



# **Disability Access and Inclusion Plan**

**2018 – 2023**

*“Encourage community diversity, sustainability and growth  
without compromising our rural and coastal lifestyle”*

Shire of Capel Mission Statement

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A copy of the Shire of Capel DAIP is available in alternative formats upon request either:

- Electronically
- In hard copy in both standard and large print
- In audio format on cassette or compact disc
- By email and from our website.

## EXECUTIVE SUMMARY

The Shire of Capel is committed to providing accessible and inclusive services, facilities and events, and to promoting social inclusion. Disability access and inclusion refers to the removal of barriers that prevent a person with a disability from participating in an equitable and dignified community life. One method that assists the Shire to provide equitable service and access is the Council approved Disability Access and Inclusion Plan (DAIP). A Disability Access and Inclusion Plan (DAIP) is used to assist Council when they are creating budgets, building or maintaining infrastructure, designing public open spaces, recruiting employees and volunteers and providing services and events. Every five years the Council reviews their past DAIP and creates a new Plan.

Achieving improvements in access and inclusion means different things to different people, depending on background, experiences and the barriers faced by people with disability. To provide a structured framework to identify and overcome the challenges faced in all aspects of access and inclusion, the WA Disability Services Act 1993 identifies the following seven outcomes:

1. People with disability have the same opportunities as other people to access the services of, and any events organised by the Shire of Capel.
2. People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Capel.
3. People with disability receive information from the Shire of Capel 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 the Shire of Capel as other people receive from the staff at the Shire of Capel.
5. People with disability have the same opportunities as other people to make complaints to the Shire of Capel.
6. People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Capel.

7. People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Capel.

These outcomes represent the various areas of challenge to accessibility and inclusiveness that are relevant to the Shire of Capel, and provide the framework for ensuring the Shire of Capel is accessible and inclusive to people with disability.

The 2018 – 2023 DAIP and Implementation Plan has been prepared in response to the need by Council to continue to improve its processes and services, and work with the community to enhance disability access and inclusion in the Shire of Capel. It was developed using a variety of strategies including research, consultation and alignment with other council endorsed plans.

## **SHIRE OF CAPEL COMMUNITY PROFILE**

### **Our physical environment**

The Shire of Capel is situated on the shores of Geographe Bay approximately 212 kilometres south of Perth. The Shire has an area of 554 square kilometres, extending from the 29 kilometres of pristine beach fronting onto Geographe Bay to the edge of the Darling Scarp. The Shire of Capel shares current boundaries with the City of Busselton to the south, Shire of Donnybrook-Balingup to the east, Shire of Dardanup to the north-east and City of Bunbury to the north.

The Capel River discharges into Geographe Bay at Peppermint Grove Beach whilst the Preston River forms part of the Shire's eastern boundary and the Ludlow River forms part of the southern boundary. The Shire's district takes in the town sites of Boyanup and Capel, the semi-rural settlements of Gelorup and Stratham and the beachside estates of Peppermint Grove Beach and Dalyellup as well as smaller rural locations of Elgin and Gwindinup.

The Shire has a blend of rural countryside, rolling hills and wide open spaces, popular beaches, rich Jarrah forests and the magnificent Tuart forest which is part of the only naturally occurring Tuart forest in the world.

The Shire of Capel is one of the fastest growing regions of Western Australia with a growing diverse economic base.



Fig 1 – Dalyellup Beach

## Our Population and Households

The resident population of the Shire was 17,519 in June 2016 according to the Australian Bureau of Statistics (ABS).

The following table includes the resident population of selected localities in 2011 and 2016.

Table 1 Estimated Resident Population of Localities

	<b>June 2011</b>	<b>June 2016</b>
<b>Capel</b>	2,000	2,509
<b>Boyanup</b>	800	1,217
<b>Peppermint Grove Beach</b>	400	466
<b>Gelorup</b>	2,225	3,009
<b>Dalyellup</b>	7,250	8,998
<b>SHIRE OF CAPEL</b>	<b>15,059</b>	<b>17,519</b>

Source: Shire of Capel and ABS

Table 2 indicates the age distribution of the 2016 resident population across nine age groups and compares the Shire with Western Australia and Australia. The data demonstrates that the population of the Shire is considerably younger than Western Australia and Australia's population, with higher proportions of children and lower proportions of seniors.

Table 2 Age Distribution, 2016

		<b>Age Group</b>								
	Median Age	0-14	15-24	25-34	35-44	45-54	55-64	65-74	75-84	85+

<b>Shire of Capel</b>	36	24.6 %	13.1 %	11.5%	14.5%	15.1%	11%	7.2%	2.5%	0.5%
<b>Western Australia</b>	36	19.2 %	12.6 %	15.4%	14%	13.6%	11.4%	8.1%	4.2%	1.7%
<b>Australia</b>	38	18.7 %	12.8 %	14.4%	13.5%	13.6%	11.8%	8.9%	4.8%	2.1%

Source: ABS, 2016 Census of Population and Housing

Table 3 indicates broader age profiles for selected localities in the Shire. This table attempts to reflect generational cohorts. This table demonstrates that Dalyellup has a much younger population than other areas in the Shire. Peppermint Grove Beach, closely followed by Capel and Boyanup have the highest percentage of seniors in their localities.

Table 3 Age Profile of Localities, 2016

	<b>Median Age</b>	<b>Age Cohorts</b>			
		0 – 19	20 – 44	45 – 64	65+
<b>Capel</b>	39	28%	28.8%	26.5%	16.8%
<b>Boyanup</b>	44	25.9%	25.2%	33.1%	16%
<b>Peppermint Grove Beach</b>	47	21.8%	23.7%	36.2%	18.4%
<b>Gelorup</b>	43	31.5%	21.3%	35.1%	12.2%
<b>Dalyellup</b>	31	36.6%	34.8%	21.7%	6.9%

Source: ABS, 2016 Census Population and Housing



Figure 2 - Peppermint Grove Beach Wetlands

Table 4 indicates selected government pensions and allowances for residents in the Shire of Capel. It is interesting to note that whilst age pensions, carer payments and newstart allowances have increased over the last five years, service pensions and disability support pensions have slightly decreased.

Table 4 Selected Government Pensions & Allowances, 2016

<b>Description</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Age Pension	898	994	1054	1141	1262
Service Pension	86	81	78	76	71
Carer Payment	86	94	105	115	125
Disability Support Pension	330	324	329	326	318
Newstart Allowance	228	302	370	401	452
Parenting Payment – Single	239	216	206	224	220
Youth Allowance	110	79	99	98	111
Family Tax Benefit A	1120	1110	1059	1085	1130
Family Tax Benefit B	1091	1110	1051	1087	958

Table 5 indicates the number of people who provided unpaid assistance to a person with a disability by age. The majority of people who provided unpaid assistance are aged between 45 and 64 years.

Table 5 Unpaid Assistance to a Person with Disability by Age, 2016

<b>Age (Years)</b>	15-19	20-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	<b>Total</b>
<b>Number of People</b>	0	10	22	32	46	43	25	11	3	<b>195</b>

Table 6 indicates the need for assistance with core activity. Core activity refers to self-care, mobility and communication. The majority of people who require assistance are either younger than 14 years or aged between 55 years and 74 years.

Table 6 Core Activity Need for Assistance, 2016

<b>Age (Years)</b>	0-14	15-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	<b>Total</b>
<b>Number of People</b>	18	5	3	8	9	22	27	11	10	<b>115</b>

## INTRODUCTION

The Disability Access and Inclusion Plan 2018 – 2023 (DAIP) provides a framework to significantly improve disability access within the Shire by enabling a quality of life that is vibrant, creative, diverse and capable of building a community that empowers people with disability to be included equitably in Council activities, services and facilities.

In recent years, the Shire has experienced a huge increase in population and demand for residential and commercial development has grown accordingly. Ensuring that challenges to inclusion and access for people with disability is being met during this period of growth and development, and has been identified as an important issue by the Shire staff and Council Elected Members.

The Shire of Capel aims to ensure that the services it provides meet varied individual needs and expectations and that everyone has equal access to these services regardless of their race, heritage, gender, religious or non-religious belief, nationality, family background, age, disability or sexuality. For the purpose of this document when the terms access or inclusion are used they refer to the following definitions:



Figure 3 - The Capel Library and community centre was built to 21<sup>st</sup> century universal access standards yet retain some beautiful inclusive and historic aspects of the town



## Definitions

**Access**, in the context of this Disability Access and Inclusion Plan refers to an individual's physical ability to get to, into, and around facilities. This access is created by removing structural barriers and including mechanisms to enable structural access.

**Inclusion**, in this context refers to an individual's ability to participate as fully as possible in programs and services provided by organizations in an integrated and holistic manner that does not ostracise, embarrass or humiliate an individual.

The Shire adopted their first Disability Access and Inclusion Plan in 1996 and this Plan has been reviewed several times over the past twenty-one years. Many barriers have been identified and removed and many new inclusive initiatives launched.

## 1996 - 2017 DAIP ACCOMPLISHMENTS

The following changes and new initiatives have been small and large, noticeable and subtle. Yet each and every one of them has contributed to removing or minimising access and inclusion barriers for people with a disability living in or visiting the region:

- Automatic electronic door mechanisms have been installed in the Shire of Capel Office and at the Boyanup Community Centre;
- Dual access pathways in Boyanup that link school and commercial centres;
- Contractor and developer access improvements such as the new dual access pathways and street ramps linking service centres and public open space in Dalyellup;
- Main street redevelopment in Capel town includes universal access initiatives such as tactile indicators leading to ramped access to each side of the street in various locations. This has improved access to the Shire service centres, Senior Citizens Centre and to local businesses;

- New sporting facilities have been built in Capel that adhere to universal access principles;
- Shire of Capel library has extended its social inclusion services by recruiting regular public speakers and providing a diverse array of events;
- Shire sponsored HACC service and the Capel Library united to provide a library service to clients who are house bound;
- Shire staff engaged in annual disability awareness and inclusion training;
- Shire staff provide alternative methods of information including the National Relay Service, accessible printed information and large print options;
- Shire website upgraded in 2010 to include W3C access and inclusion outcomes;
- Community development partnerships enable aged housing and facilities in both Dalyellup and Boyanup;
- Two new inclusive playgrounds were erected in Dalyellup thanks to Shire consultation with contractors and developers;
- Development has been completed on the Jamieson Road Footbridge, a universal access nature walk project. Stage two has been passed by Council and will commence when external funding has been secured;
- Enhanced awareness and regard for social inclusion planning for public open spaces and playgrounds;
- Provision of accessible and inclusive technology in Shire libraries;
- Ensured contractors that provide services to the public adhere to disability access and inclusion principles;
- An Accessible Events Checklist is provided to all organisations applying to hold an event in the Shire;
- Path installed along Tucker Street to Merritt Street in Capel;

- Path opening installed on Killerby Drive, Dalyellup for a resident in a wheelchair;
- Installed and improved ACROD parking bays and directional signage at Dalyellup Community Centre, Dalyellup Central Lakes Public Toilets, Capel Community Centre, Gelorup Community Centre, Hugh Kilpatrick Hall and the Boyanup Community Centre;
- Ensured Council staff are aware of the relevant requirements of the Disability Services Act;
- Installed clearly visible signage to Shire facilities;
- Updated Shire maps of public facilities including disability access components;
- Ensured the newly installed barbecue and picnic table in the Capel Civic Precinct are accessible to people with disability;
- Ensured complaints and grievance mechanisms are available in a variety of formats to meet the needs of people with disability;
- Hosted a Luncheon for people with disability during Disability Awareness Week 2015;
- Renovated the Shire Administration Office and ensured the new building adhered to the Disability Discrimination Act and Australian Standards;
- Identified that the un-renovated section of the Shire Administration Office had a door entrance that was not wide enough for wheelchair access. We received funding from the Lighthouse Project Grants to modify this doorway and install an electronic door; and
- All staff inductions include an overview of Equal Opportunity, discrimination, harassment, social inclusion and access legislations adopted in the Shire's workplace.

This Plan has now been reviewed and Council is committing to implement the 2018 – 2023 DAIP.

## **CONTENT OF THE 2018 – 2023 DAIP**

The 2018 - 2023 DAIP for the Shire of Capel contains:

Disability Access and Inclusion Plan 2018 -2023

1. A description of the review and consultation process and its findings and recommendations;
2. Information on how the plan is being communicated to staff, people with disability and the wider community;
3. A strategy for the review and evaluation of the plan;
4. An action plan identifying barriers to access and inclusion; and
5. An implementation plan outlining strategies to address the barriers that includes priorities, timelines and responsibilities.

### **Council Endorsed Plans**

To assist the Council and executive staff to create appropriate budgets, strategic plans across the departments were reviewed and related strategies included in the DAIP where appropriate.

Council Plans used to develop the 2018 – 2023 DAIP included:

- Strategic Community Plan;
- Corporate Business Plan;
- Age-Friendly Communities Plan; and
- 2012 – 2017 Disability Access and Inclusion Plan.

## **CONSULTATION PROCESS**

A range of methods were employed to develop strategies to include in the 2018 - 2023 DAIP. Throughout 2017 an in depth community consultation process was undertaken to review inclusion for people with disability in the Shire of Capel. A survey was developed and promoted via the Shire's website, Facebook pages, online news, the Shire's Seniors' Link monthly newsletter, the Department of Communities (formerly Disability Services Commission) and the Shire's email database of community groups.

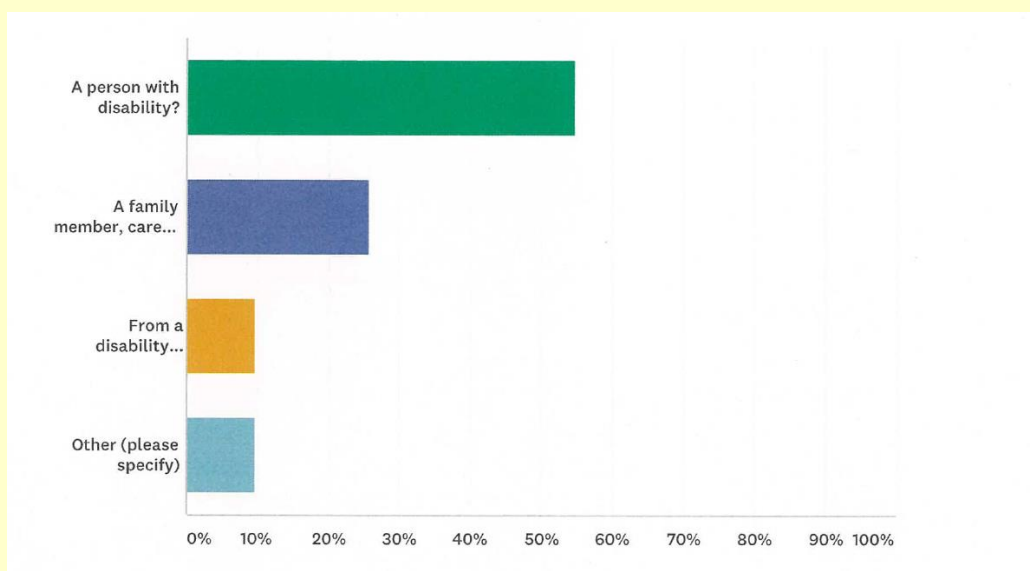
Thirty-two respondents completed the survey and a consultation workshop took place with the aim of developing strategies to overcome the barriers identified in the survey analysis. Invitations to the consultation workshop were sent to the Disability Access & Inclusion Reference Group, which consists of Shire staff,

Elected Members, Department of Communities (formerly Disability Services Commission) Local Area Coordinator, service providers and community representatives.

A media article was placed in the South West Times prior to conducting consultation, inviting community members to provide input, and after being adopted by Council for the purpose of seeking public comment.

## SURVEY ANALYSIS

### Question One – Are you?

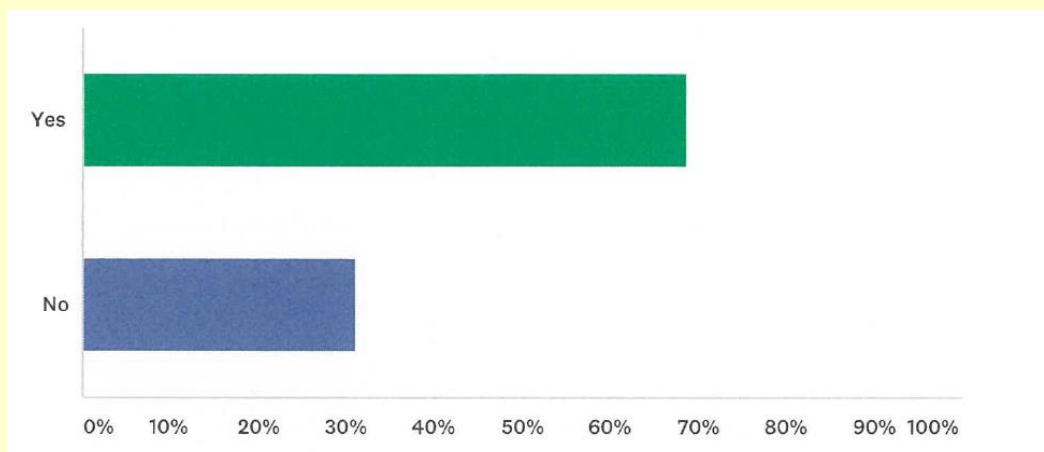


Fifty-five percent of respondents are people with disability; twenty-six percent of respondents are a family member, carer or a friend of a person with disability; ten percent of respondents are from a disability service or advocacy organisation; and nine percent of respondents identified as 'other'.



Figure 4 – Not Every Disability is Visible

**Question Two – Do you think that people with disability have the same opportunities as other people to access Shire of Capel services and events?**



Sixty-eight percent of respondents agreed that people with disability have the same opportunities as other people to access Shire of Capel services and events and thirty-two percent of respondents disagreed.

**Question Three – If you answered 'no' to question two, please provide details of barrier(s) below and ideas or suggestions for improvement.**

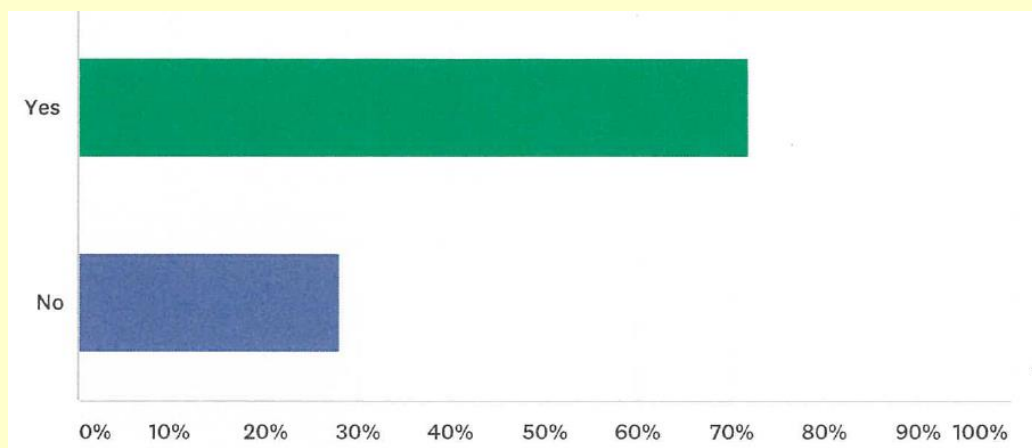
Respondents listed the following barriers to accessing Shire services and events:

1. Minimal inclusive sports/events for the disabled. Eg. surfing for disabled;
2. People with disability do not know when events are taking place;
3. Lots of events are on soft grassed areas – difficult for people in wheelchairs or with prams;
4. At night there is no public transport to get to events;
5. The grounds and pavements along the Capel Central Business District are uneven; and
6. Difficult for children/youth with disability to participate in school holiday programs due to the nature of the activities.

Respondents listed the following ideas or suggestions for improvement:

1. Offer education/services to local sporting clubs/community groups on inclusion for people with disability;
2. Have priority seating at events for people with disability; and
3. Have a bright coloured marquee at events with cushion and sensory toys for children who need time out.

**Question Four – Do you think that people with disability have the same opportunities as other people to access Shire of Capel buildings and facilities?**



Seventy-two percent of respondents agreed that people with disability have the same opportunities as other people to access Shire of Capel buildings and facilities and twenty-eight percent of respondents disagreed.

**Question Five – If you answered 'no' to question four, please provide detail of barrier(s) and ideas or suggestions for improvement.**

Respondents listed the following barriers to accessing Shire buildings and facilities:

1. Beaches are not accessible;
2. Playgrounds are not fenced in;

3. Playgrounds are not shaded;
4. Playground equipment is not accessible;
5. Minimal seating along the coast; and
6. Not all community buildings are accessible.

Respondents listed the following ideas or suggestions for improvement:

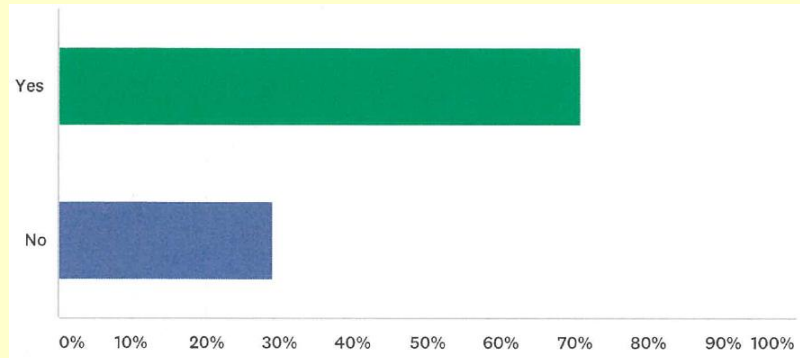
1. Look at changes that can be made to playground access, fencing, equipment, shade;
2. Would love a hammock style swing for Capel playground, as my son is unable to access normal swings. There may be other children who would benefit or enjoy this style of swing;
3. Make beaches more wheelchair accessible;
4. Make parks more wheelchair accessible – more ramps;
5. Would suggest that when a person with any sort of disability comes to the front counter, they are invited to come to the meeting room on the left and sit down to assist them with their discussion in private and better for hearing;
6. Provide more seating along the coast;
7. Provide more handrails on steps and less trip zones;
8. Provide ramp access to Gelorup Community Buildings.



Figure 5 – Beach Bench



**Question Six – Do you think that people with disability have the same opportunities as other people to receive Shire of Capel information in an easily accessible format?**



Seventy-one percent of respondents agreed that people with disability have the same opportunities as other people to receive Shire of Capel information in an easily accessible format and twenty-nine percent of respondents disagreed.

**Question Seven – If you answered 'no' to question six, please provide details of barrier(s) and ideas or suggestions for improvement.**

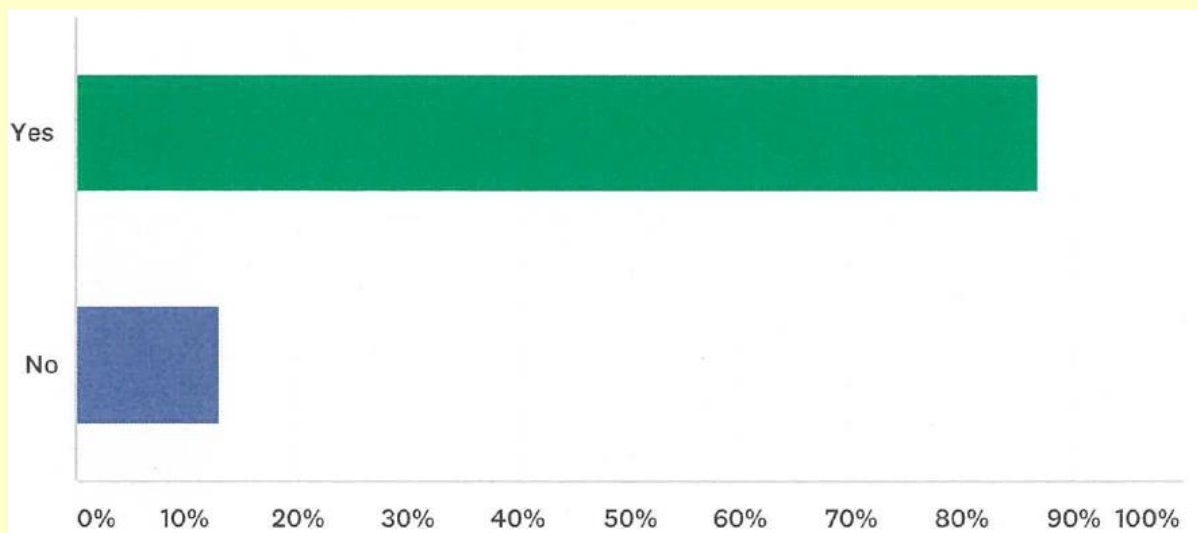
Respondents listed the following barriers to accessing Shire information:

1. Some people with disability do not have the internet;
2. Low vision and impaired hearing make seminars/workshops difficult; and
3. Shire website can be confusing.

Respondents listed the following ideas or suggestions for improvement:

1. More information needed about what is available to us;
2. Utilise the Community Notice Boards for promoting information; and
3. It would be nice if all information was in one spot and easily available, rather than having to hear of it by word-of-mouth and then have to search it out. A directory of services in the Capel Shire would be amazing and having it sent to us so we don't have to search for it (we are too busy).

**Question Eight – Do you think that people with disability receive the same level and quality of service from Shire of Capel staff as other people?**



Eighty-seven percent of respondents agreed that people with disability receive the same level and quality of service from Shire of Capel staff as other people and thirteen percent of respondents disagreed.

**Question Nine – If you answered 'no' to question eight, please provide details of barrier(s) and ideas or suggestions for improvement.**

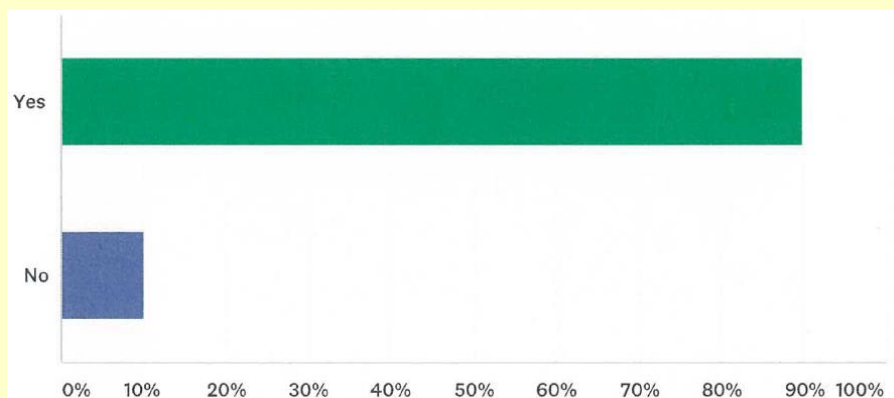
Respondents listed the following barrier to accessing quality service from Shire staff:

1. People with disability may require extra assistance/requirements.

Respondents listed the following ideas or suggestions for improvement:

1. It would be good to have on the Shire website or other documents that carers are welcome to come with the person they care for to appointments as a way of making sure this is known; and
2. Have a lower counter for people in wheelchairs. Have an interview room for people who are hard of hearing. Seating for the aged etc.

**Question Ten – Do you think that people with disability have the same opportunities as other people to make complaints to the Shire of Capel?**



Ninety percent of respondents agreed that people with disability have the same opportunities as other people to make complaints to the Shire of Capel and ten percent of respondents disagreed.

**Question Eleven – If you answered 'no' to question ten, please provide details of barrier(s) and ideas or suggestions for improvement**

Respondents listed the following barrier to making complaints to the Shire:

1. People with disability may require extra assistance when making complaints.

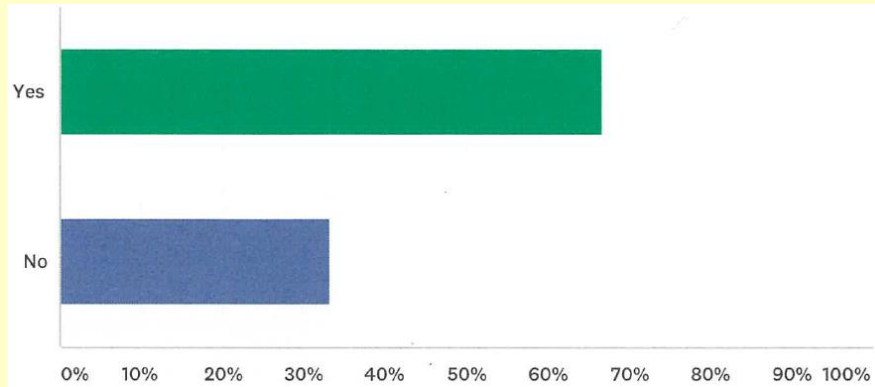
Respondents listed the following idea or suggestion for improvement:

1. Make it known that if a person with disability would like to make an appointment with a Shire officer in advance they can do so to ensure care, confidants and privacy.



Figure 6 - Assistance

**Question Twelve – Do you think that people with disability have the same opportunities as other people to participate in public consultation held by the Shire of Capel?**



Sixty-seven percent of respondents agreed that people with disability have the same opportunities as other people to participate in public consultation and thirty-three percent of respondents disagreed.

**Question Thirteen – If you answered 'no' to question twelve, please provide details of barrier(s) and ideas or suggestions for improvement.**

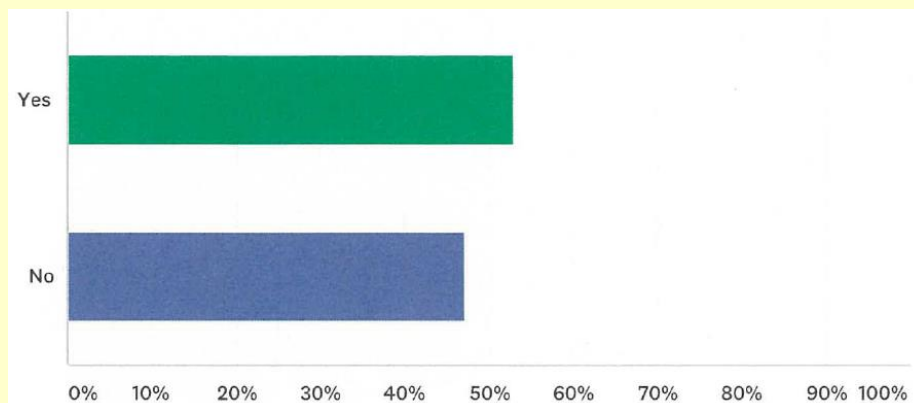
Respondents listed the following barriers to participating in public consultation held by the Shire:

1. People with disability may not be aware public consultation is taking place; and
2. People with disability may experience difficulties attending public consultation forums.

Respondents listed the following idea or suggestion for improvement:

1. I think the Shire needs a database of people/families with additional needs and then target additional consultation with their needs.

**Question Fourteen – Do you think that people with disability have the same opportunities as other people to be employed by the Shire of Capel?**



Fifty-three percent of respondents agreed that people with disability have the same opportunities as other people to be employed by the Shire of Capel and forty-seven percent of respondents disagreed.

**Question Fifteen – If you answered 'no' to question fourteen, please provide details of barrier(s) and ideas or suggestions for improvement.**

Respondents listed the following barriers to obtaining employment at the Shire:

1. People with disability may have additional needs; and
2. Access may be limited in certain Shire buildings.

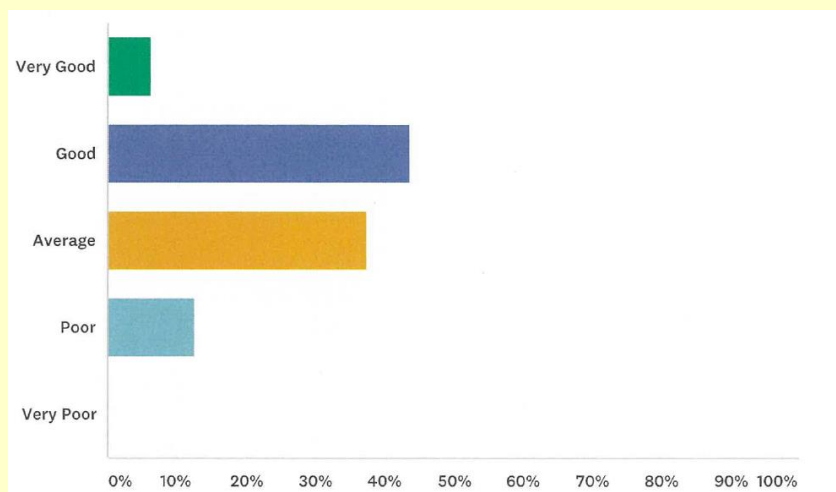
Respondents listed the following idea or suggestion for improvement:

1. Work experience opportunities to be more available for students with disabilities.



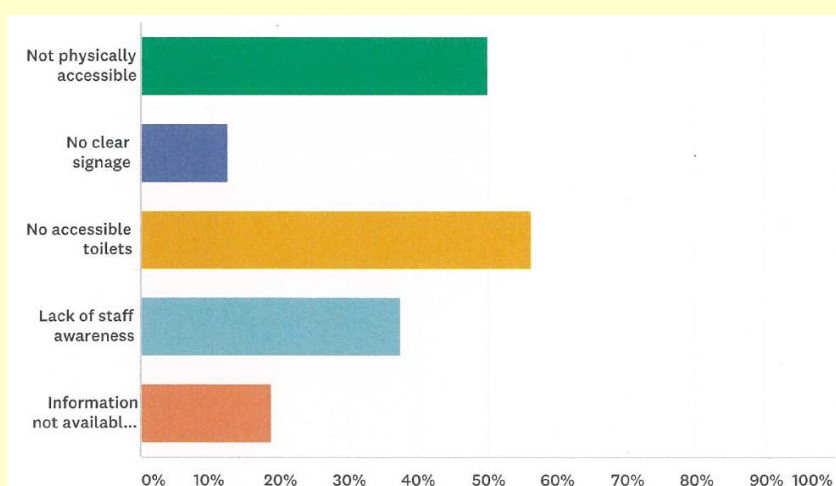
Figure 7 – Inclusive Employment

### Question Sixteen – How would you rate the accessibility of businesses operating within the Shire of Capel?



Six percent of respondents indicated that the accessibility of businesses operating within the Shire is very good; forty-four percent of respondents ranked the accessibility of businesses as good; thirty-eight percent of respondents ranked the accessibility of businesses as average; twelve percent of respondents ranked the accessibility of businesses as poor and no respondents ranked the accessibility of businesses as very poor.

### Question Seventeen – If you experience barriers when accessing local businesses, what are the barriers?



Respondents listed the following barriers:

1. Fifty percent of respondents indicated that local businesses are not physically accessible;

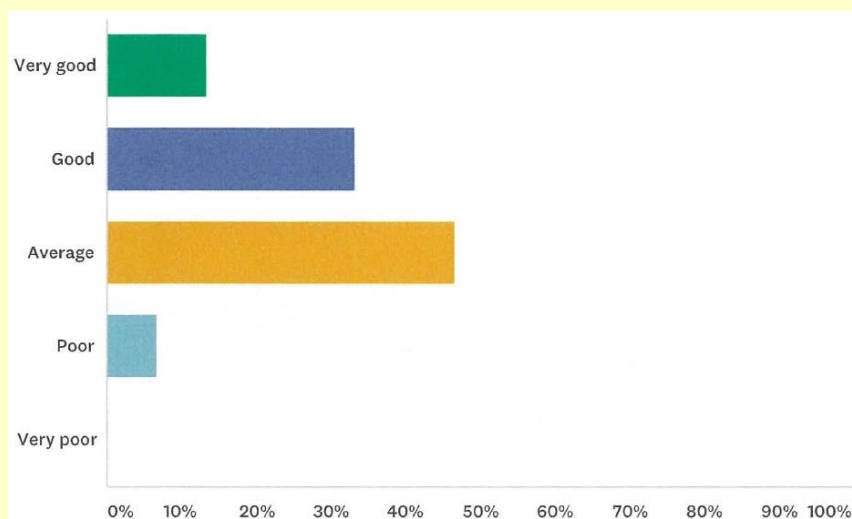
2. Thirteen percent of respondents indicated that local businesses have no clear signage;
3. Fifty six percent of respondents indicated that local businesses have no accessible toilets;
4. Thirty seven percent of respondents indicated that local businesses have a lack of staff awareness; and
5. Nineteen percent of respondents indicated that local businesses have information that is not available in accessible formats.

**Question Eighteen – If you experience barriers accessing local businesses, please list the businesses in the comment box.**

Respondents provided the following responses:

- Capel Newsagent – not physically accessible;
- All shops in Boyanup.

**Question Nineteen – Overall, how would you rate the Shire of Capel as being an accessible and inclusive community for all?**



Thirteen percent of respondents rated the Shire of Capel as very good in terms of being an accessible and inclusive community for all; thirty-three percent of respondents rated the Shire as good in terms of being an accessible and inclusive community for all; forty-seven percent of respondents rated the Shire as average; seven percent of respondents rated the Shire as poor; and three percent of respondents skipped this question.

## **Question Twenty – Are you interested in becoming a member of the Shire of Capel’s Disability Access & Inclusion Reference Group?**

The following individuals expressed an interest in becoming a member of the Shire’s Disability Access & Inclusion (DAI) Reference Group:

1. Yula Vollrath
2. Deborah Thiele
3. Steve Barrow
4. Cindy Lovett
5. David White
6. Pam Thompson

## **CONSULTATION WORKSHOP**

A consultation workshop was held with the purpose of exploring the barriers to access and inclusion in the Shire that were identified in the survey analysis. Strategies and tasks were developed during this workshop to reduce the barriers to access and inclusion.

The following people participated in the consultation workshop:

1. Councillor Jennifer Scott – Councillor representative on DAI Reference Group;
2. Councillor Debbie Radisich – Councillor representative on DAI Reference Group;
3. Yula Vollrath – Community representative on DAI Reference Group;
4. Cindy Lovett - Community representative on DAI Reference Group;
5. Deb Thiele - Community representative on DAI Reference Group;
6. Pam Thompson - Community representative on DAI Reference Group;
7. Jeremy O’Neill – Manager of Community Development & Library Services;
8. Roy Grieve – Manager of Building & Health Services;
9. Shane Faber – Manager of Operations;
10. Claire Anderson – Manager of Human Resources;
11. Mark Chadwick – Principal Environmental Health Officer; and



12. Donna Sims – Community Development Officer.

## DAIP STRATEGIES

As a result of the consultation process the following overarching strategies will guide the tasks, reflected in the Implementation Plan, that the Shire will undertake between 2018 and 2023 to improve access to services, events, buildings, information and employment at the Shire. The seven desired outcomes provide a basis for improving access and inclusion for people with disability.

### Outcome 1

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

#### Strategies

**1.1** Ensure Shire staff, volunteers and community groups/sporting clubs plan for accessible and inclusive events.

**1.2** Ensure events are promoted to people with disability.

**1.3** Ensure all events are accessible for people in wheelchairs or with prams.

**1.4** Endeavour to provide public transport to evening events.

**1.5** Enhance access and inclusion in public places.

**1.6** Plan for inclusive school holiday programs.



Figure 8 – Inclusive Events

## Outcome 2

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

### Strategies

**2.1** Improve access to the beach.

**2.2** Raise awareness about the existing fenced in playgrounds in the Shire.

**2.3** Provide shade in playground areas.

**2.4** Provide all abilities play equipment in playgrounds.

**2.5** Provide seating along the coast.

**2.6** Improve accessibility of community buildings.

**2.7** Improve visibility leading to Shire facilities and services.

**2.8** New or redevelopment works to provide access to people with disability.

**2.9** Shire managed ACROD parking to meet the demand of people with disability.

## Outcome 3

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

### Strategies

**3.1** Improve the accessibility of information for people with disability.

**3.2** Ensure that the Shire's Library and Community Services website meets contemporary good practice.

#### **Outcome 4**

People with disability receive the same level and quality of service from the staff at the Shire of Capel as other people receive from the staff at the Shire.

##### **Strategies**

**4.1** Ensure people with disability receive quality service from staff.

**4.2** Generate and sustain staff awareness of disability access and inclusion issues.

#### **Outcome 5**

People with disability have the same opportunities as other people to make complaints to the Shire of Capel.

##### **Strategies**

**5.1** Educate staff to facilitate receipt of complaints from people with disability.

**5.2** Ensure feedback about Shire managed events, services and facilities is collected by staff, contractors and volunteers whenever possible.

#### **Outcome 6**

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

##### **Strategies**

**6.1** Ensure people with disability are aware of upcoming public consultation.

**6.2** Ensure people with disability have the opportunity to participate in public consultation.

## Outcome 7

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

### Strategies

**7.1** Ensure employment, volunteering and work experience opportunities are advertised in an accessible manner, and are easily accessible for people with disability.

**7.2** Ensure recruitment processes are accessible to people with disability.

**7.3** Ensure that the Shire is an accessible and inclusive place to work, volunteer and undertake work experience.

## IMPLEMENTATION PLAN

The DAIP provides the background information that informs the Council of the reasons why change is required to a facility, service or event provided in their district with their support. The DAIP Implementation Plan outlines the tasks that will deliver the strategies, who is responsible to make sure the tasks are implemented and the timeline for implementation. The Implementation Plan will be reviewed annually by the Disability Access & Inclusion Reference Group against the seven outcomes and associated strategies. As individual actions/initiatives are completed new actions/initiatives will be developed to improve disability access and inclusion in the Shire of Capel.

### IMPLEMENTING THE DISABILITY ACCESS AND INCLUSION PLAN

The Shire of Capel is committed to taking all practicable measures to ensure that the plan is implemented by the Shire of Capel employees, agents and contractors. The Shire's Disability Access and Inclusion Plan (DAIP) will be distributed with every contract document to ensure agents and contractors are informed about the DAIP.



Figure 9 - Accessible playground in Boyanup

## COMMUNICATING THE 2018 – 2023 DAIP

Ensuring that the community are aware of the 2018 -2023 DAIP is considered a priority by the Shire of Capel. The DAIP will be made available on the Shire website and in the Shire Office and Shire Libraries. **The DAIP will also be advertised in local newsletters.** The DAIP will be made available in different formats upon request including:

- Electronically
- Hard copy in both standard and large prints
- In audio format on either cassette or compact disk
- By email or on the website

## EVALUATION AND REVIEW of the 2018 – 2023 DAIP

Legislation outlines that the Disability Access and Inclusion Plan will be reviewed at least every 5 years. The Disability Access and Inclusion Plan, Implementation Plan 2018 -2023 may be amended on a more regular basis to reflect progress and any access and inclusion issues, which may arise.

## REVIEW AND MONITORING

- The Disability Access and Inclusion Reference Group will meet bimonthly or as required to provide direction, set priorities and review progress on the implementation of the strategies identified in the Disability Access and Inclusion Plan 2018-2023.
- The committee will prepare a report each year on the implementation of the Disability Access and Inclusion plan for Council.
- Progress Report will be submitted to the **Department of Communities (formerly Disability Services Commission)** annually ~~on 31<sup>st</sup> July.~~
- A status report will be provided in the Shire of Capel Annual General Report.
- Internal staff will be aware of the processes required to communicate activities that may not be included in the plan so that they can be included in reviews and updates.



Figure 10 - ACROD Bay Outside the Capel library.

## **APPENDIX A - DISABILITY AND INCLUSION LEGISLATION**

### **GUIDING LEGISLATION & STRATEGIC LINKAGES**

A number of key acts of parliament, advisory notes, standards and regulations have guided the Shire of Capel in the formation of their 2018 – 2023 DAIP.

These include:

### **LOCAL GOVERNMENT**

#### **Australian Local Government Association (ALGA)**

ALGA has a Statement of Cultural Inclusiveness policy endorsed by the National General Assembly of Local Government 2001. The Statement affirms a local government commitment to the right of all Australians to enjoy equal rights and be treated with equal respect regardless of race, colour, creed or origin.

### **STATE GOVERNMENT**

#### **State Western Australian Equal Opportunity Act (1984)**

The Equal Opportunity Act recognises that people with disabilities require and are entitled to the same level of service as is available to other members of the community. This Act makes it unlawful for a person to discriminate against any person on the grounds of impairment. Under the legislation, an action is regarded as being discriminatory if a person with impairment is treated less favourably than others in the same or similar circumstances. Impairment is defined as any condition existing at birth or from illness or injury. It also includes impairments that existed in the past and no longer exist.

#### **The Western Australian Disability Services Act (1993)**

The Disability Services Act states that a person with a disability has the right to be respected for their human worth and dignity and has the same human rights as other community members, regardless of the degree and nature of their disability. The Act includes a requirement that public authorities prepare and implement a Disability Access and Inclusion Plan that will further the principles of the Act. Each plan outlines how the public authority will ensure that people with difficulties, families and carers have access to their services and report annually to these plans.

**Residential Design Codes** – State Planning Policy 3.1 addresses a comprehensive basis for the control of residential development throughout Western Australia and this includes requirements for Adaptable Housing and accessibility standards applicable to aged persons housing.

**A guide to disability access and inclusion plans (DAIPs) for State Government contractors:**

These Guidelines explain the reporting requirements for State Government contractors under the Disability Services Act 1993. This document also includes the Contractor Report template to assist contractors in recording access activities in the desired areas of their contracting agency's DAIP.

**A guide to disability access and inclusion plans (DAIPs) for State Government contract managers:**

These guidelines assist Contract Managers in implementing the reporting requirements for State Government Agents and Contractors.

**State Government access guidelines for information, services and facilities:**

These guidelines help State Government departments meet their social and legislative responsibilities by ensuring people with disabilities can access their services and events.

**Volunteer (Protection of Liability) Act 2002**

The intent of the Volunteers (Protection from Liability) Act 2002 is to protect certain volunteers from liability and transfer that liability to community organisations, as defined. The Act provides protection for volunteers who work for a community organisation, defined to mean a body corporate, local government authority or State agency.

**COMMONWEALTH**

**The Commonwealth Disability Discrimination Act (DDA) 1992**

The DDA is a Commonwealth Act that provides protection against discrimination based on any form of disability (i.e. Physical, Intellectual, Sensory, Psychiatric and Neurological) for everyone in Australia. Under the Act it is unlawful to discriminate against a person or their associate (partner, carers, friend, family member or business partner), if they have a disability in the following areas of life:

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

Discrimination is defined as treating people with a disability less favourably than people without a disability would be treated under the same circumstances. The DDA applies to public and private

sectors and allows people to complain to Human Rights and Equal Opportunity Commission if they encounter discrimination.

### **Australian Standards (AS)**

The AS sets out requirements that must be referred to when making decisions that impact on people with disabilities:

- *Australian Standard 1428 – Design for Access and Mobility*: prescribes the basic requirement for physical access which must be adhered to in the planning, development and construction of all buildings
- *Building Code of Australia (BCA)* - Applies to new buildings undergoing significant refurbishment or alteration. A comprehensive statement of the technical requirements relevant to the design and construction of buildings and other related structures. Addresses issues relating to safety, health, amenity, accessibility standards and sustainability in the design and performance of buildings.

*\*Draft Building Code of Australia – update of BCA about to undergo policy consideration*

### **Racial Discrimination Act 1975, 1983**

The *Racial Discrimination Act 1975* makes racial discrimination unlawful in Australia. The legislation covers all of Australia and can be used to ensure everyone is treated equally, regardless of their race, colour, descent, or national or ethnic origin. The RDA covers discrimination in areas such as employment, renting or buying property, the provision of goods and services, accessing public places and in advertising.



Figure 11 - Boyanup Farmers Market



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