



Disability Access and Inclusion Plan

2018-2022

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The Shire of Ashburton acknowledges the input received from individuals and groups within the community, which has been invaluable in the preparation and review of this Disability Access and Inclusion Plan.

1. Background Information and Definitions

A disability is any continuing condition that restricts everyday activities. The Disability Services Act 1993 states that “a person with a disability has the right to be respected for their human work and dignity and have the same human rights as other community members, regardless of the degree and nature of their ability”.

According to the 2015 Survey of Disability, Ageing and Carers (Australian Bureau of Statistics), almost one in five Australians (18.3% or 4.3 million people) reported living with disability. The disability prevalence rate has remained stable over time with 18.5% being reported in both the 2009 and 2012 surveys. In the survey, a person has a disability if ‘they report having a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities’.

The survey found that almost 2.7 million Australians were carers (11.6%), with 856,100 people (3.7%) aged 15 years and over identified as primary carers. Over one-third of these primary carers (37.8%) were living with a disability themselves. Again, these patterns were similar to those in 2009 and 2012. The survey defined a carer as ‘a person who provides any informal assistance, in terms of help of supervisions, to older people (aged 65 years and over) and those with disability. Assistance must be on-going, or likely to be ongoing, for six months’. A primary carer is ‘the person who provides the most informal assistance to a person with disability with one or more of the core activities of mobility, self-care and communication’.

While the degree and type of disability varies with individual circumstances, people with disability frequently face barriers with everyday activities such as climbing stairs, hearing, reading and/or understanding spoken or written words. Access and inclusion aims to ensure all public services, facilities and information are available to all community members, including those with disability, so everyone has the opportunity to participate in all aspects of community life.

People with disability, their families and/or carers have the same rights as all people to access services within the community. These rights are built into State and Commonwealth legislation which makes it unlawful to discriminate against a person with disability.

Public authorities in Western Australia are required to have Disability Service Plans (DSPs) under the Disability Services Act (1993). This Act was amended in 2004 with a requirement for public authorities (State Government agencies and Local Governments) to develop and implement Disability Access and Inclusion Plans (DAIP/s) that further the principles and objectives of this Act. The requirements of DAIPs build on those of DSPs, to ensure that people with disability can access services provided by public authorities in Western Australia. Amendments were made to the Disability Service Regulations in 2013 to include a seventh outcome,

changes to wording from “people with disabilities” to “people with disability”, and to include consultation processes.

2. Shire of Ashburton

The Shire of Ashburton serves communities across the spectacular and ancient Pilbara region of Western Australia. Comprising 105,647m² from 'reef to range', the Shire spans almost half the size of Victoria, with the Ashburton River running through the lower portion of the region. The population was estimated to be 13,026 in 2016, representing an increase of 3,025 people since 2011, with the majority of residents populating the four established town sites of Tom Price (WA's highest town), Paraburdoo, Onslow and Pannawonica. The Shire also encompasses the Aboriginal communities of Bindi Bindi, Wakathuni, Bellary (Innawonga), Youngaleena, and Ngurrawaana, whilst the de-gazetted town of Wittenoom also falls within the boundaries.

The establishment of a shipping enterprise at the mouth of the Ashburton River led to the gazettal of the Onslow townsite in 1885, and consequently the establishment of Ashburton Road Board in 1887. The region was proclaimed the 'Pilbara Goldfield' the following year. This, along with government investment, assisted Onslow to grow to a busy port by World War 1. In the 1930s Wittenoom become one of the first areas in WA to focus on large scale industrial mining, growing to become the Pilbara's largest town in the 1950s before the associated blue asbestos mine was closed in 1966.

The Ashburton Road Board municipality was renamed the Shire of Ashburton in 1961 and amalgamated with the Tableland Shire Council in 1972 to become Shire of West Pilbara. This was an exciting time for the region with the commencement of iron ore mining at Mount Tom Price in 1966, the establishment of Tom Price as a private town in 1967 (gazettal occurred in 1985) and the gazettal of Pannawonica and Paraburdoo in 1972 as private towns. The "Shire of West Pilbara" was renamed the "Shire of Ashburton" on 18 December 1987, one hundred years after the establishment of the former Ashburton Road Board.

With iron ore initially putting the entire region firmly on the world's resource map, the demand for iron ore and the development of offshore gas reserves promised the Shire continued economic opportunity, despite the recent resource sector challenges. The region continues to grow in the salt, fishing, pearling, pastoral and tourism industries, and supporting infrastructure providing employment and career opportunities. Onslow's "coral coast", the stunning Pilbara scenery, and natural wonders of Karijini National Park along with the many local events and activities, make the region a fantastic tourist destination and a great home for local residents.

3. Access and Inclusion Policy Statement

The Shire of Ashburton is committed to ensuring that the community is an accessible and inclusive community for people of all ages and abilities, including people with disability, their families and/or their carers.

The Shire agrees with the definition provided in the *Disability Services Act (1993)* that defines 'disability' as meaning:

A disability:

- which is attributed to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment, or a combination of those impairments
- which is permanent or likely to become permanent
- which may or may not be of a chronic or episodic nature
- which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.

The Shire of Ashburton believes that an accessible community is one in which all council functions (both in-house and contracted) are open and available to people with disability, providing them with the same opportunities, rights and responsibilities enjoyed by others in the community, including the same level of dignity and respect.

The Shire of Ashburton believes that a community that recognises its diversity and supports the participation of all its members makes for richer community life. The Shire recognises that people with disability are valued members of our community and make a variety of contributions to local, social, economic and cultural life. The Shire of Ashburton is committed to consulting with people with disability, their families and carers, and where appropriate or required, organisations, to ensure that barriers to access are identified and addressed. The Shire is also committed to working in partnership with local businesses to improve access to community facilities and services.

The Shire of Ashburton is committed to achieving the seven desired outcomes of its Disability Access and Inclusion Plan. These are:

1. People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority,
2. People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.
3. People with disability receive information from the relevant 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 a public authority as other people receive from staff of that public authority.
5. People with disability have the same opportunities as other people to make complaints to a 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 are able to obtain and maintain employment with a public authority.

4. Current Facilities and Programs

The Shire of Ashburton is continuing to work towards the facilitation of services and access to public facilities for all people, including those with disability, their families and/or carers. Achievements for providing accessible and inclusive facilities along with improvements to the operational aspects of the Shire remain ongoing, with training of staff and regularly updated procedures being of high importance.

The Shire's large number of existing facilities that are universal in nature aim to benefit all of the community. The following are Shire owned and operated facilities that support people with disability.

Please note: recent modifications / additions are **highlighted**

Facility	Town	Provisions for people with disability
Administration Office	Tom Price	Wheelchair access Automatic door
	Onslow	Wheelchair access
	Paraburdoo	Wheelchair access
Aerodrome	Onslow	Wheelchair access Accessible toilets ACROD Parking
Basketball/Netball courts (Outdoor)	Tom Price	Wheelchair access
	Onslow	Wheelchair access
	Paraburdoo	Wheelchair access
Boardwalk	Onslow	Wheelchair access
Bowling Club	Tom Price	Wheelchair access
	Onslow	Wheelchair access
Caravan Park	Onslow	Wheelchair access Accessible toilets Accessible showers Accessible camping facilities Accessible cabin accommodation ACROD Parking
	Pannawonica	Wheelchair access
Child Care Centre	Onslow	Wheelchair access Accessible toilets ACROD Parking
	Paraburdoo	Wheelchair access Accessible toilets ACROD Parking Automatic Doors Ramp
Gymnasium	Onslow	Wheelchair access Accessible toilets ACROD Parking
Indoor sporting facilities	Tom Price	Wheelchair access Accessible toilets ACROD Parking

		Ramp Automatic doors
	Onslow	Wheelchair access Accessible toilets ACROD Parking
Information Bays	Tom Price	Wheelchair access
	Onslow	Wheelchair access
	Paraburdoo	Wheelchair access
Library	Tom Price	Wheelchair access ACROD Parking Ramp Automatic doors Large Print resources Audio resources
	Onslow	Wheelchair access ACROD Parking Large Print resources Audio resources
	Paraburdoo	Wheelchair access Automatic doors Large Print resources Audio resources
	Pannawonica	Wheelchair access Ramp Large Print resources Audio resources
Parks/Playgrounds	Tom Price	Wheelchair access Accessible toilets ACROD Parking
	Onslow	Wheelchair access Accessible toilets
	Paraburdoo	Wheelchair access
Public Car Parks	Tom Price	Wheel chair access ACROD Parking
	Paraburdoo	Wheel chair access ACROD Parking
Public Halls/Civic Centre's	Tom Price	Wheelchair access ACROD Parking Ramp Automatic doors
	Onslow	Wheelchair access ACROD Parking
	Paraburdoo	Wheelchair access ACROD Parking Automatic doors
Public Toilets/Change rooms	Tom Price	Wheelchair access ACROD Parking

		Ramp
	Onslow	Wheelchair access ACROD Parking
	Paraburdoo	Wheelchair access ACROD Parking
Residential units for elderly/those with disability	Onslow	Wheelchair access Modified showers and facilities where requested Ramp
Sporting ovals	Tom Price	Wheelchair access
	Onslow	Wheelchair access
	Paraburdoo	Wheelchair access
Sports Pavilion/venues	Tom Price	Wheelchair access Accessible toilets Ramp Automatic doors ACROD Parking Accessible signage
	Onslow	Wheelchair access Accessible toilet
	Paraburdoo	Wheelchair access
Swimming Pool / Aquatic Centre	Tom Price	Wheelchair access Disability Hoist for access to the water ACROD parking
	Paraburdoo	Wheelchair access Disability Hoist for access to the water ACROD Parking
	Onslow	Wheelchair access ACROD Parking Beach Entry for access to water with supplied Waterproof Wheelchair
Tennis courts (Outdoor)	Tom Price	Wheelchair access
	Onslow	Wheelchair access ACROD Parking
	Paraburdoo	Wheelchair access
Tourist Centre	Tom Price	Wheelchair access ACROD Parking
Water Spray Park	Onslow	Accessible toilets ACROD Parking
Wharf/Beach recreation facilities	Onslow	Wheelchair access Accessible toilet

5. Implementation Strategies

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

Strategy	Task	Timeline	Responsibility
Ensure that the Shire's policies and procedures relating to access and inclusion reflect current legislative requirements	Regularly review Shire policies and procedures to ensure they are consistent with current legislative requirements	Annually, or as required within the individual policy and/or procedure	All Directorates
	Ensure staff, agents and contractors are aware of the relevant requirements for providing access and inclusion to services and events	Ongoing	All Directorates
	Include reference to the Shire's DAIP in all tender documents	Ongoing	All Directorates
Support and/or develop services to meet the needs of people with disability, their families and carers	Where gaps in Service delivery are identified, assess if the Shire has a role to play in developing services to meet that gap	Ongoing	All Directorates
	Advocate on behalf of people with disability to other authorities / organisations where relevant, to increase access and inclusion.	Ongoing	All Directorates
	Ensure the needs of people with disability are considered when developing new services, activities and programs	Ongoing	Strategic & Community Development

Ensure that as far as possible and practicable, all events have access and provision for people with disability	Review all programs, events, activities and facilities regarding access for people with disability	Ongoing	Strategic & Community Development
	Ensure parking for people with disability is located close to entrances/exits for events and activities	Ongoing	Strategic & Community Development Infrastructure Services
	Ensure all Shire facilitated events are organised using the Event Management Guidelines which includes questions on accessibility for people with disability	Ongoing	Strategic & Community Development
	Indicate on promotional materials if an event is accessible for wheelchairs and mobility devices, and if special assistance is available to attendees upon request	Ongoing	Strategic & Community Development
	Ensure applicants consider disability access and inclusion when requesting funding through Community Support Grants	Ongoing	Strategic & Community Development
	Provide information on how to make events more accessible as part of the Events Application Process	Ongoing	Strategic & Community Development

Outcome 2. People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.

Strategy	Task	Timeline	Responsibility
Redevelopment and new building works to comply with minimum access standards as required by Australian Standards on Access and Mobility	Ensure accessibility issues are captured in Asset Management Plans	As required	Strategic & Community Development
	Continue to upgrade and redevelop existing facilities to better meet the needs of people with disability, including the provision of ramps, car parking, accessible bathrooms, and automatic doors	Ongoing	Strategic & Community Development
	As part of the community consultation process, actively seek to engage people with disability, their family and/or carers when plans are being developed	Ongoing	Strategic & Community Development
Ensure adequate car parking for people with disability in all Shire car parks	Ensure clearly delineated ACROD Parking in all car parks, in accordance with Australian Standards	Ongoing	Infrastructure Services
	Policing of ACROD parking bays	Ongoing	Development & Regulatory Services
Access to Swimming Pools	Maintain hoists at swimming pools	Ongoing	Strategic & Community Development
	Ensure adequate ACROD parking	Ongoing	Infrastructure Services

	Ensure accessible bathrooms and signage in all new community facilities	Ongoing	Strategic & Community Development
	Allow free entry for Companion Card holders to Shire Swimming Pools in Tom Price, Paraburdoo and Onslow, and to the Shire operated Onslow Gymnasium	Ongoing	Strategic & Community Development
Ensure that parks and playgrounds are accessible	Consider the needs of children with disability when planning/upgrading playground facilities	Ongoing	Strategic & Community Development
	Ensure adequate ACROD parking	Ongoing	Infrastructure Services

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.

Strategy	Task	Timeline	Responsibility
Ensure the Shire website meets best practice standards for people with disability	Have documents available in accessible formats (i.e. formats other than PDF)	Ongoing	Governance & Executive Services
	Ensure that upgrades to the website are in a format suitable for people with disability	Ongoing	Governance & Executive Services
Continue to provide accessible books and resources through the Shire Libraries	Provide accessible books and resources (Audio/large print) through the Shire Libraries, continuing to expand these collections	Ongoing	Corporate Services
Consider the needs of people with disability when producing advertising material for events and activities	Consider the needs of people with disability when producing advertising material for events and activities	Ongoing	Strategic & Community Development
Ensure information on Council and Shire services, facilities and customer feedback is available in appropriate formats	Advertise as widely as possible (on website, in the Annual Report and in relevant places and publications) that information is available in alternative formats upon request	Ongoing	All Directorates
	Provide readily accessible information in an appropriate format and using clear and concise language.	Ongoing	All Directorates
	If requested (and available) use AUSLAN interpreter	Ongoing	All Directorates

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.

Strategy	Task	Timeline	Responsibility
Ensure staff are aware of disability and access issues, and are trained to respond appropriately when dealing with people with disability	Identify training needs, and where appropriate offer training to staff	As required	All Directorates
	Ensure DAIP is on the website and intranet (AIMS)	Ongoing	Strategic & Community Development
	Provide training and information to staff on disability issues at induction	Ongoing	Governance & Executive Services

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

Strategy	Task	Timeline	Responsibility
Ensure people with disability are provided an opportunity to comment on facilities, services and events	Identify training needs regarding how to handle complaints from people with disability who may have problems communicating their complaint, and where appropriate offer training to staff	As required	All Directorates
	Provide training and information to staff on disability issues at induction	Ongoing	Governance & Executive Services
	Provide training and support for staff to allow for complaints from people with disability to be taken in alternative ways	As required	Governance & Executive Services
Encourage feedback on disability and access	Monitor complaints and feedback received to identify areas for improving accessibility for people with disability.	Ongoing	All Directorates
	Regularly promote the DAIP in the Shire Newsletter to encourage community feedback.	Ongoing	Strategic & Community Development
	Ensure DAIP is on the website and intranet (AIMS)	Ongoing	Strategic & Community Development

Outcome 6. People with disability have the same opportunities as other people to participate in any public consultation by a public authority.

Strategy	Task	Timeline	Responsibility
Ensure consultation is conducted in venues that are accessible for people with disability	Utilise suitable public venues with good access for people with disability where possible	As required	All Directorates
Ensure consultation is advertised in a way that is relevant for people with disability, including by invitation for processes such as reviewing the DAIP, and by utilising existing disability services.	Utilise multiple advertising avenues, including website, posters, newspapers, noticeboards and distribution through established disability services where appropriate	As required	All Directorates
	Allow feedback to be given and collated in ways that are appropriate for people with disability including verbally or through a third party (family member/carer)	As required	All Directorates
	Advise peak bodies in the area when consultation is being carried out (e.g. LAC, etc.)	As required	All Directorates
Ensure public meetings are advertised appropriately	Provide sufficient notice of meetings	Ongoing	All Directorates

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

Strategy	Task	Timeline	Responsibility
Review employment practices annually to ensure recruitment process and practices meet requirements	As Position Descriptions become due for review (for instance when being updated for recruitment purposes) ensure the selection criteria and task requirements are inclusive for people with disability	Ongoing	Governance & Executive Services
	Review Equal Employment Opportunity Plans similar to ensure these meet legislative requirements.	Annually or as required	Governance & Executive Services
Ensure position advertisements are inclusive for people with disability	Write and include a statement in all job advertisements encouraging people with disability to apply	Ongoing	Governance & Executive Services
	Ensure Position Descriptions include a clear and precise description of tasks required to be undertaken for the advertised position	Ongoing	Governance & Executive Services
Collect and collate statistics on how many people with disability are employed by the Shire	Collate statistics on how many people with disability are employed by the Shire (where employees choose to disclose this information)	Ongoing	Governance & Executive Services
	Ensure any associated workplace adjustments are undertaken as required	Ongoing	Governance & Executive Services
Workplaces will be accessible and safe for existing and new staff.	Conduct regular workplace safety audits.	Ongoing	Governance & Executive Services
Make contact with a Disability Employment Service	Inform DES of appropriate employment opportunities as they arise	As required	Governance & Executive Services

6. Community Consultation

Although feedback received was limited, extensive community consultation was undertaken when completing the 2013 – 2017 version of the Disability Access and Inclusion Plan (DAIP). The draft document was sent to the Department of Education, Disability Services Commission, Police, Emergency Services, Shire of Ashburton Councillor's and staff (who all reside within the Shire), the Department of Health, and local health and service providers for comment.

The draft document was also made available for the general public and three community events (in Tom Price, Paraburdoo and Onslow) with more than 50 copies of the draft document obtained by members of the community. The review was advertised in the local Shire of Ashburton newsletter in late 2013. All feedback received has been included in the final document.

In order to update the existing DAIP document and refine the contents for the 2018 – 2022 version, community consultation has been undertaken. To encourage a greater amount of feedback than previously received, a survey to gauge access and inclusion within the Shire was undertaken for a 2 week period, including option to view the current DAIP. The survey was promoted to all residents within the Shire using the Shire website, Public Notice, social media, and via direct email. The survey was available online or in hard copy on request.

The 2017 DAIP survey was completed by 39 residents within the Shire of Ashburton. Although mostly positive, comments to increase accessibility at community events, to older Shire venues and generally around town (footpaths) were the main concerns from the residents. Visual improvements to signage and advertising were a priority, along with advocating for better accessibility for private enterprise. Shire staff training, and technology to allow online payments and SMS alerts for upcoming Shire events, activities and information were also suggested.

The information received has assisted to inform this DAIP.

The finalised DAIP document will be available on the Shire's website, and referenced in Shire tender documents. A copy will be sent to the Department of Communities, and the DAIP will be available by request at all of the Shire offices.

7. Reporting Mechanisms

The Shire of Ashburton will report annually to the Department of Communities on progress of each of the seven desired outcomes listed in the Plan.

Additionally, the Shire will report on the outcomes of the DAIP document in its Annual Report.

8. Agents and Contractors

Shire tender documents will include reference to the Shire of Ashburton DAIP and the requirement for contractors to be aware of and work towards its desired outcomes. Contractors will receive a copy of the DAIP and a copy of the contractor reporting form to complete and return to the Shire at the completion of their contract (or annually, whichever occurs first).

The Shire has also developed an evaluation form for local groups and organisations that receive funding from the Shire to capture how many people with disability attend community facilitated, Shire funded events and activities.

9. Promotion of the Finalised DAIP

The finalised Shire of Ashburton DAIP will be advertised on the Shire website and information will be placed in the “Inside Ashburton” newsletter advertising that the DAIP is available. The DAIP will be reviewed at least every 5 years.