

SHIRE OF
WESTONIA
A vibrant community lifestyle



DISABILITY ACCESS AND INCLUSION PLAN (DAIP)

Mar. 2022- Mar. 2027

This plan is available in alternative formats such electronic, hard copy in both standard and large print, by email and on the Shire of Westonia website.



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Acknowledgements

The Shire of Westonia acknowledges the traditional custodians of this land, the Kalaamaya people of the Noongar nation.

- We acknowledge the traditional custodians of the land on which the Shire is located and where we conduct our business. We pay our respects to ancestors and Elders, past, present and future.



1. ACCESSIBLE INFORMATION

This document provides details about how the Shire of Westonia will improve access to its facilities and inclusion to its services for people with disability in accordance with the outcome areas as stated in the Western Australian Disability Services Act 1993 (amended 2004).

The Shire of Westonia can provide this document in an alternative format on request. Alternative formats could include:

- in an electronic format;
- in hard copy format in both standard and large print;
- in an audio format on cassette or compact disc; and
- by email and on the Shires 's website.

For an alternative format of the document please contact the Shire of Westonia on:

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In Person: 41 Wolfram Street, Westonia
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2. INTRODUCTION

The Disability Access and Inclusion Plan (DAIP) is a requirement of the *Western Australian Disability Services Act 1993 (the Act)*. The plan must be developed in consultation with the community and consider the effectiveness of past strategies arising from the previous Disability Access and Inclusion Plan.

16.4%

of Western
Australians identify
themselves as
having some
form of
disability

The Shire of Westonia is committed to creating an accessible and inclusive community for everyone. The aim of this Disability Access and Inclusion Plan is to help the Shire with the coordination of planning and activities to ensure all community members have equal access to:

1. Services and events
2. Facilities and buildings
3. Information
4. Customer service
5. Complaints mechanism
6. Consultation process
7. Employment opportunities at the Shire

2.1 Definition of disability

Disability as defined in the Act means a disability which:

(a) is attributable to an intellectual, psychiatric, cognitive, neurological, sensory

or physical impairment or a combination of those impairments;

(b) is permanent or likely to be permanent;

(c) may or may not be of a chronic or episodic nature;

(d) and results in a –

(i) substantially reduced capacity of the person for communication, social interaction, learning or mobility; and

(ii) need for continuing support services.

Additional legislation and definitions of disability/impairment underpinning the requirement by public authorities to provide access and inclusion for people with disability include:

- *Western Australian Equal Opportunity Act 1984*
- *Commonwealth Human Rights and Equal Opportunity Act 1992*
- *Commonwealth Disability Discrimination Act 1992*
- *Commonwealth Disability Access to Premises Standards 2010*
- *National Disability Insurance Scheme Act 2013*

2.2 Access

Access in this context refers to an individual's physical ability to get to, into, and around facilities and services. Access is created by removing structural barriers and including mechanisms to enable structural access.

2.2 Inclusion

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

2.3 Discrimination

Discrimination is defined as treating people with disability less favorably than people without a disability would be treated under the same circumstances.



Wolfram Street 1910

3. BACKGROUND

3.1 Westonia in Brief “Where the Wheatbelt meets the Goldfields.”

The Shire of Westonia is a small rural community located near the eastern border of the Central Wheatbelt Region. The Shire takes its name from the main townsite named Westonia, which was named after Alfred David Weston, a sandalwood cutter who also prospected and discovered gold near the Boodalin Soak in 1910. Westonia townsite is located 10 kilometres north of the Great Eastern Highway and the Carrabin Roadhouse/Service Station, and is 316 kilometres east of Perth.

Westonia is a long narrow Shire of 3,268 square metres in area. The population of the Shire is 330 people with approximately 80 people residing in the Westonia townsite nestled amid 4,000 hectares of salmon gum, morrell and gimlet woodland, dotted with granite outcrops, as well as remnants of the town's gold mining past.

Westonia came into existence with the discovery in 1910 of gold in the area, by a sandalwood cutter named Alfred Weston (May 17, 1876 - September 26, 1924). Initially the area was known as *Weston's Reward* and later as *Westons*.

Alfred David Weston, a sandalwood cutter and part time prospector, the town owes its origin to gold mining. Gold mining is still an important industry in the area, although the shire's primary industry is now wheat and sheep farming. All its streets are named after minerals and the town has preserved a streetscape facade that reflects its Edwardian origins. By 1915 there were two major mines in the area, and the population was in excess of 500. By 1917 the area, by then known as *Westonia*, had a population of more than 2,000. In 1919, low gold prices forced the closure of the mines, and many people left the area.

Westonia was gazetted as a town in February 1926. In 1935 one of the mines reopened, but closed again in 1948, only to be reopened in 1985. The mine then closed once again in 1991. In mid-2009, it was announced that mining would once again commence at Westonia's Edna May Gold Mine, owned and mined by Evolution Mining, with the first gold pour made in May 2010, coinciding with the centenary of the discovery of gold in the district. The mine is still in operation today by Ramelius Resources.

Walking through Westonia is a leap back in time. Established during the gold rush era, the town has restored and rebuilt its fine buildings to create a streetscape straight out of the pioneering era. From the original bank, cafe and green grocer store to the bright red doors on Westonia's fire station, wander through town and imagine life here during the mining boom of the early 1900s.

Hit the four kilometre Woodlands and Wildflowers Heritage Trail to explore the native bushland, taking in Westonia Common woodland and historic points of interest. Or drive a little way out of town to Boodalin Soak or Sandford Rocks - both are picturesque spots providing the opportunity to explore woodlands, granite outcrops, refreshing pools and diverse native flora.

While small, the Westonia townsite has a pleasant and welcoming feel to it. The residential area is growing as people identify with the town and decide to live here rather than in a large city. The weather is generally good, although the farming community would like to see more rain each year during the winter/spring period. Each winter/early spring there will be a number of frosts over night, and in February/March there will a number of days with maximum temperatures above 35°C. A lack of built-up areas, along with clear skies, affords people excellent views of the heavenly objects.

When it's time for refreshments and a rest from exploring this unique outback town and landscape, you'll find everything you need in Westonia, including motel and caravan park accommodation.

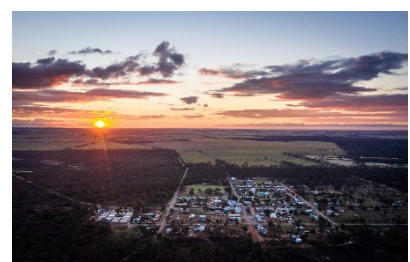
History is important to the community. To preserve the past, the Shire has re-developed the frontages of many of the buildings in the main street to look like they did in the early 1900's. The new Shire Administration Office building houses the Shire Administration Office, the public library, and offices for the local Natural Resource Management Officer and the visiting doctor, also has a frontage that reflects the same historical period.

3.2 The Shire of Westonia's Role

The Shire of Westonia is responsible for a wide range of functions, facilities and services.

Examples of these include but are not limited to:

<p style="text-align: center;">SERVICES TO COMMUNITY</p> <ul style="list-style-type: none"> • Provision and maintenance of recreation areas, playgrounds, parks, gardens, reserves, footpaths and facilities for sporting and community groups. • Management of recreation centres and swimming pools and associated program. • Management of events; halls; libraries and information services, recreation facilities, and the provision of youth facilities. • Services for children, young people and families. • Services for seniors and people with disability. • Community Grants 	<p style="text-align: center;">CUSTOMER SERVICE</p> <ul style="list-style-type: none"> • Provision of general information • Lodging complaints • Payment of rates notices • Dog and cat registrations • Community Engagement
<p style="text-align: center;">REGULATORY SERVICES</p> <ul style="list-style-type: none"> • Planning of roads, subdivisions and planning approvals. • Building approval for construction, additions or alterations to buildings. • Environmental health services and ranger services, including animal control • Event and food applications 	<p style="text-align: center;">SERVICES TO PROPERTY</p> <ul style="list-style-type: none"> • Construction and maintenance of roads, footpaths and Shire owned facilities. • Land drainage and development. • Waste collection and disposal. • Litter control and street cleaning. • Public landscaping. • Numbering of buildings and lots. • Street lighting. • Bush fire control.
	<p style="text-align: center;">PROCESSES OF GOVERNMENT</p> <ul style="list-style-type: none"> • Forum and Ordinary Meetings. • Council Committee meetings. • Election of Council members.



The development and implementation of this Plan aligns with the Shire of Westonia Strategic Community Plan 2021-31, particularly the Objective: Shire of Westonia will ensure residents feel safe and confident in their ability to travel and socialise within their community.

Outcomes identified in this Plan will be integrated into a number of the Shire’s Strategic Plans such as (but not limited to) the Strategic Community Plan, Corporate Business Plan and Asset Management Plan.



3.3 People with disability in the Shire of Westonia

According to the Australian Bureau of Statistic, 2019 survey of disability, ageing and carers estimated that 4.4 Million Australians or 17.7% of the population had a disability that effects their lives to some degree. The residential population of the Shire of Westonia is approximately 311. If the 17.7% percent of Australian living with disability is extrapolated onto the Shire of Westonia population, it can be assumed that 53 people within the Shire are living with disability.

These statistics are based upon self-reporting and a subjective assessment of the individuals own needs. Additionally, there are a large number of people in the community who have disability but do not require assistance with their daily activities and are therefore not captured in the census data.

3.4 Progress

The Shire has reported on its progress towards meeting the outcomes of its DAIP in its Annual Report, in accordance with the revised requirements. Since the adoption of the 2017-2021 DAIP, the Shire has implemented a number of initiatives to improve access. The following is a sample of the Shire’s progress and achievements under the relevant DAIP outcome headings in improving access for people with disability.

People with disability have the same rights as others to participate in all aspects of community life

4. Implementing the Disability Access & Inclusion Plan

DAIP Outcomes (as per the Disability Services Act, 1993) include:



Outcome 1: Service and events

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



Outcome 2: Building and facilities

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



Outcome 3: Information

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.



Outcome 4: Customer Service

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.



Outcome 5: Complaint mechanisms

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



Outcome 6: Consultation processes

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



Outcome 7: Employment

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




Outcome 1: Services and events



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

- Council will endeavor to be adaptable in responding to the barriers experienced by people with various disability, including people with physical, sensory, cognitive and psychiatric disability.
- Ensure policies and procedures relating to access and inclusion are integrated within the practices of the organisation
- Ensure staff, agents and contractors are aware of the relevant requirements for providing access and inclusion to services and events and have access to relevant resources to support this.
- Indicate on promotional materials if an event is accessible for wheelchairs and mobility devices, and if special assistance is available to attendees upon request.
- Increase awareness of specialised services, such as the Social Inclusion Program, which offer additional services to disadvantaged people, including people with disability.
- Incorporate the objectives of the DAIP into strategic planning and other relevant plans and strategies where relevant.

 Zap Circus
Wessy on the Green 2021



80% of the Westonia Community attend Wessy on the Green



20% of attendees were 15 years and under



Outcome 2: Building and facilities



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

- Council will undertake to incorporate the priorities regarding access for people with disability, identified during the consultations, into its submission for its capital works improvement program. Modifications will commence as funds are made available.
- Council will undertake to liaise with developers to increase their awareness of the access requirements of people with disability.
- Continue to implement processes to ensure safety and accessibility are maintained whilst works are in progress
- Ensure that all facilities and infrastructure complies with minimum access standards as required by Australian Standards on Access and Mobility (ie: AS 1428 suite) and are physically accessible and safe: particularly pedestrian facilities such as footpaths, bus stops, parks, reserves, gardens etc.
- Ensure that all future regional and district playground renewal projects have at least one piece of equipment in each playground that is accessible and inclusive for all people, including children with a disability.
- Investigate opportunities for employees to attend training on the correct installation of warning and directional Tactile Ground Surface Indicators.
- Consider opportunities to educate community on shared path rules.



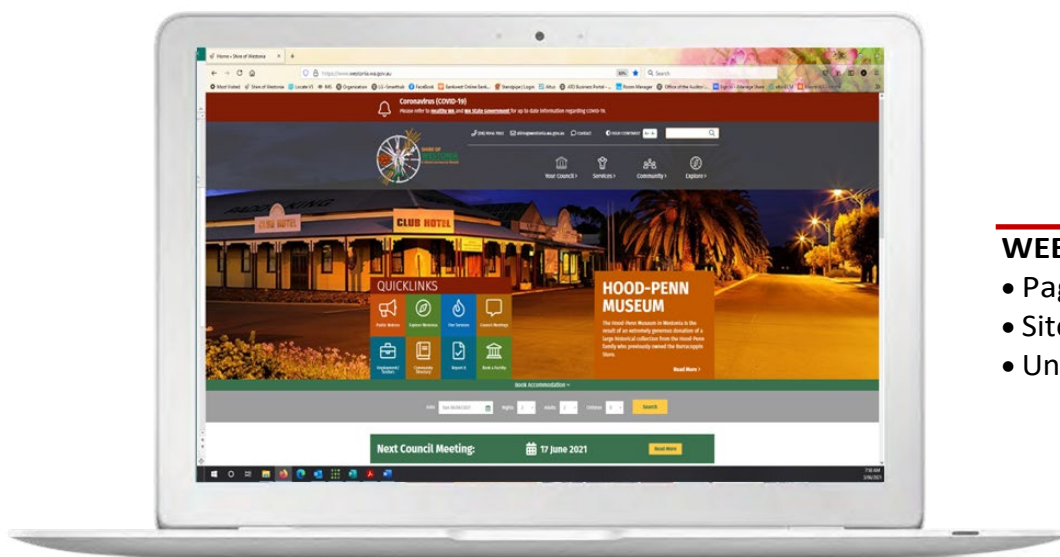
80% of the Westonia Community **DO NOT** have issues with Parking facilities at Shire buildings such as the Swimming Pool, Old Miners Hall, Shire Office, and Library

Outcome 3: Information



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.

- Council will produce all of its information on Council facilities, functions and services using clear and concise language. The advice provided electronically can be enlarged by font amendments and on request at the administration
- We have recently designed a new Shire of Westonia website. The new website has a clearer layout and will make it easier for residents to use. It now has the option to provide feedback through the website so people don't need to attend the office.
- Ensure that upgrades to the website are in a format suitable for people with disability and readable with screen-readers and other assistive technology
- Improve staff ability to write in Plain English so that materials are more accessible to people with cognitive difficulties



WEBSITE

- Page views: 12,052
- Site Sessions: 10,395
- Unique Visitors: 9,178



FACEBOOK

- Reach: 159,220
- Engagement: 79,178
- Followers: 741



INSTAGRAM

- Reach: 76,090
- Impressions: 57,178
- Likes: 1,762

Outcome 4: Customer Service



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.

- Council will undertake to ensure that staff is aware of the key access needs of residents with disability and people with disability who visit the local government area in relation to the provisions of all services.
- Improve staff knowledge of skills available to them within the current staff.
- Review, and if necessary, develop policies and procedures for improving service accessibility to people with disability to ensure that they receive the same level of service as others.
- Ensure professional development and support is available for staff providing services to people with disability

Include Disability Awareness training as part of induction

Outcome 5: Complaint mechanisms



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

- Ensure people with disability are provided an opportunity to comment on facilities, services and events.
- Ensure existing staff who have direct contact with the public (reception/front counter) complete training.
- Develop and implement an Access and Inclusion feedback form
- Ensure computerised grievance procedures which cater for the needs of the whole community, including people with disability, continue to be implemented. Options for making complaints include; in person, by letter, fax, email, via the website, customer service request

Outcome 6: Consultation processes



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

- No new activities commenced. The Shire continues to ensure everyone has the opportunity to participate in public consultation. Our surveys are provided both in hard copy and digital formats. When holding community meetings for consultation, these are always held in a disabled friendly location.



People with disability receive the same level and quality of service from our Shire personnel, as other people

Outcome 7: Employment



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

- The Shire continues to ensure all employment advertisements and packages are available in a range of print and electronic formats.

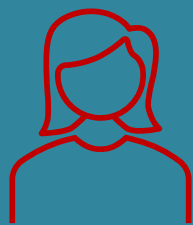
COUNCIL SNAPSHOT

20



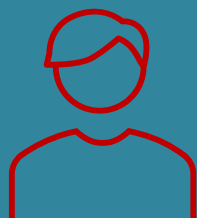
Employees

Inclusive of full time, part time, limited tenure and approved vacant positions



30%

Female



70%

Male

Employees



COMMUNITY STATISTICS

311



People living in the Shire of Westonia



53

53 people are assumed in the Shire are living with disability

5. DISABILITY ACCESS AND INCLUSION PLAN POLICY STATEMENT

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

The Shire of Westonia also interprets an accessible and inclusive community as one in which all Council functions, facilities, and services (both in-house and contracted) are as open, available and accessible to people with disability as for other people in the community.

6. DEVELOPMENT OF THE DISABILITY ACCESS AND INCLUSION PLAN 2022-2027

6.1 Responsibility for Planning Process

The development of the Shire of Westonia Disability Access and Inclusion Plan was undertaken by staff from across the organisation, taking into consideration changes in structure, technology and expectations.

The final version of the DAIP will be endorsed by Council and it is the responsibility of all officers to implement the relevant actions.

6.2 Community Consultation

In 2022, the Shire reviewed its Disability Access and Inclusion Plan with the assistance from the community to draft a new plan to further guide improvements to access and inclusion and meet the requirements of the Disability Services Act 1993.

The consultation process included:

- 6.2.1 A review of the Shire's current DAIP;
- 6.2.2 Consultation with the community and Shire staff members via a community survey and at targeted engagement sessions;
- 6.2.3 The review of the current DAIP was workshopped at the Shires Managers and Executives Committee and Council Meeting; and
- 6.2.4 Examination of other Councils documents.

6.3 Findings from the consultation

The consultation process provided feedback from the community on access and inclusion within the Shire of Westonia.

Access Barriers

- the front counter at the Shire administration building requires a section to be lowered to improve access to staff rather than speaking to them from the side of the service counter;
- removing un-even footpaths along the main street;
- ensuring that the sloped access from footpath to road surface has a minimal or no trip lip;
- identify car parking spaces for people with disability to use outside public facilities;
- unisex toilets for people with disability have not been provided yet at the public swimming pool facility;
- a unisex ablution facility suitable for people with disability has not been provided at the Westonia Caravan Park;
- provide signage to facilities for people with disability in Braille as well as normal visual symbols;

- no purpose built aged accommodation units have been constructed as yet to help assist older members of the community to continue to live in Westonia; and
- the Council website requires improvements to best meet the needs of people with disability and/or language issues by providing links with other service providers.

The Shire of Westonia’s priority in this plan is to address the community feedback above that we received from the Community Survey.

Survey Highlights

- 6.3.1 18.18% of survey respondents indicated that their disability affects the way they access Shire services;
- 6.3.2 80% of people use parking facilities at Shire buildings such as the Swimming Pool, Town Hall, Shire Office, and Library;
- 6.3.3 80% of respondents use the Shire website; and
- 6.3.4 Although respondents indicated that they were able to easily lodge complaints and provide feedback to the Shire, respondents also indicated that they had mixed experiences when interacting with Shire staff. On the whole most interactions were positive but additional action could be taken to improve customer service interactions.



6.4 Communicating the plan to staff, elected members and people with disability

On completion, a copy of the Disability Access and Inclusion Plan was distributed to other members of the Shire administration staff for comment.

Council advertised the DAIP in its local newsletter advising that copies can be obtained from the Shire administration office.

Copies of the DAIP will be made available via the Shire’s website, as well as in alternative formats. As DAIPs are amended, both Shire staff and the community will be advised of the availability of updated plans.

6.5 Responsibility for implementing the DAIP

Implementation of the DAIP is the responsibility of all areas of the Shire. The *Disability Services Act (1993)* requires all public authorities to take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

7. DISABILITY ACCESS AND INCLUSION PLAN REPORTING

The Department of Communities sets out the minimum reporting requirements for public authorities in relation to DAIPs.

The Shire of Westonia will report on the implementation of its DAIP through its annual report and on the prescribed progress report template to the Department of Communities each year, outlining:

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

8. QUESTIONS

Any questions relating to this plan can be addressed to the Manager of Corporate Services at Shire of Westonia by calling 08 90467063 or emailing admin@westonia.wa.gov.au.

DISABILITY ACCESS AND INCLUSION PLAN(DAIP) IMPLEMENTATION PLAN

Mar.2022 - Mar.2027

These strategies and actions have been developed following consultation with community stakeholders to increase access and inclusion in the Shire, across the seven legislated areas.



10. APPENDIX 1 – IMPLEMENTATION PLAN 2022 – 2027

Outcome 1: Services and events

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



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
1.1	Ensure that people with disability are consulted on their need for services and the accessibility of current services.	CEO	✓	✓	✓	✓	✓		
1.2	Monitor Shire services to ensure equitable access and inclusion	EHO	✓	✓	✓	✓	✓		
1.3	Ensure that events, whether provided or funded, are accessible to people with disability.	CEO	✓	✓	✓	✓	✓		

Outcome 2: Building and facilities

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



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
2.1	Ensure that all buildings and facilities meet the Australian Standards for access and any demonstrated additional needs.	EHO	✓	✓					
2.2	Ensure that all redevelopment works provide access to people with disability, where practicable.	EHO	✓	✓	✓	✓	✓		
2.3	Remove un-even footpath surfaces along the main street.	MW	✓	✓	✓	✓	✓		
2.4	Ensure that the sloped access from footpath to road surface has a minimal or no trip lip	MW	✓	✓	✓	✓	✓		

Outcome 3: Information

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.



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
3.1	Ensure that the community is aware that information is available in alternative formats on request.	CEO	✓	✓	✓	✓	✓		
3.2	Increase awareness about the Shire's website and Facebook page to improve communications and methods of accessing Shire information for people with disability.	CEO	✓						
3.3	Ensure that Councils website meets contemporary good practice	EHO	✓	✓	✓	✓	✓		
3.4	Provide documentation regarding services, facilities & customer feedback in an appropriate format using clear concise language.	EHO	✓	✓	✓	✓	✓		

Outcome 4: Customer Service

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.



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
4.1	Ensure that Council Members and employees are aware of access needs and can provide appropriate services.	CEO	✓						
4.2	People with disability to be informed that alternative arrangements for the removal of rubbish can be made upon request.	CEO	✓	✓	✓	✓	✓		
4.3	People with mobility problems to be informed that prior arrangement can be made with Council for transport from Westonia to near by essential services	CEO	✓	✓	✓	✓	✓		

Outcome 5: Complaint mechanisms

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



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
5.1	Ensure that grievance mechanisms are accessible for people with disability and are acted upon	EHO	✓	✓	✓	✓	✓		
5.2	Improve staff knowledge so they can facilitate the receipt of complaints from people with disability	EHO	✓	✓	✓	✓	✓		

Outcome 6: Consultation processes

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



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
6.1	Ensure that people with disability are actively consulted about the DAIP and any other relevant planning processes.	EHO	✓	✓	✓	✓	✓		
6.2	Ensure that people with disability are aware of, and can access, other established consultative processes.	CEO	✓	✓	✓	✓	✓		

Outcome 7: Employment

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



ITEM	STRATEGY	RESP. Off.	2021/22	2022/23	2022/24	2022/25	2025/26	STATUS	PROGRESS
7.1	Promote Workforce Diversity	EHO	✓	✓	✓	✓	✓		
7.2	Increase employment, volunteering and workplace opportunities across Council for people with disability	CEO	✓	✓	✓	✓	✓		
7.3	Ensure workplaces are suitable for those with a disability	EHO	✓	✓	✓	✓	✓		