



Shire of
Nannup
rest • connect • grow

DISABILITY ACCESS AND INCLUSION PLAN

JULY 2013- 2018

This plan is available in alternative formats such as large print, on compact disc or electronic format by email on request.
This plan is available on the Shire website: www.nannup.wa.gov.au

Endorsed by Council.....

BACKGROUND

The Shire of Nannup

Nannup is a scenic community of 1302 people nestled in the beautiful Blackwood River Valley 300 kilometres south of Perth, and centrally located between the towns of Busselton, Margaret River, Manjimup and Bridgetown.

Historically, Nannup was a timber milling town and, while timber is still a major industry, the area's natural beauty, together with its unique character and heritage, is becoming a popular tourist draw card in the South West region.

The Shire of Nannup manages and maintains public infrastructure facilities including roads, paths, drains, community buildings and recreation spaces. The Shire also provides a range of services such as shire staffed office services, library, community and recreation facilities and programs. The quality of this infrastructure is vital to the social and economic well-being of the shire as a whole community, as it enhances the lives of all people, especially those community members and visitors that have disabilities and diverse needs.

People with Disability in the Shire of Nannup

The residential population of the Shire of Nannup is currently estimated at 1302 (2011 Census) with a 0.8% annual growth. According to the Australian Bureau of Statistics (ABS Survey of Disability, Aging and Carers (2006), 20.6% of Australians, or more than 1 in 5 people, identify themselves as having some form of disability. In the past two years there has been a 60% increase in the number of families moving to the Shire with children with disability who are registered with DSC or currently being assessed.

Planning for Better Access and Inclusion for People with Disabilities

The Shire of Nannup Disability Access & Inclusion Plan (DAIP) for 2013-2018 has been designed to meet the requirements of the Western Australian Disability Services Act (1993 amended 2004), the Commonwealth Disability Discrimination Act (1992) and the Equal Opportunity Amendment Act, Western Australia (1998, amended 1988). It responds to new initiatives by the State and Federal governments in recent years and sets the stage for responding to diversity by expanding upon previous disability service plans and the Disability Service Commission Strategic Plan 2010 . 2015 to incorporate the needs of all members of the community. It 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 council to the creation of fair and equitable access for all residents and visitors to the shire. The plan is subject to annual review and may be amended and extended as priorities and needs change.

The vision of the DAIP is for an accessible and inclusive community and the format will concentrate on seven key areas:

1. Quality of existing and future services,
2. Access to buildings and facilities,
3. Access to shire supported events and projects,
4. Information and communication,
5. Opportunities to make complaints,
6. Opportunities to participate in public consultation and
7. Opportunities and access to employment at the Shire of Nannup.

The Shire of Nannup's role in Access & Inclusion

The Shire of Nannup is responsible for a range of functions, facilities and services in the region including:

Services to property:

Construction and maintenance of council owned buildings
Construction and maintenance of roads, footpaths and cycle facilities
Land drainage and development
Waste collection and disposal
Litter control and street cleaning
Planting and caring for street trees
Bush fire control.

Regulatory services:

Planning of road systems, sub-divisions and town planning schemes
Building approvals for construction, additions or alterations to buildings
Ranger services, including dog control
The development, maintenance and control of parking.
Provision and maintenance of outdoor playing areas, parks, gardens, reserves
Provision and maintenance of facilities for sporting and community groups
Public library and information services
Environmental health services

General administration:

Provision of general information to the public and the lodging of complaints and payment of fees including rates and dog licences.

Processes of government:

Ordinary and special council and committee meetings
Electors meetings and election of council members
Community consultations.

Responsibilities in relation to external developers:

A key responsibility of the Shire of Nannup is that of ensuring that developers meet the mandatory access requirements of:

- Building Code of Australia
- Disability (Access to Premises Buildings) Standards 2010, under the Disability Discrimination Act 1992
- Australian Standard 1428 . Design for Access and Mobility

Responsibility for Implementing the Disability Access & Inclusion Plan

It is a requirement of the Disability Services Act that public authorities must take all practical measures to ensure that the Disability Access and Inclusion Plan is implemented by its officers, employees, agents and contractors. Implementation of the Disability Access and Inclusion Plan is the responsibility of all areas of Council. Some actions in the Action Plan will apply to all areas of Council while others will apply to a specific area. The Action Plan sets out who is responsible for each action.

Consultation

The Access & Inclusion Plan 2013-2018 replaces the previous plan and was developed with input sought from:

- Shire of Nannup elected members
- Shire of Nannup staff
- Count Me In Working Party
- Agencies and organisations working with or supporting people with disability or aged and their carers who live or work in the Shire of Nannup
- Families of People with disability, aged and their carers who live or work in the Shire of Nannup
- Residents and ratepayers of the Shire of Nannup.

Comment on the Access & Inclusion Plan 2013-2018 was sought by way of written submissions, during public consultation or by appointment with the author. The opportunity to comment on the Plan was promoted through media releases, public notices, the Shire's website and direct mail to identified stakeholders. The adopted Plan is available for download from the Shire's website, for viewing at all Shire public libraries, and copies made available on request. The adoption of the new Plan was promoted through media releases, public notices and the Shire's website.

Communicating the Disability Access and Inclusion Plan to Staff and People with Disabilities

- Council has a copy of the Disability Access and Inclusion Plan available on the Shire of Nannup website. The plan is available by alternative formats such as large print, on compact disc or electronic format by email on request.
- The plan is provided to Agencies that assist families with people with disability and several of the families sit on the Council's ~~Count Me In~~ Working Party so have access to the DAIP.

Review, Reporting and Evaluation Mechanisms

Review and Reporting

- An appointed Council Officer will undertake an annual review of the Disability Access and Inclusion Plan in consultation with people with disability within the community, community groups and organizations that provide direct and indirect services to people with disability, event management organizers and Council staff.
- Prior to 31 July each year, an annual report will be lodged with the Disability Services Commission reporting on progress made by the local government authority and any agents/contractors in relation to achieving the six desired Disability Access and Inclusion outcomes and strategies employed by Council to inform its agents/contractors of its Disability Access and Inclusion Plan.
- Contractors and agents will be provided a copy of the DAIP with the signing of the their contract or as part of their induction process. There will also be information in the contract that the DAIP is located on the Shire website.
- Council will fulfil the Disability Services Act requirement to lodge a copy of any amendments to the Disability Access and Inclusion Plan with the Disability Services Commission.

Evaluation

- Council will receive any status reports on the Community Access and Inclusion Planning process to be used in seeking feedback from the community.
- Elected members of Council and Council officers will also be requested to provide feedback on how well they believe the strategies are working and to make suggestions for improvement.

OUTCOME 1: EXISTING FUNCTIONS, FACILITIES AND SERVICES ARE UNIVERSALLY ACCESSIBLE

STRATEGY	BARRIERS	ACTION	TIMEFRAME	RESPONSIBILITY
Library	People not aware that Shire staff will provide assistance in the library	Place sign on main counter indicating that assistance is available.	Ongoing	MCS
		Shire staff move around counter to help borrowers.	Ongoing	MCS
		Integrate large print section into main library with individual spine signage	Ongoing	
		Investigate installing large computer screen with interactive keyboard	2015	MCS
		Continue to purchase audio books, e books and music CD\$ for library.	Ongoing	MCS
		Investigate opportunity for hospital residents to access library on weekly basis or delivery service to hospital and Danjangerup Cottages	2013	MCS

STRATEGY	BARRIERS	ACTION	TIMEFRAME	RESPONSIBILITY
Building Standards	Counter is too high	Staff to assist people with disability around public side of counter	2013/14	MCS
		Check plans prior to approval for compliance with Australian Standards as best practice.	Ongoing	MCS

OUTCOME 2: ACCESS TO BUILDINGS AND FACILITIES IS IMPROVED

STRATEGY	BARRIERS	ACTIONS	TIMEFRAME	RESPONSIBILITY
Footpaths	Existing footpaths not user friendly to people with mobility problems	Continue to upgrade footpaths as part of the maintenance program and construct new footpaths to BCA standards	Ongoing	MI
	Lack of tactile markers	Tactile markers to be purchased and laid onto footpaths	2014-15	MI
Main Shopping Precinct	Traffic speed through town	Traffic calming measures are installed as part of the Main Street upgrade	2013-16	MI
		Ensure BCA standards applied with the Main Street upgrade	2014-15	MI
Access to Council Facilities	Heavy door at entrance to recreation centre difficult to open	Ensure when Recreation Centre upgrade occurs, consideration is given to car-parking, toilets, showers and entrance	2014-16	CEO
	Difficult to load/unload stores and catering supplies	Incorporate loading bay and service entry into redevelopment plans	2014-16	CEO

STRATEGY	BARRIERS	ACTIONS	TIMEFRAME	RESPONSIBILITY
Tenders and Contractors		Ensure tender documents and contractors agreements have relevant planning and legislative information relating to Disability codes	Ongoing	ALL SENIOR STAFF
Access to Council Facilities	Not automatic door	Assist people to enter the building if required	Ongoing	MCS
Playground upgrades	Lack of All Abilities play equipment	All new and redeveloped playgrounds are to incorporate design features (not just access pathways) that improve accessibility and inclusion of children with disability	Ongoing	MI
Ablution Upgrades	Limited disabled access to public facilities	All new and redeveloped ablution and shower facilities under Council jurisdiction to have BCA standard facilities	Ongoing	MI
Caravan Park Upgrade	Disabled parking, access and facilities	Upgrades to the Shire of Nannup Caravan Parks to ensure facilities, access and services are to BCA standards	2013-15	MI
Youth Centre	Access	Upgrades to the Youth Centre in the new Recreation Precinct to ensure facilities, access and	2014-2016	CEO

		services are to BCA standards		
--	--	-------------------------------	--	--

OUTCOME 3: COUNCIL SUPPORTED EVENTS AND PROJECTS ARE ACCESSIBLE

STRATEGY	BARRIERS	ACTIONS	TIMEFRAME	RESPONSIBILITY
Accessible toilets	Signage	Ensure signage is installed and maintained at facilities	Ongoing	MI
ACROD Parking Bays	Faint line marking on bays	Line marking to be undertaken on all ACROD bays in the townsite.	Ongoing	MI
Australia Day Breakfast	Access	Ensure event is accessible and people with disability are encouraged to attend	Ongoing	CDO

Event Applications	Language	<p>Event applications are written in language that is clear and easily understood.</p> <p>Assistance is provided to people with disability to complete the application form if requested</p> <p>Traffic management plans for events include consideration for ACROD parking and people with disability</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>CDO</p> <p>CDO</p> <p>MI</p>
Customer Service	People with access issues not readily able to locate facilities which are access friendly	<p>Appropriately market throughout community that alternative formats can be made available including large print, computer disc, etc</p> <p>Undertake Your Welcome Initiative</p> <p>Include strategic direction in Shire's Corporate Plan relevant to review and implementation of Disability Access and Inclusion Plan</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>MCS</p> <p>MCS</p> <p>CEO</p>

OUTCOME 4: STAFF AWARENESS OF THE NEEDS OF PEOPLE WITH DISABILITY AND SKILLS IN DELIVERING ADVICE AND SERVICES ARE IMPROVED.

STRATEGY	BARRIERS	ACTIONS	TIMELINE	RESPONSIBILITY
Customer Service	Potential for Council Officers and Councillors to be unsure of how to deal with people with certain disability	All staff and Councillors are provided with the information required to understand their obligations in equitable customer service for people with a disability as part of their induction	Ongoing	MCS/MI
		Workshops held bi-annually for Council staff and residents %Dealing with Challenging Behaviours+and %Enhancing Access+	Ongoing	MCS

OUTCOME 5: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AND RIGHTS AS OTHER PEOPLE TO LODGE GRIEVANCES.

STRATEGY	BARRIERS	ACTIONS	TIMELINE	RESPONSIBILITY
Ensure grievance mechanisms are accessible	Language	Consult with Service Providers to ensure clients are aware of process for making grievance and any assistance they may require.	Ongoing	MCS
		Regularly advertise in Shire Notes that Council information can be made available in alternative formats upon request.	Ongoing	MCS
		Advertise on the Shire website that Council information can be made available in alternative formats upon request.	Ongoing	MCS

OUTCOME 6: OPPORTUNITIES FOR PEOPLE WITH DISABILITY TO PARTICIPATE IN PUBLIC CONSULTATIONS ARE PROVIDED.

STRATEGY	BARRIERS	ACTIONS	TIMELINE	RESPONSIBILITY
Ensure people with disability have access to public consultation	Access to documentation	Enquire with CRC if link to Shire website can be placed on interactive screen	2015	MCS
		Regularly advertise in Shire Notes that Council information can be made available in alternative formats upon request.	Ongoing	All Staff

OUTCOME 7: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES TO ACCESS AND PARTICIPATE IN EMPLOYMENT AT THE SHIRE OF NANNUP.

STRATEGY	BARRIERS	ACTIONS	TIMELINE	RESPONSIBILITY
Recruitment strategies	Awareness of positions available	The Shire's equal employment opportunity plan is reviewed annually to ensure the recruitment processes meet the needs of people with disability	Ongoing	MCS
		Adaptive equipment and work processes are provided to staff or prospective staff where reasonable and practical	Ongoing	MCS
Opportunities for employment	Awareness of positions available	All job vacancies are promoted via the supported employment network	Ongoing	MCS

