



— Shire of —
Donnybrook Balingup

Disability Access & Inclusion Plan 2024 – 2029

Shire of Donnybrook Balingup

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A Message from Vivienne MacCarthy, Shire President

Kaya – hello! As the President for the Shire of Donnybrook Balingup, I have the privilege of sharing this document that will form the basis of our actions in working towards greater access and inclusion for the next five (5) years. I hope to echo the sentiments of Disability Services WA in recognising the importance of advancing opportunities, community participation, and quality of life for people with disability in our district.

First, the Shire would like to acknowledge the importance of the Disability Royal Commission’s Final Report released in 2023. The adversities faced by people of different abilities in the community is certainly a concern, and our responsibility as a local government authority is to ensure that no one in our community is left behind or cannot access the services and facilities we provide.

The Shire would like to thank the community members who worked with us to provide qualitative information, and also shared their experiences within the Shire itself. Our district is a vibrant, engaging community that is home to all kinds of people from all walks of life. We are proudly diverse and multicultural, speaking many different languages and taking many different forms. Despite our differences, we are all still lucky enough to call these beautiful landscapes home.

As an employer of nearly 100 staff, the Shire has a responsibility to ensure that our employees are also supported and work in an environment that suits their abilities and needs. This support needs to operate in ways that consider and improve access and inclusion not just externally, but internally as well. The Shire intends access and inclusion to be foundational in all forms of business, with awareness being the first and arguably one of the most important steps towards progressing in this area. The next steps, and our plan up to 2029, includes undertaking actions that will positively impact upon and enhance the lives of people in our community.

The Shire is pleased to present the DAIP as a reflection of past, present, and future endeavors. We remain dedicated to ongoing and forthcoming initiatives. Not only do we want to embrace the wonderful diversity that exists in our community; we want to encourage it.

Vivienne MacCarthy

President for the Shire of Donnybrook Balingup

Acknowledgement of Country

The Shire of Donnybrook Balingup acknowledges the traditional custodians of this land, the Wardandi and Kaneang People of the Noongar Nation. The Noongar People of the South West inhabited this country for some 40,000 years before European occupation, with the area being known as Kaniyang. It is a privilege to be living on Noongar country.

We recognise the Noongar people as part of the oldest living culture on earth and as the custodians of this land. We acknowledge the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

We pay our respects to Elders past and present, as well as the young people who will be leaders in the future.

From the Gnangangarich Waugyl Walk, Donnybrook:



“Our traditional elders and spiritual leaders know their land (boodja) and the religious sites, myths and rituals that have been handed down for thousands of years. This knowledge is priceless because it comes from the old people from (kwidja) long time.

Every Noongar person born in this area belongs to one of two family groups and is represented either by the White Cockatoo (mantjimat) monarch spirit totem or the Crow (wardang) totem.

Being Noongar is being part of a family, sharing with others all the things we believe in. We feel these things very deeply, they join us together and our old people. Our spirits are in these trees and hills and the rocks and waterways, and in the goannas and the birds and the animals.”



Access For All

How to Access the Information in this Document

The Shire intends for this information to be accessible and understood by all people, as it contains information that is relevant for all members of our community. Below are several ways to access this document, including for those who need further assistance.

Plain Language Version

We have a version of this report available on our website that is written in simplified, plain English. To get started, please visit the Shire website and search “Disability Access and Inclusion Plan” or “DAIP.”



Scan this QR Code with your device to visit our website.
Alternatively, click this link or type it into your browser:
www.donnybrook-balingup.wa.gov.au

Language Support: Interpreter Services

You can call the National Translating and Interpreting Service (TIS National) on 131 450 for the cost of a local call. TIS National is open at all hours to assist non-English speakers with translating information and accessing services.

Google translate can also assist in translating sections of this document if you are having difficulty with certain phrases. Head to translate.google.com.au to get started.

Read Aloud Service

Read aloud services increase accessibility for vision impairments, language barriers and several other barriers to accessing information. This PDF can be read aloud by selecting the Read Aloud Option in the View tab from the top left menu – this might also be located on your PDF reader toolbar.

Or you can try the free application Read Aloud available online here: readaloud.app. This app turns written data into voice enabled information.

Further Assistance

Should you require further assistance in understanding the information presented in this document, please visit the Shire of Donnybrook Balingup Administration Office (1 Bentley Street, Donnybrook), and ask to speak with the Community Development Team.

Legislative Framework

Definitions

Access	Refers to the physical ability to get to, into, and around facilities. This access is created by removing structural barriers and including mechanisms to enable structural access.
Facilities	Any infrastructure that is owned or managed by the Shire of Donnybrook Balingup, such as town halls, public toilets, accessible parking, footpaths, libraries and recreation centres.
Council / Shire	Refers to the Shire of Donnybrook Balingup as an organisation.
DAIP	Disability Access and Inclusion Plan.
Inclusion	Refers to the ability to participate as much as possible in programs and services provided by organisations in an integrated and holistic manner, and does not ostracise, embarrass, or humiliate.
Information	Any information provided by the Shire of Donnybrook Balingup, regardless of format. This includes written (print, electronic) and verbal (face-to-face, telephone).
Services	Any services provided by the Shire of Donnybrook Balingup, such as administrative, community development or recreational.
ACROD Parking	Refers to parking bays reserved for someone with an ACROD parking permit.

Legislation

The Australian Commonwealth, State and Territory governments have developed the National Disability Strategy (Strategy) in partnership under the auspices of the Council of Australian Governments. The Australian Local Government Association (ALGA) has also assisted in the development of the Strategy and there is a strong role for local governments in its implementation. The shared vision is for an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens. The relevant roles and responsibilities on disability access and inclusion are governed by several statutes. These include:

- *Commonwealth Disability Discrimination Act 1993;*
- *Disability Services Act 1993 (amended 2004);*
- *Western Australian Equal Opportunity Act 1984;*
- *United Nations Convention on the Rights of Persons with Disabilities.*

It is a requirement of the *Disability Services Act 1993* that public authorities, including local governments, develop and implement a DAIP so that people with disability have the same opportunities as other people to access services, facilities and information in the community.

Outcomes

The outcomes for our Disability Access and Inclusion Plan are provided by the Department of Communities who provide a framework for all local government authorities.

Outcome 1: Services and Events

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

Outcome 2: Facilities and Buildings

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

Outcome 3: Information

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

Outcome 4: Experiences with Staff

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

Outcome 5: Complaint Mechanisms

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

Outcome 6: Consultation Processes

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

Outcome 7: Employment

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

What is disability?

The Shire acknowledges that disability takes many different forms and has greatly changed in meaning over time.

Historically, disability has been seen through a medical lens that aimed to correct or fix impairments. A modern approach encourages a focus on one's interactions with their environments, constructing a new perspective that disability is not necessarily a condition, but is something that arises from barriers that can be physical or digital, or from attitudes and communication.¹ The Shire recognises that access and inclusion means addressing these barriers to assist in reducing the experience of disability.

Legal definitions of disability are aimed at protecting people and confirming the rights and responsibilities of all people. The *Disability Discrimination Act 1993* is federal legislation that determines disability, in relation to the person, as being:

- a) total or partial loss of the person's bodily or mental functions; or
- b) total or partial loss of a part of the body; or
- c) the presence in the body of organisms causing disease or illness; or
- d) the presence in the body of organisms capable of causing disease or illness; or
- e) the malfunction, malformation or disfigurement of a part of the person's body; or
- f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;²

One in five people in Australia have disability.³

Two in five people with disability are over 65 years or older.⁴

The Australian Bureau of Statistics (ABS) Census (2021) collects data on individuals who identify needing assistance for core activities. The following data is taken from the Census and represents national statistics:

6.1% of females in Australia require assistance.

¹ Australian Network on Disability, <https://and.org.au/resources/disability-statistics/what-is-disability>

² *Disability Discrimination Act (C'th) 1992*, Part 1 (4).

³ Department of Communities, *State Disability Strategy 2020-2030*.

⁴ Department of Communities, *State Disability Strategy 2020-2030*.

5.5% of males in Australia require assistance.

76.6% of people identifying as needing assistance live at home while 19.4% live alone.

88.1% of people with a need for assistance have a long-term health condition.

54.2% of people with a need for assistance are 65 years or older.

The Shire agrees that there should be no shame in identifying as a person with disability. Following the modern belief mentioned on the previous page, disability is not just medical, but can be the result of the physical and social environment not meeting the required needs of the community. Many people that the Shire met with in our consultation process did not identify themselves as having disability, but required support to interact in their environment. Historical beliefs and opinions suggested that impairment was a problem in need of correction, and has prevented older generations from recognising that they may be experiencing disability.

As attitudes to disability continue to change over time, the Shire will work to keep progressing towards the recognition that disability can be an issue with the built environment, and to respond to the accessibility needs and requirements of the community. Access and inclusion translates to the acceptance of people in our community, and the provision of a suitable environment for all.



*Men's Shed Tea Break, by William Dickie
1st Place for the 2024 Shire Photography Competition*

Identified Themes

Quantitative Data: Statistics and Survey

ABS Census Statistics

- 5% of the Shire does not speak English as a first language. Access needs to include the consideration of non-English speaking households.
- 55% of the community being over the age of 45 years, indicating that the Shire has an aging population. This requires the consideration of mobility and access is a key requirement.
- The Shire population has a significant proportion of people with long-term health conditions. One third of the respondents identified as having a long-term health condition. The most prevalent conditions are arthritis and mental health issues.

Community Survey Results

- 58.49% of people surveyed were not aware of the DAIP. There is a need for greater engagement with the community around disability, access and inclusion.
- 35.19% of those surveyed who identified as having a disability mostly described it as physical.
- 61.11% the survey respondents (had attended an event in the Shire over the past year.
- Buildings and facilities were mostly rated as being accessible (61.12% of results said *easy* or *ok*, 20.37% said *neutral*, and 18.52% said *hard to access*).
- 83.63% of respondents found the information provided by the Shire to be easy to access or indicated a neutral response about this topic.
- 61.82% of respondents were not aware of the Shire’s formal complaints process.
- 54.55% of the people surveyed had not accessed the Shire’s services in the past year.
- 51.85% of the people surveyed had never engaged in public consultation with the Shire.
- 59.26% of respondents are aware that the Shire is an Equal Opportunity Employer.
- Survey respondents noted concerns with physical accessibility to local businesses (25.45%) and lack of staff awareness (20%).
- 43.63% of respondents (the highest proportion) answered that the overall rating of access and inclusion in the Shire was *average*.
- The most common themes identified in individual responses were regarding footpaths (11 comments); crossing the South Western Highway (10 comments); ACROD Parking (10 comments); and accessible toilets (8 comments).

Qualitative Data: Interviews

Common Topics / Issues Raised:

- Difficulty in crossing the South Western Highway.
- Handrails were are needed at several locations in the Shire. Sites included:
 - > At the weir in multiple locations.
 - > Handrails have largely been installed on the left-hand side of stairs when they are required on both sides. The Donnybrook Memorial Hall required handrails at the entry steps or an alternative entryway that is access friendly.
- The Donnybrook Memorial Hall is also noted as needing lighting, ramp access and signage.
- Bench seating is of high priority for mobility impaired community members.
- Safe walking surfaces, including footpaths, curbs and the swing bridge were frequently mentioned relating to accessibility through movement.
- The Donnybrook Community Resource Centre (CRC) building is noted to be highly inaccessible due to having no wheelchair access.
- Several local businesses were identified as being difficult to access, including the following:
 - > The Donnybrook Post Office (door is not wide enough or easy to open),
 - > Cellarbrations (no ramp and two big steps),
 - > Donnybrook Hardware and Garden (no ACROD bay),
 - > Big Apple Bakery (crowded street front with tables and chairs in the public walkway),
 - > Donnybrook IGA (curb height and not enough ACROD bays).
- Bins left out over the weekend for kerbside collection on Monday mornings was called hazardous and unsightly by several interviewees.
- Accessible toilets need to be unisex, as carers may be a different gender to their client.
 - > The location of change tables in accessible toilets creates a problem with availability and unpleasant odours. It was suggested that some community education needed on the importance of keeping the accessible toilets available for people with disability.
- Housing is required for young people with disability, with positive feedback shared on the current Bridge Street units.
- Requests for various training programs (including scam awareness) was raised. Additionally, programs/events need to be promoted with flyers and printed, physical materials available in multiple locations rather than only being published online.
- Feedback for events included sensory overloads or being overwhelmed due to too much stimulation. It was suggested that safe, quiet spaces at community events would be beneficial, as well as better maps and signage being on display at events.
- ACROD parking needs to be assessed for functionality. Interviewees suggested that it wasn't so much a need for more bays, but to make sure that the existing bays are appropriate (some current bays are positioned over drains or are too narrow to be easily accessed, for example).

Other Feedback:

- The Donnybrook Recreation Centre received positive feedback, indicating engagement through seniors’ fitness classes and the pool hoist being a great benefit.
- The Apple Fun Park is considered by different patrons as being either highly accessible or highly inaccessible. The exercise equipment that was previously located at the Apple Fun Park is missed.

Summarised Information:

- The biggest barrier people faced was with the availability of services.
 - > The Shire can support the provision of services in allocating spaces or facilities that services can use to access the community and in understanding the dynamics of the community to support which services are required.
- The information gathered from the community regarding their general attitudes and inclusion was mostly positive. Many people saw the benefits of living in a small town as translating to greater inclusion and community support. However, there was some mention of lack of awareness or social stigma around disability.
- Many senior people who have mobility impairment do not recognise or identify as having disability, and denote their vision, hearing or movement issues as being a result of old age.

“We can stay here because everything is accessible”.

For more information on the above responses, please see our [Consultation Summary](#) which outlines our approach to the Disability Access and Inclusion Plan and includes further analysis of the statistics that represent our community.

Informed Planning

Required Outcomes

To embed ongoing support for access and inclusion each of the strategies are connected to objectives in the Council Plan. The below actions and projects will be reviewed in the annual reporting at the Shire. This along with the annual DAIP progress report will ensure that processes have been implemented by the relevant deadlines.

Outcome 1: Services and Events

Strategy:	1.1	Council Plan Ref.:	1.3, 2.2	Responsible:	Community Development
Action(s):	<p>Sensory Tent: A tent with soft furnishings, noise cancelling headphones and other sensory equipment to provide a low sensory space for community members at local events. This can be used at Shire events and hired for a minimal bond or fee to community groups for their events.</p>				Performance Measure(s):
					<ul style="list-style-type: none"> – Purchase tent and equipment. – Advertise availability of tent on Shire website and on event application form. – Track use of tent using calendar system.
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy:	1.2	Council Plan Ref.:	1.3, 2.2	Responsible:	Community Development
Action(s):	<p>Event application process: A revised event application form will include an accessibility and inclusion checklist. Provision of accessible parking at events will be prioritised.</p>				Performance Measure(s):
					<ul style="list-style-type: none"> – Reference to access and inclusion requirements on event application cover. – Include links to Event Guidelines access and inclusion considerations on Shire website.
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓

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Strategy: 1.3	Council Plan Ref.: 1.3, 2.0		Responsible: Community Development		
<p>Action(s):</p> <p>Auslan at Major Events: An Auslan interpreter will be engaged where possible at major Shire events including Australia Day celebrations. Any other major events (over 1500 patrons) should be encouraged to have Auslan interpreters available for formal processes or announcements.</p>		<p>Performance Measure(s):</p> <ul style="list-style-type: none"> – Major events held by Shire require Auslan interpreter. – Actively promote use of Auslan for other major events held in the Shire through event application process. 			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 1.4	Council Plan Ref.: 1.2.2, 2.3		Responsible: Recreation Centre		
<p>Action(s):</p> <p>Arthritis Program: Our recreation centre already provides programs specific to our older community members. A physical fitness program that aims to assist in combating the symptoms of arthritis or slowing its progress would be appropriate given the prevalence of this disease in our community. It also allows people who have this condition to connect with and support each other.</p>		<p>Performance Measure(s):</p> <ul style="list-style-type: none"> – Program to be planned and promoted by recreation centre. 			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 1.5	Council Plan Ref.: 1.3, 2.2		Responsible: Community Development		
<p>Action(s):</p> <p>Recognition: Celebrate and promote important days for issues that are relevant for our community members including:</p> <ul style="list-style-type: none"> – 10 October- World Mental Health Day – 31 October- Rattle Ya Bones Day (arthritis awareness) 3 December International Day of People with Disability 		<p>Performance Measure(s):</p> <ul style="list-style-type: none"> – Small events held or supported by the Shire in recognition of these days. – Promotion of this recognition through social media and publications. 			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓



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Strategy: 1.6	Council Plan Ref.: 2.3	Responsible: Environmental Health			
Action(s): Waste Services: Bin services currently occur on Monday morning which causes bins to be left on the footpath on the weekend. This causes a footpath hazard affecting accessibility. This can be addressed by changing bin collection day in the Donnybrook town centre.		Performance Measure(s): – Consult with waste delivery service to assess options to change day of bin collection. – Change bin collection day in the Donnybrook town centre to a week day other than Monday.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓				

Outcome 2: Facilities and Buildings

Strategy: 2.1	Council Plan Ref.: 1.3, 2.1, 6	Responsible: Operations			
Action(s): VC Mitchell Park Precinct: Create a sporting precinct to a high standard of access and inclusion.		Performance Measure(s): – Consult reference group (reference group is described in Outcome 6 as Access and Inclusion Reference Group) to assess precinct on completion of build.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓		

Strategy: 2.2	Council Plan Ref.: 1.3, 6	Responsible: Works & Services			
Action(s): Footpaths and curbs: Maintenance of footpaths and roadside curbs will continue to meet compliance standards and consider accessibility and suitable crossings.		Performance Measure(s): – Consult reference groups to assess ongoing suitability and hazards with footpaths and curbs.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

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Strategy:	2.3	Council Plan Ref.:	1.3, 2.1, 2.3, 6	Responsible:	Technical Services
Action(s):					Performance Measure(s):
Accessible toilets: Include separate change tables from accessible toilets in future Shire building projects.					<ul style="list-style-type: none"> Public facilities in new builds have separate parent change tables and accessible toilets.
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓
Strategy:	2.4	Council Plan Ref.:	1.3, 2.1, 6	Responsible:	Operations
Action(s):					Performance Measure(s):
Revision of community hall facilities: Review all community halls to assess where access can be improved within heritage requirements					<ul style="list-style-type: none"> Lighting, ramp and signage improvements to community halls. Engage reference group where possible.
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓
Strategy:	2.5	Council Plan Ref.:	1.3, 2.1, 6	Responsible:	Operations, Community Development
Action(s):					Performance Measure(s):
Signage: Thoughtfully designed wayfinding signage that is accessible for most community members available at high use Shire facilities.					<ul style="list-style-type: none"> Signage assessment for all Shire buildings Reference group to be consulted when relevant and/or possible Accessible and inclusive signage at high use Shire facilities.
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

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Strategy: 2.6	Council Plan Ref.: 1.3, 2.1, 6	Responsible: Operations, Community Development			
Action(s): Highway crossovers: Any alterations or additions to the highway crossovers will be implemented after consultation with the reference groups to assess suitability of placement.		Performance Measure(s): – Ongoing consultation in reference to crossovers.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 2.7	Council Plan Ref.: 1.3, 2.1, 6	Responsible: Works & Services, Community Development			
Action(s): ACROD parking: Reference group to be consulted on suitability of placement of ACROD parking bays in the Shire.		Performance Measure(s): – Ongoing consultation in reference to ACROD parking.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 2.8	Council Plan Ref.: 1.3, 2.1, 6	Responsible: Works & Services, Community Development			
Action(s): Bench seating: Improve accessibility of local walk trails by ensuring adequate seating at key points.		Performance Measure(s): – Additional bench seats at popular walking spots (i.e. Preston River walk). – Ongoing consultation in reference to bench seating.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓



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Strategy: 2.9	Council Plan Ref.: 1.3, 2.1, 6	Responsible: Operations, Community Development			
Action(s): Local business access: Work with the local Chamber of Commerce to address access and inclusion issues in the business community.		Performance Measure(s): – Facilitate access to grants and information for local businesses. – Connect the Chamber of Commerce with available training in disability awareness.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

Outcome 3: Information

Strategy: 3.1	Council Plan Ref.: 1.3, 12	Responsible: Media & Communications, All Departments			
Action(s): Plain language: All public documents created by the Shire will endeavour to use plain language to be understood by all community members.		Performance Measure(s): – Plain language documents will be available on the shire website.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓

Strategy: 3.2	Council Plan Ref.: 1.3, 12	Responsible: Media & Communications, Community Development			
Action(s): Improved and more diverse communications: Multiple formats and platforms used to disseminate information		Performance Measure(s): – The Shire will increase contributions and information sharing with the Preston Press, with a local readership of over 2000 people. – This publication will be available in hard copy. – We will engage Donnybrook Balingup Community Radio to promote information for the Shire. – Increased use of library and community noticeboards.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓

Outcome 4: Experiences with Staff

Strategy: 4.1	Council Plan Ref.: 1.3, 12	Responsible: Human Resources (HR)			
Action(s): Front reception staff training: Relevant staff to have training in effectively communicating with people who have a communication disability.		Performance Measure(s): – Effective communication training for any roles with a high level of customer interactions including receptionists.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 4.2	Council Plan Ref.: 1.3, 11, 12	Responsible: Human Resources (HR)			
Action(s): Disability awareness training: Improve staff education and awareness on disability and access.		Performance Measure(s): – All staff to complete free online disability awareness training. – New staff to undertake this training as part of their induction.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓
Strategy: 4.3	Council Plan Ref.: 1.3, 11, 12	Responsible: Human Resources (HR)			
Action(s): Organisational values: Values of the organisation to include Inclusion.		Performance Measure(s): – Development of organisational values. – Organisational values included in induction information.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

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Strategy: 4.4	Council Plan Ref.: 1.3, 11, 12	Responsible: Media & Communications, Information Technology (IT)			
Action(s): Email signatures: recognition of various celebrations and significant days or weeks of the year through promotion in all staff email signature.		Performance Measure(s): – Development of program of email signatures throughout the year to reflect important dates and values.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

Outcome 5: Complaint Mechanisms

Strategy: 5.1	Council Plan Ref.: 1.3, 11, 12	Responsible: Media & Communications			
Action(s): Formal complain procedure:		Performance Measure(s): – Promotion of the complaint process through social media and other platforms. – Improve access to complaint procedure on Shire website.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		✓	✓	✓	✓

Outcome 6: Consultation Processes

Strategy: 6.1	Council Plan Ref.: 1.3, 6, 11.2	Responsible: Community Development			
Action(s): Access and Inclusion Reference Group: Formation of a reference group who can be consulted on access and inclusion before the design of new buildings, facilities and/or programs.		Performance Measure(s): – Recruitment of group. – Group to meet at least twice a year.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓

Outcome 7: Experiences with Staff

Strategy: 7.1	Council Plan Ref.: 1, 11, 12.2	Responsible: Human Resources (HR)			
Action(s): Inclusive policies: Revision or renewal of Human Resources policies should prioritise access and inclusion.		Performance Measure(s): – Human Resource policies and procedures promote access and inclusion.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓
Strategy: 7.2	Council Plan Ref.: 1, 11, 12.2	Responsible: Human Resources (HR)			
Action(s): Induction of new staff: Include access and inclusion as part of new staff induction.		Performance Measure(s): – Include DAIP with induction documents for all new staff.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	✓	✓	✓	✓	✓
Strategy: 7.3	Council Plan Ref.: 1, 9, 11, 12.2	Responsible: Human Resources (HR)			
Action(s): Creation of supported position: Create a position in a casual capacity for a person with an intellectual disability.		Performance Measure(s): – Review suitable roles and responsibilities. – Create role and seek employee.			
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

Disability Access & Inclusion Plan (DAIP) 2024 – 2029

Shire of Donnybrook Balingup Draft as at 28 March 2024



Strategy:	7.4	Council Plan Ref.:	1, 11, 12.2	Responsible:	Media & Communications, Information Technology (IT)
Action(s):			Performance Measure(s):		
Diverse employment connection:			– Diversify employment recruitment.		
Timeframe:	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
			✓	✓	✓

Conclusion

The consultation we undertook with our community in this process was enlightening, informative and encouraging. We have met some incredible examples of community spirit in our engagement with people from across the Shire.

The themes that we uncovered led us to surmise that ongoing connection to and consultation with diverse groups is important for all the planning that we undertake as a local government authority. We are representing the broader community, and their unique perspectives are important to have at the table. The creation of an Access and Inclusion Reference Group is a critical outcome of the DAIP.

The built environment is a significant contributor to the experience of members of the community. Creating an environment that is purposely walkable and accessible encourages movement, engagement and connectivity in the community. This in turn reduces the risk of disability and movement issues in the community as it ages. Walkability is inclusive and preventative.

Many of our initiatives are in making services, events, buildings and facilities more accessible and inclusive for our community. Our other significant focus is in creating an organisation that is founded on these principles and undertakes to consider access and inclusion in all that we do.

“Communication is the important part.”

Glossary of Current Terms

Impairment is a medical condition that can lead to disability.

Disability is experienced by people living with an impairment encountering physical, attitudinal, social or communication barriers in their environment.

Support Worker or ‘family member’ is a preferred term over carer, as in ‘primary carer’, ‘paid carer’ or ‘unpaid carer’. The use of the term ‘carer’ may sometimes inadvertently portray individuals with a disability in a manner that could be perceived as infantilising, potentially reinforcing outdated notions of burden, charity, and sacrifice.

The purpose of **Access and Inclusion** is to remove barriers to allow for full engagement in society.

People with disability is the preferred term rather than disabled, which follows the Social Model of Disability (see below). For more guidance on appropriate language please see the [PWDA Language Guide](#).

Social Model of Disability

The social model differs from the medical model of disability by centering on people’s experiences and interactions in their environment in relation to access and inclusion. There is an important difference to recognise between impairment and disability.

More information on the social model can be found here: [Social Model of Disability - People with Disability Australia](#)

This is aligned with the **United Nations Convention on the Rights of Persons with Disability**.