

Disability Access & Inclusion Plan

2022 -2027



SHIRE OF SANDSTONE
S E R V E T H E P E O P L E

Adopted by Council **DATE**

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Introduction

The Western Australia disability Service Act requires all Local Governments to develop and implement a disability Access and Inclusion Plan (DAIP) to ensure that people with disability have equal access to its facilities and services.

Other Legislation underpinning access and inclusion includes the Western Australia Equal Opportunity Act (1984) and the Commonwealth Disability Discrimination Act 1992 (DDA), both of which make discrimination on the basis of a person's disability unlawful.

This disability Access and Inclusion Plan is available in alternative formats upon request and includes in electronic format by email, in hard copy in both large and standard print, and on the website at www.sandstone.wa.gov.au.

Development and Maintenance of the Disability Access and Inclusion Plan

The Chief Executive Officer, who reports directly to the Shire of Sandstone Council, is responsible for the ongoing development and implementation of the Plan.

Facilities and Services provided by the Shire of Sandstone

The Sandstone Council serves 20 stations and a population of up to 109. The Shire is approximately 32,889 square kilometers in size. The predominant land use, by area, in the region is pastoral stations and mining.

Council provides an extensive variety of services for the Community under authority of a wide range of legislation.

Services provided include:

- Building control
- Cemetery
- Bush Fire Control
- Fire Prevention
- Dog Control
- Recreational / Sporting Facilities
- Street Lighting
- Roads, Footpaths and Kerbing
- Street Tree Planting
- Playground Equipment
- Visitor Centre
- Library Services
- Public Toilets
- Media Releases
- Planning Control
- Environmental Health
- Demolition Permits
- Drainage
- Parks & Reserves
- Vehicle Licencing Agency
- Caravan Park
- Fuel Supply

Planning for Better Access

Through the implementation of this DAIP, the Shire of Sandstone aims to offer people with disability the same opportunities as other people to access the service of public authority.

The Shire is committed to achieve the following desired outcomes:

1. People with disability have the same opportunities as other people to access the services and any events organised by public authority.

2. People with disability have the same opportunities as other people to access the buildings and other facilities for 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 that 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 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 opportunity as other people to obtain and maintain employment with public authority.

Evaluation & Review of the DAIP

The disability Services Act requires that DAIPs be reviewed at least every five years. Whenever the DAIP is amended, a copy of the amended plan must be lodged with the Department of Communities.

An evaluation will occur as part of the five-yearly review of the DAIP.

We have listened to our Community and identified no new actions. The Shire's vales and commitments remain the same. Maintaining this approach to assist the embedding process linking to our Long-term Strategic Plan so that come 2027 there would be no rational for the Shire to have a standalone plan as access and inclusion are simply built in.

Any priorities identified over the next years will be highlighted and differentiated.

Community Consultation

Public notice was given that the DAIP will be reviewed and evaluated, and an invitation extended to the Community to offer advice, opinion or comment on the plan, and to provide comment or details on previously unidentified access issues or ongoing access issues. No submissions were received.

On each review of the Plan, the invitation to submit will be posted on the website and advertised in a newspaper that circulates in the local area. However, submissions will be accepted at any time.

Dealing with Submissions

In assessment of any submissions, it is possible that matters that require significant capital investment will only be able to be addressed when significant capital works are planned for refurbishing or recycling a building. However, all due care will be taken to ensure that the opportunities for access improvement than can be carried out within current recurrent expenditures are not lost or deferred in the consideration of a larger project.

Reporting on the DAIP

The disability Services Act requires the Shire to report on the implementation of the DAIP in its annual report outlining:

- Progress towards the desired outcomes of its DAIP
- Progress of its agents and constrictors toward meeting the seven desired outcomes
- The strategies used to inform agents and contractors of its DAIP

The Shire is also required to report on progress in the prescribed format to the Department of Communities by July 4 each year.

Strategies to Improve Access and Inclusion

The following overarching strategies have been developed to address each of the seven desired outcome areas of the Plan. These will form the basis of the implementation plan.

Strategy	Timeline
Outcome 1 People with disability have the same opportunities as other people to access the service of any events organised by a public authority.	
1.1 Monitor that people with disability are consulted on their needs for services and the accessibility of current services	Ongoing
1.2 Monitor Shire services to ensure equitable access and inclusion	Ongoing
1.3 Monitor links between the DAIP and other Shire plans and strategies	Ongoing
1.4 Monitor events, whether organised or funded, 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 public authority.	
2.1 Maintain that all buildings and facilities meet the standards for access and any demonstrated additional need	Ongoing
2.2 Maintain that all new or redevelopment works provide for access to people with disability, where practicable	Ongoing
2.3 Monitor that all recreational areas are 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.	
3.1 Monitor that the Community is aware that Shire information is available in alternative formats upon request	Ongoing
3.2 Monitor staff awareness of accessible information needs and how to provide information in other formats	Ongoing
3.3 Ensure that the Shire's website meets contemporary good practice	Ongoing

Strategy

Timeline

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.

4.1 Maintain that all employees, existing and new, and Elected Members are aware of disability and access issues and have the skills to provide appropriate services Ongoing

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

5.1 Maintain that grievance mechanisms are accessible for 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.

6.1 Maintain that people with disability are actively consulted about the DAIP and any other significant planning processes Ongoing

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

7.1 Ensure policies and procedures are regularly reviewed Ongoing

7.2 Commit to using inclusive recruitment practices when advertising new positions Ongoing

Progress since 2008 under the DAIP

- 1.1 Ensure that people with disability are consulted on their needs for services and the accessibility of current services.

The Shire has called for submissions on its DAIP as part of this review. People with disability are encouraged to make submissions.

- 1.2 Ensure equitable access and inclusion

- 1.3 Develop links between the DAIP and other Shire plans and strategies

The DAIP is considered a living document and is inclusive to all Shire plans and strategies.

- 1.4 Ensure that events, whether organised or funded, are accessible to people with disability.

All events held at Sandstone by the Shire are accessible to people with disability and staff and Community are supportive to people with special needs.

- 2.1 Ensure that all buildings and facilities meet the standards for access and any demonstrated additional needs.

All buildings at the Shire of Sandstone are accessible to people with disability. There are public facilities available for people with disability.

- 2.2 Ensure that all new or redevelopment works provide for access to people with disability, where practicable.

Consideration is given to provide wheelchair access for all new developments.

- 2.3 Ensure that all recreational areas are accessible

All recreation areas within Sandstone are accessible to people with disability.

- 3.1 Ensure that the Community is aware that Shire information is available in alternative formats upon request.

This is promoted to the Community via the DAIP.

- 3.2 Ensure staff are aware of accessible information needs and how to provide information in other formats

- 3.3 Ensure that the Shire's website meets contemporary good practice

The Shire's website undergoes regular professional updates to ensure that it meets contemporary best practice.

4.1 Ensure that all employees, existing and new and Elected Members are aware of disability and access issues and have the skills to provide appropriate services.

5.1 Ensure that grievance mechanisms are accessible for people with disability

Council ensures that grievance mechanisms are flexible enough to ensure that people with disability have the opportunity to lodge a complaint.

6.1 Ensure that people with disability are actively consulted about the DAIP and any other significant planning processes.

The DAIP has been reviewed and the Community has been consulted through requests for submissions.

Community consultation is an important part of our Integrated Planning process and review. People with disability are actively encouraged to make a submission as part of the Community consultation process.

7.1 Ensure policies and procedures are regularly reviewed

7.2 Commit to using inclusive recruitment practices when advertising new positions.

Council have committed to inclusive recruitment practices through their Equal Opportunity Policy Statement.

Council recognises its legal obligations under the Equal Opportunity Act, 1984, and will actively promote equal employment opportunity based solely on merit to ensure that discrimination does not occur on the grounds of gender, marital status, age, pregnancy, race, and disability, religious or political convictions. All employment training with this Council will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training. All promotional policies and opportunities with this Council will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such promotion. All offers of employment within this Council will be directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagement. This Council will not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or remark concerning a person's race, colour, language, ethnicity, political or religious convictions, gender, marital status or disability. The equal opportunity goals of this Council are designed to provide an enjoyable, challenging, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.