



Social Inclusion Plan
Community Engagement
Report

Item 13.3.2 Appendix 2

Contents

1. Executive Summary.....	2
2. About the Shire of East Pilbara.....	3
3. Community Engagement.....	11
3.1 Engagement Objectives	11
3.2 Community Pop-up Engagement Sessions	11
3.3 Community Engagement 1:1 meetings	12
3.3.1 Community Consultation Sessions – Key Findings.....	12
3.4 Community Engagement – Survey.....	14
3.4.1 Community Survey results	15
Appendix 1 – Facebook Promotional Examples	21
Appendix 2 – Community Engagement Materials	22
Appendix 3 – Survey Questions	24

1. Executive Summary

The Social Inclusion (SIP) (previously the Disability Access & Inclusion Plan) Shire's strategy to ensure all individuals and groups in the community — regardless of gender, race, age, sexual orientation, physical ability, mental health, cultural or language background, financial hardship, unique circumstances — have real opportunity to participate fully in community life.

The SIP is a legislative requirement: under the Disability Services Act 1993 (WA) local governments must review their Social Inclusion / Access & Inclusion Plan every five years.

The Plan aligns with the Shire's broader Strategic Community Plan 2022-2032 particularly around the "Social" priority: fostering harmonious, connected, inclusive communities.

Key outcome areas include access to services, cultural awareness, built environment (buildings & facilities), information and communication, employment, participation in events & programs, and community connection.

Engagement at a Glance

- **Engagement phases:**
 - *Community Consultation:* 8 x sessions Community sessions, 24 x 1:1 meetings
 - *Community Survey:* 8 responses
- Community sessions were held in **Newman, Marble Bar, Nullagine, Kunawarritji, Punmu & Jigalong**, supported by online and print promotion.
- 1:1 meetings were held with a range of stakeholders including PAMS, NDIS, Schools, Mackillop, Advocare, Hope Community Services, PCLS, KJ, KNAC, NWC
- Feedback highlighted strong sentiment around road conditions, condition and availability of housing, infrastructure conditions, events, programs and services inclusivity and a lack of relevant support services.

Our Focus Areas (2025–2030)

1. **Empower** – supporting people to make decisions on how they wish to participate
2. **Collaborate** – building strong connections between community and service providers
3. **Mentor** – building awareness, confidence and capability
4. **Champion** – advocate to organisations, government departments & agencies to ensure inclusivity needs are recognised, respected and acted upon

Overall Outcome

Community engagement demonstrated strong support for more inclusivity awareness, collaboration and advocacy to improve conditions for our vulnerable community members, within the Shire of East Pilbara, over living conditions (roads & housing), facilities, programs and service deliver.

2. About the Shire of East Pilbara

The Shire of East Pilbara:

- Has a population of 10,401, with 18% being First Nations peoples, over twice the proportion of Regional WA.
- Has a young population, with a median age of 34.5 years and only 3% aged over 65. It is projected to reach 12,994 by 2041, with a predominantly young workforce and some ageing in place.
- 22% of residents were born overseas, mainly from New Zealand, the UK, or the Philippines.
- Fewer residents speak only English compared to Regional WA, with Indigenous languages like Martu Wangka and Pintupi being common.
- Population is predominantly male, which is related to the local economy and presence of the Mining industry. In 2021, 35.9% of the Shire's population were females and 64.1%, males. In absolute terms, this was 3,512 females and 6,242 males (2024c). *Youth Profile of East Pilbara*:

The main towns are Newman, Marble Bar, and Nullagine. The Shire of East Pilbara contains several remote and town-based Aboriginal communities, including Jigalong, Punmu, Goodabinya, Irrungadji, Warralang, Parnngurr, Kunawarritji and Kiwirrkurra.

The Shire recognises the self-determination of remote communities while maintaining a key responsibility to advocate for and facilitate equitable access to the same supports and opportunities as those available in the town sites.

Newman has the largest population of East Pilbara (6,844 people), making up 66% of the Shire's total population. This is followed by Jigalong – Telfer – Remote East (1,361 people, 13% of the Shire population), Nullagine (1,242 people, 12% of the Shire population) and Marble Bar (910 people, 9% of the Shire population).

East Pilbara at a Glance

- Comparison of East Pilbara's population to Regional WA's population -

MEDIAN AGE



East Pilbara: **34 years**
Regional WA: **40 years**

POP AGED 65+



East Pilbara: **3.0%**
Regional WA: **17.5%**

FEMALES/MALES



East Pilbara: **36%/64%**
Regional WA: **49%/51%**

UNIVERSITY EDUCATION



East Pilbara: **9.6%**
Regional WA: **13.5%**

DISENGAGED YOUTH



East Pilbara: **19.3%**
Regional WA: **13.0%**

BORN OVERSEAS



East Pilbara: **21.6%**
Regional WA: **17.8%**

UNEMPLOYMENT



East Pilbara: **3.7%**
Regional WA: **4.2%**

MEDIAN HOUSEHOLD INCOME (p/week)



East Pilbara: **\$2,310**
Regional WA: **\$1,625**

1+ HEALTH CONDITIONS



East Pilbara: **19.1%**
Regional WA: **29.9%**

AVERAGE HOUSEHOLD SIZE (persons per hhold)



East Pilbara: **2.54**
Regional WA: **2.37**

1+ BEDROOMS NEEDED



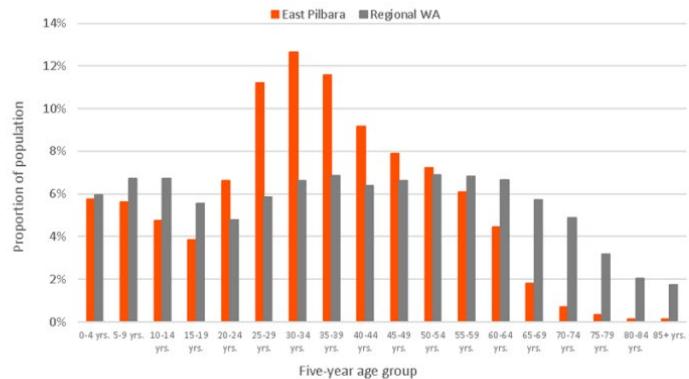
East Pilbara: **7.0%**
Regional WA: **2.5%**

HOUSING STRESS (rental + mortgage stress)

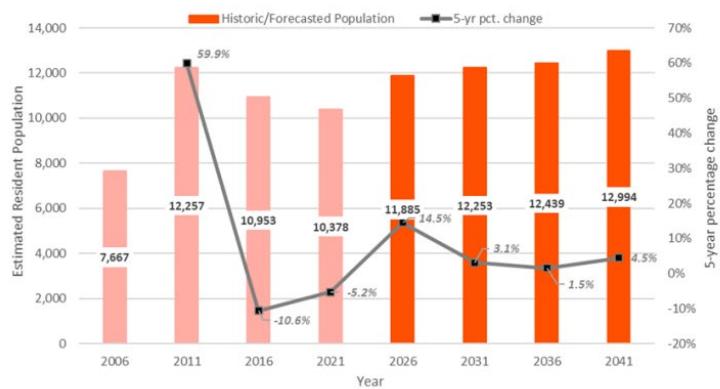


East Pilbara: **4.8%**
Regional WA: **16.7%**

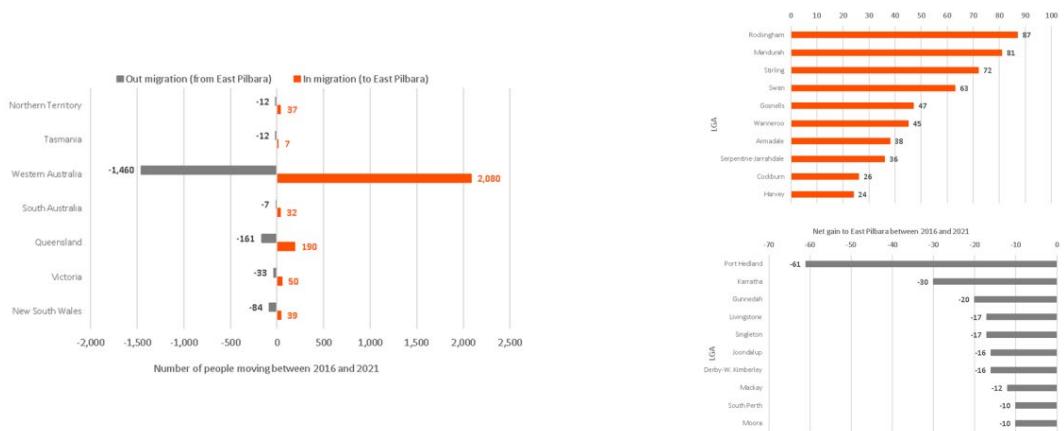
East Pilbara's population is young: median age of 34.5 years. Around 5 years younger than Regional WA (40.1 years)



Our forecasts anticipate the population of East Pilbara to be almost 13,000 by 2041



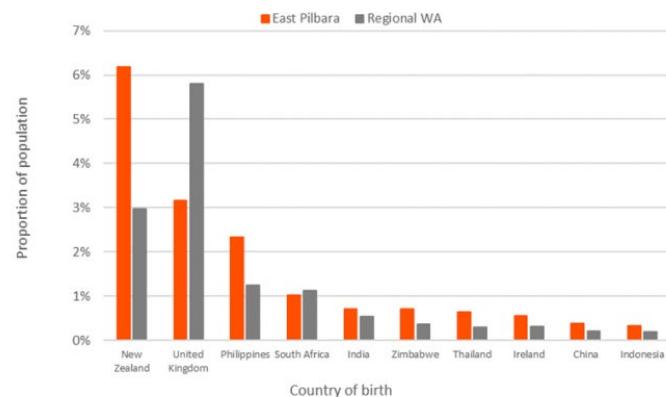
Most new residents to East Pilbara since 2016 came from within WA, most likely for mining employment



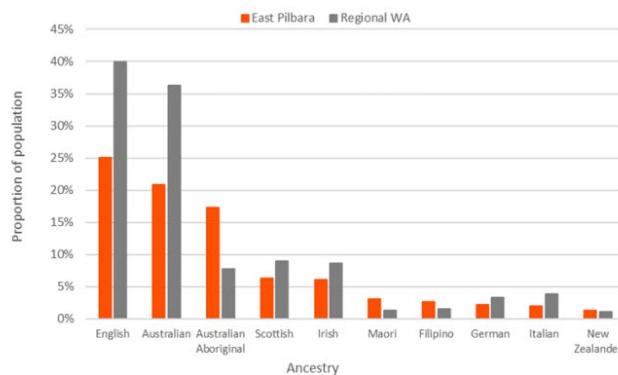
Gender breakdown of the population shows:

- ▣ A younger female population (median = 30.5 years) than males (35.6 years).
- ▣ More females than males with a Bachelor or Higher Degree *
- ▣ More females than males disengaged from education or employment
- ▣ More females than males not in the labour force.
- ▣ Median incomes of males 83% higher than for females, hourly rates 10% higher
- ▣ More females than males with disabilities or long-term health conditions.
- ▣ More females with asthma, mental health, diabetes conditions. More males with heart disease, lung conditions, stroke.

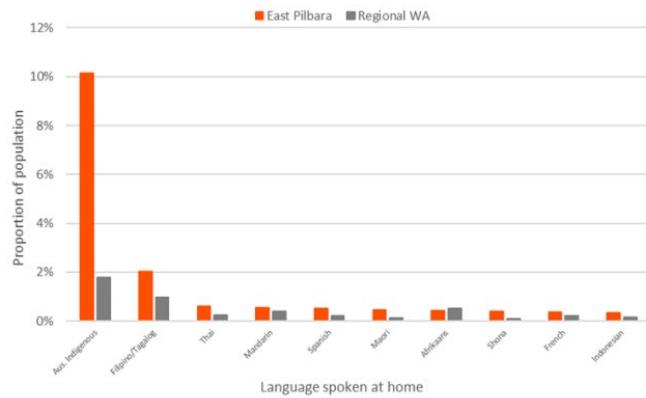
Most overseas born residents from New Zealand, UK, the Philippines



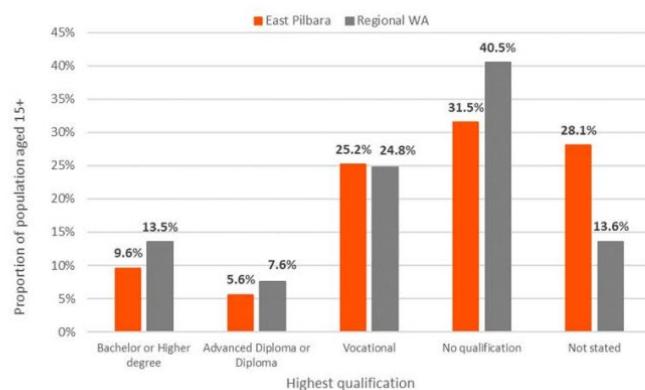
Most residents with English, Australian ancestry, Australian Aboriginal ancestry at 17% and increasing over time.



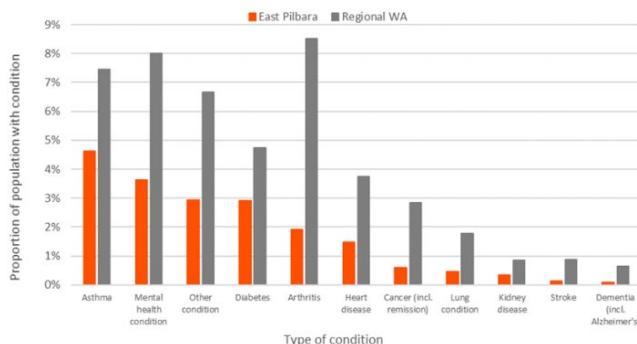
Australian Indigenous languages are the most commonly non-English spoken languages here



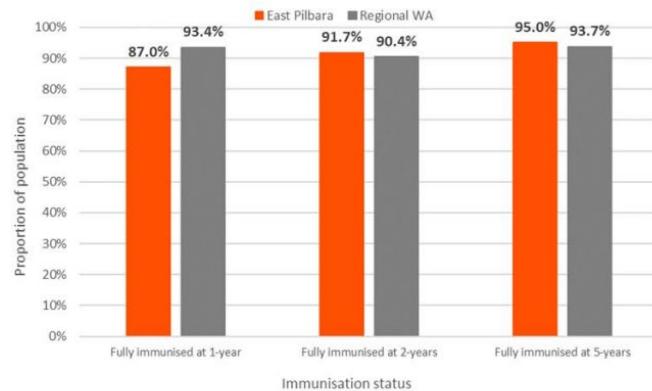
A lower proportion of residents have post-secondary school qualifications, compared to Regional WA. Many are “not stated”...



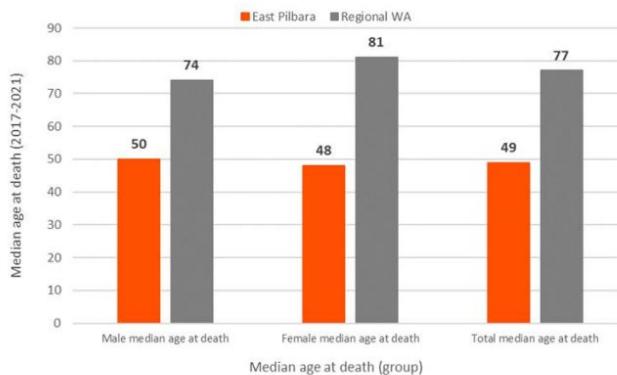
Most common health conditions are asthma, mental health, “other” conditions or diabetes. Diabetes highest for First Nations Peoples.



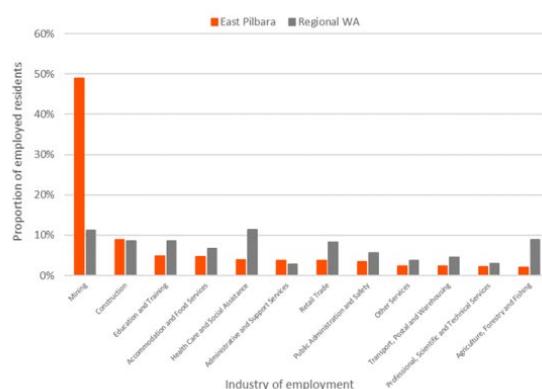
Lower immunisation rates at 1-year than Regional WA, but higher at 2 and 5-years.



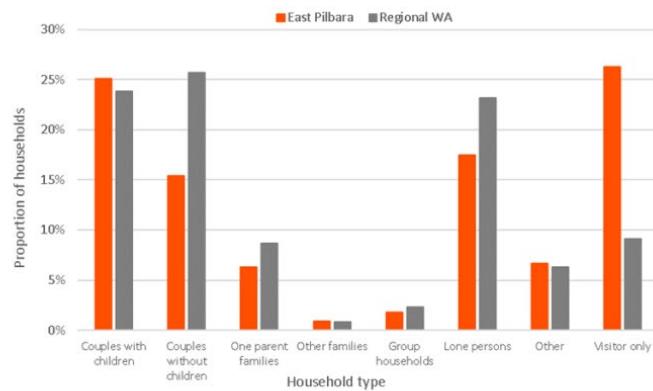
The median age at death in East Pilbara is significantly lower than in Regional WA...



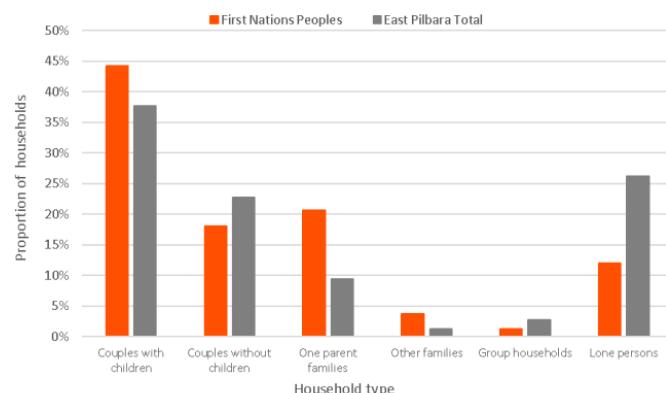
Mining employs almost 50% of East Pilbara's workforce, with other mining-related industries also highly represented.



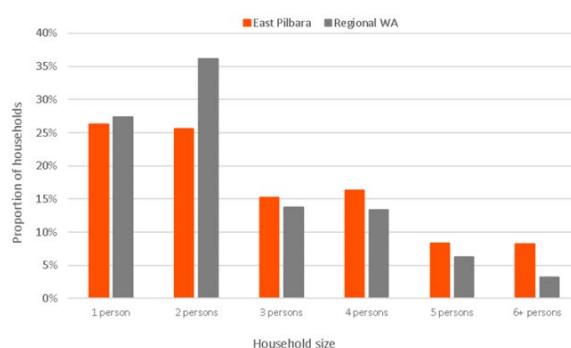
Around one third of East Pilbara households are families, similar to Regional WA, but there are more visitors, fewer lone persons...



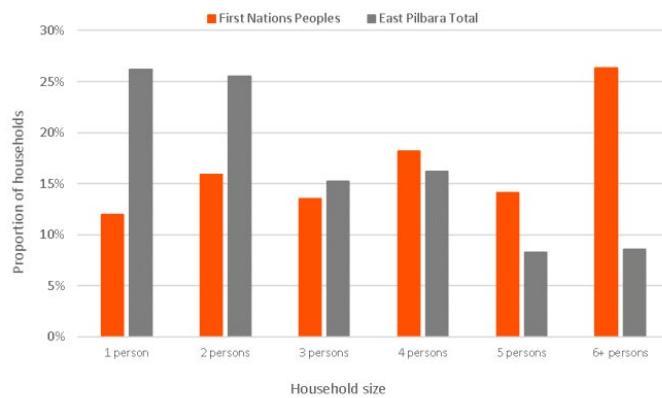
By comparison, around two thirds of First Nations Peoples' households are families, compared to 50% of the LGA total



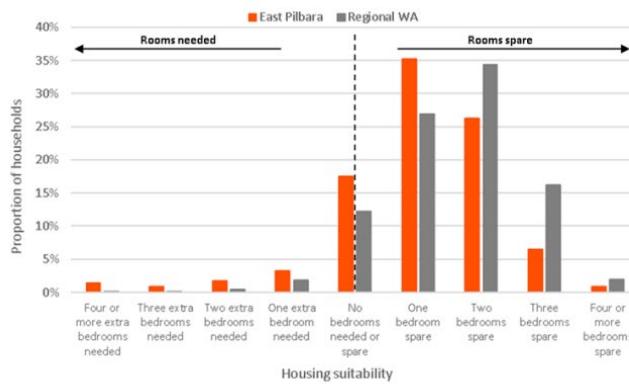
The average household size in East Pilbara is 2.54 persons per dwelling, larger than in Regional WA (2.37)



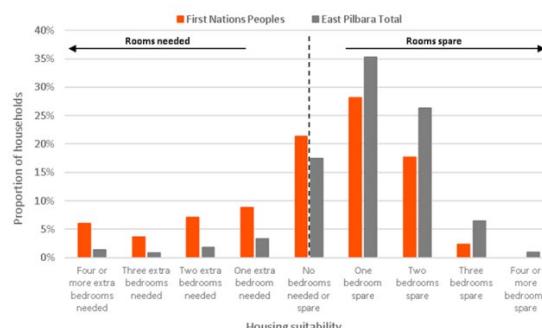
First Nations Peoples' households are larger than the LGA average (4.1 persons per dwelling compared to 2.54)



A larger proportion of East Pilbara households needed one or more rooms (7.5%) than in Regional WA (2.5%)



For First Nations Peoples' households, the need for one or more extra bedrooms was even higher (25.5%)



3. Community Engagement

With several community plans having been developed across the Shire of East Pilbara, extensive community consultation has already taken place. The community engagement undertaken during July, August, September and October 2025 for the Social Inclusion Plan aimed to validate feedback previously received, along with encouraging new information from stakeholders specifically related to Social Inclusion.

It also sought to identify any additional challenges or opportunities specific to the townsites of Newman, Marble Bar, and Nullagine, as well as the remote communities within the Shire of East Pilbara.

This section provides an overview of the consultation activities undertaken, along with key findings and outcomes for consideration.

3.1 Engagement Objectives

The community engagement process aimed to ensure that local voices informed the design of the Social Inclusion Plan, reflecting the diverse needs and perspectives of residents across the Shire. Engagement was promoted through the Shire's website, social media, email campaigns, and posters in all towns and remote communities to encourage broad participation.

3.2 Community Pop-up Engagement Sessions

Community drop-in sessions were held as follows:

- Newman: 2nd September – Newman House
3rd September – Newman Library
9th September – Newman Town Square
- Marble Bar: 20th August – Civic Centre
- Nullagine: 19th August – Gallop Hall
- Kunawarritji: 26th & 27th August – Community Office
- Punmu: 28th August – HACC

In terms of participants, at the Newman sessions respectively there were 26, 8 and 40+. Marble Bar (11) and Nullagine (12) were done in conjunction with a community art session to enable a relaxed environment for comfortable conversations.

In Kunawarritji and Punmu, the exact numbers were difficult to gauge as both sessions were done in collaboration with Ashburton Aboriginal Corporation community visits and Aged Care engagement.

Community Engagement activity included:

- Community BBQ
- Informal conversations
- Provision of hardcopy survey forms

3.3 Community Engagement 1:1 meetings

Social Inclusion is a broad and diverse areas that requires consideration of many different factors. Recognising that a significant portion of this vulnerable cohort experiences low literacy levels, it was important that the organisations supporting them were given the opportunity to speak on their behalf if requested.

This included 1:1 meetings (28) with key organisations:

Karlka Nyiyaparli Aboriginal Corporation	Kanyirninpa Jukurrpa
Niyaparli Women's Collective	EPIS (Newman & Marble Bar)
NDIA	Newman High School
PAMS x 3 program managers	Marble Bar Civil team
Martumili	AAC – Newman, Nullagine & Marble Bar
Punmu Community Org	Kunawarritji Community Org
Newman Community Centre,	Newman Women's Shelter
Mackillop	Hope Community Services
PCLS	Kupa Services
Keen to Care	Pragma Care
NCCI	Newman Playgroup
CRC Marble Bar	Frontier Services (Nullagine)
Nullagine Civil team	

In addition to these formal meetings, informal discussions were held whenever opportunities arose, such as during Interagency meetings in Newman and Nullagine.

Engagement and the opportunity to provide further feedback to the Shire of East Pilbara will be ongoing, through the period of this Social Inclusion Plan.

3.3.1 Community Consultation Sessions – Key Findings

Summary of Findings

- **Advocacy** emerged as a major priority across both the Social Inclusion Plan and the Reconciliation Action Plan, particularly in relation to roads, housing, and access to appropriate service providers.
- **Road conditions** were highlighted as a significant concern for remote communities. Poor road quality limits everyday living, restricts mobility, and reduces access to essential health and support services.
- **Housing**—both its condition and availability—was identified as a widespread issue across the Shire. There is limited low-cost, government, and community housing, with many experiencing overcrowding, insufficient funding, and inadequate maintenance standards.

- **Shire infrastructure** was repeatedly raised as needing improvement to support inclusivity. Key concerns included limited disability access to Shire owned public buildings, a lack of features for people with hearing and vision impairments (e.g., interactive screens, accessible toilets), insufficient or unusable curb cuts in Newman, inadequate lighting, and playgrounds that do not offer sensory or inclusive equipment.
- **Community events** are not consistently perceived as inclusive or supportive of diverse community needs. As an example, Fortescue Festival in 2025 included a large sensory space, but with no signage provided or suitable staffing for the need, this was not utilised fully.
- **Programs and activities** are not consistently tailored to the needs of different cohorts, with services for older community members being notably limited.
- **Transport** lacking, limiting movement within the township of Newman in particular, this was not mentioned for other towns.
- **Access to support services** remains limited. There are gaps in specialist services, low awareness of programs such as the NDIS, and insufficient assessment services to properly identify community members living with disability, particularly within the neurodiversity space.
- **Promotion and awareness** of the Shire's inclusivity initiatives and advocacy efforts remain low, with many community members unaware of the work being undertaken on their behalf. Improved and consistent communication would help address this gap.

3.4 Community Engagement – Survey

A community survey ran from 1 August 2025 through to 30 October 2025.

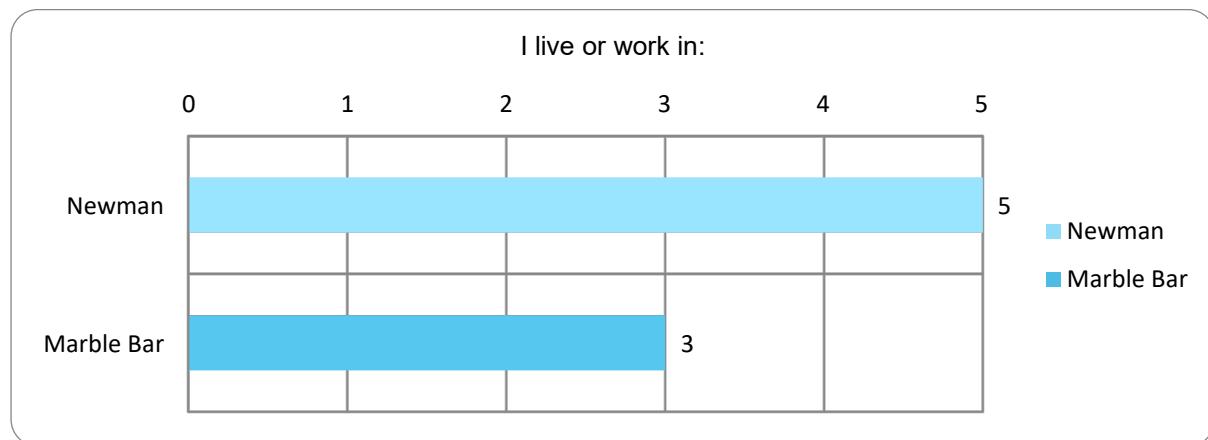
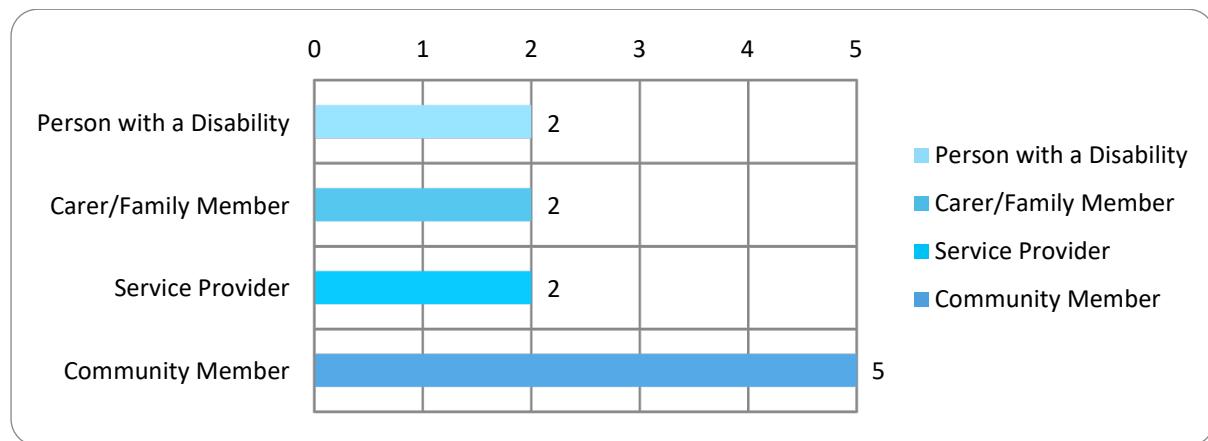
Highlights

Total Visits	54
Max Visitors Per Day	9
Engaged Visitors	5
Informed Visitors	9
Aware Visitors	46

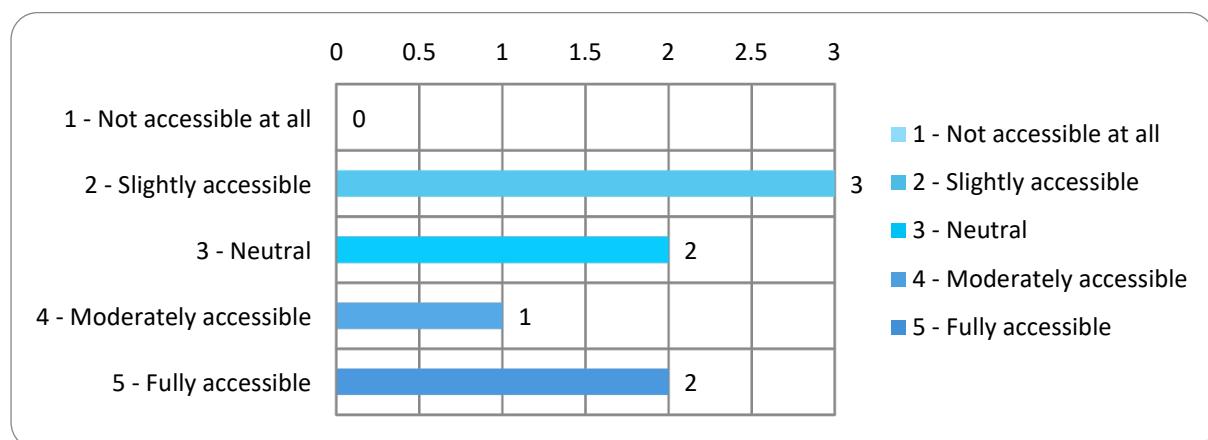
INFORMED PARTICIPANTS	9
Informed Actions performed	Participants
Visited the Key Dates page	5
Visited an FAQ list Page	3
Visited Multiple Project Pages	4
Contributed to a tool (engaged)	5

3.4.1 Community Survey results

I am responding as (tick all that apply):



How accessible do you find Council buildings, playgrounds, parks, footpaths, parking areas and event spaces? (1 = Not accessible at all, 5 = Very accessible)



Why did you give this rating?

Easy to get info and find.

I am new to Marble Bar and am able-bodied, so far I have not encountered any issues - nor had much time to consider!

All are accessible apart from the playground which does not have differently-abled games or activities for kids or adults.

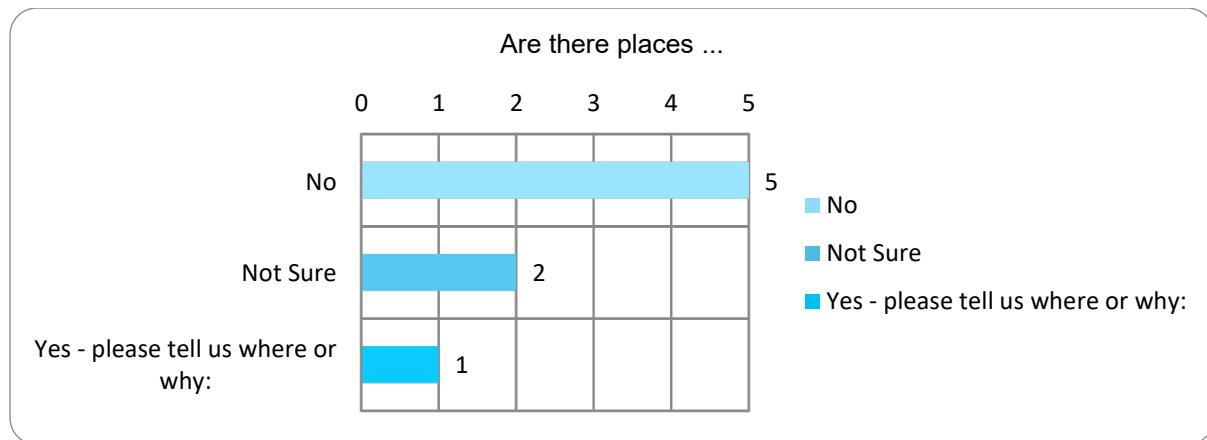
Few tight spots like the planter bollards near both shopping entrances

I personally don't see many curb cuts and find many paths in Newman lacking continuity and lighting for an able bodied person. In saying that some areas have great paths too.

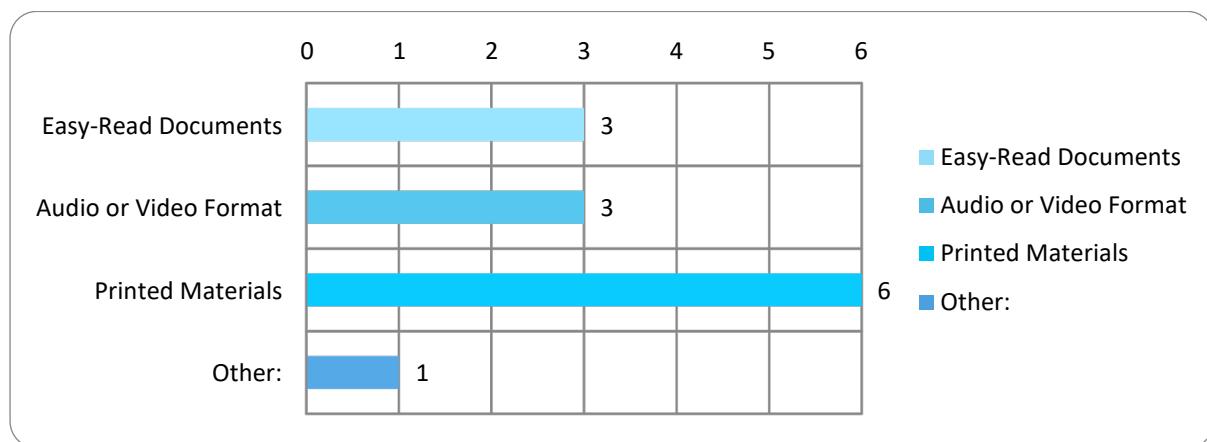
I find the parks, playground and council building accessible. Some concerns for footpaths around town.

Council venues make it hard for local Associations and don't support community needs

Are there places or events you avoid because they are not accessible?

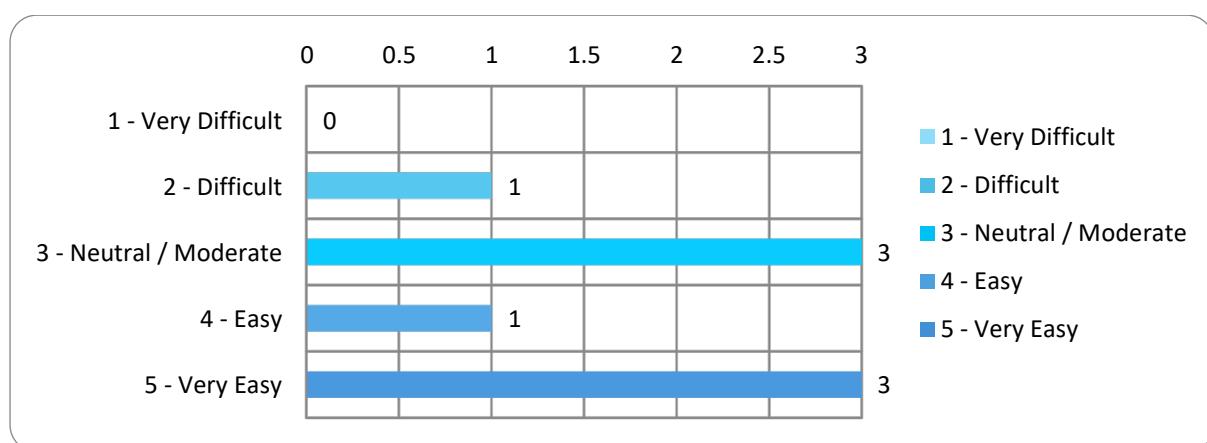


Which formats would you like to receive information in? (tick all that apply)



Other = Social Media

How easy is it to find and understand Council information (e.g. websites, brochures, social media, notice boards)? (1 = Very difficult, 5 = Very easy)



Why did you give this rating?

Information Centre & Council have all the info you need.

There are no contacts for the recreation centre. It really needs a manager- people are abusing their power.

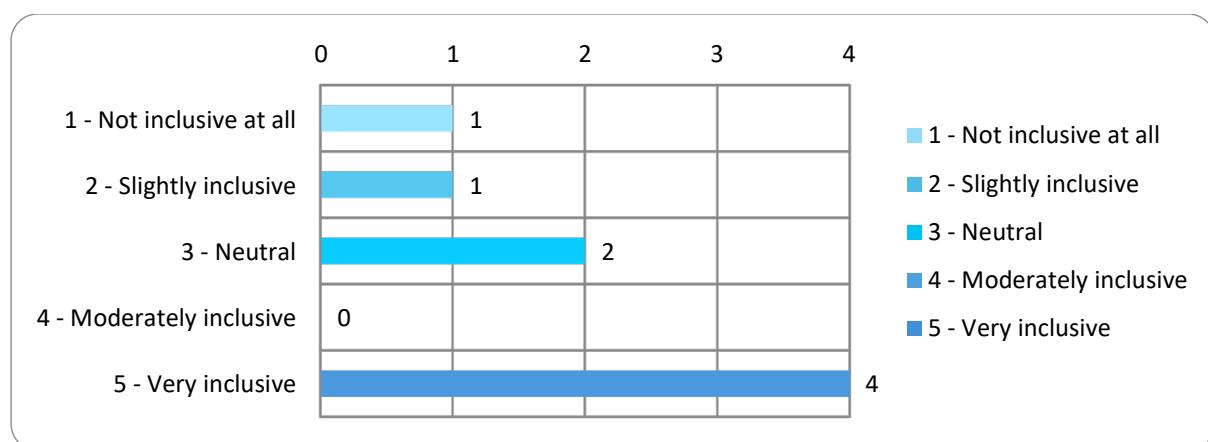
There are always up to date posters around town for SoEP and Social Media posts.

Have had difficulty finding answers online

I dont always see their advertising. Sometimes I have to seek it and the website can be difficult to navigate sometimes.

I find social media is great for our town

How inclusive are Shire events, programs and services?



Why did you give this rating?

Good advertising for all to have time to attend.

It only benefits a certain demograph

Everything I have been to in the past 3 years has been inclusive and accessible.

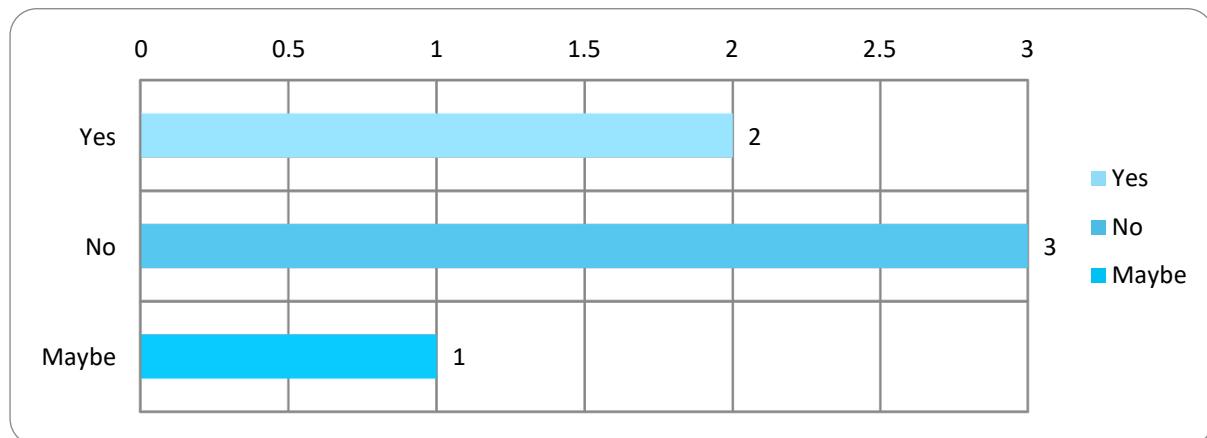
Events and programs seem to be aimed towards children and indigenous

I dont really know to be honest.

Inclusive

I find the events, programs and services very youth driven in the town of Newman.

Would you be interested in joining a Shire of East Pilbara Social Inclusion Advisory Group to help shape our future?

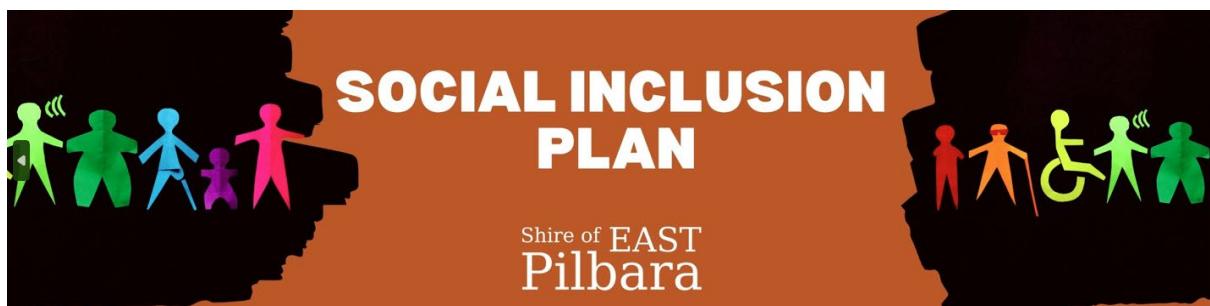


Survey Responses Key Findings

Included in the limited responses received, actions included:

- Playgrounds to include games and activities to support inclusion
- Events increase events specific to the SIP community
- Communication to include audio or video formats, easy-read format
- ATSI better communication with ATSI community & stakeholders
- Public Places Newman – lack of curb cuts, lack of continuity and insufficient Lighting

Appendix 1 – Facebook Promotional Examples



Shire of EAST Pilbara ► COMMUNITY ...
DROP-IN: BBQ & CHAT
8 Sept · 8

👉 COMMUNITY DROP-IN: BBQ & CHAT 🚶
We want to hear from YOU! Come along for a free BBQ and a friendly chat about how we can make our community more inclusive for everyone.

📅 Tuesday 9 September 2025
📍 Newman Town Square | 11am – 1pm

💬 WHAT'S THIS ABOUT?
We're developing a Social Inclusion Plan – a strategy to ensure that everyone in the Shire of East Pilbara can fully participate in community life, regardless of gender, race, age, sexual orientation, physical ability, or mental health.

🗣; HOW CAN YOU HAVE YOUR SAY?
Come chat with us at one of the drop-in events

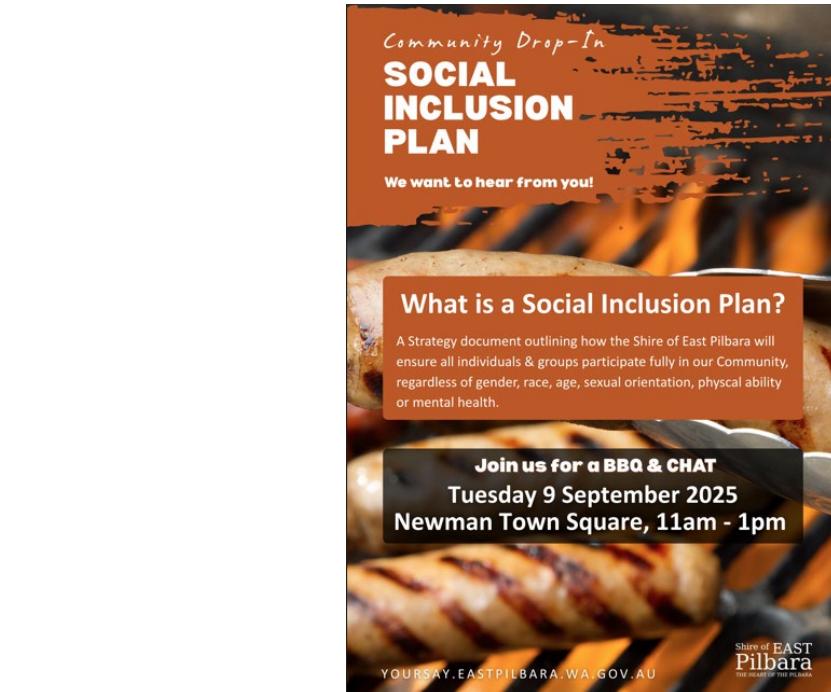
OR visit 👉
<https://yoursay.eastpilbara.wa.gov.au/social-inclusion>

...
Let's shape an inclusive future together!

#ShireOfEastPilbara #CommunityBBQ #HaveYourSay
#SocialInclusion #AshburtonAboriginalCorporation
#AgedCare #InclusiveCommunities

A smaller version of the orange banner at the top, featuring the text "Community Drop-In" and "SOCIAL INCLUSION PLAN" over a background image of a barbecue.

Appendix 2 – Community Engagement Materials



What is a Social Inclusion Plan?

A strategy document outlining how the Shire of East Pilbara will ensure all individuals & groups participate fully in our Community, regardless of gender, race, age, sexual orientation, physical ability or mental health



How can I have a say?

Online: <https://yoursay.eastpilbara.wa.gov.au>
Email: admin@eastpilbara.wa.gov.au
Phone: (08) 9175 8000

Community Drop-in BBQ:

- Newman House - 2nd September - 11.00am - 1.00pm
- Newman Library - 3rd September - 11.00am - 1.00pm
- Newman Town Square - 9th September - 11.00am - 1.00pm

Not in Newman? Contact us for other opportunities.



Frequently Asked Questions

1) What is a Social Inclusion Plan (SIP)?

Previously known as the DAIP (Disability Access & Inclusion Plan), the new Social Inclusion Plan is a strategy document outlining how the Shire of East Pilbara will ensure all individuals and groups have the opportunity to participate fully in society, regardless of their *gender, race, age, sexual orientation, physical ability & mental health*.

2) Why is the Shire of East Pilbara updating their SIP?

This is a legislative requirement, with The Disability Services Act 1993 (WA) stating that all local governments review their Social Inclusion Plan every five years to ensure that they are actively working to remove barriers and promote inclusion for all in the Shire of East Pilbara.

3) How often should our SIP be reviewed?

It is best practice to review and update DAIPs regularly, around every 2-4 years, to ensure they remain relevant and effective.

4) What is the purpose of a SIP?

Our community is constantly changing. We are growing in both size and **diversity** and we want to make sure that everything we do is as inclusive and accessible to our changing community as possible. The plan aims to improve access to services, events, facilities, programs, information, education, training, employment and overall Community participation, while addressing barriers that may lead to exclusion within our community.

5) How are these plans developed?

They involve community engagement, consultation with people with of different, gender, race, age, sexual orientation, physical disabilities, mental health and stakeholders, and are informed by data and research. No matter your age, background or ability – we want to hear from you.

6) What is the role of the community in developing and implementing the plan?

Community consultation and engagement are crucial for identifying barriers, developing relevant actions, and ensuring the plan is responsive to the needs of the community.

7) What is the aim of the SIP?

Essentially, our SIP aims to create a community where everyone feels valued, respected and **has the opportunity to contribute and thrive**, focusing on broader participation and belonging within our community.

8) What are the key focus areas of a SIP?

Focus areas include services and events, buildings and facilities, information, quality of service, complaints, consultation processes, and employment.

9) How does the SIP interact with other Council plans?

The SIP is integrated with other strategic documents and plans of the Shire of East Pilbara and sits as part of the Strategic Community Plan 2022-2032.

10) How will the Shire put the plan into action?

The SIP has a series of goals and will set clear actions, timelines, and allocated resources to implement the plan's goals. Each action will be allocated to a Shire team, for example "Community Development", with deliverables to be achieved.

11) How will the effectiveness of the plan be measured?

The plan will include specific measures and indicators to track progress and assess the impact of the implemented actions.

12) Will I be able to see the completed Social Inclusion Plan?

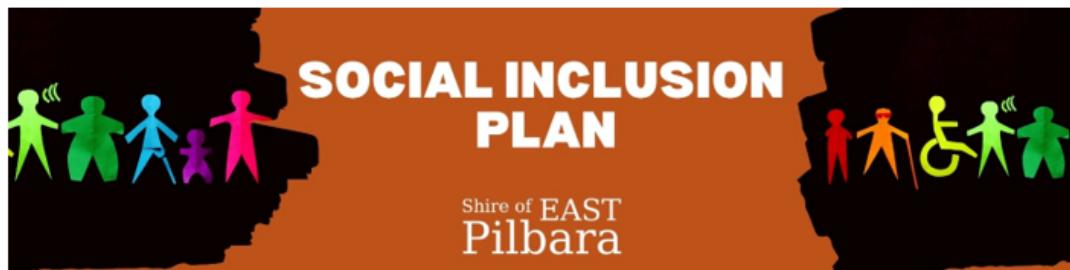
Yes, the plan will be available in a range of formats, with clear and concise language. You will find it on the Shire's website (www.eastpilbara.wa.gov.au).

Hard copies will be available from:

- Newman – Shire of East Pilbara's administration office on the corner of Kalgan & Newman Drives.
- Nullagine Library
- Marble Bar Civic Centre

Alternatively, contact us on admin@eastpilbara.wa.gov.au for a copy to be emailed to you.

Appendix 3 – Survey Questions



Your Voice Matters: Social Inclusion Survey

The Shire of East Pilbara's 2022-2032 Strategic Community Plan includes priorities that will support a diverse & sustainable economy, providing equal opportunities & prosperity for all, creating safe, connected & family-friendly communities where all people thrive, & have their needs met at all ages & stages of life.

Your feedback is important for the development of the 2025–2030 Social Inclusion Plan (SIP), ensuring the Shire focuses on what is important to you and your community.

Section 1 – About You

(Your answers will help us understand different perspectives)

1. I am responding as (tick all that apply):

- Person with a Disability
- Carer / Family Member
- Service Provider
- Community Member
- Other (please specify): _____

2. I identify as: (Choose one)

- Aboriginal
- Torres Strait Islander
- Non-Indigenous
- Other (please specify): _____

3. I live or work in: (Choose all that apply)

- Newman
- Marble Bar
- Nullagine
- Other (please specify): _____

Section 2 – Accessibility of Public Spaces & Facilities

4. Accessibility of Council Public Places and Facilities

How accessible do you find Council buildings, playgrounds, parks, footpaths, parking areas and event spaces?

- 1 Not accessible at all
- 2 Slightly accessible
- 3 Neutral
- 4 Moderately accessible
- 5 Fully accessible

5. Why did you give this response?

6. Are there places or events you avoid because they are not accessible? (Choose one)

- No
- Not Sure
- Yes – please tell us where or why:

Section 3 – Information & Communication

7. Which formats would you like to receive information in? (Tick all that apply)

- Easy-Read Documents
- Local Language Translations
- Audio or Video Format
- Printed Materials
- Other: _____

8. Ease of Finding & Understanding Council Information

How easy is it to find and understand Council information (e.g. websites, brochures, social media, notice boards)?

- 1 Very difficult
- 2 Difficult
- 3 Neutral / Moderate
- 4 Easy
- 5 Very easy

9. Why did you give this response?

Section 4 – Events, Programs & Services

10. Inclusiveness of Shire Services & Activities

How inclusive are Shire events, programs & services?

- 1 Very inclusive
- 2 Somewhat inclusive
- 3 Neither inclusive nor exclusive
- 4 Somewhat exclusive
- 5 Very exclusive

11. Why did you give this rating?

Section 5 – Employment

12. How could the Shire support employment & training opportunities to be more achievable for all?

Section 6 – Community Attitudes & Partnerships

13. What would help build stronger awareness & inclusion for our Aboriginal and Torres Strait Islanders, people with a disability, seniors & young people, LGBTQ+ and CALD community members?

14. What is the most important thing we should include in our Social Inclusion Plan to provide a safe & inclusive community for our Aboriginal & Torres Strait Islanders, people with a disability, seniors & young people, LGBTQ+ & CALD?

15. How can the Shire better partner with Aboriginal Corporations, Elders & Service Providers?

Section 7 – Final Thoughts

16. Would you be interested in joining a Shire of East Pilbara Social Inclusion Advisory Group to help shape our future? (Choose one)

Yes

No

Maybe

17. Do you have any other comments, ideas or stories to share?

Section 8 – Contact Details

18. Would you like to stay informed about the project? (Choose one)

Yes

No

Name:

Email: