



# **Shire of Denmark**

## **Disability Access and Inclusion plan**

**November 2018 - 2023**

This plan is available in alternative formats by request.  
(Large print, electronic format - disc or emailed, audio or Braille.)

Draft

18 December 2018 - Attachment 9.1a

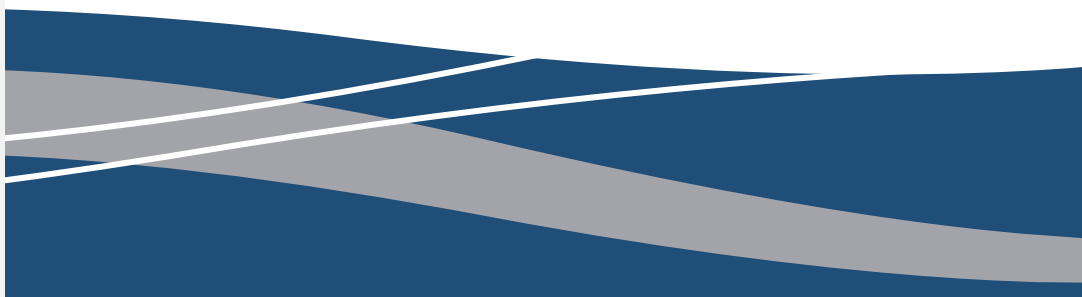


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## Acknowledgement

The Shire of Denmark acknowledges the input received from stakeholders, community groups and individuals who participated in our community consultation and provided invaluable feedback and insight to assist in the preparation of our Disability Access and Inclusion Plan.



# Message from the Shire President

I am pleased to present the Shire of Denmark Access and Inclusion Plan (DAIP) 2018-2023.

This plan aligns with the Shire of Denmark Strategic direction Denmark 2027 and our community aspiration to “live in a happy, healthy, diverse and safe community with services that support a vibrant lifestyle and foster community spirit.”

The barriers to access and inclusion identified through community consultation have been addressed with strategies founded on our community objective to have services that are inclusive, promote cohesiveness and reflect our creative nature.

This Plan continues to build on successful strategies from previous plans which include: the upgrade of the audio equipment in the Council Chambers and Reception Room, the Installation of 15 handrails at pedestrian crossings in the CBD, the development of the Social Inclusion Fund offered as part of the Recreation Centre Holiday Program and ongoing education programs such as the Disability Challenge.

The actions outlined in our new DAIP will ensure we continue to work towards increasing participation and improving access and inclusion for all.

As a final point I acknowledge all the community members who participated in our public consultation and provided invaluable feedback to assist in the development of this plan.



Shire President, Cr Ceinwen Gearon

A handwritten signature in black ink, appearing to read 'Ceinwen Gearon'. The signature is fluid and cursive.

Shire President, Cr Ceinwen Gearon

# Denmark 2027

## our Vision

Denmark 2027 outlines the long-term vision, values, aspirations and priorities for our community over the next ten years. It is our highest level strategic document that guides the decisions of Council and ensures that our staff and operations are aligned to achieve our community's aspirations, now and into the future.

### Our vision

A happy, healthy and eclectic community that embraces creativity, celebrates the natural environment and is invested in a strong local economy.

### Our Aspirations

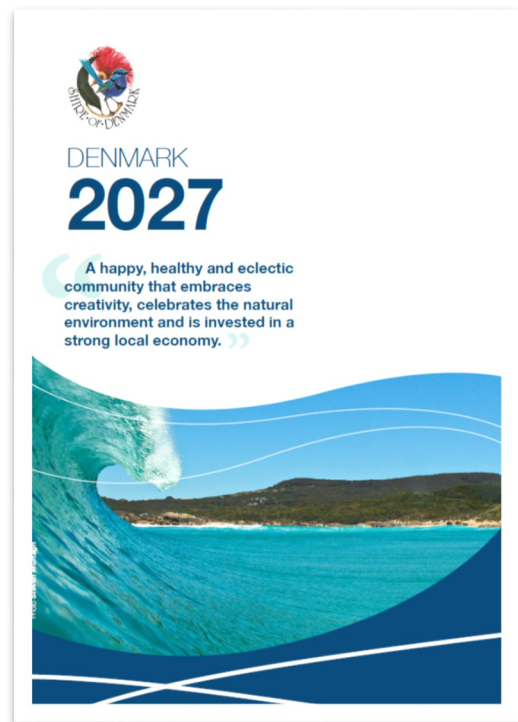
#### Our Built Environment Aspirations

We have a functional built environment that reflects our rural and village character and supports a connected, creative and active community.

- To have community assets that are flexible, adaptable and of high quality to meet the purpose and needs of multiple users.
- To have a planning framework that is visionary, supports connectivity and enables participation.

#### Our Community Aspirations

We live in a happy, healthy, diverse and safe community with services that support a vibrant lifestyle and foster community spirit.



- To have services that foster a happy, healthy, vibrant and safe community.
- To have services that are inclusive, promote cohesiveness and reflect our creative nature.

### About the Shire of Denmark

The Shire of Denmark is located on the south coast of Western Australia approximately 400kms south of Perth.

According to the 2016 Census the Shire of Denmark has a resident population of 5,845. Analysis of the service age groups of the Shire of Denmark in 2016 compared to Regional WA shows that there was a higher proportion of people in the older age groups (60+ years). Overall 33.2% were aged 60 years and over.

263 people or 4.5% of the population in the Shire of Denmark, reported needing help in their day-to-day lives due to disability.



# Access and Inclusion in the Shire of Denmark

## Policy Statement (P110710)

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

The Shire of Denmark interprets an accessible and inclusive community as one in which all Council functions, facilities and services (both in-house and contracted) 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 Denmark 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.

The Shire of Denmark 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.

## What is a Disability Access and Inclusion Plan?

A Disability Access and Inclusion Plan (DAIP) ensures that barriers to participation and inclusion are addressed to support an accessible and inclusive community.

Part 5 of the Disability Services Act 1993 states that each public authority must develop and implement a DAIP that outlines the ways in which the authority will ensure that people with disability have equal access to facilities and services.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act and the Commonwealth Disability Discrimination Act.

**The Shire of Denmark Disability Services Advisory Committee was first established in 1995 and continues to oversee the development, implementation, evaluation and review of the DAIP.**



# Progress in the Shire of Denmark

As a result of previous DAIPs the Shire of Denmark has made significant improvements to enhance the lives of people with disability.

## Some of the milestones include:

- Upgrade of the audio system in the Council Chambers and Council Reception Room.
- Installation of an accessible eco-toilet at the Denmark Cemetery, including pathways and landscaping.
- Implementation of a new Organisation Procedure to ensure all public documents are available in alternate formats by request.
- The Disability Services Advisory Committee meets every 2 months and provides support in the implementation of strategies to reduce barriers for people with disability.
- Adoption of a new Council Policy to provide funding for carers for children with disability who would like to participate in the Recreation Centre School Holiday Program.
- Purchase of portable “set down and pick up” signs to enable designation of non ACROD bays within close proximity of events for people with disability.
- Major upgrade of Norm Thornton Park including lighting, accessibility BBQ and improvements to pathways suitable for people with limited mobility and wheelchairs.
- Installation of 15 handrails at pedestrian crossings within the CBD.
- Worked with Recfishwest to identify and record information regarding accessible fishing locations within the Shire of Denmark.
- Library computers were upgraded to include fonts suitable for people with dyslexia.
- The Shire hosted events like the inaugural 4Youth Fest and the Breath Film Festival, which specifically catered for people with disability.
- Website improvements including a dedicated accessibility information page.



# Access and Inclusion

## Plan 2018 - 2023

### Community Engagement and Consultation Process

To prepare the DAIP the Shire of Denmark conducted community and stakeholder consultation including:

- Community consultation through two community and stakeholder focus groups.
- A group forum with the Denmark Over 50s Association.
- Shire of Denmark staff consultation with Officer representation from all directorates.
- A call for written submissions to identify barriers to access and inclusion was advertised in the local newspaper and promoted in the Shire of Denmark notice boards, website, social media and through targeted liaison with key stakeholders.

Approximately 80 people participated in the consultation process and assisted in the identification of barriers to access and inclusion in the Shire of Denmark.

**We have worked with stakeholders, community groups and individuals to develop our 2018-2023 Disability Access and Inclusion Plan.**

### Public Consultation Outcomes

Through the public consultation process the following major barriers to access and inclusion were identified:

- Shire of Denmark Planning and Building approval processes require further integration with best practice universal design and stakeholder consultation.
- Shire of Denmark major footpath networks need to provide safe connections and linkages.
- Ensure ACROD car parking in the CBD meets the needs of people with disability.
- Provision of accessible toilet facilities in the CBD is limited.
- Access to a central hub of information through the Shire's website including facilities and services available to people with disability.
- Further promotion of Shire services available to people with disability.
- Staff training and community awareness are required to facilitate inclusion of people with disability and remove barriers to participation.
- Access to recreation sites including beaches.

# Responsibility for implementing the DAIP

It is a requirement of the Disability Services Act 1993 that public authorities must take all practical measures to ensure that its officers, employees, agents and contractors implement the DAIP. Implementation of the DAIP is the responsibility of all Shire of Denmark directorates and all areas of Council. Agents and contractors will be provided with a link to the plan on our website.

The DAIP Implementation Plan will identify strategies to be actioned across the organisation. The implementation plan will be monitored by the Disability Services Advisory Committee.

## Communicating the Plan

The DAIP will be advertised in the local newspapers and on the Shire of Denmark website. Printed copies of the plan will be available in alternative formats such as large print, electronic format, audio or Braille by request. A printed copy of the DAIP will be available at the Library and at the administration centre for client reference.

## Reporting on the DAIP

The Shire of Denmark will review the DAIP every five years as required by the Disability Services Act 1993. The Shire of Denmark Disability Services Advisory Committee will assist with the review and implementation of the Plan. The Shire of Denmark will report on the implementation of the DAIP through the annual progress report to the Disability Services Commission.

## Key DAIP Outcomes

The Shire of Denmark DAIP addresses the following key outcomes:

**Outcome 1:** People with disability have the same opportunities as others to access the services of and any events organised by the Shire of Denmark.

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

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

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

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

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

**Outcome 7:** People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Denmark.



# Objectives and Strategies Identified to Overcome Barriers

## Outcome 1:

People with disability have the same opportunities as others to access the services of and any events organised by the Shire of Denmark.

	Strategy	Timeframe
1.1	Improve access and inclusion at all Shire of Denmark managed events by developing an <i>Accessible Events Checklist</i> to be integrated within all the Shire of Denmark event planning practices.	2018/19
1.2	Identify opportunities to tailor activities for children with disability to be offered as part of the Recreation Centre Holiday Program.	Ongoing
1.3	Promote services provided for people with Disability such as the Shire of Denmark <i>Social Inclusion Fund</i> as part of event marketing.	Ongoing
1.4	Improve provision of access and inclusion information such as facilities access, parking information and other services through the Shire's website.	2019/20



## Outcome 2:

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

	Strategy	Timeframe
2.1	Integrate a stakeholder consultation process for new Shire developments and for the refurbishment of existing Shire facilities through the Disability Services Advisory Committee.	18/19
2.2	Review major path networks and improve connections and linkages. Identify an improvement priority list in the Asset Management Master Plan for funding.	Ongoing
2.3	Assess ACROD parking bays in the CBD. Identify an improvement priority list in the Asset Management Master Plan for funding.	Ongoing
2.4	Seek funding to continue to improve access to existing Shire buildings and facilities.	Ongoing
2.5	Raise community awareness through events and community education. Provide tools and support for business improvement and self-assessment.	Ongoing
2.6	Seek opportunities to improve accessibility to recreational areas and beaches.	Ongoing



### Outcome 3:

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

	<b>Strategy</b>	<b>Timeframe</b>
3.1	Develop a cohesive organisational procedure including the Recreation Centre and the Library to ensure all information is accessible to people with disability.	2018/19
3.2	Simplify access to information relating to Disability Services on the Shire's website by grouping all relevant information in one location.	2018/19

### Outcome 4:

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

	<b>Strategy</b>	<b>Timeframe</b>
4.1	Provide staff access and inclusion training and ongoing opportunities for development in this field.	Ongoing
4.2	Incorporate access and inclusion training into staff orientation and induction processes.	2018/19
4.3	Disseminate DAIP outcomes and planned strategies through directorate champions.	Ongoing

### Outcome 5:

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

	<b>Strategy</b>	<b>Timeframe</b>
5.1	Ensure complaints procedures are accessible and provide alternative methods to lodge complaints.	Ongoing

## Outcome 6:

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

	Strategy	Timeframe
6.1	Develop community consultation methods that are accessible and inclusive of people with disability.	Ongoing
6.2	Obtain feedback from the Disability Services Advisory Committee through process integration within organisational procedures.	Ongoing

## Outcome 7:

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

	Strategy	Timeframe
7.1	Provide employment, training and volunteering opportunities for people with disability within the Shire of Denmark.	Ongoing
7.2	Establish links with disability employment services.	Ongoing

### Contact us:

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Government of Western Australia  
Department of Communities

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Shire of Denmark  
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M. COMM.  
D. COMM.

Your ref: 5500149  
Enquiries: Sue Henson, 9222 4580

Mr Bill Parker  
Chief Executive Officer  
Shire of Denmark  
PO Box 183  
DENMARK WA 6333

Dear Mr Parker

**Disability Access and Inclusion Plan**

Thank you for lodging your Disability Access and Inclusion Plan (DAIP) for 2018-2023 which will run until 30 November 2023.

I am pleased to advise that your DAIP meets the requirements of the Disability Services Act 1993. This commitment to the needs of people with disability by the Shire of Denmark is to be commended and I wish you success in the DAIP's implementation.

If you have any further queries about your DAIP or wish to discuss its implementation please contact Sue Henson, Senior Access and Inclusion Officer, on (08) 9222 4580.

Yours sincerely

Simone Bastin  
Director Inclusion Policy & Design  
Disability Services  
31 October 2018

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