



Shire of Tammin

Disability access & inclusion plan (DAIP)

1 July 2020

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

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Background

Part 5 of the Disability Services Act 1993 (as amended 2004) requires public authorities (Western Australian State Government agencies and Local Governments authorities) to develop and implement a Disability Access and Inclusion Plan (DAIP) to further the principles and objectives of the Act.

This is the Shire of Tammin's Plan to address this requirement.

Introduction

What is a DAIP?

The nine principles of the Act apply to how people with disability should be treated, that is, a person with a disability has the right to be respected for their human worth and dignity and has the same human rights as other community members, regardless of the degree and nature of their disability.

The specific aim of DAIPs is to ensure that people with disability have the same opportunities as other people to access government funded and provided services.

DAIPs must be developed, implemented and reviewed by all State Government agencies and Local Government authorities. All practical measures must be taken to ensure that the plan is implemented by officers, employees, agents or contractors of State Government agencies or Local Government.

How does the Shire of Tammin's DAIP work?

The DAIP provides a framework for the identification of areas where access and inclusion can be improved and for the development of strategies to best improve access and inclusion. These strategies work towards a number of access and inclusion outcomes, which are defined in the Act as the minimum standard for DAIPs.

The seven access and inclusion outcome areas specified in the Act aim to provide a means of ensuring that people with disability:

1. Have the same opportunities as other people to access the services of, and any events organised, by the relevant public authority.
2. Have the same opportunities as other people to access the buildings and other facilities of the relevant public authority.
3. Receive information from the relevant public authority in a format that will enable them to access the information as readily as other people are able to access it.
4. Receive the same level and quality of service from the staff of the relevant public authority as other people receive from the staff of that authority.
5. Have the same opportunities as other people to make complaints to the relevant public authority.

6. Have the same opportunities as other people to participate in any public consultation by the relevant public authority.
7. Have the same opportunities as other people to obtain and maintain employment with a public authority.

The Shire of Tammin's DAIP will be implemented over 5 years, guided by an overarching set of strategies, which drive actions and initiatives to support the achievement of each outcome area.

Each year an Annual Action Plan will be developed and implemented to improve access to Shire services, buildings and information.

The Annual Action Plan will outline the:
Areas where access and inclusion can be improved.

Type of actions and initiatives to be implemented to ensure access and inclusion.

Officer responsible for implementing the actions, initiatives and timeframe for completion of the actions and initiatives.

Developing Annual Action Plans throughout the lifespan of the DAIP provides the opportunity for new strategies to be developed and implemented in response to emerging access and inclusion barriers.

What is the Shire of Tammin and what does it do?

The Shire of Tammin is a small regional local authority (area of 1,087 km²) located in the Central Wheatbelt Region of Western Australia, 184 km east off Perth on the Great Eastern Hwy. The population of the Shire of Tammin is approximately 400 people.

The Shire originally was part of the Cunderdin Meckering Tammin Roads Board until 1948 when the Tammin Roads Board was formed. In 1961, under the Local Government Act 1960 the Board was renamed the Shire of Tammin.

The Shire of Tammin is responsible for the provision of services including:

Roads construction and maintenance

Footpaths

Street lighting

Sports and recreation grounds

Library

Accommodation for the Aged

Cemeteries

Refuse collection & disposal

Litter collection and street cleaning

The Shire of Tammin is also responsible for the regulation and control of:
Health
Building
Town planning
Animals
Bushfire

The Shire of Tammin has 7 full time and 5 part time employees.

Progress since 1995

The Shire of Tammin is committed to facilitating the inclusion of people with disability through the improvement of access to its facilities and services. Towards this goal, the Shire of Tammin first adopted its first Disability Service Plan (DSP) in 1995 to address the barriers within the community for people with disability. The DSP addressed its statutory requirements under the WA Disability Services Act (1993).

Since the adoption of the initial DSP, the Shire of Tammin has implemented many initiatives and made significant progress towards better access. Some of the significant achievements have been the completion of sealed pathways around the Tammin townsite, disabled public toilet facilities and the electronic sensor door into the Shire Office.

Review of previous plan

Since the previous DAIP the following strategies were implemented:

- Developed integrated workforce plan to ensure staffing continuity and reduce workforce turnover.
- Identified missing footpath crossings and successfully obtained grant to rectify those.
- Improved access to buildings.
- Continued improvements to footpaths with installation of pram ramps.

Who is involved in implementing the DAIP?

In a small local government, implementation of the DAIP involves all staff, however some actions undertaken in the Annual Action Plan are allocated to a single officer while other actions apply to a range or all staff. In this manner, any staff member can be involved in implementing elements of the DAIP.

Under the Act a DAIP is implemented by “employees, agents or contractors” of State Government agencies and Local Governments. This carries with it an expectation that service providers, funded by the Shire of Tammin, will conduct their service in a manner consistent with the desired outcomes of the DAIP.

Strategic alignment of the DAIP

The DAIP is consistent with the aims of the Shire of Tammin’s strategies and policies that guide how the Shire of Tammin works with and on behalf of people with disability, their families and carers. Such documents include:

Shire of Tammin budget will provide the projects and funding sources through which the Shire of Tammin works to achieve the mission statement together with the people of Tammin, we will provide leadership, vision and progress to achieve sustainability and growth.

The Shire of Tammin plans for the future, which provides a longer-term vision of significant projects.

Development of the DAIP

The Disability Services Act and its regulations require a public authority to:
Review its DAIP at least every 5 years.

Undertake public consultation when preparing, reviewing or amending their DAIP

Advertise their intention to prepare, review or amend a DAIP

Lodge a report of any review of its DAIP with the Commission

Lodge a copy of any amendments or new DAIP with the Commission.

Ensure that the DAIP is made available to people with disability and the public.

Report on the actions undertaken in its DAIP in its annual report.

The Shire of Tammin has followed this process in reviewing the previous Disability Access & Inclusion Plan 2020 and developing its DAIP.

How was the Shire of Tammin's DAIP developed?

Consultation requirements in relation to a DAIP are outlined in the Regulations of the Act and call for submissions (either generally or specifically) to be called by notice in a statewide newspaper and on any website maintained by the public authority. The review of the DAIP used both these consultation mechanisms, advertising in the Tammin Tabloid, as well as the Shire of Tammin's website.

The review identified significant work that is already underway to improve access but also identified areas requiring improvement and explored future opportunities for reducing access barriers, which have been incorporated into the Shire of Tammin's DAIP in accordance with the DAIP development process outlined in the Act.

How will the DAIP be modified?

The DAIP will be implemented over five years and each year an Annual Action Plan will be developed that outlines access and inclusion initiatives that will be implemented across the Shire of Tammin in that year. In this way the DAIP is updated on an annual basis to include new strategies and/or modify existing strategies, which will ensure the DAIP remains consistent with the Shire of Tammin priorities and adapts to emerging access and inclusion issues.

Each year the Shire of Tammin must report on actions undertaken in the implementation of its DAIP in its Annual Report.

How will the DAIP be reviewed?

In addition to annual reports, a thorough review is required upon the conclusion of the DAIP. It is important that the success of the DAIP is measured to inform the development of new strategies for a new DAIP.

The review process will comprise the acquittal of each Annual Action Plan, which will provide an ongoing snapshot of the activities that have been conducted in implementing the DAIP and a comprehensive review of the DAIP upon its conclusion.

Communicating the DAIP

Once Council has endorsed the DAIP, it will be advertised in the local newspaper, Shire newsletter, via email and on the Shires website. Alternative format of the DAIP can be provided upon request.

DAIP strategies 2020-2025

The following overarching strategies will guide the individual actions that the Shire of Tammin will undertake from 2020-2025 to improve access to its services, buildings and information.

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

Strategies to further improve service delivery:

Workforce planning to ensure staffing continuity and reduce workforce turnover.

Increase opportunities for people with disability to engage with the Shire of Tammin in respect to decisions that affect them directly.

Foster ongoing opportunities for responding to the needs of culturally and linguistically diverse (CALD) people with disability, particularly new and emerging communities, and Indigenous people with disability, and their families.

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

Strategies to further improve access to Shire of Tammin facilities:

Ensure that Shire of Tammin's facilities meet minimum standards for access.

Ensure that footpath and pathways are accessible.

New footpath crossings continue to be installed throughout the Tammin townsite.

Ensure that the height of front reception desks in Shire of Tammin buildings meet the standards for access.

Portable card reader ensures it can be used in lap at the front counter.

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

Strategies to further improve the Shire of Tammin's provision of information to meet the needs of people with disability:

Explore opportunities for use of new and emerging technologies.

Development and maintenance of the Shire of Tammin's website to improve information access for people with disability.

Produce publications in languages other than English taking into account cultural perspectives for CALD and Indigenous people as required.

Ensure that publications are readily available at key access points.

Commit to making publications as accessible as possible and written in plain English.

Broaden the mode of communication.

Provide improved information in the orientation program about the role of the Shire of Tammin's access initiatives and the importance of developing publications in alternative formats.

Outcome 4 – People with disability have the same level and quality of service from the staff of the Shire of Tammin as other people receive from the staff of the Shire of Tammin.

Strategies to further improve the disability awareness of Shire of Tammin staff:

Orientation program to include exposure to a wider range of disability.

Examine specific disability awareness training needs of staff and include in Professional Development Plans as appropriate.

Provide training and support for staff in their work with CALD and Indigenous people with disability.

Outcome 5 – People with disability have the same opportunities as other people to make complaints to the Shire of Tammin.

Strategies to further improve opportunities for people with disability to be involved in consultations.

Develop means of consulting a broader range of people with disability including the use of local community networks and speaking directly to minority communities.

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

Strategies to further improve opportunities for people with disability to be involved in complaint processes.

Regularly inform staff about consumer complaints procedures and complaints awareness training for new Customer Service Officers.

Outcome 6 – People with disability have the same opportunities as other people to make complaints to the Shire of Tammin.

Promote the means by which people with disability can provide feedback about positive experiences with the Shire of Tammin.

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

Strategies to improve opportunities for people with disability to access employment:

Use inclusive recruitment practices.

Improve methods of attracting, recruiting and retaining people with disability.

Work with key disability employment provider(s) to employ a person with a disability

These strategies will guide the Shire of Tammin's actions over the next five years to improve access and facilitate inclusion.

Your response to the Shire of Tammin's Draft DAIP

If you wish to provide the Shire of Tammin with feedback about its draft DAIP, you might like to use this form to provide your input. Your contribution will assist the Shire of Tammin to develop a DAIP that will improve access for people with disability.

Is the draft DAIP clearly written and easy to understand?

Are there any access barriers, which have not been identified?

What other actions by the Shire of Tammin would improve access in Outcome 1?

What other actions by the Shire of Tammin would improve access in Outcome 2?

What other actions by the Shire of Tammin would improve access in Outcome 3?

What other actions by the Shire of Tammin would improve access in Outcome 4?

What other actions by the Shire of Tammin would improve access in Outcome 5?

What other actions by the Shire of Tammin would improve access in Outcome 6?

What other actions by the Shire of Tammin would improve access in Outcome 7?

Do you have any other comments?

To assist us analyse your comments, please tick which of the following categories best describes your interest in the Disability Services.

- Person with a disability
- Carer
- Service Provider
- Other
- Shire of Tammin staff

Thank you for taking the time to provide your comments on the Shire of Tammin's draft DAIP.

Please return your comments by 13 July 2020 to:

By mail: Chief Executive Officer
Shire of Tammin
PO Box 53
TAMMIN WA 6409

By email: admin@tammin.wa.gov.au

If you require a hardcopy of the draft DAIP please call 9637 0300.

Conclusion

Through the development and implementation of its DAIP, the Shire of Tammin is meeting its requirement under the Disability Services Act to ensure that services, information and facilities are accessible to people with disability.

The Shire of Tammin has a long standing commitment in providing accessible services, information and facilities and the DAIP provides a framework for the effective delivery of these outcomes.

Appendix A

Schedule 1 — Principles applicable to people with disability

1. People with disability have the inherent right to respect for their human worth and dignity.
2. People with disability, whatever the origin, nature, type or degree of disability, have the same basic human rights as other members of society and should be enabled to exercise those basic 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 and spiritual development.
4. People with disability have the same right as other members of society to services, which will support their attaining a reasonable quality of life in a way that also recognises the role and needs of their families and carers.
5. People with disability have the same right as other members of society to participate in, direct and implement the decisions, which affect their lives.
6. People with disability have the same right as other members of society to receive services in a manner that results in the least restriction of their rights and opportunities.
7. People with disability have the same right as other members of society 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 rural and regional 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, intimidation and exploitation.

Adopted 30 July 2015 Item 11.4