilities and services are open, available and accessible to people with disability, providing them with the same opportunities, rights and responsibilities enjoyed by all other people in the community.

The Shire of Perenjori:

- 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.
- 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.
- 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.
- is committed to ensuring that its agents and contractors work towards the desired outcomes in the DAIP.
- 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.
- Is committed to offer the same opportunities to people with disability as others to obtain and maintain employment.
- is committed to achieving the seven desired outcomes of its DAIP.

These are:

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 a 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 a 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 opportunities as other people to obtain and maintain employment with a public authority.

Development of the DAIP

Responsibility for the planning process

The Chief Executive Officer has responsibility to oversee the development and implementation, review and evaluation of the plan. The final plan is endorsed by Council and it is the responsibility of all officers to implement the relevant actions.

Community Consultation Process

In 2017, the Shire undertook a comprehensive Consultation program to review its DAIP, consult with key stakeholders and draft a new DAIP to guide further improvements to access and inclusion.

The process included:

- examination of the 2013-2017 DAIP and subsequent reviews;
- examination of other council documents and strategies;
- investigation of contemporary trends and good practice in access and inclusion;
- consultation with key staff; and
- consultation with the community;

The Disability Services Regulations 2004 set out the minimum consultation requirements for public authorities in relation to DAIPs. Local government authorities must call for submissions (either general or specific) by notice in a newspaper circulating in the local district of the local government under the Local Government Act 1995 or on any website maintained by or on behalf of the local government authority. Other mechanisms may also be used.

- In May 2017 the community was informed through the local newspaper and council's website that council was reviewing and updating its' Disability Access and Inclusion Plan to address the barriers that people with disability and their families experience in accessing council functions, facilities and services.
- The community was advised through the local newsletters and council's website that they could provide input into the development of the plan by:

Completing the feedback survey with the help of the Community Development Officer, who met with individuals and groups.

Findings of the consultation

The Shire of Perenjori undertook research in the local community, asking residents about their experiences of accessing facilities, services, information and events, 18 local residents replied. The results of this research can be found in Appendix 1.

An internal review and consultation found that many of the objectives in the 2013-2017 DAIP had been achieved and that the plan required revision, to ensure currency and relevance. The new plan should not only address current access barriers but also reflect contemporary values and practices, such as striving for inclusion and meeting more than the minimum compliance with access standards. It must also keep abreast of legislative and regulatory changes. These are addressed in the DAIP Action Plan.

Access Barriers

While the review and consultation noted a great deal of achievement in improving access it also identified a range of barriers that require redress. These access barriers include:

- Council policy to guide and inform access and inclusion activities may not reflect contemporary values and practice;
- Processes of council may not be as accessible as possible;
- Events may not always be held in a manner and location that best facilitates the participation of people with disability;
- Suitable parking for people with disability may not be meeting the needs of this growing demographic;
- Staff may be uninformed or lacking in confidence to adequately provide the same level of service to people with disability; and
- People with disability may not be aware of consultation opportunities with the shire.

The identification of these barriers informed the development of strategies in the DAIP. The barriers have been prioritised in order of importance, which assists setting timeframes for the completion of strategies to overcome those access barriers.

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. The Action Plan sets out who is responsible for each action.

Communicating the plan to staff and people with disability

- In May 2017 council advertised the review of the plan, the availability of a draft plan and sought submissions. The draft plan was made available to the public. As well input was sought from council officers, people with disability, their families, carers, disability organisations and relevant community groups for feedback. In June 2017 the plan will be put forward to council to be formally adopted.
- Council will advise, through the local newspaper – that copies of the plan are available to the community upon request and in alternative formats if required, including hard copy in standard print, 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.

Review and monitoring

- The DAIP will be reviewed by staff on a needs basis to ensure it meets the requirements of the community.
- The review of the Shire's DAIP will be included in the DAIP 2017-2022 which will be submitted to the Disability Services Commission in 2017. The report will outline what has been achieved under the Shire's DAIP 2013-2017.
- A report will be prepared each year on the implementation of the disability access and inclusion plan. A status report will be provided to council. These reports will be formally endorsed by council.
- Progress in implementing the DAIP will be published in the Shire's Annual Report

Evaluation

- Council will annually endorse any reports on the disability access and inclusion implementation process.

- Once a year prior to 31 July council will provide advice to the community regarding the implementation of the DAIP and seek feedback on the effectiveness of strategies. This will inform the further implementation of the plan.
- A notice about the consultation process will be placed in the local newspapers, posted on the Shire's website, and circulated to disability service providers in the Shire.
- The reviewing staff member will use some of the consultation processes used during the initial consultations including advertising for submissions.
- Councillors and council officers will be requested to provide feedback on how well they believe the strategies are working and to make suggestions for improvement.
- Implementation Plans will be amended based on the feedback received and copies of the amended Implementation Plan will be available to the community in alternative formats once endorsed by council.

Reporting on the DAIP

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 pro forma to the Disability Services Commission by 30 June 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 Perenjori will undertake from 2017 - 2022 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 Perenjori.

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 provided with an opportunity to comment on access to services.	Ongoing
Develop the links between the DAIP and other Council plans and strategies.	Ongoing
Council will ensure that any events are organised so that they 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 a public authority.

Strategy	Timeline
Review access to all public buildings in accordance with DSC checklists.	June 2018
Ensure all buildings and facilities, including public toilets, are physically accessible to people with disability within existing resources.	Ongoing
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	Ongoing
Continue to ensure all premises and other infrastructure related to transport facilities is accessible.	Ongoing
Ensure additional adequate priority parking to meet the demand of people with disability in terms of quantity and location.	October 201outcome

Strategy	Timeline
Continue to advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	Ongoing
Ensure that parks and reserves remain 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
Improve community awareness that Council information can be made available in alternative formats upon request.	November 2017
Provide documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language.	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
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disability.	July 2018
Improve the awareness of new staff and new Councillors about disability and access issues.	Ongoing
Further generate and sustain staff awareness of disability and access issues.	Ongoing

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

Barrier	Timeline
Ensure that current grievance mechanisms are accessible for people with disability.	ongoing
Ensure that grievance mechanism processes and outcome satisfaction survey forms are available in formats to meet the needs of 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
Continue community awareness about consultation processes in place.	Ongoing
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	Ongoing
Improve access for people with disability to the established consultative process of Council.	Ongoing
Seek a broad range of views on disability and access issues from the local community.	Ongoing

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

Strategy	Task Timeline
Improve staff awareness and educate about different disability	ongoing
Improve workplace environment accessibility	December 2020
Connect with agencies to foster employment possibilities	June 2018

PROGRESS UPDATE FROM 2013/2017 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.

- Ensure that people with disability 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 disability throughout the various functions of the Council.
- Made the library technology as accessible as possible.
- Council ensured that any events are organised so that they are accessible to people with disability.

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

- Continue to ensure all premises and other infrastructure related to transport facilities is accessible.
- Ensured adequate priority parking to meet the demand of people with disability in terms of quantity and location.
- Curbing and footpaths upgrades
- Two new Seniors units on Russell Street
- Sliding doors at some public buildings
- Handrails at toilets and stairs

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

- Improved community awareness that Council information can be made available in alternative formats upon request.

- Improved staff awareness of accessible information needs and how to obtain information in other formats.
- Provided documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language.

Outcome 4: People with disability receive the same level and quality of service from the staff of the Shire of Perenjori, as other people receive from the staff of the Shire.

- Improved staff awareness of disability and access issues and improve skills to provide a good service to people with disability.
- Improved the awareness of new staff and new Councillors about disability and access issues.

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

- Web based comments/feedback forms available along with paper copy forms in audio format upon request.
- Customer Service Officers are providing extended services to people with disability

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

- Involved Local Health Service providers in neighbouring towns to support and develop activities in the Shire of Perenjori.
- Regular community engagement with key stakeholders.

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

- Redesign of recruitment policies and procedures by 'Transition Management'
- Inclusive Event policy and procedure has been implemented
- Provided disability-focused staff training to increase disability confidence within the Shire

Shire of Perenjori

Disability Access and Inclusion Plan

DRAFT IMPLEMENTATION PLAN

2017 - 2022

Implementation Plan

The Implementation Plan itemises what the Shire of Perenjori will be undertaking in 2017 - 2022 to improve access to its services, information and facilities for people with disability.

The Implementation Plan is presented using a table to outline the:

- individual tasks being undertaken;
- timeline for completion of the individual tasks;
- officer position or part of the public authority with responsibility for completing the individual tasks; and the
- broad strategy that the individual tasks are supporting.

As outlined in the Shire of Perenjori's DAIP, many of the broad strategies will not be completed in 2013-2014; however individual tasks to support the achievement of those strategies may well be undertaken in part or whole in 2013-2014 through the Implementation Plan.

Broad strategies that will not be achieved in the 2017-2022 plan will be supported by tasks outlined in future Implementation Plans.

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

Strategy	Task	Task Timeline	Responsibility
Monitor the Shire’s Access and Inclusion policy to ensure it reflects contemporary values and practices and supports equitable access to services by people with disability throughout the various functions of the Council.	<ul style="list-style-type: none"> Review annually to ensure Policy meets State Government Guidelines. 	Ongoing	Community Development Officer
Develop links between the DAIP and other Council plans and strategies.	<ul style="list-style-type: none"> Identify appropriate strategic business planning documents, budget processes and all other relevant plans and strategies requiring alignment with the DAIP. Incorporate the objectives of the DAIP into Shire’s strategic business planning, budgeting processes and all other relevant plans and strategies. 	Ongoing July 2018	All senior staff.
Council will ensure that any events are organised so that they are accessible to people with disability.	<ul style="list-style-type: none"> Ensure all events are planned using the Accessible Events checklist. Make the Accessible Events checklist available to staff. 	Ongoing	All managers
Ensure that Council staff, agents and contractors are aware of the relevant requirements of the Disability Services Act.	<ul style="list-style-type: none"> Promote the Shire’s policy and procedures regarding the Disability Services Act’s requirements around agents and contractors through the newsletter and include in the induction process for new staff. 	Ongoing	All Managers

Strategy	Task	Task Timeline	Responsibility
Ensure that people with disability are provided with additional attention at events.	<ul style="list-style-type: none"> Additional shade and seating at events that are supported by the Shire 	Ongoing	Community Development Officer

Outcome Two: People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Perenjori.

Strategy	Task	Task Timeline	Responsibility
Ensure all buildings and facilities are physically accessible to people with disability.	<ul style="list-style-type: none"> Audit and identify access barriers to buildings and facilities using the Access Resource Kit checklists and Disability Access Consultants. 	April 2013	Community Development Officer
	<ul style="list-style-type: none"> Identify access complaints to support audit results. 	Ongoing	Executive Assistant Works Supervisor
	<ul style="list-style-type: none"> Prioritise and make submission to Council to commence work on rectifying identified barriers. 	Ongoing	

Strategy	Task	Task Timeline	Responsibility
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	<ul style="list-style-type: none"> • Implement project planning to enable the appropriate staff to review proposals for re-development and new work projects. • Apply the Building Code of Australia, Australian Standards on Access (mandatory and recommended) and the Advisory Notes on Access to Premises prepared by the Human Rights and Equal Rights Commission when new work to buildings and facilities is undertaken. • Include appropriate specifications in tender documents. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Community Development Officer</p> <p>Works Supervisor and Environmental Health Officer</p> <p>Works Supervisor and Environmental Health Officer</p>
Ensure adequate priority parking to meet the demand of people with disability in terms of quantity and location.	<ul style="list-style-type: none"> • Consider the need for additional bays at some locations (e.g. Pavilion, Sports Club etc.). 	October 2018	Community Development Officer/Works Supervisor
Ensure all premises and other infrastructure related to transport facilities are accessible.	<ul style="list-style-type: none"> • Audit all transport related infrastructure against the DDA Transport Standard Annually. • Liaise with the relevant State government authority to plan remedial works. • Prioritise and make submission to Council to commence work on rectifying identified barriers. 	<p>ongoing</p> <p>Ongoing</p> <p>October 2019</p>	<p>Community Development Officer</p> <p>Chief Executive Officer</p> <p>Chief Executive Officer</p>

Strategy	Task	Task Timeline	Responsibility
Advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	<ul style="list-style-type: none"> Promote to business the economic benefits of being accessible. Make access information available on the Shire's website. 	Ongoing Ongoing	Community Development Officer
Ensure that parks and reserves are accessible.	<ul style="list-style-type: none"> Conduct annual audit of parks and reserves. Council to keep abreast of contemporary practice in creating universal playgrounds. Footpaths extension for Russell Street 	July 2018 Ongoing October 2019	Works Supervisor
	Continue to advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues e.g. ramp for café and priority parking bay at Sports Club.	Ongoing	Community Development Officer
	Re-curbing in the whole town especially in front of the Public Toilets and at Priority Parking Bays.	2018	Manager Infrastructure Services
	Ensure that parks and reserves remain accessible, pathway improvement.	Ongoing	Team Leader Parks
	The Community Recreation Centre receives a comprehensive upgrade e.g. handrails, priority parking, accessible toilets, lower curbing	2020	MCDS Building Officer
	Steps at Hall, Pathway extension, disabled unit at caravan park	2022	MCDS Building Officer

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

Strategy	Task	Task Timeline	Responsibility
Improve community awareness that Council information can be made available in alternative formats upon request.	<ul style="list-style-type: none"> • Ensure all documents carry a notation regarding availability in alternative formats. • Advise the community via the local newsletter, that other formats are available. 	Ongoing Ongoing	All Staff Community Development Officer
Improve staff awareness of accessible information needs and how to obtain information in other formats.	<ul style="list-style-type: none"> • Make Accessible Information guidelines available. • Conduct Accessible Information training and include as part of the induction of new staff. 	July 2018 Ongoing	Community Development Officer All Managers
Provide documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language	<ul style="list-style-type: none"> • Develop an audit plan to identify resident and business related information for people with disability who live and/or work in the shire. • Adopt State Government Guidelines for Information, Services and Facilities, and incorporate into general practice. 	Ongoing July 2018	All Managers All Managers

Outcome Four: People with disability receive the same level and quality of service from the staff of the Shire of Perenjori as other people receive from the staff of the Shire.

Strategy	Tasks	Task Timeline	Responsibility
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disability.	<ul style="list-style-type: none"> Conduct survey of all staff to determine training needs (training to be undertaken by June 2022). 	June 2018	Community Development Officer
Improve the awareness of new staff and new Councillors about disability and access issues.	<ul style="list-style-type: none"> Prepare information and plan the establishment of training in the induction of new staff and new Councillors (for rollout by June 2018). 	June 2018	Community Development Officer

Outcome Five: People with disability have the same opportunities as other people to make complaints to the Shire of Perenjori.

Barrier	Action	Task Timeline	Responsibility
Ensure that current grievance mechanisms are accessible for people with disability.	<ul style="list-style-type: none"> Review current mechanisms for access. Consult with people with disability and other expert advice. 	May 2018	Community Development Officer
	<ul style="list-style-type: none"> Promote accessible complaints mechanisms to the community. 	Ongoing	
Ensure that grievance mechanism process and outcome satisfaction survey forms are available in formats to meet the needs of people with disability.	<ul style="list-style-type: none"> Provide grievance mechanism process and community survey forms in alternative formats upon request. 	July 2018	Community Development Officer

Outcome Six: People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Perenjori.

Strategy	Tasks	Task Timeline	Responsibility
Improve community awareness about consultation processes in place.	<ul style="list-style-type: none"> • Promote the existence, role and activities of the Shire and their facilities for disabled persons to the community. • Management and disabled service providers to meet regularly to provide strategic advice to Council. • Ensure that media releases go to both print and electronic media, including to radio, key disability groups and are promoted on the website. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	Community Development Officer
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	<ul style="list-style-type: none"> • Council to regularly monitor the progress of the plan and be involved in all reviews of the plan. • Consult people with disability in a range of different consultation mediums. 	<p>June 2018</p> <p>Ongoing</p>	Community Development Officer
Improve access for people with disability to the established consultative process of Council.	<ul style="list-style-type: none"> • Ensure agendas, minutes and other documents are available on request in alternative formats and are published on the Council's website. • Ensure published versions of Council documents include information in large print about the availability of documents in alternative formats. 	<p>Ongoing</p> <p>Ongoing</p>	<p>Executive Assistant</p> <p>Executive Assistant</p>

Strategy	Tasks	Task Timeline	Responsibility
Seek a broad range of views on disability and access issues from the local community.	<ul style="list-style-type: none"> • Include appropriate questions about access and inclusion in general Shire surveys and consultation events. 	Ongoing	Community Development Officer
	<ul style="list-style-type: none"> • Council's officers to actively pursue the views of people with disability on a wide range of issues. 	Ongoing	Community Development Officer

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

Strategy	Tasks	Task Timeline	Responsibility
Improve staff awareness and educate about different disability	<ul style="list-style-type: none"> • Annual survey about disability with current shire staff 	November 2017	Community Development Officer
Facilitate employment outcomes at completion	<ul style="list-style-type: none"> • Building a partnership with a DES provider to give inclusive opportunities 	December 2017	Community Development Officer

Discussion with Shire Senior staff has lead to the outcome below:

Outcome 7 refers to people with disability having the same opportunities as other people to obtain and maintain employment with a public authority. The results of this section are shown by monitoring staff behaviour and in (Chart 10). 10 replies show the Shire as average with 2 identifying the Shire as excellent when employing people with disability elements in the communitiy. Some of the qualitative feedback in these areas included:

- Public Buildings in the Shire are easily accessible
- Training has to be provided as staff and citizen experience lack of confidence in how to deal with people with disability
- People with disability can be encouraged to apply for jobs within the public authority
- The Shire is giving equally everyone the same opportunity to apply for open positions and decide on who is meeting the requirments best

APPENDIX 1

The Shire of Perenjori undertook a feedback survey, which was sent out to the local communities of Latham and Perenjori by way of a mail drop to all residents registered with a mail box. The survey was also available to download off the Shire of Perenjori website, and some focus group work was done.

There were 15 replies to the survey, which is a response rate of around 6%. The results of the survey are shown below.

The data shows that a significant number of respondents, who are disabled, are also carers for other disabled people. (Chart 1) The most common form of disability within the Shire of Perenjori appears to be hearing, followed closely by physical disability as shown in (Chart 2).

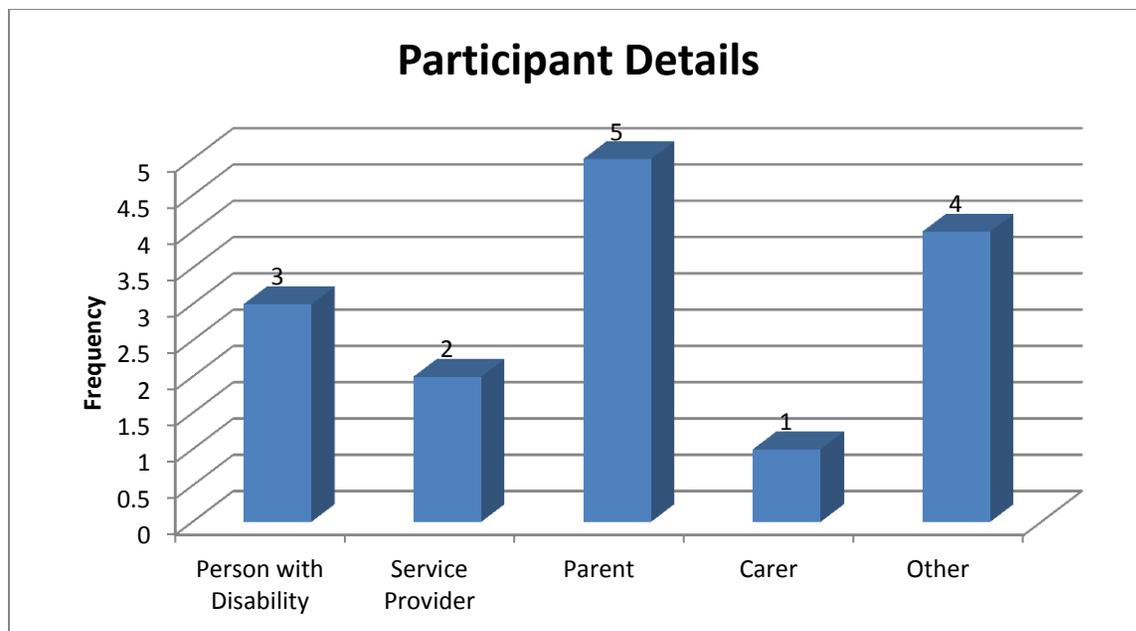
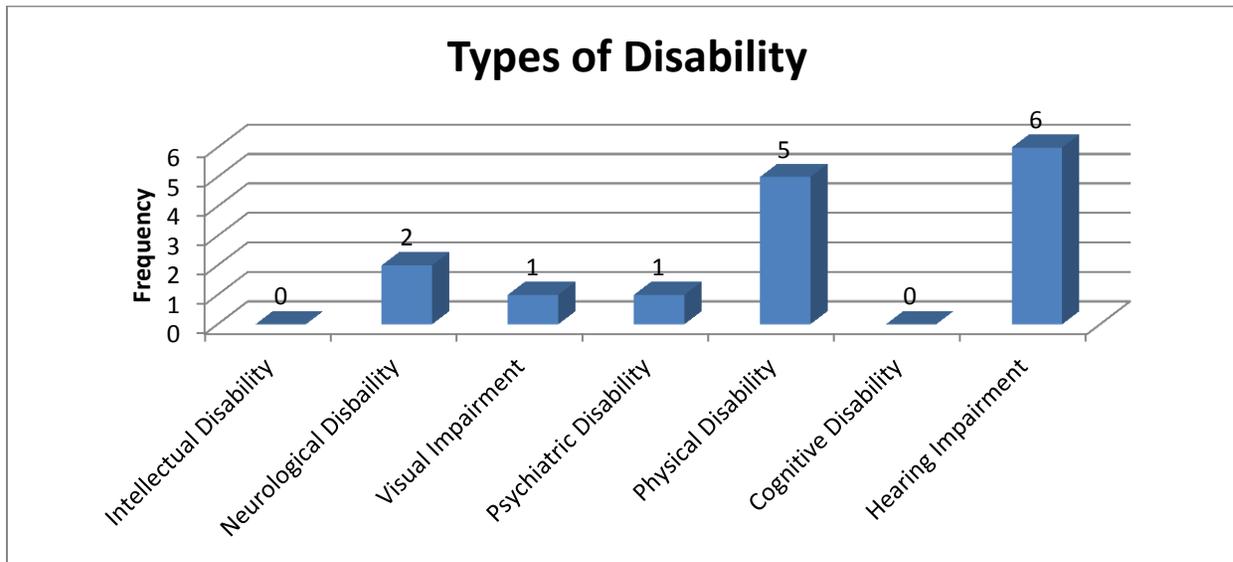
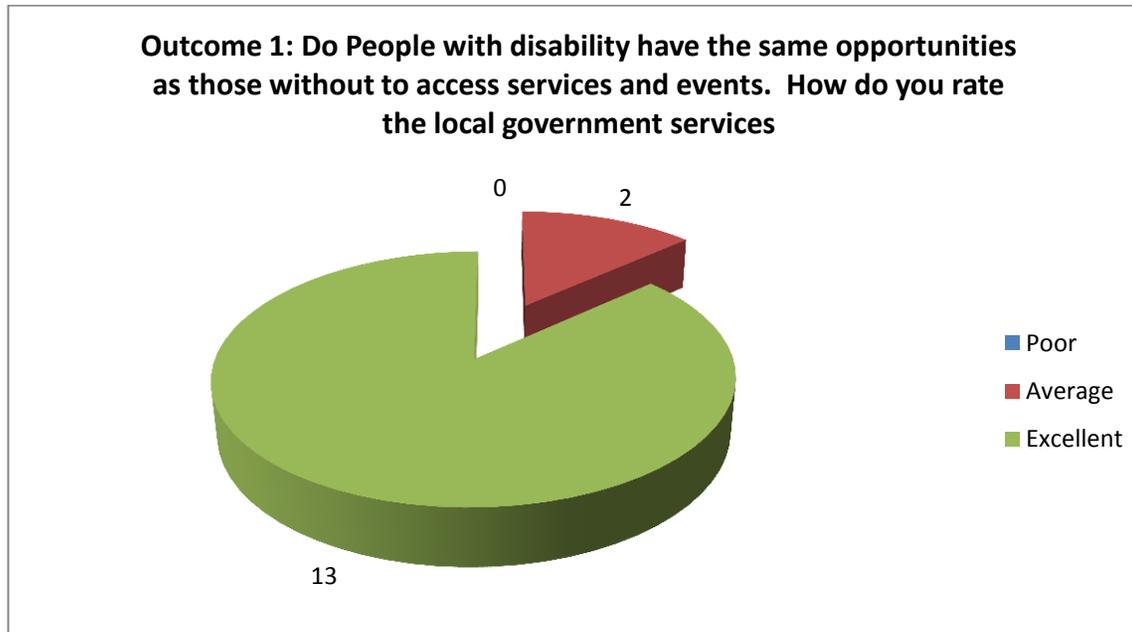


Chart 1



(Chart 2)

The Disability Access and Inclusion Plan (DAIP) has been broken down into 7 main outcomes, each of these have been present in previous DAIP's, and this was the base for the surveys undertaken by the Shire. This will help shape the proposed DAIP going forward as well as ensuring previous DAIP's have been implemented.



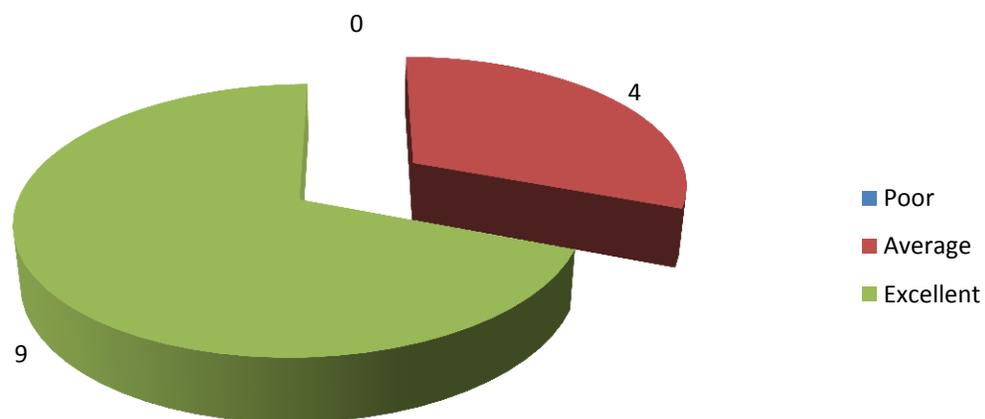
(Chart3)

The results from Outcome 1 show that most of the replies thought access to the Shires services and events were average. (Chart 3)
Some of the feedback from this section included:

- Shire offices could be more accessible, as there are a number of steps in the back and no ramps.
- Be a disbaled person for a day, to experience the barriers.

Outcome 2 focusses on access to Shire buildings and facilities. All the Shire’s buildings and facilities come out as excellent or average. The only area of concern was around the Recreation Centre and possibly the Carvan Park.

**Outcome 3: People with disability receive information from the Shire of Perenjori in a format that will enable them to access the information as readily as other people are able to access it.
How do you rank the Local Government on Access to Information?**



(Chart 4)

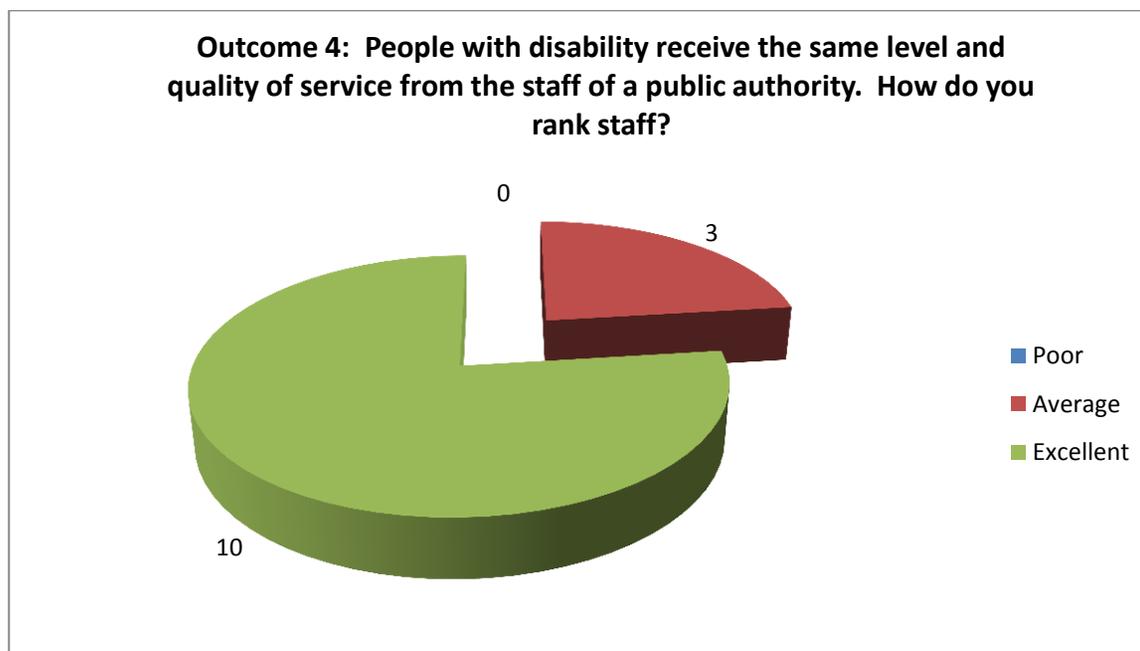
Outcome 3 looks at how people access information, and how accessible information at the Shire is. (Chart 4), demonstrates a large majority of respondents think that the Shire is average or excellent in the way it provides access to information. Some of the Qualitative feedback from the survey commented:

- Information is still sent out on paper as not everyone is technologically savvy

Outcome 4 looks at Shire staff, and their attitude towards disabled people. The Shire did very well in this area, with the majority rating Shire staff as excellent, with 3 respondents rating shire staff as avergae, no one identified Shire staff as poor, as (Chart 5) shows.

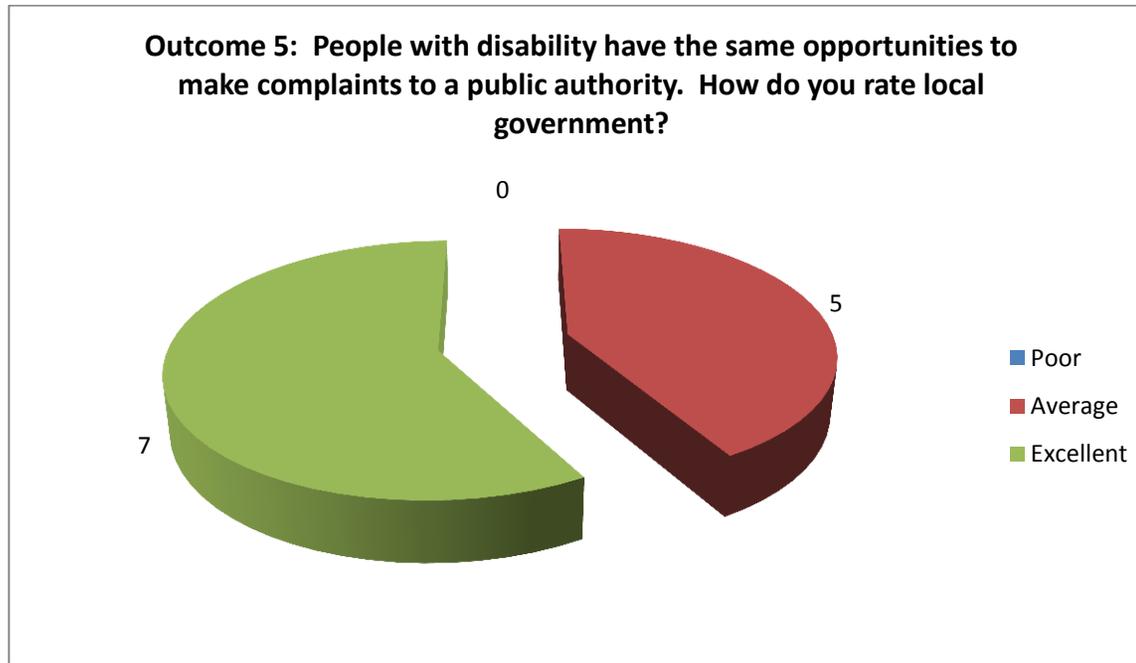
Some of the comments on this question included:

- Training for staff on best practice.
- Observation and awareness of staff to assist residents.



(Chart 5)

Outcome 5 looks at equal opportunities for disbaled residents to feedback to the Shire. (Chart 6) shows the majority identify the Shire as average with 3 identifying the Shire as Excellent. The only comments in this section was, “By updating the Shire news in the Bush and including this process for all, not just for those with disability”

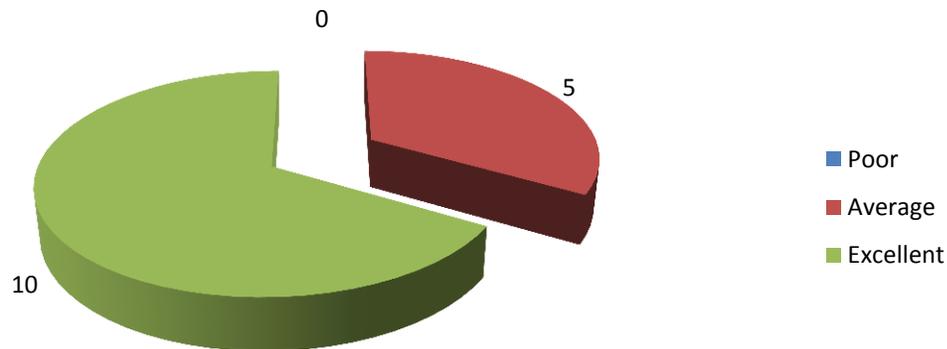


(Chart 6)

Outcome 6 refers to people with disability having the same opportunities as other people to participate in public consultations. The results of this section are shown in (Chart 7). 10 replies show the Shire as average with 7 identifying the Shire as excellent when consulting with disabled elements in the community. Some of the qualitative feedback in these areas included:

- Information to go out in different formats
- Reminders to be sent out prior to consultation sessions as some older residents forget.
- Feel included in the consultation process.

Outcome 6: People with disability have the opportunity to participate in any public consultation. How do you rate the local government?



(Chart 7)

Community Consultation and Events and Festivals supported by the Shire received all Average or Excellent, however the feedback on available shade on site. **(Chart 8)**

Discussion with Shire Senior staff has lead to the outcome below:

Outcome 7 refers to people with disability having the same opportunities as other people to obtain and maintain employment with a public authority. Some of the qualitative feedback in these areas included:

- Most Public Buildings in the Shire are easily accessible
- People with disability can be encouraged to apply for jobs withing the public authority
- The Shire is giving equally everyone the same opportunity to apply for open positions and decide after skillset
- Shire building would have to have major improvements in regards to door width before employing someone with a wheelchair.