



Disability Access and Inclusion Plan

2024-2029

Alternative formats of this plan can be made available upon request
via email at goshire@goomalling.wa.gov.au

Acknowledgement of Country

The Shire of Goomalling respectfully acknowledges the traditional custodians, Ballardong Noongar people, and their continuing connection to the land, water, sky and community.

We pay respects to all members of the Ballardong community, their culture, and to Elders past and present.

Contents

Message from the Shire President..... 3

Developing our Disability Access and Inclusion Plan 2024-2029..... 4

Access and Inclusion Statement 5

Indicators of disability within the Shire of Goomalling 5

Relevant Legislation, Codes and Guidelines 8

 Disability Services Act 1993 (DSA) 8

 Commonwealth Disability Discrimination Act 1992 DDA 8

 Building Code of Australia (BCA)..... 8

 Australian Standard (AS) – Design for Access and Mobility..... 9

About the Shire of Goomalling 10

Consultation Approach 11

 Consultation responses..... 11

 Findings 11

DAIP Reporting..... 13

DAIP Outcomes and Objectives 14

 Outcome 1..... 14

 Outcome 2..... 14

 Outcome 3..... 15

 Outcome 4..... 15

 Outcome 5..... 16

 Outcome 6..... 16

 Outcome 7..... 16

DAIP Action Plan 2024-2029 17

 Outcome 1..... 17

 Outcome 2..... 18

 Outcome 3..... 19

 Outcome 4..... 20

 Outcome 5..... 20

 Outcome 6..... 21

 Outcome 7..... 22

APPENDIX A Townsite of Goomalling..... 23

APPENDIX B Glossary of Terms and List of Acronyms..... 24

APPENDIX C Disability Access Advisory Committee Terms of Reference..... 26

APPENDIX D Key Contact Service Providers 27

Message from the Shire President

The Shire of Goomalling is pleased to be able to present the Disability Access and Inclusion Plan 2024-2029.

We are committed to ensuring that our services, facilities, employment, events, and information are accessible to people with disability, their families and carers.

This Disability Access and Inclusion Plan is a tool to progress Council's agenda to create an accessible and inclusive community for everyone, in line with the **"A Western Australia for Everyone - State Disability Strategy 2020-2030"**.

Our plan has been developed following consultation with people with disability, their carers and families who have lived experience of the barriers that prevent participation. I would like to thank everyone who contributed to the plan through submissions, surveys and community workshops.

We encourage everyone in Goomalling to work with us to achieve a more inclusive and liveable community.

I look forward to working on the implementation of our plan over the next 5 years, ensuring that people with disability, their carers and families have equitable access to all the services and facilities we have to offer.

Sincerely

Cr Julie Chester
President
Shire of Goomalling

Developing our Disability Access and Inclusion Plan 2024-2029

The Western Australian *Disability Services Act (1993)* requires all State and Local Government Authorities to implement a Disability Access and Inclusion Plan.

The Shire of Goomalling formally adopted the Disability Access and Inclusion Plan 2024-2029 at the Ordinary Council Meeting on Wednesday 20 November 2024, will be referred to throughout this document as the DAIP 2024-2029.

The overarching goal of the DAIP 2024-2029 is to provide equity of access and inclusion to Council services, facilities and functions provided by the Shire of Goomalling by identifying and redressing barriers that either restrict or prevent the full participation of People with disability.

Community consultation was undertaken with a broad spectrum of stakeholders inviting contributions from residents, disability service providers, Elected Members and Council staff.

Responses received through community consultation and findings based on recent research in relation to the barriers accessing respite, in-home support and recreation formed the basis on which actions have been identified with the seven (7) outcome area of the DAIP 2024-2029.

The Shire of Goomalling acknowledges that people with disability are valuable members of the community who have the same fundamental rights as all other residents to access services, functions and facilities. The DAIP 2024-2029 provides the Shire of Goomalling a framework to address barriers to access and inclusion across all areas of Council responsibility.

The Shire of Goomalling realises the importance of developing a forward plan to ensure that both the infrastructure and the communities' perception and awareness of the needs of people with disability is enhanced through education.

Given the enormity of the task, the plan is set up to ensure that areas of the greatest need and impact for people with disability are initiated first.

The preparation of this DAIP 2024-2029 has occurred with consideration to the State Disability Strategy: A Western Australia for Everyone 2020-2030, which underpins this plans approach to outcome areas and key initiatives over the next five years. The objectives that the State's strategy aims to achieve through its four (4) pillars of change have been supported in Shire of Goomalling's DAIP 2024-2029

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

Access and Inclusion Statement

The Shire of Goomalling is committed to furthering the principles and outcomes of the *Disability Services Act (1993) (amended 2004)* and meeting the 7 Standards in the Disability Services regulations 2004.

The Access and Inclusion Statement of intent has been developed as a commitment by the Shire to enhance inclusion by providing access for People with disability to its services, functions and facilities. The following documents were referred to:

1. Shire of Goomalling Strategic Plan 2023;
2. Disability Access and Inclusion Plan 2018-2023
3. Responses from the Access and Inclusions Plan Community Consultation

Council adopted the following Access and Inclusion Statement below as recommended by the Shire of Goomalling.

“The Shire of Goomalling endeavours to provide universally accessible and inclusive services and facilities for all people within the community”

Indicators of disability within the Shire of Goomalling

Australia’s expanding ageing population is set to impact upon the community over the next two decades. An ageing population increases the likelihood of individuals acquiring a disability including life changes, heredity and environmental influences.

The *West Australian Disability Services Act (1993)* defines a disability as a condition that:

- Is attributable to an intellectual, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- Is permanent or likely to be permanent;
- Which may or may not be episodic in nature, and which results in:
- A substantially reduced capacity of the person for communications, social interaction, learning or mobility; and
- A need for continuing support services.

The Shire of Goomalling are fortunate to have a Home and Community Care (HACC) service located in the district supporting people with a wide array of support services. There are a few with disability that frequently use the Shire for a wide range of reasons whether that is for recreation, to visit or for employment opportunities.

There are an estimated 955 people residing in the Shire of Goomalling according to the Australian Bureau of Statistics.

Shire of Goomalling Key Social Indicators:

Age

The total population for the Shire of Goomalling was 955¹ it is estimated that residents aged 65 years represent 26.8% of the total population.

The median age of the population in Goomalling is 49 years, which is older than that in the region and older than that in the state. Compared with WA, Goomalling now has a smaller proportion of people aged between 20 and 35.

Indigenous people represent 3.9% of the total population, which is higher than that in the state and Australia wide.

According to the 2021 Census 14.1% of people provided unpaid assistance to a person with disability, health, condition or due to old age.

Extent and Type of Disability

There are a small number of *known* people residing with some type of disability in the Shire.

The most prominent type of disability was having a physical disability followed by a sensory disability. In addition, there are some with an intellectual or psychiatric disability. Many People with disability may have one or more disabilities.

Recent research findings from the report "*Barriers to respite, in-home support and recreation: a Community Development approach*", reaffirmed synthetic estimates identifying physical and sensory disabilities as being significantly higher in comparison to other types of disabilities.

Health

Goomalling has a hospital, a resident Doctor, Pharmacy, NDIS and PATS Services. Quamby Lodge is for semi-permanent aged care (currently not operating due to funding) and Sunshine Nursing Home is for acute aged care. There are also 17 aged persons units located close to the hospital.

Further enhanced facilities can be accessed at the Northam Regional Hospital, 50km south of Goomalling.

Income Support

Socio-economic

The unemployment rate is relatively stable in Goomalling, while it was relatively stable in the region. In the previous three years unemployment rates in Goomalling were lower than those in the region and the state.

The percentage of those who left school before year 12 in Goomalling was 26.2%, which is a similar statistic to that in the region and greater than that in the state. In Goomalling, the percentage of people who have difficulty with spoken English is much less than that in the region and the state.

The socio-economic indicators suggest there are no obvious levels of advantage or disadvantage in Goomalling, compared with the region and the state. The median individual weekly income was \$747 to \$1784, compared with \$848 to \$2,214 in the state.

The Index of Advantage - Disadvantage was 940, which is like that in the region but less than that in the state. Ranked 62 in WA and 261 in Australia.

¹ ABS Census 2021

The Index of Disadvantage is derived from attributes such as low income, low educational attainment, high unemployment and dwellings without motor vehicles. The social security entitlements being received in Goomalling was the Aged Pension, Unemployment Benefits, Disability Support Pensions and Carer Payment.

Household Type

There are many residents living in a lone person household which increases the risk of social isolation, this feeling can be intensified in a small community due to limited accessibility to support services and lack of diversity in recreational/social opportunities.

Relevant Legislation, Codes and Guidelines

Disability Services Act 1993 (DSA)

The *Western Australian Disability Services Act 1993* requires all State and Local Government authorities to implement a Disability Access and Inclusion Plan.

The *Disability Services Regulations Amendments (2004)* dictate how the provisions of the Act are applied to Disability Access and Inclusion Plans which includes:

- Standards for disability access and inclusion plans.
- Information in reports about disability access and inclusion plans
- Publication of disability access and inclusion plans
- Procedure for public consultation by authorities.

Commonwealth Disability Discrimination Act 1992 DDA

The DDA makes it unlawful to directly or indirectly discriminate or impose unjustifiable hardship against a person with any form of disability (i.e. Physical, Intellectual, Sensory, Psychiatric and Neurological). Discrimination as defined by the DDA (1992) is documented as having broad legislative application in:

- (a) work, accommodation, education, access to premises, clubs and sport; and
- (b) the provision of goods and services, facilities, and land; and
- (c) The administration of Commonwealth laws and programs.

The DDA applies to public and private sectors and allows people to complain to Human Rights and Equal Opportunity Commission if they encounter discrimination.

It is the intention of the DDA to eliminate, as far as possible discriminatory practices, but also to promote recognition and acceptance within the community of the fundamental rights of People with disability.

The DDA covers a disability which a person has now, may have in the future, had in the past or is assumed to have. The DDA also makes it unlawful to discriminate against a person on the basis that their associate (partner, carer, friend and family member or business partner) has a disability.

The DDA covers existing premises, including heritage buildings, those under construction and future premises. The definition includes not only buildings but parks, pathways and transport systems, streetscapes and playgrounds.

Building Code of Australia (BCA)

The BCA references various Australian Standards and Codes to enable the achievement and maintenance of acceptable standards of structural sufficiency, safety (including safety from fire), health and amenity for the benefit of the community now and in the future.

Part D# of the BCA (Volume One) titled "Access for People with disability" determines which types (Class) and parts of buildings must comply with the access requirements currently referenced by the code.

The BCA is currently under review in the areas of access to align better to the requirements of the *Disability Discrimination Act*.

Australian Standard (AS) – Design for Access and Mobility.

AS 1428 (Parts 1-4) is an important reference standard which prescribes the basic requirements for physical access for use in the planning, development and construction of all buildings and facilities. Part 1 is a mandatory requirement.

The objective of the standard is to provide building designers and users (architects, property owners, regulators and the like) with the minimum design requirements for new building work, to enable access for People with disability. The Australian Standard should also be used when providing improved or amended access to existing buildings and is usually used by professional access advisors as the basis for comprehensive access audits to identify access barriers across a wide range of premises.

For more information on relevant legislation, codes and guidelines refer to Appendix A: Key Contact Service Providers

About the Shire of Goomalling

Our Vision

“To be a vibrant, prosperous and sustainable community, living and working in a respectful, inclusive, fair and equitable community.”

The Shire of Goomalling has a key planning role as a developer and provider of physical and social infrastructure for residents and all people who work, study or visit the district.

Shire of Goomalling is governed by seven (7) duly elected members of the Council including the President.

Our Council provides a diverse array of functions, facilities and services (in-house & contracted) some of which include:

Processes of Local Government:

Governance, Elections, Council meetings (Committee and Elector Meetings)

Regulatory Services:

Ranger Services, Building Services, Environmental Health Services, Licensing

General Administration:

Customer Service, Marketing and promotion, management of Human Resources, finances, information, technology and assets.

Services to Property:

Waste Management, Public Building Maintenance, Transport Infrastructure, Street Lighting, Streetscapes, Roads, Parks

Services to the Community:

Library and Information Services, Environmental Health Services, Recreation Facilities including an Aquatic Centre), Community Development services– (e.g. services to youth, the aged and People with disability, Public Events), Parks and Reserve, Donations, Sponsorship and Partnerships, Advocacy and leadership roles with government and regional groups.

Consultation Approach

In the preparation of the DAIP 2024-2029, the Shire of Goomalling undertook public consultation. The consultation activities focused on ensuring people with lived experience of disability was included.

Below is the summary of key consultation activities undertaken to inform the DAIP 2024-2029:

- An advertisement was placed in the Possum Post on 02/08/2024 which called for submission on the current DAIP (2018-2023).
- An online survey was created and published on the Shire of Goomalling's public websites:
 - Shire of Goomalling Facebook Page
 - Shire of Goomalling corporate website

Promotion of the survey through the Goomalling Community Resource Centre and Mable partnership, to enable access to people with lived experience. The Survey was also advertised in Possum Post.

- Held 1 community workshop at the Goomalling Community Resource Centre Meeting Room 5 September 2024.

Shire of Goomalling staff consultation

- Meetings with executive staff
- DAIP was discussed at a round table staff meeting.

Consultation responses

- 2 responses were received via the online survey
- 0 submission were received
- 0 stakeholder meetings were requested or held
- 1 workshop was held for people with disability

Findings

Overall participants in the consultation were satisfied with the Shire of Goomalling's progress of its access and inclusion plan with physical barriers largely improved across the Shire.

- 100% survey respondents attended community events and reported they didn't have barriers to attending
- 100% respondents feel Goomalling is an inclusive community
- Respondents reported that there were no accessibility issues trying to access the administration building
- 100% respondents haven't had any issues making complaints to the shire
- 50% respondents were satisfied while the other 50% were very satisfied with their interaction with the shire
- More ACROD parking is required on the main street
- The curbs, paths, gravel verges and road network are the greatest concern for accessibility
- Training is required for front line staff to improve disability awareness

- There is a desire for people with disability to connect through targeted invitations to community consultation and events, as well as having an option for ‘special needs or request’ during the registration process.
- There is a strong desire to raise awareness about disability such as through World Down Syndrome Day or Autism Awareness Day, to reduce stigma and allow for network opportunities with other people with disability.

DAIP Reporting

Governance arrangements will be a driver of the outcome areas as outlined in this DAIP 2024-2029 and elevate the prioritisation within the Council.

The governance arrangement will be:

- The Corporate Executive Committee and Council continuing to be accountable for ensuring the DAIP is implemented in accordance with its outcomes, setting strategic direction with disability matters in mind and allocating resources to achieve the aspirations.
- Corporate Executive Committee with the Community Development Officer will regularly monitor and evaluate the implementation of the DAIP and report performance to Council.

An internal DAIP action plan is included in this plan and includes:

- Deliverables against each outcome area over the next five years, with clear responsibility for action
- Where relevant, outcomes and actions will be incorporated into strategic, business planning and budgeting process.

DAIP Outcomes and Objectives

This DAIP 2024-2029 is aligned with the 7 outcome areas as legislated by the *Disability Services Act 1993*.

Outcome 1: People with disability have the same opportunity to access the services of, and any events organised by, the Shire of Goomalling

Strategic intent: The Shire of Goomalling recognises the importance of ensuring that people with disability, their carers and families are meaningfully participating and contributing within the community.

Key Objectives:

- Develop an “events and training” checklist that sets out minimum access and inclusion requirements for events and workshops held by the Shire to ensure equitable participation in those events by people with Disability.
- Celebrate and raise awareness about people with disability through nationally recognised ‘days’ such as World Down Syndrome Day (21 March) and World Autism Awareness Day (2 April).
- Develop guidance material around attendance for people with disability that use mobility devices, support dogs, complex communication needs or sensory disabilities.
- Develop a registration process for events where people can outline their special needs or needs of assistance.
- Undertake regular review and research to facilitate the development of more appropriate recreation, home support and respite service for people with disability.

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

Strategic intent: The Shire of Goomalling recognises the significance of ensuring that its buildings, facilities and infrastructure are accessible and welcoming for everyone.

Key Objectives:

- Undertake regular access audits for Shire facilities, to identify areas of accessibility improvement.
- Prior to making any changes or refurbishments to building or facilities, the Shire will consider the needs of people with disability.
- Ensure there is a process in place that seeks participation of people with disability in consultation and co-design of any changes to buildings and facilities.
- Install ramps and where appropriate automatic doors to Council buildings.
- Improve pedestrian access from kerbed roads and car parks.
- Ensure replacement of community bus considers access for people with mobility assistance devices.
- Increase provision of ACROD parking bays and ensure they are in good order.

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

Strategic intent: The Shire of Goomalling recognises the significant of ensuring people with disability can access information to make informed decisions and choices.

Key Objectives:

- Development of new branding, style and communication guide for Council ensuring that templates for communication are suitable for various visual impairments including colour blindness.
- Conduct regular web accessibility audit and investigate opportunities to make the Shire's digital content more accessible, such as audio and subtitles.
- Improve audio system and acoustics in the Council chamber.
- Signage improvements.
- Facilities available for people with disability within Council buildings needs to be written and available at the front counter and on Council's website.
- Ensure that people with disability are engaged in the development and review of policies that relate to them.
- Undertake a review to identify opportunities to create easy to read publications versions of Council documents.
- Work with disability service providers to disseminate information.

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

Strategic intent: The Shire of Goomalling recognises the significance of ensuring that the community can access essential services and that those services are available equally for everyone

Key Objectives:

- Provide work placement opportunities for people with disability.
- Provide presentations by relevant professional in the disability services sector.
- Introduce Disability Awareness Training for all staff.
- Explore targeted training program for frontline key staff, in areas such as supporting people with complex communication needs, neurodiversity, disability and mental health, and unconscious bias.
- Ensure that all staff are provided opportunities to update their, knowledge, skills and programs to allow for reasonable adjustment for people with disability.
- Provide material to enhance access awareness to the private sector.

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

Strategic intent: The Shire of Goomalling recognises the significance of ensuring that people with disability are treated equitably and with respect and dignity

Key Objectives:

- Undertake a review of the Shire’s complaints processes to ensure they are accessible and inclusive of people with disability.
- Ensure Council meetings are accessible and provide reasonable adjustment for people with specific access requirements.
- Create a process for sharing relevant complaints to the DAIP committee to drive continuous improvement.

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

Strategic intent: The Shire of Goomalling recognises the significance of ensuring that there is an opportunity for people with disability to be included in the community and have a say on matters that shape their community

Key Objectives:

- Ensure venues selected for public consultation are accessible and welcoming to people with disability.
- Develop guidance material that sets out consultative process using multiple channels and documentation provided in alternate formats to cater for various communication needs.

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

Strategic intent: The Shire of Goomalling recognises the significance of ensuring that its workplace is accepting, supportive, diverse and inclusive

Key Objectives:

- Ensure Council’s policies and plans reflect and clearly articulate its value of inclusion and embracing diversity.
- Increase staff awareness of the benefits of a diverse workplace and the importance of inclusion.
- Council continues to address acquired disability on a case-by-case basis
- Increase resident awareness of employment services available to people with disability.
- Support disability employment services to enable people with disability to gain work experience.

DAIP Action Plan 2024-2029

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 1: People with disability have the same opportunity to access the services of, and any events organised by, the Shire of Goomalling				
1.1	Review policies and procedures and make recommendations	CEO	12	Biannually
1.2	Review Council's accessible events policy to ensure it meets current standards	CDO/CEO	8	30 June 2025
1.3	The shire's access and inclusion statement accompany all requests for seasonal bookings of Council's recreation reserves	Admin staff	5/8	ongoing
1.4	Promote the availability of concessions available at Council recreation facilities	Admin staff	5/8	Ongoing
1.5	Encourage sport and recreation club booking Council facilities to include people with disability	Admin staff	5/8	Ongoing
1.6	Investigate utilising existing or develop new forms of community-based transport to support people with disability to access recreation within the shire.	CEO/DCEO	6	Ongoing
1.7	Disability access is incorporated within the public toilet strategy	EHO/Building Survey	5	Ongoing
1.8	Create an "events and training" that set out minimum access and inclusion requirements for events and workshops held by the shire	CDO	8	2024-25 ongoing
1.9	Celebrate and raise awareness about people with Disability including World Down Syndrome Day and World Autism Day	CDO	7/8	Annual 21 March WDD 2 April WAD
1.10	Develop guidance material for attendance with mobility devices, support dogs, complex communication needs or sensory disabilities	CDO	7/8	2024-25 ongoing
1.11	Include registration in all events, including free events to allow for informing of special needs to enable attendance for people with disability	CDO	7/8	2024-25 ongoing
1.12	Community bus replacement to include improved accessibility for people with mobility devices	CEO/DCEO/CDO	5/6	2026
1.13	Advocate for more support workers in rural communities	CEO/CDO	4	ongoing
1.14	Provide networking opportunities and education for parents of children with disability and people with disability such as craft groups, games, all abilities dance groups	CDO	4/7/8	ongoing

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 2: People with disability have the same opportunities as other people to access to buildings and other facilities in the Shire of Goomalling				
2.1	Continue to upgrade access to building on reserves in accordance with the capital works program	CEO/Works Manager	5	ongoing
2.2	Undertake a disability access signage audit on Council reserve facilities	Works Manager	5	Annually
2.3	Conduct an audit of all ACROD bays	Works Manager	6	Annually
2.4	Conduct an audit of Council recreation facilities	Property Manager/Building Maintenance	5	Annually
2.5	Conduct an audit of Council footpath network including road and streetscape access (kerb cuts, ramps TGSi positions)	Works Manager	6	Annually
2.6	Future planning for swimming pool upgrades to consider people will disability	Works Manager/CDO	5	2026
2.7	Undertake seasonal reviews to maintain access to Council facilities (obstructions to pathways, doorways)	Works Manager/Property Manager	5	6 monthly
2.8	Review processes to ensure contractors and Council staff maintain high levels of pedestrian safety when undertaking road and footpath repairs	Works Manager	6	Ongoing
2.9	Tender “conditions of engagement” should inform contractors of their responsibility to conform to the Shire’s DAIP	CEO/Works Manager	5	Ongoing
2.10	Include within the selection criteria of tender documents a weighting for contractors to comply with access and inclusion	CEO/Works Manager	5	Ongoing
2.11	Assist local businesses with advice on how to comply with provision of access to /from within their premise	EHO	4/7/8	Ongoing
2.12	Ensure contractual agreements specify standards for the installation of treatments	CEO/Works Manager	6	Ongoing

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 3: People with disability received information from the Shire of Goomalling in a format that will enable them to access the information as readily as other people are able to access it.				
3.1	Undertake a review to ensure that the Shire’s website adheres to access and inclusion guidelines	Admin staff	15	Annually
3.2	Review public print publications to ensure compliance with alternative format procedure	CDO	15	Annually
3.3	Promote facility upgrades through the shire’s promotion avenues	Admin Staff	15	Ongoing
3.4	Utilise appropriate universal symbol in advertising material	Admin Staff	15	Ongoing
3.5	Provide opportunities for community groups to promote disability awareness campaign (Carers Week and Mental Health Week)	CDO/Admin Staff	7/15	Ongoing
3.6	Liaise with local disability service providers and recognise contributions made by people with disability in the Shire	CDO/Admin Staff	7/15	Ongoing
3.7	Lobby the State Government to develop posters and a campaign relating to access in the built environment (footpath obstructions including vehicles/overhanging trees)	Admin Staff	5/15	Ongoing
3.8	Develop new branding and communication guide for Council with consideration to various sensory issues such as colour blindness, visual or hearing impaired (subtitles for video, audio, contrast etc)	CEO/CDO	15	2025-26
3.9	Investigate methods to provide easy to read versions of Council documents	CDO/Admin staff	15	2025-26
3.10	Investigate methods to provide audio accessibility for visually impaired on Council’s website	CDO/Admin staff	15	2025-26

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 4: People with disability received the same level and quality of service from the staff of the Shire of Goomalling as other people received from the staff of the Shire of Goomalling				
4.1	Review and update the employee induction package to increase staff awareness of access and inclusion	CEO	7/13	ongoing
4.2	Conduct Diversity training to raise staff awareness of disability issues and statutory legislative requirements	CEO	7/13	ongoing
4.3	Provide training for staff to assist people with various disabilities to evacuate buildings in emergency situations	EHO/Fire Warden	7/13	ongoing
4.4	Liaise with disability employment service providers to support people with disability into opportunities for Council workplace training	CEO	7/13	ongoing
4.5	Provide staff training to assist with challenging behaviours and to use specialised equipment safely	CEO	7/13	ongoing
4.6	Fund key staff members and DAAC members to participate in external training relevant to implementation of the Access and Inclusion Plan	CEO	7/13	ongoing
4.7	Provide workshop for Councillors to increase awareness of outcomes required within Access and Inclusion	CEO	7/13	ongoing

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 5: People with disability have the same opportunities as other people to make complaints to the Shire of Goomalling				
5.1	Review the grievance procedure considers the specific needs of people with disability and carers	CDO/CEO	13/14	ongoing

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 6: People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Goomalling				
6.1	Publicly launch DAIP	CDO	13	2024
6.2	Incorporate provisions for communicating access requirements into the preparation of community consultation surveys, public launches and public meetings	CDO/Admin Staff	13/15	Ongoing
6.3	Regularly promote in the Council Newsletter contact details to promote and encourage community feedback relating to the Access and Inclusion	Admin Staff	13/15	Ongoing
6.4	Report issues relating to access and inclusion through staff meetings	CEO	13/15	Ongoing
6.5	Use targeted engagement for public consultation including inviting people with disability to participate and utilising Disability Service Providers to disseminate throughout their network	CDO/Admin Staff	13/15	Ongoing

Task No.	Action	Accountability	State Strategy Outcome No.	Timeline
Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Goomalling				
7.1	Review Council’s “Reasonable Adjustment Policy”	CEO	2/12	Biannually
7.2	Review Council’s “Equal Employment Opportunity Policy”	CEO	2/12	Biannually
7.3	Review employment advertising templates to include simple wording and invite people with disability to apply	EACEO	2	Ongoing
7.4	Review induction process to include disability awareness and diversity training	EACEO	2	Ongoing
7.5	Memorandum of Understanding (MOU) with disability services provider to be informed about employment opportunities within the Shire of Goomalling team	EACEO	2	2024 ongoing
7.6	Develop a work placement program for people with disability to gain work experience	CDO	2	Ongoing
7.7	Carry out works at the administration building to increase accessibility to offices and Council chambers including widening doors, handrails, tactile and colour contrasting strips on stairs	Works	2/5/6	Ongoing
7.8	Review job description to include reference to EEO Policy	EACEO	2	Ongoing

APPENDIX A Townsite of Goomalling



The Shire of Goomalling is 132 km north-east of the Perth Metropolitan area, and surrounded by the rural Shires of Toodyay, Northam, Cunderdin, Wongan Ballidu, Dowerin and Victoria Plains. Goomalling district spans an area of 1,845 square kilometres. The Goomalling town site, which is the primary service area of the Shire, is situated approximately a 1.25 hours' drive from Midland via Northam or Toodyay. Most of the settlement is consolidated within and around the Goomalling town site, though there are also ten rural localities throughout the district.

There are currently 955 people located in the Shire of Goomalling, of the employed people in Goomalling 24.3% worked in Sheep, Beef Cattle and Grain Farming. Other major industries of employment included Local Government Administration 4.8%, School Education 4.3%, and Hospitals 3.2%.

In Goomalling of couple families with children, 17.2% had both partners employed full-time, 5.9% had both employed parttime and 28.1% had one employed full-time and the other part-time, while 17.6% had both parents unemployed. Our local economy contributes \$70.936 million (1% of Wheatbelt GRP) to the Western Australian Economy. In the 2016 Census, the most common ancestries in Goomalling were Australian 39.8%, English 44.5%, Irish 11.1%, Scottish 8.6% and German 3.6%, the median age of the population was 49, 50.8% percent were male, and 49.2% percent were female. Aboriginal and Torres Strait Islander people made up 3.9% of the population with a median age of 25 which is higher than the Australia and Western Australian statistic of 3.2% and 3.3% respectively.

APPENDIX B Glossary of Terms and List of Acronyms

Glossary of Terms	
Alternative Formats	The Shire, upon request, will endeavour to make documentation and Council documentation available in a range of formats including Computer Disks or e- mail attachments of information, which can be enlarged on a computer screen; Enlarged documents in 18 point or higher if required; Enlarged photocopies of documents; Audio cassettes of information; Braille copies of information, including tactual graphics.
Australian Standard	Various Australian Standards set out requirements that must be referred to when making decisions that impact on People with disability, (e.g. Australian Standard 1428- Design for Access and mobility)
Definitions of Disability	The Commonwealth Disability Discrimination Act 1992 provides protection for everyone in Australia against discrimination based on disability. The definition of a disability in the DDA is as broad as possible and includes Physical, Intellectual, Psychiatric, Sensory, Neurological, and Learning disabilities, as well as Physical disfigurement, and the presence in the body of disease-causing organisms.
Discrimination	Differential treatment or practise either intentional or otherwise that can occur through action, policy, procedure or practice.
Impairment	Any disturbance or interference with the normal structure and functioning of the body, including the systems of mental function. (World Health Organisation) This may or may not be a disability for example high blood pressure is an impairment but not a disability.
Tactile Ground Surface Indicator (TGSi)	A tile with raised projections to indicate either danger or a change in level or, to act as a directional guide to people with vision impairment.
Universal Access	Means that a person with a disability is, without assistance, able to approach, enter, pass to and from, make use of an area and its facilities.
Universal Design	Product, environment, building design and construction that aims to accommodate the functional needs of everyone, including children, adults and older adults, with or without disabilities. The word universal is often seen coupled to specific design environments or products such as universal kitchen design or universal bathroom design.

List of Acronyms

ABS	Australian Bureau of Statistics
ACROD	Australian Council for Rehabilitation of Disabled.
AIP	Access and Inclusion Plan
BCA	Building Code of Australia
Council	Shire of Goomalling
DAAC	Disability Access Advisory Committee
DDA	Disability Discrimination Act (1992)
DSC	Disability Services Commission
EEO	Equal Employment Opportunities
HREOC	Human Rights and Equal Opportunity Commission
KRA	Strategic Plan Key Result Area
LAC	Disability Service Commission Local Area Coordinator
HACC	Home and Community Care
PATS	Patient Assisted Travel Scheme

List of Acronyms (Responsibility)

CEO	Chief Executive Officer
DCEO	Deputy Chief Executive Officer
DAAC	Disability Access Advisory Committee
WM	Works Manager
CDO	Community Development Officer
EHO	Environment and Health and Building Surveyor

APPENDIX C Disability Access Advisory Committee Terms of Reference

The Terms of Reference for the Disability Access Advisory Committee as endorsed at the Ordinary Council Meeting is as follows:

The Disability Access Advisory Committee will provide strategic advice pertaining to outcome areas and actions as stated within the plan relevant to the Disability Services Act (1993) by:

- Recommending solutions that contribute to enhancing the quality of life of all residents including People with disability in respect to universal access and inclusion to Council facilities, services and functions.
- Reviewing and monitoring the implementation of the plan relevant to the Disability Services Act (1993).

APPENDIX D Key Contact Service Providers

Advice Provider	Telephone	Fax	Email
National Disability Services (NDS) including ACROD Parking Program	(08) 9242 5544	(08) 9242 5044	acrod@nds.org.au
National Disability Insurance Scheme (NDIS)	1800 800 110		enquiries@ndis.gov.au
VisAbility (Association for the Blind)	(08) 9311 8202	(08) 9361 8696	info@visability.com.au
Department of Communities, Disability Services	(08) 9462 9200	(08) 9226 2306	statedisabilitystrategy@communities.wa.gov.au
People with Disability (WA) Inc	(08) 6243 6948		info@pwdwa.org
Human Rights and Equal Opportunities Commission	1300 369 711		infoservice@humanrights.gov.au
Sussex St Community Law Service	(08) 6253 9500		sscls@sscls.asn.au
Indigo (Independent Living Centre)	(08) 9381 0600	(08) 9381 0611	help@indigosolutions.org.au
Shire of Goomalling Council	(08) 9629 1101	(08) 9629 1017	goshire@goomalling.wa.gov.au
Essential Personnel – Disability Employment Services, Northam	(08) 9484 5694		reception@essentialpersonnel.org.au
Senses WA	1300 111 881		customerservice@sense.org.au
Down Syndrome Western Australia	(08) 6182 3690		admin@downsyndrome.wa.org.au
Autism Association of Western Australia	1800 636 427	(08) 9489 8999	Autismwa@autism.org.au
Mable Disability Support Workers via Goomalling Community Resource Centre	(08) 9629 1570		admin@goomallingcrc.org.au
Carers WA	1300 227 377		info@carerswa.asn.au