



Shire of Denmark

DISABILITY ACCESS AND INCLUSION PLAN

June 2013 - 2018

The Shire of Denmark's Disability Access & Inclusion Plan 2013 – 2018 builds on the capacity for people with disabilities to access services, facilities and information in a way that promotes independence, opportunities and inclusion in the community and promotes participation in Council's decision making processes.

This plan is available upon request in alternative formats such as large print, electronic format (disk or emailed), audio or Braille.

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Major review required June 2018

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Message from the Shire President

The Shire of Denmark is proud to present the 2013 – 2018 Disability Access and Inclusion Plan (DAIP).

The DAIP builds on the capacity for people with disabilities to access services, facilities and information in a way that promotes independence, opportunities and inclusion in the community and promotes participation in decision making processes.

The Plan includes:

- Information on Council functions, facilities and services (both in-house and contracted).
- A policy statement about Council's commitment to addressing the issue of access for people with disabilities, their families and carers.
- A description of the process used to consult with people with disabilities, their families and carers and disability organisations and relevant community groups.
- The identification of objectives and strategies to overcome barriers that people with disabilities identified during the consultation process.
- Dates and the identification of the persons responsible for the proposed strategies.
- A method of review and evaluation of the plan.
- Information about how the plan is being communicated to staff and people with disabilities.

Some of the Shire's accomplishments since the 2007 have been highlighted under the Progress in the Shire of Denmark section of this document (refer to page 9).

I would like to thank the many people who have contributed to the development of the revised DAIP. The Shire of Denmark is committed to creating an accessible, inclusive and welcoming community that is a great place for all people to live, work and play and we look forward to seeing the positive outcomes of this plan over the next five years.

Cr Ross Thornton
Shire President

Cr David Morrell
Chair of the Shire of Denmark's
Disability Services Advisory Committee

Access & Inclusion Policy Statement (P110710)

The Shire of Denmark is committed to ensuring that the community is an accessible and inclusive community for people with disabilities, 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 disabilities, 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 disabilities 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 disabilities, their families and carers who live in country areas should be supported to remain in the community of their choice.

Background

The Council's Disability Services Advisory Committee was established in 1995, to oversee the development, implementation, review and evaluation of the plan.

Part 5 of the Disability Services Act 1993 states that each public authority must develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the authority will ensure that people with disabilities 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.

The Disability Services Act 1993 includes the following definition;

disability means a disability —

- a) which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments;
- b) which is permanent or likely to be permanent;
- c) which may or may not be of a chronic or episodic nature; and

which results in —

- (i) a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
- (ii) a need for continuing support services;

Below is an extract from the Disability Services Act 1993 (*extracted May 2013*).

Part 5 — Disability access and inclusion plans by public authorities

27. Application of Part

- (1) This Part applies to public authorities.
- (2) Notwithstanding subsection (1), regulations may declare that this Part does not apply to a specified public authority.

28. Disability access and inclusion plans

- (1) Each public authority must have a disability access and inclusion plan to ensure that in so far as its functions involve dealings with the general public, the performance of those functions furthers the principles in Schedule 1 and meets the objectives in Schedule 2.
- (2) A disability access and inclusion plan must meet any prescribed standards.
- (3) A public authority must lodge its disability access and inclusion plan with the Commission —
 - a) if the authority was established before the commencement of the *Disability Services Amendment Act 2004*, without delay;
 - b) if the authority is established after the commencement of the *Disability Services Amendment Act 2004*, within 12 months after the day on which it is established.
- (4) A public authority may amend its disability access and inclusion plan at any time.
- (5) A public authority may review its disability access and inclusion plan at any time.
- (6) After reviewing its disability access and inclusion plan, a public authority must lodge a report of the review with the Commission in accordance with subsection (7).
- (7) Not more than 5 years is to elapse —

- a) between the day on which a public authority first lodges its disability access and inclusion plan with the Commission and the day it lodges a report of a review of the plan with the Commission; or
 - b) between the lodgment of the report of one review of a plan and the lodgment of the report of another review of the plan.
- (8) After reviewing its disability access and inclusion plan, a public authority may amend the plan or prepare a new plan.
- (9) If at any time a public authority amends its disability access and inclusion plan or prepares a new plan, whether after a review or not, it must lodge the amended or new plan with the Commission as soon as practicable after doing so.
- (10) A public authority must undertake public consultation in accordance with the procedure specified in the regulations when preparing, reviewing or amending a disability access and inclusion plan.

29. Report about disability access and inclusion plan

- (1) A public authority that has a disability access and inclusion plan must, if required to report under Part 5 of the *Financial Management Act 2006*, include in such report, a report about the implementation of the plan.
- (2) A local government or regional local government that has a disability access and inclusion plan must include in its annual report prepared under section 5.53 of the *Local Government Act 1995* a report about the implementation of the plan.
- (3) A public authority that —
- a) has prepared or amended a disability access and inclusion plan in a year ending 30 June; and
 - b) is not required to report under subsection (1) or (2),
- must make a report about the implementation of the plan to the Commission within 2 months after the end of that year.
- (4) The regulations may prescribe information that must be included in a report under subsection (1), (2) or (3) about the implementation of a disability access and inclusion plan.

About the Shire of Denmark



The Shire of Denmark is located on the south coast of Western Australia approximately 50km west of Albany and 400kms south of Perth. The Shire covers an area of 1,843 sq kms encompasses 84 kms of coastline, 8 permanent rivers and 6 national parks. Denmark's population is 5,194¹ with a current growth average of 2% per year and the highest median age in Western Australia of 47.3.

Functions, Facilities & Services

The Shire of Denmark is responsible for a wide range of functions, facilities and services, some of the core ones are listed below (a detailed list of functions, facilities & services can be found at Appendix 3);

Services to Property & the Environment

- Construction and maintenance of roads, dual-use paths and cycle ways;
- Provision & maintenance of playing areas and playgrounds, reserves, parks & sports grounds;
- Water drainage;
- Waste Management – collection, disposal and recycling;
- Coastal management;
- Litter control and street cleaning;
- Animal control;
- Fire prevention & control;
- Emergency Management;
- Environmental Health Services;
- Revegetation Nursery;
- Provision and installation of signage.

Services to the Community

- Recreation Centre – services & programs including school holiday programs;
- Public Library and information services (including website);
- Denmark Youth Centre – services & programs, including school holiday programs;
- Denmark Cemetery;
- Denmark Airport;
- Parking;
- Public & private Works;
- Civic Receptions – including Australia Day & Volunteer recognition functions.
- Provision of Community Halls & Civic Centre;
- Television and radio re-broadcasting;
- Community grants.

Regulatory Services

- Town Planning & Regional Development;

¹ Australian Bureau of Statistics – 2011 Census

- Building control;
- Environmental health
- public health;
- Law Enforcement (Ranger Services);
- Compliance with statutory obligations.

General Administration

- Public Information Services
- Lodging of Complaints
- Collection of Rates

Process of Government

- Processes of Local Government – support, advocacy etc..
- Council Elections;
- Council meetings (special & ordinary);
- Electors meeting (annual);
- Council Committees (meetings & support).

People with Disability in the Shire Of Denmark

According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers 2009, 18.5% (just under 1 in 5) of Australians reported having a disability and 2.6 million carers provided assistance to those who needed help because of disability or old age.

The 2007 DAIP stated that there were approximately 800 people with disabilities in Denmark with 200 classified as severely disabled.

According to the Disability Services Commission - Great Southern there are 27 people in Denmark registered with the Commission's Local Area Co-ordinator (LAC).

The 2011 ABS Census stated that;

- 465 people in Denmark provided unpaid assistance to a person with a disability (in the week prior to the census date); and
- 231 people in Denmark had need for core activity assistance (noting that this could include the aged).

The seasonal influx of tourists, including tourists with disability, must also be considered.

Community Consultation Process

In 2012, the Shire of Denmark undertook to review its Disability Access & Inclusion Plan (DAIP), consult with key stakeholders and draft a new DAIP to guide further improvements to access and inclusion to address any barriers that people with disabilities and their families experience in accessing Council facilities, services and functions.

The process included:

- Examination of the initial DAIP and subsequent review reports to see what has been achieved and what still needs work;
- Examination of other Council's documents and strategies;
- Investigation of contemporary trends and good practice in access and inclusion;
- Consultation with key Council Officer's and consultation with the community;
- Consultation with the Community through the local newspaper, Notice Boards, Council's website and letters to specific identified stakeholders.

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 areas of Council and agents and contractors will be provided with a link to the plan on our website.

Some actions in the Implementation Plan will apply to all areas of Council while others will apply to more specific areas.

The Implementation Plan sets out who is responsible for each action with overall responsibility resting with the Council's Disability Services Advisory Committee.

Communicating the Plan

The DAIP will be available on the Shire of Denmark's website for perusal and feedback from interested parties including Council Officers, people with disabilities, their families, carers, disability organisations and community organisations. The DAIP will also be lodged with the Disability Services Commission in 2013 pursuant to the Disability Services Act 1993.

The Shire of Denmark will advise, through local media and on its website that copies of the plan are available upon request and in alternative formats if required, including hard copy in standard and large print, electronic format, audio format on cassette or CD or by email. When the Implementation Plan is updated, both staff and the community will be advised of the changes using similar communication strategies.

Reporting on the DAIP

The Disability Services Act 1993 sets out the minimum reporting requirements for public authorities in relation the DAIPs.

The Shire of Denmark will report on the implementation of its DAIP through its annual report pursuant to the Disability Services Act 1993 (s. 29 (4)) and in the format prescribed in the Disability Services Regulations 2004 (s. 8).

Review & Evaluation Mechanisms

Pursuant to the Disability Services Act 1993 the Shire of Denmark's DAIP will be reviewed, at a minimum, every five (5) years. 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, in accordance with consultation procedures, a copy of the amended plan will be lodged with the Disability Services Commission, pursuant to the Disability Services Act 1993.

Once a year 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.

Progress in the Shire of Denmark

Since the last major review of the DAIP in 2007 Council has made significant progress in the following areas;

- Council completed an audit of all of its public toilet facilities and identified those in which access difficulties were being experienced by some community members and has embarked on an initial major upgrade to many of them and now provides an annual sum within its budget to provide for the progressive upgrade of those facilities still requiring improvement.
- Suitable sound equipment was installed within the Council Chambers to ensure those persons attending Council meetings can hear all of the proceedings that take place.
- Disability Awareness Training was provided "in house" to 21 Shire Staff, including 6 from an adjoining Shire, by a qualified and recently retired officer from the Disability Services Commission.
- Two beach/water accessible wheelchairs were purchased and are now located at Parry Beach and Ocean Beach. The wheelchairs are made available for those persons in need of it at the beach.
- Council completed a major upgrade of many of the public ablutions within the Shire which included improved disabled access and facilities.
- The Strickland Street CBD upgrade also resulted in significant improvements for disabled access around the CBD shopping area, including accessible car parking

facilities.

- In the 2007/2008 financial year the Council successfully applied for an initial “You’re Welcome” grant which was utilised to target group of identified businesses in town including Council’s facilities which were placed on the You’re Welcome site. The CBD businesses had an initial take up of almost 100 businesses.
- In the 2011/2012 financial year, the Council received a second “You’re Welcome” Grant which was used to assess accommodation in the Denmark area and recorded the details on the You’re Welcome website at www.accesswa.com.au.
- In 2012, Council undertook a new audit of for the You’re Welcome website and forwarded the information to AccessWA for incorporation / update of their website. Denmark now has 160 sites listed on the You’re Welcome website.
- Council adopted a Policy in recognition of the needs of the elderly and / or infirmed, to provide a service to those residents utilising Council’s wheelie bin rubbish service but are, due to their age or condition, unable to wheel their bin from the front of their property to the kerb line and return.
- In May 2012, Council adopted a Policy about the International Day of People with Disability.
- International Day of People with Disability which included activities funded and facilitated by Council as follows;
 - Talking Library – Film Showing (2009).
 - Universal access challenge with Staff, Councillors, some business managers and some community members Peaceful Bay (2010).
 - Visit to the Shire by the Wheelcats – meeting with Schools & Councillors (2010).
 - Concert, display by artists with a disability and motivational speaker (2011).
 - Mobility Expo (2012).
- Since 2007, the installation of approximately 12km of shared use, fully accessible paths throughout the Shire of Denmark has been undertaken, this program is ongoing.

Identified Access & Inclusion Barriers

In reviewing our ability to successfully implement the DAIP, the Council has identified the following access & inclusions barriers to achieving full accessibility to Council's facilities, services & functions.

- Council policies 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;
- Council sponsored or managed events may not always be held in a manner and location that best facilitates the participation of people with disabilities;
- Suitable public car parking may not be meeting the needs of people with disabilities;
- Elements of the Shire's website require improvement to best meet the needs of people with disabilities;
- Council Staff may be uninformed or lacking in confidence to adequately provide the same level of service to people with disabilities; and
- People with disability may not be aware of consultation opportunities offered by the Council.

In reviewing these barriers the Council has adopted the following Implementation Plan for 2013 – 2018.

Outcomes

Council in implementing this DAIP has determined that the access and inclusion barriers can be categorised under seven (7) major themes or outcomes.

The seven major outcomes are as follows:

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

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

Outcome 3: People with disability receive information from Council 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 the staff of Council as other people receive from the staff of Council.

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

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

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

In addressing these major outcomes the Council has developed the following Plan to be implemented over the next five (5) years of the life of this Plan.

[Amended 16 June 2015 by Council Resolution No. 100615]

Objectives and Strategies Identified to Overcome Barriers

Key -

DCRS = Director of Community & Regulatory Services

DSAC = Disability Services Advisory Committee

DFA = Director of Finance & Administration

DIS = Director of Infrastructure Services

PATAC = Paths & Trails Advisory Committee

OUTCOME 1:

People with disabilities have the same opportunities as others to access the services of and any events organised by Council.

Strategy	Actions	Responsibility	Timeframe	Status
1.1 Council's Policies and Frameworks are consistent with the DAIP.	<ul style="list-style-type: none"> The Council's policies, frameworks and plans reference the DAIP, where applicable, as an informing document. 	All Staff	Ongoing	
1.2 Identify opportunities for participation in recreational activities through the Recreation Centre program.	<ul style="list-style-type: none"> Carry out a survey to identify and assess the need for potential recreational activities specifically for people with a disability. Consider employing a carer during the School Holiday Program to enable children with disability to participate in the program. Investigate Mentally Health WA's Act Commit Belong program to encourage people to take action to improve their mental health and 	DCRS DCRS DCRS	Ongoing 2013 / 2014 2015 / 2016	

	wellbeing.			
1.3 Evaluation of the events held annually by the Council to incorporate access & inclusion.	<ul style="list-style-type: none"> • Evaluate the following annual Council events to determine the adequacy of access & inclusion and make recommendations on improvement opportunities. <ul style="list-style-type: none"> ○ Australia Day Breakfast ○ National Youth Week ○ Denmark Youth Festival ○ Seniors Function ○ Thank a Volunteer Day Function ○ Feast not Fire Night ○ International Day of People with Disability 	DSAC	Ongoing – as required	
1.4 Transport	<ul style="list-style-type: none"> • Consider public transport options within the Shire in liaison with government and non-government services to come up with solutions in meeting the need for transport of people with a disability. • Investigate the need for a wheelchair lift in the Council's Community Bus, if and when the vehicle is considered for upgrade. 	DSAC DCRS	Ongoing As required.	
1.5 Waste Management	<ul style="list-style-type: none"> • Identify ways to communicate to the community that alternative arrangements can be made for removal of general household rubbish for the aged or infirm (pursuant to Council Policy P100103. 	DSAC	Ongoing	

	<ul style="list-style-type: none"> Investigate including reference to this service on the Waste Collection Application Form. 	DFA	2013 / 2014	
1.6 Parking	<ul style="list-style-type: none"> Investigate the need for the development of a Council Policy regarding the design and construction of all new accessible public parking bays within the Shire. 	DIS	2013 / 2014	
	<ul style="list-style-type: none"> Investigate the existing ACROD bays within the Shire of Denmark with respect to compliance (particularly width, condition of surface areas & access to footpaths) with current Australian Standards and consider upgrading in future capital works and line marking. 	DIS	2013 / 2014	
	<ul style="list-style-type: none"> Investigate the acquisition of portable ACROD bays (portable blue bollards and lay flat vinyl signage) so that they can be used for Council & Community events. 	DCRS	2015 / 2016	
1.7 Information available about the accessibility of buildings and facilities.	<ul style="list-style-type: none"> Check the facilities of the Shire of Denmark's entries on the You're Welcome website and advise Access WA of any identified corrections / amendments to the information are up to date on, at least, an annual basis. 	DCRS	Annually	
	<ul style="list-style-type: none"> Investigate a sustainable process to update the public facilities in the Shire of Denmark on the You're Welcome website. 	DCRS	December 2013	

OUTCOME 2:

People with disabilities have the same opportunities as other people to access the buildings and other facilities of Council.

Strategy	Actions	Responsibility	Timeframe	Status
<p>2.1 Infrastructure Planning & refurbishment of Buildings to incorporate access & inclusion requirements.</p>	<p>PUBLIC TOILETS</p> <ul style="list-style-type: none"> • Conduct an audit of all public toilets and make recommendations on the need for retrofitting existing public toilets. • Investigate the need and cost of a portable universal access toilet that can be hired by event organisers. <p>COMMUNITY HALLS</p> <ul style="list-style-type: none"> • Investigate options of providing access to Council maintained Community Halls, such as the Parryville Hall, which may not currently comply with Australian Standards with respect to disability access. <p>COUNCIL ADMINISTRATION BUILDING</p> <ul style="list-style-type: none"> • Explore the need for a disabled staff toilet. • Consider retrofitting a lower portion of counter to provide better access for people in wheelchairs. 	<p>DSAC</p> <p>DCRS</p> <p>DCRS</p> <p>DCRS</p> <p>DCRS</p>	<p>December 2014</p> <p>December 2015</p> <p>2015 / 2016</p> <p>2013 / 2014</p> <p>2013 / 2014</p>	

	<ul style="list-style-type: none"> Review the suitability of access ramps to Berridge Park from Hollings Road. 	DSAC	June 2014	
	<p>BEACHES & INLETS</p> <ul style="list-style-type: none"> Investigate the use of a ACROD card access to unlock the Beach Wheelchairs at Parry Beach & Ocean Beach. Promote the availability of Beach Wheelchairs at Parry Beach & Ocean Beach. Review the opportunity of the provision of a beach wheelchair at Peaceful Bay. Investigate Accessible Community Grants for the funding of; <ul style="list-style-type: none"> An investigation and conceptualisation; <ul style="list-style-type: none"> of universal access opportunities along the Shire of Denmark's high value foreshore recreational areas; and for installing the universal access play equipment in the Shire of Denmark's high value recreational areas and the types of equipment that could be installed in those locations and the typical cost of that equipment. 	DSAC	2016 / 2017	
		DSAC	Ongoing	
		DSAC	2014 / 2015	
		DSAC	Ongoing	
	<p>FOOTPATHS & TRAILS</p> <ul style="list-style-type: none"> Undertake an audit of existing footpaths, including on & off ramps, slopes, railing & 	PATAC & DSAC	December 2015	

	<p>tactile warning strips, within the Denmark townsite, for consideration in their Path Development Plan.</p> <ul style="list-style-type: none"> • Undertake an audit of desired installation of fully accessible dual-use paths in residential areas. • Provide support for funding applications for the installation of dual use paths. • Explore options & funding for conversion of the south east steps to the Denmark Traffic Bridge, off the Mokare Walk Trail, to an accessible ramp. 	<p>PATAC & DSAC</p> <p>DSAC</p> <p>PATAC & DSAC</p>	<p>December 2015</p> <p>Ongoing</p> <p>December 2015</p>	
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OUTCOME 3:

People with disabilities receive information from Council in a format that will enable them to access the information as readily as other people are able to access it.

Strategy	Actions	Responsibility	Timeframe	Status
<p>3.1 Information about Council functions, facilities and services to use clear and concise language and to be made available in accessible formats upon request.</p>	<ul style="list-style-type: none"> Promote that Council information is available in alternative formats. 	<p>All Staff</p>	<p>Ongoing</p>	
<p>3.2 Denmark Library</p>	<ul style="list-style-type: none"> The Denmark Library continue to grow its alternative format resources such as Large Print and Talking Book collections. Investigate ways of providing current technology to assist people with disabilities, particularly vision impairments, and train staff to support and promote its use. 	<p>DFA & / Senior Librarian</p> <p>DFA & / Senior Librarian</p>	<p>June 2015</p> <p>June 2015</p>	

OUTCOME 4:

People with disabilities receive the same level and quality of service from the staff of Council as other people receive from the staff of Council.

Strategy	Actions	Responsibility	Timeframe	Status
4.1 Disability Awareness Training for Council Staff	<ul style="list-style-type: none"> In liaison with the Disability Services Commission identify Disability Awareness Training programs which cover current legislation and best practice. 	DSAC	Ongoing	
4.2 Staff Induction & Orientation includes Access & Inclusion	<ul style="list-style-type: none"> Give consideration to access & inclusion issues for new staff members. Incorporate the principles of the DAIP into the Orientation and Induction process for new Staff & Elected Members. 	DFA DFA	June 2014 June 2014	
4.3 Infrastructure Staff & Contractors Training	<ul style="list-style-type: none"> Identify opportunities for Infrastructure Staff & Contractors to be trained in practical access requirements. 	DIS	June 2014	

OUTCOME 5:

People with disabilities have the same opportunities as other people to make complaints to Council.

Strategy	Actions	Responsibility	Timeframe	Status
5.1 Promote and make readily available the Shire of Denmark's Customer Service Charter	<ul style="list-style-type: none"> • The Charter be promoted and made available; <ul style="list-style-type: none"> ○ On Council's website; ○ At the Recreation Centre; ○ At the Denmark Library; ○ At the Denmark Youth Centre. • The Charter be promoted as being available in alternative formats and a notation placed on the front of the brochure to that effect. • Investigate other methods which could be used to enable people to provide feedback, suggestions, compliments or complaints about Shire services & facilities. • Provide a number of way for people to provide feedback such as phone, face to face meetings, email and written feedback. 	<p>DFA</p> <p>DFA</p> <p>DSAC</p> <p>All Staff</p>	<p>December 2014</p> <p>December 2013</p> <p>Ongoing</p> <p>Ongoing</p>	
5.2 Actively promote the Disability Services Commission's "Have your Say" brochure	<ul style="list-style-type: none"> • The Brochure be promoted and made available; <ul style="list-style-type: none"> ○ Through Council's website; ○ At the Recreation Centre; ○ At the Denmark Library; ○ At the Denmark Youth Centre. 	<p>DCRS</p>	<p>June 2014</p>	

OUTCOME 6:

People with disabilities have the same opportunities as other people to participate in any public consultation by Council.

Strategy	Actions	Responsibility	Timeframe	Status
<p>6.1 Encourage participation from the whole community in relation to matters which require public consultation</p>	<ul style="list-style-type: none"> • Ensure that information provided when advertising public consultation forums is clear and concise. • Investigate the introduction of online community forums, including partnerships and/or liaison with other organisations (eg. Denmark Community Resource Centre). • Venues where community consultation is taking place are to be accessible for people with a disability. • Consider & investigate the installation of hearing assistance technology for the hearing impaired at Council venues. • Provide a number of ways for people to provide feedback such as phone, face to face meetings, email and written feedback. 	<p>All Staff</p> <p>All Staff</p> <p>All Staff</p> <p>DCRS</p> <p>All Staff</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>June 2014</p> <p>Ongoing</p>	

Outcome 7:

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

Strategy	Actions	Responsibility	Timeframe	Status
<p>7.1 Work to create more accessible and safer workplaces for people with disabilities</p>	<ul style="list-style-type: none"> • Conduct accessibility audits of one workplace environment each year in conjunction with Council’s Occupational Safety & Health Committee. Identify employment barriers for existing/potential employees and remove where possible. • Encourage employees with disability to provide information to their supervisors of any barriers they face in their workplace which limit their capacity to fulfil their functions to the best of their ability. 			
<p>7.2 Encourage employment and work experience opportunities with the Shire of Denmark for people with disability in partnership with disability agencies and schools upon request.</p>	<ul style="list-style-type: none"> • contact local placement agencies who specialise in placing people with disability into the workforce, either as paid employees or unpaid volunteers, promoting the Shire of Denmark’s support for such programs. 			

<p>7.3 Promote that the Shire of Denmark is an Equal Employment Opportunity (EEO) employer that provides for flexible employment and employment of people with disability.</p>	<ul style="list-style-type: none"> • Review all HR related information (including manuals, forms and website), update where required and undertake promotion. 			
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Appendices

Schedule 1 — Principles applicable to people with disability

[s. 12, 23, 24, 28, 40 and 57]

1. People with disability are individuals who have the inherent right to respect for their human worth and dignity without discrimination and with equality of opportunity.
2. People with disability, whatever the origin, nature, type or degree of disability, have the same human rights as other members of society and should be enabled to exercise those human rights.
3. People with disability have the same rights as other members of society to realise their individual capacities for physical, social, emotional, intellectual, cultural and spiritual development.
4. People with disability have the same right as other members of society to access services that will support their choices, assist them to be as independent as possible and enable them to participate in all aspects of life.
5. People with disability have the same right as other members of society to participate in, direct and implement the decisions that affect their lives.
6. People with disability have the same right as other members of society to receive services in a manner that respects and protects their rights and opportunities and is the least restrictive option in the circumstances.
7. People with disability have the right to pursue any grievance concerning services.
8. People with disability have the right to access the type of services and supports that they believe are most appropriate to meet their needs.
9. People with disability who reside in country areas have a right, as far as is reasonable to expect, to have access to similar services provided to people with disability who reside in the metropolitan area.
10. People with disability have a right to an environment free from neglect, abuse, violence, intimidation and exploitation.

Schedule 2 — Objectives for services and programmes

[s. 12, 24, 28 and 40]

1. Programmes and services are to focus on achieving positive outcomes for people with disability, such as increased independence, employment opportunities and inclusion and participation within the community.
2. Programmes and services are to contribute to ensuring that the conditions of the every day life of people with disability are the same as norms and patterns which are valued in the general community.
3. Programmes and services are to be integrated with services generally available to members of the community.
4. Programmes and services are to be flexible and responsive to the individual choices and needs of people with disability, their families, carers and significant others.
5. Programmes and services are to be designed and administered so as to be sensitive and responsive to the individual and diverse needs of all people with disability taking into account their age, gender, religion, Aboriginality, cultural or linguistically diverse backgrounds or geographic location.
6. Programmes and services are to be designed and administered to promote awareness of the abilities and contributions of people with disability and foster respect for their rights and dignity.
7. Programmes and services are to be designed and administered so as to promote the participation of people with disability in the life of the local community through physical, social, economic, emotional, intellectual, cultural and spiritual inclusion in that community.
8. Programmes and services are to be designed and administered so as to ensure that no single organisation shall exercise control over all or most aspects of an individual's life.
9. Service provider organisations, whether disability specific or generic, shall be accountable to those people with disability who use their services, their families and carers, their advocates, the State and the community generally for the provision of information from which the quality of their services can be judged.
10. Programmes and services are to be designed and administered so as to provide opportunities for people with disability to reach goals and enjoy lifestyles that support their choices and are valued by the community.
11. Programmes and services are to be designed and administered so as to ensure that people with disability have access to advocacy support, to enable them to make choices and participate in decisions about the services they receive or are seeking.

12. Programmes and services are to be designed and administered so as to ensure that avenues exist for people with disability to raise, and have resolved, any grievances about services.
13. Programmes and services are to be designed and implemented in an accessible manner.
14. Programmes and services are to be designed and administered so as to respect the rights of people with disability to privacy and confidentiality.
15. Programmes and services are to begin as early as possible so as to prevent the occurrence of, or minimise, disability so people with disability can be as independent as possible and participate in all aspects of life.
16. Programmes and services are to be designed and implemented to —
 - a) acknowledge, recognise, respect and respond to the role of families, carers and significant others in supporting people with disability; and
 - b) respond to the views and needs of families, carers and significant others; and
 - c) strengthen and build the capacity of families, carers and significant others in supporting people with disability.
17. Programmes and services are to provide —
 - a) people with disability and their families and carers with opportunities for participating continually in the planning and operation of services they receive; and
 - b) opportunities for people with disability, their families and their carers to be consulted about the development of major policy, programme or operational changes.

Local Government Services, Functions & Facilities

Program titles	Sub-programs included within the program
Governance	Members of council Governance — general
General purpose funding	Rates Other general purpose funding
Law, order, public safety	Fire prevention Animal control Other law, order, public safety
Health	Maternal and infant health Preventive services <ul style="list-style-type: none"> — Immunisation — Meat inspection — Administration and inspection — Pest control — Other Other health
Education and Welfare	Pre-school Other education Care of families and children Aged and disabled <ul style="list-style-type: none"> — Senior citizens centres — Meals on wheels Other welfare
Housing	Staff housing Other housing
Community amenities	Sanitation <ul style="list-style-type: none"> — Household refuse — Other Sewerage Urban stormwater drainage Protection of environment Town planning and regional development Other community amenities
Recreation and culture	Public halls, Civic Centre Swimming areas and beaches Other recreation and sport Television and radio re-broadcasting Libraries Other culture
Transport	Streets, roads, bridges, depots <ul style="list-style-type: none"> — Construction (not capitalised) — Maintenance Road plant purchase (if not capitalised) Parking facilities Traffic control Aerodromes Water transport facilities

Program titles	Sub-programs included within the program
Economic services	Rural services Tourism and area promotion Building control Saleyards and markets Plant nursery Other economic services
Other property and services	Private works Public works overheads Plant operation Salaries and wages Unclassified Town Planning Schemes