

SHIRE OF YILGARN DISABILITY ACCESS AND INCLUSION PLAN 2019 - 2024



IMAGE: SOUTHERN CROSS SENIOR CITIZEN'S CENTRE

This document can be made available in alternative formats upon request including in standard and large print, in audio format on CD, electronically by email and on the Shire of Yilgarn website.

Reviewed September 2019

Our Goals for the Community:

- Protecting, utilising and enhancing our beautiful natural heritage
- An inclusive, secure and welcoming community that encourages
- families, youth and the aged to remain and contribute to our Shire in the long term
- A prosperous future for our community
- Dynamic and visionary leadership guiding our community into the future



IMAGE: SOUTHERN CROSS GENERAL PRACTICE – ACCESSIBLE RAMP AND HANDRAILS

Feedback

The Shire of Yilgarn is continually looking to improve its access and inclusion documentation and action, please feel free to provide any feedback or suggestions you may have via:

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Writing: PO Box 86, Southern Cross WA 6426
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Version	Reviewed Type	Undertaken By	Date

Our Shire

The Shire of Yilgarn is located in Western Australia's Eastern Wheatbelt region. The main town in the Yilgarn, Southern Cross, is located on the Great Eastern Highway 370 kms east of Perth and 220 kms west of Kalgoorlie.

Our Shire covers 30,720 square kilometres, which compares to approximately half of the size of the State of Tasmania, and is almost the same land mass area as the whole of The Netherlands. The area of the Shire of Yilgarn is approximately 19% of the total Wheatbelt region.

The Shire has a population of approximately 1,200 people (2016 census), however it serves well over 2,000 people due to the resources industry in the Shire and the fly in fly out / drive in drive out nature of work. The Shire is well known as the Gateway between the Wheatbelt and the Goldfields.

The name 'Yilgarn' is aboriginal for 'white stone' or 'quartz'. Southern Cross is the main centre, and houses the administration of the Shire, however, there are numerous other smaller townsites throughout the Shire, including, Bodallin, Bullfinch, Ghooli, Koolyanobbing, Marvel Loch, Moorine Rock, Mt Hampton and Yellowdine.

In 1891, the Yilgarn Road Board was gazetted, and in 1918, it merged with the Municipality of Southern Cross. In 1961 it became the Shire of Yilgarn following changes to the Local Government Act 1960.

Agricultural production and a continual increase in mining activities are the main primary industries for the Shire. Mining employees make up an increasing percentage of the workforce and the sector generates approximately \$80 - \$90 million worth of royalties for the state of Western Australia.

Distance to Perth and the regional centres of Kalgoorlie and Merredin is one of our biggest challenges and this challenge is often at the forefront of decisions the Shire of Yilgarn makes on behalf of our community to ensure we have access to facilities and services.

Responsibility for Planning Process

It is a requirement of the Western Australian Disability Act that all local and state government authorities develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the authority will ensure that people with disability have equal access to its facilities and services.

A progress report on the DAIP strategies is to be forwarded to the Department of Communities by 31st July each year, plus each DAIP is to be reviewed every 5 years and lodged with the Department of Communities.

Other legislation underpinning access and inclusion includes the WA Equal Opportunity Act (1984) and the Commonwealth Disability Discrimination Act 1992 (DDA), both of which make discrimination based on a person's disability unlawful. While Action Plans are not compulsory under the DDA, they can assist organizations 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.



IMAGE: EMU PARK DISABLED ACCESS PARK BENCHES

Functions, Facilities and Services Provided by the Shire of Yilgarn

The Shire provides a range of functions, facilities and services in Southern Cross including:

Services to property include: construction and maintenance of roads and footpaths; stormwater drainage; deep sewer system; domestic/commercial waste collection and disposal, including recycling of certain domestic waste; waste motor oil collection facility; drumMUSTER collection services and facility; litter control and street cleaning; street tree and roadside tree pruning; bushfire control; animal control; and maintenance of parks and gardens.

Recreation Services to the community include: provision and maintenance of playing areas for football, basketball/netball, the public swimming pool facility, children's playground, and skate park; plus, provision and maintenance of the sporting complex with its social lounge/bar facilities and an indoor hall which caters for basketball/badminton. The Shire owns but does not maintain the tennis courts, bowling green, and golf course.

General Services to the community include: providing a doctor service at its Medical Centre; supports a chemist; support Senior Citizens Centre activities, a public library; Community Resources Centre; History Museum; provide and take bookings for the community bus; a caravan park; and cemetery.

Local Government Regulatory Services to the community include: planning processes; building control; environmental health; public health; and animal control services.

Local Government Administration Services to the community include: provision of general information to the public; lodging and resolution of complaints; collection of rates and vehicle licensing.

Processes of Local Government include: ordinary and special council and committee meetings; electors' meetings and election of council members.

Access and Inclusion Policy Statement

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

The Shire of Yilgarn interprets an accessible and inclusive community as one in which all Shire of Yilgarn 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 Yilgarn recognizes 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 recognizes its diversity and supports the participation and inclusion of all its members makes for a richer community life.

The Shire of Yilgarn 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.

Community Consultation Process

In February 2019, the Shire undertook a round of local Community Consultation, with advertisements in the local “Crosswords” newsletter, Shire website and community notice board, giving public notice that the DAIP was being reviewed and seeking submissions, especially from people with a disability, family and friends of people with a disability, carers, agencies and service providers.

The Shire of Yilgarn received no submissions during the four-week consultation process, however this was viewed as a positive, in that there were no grievances from members of the public in relation to our actions in relation to accessibility and inclusiveness.

The finalised DAIP, once endorsed by Council, is to be advertised in the local “Crosswords” newsletter, advising residents that the document has been endorsed by Council, but still seeking feedback, as the document is thought to be a fluid document, that can be reviewed and amended as needed to meet the changing needs of the community.

The Shire continually welcomes feedback and comments in relation to our DAIP, and are happy to review the document if and when submissions are received within the 5-year mandatory review period.

People with Disability in the Shire of Yilgarn

Taken from the Australian Bureau of Statistics (ABS), the population of the Shire of Yilgarn is 1169 (2018 Census) with 2.5% of the local population require assistance with core activities (2016 Census). It is therefore estimated that 30 people living in the Yilgarn area require assistance with core activities. From the 2015 Survey of Disability, Ageing and Carers (SDAC), it is stated that 18.3% of people are living with a disability, equating to 214 people in the Shire of Yilgarn who have a disability.

Due to the size of the population and its proximity to the Shire of Merredin, which is a regional centre, not all facilities are provided in the Yilgarn Shire for people living with disability and people may need to travel to Merredin or a larger centre (Perth or Kalgoorlie).

Southern Cross has a hospital, plus a local doctor who operates from the Medical Centre. A local chemist is able to fill most prescriptions. Child Health Nurses work out of the Medical Centre and carry out all infant and child vaccinations. A locum Occupational Therapist, Podiatrist & Optometrist visits Southern Cross regularly. HACC services are also arranged through a coordinator who works from the hospital.

Carinaville is a 4 bed plus 1 respite frail aged lodge attached to the hospital. If required there are 1-2 beds kept in the hospital for frail aged or respite people. Through HACC’s services local residents who do not have transport can arrange for transport to drive them to Merredin for medical appointments if they have no other means of getting there.

The public toilet facilities in the CBD, Rotary Park, and the outside toilets at the Sporting Complex all have facilities suitable for people with mobility disability. There are 12 aged accommodation units available within Southern Cross consisting of six duplex units (4 units of which were renovated in 2004 and are suitable for people with movement disability). Several of the other 8 units have grab rails installed in the shower recess and toilet room, and the difference in floor levels from the front pathway to the front verandah to the front door have been levelled to make access easier.

Disability Access and Inclusion Progress

The Shire of Yilgarn is committed to facilitating the inclusion of people with disability through the improvement of access to its facilities and services. To meet this goal, the Shire of Yilgarn reviewed its 1996 Disability Access Plan to address barriers for people with disability. Since adopting the plan, the Shire of Yilgarn has implemented a number of initiatives as follows:

- Library has increased the number of audio books and large print books located at accessible levels.
- Accessible public toilet facilities in Moorine Rock, Bodallin, Southern Cross CBD & Rotary Park.
- A new town hall was built to be fully accessible for people with disability.
- Community Resource Centre relocated to more accessible building on School grounds, all on one level and has an accessible toilet facility.
- Southern Cross Sports Complex had ablution facility altered in 2003 to include an accessible toilet with grab rails.
- A unisex disabled toilet installed at the rear of the Masonic Lodge building in 2003;
- Four Homes for the Aged units were renovated in 2004 to accommodate people with movement disability. With the bathroom/toilet/laundry rooms removed and replaced with one room with these facilities, plus new kitchen cupboards and appliances were installed with room for a wheelchair foot to fit under

the cupboards, rocker light switches and power points were installed throughout, and any steps to the front and rear verandahs were removed so that access is all on one level.

- The front verandah on the Yilgarn History Museum was renovated in 2006 to include an access ramp.
- In 2008 a new Senior Citizens Centre was installed in Southern Cross which is fully accessible to people with movement disability.
- A new clubhouse for the Yilgarn Bowls and Tennis Club was constructed in 2011/2012 with accessible ablution facilities, access onto the new synthetic bowling green, and also the existing tennis courts via access ramps and hand rails. (A vision impaired bowls club have visited the site on numerous occasions).
- In 2014 a new accessible ramp and handrails at the Southern Cross Medical Centre was installed.
- Access ramps from footpaths to road surface have been provided and are monitored to ensure that road subsidence does not cause a “lip” to form, and if found, these are repaired so they are functional.
- On election days the Shire ensures that buildings used are accessible and that modified booths are provided where required otherwise an alternative solution is provided.
- Automatic door installed at Shire Administrative building.
- Accessible Park benches installed at caravan park camp kitchen.
- Four accessible 2x1 units built in 2016 for the aged and disabled
- Two accessible 2x1 units being built through the Central East Aged Care Alliance group being constructed for completion in 2019.



IMAGE: ACCESSIBLE RAMP AT MUSEUM



IMAGE: ACCESSIBLE PARKING BAY AT CBD TOILETS

STRATEGIES TO IMPROVE ACCESS AND INCLUSION

Outcome 1

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

Strategies	Timeline
Review existing and future funding opportunities to maximize access options that meet individual needs of people with disability.	Ongoing
Ensure that people with disability are provided with an opportunity to comment on access services provided by the Shire of Yilgarn.	Ongoing
Monitor and review the Shire of Yilgarn's DAIP to ensure that it supports equitable access to services by people with disability throughout the various functions of the Shire of Yilgarn.	Ongoing
Install a copy of the Shire of Yilgarn's DAIP on website and allow people to make comment on the DAIP via E-mail.	Ongoing
Ensure Shire events are accessible to people with disability.	Ongoing
Ensure that Shire of Yilgarn staff, agents, and contractors are aware of the relevant requirements of the Disability Services Act.	Ongoing

Outcome 2

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

Strategies	Timeline
Ensure that all buildings and facilities are physically accessible to people with disability.	Ongoing
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	Ongoing
Install semi-automatic door opener on front door to	2019/2020

the Southern Cross Medical Centre.	
Remove un-even footpath surfaces.	Ongoing
Ensure that the sloped access from footpath to road surface has a minimal or no trip lip, and that the curb is clearly marked.	Ongoing
Include accessibility means for persons with a disability to access new swimming pool.	2019/2020
Install an accessible unisex toilet facility at Constellation park as part of new development.	2019/2020

Outcome 3

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

Strategies	Timeline
Improve community awareness that Shire of Yilgarn information can be made available in alternative formats upon request.	Ongoing
Improve staff awareness of accessible information needs and how to obtain information in other formats.	Ongoing
Ensure that Shire of Yilgarns website meets contemporary good practice.	Ongoing
Provide documentation regarding services, facilities & customer feedback in an appropriate format using clear concise language.	Ongoing

Outcome 4

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

Strategies	Timeline
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disability.	Ongoing
Improve the awareness of new staff and new Councillors about disability and access issues.	Ongoing
Improve community awareness about disability and access issues	Ongoing
Ensure that Shire contractors are aware of DAIP requirements	Ongoing

Outcome 5

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

Strategies	Timeline
Ensure that current grievance mechanisms are accessible for people with disability.	Ongoing
Improve staff knowledge so they can facilitate the receipt of complaints from people with a disability.	Ongoing

Outcome 6

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

Strategies	Timeline
Ensure and promote that Shire consultative processes are inclusive and address the requirements of people with disability to be involved.	Ongoing
Develop means of consulting a broader range of people with disability including the use of local community networks.	Ongoing
Make all Shire public consultation documentation available in alternative formats upon request.	Ongoing

Outcome 7

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

Strategies	Timeline
Promote the Shire as an inclusive workplace of choice.	Ongoing
The Shire will use inclusive recruitment practices when advertising and interviewing to fill a staff vacancy.	Ongoing
Improve methods of attracting, recruiting and retaining people with disability within Shire work force.	Ongoing
Continue to facilitate volunteer workplace experience for community members with a disability	As required

IMPLEMENTATION PLAN

Outcome One: People with disability have the same opportunities as other people to access the services of, and any events organized or sponsored by the Shire of Yilgarn.

Strategies	Task	Timeline	Responsibility
Review existing and future funding opportunities to maximize access options that meet individual needs of people with disability.	<ul style="list-style-type: none"> Shire administration staff to monitor grant funding available and make submissions where appropriate. 	Ongoing	EMRS CEO EMCS
Ensure that people with disability are provided with an opportunity to comment on access services provided by the Shire of Yilgarn.	<ul style="list-style-type: none"> Ensure any community consultation is undertaken in a manner that is inclusive of all community members, especially in relation to the DAIP 	Ongoing	CEO EMRS
Monitor and review the Shire of Yilgarn's DAIP to ensure that it supports equitable access to services by people with disability throughout the various functions of the Shire.	<ul style="list-style-type: none"> Shire administration staff to monitor and review DAIP annually. Shire administration staff to consult with local people living with disability for comment on the DAIP. 	Ongoing	EMRS
Install a copy of the Shire of Yilgarn's DAIP on Shire website and allow people to make comment on the DAIP via E-mail.	<ul style="list-style-type: none"> Shire to arrange for Reviewed and Council adopted DAIP to be installed on the Shire of Yilgarn website. Include on Shire of Yilgarn website information requesting people's comments on the DAIP and the means by which to make comment. 	2019/2020	EMRS
Ensure Shire events are accessible to people with disability.	<ul style="list-style-type: none"> Ensure all Shire of Yilgarn events are planned and implemented in a manner that allows access to people with disability. 	Each event	Events Coordinator, EMRS
Ensure that Shire of Yilgarn staff, agents, and contractors are aware of the relevant requirements of the Disability Services Act.	<ul style="list-style-type: none"> Promote Shire of Yilgarn DAIP to agents and contractors, and include it in the induction process for new staff. 	Ongoing	EMRS HR Officer

Outcome Two: People with disability have the same opportunities as other people to access the buildings and other facilities provided by the Shire of Yilgarn.

Strategies	Task	Timeline	Responsibility
Ensure that all buildings and facilities are physically accessible to people with disability.	<ul style="list-style-type: none"> ○ Biannual checks of Shire buildings. 	Ongoing	EMRS
Ensure that all new or redevelopment works provide access to people with disability, where practicable.	<ul style="list-style-type: none"> ○ Apply the requirements of the Building Code of Australia, Australian Standards on Access (mandatory and recommended) when new building work is undertaken. ○ Include appropriate specifications in tender documents. 	Ongoing	EMRS
Install semi-automatic door opener on front door to the Southern Cross Medical Centre.	<ul style="list-style-type: none"> ○ Seek quote/s for automatic door. ○ Engage contractor to install. 	2019/2020	EMRS
Remove un-even footpath surfaces along streets.	<ul style="list-style-type: none"> ○ Identify sections of footpaths that are uneven and include these in the Shire of Yilgarn Footpath Program either as a capital item if extensive work is required, or as maintenance if a small area of work is required. ○ Allocate funds for the repair or maintenance of footpaths in Annual Budget figures. 	Ongoing	EMI
Ensure that the sloped access from footpath to road surface has a minimal or no trip lip, and ensure the curb is clearly marked.	<ul style="list-style-type: none"> ○ Identify sloped ramps between footpaths and road surfaces that have a “lip” of more than 5mm, 	Ongoing	EMI

	<p>plus those where the curb needs to be clearly marked, and include these in the annual Shire Works Program.</p> <ul style="list-style-type: none"> ○ Allocate funds in Annual Budget figures to carry out works to reduce this “lip” and identify curbs. 		
Include accessibility means for persons with a disability to access new swimming pool.	<ul style="list-style-type: none"> ○ Include in tender specification for build; ○ Ensure award of tender includes disabled access 	2019/2020	EMRS
Install an accessible unisex toilet facility at Constellation park as part of new development.	<ul style="list-style-type: none"> ○ Install already obtained accessible sanitary unit. 	2019/2020	EMRS

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

Strategies	Task	Timeline	Responsibility
Improve community awareness that information can be made available in alternative formats upon request.	<ul style="list-style-type: none"> ○ Advertise in the Shire of Yilgarn newsletter that information can be made available in alternative formats upon request. 	Ongoing	EMRS
Improve staff awareness of accessible information needs and how to obtain information in other formats.	<ul style="list-style-type: none"> ○ Advise staff of the various alternative information formats that can be produced in-house, and those that need to be done by others. 	Ongoing	EMRS
Ensure that Shire of Yilgarn website meets contemporary good practice.	<ul style="list-style-type: none"> ○ Ensure website is continually updated. ○ Ensure that forms and applications are available electronically. 	Ongoing	EMRS
Provide documentation regarding services, facilities & customer feedback in an appropriate format using clear concise language.	<ul style="list-style-type: none"> ○ Adopt State Government Guidelines for Information, Services and Facilities, and incorporate into general practice by Shire of Yilgarn staff. 	Ongoing	EMRS

Outcome Four: People with disability receive the same level and quality of service as other people receive from the staff of the Shire of Yilgarn.

Strategies		Timeline	
Improve staff awareness of disability and access issues and improve skills to provide a good service to people with disability.	<ul style="list-style-type: none"> ○ Where practicable and relevant, conduct regular training of staff in A&I issues. 	Ongoing	EMRS
Improve the awareness of new staff and new Councillors about disability and access issues.	<ul style="list-style-type: none"> ○ Advise new staff and Councillors about A&I issues upon commencement. 	Ongoing	EMRS
Improve community awareness about disability ad access issues	<ul style="list-style-type: none"> ○ Where practicable and relevant, provide community updates on A&I issues. 	Ongoing	EMRS
Ensure that Shire contractors are aware of DAIP requirements	<ul style="list-style-type: none"> ○ Advise contractors about the DAIP and A&I issues. 	Ongoing	EMRS

Outcome Five: People with disability have the same opportunities as other people to make complaints to the Shire of Yilgarn.

Strategies	Task	Timeline	Responsibility
Ensure that current grievance mechanisms are accessible for people with disability.	<ul style="list-style-type: none"> ○ Continue to monitor grievance mechanisms to ensure best practice, in terms of A&I, is being achieved. 	Ongoing	EMRS
Improve staff knowledge so they can facilitate the receipt of complaints from people with a disability.	<ul style="list-style-type: none"> ○ Incorporate good practice in handling complaints from people with disability into induction and disability awareness training. 	Ongoing	EMRS

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

Strategies	Task	Timeline	Responsibility
Ensure and promote that Shire consultative processes are inclusive and address the requirements of people with disability to be involved.	<ul style="list-style-type: none"> ○ Ensure community consultation processes are inclusive. ○ Where community meetings are to be held, ensure an accessible facility is utilized. 	Ongoing	EMRS
Develop means of consulting a broader range of people with disability including the use of local community networks.	<ul style="list-style-type: none"> ○ Investigate new ways to undertake consultation to ensure a broad range of people are reached. 	Ongoing	EMRS
Make all Shire public consultation documentation available in alternative formats upon request.	<ul style="list-style-type: none"> ○ Review current procedures and implement recommendations. 	Ongoing	EMRS

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

Strategies	Task	Timeline	Responsibility
Promote the Shire as an inclusive workplace of choice.	<ul style="list-style-type: none"> ○ Continue to promote internally and externally. 	Ongoing	EMRS
The Shire will use inclusive recruitment practices when advertising and interviewing to fill a staff vacancy.	<ul style="list-style-type: none"> ○ Continue to use inclusive recruitment processes. 	Ongoing	EMRS
Improve methods of attracting, recruiting and retaining people with disability within Shire work force.	<ul style="list-style-type: none"> ○ Continue to review and evolve recruitment processes. 	Ongoing	EMRS
Continue to facilitate volunteer workplace experience for community members with a disability	<ul style="list-style-type: none"> ○ Continue to facilitate and welcome new workplace experiences for community members with a disability. 	Ongoing	EMRS

**Adopted by Council Resolution
19 September 2019
Shire of Yilgarn**