

1.7 Disability Access and Inclusion

PART A - Policy

Objective

The objective of this Policy is to set out how the Shire of Dandaragan (Shire) will ensure compliance with the Disability Services Act (1993) and to promote, outline and specify the Council and the Shire's commitment to ensure people with disabilities have equal opportunities of access and community inclusion to Shire services, products, facilities and information and are consulted in appropriate and meaningful ways to facilitate participation in decision-making that affects their lives.

Policy Statement

The Shire is committed to promoting and facilitating equal opportunity, inclusion and access to all members of its community and to ensuring access and social inclusion for people with disabilities, their families and carers.

The Shire recognises that people with a disability have equal rights to quality facilities and services that enable them to live and fully participate in their communities.

The Shire believes that a community that recognises and promotes diversity and equity supports the participation and inclusion of all of its members which makes for a richer community life and contributes to positive social justice outcomes.

The Shire will work with reference to its values of relationships, excellence, vibrancy and wellbeing to create an accessible and inclusive community in which all functions, facilities, information 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, as far as is practicable.

The Shire 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 people with disabilities, their families and carers who live in country areas should be supported to remain in the community of their choice.

The Shire is committed to consulting with people with disabilities, their families and carers and where required, disability organisations and other advocates to ensure that barriers to access and inclusion are addressed appropriately.

The Shire of Dandaragan will ensure its agents and contractors work towards achieving the six desired outcomes of its Disability Access and Inclusion Plan, which are:

- Outcome 1: People with disabilities have the same opportunities as other people to access the services of, and any events organised by the Shire.
- Outcome 2: People with disabilities have the same opportunities as other people to access the buildings and other facilities of the Shire of Dandaragan
- Outcome 3: People with disabilities receive information from the Shire of Dandaragan 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 disabilities receive the same level and quality of service from the employees of the Shire as other people receive from the employees of the Shire.
- Outcome 5: People with disabilities have the same opportunities as other people to make complaints to the Shire.
- Outcome 6: People with disabilities have the same opportunities as other people to participate in any public consultation by the Shire.
- Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with the Shire.

PART B – Management Procedures

Definitions

Nil.

Detail

Implementation of this Policy will be achieved through the *Shire of Dandaragan Disability Access Inclusion Plan*, with particular reference to:

Outcome 1: People with disabilities have the same opportunities as other people to access the services of, and any events organised by the Shire.

- Develop partnerships with key agencies to maximise access to services.
- Ensure Shire services consider and plan for access and inclusion.
- Encourage and ensure events – funded or coordinated by the Shire - are accessible to people with disability.
- Ensure library services are accessible and inclusive.
- Monitor the Shire's commitment to access and inclusion.

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

- Ensure accessibility standards are met for new and redeveloped infrastructure.
- Ensure that recreational areas are accessible.
- Ensure that Shire buildings and facilities meet the standards for access.
- Improve access to local businesses around the Shire.

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

- Provide information in formats that are accessible.
- Provide support to people with disability to complete Shire forms and documents.

Outcome 4: People with disabilities receive the same level and quality of service from the employees of the Shire as other people receive from the employees of the Shire.

- Raise staff awareness of disability access and inclusion matters.
- Raise Councillor awareness of disability access and inclusion matters.

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

- Ensure all members of the community have the ability to provide feedback to the Shire.

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

- Ensure that people with disability are consulted about the Disability Access and Inclusion Plan and other significant planning processes.
- Ensure that people with disability are aware of and can access other established consultation processes.
- Ensure that consultation meetings or forums have appropriate equipment to ensure that discussions are clear, visible and audible to all in attendance.

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

- Use inclusive recruitment practices

Policy Number	1.7 – Disability Access and Inclusion
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