

ACCESS AND INCLUSION PLAN 2020 – 2025



The Access and Inclusion Plan 2020-2025

Availability of the Shire's Access and Inclusion Plan 2020-2025 will be advertised on the Shire website.

The Plan will be available in hardcopy at the administration Centre on Kalgan Drive, at the Shire libraries in Newman, Nullagine and Marble Bar.

Copies of the Plan can also be made available in alternative formats on request (including electronic format, hard copy in large and standard print, audio format on cassette or compact disc) please contact the Shire's Community Wellbeing team.

Definitions

Disability: A disability is any continuing condition that restricts everyday activities.

Access: Access in this context refers to an individual's physical ability to get to, into, and around facilities and services. This 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.

Date	Description	Prepared by	Checked by	Approved by
22 May 2020	Access and Inclusion Plan 2020-2025	Community Wellbeing	EMCC	Council

ACCESS AND INCLUSION PLAN

2020 – 2025

Contents

President's Message	4
About the East Pilbara	5
The Plan.....	5
The Shire's Role.....	5
Access and Inclusion Policy Statement.....	6
Progress.....	7
Development of the AIP.....	7
Consultation Strategy	8
Consultation Findings.....	8
Access and Inclusion Strategies	9
What's Next: Reviewing and reporting.....	11

President's Message

The Shire of East Pilbara is proud to present the 2020 - 2025 Access and Inclusion Plan (AIP).

The AIP outlines the strategies and actions that will guide the Shire in planning for and responding to the needs of people with disability, their families and carers; as well as Aboriginal people, people from culturally and linguistically diverse backgrounds, people facing financial hardship and those who are experiencing issues with inclusion and access due to their unique circumstances. The development and implementation of the Shire's Access and Inclusion Plan aligns with the Shire's Strategic Community Plan 2018-2028, particularly Key Result Area 2: Social, which aims to:

Foster harmonious communities that acknowledge cultural diversity and heritage, share strong community connections and have access to relevant and affordable community services.

We recognise that the whole community benefits from better designed buildings and public spaces and ensuring all members of our community can participate in and contribute to the social fabric of the community. We believe an accessible and inclusive community is one in which all Shire functions, facilities and services are welcoming and accessible to all people, providing them with the same opportunities, rights and responsibilities as others. For this reason, we have expanded the traditional Disability Access and Inclusion Plan to an Access and Inclusion Plan.

Through the implementation of the Plan, the Shire of East Pilbara employees will continuously work towards improving their work practices, policies and events to be more accessible and inclusive.

I would like to thank the people who participated in the consultation process as well as their friends, families and carers and connected agencies and service providers. We appreciate your valued feedback. I look forward to celebrating the many achievements that working with the community through this Plan will bring.

Shire President
Lynne Craigie



About the East Pilbara

The Shire of East Pilbara is the largest Shire in Australia. The Shire of East Pilbara was formed by an amalgamation of the Shires of Marble Bar and Nullagine in 1972.

The main towns in the Shire are Newman, Marble Bar and Nullagine. The Shire also contains numerous Aboriginal communities including Jigalong, Punmu, Parnngurr and Kunawarritji.

The Shire has a rich diversity of people, landscapes and heritage, which offers a unique place to live and call home.

Our Vision

A diverse community thriving in a vast landscape that offers a world of opportunity and rich heritage and culture

The Shire is a place for all people to live harmoniously – feeling included and connected with access to services that meet community needs.

The Plan

The Disability Services Act 1993 (the Act) makes Disability Access and Inclusion Plans (DAIPs) mandatory and prescribes their development, implementation and reporting.

"A public authority that has a disability access and inclusion plan must take all practicable measures to ensure that the plan is implemented by the public authority and its officers, employees, agents or contractors" (Disability Services Act 1993 29B).

DAIPs ensure that people with disability can access services provided by public authorities (Local Government) in Western Australia to facilitate increased opportunities and inclusion within the community.

The Shire's Role

It is a requirement of the Western Australian Disability Services Act 1993 (amended 2004) that all local government authorities develop and implement a Disability Access and Inclusion Plan to ensure people with disability have equal access to services and facilities.

The Shire's AIP applies to the services provided by the Shire, including:

- Community wellbeing
- Customer Services
- Facilities: aquatic and recreational
- Ranger services
- Planning services
- Libraries
- Procurement and Contractor Services

Access and Inclusion Policy Statement

The Shire takes a holistic approach to increasing access and inclusion in the community, striving to create accessible and inclusive communities for people of all ages, abilities and backgrounds.

This AIP embodies a comprehensive and contemporary approach to the requirement that public authorities in WA must have a Disability Access and Inclusion Plan (DAIP). The Shire's AIP meets the requirements of the Disability Services Act 1993 and in recognising the Shire's unique population; the AIP aims to achieve outcomes that provide accessible and inclusive services for everyone in our community.

The Shire of East Pilbara firmly believes an accessible and inclusive community is one in which all Shire functions, facilities and services are open, available and accessible to all people, regardless of disability.

The Shire of East Pilbara:

- recognises that people living with disability are valued members of the community who make a valuable contributions to social, economic and cultural life;
- 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 living with disability, their families and carers should be supported to continue to live within the community;
- is committed to consulting with people living with disability, their families and carers and disability organisations, in addressing barriers to access and inclusion;
- will ensure its agents and contractors strive towards the various outcomes in the AIP;
- is committed to supporting local community groups and businesses to provide access and inclusion to our community;

This Plan will outline the key strategies that will be adopted by the Shire to address each of the outcome areas under the AIP:

1. Events and Services
2. Buildings and Facilities
3. Information
4. Service
5. Feedback
6. Opportunity
7. Employment
8. Advocacy

The AIP is an informing document that feeds into the Strategic Community Plan (SCP). The implementation of the AIP assists to meet the key result areas within the SCP.

Progress

The previous DAIP 2015-2019 made many achievements towards inclusion and access for the community:

- ✓ The East Pilbara Arts Centre (EPAC) opened in April 2016, providing Martumili with purpose built facilities from which to run their operations including studio and office space, plus a state of the art gallery space to display exhibitions and share their work with the wider community.
- ✓ In addition to the investment in Martumili Artists, the Shire now invests approximately \$200,000 a year in arts and cultural development activities contributing to inclusive practices throughout the region.
- ✓ Events are planned to be inclusive to the community and promote the diversity of the region.
- ✓ The Marble Bar Civic Centre was made fully accessible with wheelchair accessible ramps installed at both the front and rear of the building in 2017.
- ✓ The Community Assistance Grant Program contributes up to \$60,000 a year to not for profit organisations to run a range of sporting, cultural and community activities contributing to inclusiveness and the wellbeing of the community.



Development of the AIP

The Shire of East Pilbara conducted a review of its Disability Access and Inclusion Plan 2015 – 2019 in the following stages:

- Research was conducted to determine trends, issues and impacts
- Community consultation was undertaken
- Staff consultation was conducted
- The Plan was refined with Council to develop the outcomes, objectives and strategies needed to achieve the objectives as set down by the Disability Services Act 1993
- Council endorsed the Plan
- Final notice of the completion of the AIP will be placed in the local newspaper

Consultation Strategy

The Shire of East Pilbara is committed to engaging the community to effectively inform and guide the Shire's planning and decision-making. Community consultation occurred during September and October 2019.

Community consultation and engagement is an essential element of any review of the Plan to ensure the Plan considers and incorporates community values, suggestions and lived experience.

Consultation methods used to develop this Plan included:

- Advertising the review and inviting members of the public and institutions to lodge submissions.
- Notice in the local newspaper.
- Flyers on all notice boards calling for comment.
- Information on the Shire website.
- Online surveys distributed on social media, emails and websites.
- Emails to the Disability Access and Inclusion Committee.
- Face to face meetings with community groups, organisations and government agencies.
- Public meetings in Newman, Nullagine and Marble Bar.

Consultation Findings

The findings from the consultation informed the strategies the Shire will strive to achieve over the next five years. Listed below are some of the access matters highlighted during the consultations.

- Shire will investigate opportunities for staff to participate in disability, access and cultural awareness training to improve inclusiveness.
- Facilitate processes that improve access and inclusion for Aboriginal people, culturally diverse groups and those facing financial hardship irrespective of disability.
- Pool hoists to be installed in Marble Bar and Newman.
- Seek to have Shire information and marketing material available in plain English.
- Strive to have new buildings meeting accessibility standards.
- Libraries to assist users to obtain relevant access and inclusion literature.
- Shire to advocate for more or improved services.
- Accessible transport options to be investigated and advocated for where possible.
- Footpath in Marble Bar and Nullagine should be reviewed and advocacy to the relevant agency or budget allocations are to be made for improvements in the coming years.

Access and Inclusion Strategies

Outcome 1: Services and Events

Objective: People with disability have the same opportunities as other people to access the services of, and any events organised by the Shire of East Pilbara

- Include access and inclusion into the planning of Shire, events and programs.
- Promote awareness amongst staff of the Shire of East Pilbara Access and Inclusion Plan.
- Ensure applicants consider access and inclusion when requesting funding or event permits for community initiatives through the Shire.
- Identify opportunities to improve access and inclusion of Shire services.
- Access and inclusion is incorporated into relevant Shire policies and plans.
- Ensure relevant Shire contractors and agents are aware of their responsibilities within the DAIP.

Outcome 2: Buildings and Facilities

Objective: People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority

- New buildings and infrastructure to meet access and inclusion legislative requirements, with proponents encouraged to also incorporate best practice standards.
- Audit accessibility of Shire buildings and facilities.
- Undertake a footpath renewal program across the Shire.

Outcome 3: Information

Objective: People with disability receive information from the Shire of East Pilbara in a format that enables them to access the information as readily as other people are able to access

- Provide Shire information in alternative formats, upon request.
- When updating the Shire's website strive to meet accessibility standards.
- Enhance the Shire marketing materials, through using accessibility standards as best practice.
- Assist library users to obtain relevant access and inclusion literature.

Outcome 4: Service

Objective: People with disability receive the same level and quality of service from the staff of the Shire of East Pilbara as other people receive from the Shire

- Provide customer facing staff with information on inclusive practices.

Outcome 5: Feedback

Objective: People with disability have the same opportunities as other people to make complaints to the Shire of East Pilbara

- Develop, review and maintain an accessible complaints procedure.
- Ensure complaints are handled professionally in an inclusive manner in line with procedure.

Outcome 6: Opportunity

Objective: People with disability have the same opportunities as other people to participate in public consultations conducted by or for the Shire of East Pilbara

- Undertake community engagement processes, which incorporate access and inclusion principals.
- Encourage diversity in all Shire committees and forums.

Outcome 7: Employment

Objective: People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of East Pilbara

- Encourage diversity within the Shire's workforce.
- Explore innovative and inclusive employment opportunities.

Outcome 8: Advocacy

Objective: Shire advocates for a more inclusive community

- Advocate for increased inclusive and accessible services, where gaps are identified which are outside of the Shire's responsibility.

What's Next: Reviewing and reporting

The Shire's Access and Inclusion Plan is required to be reviewed and updated every five years as a minimum. The Plan will be subject to review including community engagement in 2025.

An Implementation Plan has been developed to support the delivery of the defined outcomes and strategies which will be reviewed and updated after the first two years of the Plan.

The achievements of the Access and Inclusion Plan will be monitored and reported annually to the Department of Communities and will be included in the Shire's Annual Report.

Agents and contractors delivering services on behalf of the Shire are required to submit reports on their contribution to the Access and Inclusion Plan outcomes.