

Disability Access and Inclusion Plan 2026 - 2030

Where people of all ages and abilities

are actively supported to participate, connect and thrive.



Acknowledgement of Country

The Shire of Nannup acknowledges the Wardandi and Bibbulmun people as the native title holders of the lands and waters in and around Nannup together with all native title holders throughout the Shire.

We pay respect to the Elders, past, present and emerging, of the Wardandi & Bibbulmun people and extend that respect to all Aboriginal Australians living within the Shire of Nannup.



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Chief Executive Officer's Message

I am proud to present the Shire of Nannup's Disability Access and Inclusion Plan (DAIP) 2025–2030, a renewed commitment to ensuring that our community is welcoming, inclusive, and accessible for all.

This plan builds on a decade of progress and is informed by community input—including residents, carers, service providers, and people with lived experience of disability—gathered through the July 2025 workshop and ongoing engagement. Their feedback has shaped practical strategies and clear goals for implementation over the next three years.

This plan also aligns with the Shire of Nannup Strategic Community Plan 2021–2036, ensuring that access and inclusion are embedded across all areas of planning and service delivery.

The DAIP outlines our commitment to improving access to services, facilities, information, and employment, while enhancing the quality-of-service delivery and ensuring meaningful consultation and feedback mechanisms. It reflects our belief that everyone, regardless of ability, should have the opportunity to participate fully in the life of our Shire.

We recognise that inclusion is not a one-time achievement but an ongoing journey. Through collaboration, innovation, and accountability, we will continue to remove barriers and create opportunities that support the wellbeing and dignity of all community members.

Together, we are building a Shire where diversity is celebrated, and everyone belongs.

David Taylor
Chief Executive Officer
Shire of Nannup



Policy Statement

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 (DAIP), to assist in the promotion of access and inclusion of people with a disability and additional needs.

The Shire of Nannup Access and inclusion Plan (DAIP) acts as a framework for the implementation of strategies and actions to ensure people with disability and additional needs are supported to have the same opportunities as others to access services, events, facilities, information, customer service and employment.

The Shire of Nannup Access and Inclusion Plan (DAIP) for 2026 – 2030 has a particular focus on nurturing a community where diversity, difference and a sense of identity is respected and valued. These values are underpinned by a commitment from the Shire of Nannup to the creation of fair and equitable access for all residents and visitors to the Shire. The DAIP is reviewed annually, and subject to amendments and advancements.



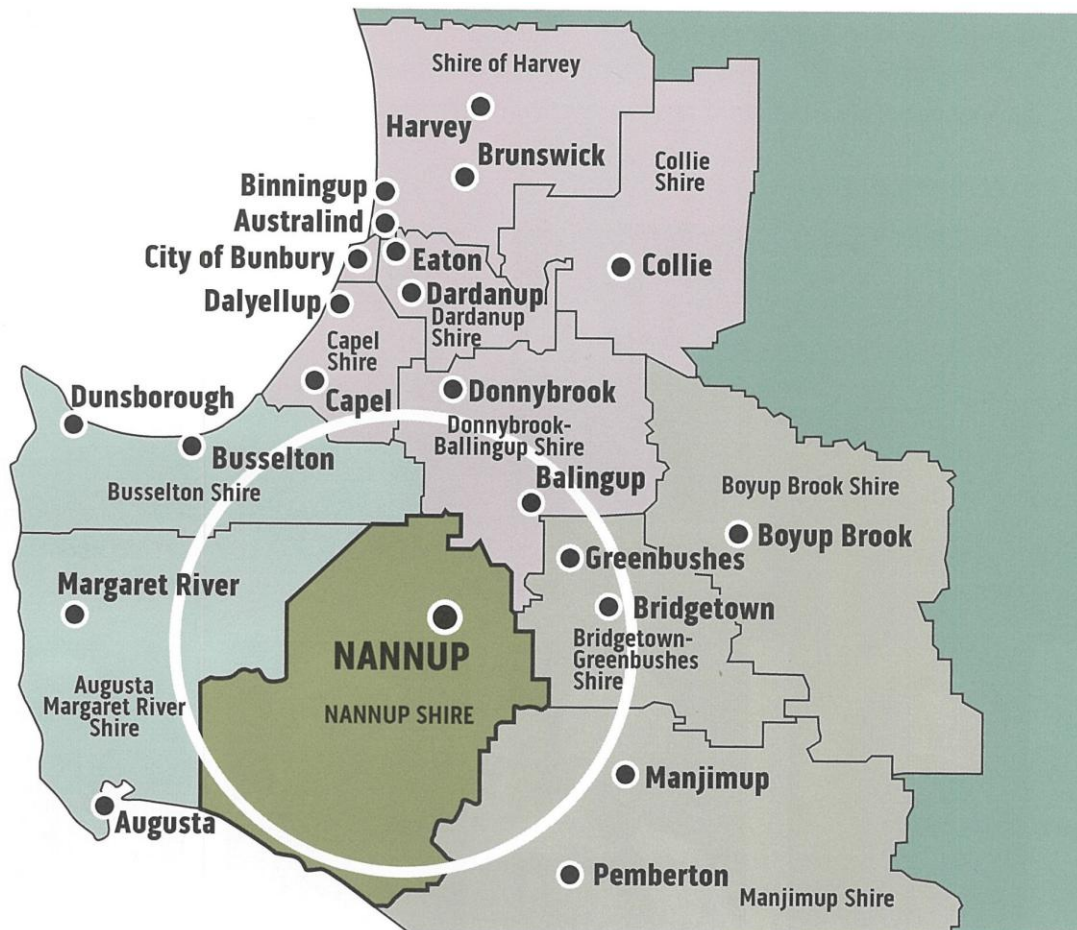
Shire of Nannup

A snapshot

The Shire of Nannup is located on Wardandi and Bibbulmun Country and spans approximately 2,953 square kilometres. It encompasses the town of Nannup and the surrounding localities of Donnelly River, Biddelia, Carlotta, Cundinup, Scott River East, Lake Jasper, Darradup, Barrabup, Peerabeelup, Jalbarragup and East Nannup.

The Shire of Nannup is responsible for maintaining an extensive road network, including over 220 kilometres of unsealed roads and 250 kilometres of sealed roads.

The population of 1,538 (2021 Census) is dispersed across the district, with approximately half of residents living within the Nannup townsite. The name “Nannup” is derived from the Noongar language and is interpreted as “stopping place,” reflecting the area’s cultural significance as a place of gathering and connection.



Our Background

The Shire delivers a broad range of services including customer service, library access, community programs, and recreational activities. It also manages essential public infrastructure such as roads, footpaths, drainage systems, community buildings, and open spaces.

The 2021 Census reported that 126 people in Nannup provided unpaid assistance to a person with a disability, health condition or due to old age. This was 9.4% of our community.

High-quality infrastructure and inclusive service delivery are vital to the social and economic wellbeing of our community. The Shire is committed to ensuring that these assets and services are accessible to all, particularly people with disability and diverse needs. By fostering an environment of equity and inclusion, we aim to enhance the quality of life for all residents and visitors who live, work, and connect within the Shire of Nannup.

What is Access?

Access means that regardless of ability a person can approach, enter, pass to or from and make use of an area and its facilities without assistance.

This includes buildings, recreational facilities, parks, bushland, beaches, footpaths, and other public spaces. Ensuring access means removing physical barriers and designing spaces that accommodate people of all abilities.

What is Inclusion?

Inclusion means that regardless of ability a person has the opportunity to be involved and play an active role within their community

Inclusion is about creating a socially welcoming and respectful community where people of all abilities, backgrounds, and needs are valued and actively encouraged to participate. It means fostering environments where everyone feels they belong, can contribute meaningfully, and are supported to engage in community life without discrimination or exclusion.



Progress in the Shire of Nannup to date

Previous plans have been implemented at the Shire of Nannup since 2013. The plans have enabled progression in the service delivery of the organisation to meet the needs of those with additional needs, living in our Shire and visiting.

Extensive consultation with Shire staff, local agencies, and organisations supporting people with disability, older adults, and carers has informed the development of the Disability Access and Inclusion Plan. A dedicated workshop on 15 July 2025, attended by more than 20 community members, provided valuable insights and lived experiences. This engagement helped ensure that diverse voices were heard and meaningfully reflected in the Shire's future direction.

Since the adoption of the last Disability Access and Inclusion Plan (DAIP) in 2021, the Shire of Nannup has made significant progress in creating a more inclusive and accessible community. Events such as the Nannup Family Fun Day and Australia Day Breakfast have been redesigned to ensure wide pathways, shaded seating, accessible toilets, and ACROD parking, with staff trained in Key Word Sign and PECS to support neurodivergent and non-verbal attendees. All event applications now require organisers to demonstrate how their events are inclusive, and the Youth Zone has been established as a welcoming space for young people of all abilities.

Infrastructure improvements include accessible playground equipment, electric doors, handrails, and change tables at Shire facilities, as well as marked kerb crossings for safer mobility. Emergency service buildings are being upgraded to meet accessibility standards, and adaptive trails are being considered for future recreational developments.

Information accessibility has also improved, with Shire documents available in large print, audio, and Easy Read formats, and communications simplified for clarity. Staff receive training on inclusive service delivery, and customer service is tailored to support individuals with diverse needs. Complaints processes have been made more accessible, and public consultations are designed to accommodate all participants.

Employment practices have become more inclusive, with job advertisements promoted through supported networks, adaptive equipment provided, and 9% of the Shire's workforce identifying as having a disability.

Identified challenges

The Shire of Nannup has identified several challenges in delivering its Disability Access and Inclusion Plan (DAIP), particularly in the 2022–2023 reporting period. One of the most significant barriers is limited funding, which has delayed the implementation of long-term accessibility projects. While the Shire remains committed to progressing its DAIP, the availability of financial resources continues to impact the pace and scope of infrastructure upgrades and service improvements.

Additionally, the Shire must triage community requests for accessibility improvements, prioritising them based on urgency and feasibility. This reactive approach, while necessary, can slow down proactive planning and delivery. Despite these constraints, the Shire continues to work closely with the community, using feedback to guide decision-making and ensure that the DAIP remains responsive to local needs.

Future constraints identified during the community meeting include access to older buildings in Nannup that are privately owned and not under the Shire’s jurisdiction, such as the Community Resource Centre and the Nannup Hotel. These buildings are heritage-listed, which places restrictions on how their façades can be modified. As a result, implementing simple and practical accessibility solutions—such as ramps or widened entryways—is often not feasible. These limitations present ongoing challenges in improving access for people with disabilities, particularly in high-use community spaces that fall outside Shire’s direct control.

These challenges are anticipated to be ongoing and are included in the review of the Access and Inclusion Plan annually, to ensure that we are reaching targets and/or working towards goals, working within the challenges outlined above.



Strategic Alignment

The Shire of Nannup Disability Access and Inclusion Plan 2026–2029 aligns with and supports the delivery of the **Shire of Nannup Strategic Community Plan 2021–2036**, which sets the long-term vision for an inclusive, connected, and resilient community.

This DAIP contributes directly to the Strategic Community Plan’s key themes by ensuring equitable access, participation, and opportunity for people with disability and additional needs across all areas of community life.

In particular, the DAIP supports the following Strategic Community Plan objectives:

Community

- Fostering a connected, inclusive and supportive community where all people feel valued and able to participate.
- Promoting health, wellbeing and social inclusion through accessible programs, services, and events.

Places and Environment

- Ensuring public spaces, facilities, and infrastructure are safe, accessible, and inclusive for all users.
- Supporting universal design principles in planning, development, and asset management.

Economy

- Encouraging participation in local employment and volunteering opportunities for all community members.
- Supporting local businesses to adopt inclusive and accessible practices.

Leadership

- Delivering inclusive and responsive governance through equitable service delivery and community engagement.
- Strengthening partnerships with community organisations, service providers, and stakeholders to improve access and inclusion outcomes.

By embedding access and inclusion across these strategic themes, the DAIP ensures that the Shire’s commitment to equity is reflected in both planning and day-to-day service delivery.

What is the purpose of the Disability Access and Inclusion Plan?

The DAIP assists the City of Busselton to plan and implement improvements to access and inclusion across seven outcome areas. These outcome areas provide a framework for translating the principles and objectives of the Disability Services Act into tangible and achievable results.

The Western Australian Disability Services Act 1993 (amended in 2004) requires public authorities to develop and implement a Disability Access and Inclusion Plan (DAIP) that will further both the principles and the objectives of the Act.

1. Services and Events

People with disability have the same opportunities as other people to access the services of, and any event held by a public authority.

2. Buildings and Facilities

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

3. Information and Communication

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. Quality of Service

People with disability receive the same level and quality of service from a public authority as other people receive.

5. Complaints

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

6. Participate in Public Consultation

People with disability have the same opportunities as other people to participate in public consultation by a public authority.

7. Employment

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

Outcome #1 – Access to Services and Events

Objective: Improve access to the Shire's Services and Events for all in our community

People with disability and additional needs have the same opportunities as other people to access the services of, and any events organised and endorsed by the Shire of Nannup.

Strategy Area	DAIP Action	Strategic Community Plan Alignment
Dog Leads	Ranger patrols for obstruction (Dog Leads – especially on pathways of coffee shops)	Place & Environment – Safe, accessible public spaces
	Signage for education - Install signage to educate dog owners.	Community – Awareness and responsible behaviour
	Chamber promotion - to promote 'dog lead awareness' among local businesses	Economy – Supporting inclusive local business practices
Library Services	Refer to CRC for accessible government information.	Community – Social inclusion and access to services
	Support for e-books - Host information sessions and one-on-one support	Leadership – Accessible service delivery
	Accessible documents - Provide Shire documents and Council minutes in accessible formats, including audio.	Leadership – Inclusive communication
	Replace low shelving to improve physical access	Place & Environment – Accessible infrastructure
	Community jigsaw - Introduce a community jigsaw to foster social connection	Community – Social connection and wellbeing
Event Accessibility	Update applications - Update event application forms to include accessibility requirements.	Leadership – Inclusive governance and planning

	Accessible toilets - Ensure all events, including those outside town (e.g. bike races), provide accessible toilets.	Place & Environment – Inclusive infrastructure
	Supplier list - Create and share a supplier list for accessible toilet hire.	Leadership – Enabling inclusive delivery
	Sensory-friendly programs - Promote inclusive events, such as sensory-friendly school holiday programs	Community – Inclusion and participation
Shire Buildings	Review leases - Review lease agreements to embed principles of diversity, accessibility, inclusion, and participation.	Leadership – Inclusive policy and
	Promote inclusion - Promote inclusive practices and share success stories	Community – Inclusive culture
Community Education	Promote inclusion messaging - Use Shire communication platforms (website, Facebook, newsletters) to educate the community on DAIP initiatives and inclusive practices	Community – Awareness, belonging and participation



Outcome #2 Access to Facilities and Buildings

Objective: Improve access to the Shire's Facilities and Buildings for all in our community.

People with disability and additional needs have the same opportunities as other people to access the buildings and other facilities of the Shire of Nannup

Strategy Area	DAIP Action	SCP Alignment
Play Equipment	Inclusive equipment - Investigate inclusive play equipment options such as the We-Go-Swing	Community – Inclusive recreation
	Communication signage - Install signage at existing parks to support communication, including sign language	Community – Accessibility and participation
Footpaths	Footpath audit - Conduct a comprehensive footpath audit to identify priority areas.	Place & Environment – Accessible infrastructure
	Connectivity assessment - Assess accessibility from residential areas to the town center.	Place & Environment – Mobility and liveability
	Identify barriers - Identify high curbing, crossing points, and tactile markers.	Place & Environment – Safety and access
	Funding applications - Use audit findings to support funding applications	Leadership – Strategic planning and resourcing
Ablutions	Accessible toilets - Ensure all new ablution blocks include accessible toilets.	Place & Environment – Universal design
	Adult change facilities - Explore installation of adult changing facilities.	Community – Dignity and inclusion
	Remove dryers - Remove hand dryers from accessible toilets to reduce noise sensitivity.	Community – Sensory inclusive design
	Improve signage - Improve signage to clearly direct visitors to public toilet locations	Place & Environment – Wayfinding
ACROD Bays	Upgrade bays - Upgrade all ACROD bays in town for improved access.	Place & Environment – Accessibility

	Fix curbs - Address high curbs at Recreation Precinct bays.	Place & Environment – Safe mobility
	Install at Shire Office - Install an ACROD bay at the Shire Office	Leadership – Leading by example
Warren Rd	Crossovers - Install pedestrian crossovers at key locations (e.g. Caravan Park to Brewery, Post Office to Chemist)	Place & Environment – Pedestrian safety
	Speed signage - Improve traffic signage to reinforce 40km/hr speed limit	Place & Environment – Safe community
Business Access	Work with businesses - to improve access to older buildings (CRC)	Economy – Inclusive local economy
	Rear access improvements - Ensure rear access points are clearly signed and welcoming.	Economy – Access to services
	Promote via Chamber - Share accessibility guidance and promote inclusive practices through the Chamber of Commerce	Economy – Business inclusion



Outcome 3: Access to Information

Objective: Improve access to the Shire's Information for all in our community

People with disability and additional needs receive information from the Shire of Nannup in a format that will enable them to access the information as readily as other people are able to access it.

Strategy Area	DAIP Action	SCP Alignment
Communications	Newsletter updates - Include regular disability-related updates and resources in the Nannup Shire E-Connect Newsletter	Leadership – Communication and transparency
Customer Service	Promote formats - Promote the availability of alternative formats for Shire communications (e.g. large print, audio, electronic)	Leadership – Accessible service delivery
	Inclusive front counter - Ensure all community members feel welcomed and supported when accessing services at the Shire Office	Community – Welcoming environment
Meetings	Online meeting options - An online meeting facility available to all meetings if an in-person event has to be moved online at short notice	Leadership – Inclusive engagement

Outcome 4: Quality of Service

Objective: Improve the quality of service delivered by the Shire of Nannup, for all in our community.

People with disability and additional needs receive the same level of service from the staff of the Shire of Nannup as other people receive from the staff of the Shire.

Strategy Area	DAIP Action	SCP Alignment
Services Available	<i>Service location clarity</i> - Provide clear communication on where essential services (e.g. Medicare, Centrelink, computer access) are located in town and how to access them	<i>Community – Access to essential services</i>
Customer Service	<i>Staff training</i> - Ensure all staff receive induction training on equitable service delivery for people of all abilities.	<i>Leadership – Capability and inclusion</i>
	<i>Inclusive environment</i> - Promote a welcoming and inclusive environment at the Shire Office	<i>Community – Belonging</i>
Workshops	<i>Bi-annual workshops</i> - Deliver bi-annual workshops for Shire staff and residents focused on access and inclusion.	<i>Community – Education and inclusion</i>
	<i>Staff resources</i> - Maintain readily available resources for staff on inclusive practices.	<i>Leadership – Organisational capacity</i>
	<i>Exec leadership</i> - Encourage Shire Executives to identify strategic achievements and opportunities for new initiatives	<i>Leadership – Strategic direction</i>
Promotion	<i>Promote achievements</i> - Actively promote the Shire of Nannup's achievements in access and inclusion through communication channels and community engagement	<i>Leadership – Transparency and accountability</i>

Outcome 5: COMPLAINTS

Objective: Improve the opportunities for people to give feedback to the Shire, for all in our community.

People with disability and additional needs have the same opportunities as other people to give feedback to the Shire of Nannup.

Strategy Area	DAIP Action	SCP Alignment
Grievance Mechanisms	Work with service providers - Consult with local service providers to ensure clients are aware of how to make complaints.	Leadership – Partnerships
	Accessible complaints system - Develop and promote a clear, accessible complaints process	Leadership – Equity and governance



Outcome 6: CONSULTATION

Objective: Improve the opportunities for involvement in Public Consultation, for all in our community.

People with disability and additional needs have the same opportunities as other people to participate in all public consultation by the Shire of Nannup.

Strategy Area	DAIP Action	SCP Alignment
Public Consultation	Email updates - Send regular email updates to the established DAIP contact database with relevant information and opportunities for input.	Leadership – Engagement and communication
	Community workshops - Host a minimum of two community workshops or meetings per year (approximately 1.5 hours) to review progress and actions.	Community – Participation and inclusion



Outcome 7: Opportunity to Obtain and Maintain Employment

People with disability and additional needs have the same opportunities as other people to obtain and maintain employment with the Shire of Nannup.

Strategy Area	DAIP Action	SCP Alignment
Recruitment	Review EEO Plan - Review the Shire’s Equal Employment Opportunity Plan annually to ensure accessibility and inclusivity.	Leadership – Inclusive workplace
	Promote jobs - Promote all job vacancies through supported employment networks.	Economy – Employment participation
	Adaptive equipment - Provide adaptive equipment and flexible work processes where reasonable and practical supporting staff and prospective employees	Leadership – Workforce inclusion
Volunteer	Promote volunteering - In consultation with Disability Service Coordinators and families, identify and promote volunteer opportunities for people with disability wherever possible	Community – Participation and connection



Related Documents

- Australian Bureau of Statistics (ABS), 2021 Survey of Disability, Aging and Carers
- Australian Bureau of Statistics (ABS), 2021 Census of Population and Housing
- Commonwealth Disability Discrimination Act (1992)
- Equal opportunity Amendment Act, Western Australia (1998)
- Western Australian Disability Services Act (1993 -amended 2004)
- Shire of Nannup Corporate Business Plan 2019-2023
- Shire of Nannup Customer Service Charter 2011
- Shire of Nannup Strategic Community Plan 2021-2036
- Shire of Nannup Disability, Access and Inclusion Plan 2022 - 2025

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