

SHIRE OF PERENJORI



DISABILITY ACCESS AND INCLUSION PLAN

2022 - 2027

This plan is also available upon request in alternative formats such as electronic format (disk or emailed), audio format (CD), large print or from our Website www.perenjori.wa.gov.au

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Acknowledgements

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

Background

The Shire of Perenjori

The Shire of Perenjori covers an area of 8,313 square kilometres, and is responsible for almost 2,000 kilometres of roads. Over 500,000 hectares in the east of the Shire has been acquired by the State and conservation bodies for nature conservation.

Agriculture in the form of broad acre cropping and wheat production is the Shire's largest industry. Current mining activity has diversified Perenjori's economic base, with mining being the second economic and growth driver for the Shire. The Shire has implemented a proactive diversification strategy to reduce the local economy's exposure to weather.

The Shire has two towns Perenjori and Latham, with Latham located 40km South of Perenjori.

Functions, facilities and services provided by the Shire of Perenjori

The Shire of Perenjori is responsible for a range of functions, facilities and services 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; numbering of buildings and lots, street lighting; and bush fire control.

Services to the community: provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups; management of recreation centres and pools; public libraries and information services; environmental health

services; provision of doctors surgery, police licensing services, newsletter production and publication, citizenship ceremonies; youth services and community events.

Regulatory services: planning of road systems, town planning schemes; building approvals for construction, additions or alterations to buildings; dog control and environmental health services.

General administration: the provision of general information to the public and the lodging of complaints and payment of fees including rates and dog licenses, photocopying, free public internet access and facsimile services.

Processes of government: Local Government is responsible for good governance of the district and takes a proactive role in economic, social and environmental outcomes for the district. Processes include ordinary and special council and committee meetings; electors meetings and election of council members; community meetings and community consultations.

People with disability in the Shire of Perenjori

The population recorded as living in the Shire on census night 2021 is 629 people, including 390 males and 239 females. This is a 1% increase from the 2016 census. Most of the population growth is in the male population, with modest growth in the female population.

In 2021, the number of people living with disability decreased from 2.3% recorded in 2016 to 1.1%.

In 2018, there was approximately 69 people in the Shire with a disability and 27 people with a profound or severe activity limitation. According to the data recorded in 2018, 11% of people cared for someone with a disability or had a severe activity limitation in the community.

In 2021, approximately 61 people in the Shire were aged 70 years and over, 4 resided in Council owned residential units.

Planning for better access

It is a requirement of the Disability Services Act that all local government authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the authority will ensure that people with disability have equal access to its facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act and the Commonwealth Disability Discrimination Act (DDA). While Action Plans are not compulsory under the DDA, they can assist organisations become more accessible and inclusive, and can provide some clarity during disability discrimination proceedings. A DAIP may also satisfy the DDA's requirements for Action Plans.

Progress since 2017

In the past five years, the Shire has completed different tasks in order to keep the town maintained and disability friendly. The Shire has worked towards improving its services and facilities for people with disability. Examples of these improvement include, upgrading its website in June 2022 to adhere with the Web Content Accessibility Guidelines, ensured events were inclusive and accessible for people with disability. Upgrades to public buildings to include ramps and disability signages at the Shire Administration Office.

The implementation of the DAIP 2017-2022 has helped the Managers and Officers in the organisation to keep on track with the enhancement of the town, the awareness of staff and the improvement of events. Any projects that got actioned, Council staff was implementing disability friendly strategies.

Access and inclusion policy statement for people with disability, their families and carers

The Shire of Perenjori is committed to ensuring that the community is an accessible and inclusive community for people with disability, their families and carers.

The Shire of Perenjori interprets an accessible and inclusive community as one in which all council functions, facilities and services are open, available and accessible to people with disability, providing them with the same opportunities, rights and responsibilities enjoyed by all other people in the community.

The Shire of Perenjori:

- recognises that people with disability are valued members of the community who make a variety of contributions to local social, economic and cultural life. The Shire believes that a community that recognises its diversity and supports the participation and inclusion of all of its members makes for a richer community life.
- believes that people with disability, their families and carers who live in country areas should be supported to remain in the community of their choice.
- is committed to consulting with people with disability, their families and carers and where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately.
- is committed to ensuring that its agents and contractors work towards the desired outcomes in the DAIP.
- is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with disability through improved access to facilities and services in the community.
- Is committed to offer the same opportunities to people with disability as others to obtain and maintain employment.
- is committed to achieving the seven desired outcomes of its DAIP.

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 a public authority in a format that will enable them to access the information as readily as other people are able to access it.

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

5. People with disability have the same opportunities as other people to make complaints to 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 have the same opportunities as other people to obtain and maintain employment with a public authority.

Development of the DAIP

Responsibility for the planning process

The Chief Executive Officer has responsibility to oversee the development and implementation, review and evaluation of the plan. The final plan is endorsed by Council and it is the responsibility of all officers to implement the relevant actions.

Community Consultation Process

In 2022, the Shire undertook a comprehensive consultation program to review its DAIP, consult with key stakeholders and draft a new DAIP to guide further improvements to access and inclusion.

The process included:

- examination of the 2017-2022 DAIP and subsequent reviews;
- examination of other council documents and strategies;
- investigation of contemporary trends and good practice in access and inclusion;

- consultation with key staff; and
- consultation with the community;

The Disability Services Regulations 2004 set out the minimum consultation requirements for public authorities in relation to DAIPs. Local government authorities must call for submissions (either general or specific) by notice in a newspaper circulating in the local district of the local government under the Local Government Act 1995 or on any website maintained by or on behalf of the local government authority. Other mechanisms may also be used.

- In August 2022 the community was informed through the local newspaper and council’s website that council was reviewing and updating its’ Disability Access and Inclusion Plan to address the barriers that people with disability and their families experience in accessing council functions, facilities and services.
- The community was advised through the local newsletters and council’s website that they could provide input into the development of the plan by:

Completing the feedback survey with the help of the Community Development Officer, who met with individuals and groups.

Findings of the consultation

The Shire of Perenjori undertook research in the local community, asking residents about their experiences of accessing facilities, services, information and events, 13 local residents replied. The results of this research can be found in Appendix 1.

An internal review and consultation found that many of the objectives in the 2017-2022 DAIP had been achieved and that the plan required revision, to ensure currency and relevance. The new plan should not only address current access barriers but also reflect contemporary values and practices, such as striving for inclusion and meeting more than the minimum compliance with access standards. It must also keep abreast of legislative and regulatory changes. These are addressed in the DAIP Action Plan.

Access Barriers

While the review and consultation noted a great deal of achievement in improving access it also identified a range of barriers that require redress. These access barriers include:

- Council policy to guide and inform access and inclusion activities may not reflect contemporary values and practice;
- Processes of council may not be as accessible as possible;
- Events may not always be held in a manner and location that best facilitates the participation of people with disability;
- Suitable parking for people with disability may not be meeting the needs of this growing demographic;
- Staff may be uninformed or lacking in confidence to adequately provide the same level of service to people with disability; and
- People with disability may not be aware of consultation opportunities with the shire.

The identification of these barriers informed the development of strategies in the DAIP. The barriers have been prioritised in order of importance, which assists setting timeframes for the completion of strategies to overcome those access barriers.

Responsibility for implementing the DAIP

It is a requirement of the Disability Services Act that public authorities must take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

Implementation of the DAIP 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.

Communicating the plan to staff and people with disability

- In August 2022 council advertised the review of the plan, the availability of a draft plan and sought submissions. The draft plan was made available to the public. As well input was sought from council officers, people with disability, their families, carers, disability organisations and relevant community groups for feedback. In September 2022 the plan will be put forward to council to be formally adopted.

- Council will advertise through the local newspaper that copies of the plan are available to the community upon request and in alternative formats if required, including hard copy in standard print, by email and on the council website.
- As plans are amended both staff and the community will be advised of the availability of updated plans, using the same methods.

Review and evaluation mechanisms

The Disability Services Act sets out the minimum review requirements for public authorities in relation to DAIPs. The Shire's DAIP will be reviewed at least every 5 years, in accordance with the Act. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues which may arise. Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

Review and monitoring

- The DAIP will be reviewed by staff on a needs basis to ensure it meets the requirements of the community.
- The review of the Shire's DAIP will be included in the DAIP 2022-2027 which will be submitted to the Disability Services Commission in September 2022. The report will outline what has been achieved under the Shire's DAIP 2017-2022.
- A report will be prepared each year on the implementation of the disability access and inclusion plan. A status report will be provided to council. These reports will be formally endorsed by council.
- Progress in implementing the DAIP will be published in the Shire's Annual Report

Evaluation

- Council will annually endorse any reports on the disability access and inclusion implementation process.
- Once a year prior to 31 July council will provide advice to the community regarding the implementation of the DAIP and seek feedback on the effectiveness of strategies. This will inform the further implementation of the plan.

- A notice about the consultation process will be placed in the local newspapers, posted on the Shire’s website, and circulated to disability service providers in the Shire.
- The reviewing staff member will use some of the consultation processes used during the initial consultations including advertising for submissions.
- Councillors and council officers will be requested to provide feedback on how well they believe the strategies are working and to make suggestions for improvement.
- Implementation Plans will be amended based on the feedback received and copies of the amended Implementation Plan will be available to the community in alternative formats once endorsed by council.

Reporting on the DAIP

The Disability Services Act sets out the minimum reporting requirements for public authorities in relation to DAIPs.

Council will report on the implementation of its DAIP through its annual report and the prescribed pro forma to the Disability Services Commission by 30 June each year, outlining:

- its progress towards the desired outcomes of its DAIP;
- the progress of its agents and contractors towards meeting the six desired outcomes; and
- the strategies it used to inform its agents and contractors of its DAIP.

Strategies to improve access and inclusion

As a result of the consultation process the following overarching strategies will guide tasks, reflected in the Implementation Plan, that the Shire of Perenjori will undertake from 2022-2027 to improve access to its services, buildings and information. The seven desired outcomes provide a framework for improving access and inclusion for people with disability in the Shire of Perenjori.

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	Timeline
Ensure that people with disability are provided with an opportunity to comment on access to services.	Ongoing
Develop the links between the DAIP and other Council plans and strategies.	Ongoing
Council will ensure that any events are organised so that they are accessible to people with disability.	Ongoing

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

Strategy	Timeline
Ensure all buildings and facilities, including public toilets, are physically accessible to people with disability within existing resources.	Ongoing
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	Ongoing
Continue to ensure all premises and other infrastructure related to transport facilities is accessible.	Ongoing
Ensure additional adequate priority parking to meet the demand of people with disability in terms of quantity and location.	Ongoing
Continue to advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	Ongoing
Ensure that parks and reserves remain accessible.	Ongoing

Outcome 3: People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

Strategy	Timeline
Improve community awareness that Council information can be made available in alternative formats upon request.	Ongoing
Provide documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language.	Ongoing

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	Timeline
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disability.	Ongoing
Improve the awareness of new staff and new Councillors about disability and access issues.	Ongoing
Further generate and sustain staff awareness of disability and access issues.	Ongoing

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

Barrier	Timeline
Ensure that current grievance mechanisms are accessible for people with disability.	ongoing
Ensure that grievance mechanism processes and outcome satisfaction survey forms are available in formats to meet the needs of people with disability.	ongoing

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

Strategy	Timeline
Continue community awareness about consultation processes in place.	Ongoing
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	Ongoing
Improve access for people with disability to the established consultative process of Council.	Ongoing
Seek a broad range of views on disability and access issues from the local community.	Ongoing

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

Strategy	Task Timeline
Improved staff awareness on providing services for people with disability	Ongoing
Improve workplace environment accessibility	Ongoing
Connect with agencies to foster employment possibilities	Ongoing

PROGRESS UPDATE FROM 2017-2022 DAIP

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.

- Ensure that people with disability are provided with an opportunity to comment on access to services.
- Monitor the Shire's Access and Inclusion policy to ensure it supports equitable access to services by people with disability throughout the various functions of the Council.
- Made the library technology as accessible as possible.
- Council ensured that any events are organised so that they are accessible to people with disability.

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

- Continue to ensure all premises and other infrastructure related to transport facilities is accessible.
- Ensured adequate priority parking to meet the demand of people with disability in terms of quantity and location.
- Curbing and footpaths upgrades

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

- Improved community awareness that Council information can be made available in alternative formats upon request.
- Improved staff awareness of accessible information needs and how to obtain information in other formats.
- Provided documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language.
- The Shire redeveloped its website in June 2022 to include colour contrast and text resize features for people with disability

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

- Improved staff awareness of disability and access issues and improve skills to provide a good service to people with disability.
- Improved the awareness of new staff and new Councillors about disability and access issues.

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

- Web based comments/feedback forms available along with paper copy forms in alternative formats upon request.
- Customer Service Officers are providing extended services to people with disability

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

- Involved Local Health Service providers in neighbouring towns to support and develop activities in the Shire of Perenjori.
- Regular community engagement with key stakeholders.

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

- Inclusive Event policy and procedure has been implemented
- Provided disability-focused staff training to increase disability confidence within the Shire

Disability Access and Inclusion Plan

DRAFT IMPLEMENTATION PLAN

2022-2027

Implementation Plan

The Implementation Plan itemises what the Shire of Perenjori will be undertaking in 2022-2027 to improve access to its services, information and facilities for people with disability.

The Implementation Plan is presented using a table to outline the:

- individual tasks being undertaken;
- timeline for completion of the individual tasks;
- officer position or part of the public authority with responsibility for completing the individual tasks; and the
- broad strategy that the individual tasks are supporting.

As outlined in the Shire of Perenjori's DAIP, many of the broad strategies will not be completed in 2022-2027; however individual tasks to support the achievement of those strategies may well be undertaken in part or whole in 2022-2027 through the Implementation Plan.

Broad strategies that will not be achieved in the 2022-2027 plan will be supported by tasks outlined in future Implementation Plans.

Outcome One: People with disability have the same opportunities as other people to access the services of, and any events organised, by the Shire of Perenjori.

Strategy	Task	Task Timeline	Responsibility
Monitor the Shire’s Access and Inclusion policy to ensure it reflects contemporary values and practices and supports equitable access to services by people with disability throughout the various functions of the Council.	<ul style="list-style-type: none"> Review annually to ensure Policy meets State Government Guidelines. 	Ongoing	Community Development Officer
Develop links between the DAIP and other Council plans and strategies.	<ul style="list-style-type: none"> Identify appropriate strategic business planning documents, budget processes and all other relevant plans and strategies requiring alignment with the DAIP. Incorporate the objectives of the DAIP into Shire’s strategic business planning, budgeting processes and all other relevant plans and strategies. 	Ongoing Ongoing	All senior staff.
Council will ensure that any events are organised so that they are accessible to people with disability.	<ul style="list-style-type: none"> Ensure all events are planned using the Accessible Events checklist. Make the Accessible Events checklist available to staff. 	Ongoing	All Managers
Ensure that Council staff, agents and contractors are aware of the relevant requirements of the Disability Services Act.	<ul style="list-style-type: none"> Promote the Shire’s policy and procedures regarding the Disability Services Act’s requirements around agents and contractors through the newsletter and include in the induction process for new staff. 	Ongoing	All Managers

Strategy	Task	Task Timeline	Responsibility
Ensure that people with disability are provided with additional attention at events.	<ul style="list-style-type: none"> Additional shade and seating at events that are supported by the Shire 	Ongoing	Community Development Officer

Outcome Two: People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Perenjori.

Strategy	Task	Task Timeline	Responsibility
Ensure all buildings and facilities are physically accessible to people with disability.	<ul style="list-style-type: none"> Audit access barriers to buildings and facilities using the Access Resource Kit checklists and Disability Access Consultants. 	Ongoing	Community Development Officer
	<ul style="list-style-type: none"> Identify access complaints to support audit results. 	Ongoing	Executive Assistant Manager Infrastructure Services
	<ul style="list-style-type: none"> Prioritise and make submission to Council to commence work on rectifying identified barriers. 	Ongoing	

Strategy	Task	Task Timeline	Responsibility
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	<ul style="list-style-type: none"> • Implement project planning to enable the appropriate staff to review proposals for re-development and new work projects. • Apply the Building Code of Australia, Australian Standards on Access (mandatory and recommended) and the Advisory Notes on Access to Premises prepared by the Human Rights and Equal Rights Commission when new work to buildings and facilities is undertaken. • Include appropriate specifications in tender documents. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Community Development Officer</p> <p>Manager Infrastructure Services and Environmental Health Officer</p> <p>Manager Infrastructure Services and Environmental Health Officer</p>
Ensure adequate priority parking to meet the demand of people with disability in terms of quantity and location.	<ul style="list-style-type: none"> • Consider sufficient bays at some locations (e.g. Pavilion, Sports Club etc.). 	Ongoing	Community Development Officer/Works Supervisor
Ensure all premises and other infrastructure related to transport facilities are accessible.	<ul style="list-style-type: none"> • Prioritise and make submission to Council to understate on issues identified. 	Ongoing	Chief Executive Officer

Strategy	Task	Task Timeline	Responsibility
Advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	<ul style="list-style-type: none"> • Promote to business the economic benefits of being accessible. • Make access information available on the Shire's website. 	Ongoing Ongoing	Community Development Officer
Ensure that parks and reserves are accessible.	<ul style="list-style-type: none"> • Conduct regular audit of parks and reserves. • Council to keep abreast of contemporary practice in creating universal playgrounds. • Footpaths Installation program 	Ongoing Ongoing Ongoing	Manager Infrastructure Services
	Continue to advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues e.g. ramp for café and priority parking bay at Sports Club.	Ongoing	Community Development Officer
	Ensure that parks and reserves remain accessible, pathway improvement.	Ongoing	Team Leader Town

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

Strategy	Task	Task Timeline	Responsibility
Improve community awareness that Council information can be made available in alternative formats upon request.	<ul style="list-style-type: none"> • Ensure all documents carry a notation regarding availability in alternative formats. 	Ongoing	All Staff
	<ul style="list-style-type: none"> • Advise the community via the local newsletter, that other formats are available. 	Ongoing	Community Development Officer
Improve staff awareness of accessible information needs and how to obtain information in other formats.	<ul style="list-style-type: none"> • Make Accessible Information guidelines available. 	Ongoing	Community Development Officer
	<ul style="list-style-type: none"> • Conduct Accessible Information training and include as part of the induction of new staff. 	Ongoing	All Managers
Provide documentation regarding services, facilities and customer feedback in an appropriate format using clear and concise language	<ul style="list-style-type: none"> • Develop an audit plan to identify resident and business related information for people with disability who live and/or work in the shire. 	Ongoing	All Managers
	<ul style="list-style-type: none"> • Adopt State Government Guidelines for Information, Services and Facilities, and incorporate into general practice. 	Ongoing	All Managers

Outcome Four: People with disability receive the same level and quality of service from the staff of the Shire of Perenjori as other people receive from the staff of the Shire.

Strategy	Tasks	Task Timeline	Responsibility
Improve the awareness of new staff and new Councillors about disability and access issues.	<ul style="list-style-type: none"> • Induction to incorporate awareness of DAIP 	Ongoing	Community Development Officer

Outcome Five: People with disability have the same opportunities as other people to make complaints to the Shire of Perenjori.

Barrier	Action	Task Timeline	Responsibility
Ensure that current grievance mechanisms are accessible for people with disability.	<ul style="list-style-type: none"> • Review current mechanisms for access. Consult with people with disability and other expert advice. 	Ongoing	Community Development Officer
	<ul style="list-style-type: none"> • Promote accessible complaints mechanisms to the community. 	Ongoing	
Ensure that grievance mechanism process and outcome satisfaction survey forms are available in formats to meet the needs of people with disability.	<ul style="list-style-type: none"> • Provide grievance mechanism process and community survey forms in alternative formats upon request. 	Ongoing	Community Development Officer

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

Strategy	Tasks	Task Timeline	Responsibility
Improve community awareness about consultation processes in place.	<ul style="list-style-type: none"> Promote the existence, role and activities of the Shire and their facilities for disabled persons to the community. Management and disabled service providers to meet regularly to provide strategic advice to Council. 	<p>Ongoing</p> <p>Ongoing</p>	Community Development Officer
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	<ul style="list-style-type: none"> Council to regularly monitor the progress of the plan and be involved in all reviews of the plan. Consult people with disability in a range of different consultation mediums. 	<p>Ongoing</p> <p>Ongoing</p>	Community Development Officer
Improve access for people with disability to the established consultative process of Council.	<ul style="list-style-type: none"> Council's website to ensure agendas, minutes and other documents are available on request in alternative formats. Ensure published versions of Council documents include information in large print about the availability of documents. 	<p>Ongoing</p> <p>Ongoing</p>	<p>Executive Assistant</p> <p>Executive Assistant</p>

Strategy	Tasks	Task Timeline	Responsibility
Seek a broad range of views on disability and access issues from the local community.	<ul style="list-style-type: none"> • Include appropriate questions about access and inclusion in general Shire surveys and consultation events. 	Ongoing	Community Development Officer
	<ul style="list-style-type: none"> • Council's officers to actively pursue the views of the local community on a wide range of issues. 	Ongoing	Community Development Officer

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

Strategy	Tasks	Task Timeline	Responsibility
Improve staff awareness and educate about different disability	<ul style="list-style-type: none"> • Annual survey about disability with current shire staff 	Ongoing	Community Development Officer

Discussion with Shire Senior staff has lead to the outcome below:

Outcome 7 refers to people with disability having the same opportunities as other people to obtain and maintain employment with a public authority. The results of this section are shown by monitoring staff behaviour and in (Chart 10). 10 replies show the Shire as average with 2 identifying the Shire as excellent when employing people with disability elements in the community. Some of the qualitative feedback in these areas included:

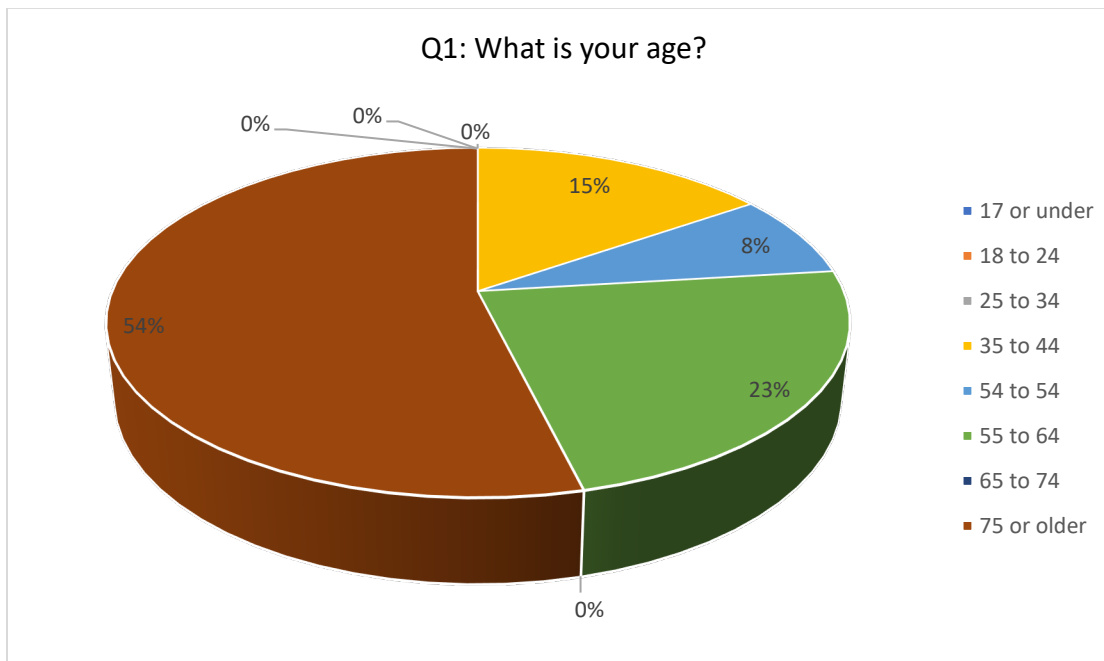
- Public Buildings in the Shire are easily accessible
- Training has to be provided as staff and citizen experience lack of confidence in how to deal with people with disability
- People with disability can be encouraged to apply for jobs within the public authority
- The Shire is giving equally everyone the same opportunity to apply for open positions and decide on who is meeting the requirements best

APPENDIX 1

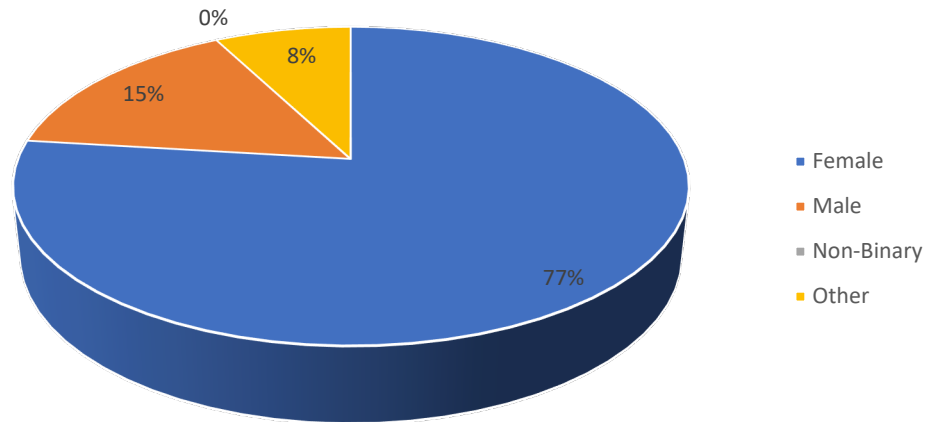
The Shire of Perenjori undertook a feedback survey, which was sent out to the local communities of Latham and Perenjori by way of a mail drop to all residents registered with a mail box. The survey was also available to download off the Shire of Perenjori website.

There were 13 replies to the survey, which is a response rate of around 100%. The results of the survey are shown below.

Out of the total number of respondents, there was a significant portion of them who identified their age as being 75 years or older. This equates to 53% of the total number of people surveyed. As a representation of the Shire of Perenjori, this indicates a significant aging population however there can be reservations made as the youth are less likely to participate in community surveys. This is illustrated in Q1.

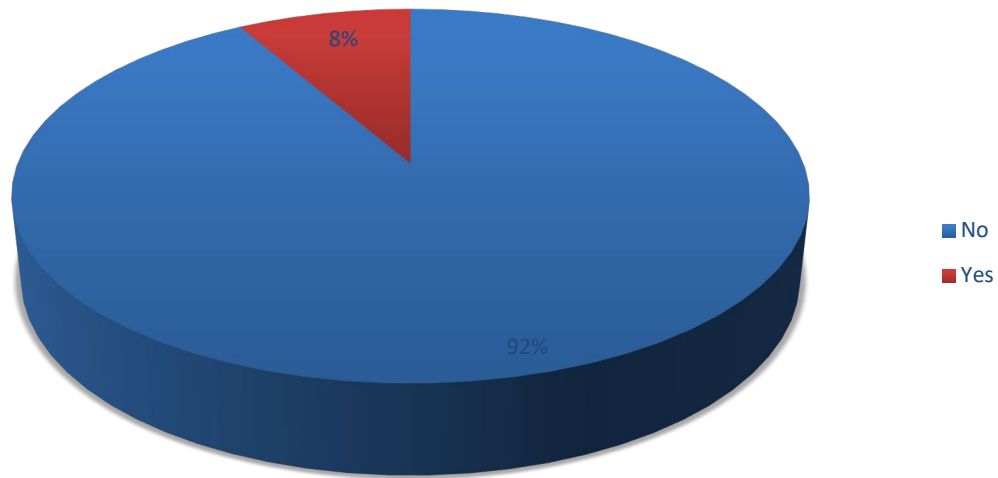


Q2: What gender do you identify with?



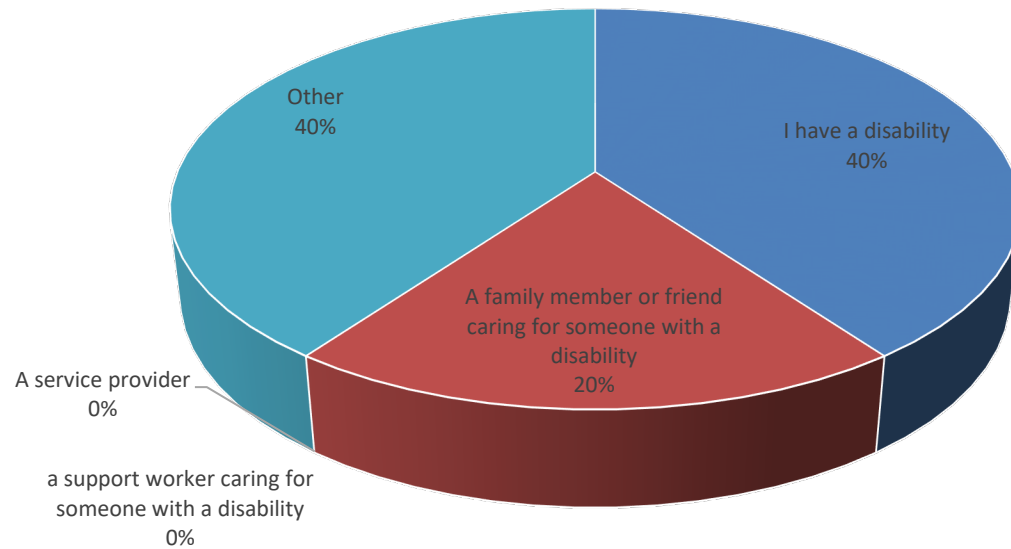
Females made up 77% of the total number of survey participants. 23% of the respondents identified as male and other with the latter amounting to 7%.

Q3: Are you Aboriginal or Torres Strait Islander

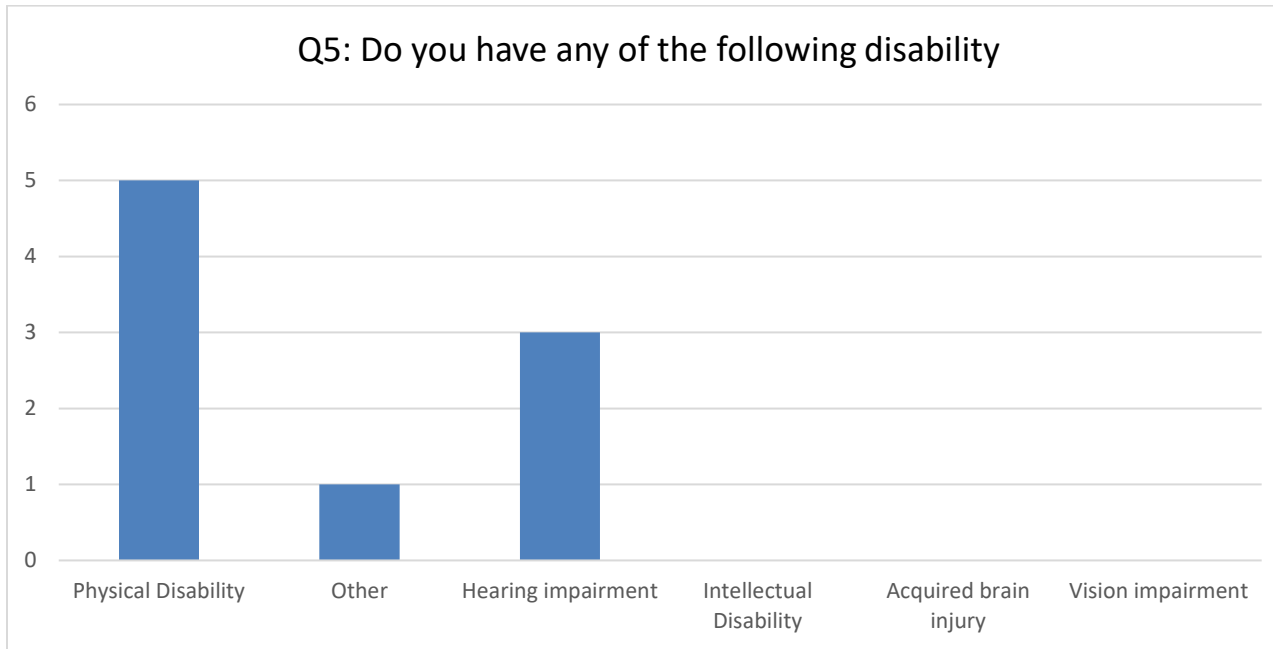


There were that identified as Aboriginal or Torres Strait Islander.

Q4: Do you have a disability or care for someone with a disability.

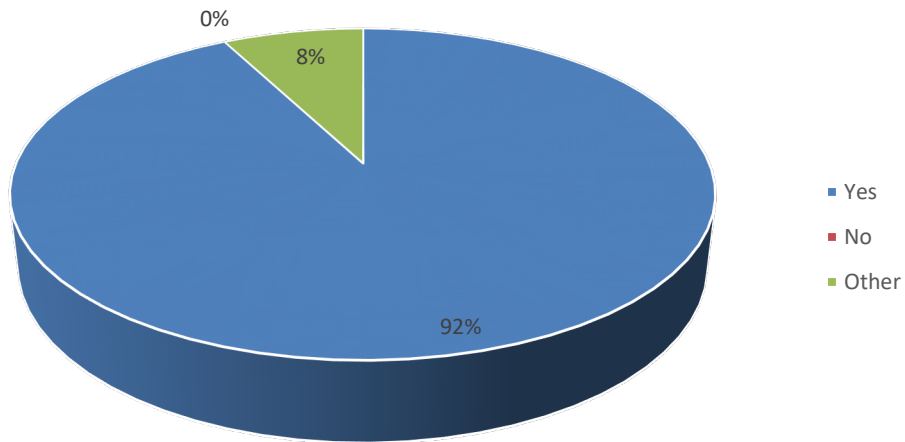


The data collated illustrates the number of respondents with a disability, cared for someone with a disability or provides service to a person with a disability. 61% of participants skipped the question. 40% of participant noted they had a disability, 20% were a family member caring for someone with a disability and 40% selected other.



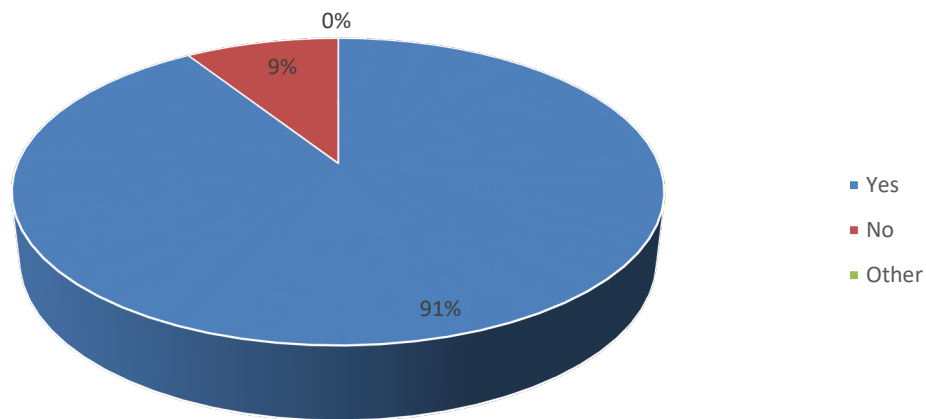
The following questions asked participants to list their disability. 62.50% of respondents identified as having a physical disability, 37.50% had hearing impairment, 12.50% selected other and 38% skipped the question.

Q6: Can you access public toilets and change rooms



The question asked respondents on the level of accessibility of the public toilets and change rooms in the Shire. 92% of respondents noted they could access toilets and public change rooms. 8% noted other and provided a qualitative response of only accessing public toilets with rails.

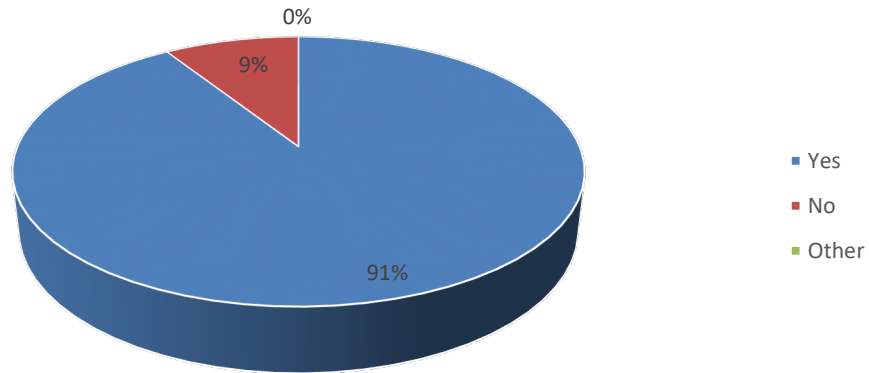
Q7: Can you access playgrounds, parks and sporting facilities



Respondants were asked to provide feedback on the accessibility of parks and sporting facilities. 91% of respondents stated they were able to access parks and sporting facilities and 9% stated they were unable to access parks and gardens.

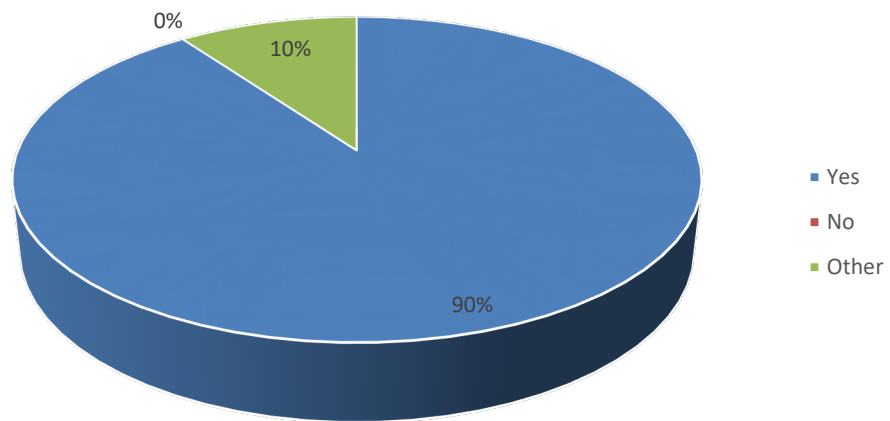
Respondents who were unable to access parks and sporting facilities did not elaborate on the accessibility barriers. 15% skipped the question.

Q8: Do you have the opportunity to access in the events in the community.



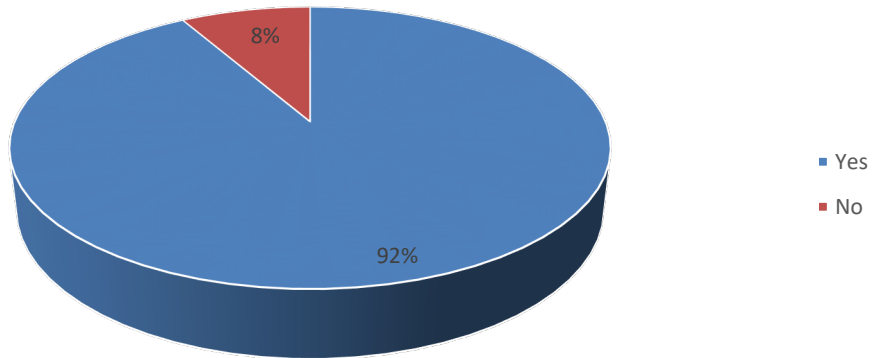
90% of respondents said they had the opportunity to attend events in the community. 9% illustrated that they were unable to access events in the community. 15% skipped the question.

Q9: People with disability have the opportunity to lodge feedback to the Shire to improve its services?



90% of respondents agreed to having the opportunity to provide the Shire with feedback on services.

Q10: Information provided by the Shire is easy to understand for people with disability.



Majority of the respondents stated that information provided by the Shire is provided in a format that can be understood by people with disability.