



Disability Access and Inclusion Plan

2023-2028

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Acknowledgement of Country

The Shire of Murray acknowledges
the traditional lands of the
Bindjareb Noongar people.

We pay our respects to
their Elders, past, present
and emerging.

Message from the Shire President



We're proud to present the Shire of Murray's Disability Access and Inclusion Plan (DAIP) 2023-2028, which sets out how we will build an even more inclusive and connected community.

This plan has been developed in partnership with an advisory group, local organisations, Shire stakeholders, and by asking you the community what you want, through a comprehensive survey. Thank you if you took the time to contribute; you are playing a critical part in making where we live and work even better.

As a Council, we are committed to ensuring that our facilities, services, events and interactions are as accessible and welcoming as possible, and this plan acts as a road map for how we will do that. We have already made good progress since our first DAIP in 1995, but there is more to do and I am confident that this plan sets the Shire up for success.

We know how important inclusion and accessibility is to our community, in fact being connected and accessible, and building places for all people, are two of our focus areas and aspirations as a Council, and this plan helps move us closer to those goals.

Cr David Bolt
Shire President

A handwritten signature in black ink, appearing to read 'David Bolt', with a long horizontal flourish extending to the right.

About the Shire of Murray

At the heart of the Peel Region, and less than an hour south of Perth, the Shire of Murray is the ancestral home of the Bindjareb people and one of the first areas of European settlement in Western Australia.

With almost 2000 square kilometres of natural beauty we are home to some of the State's finest historic and heritage buildings and a growing reputation for adventure and wellbeing. We offer a relaxed lifestyle with a popular mix of canal living, rural homesteads and country homes close to the freeway and several urban centres.

The Shire of Murray is a growing area and our population of 18,000 is expected to more than double in the next 20 years. Servicing that growing population requires innovative and smart planning, strategic thinking, and a diversification of our economy and employment options to grow tourism, commercial investment, and education opportunities.

We want to create a district distinctive by its creativity, liveliness, activity and vibrancy, attracting new investment, seizing opportunities to develop and expand the business sector, and to encourage innovation and collaboration while providing an enticing array of lifestyle attractions.



Overview

Around one in five Australians have a disability* and many others are involved in providing care to those with disability.

People with disability are a diverse population who actively engage in all aspects of Australian society. However disability may limit a person's engagement in some aspects of life, particularly for those who have a high need for assistance.

The 2021 Census collected information about a person's need for assistance with one or more of the following core activities:

- self-care
- communication
- mobility due to disability
- long-term health conditions
- the effects of old age.

The questions used in the Census are based on the ABS Survey of Disability, Ageing and Carers (SDAC) concept of 'profound or severe core activity limitation' and are used to identify those for whom service delivery is most important.

Collecting this information through the Census allows us to examine a range of detailed demographic and socio-economic characteristics for those needing assistance in our community, including their geographic distribution.

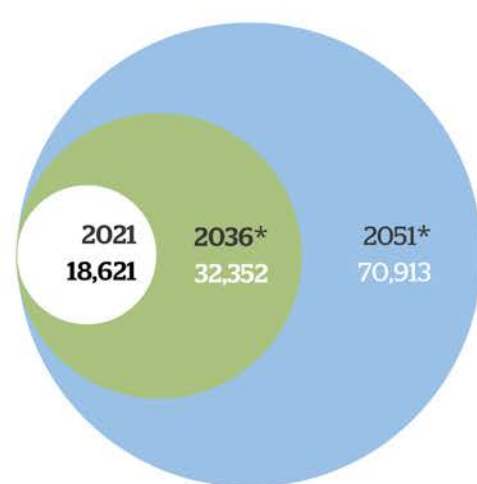
It also allows us to identify small sub-populations that are more likely to need assistance.

For detailed information on all ABS sources of disability data, including the Census, and when each source should be used, visit the ABS website**.

*Survey of Disability, Ageing and Carers, 2018

**<https://www.abs.gov.au/statistics/detailed-methodology-information/information-papers/understanding-disability-statistics-census-and-survey-disability-ageing-and-carers#survey-of-disability-ageing-and-carers-sdac>

Shire of Murray demographics



2016-2021 population growth: 8.2%,
2021-2051 population growth: 286.7%



Changes in age structure: 2016-2021



Secondary schoolers
+125 people



Young workforce
+151 people



Older workers
+131 people



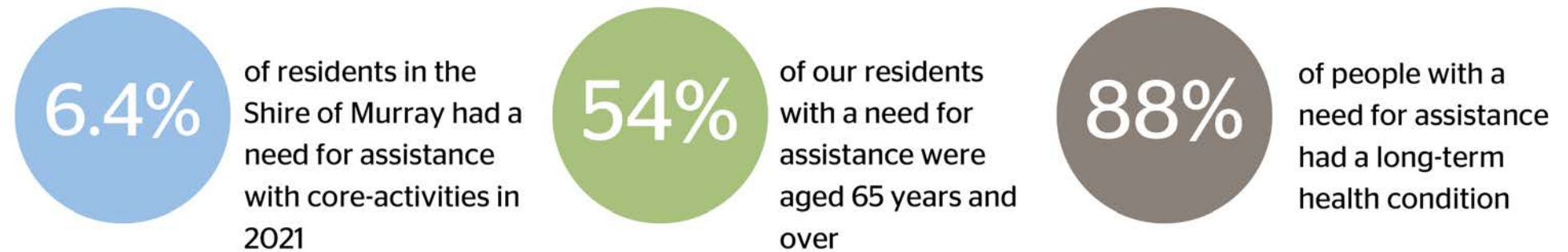
Seniors
+604 people



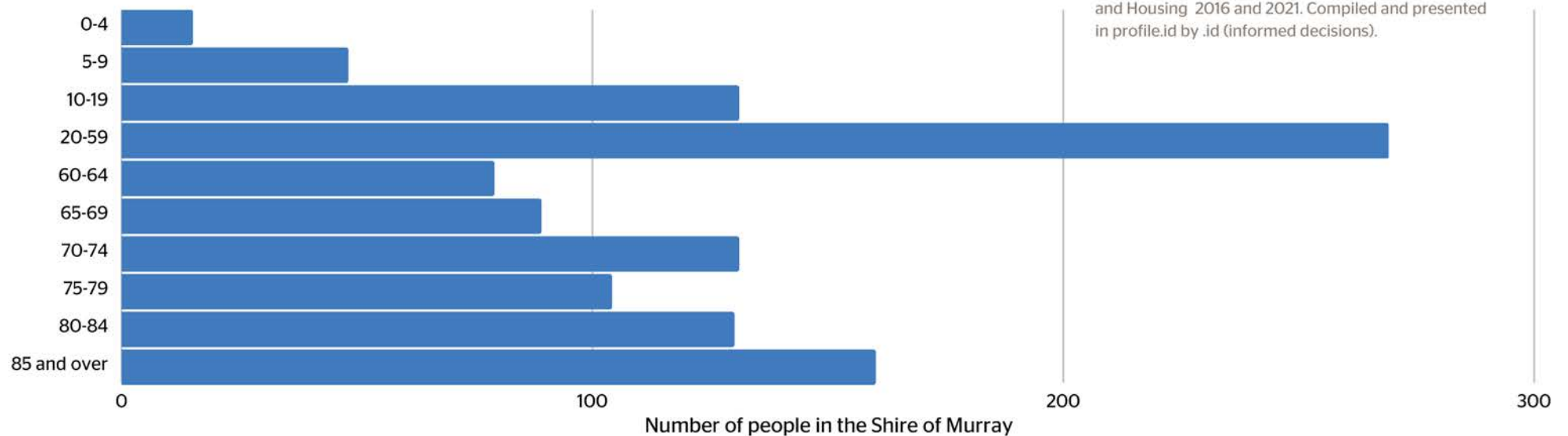
Need for assistance
+305 people

Need for assistance

In 2021, 4.6% of the Greater Perth population reported needing help in their day-to-day lives as a result of disability. This is an increase of 0.7% from 2016. The increase over the same period in the Shire of Murray population is higher with a 1.3% increase meaning 6.4% of the Shire of Murray population require assistance in their day-to-day activities. Knowing this helps with the advocacy of support services and planning of local facilities and in the provision of information and support to carers. The need for assistance is based on a subjective assessment of the individual. See the specific data notes for further information.



Assistance needed in 2021 in Murray*



People with disability in the community

Creating an accessible and welcoming community benefits everyone

Disability is a part of every day life. In Western Australia, one in five people (or 411,500 people) have a disability, and currently 68,000 Western Australians are the primary carer for a friend or family member with a disability*.

The Disability Services Act 1993 defines 'disability' as meaning something which:

- is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments
- is permanent or likely to be permanent
- may or may not be of a chronic or episodic nature
- which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support**.

Some disabilities are hidden, such as epilepsy while others may be visible, such as cerebral palsy.

*WA State Disability Strategy 2020-2030

**Department of Communities

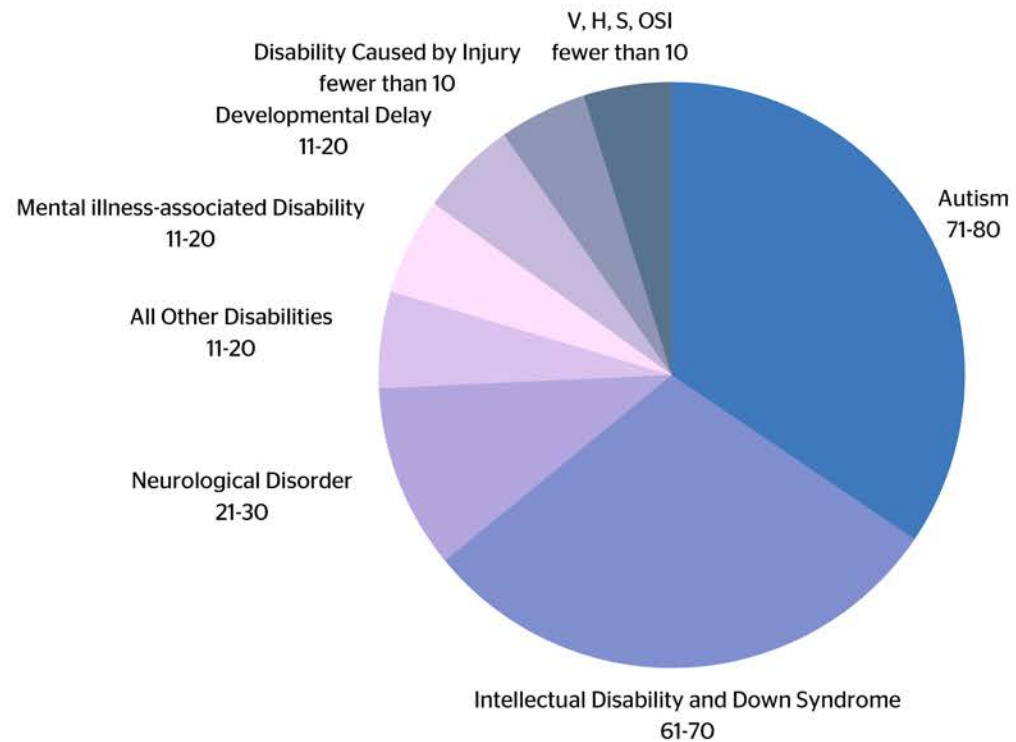


Access needs within our localities

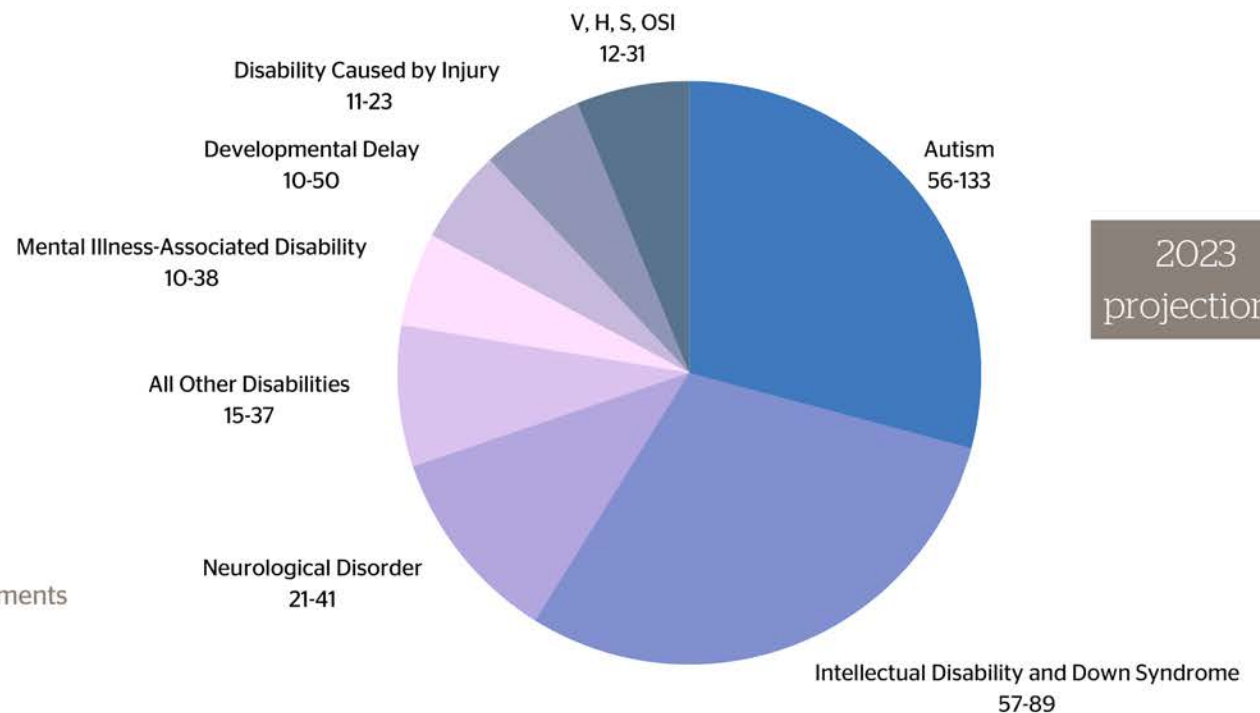
| Locality | Total population | Aboriginal and TSI | Speak language other than English at home | Need assistance with core activities | People who gave unpaid assistance to a person with a disability |
|--|------------------|--------------------|---|--------------------------------------|---|
| Furnissdale / North Yunderup | 1904 | 1.7% | 1.9% | 159 people/ 8.4% | 231 people/ 13.8% |
| Ravenswood | 5284 | 3.9% | 3.9% | 435 people/ 8.2% | 575 people/ 13.5% |
| Pinjarra / West Pinjarra | 2483 | 3% | 3.2% | 168 people/ 6.8% | 247 people/ 12.5% |
| South Yunderup / Nirimba | 3860 | 2% | 3.1% | 197 people/ 5.1% | 383 people/ 12% |
| Stake Hill / Barragup / Nambeelup / North Dandalup | 2642 | 2% | 1.8% | 103 people/ 3.9% | 232 people/ 10.8% |
| Coolup / Dwellingup / Birchmont / Rural remainder | 1892 | 1.9% | 2.7% | 85 people/ 4.5% | 179 people/ 11.7% |

NDIS Demand Map

The NDIS Demand Map* forecasts that there will be between 269 and 378 people living within the Shire of Murray accessing NDIS support, for disability-related needs by 2023.



2020



2023
projections

V,H,S,OSI= Vision, Hearing, Speech or Other Sensory Impairments

*<https://blcw.dss.gov.au/ndis-demand-map/>

Shire of Murray functions, facilities and services

The Shire of Murray is responsible for a range of functions, facilities and services including;



Services to infrastructure

- Construction and maintenance of Local Government-owned buildings
- Construction and maintenance of roads
- Footpaths and cycle facilities
- Land drainage and development
- Waste collection and disposal
- Litter control and street cleaning
- Planting and caring for street trees
- Numbering of buildings and lots
- Street lighting
- Bush fire control



Services to community

- Provision and maintenance of recreation areas, parks, gardens, reserves and facilities
- Management of recreation centre and swimming pool
- Public library and information services
- Dwellingup Trails and Visitor Centre
- Youth and Seniors programs
- Environment and health-education programs
- Community, arts and cultural events
- Assistance and support to community groups and clubs
- Events



Regulatory services

- Planning road networks
- Sub-divisions and local planning schemes
- Building approvals for construction, additions or alterations to buildings
- Environmental health services and ranger services, including dog control
- Development, maintenance and control of parking



General administration

- The provision of general information to the public and the lodging of complaints and payment of fees including rates, hall hire and dog licenses.



Processes of Government

- Ordinary and special Council meetings and committee meetings
- Community consultations
- Governance and administration of local government

Planning for better access

The Shire of Murray values people with disability as an integral part of the local community and considers this plan an important tool to support continuous improvement to the access for, and inclusion of, people with disability across the Shire.

It is a requirement of the Disability Services Act 1993 that all local governments develop and implement a Disability Access and Inclusion Plan (DAIP) which identifies barriers to access and inclusion and proposes solutions to ensure that people with disability have the same access to the organisation's facilities and services as other people.

The Shire of Murray's Disability Access and Inclusion Plan 2023-2028 intends to meet the requirements of the Act.

Other legislation and policies relating to disability when planning for access and inclusion include:

- The Building Code of Australia (BCA) – provides a set of minimum requirements for new buildings and renovations
- The Access to Premises Standard under the Disability Discrimination Act (DDA) – effective for any buildings or major redevelopments commencing after May 2011
- State Disability Strategy 2020-2030- which strives to build an inclusive community supporting and empowering people with disability
- Australia's Disability Strategy 2021-2031-ten-year national plan that calls on Australians to ensure people with disability can participate as equal members of society
- WA Equal Opportunity Act 1984
- Commonwealth Disability Discrimination Act 1992
- United Nations Convention of the Rights of Persons with Disabilities

The Shire's commitment

The Shire of Murray is committed to ensuring that the community is accessible to, and inclusive of, people with disability, their families and carers, and is designed to be universally accessible to all.

We interpret an accessible and inclusive community as being one in which all Council functions, facilities and services (both in-house and contracted) are open, welcoming, available and accessible, providing people with disability with the same opportunities, rights and responsibilities as other people in the community.

The Shire of Murray:

- recognises people with disability are valued members of the community who make a variety of contributions to local social, economic and cultural life
- 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
- believes that people with disability, their families and carers are supported to remain in the community
- is committed to consulting with people with disability, families, carers and disability organisations in addressing barriers to access and inclusion
- will ensure its agents and contractors work towards the desired outcomes of the DAIP
- is committed to encouraging local community groups and businesses to provide access and inclusion to people with disability
- is committed to achieving the seven desired outcomes of its DAIP



Outcome areas

The following seven outcome areas of the DAIP are prescribed within the Disability Services Act (1993) and are as follows:



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



- People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Murray



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



- People with disability receive the same level and quality of service from the staff of the Shire of Murray as other people receive from the staff at the Shire of Murray



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



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



- People with disability have the same opportunities as other people to make complaints to the Shire of Murray

Progress to date

The Shire of Murray has made considerable progress to improve access and inclusion for people with disability.

Progress has been reported annually to the Department of Communities. A snapshot of some of the achievements over the life of the 2018 - 2022 Access and Inclusion Plan include;

- Shire website redeveloped to meet Vision Australia's WCAG 2.1 AA accessibility standards
- Implementation of the Companion Card at the Murray Aquatic and Leisure Centre
- Continued education of Shire Officers to improve access to and around Public Open Space, public areas, parks, reserves and footpaths
- Independent access consultant contracted as part of Pinjarra Foreshore redevelopment works
- Disability awareness training included in 2022/2023 Organisational Professional Development program
- Deafblind awareness training included in 2022/2023 Organisational Professional Development program
- Diversity, equity and inclusion training included in 2022/2023 Organisational Professional Development program
- Family Fun Day in partnership with Pride in Peel in Murray Town Square



- Murray Aged, Access and Inclusion Group (MAAIG)
- Inclusivity training for clubs and community groups
- Disability accessibility appraisals conducted by O'Brien Harrop Access
- Dementia carer education sessions
- Signed up as supporters of the Bins4Blokes Campaign; sanitary bins installed in all male and unisex public toilets, shire-owned facilities, administration office and works depot
- Minor specific projects including installation of grab rails and hand rails
- Unisex accessible toilets included in rebuilds of public toilet blocks in North Dandalup and Heron Point Campgrounds
- Ongoing footpath maintenance works
- Annual Seniors Week dinner and dance
- Dedicated Youth Space at Pinjarra Festival
- Murray Youth for Youth (MYFY) Fireside chats providing access to online services

Review and development of the Shire of Murray DAIP 2023 - 2028

Responsibility for the review and development process

The Shire of Murray has the overall responsibility to oversee the development, implementation, review and evaluation of the DAIP through delegated officers and the support and involvement of the Murray Aged, Access and Inclusion Group (MAAIG). Any updates to the Plan will be endorsed by Council and advertised for comment. It is the responsibility of all Shire officers to implement the relevant actions.

Review, development and community consultation process

In 2022 the Shire reviewed its current DAIP, consulting with key stakeholders to further guide improvements to access and inclusion. The process included;

- Examination of the existing DAIP and annual progress reports
- Consultation with Shire of Murray Aged, Access and Inclusion Group comprising of community members, key service provider representatives and Shire Officers
- Consultation with the broader community through a Community Survey available in different formats, website information and newspaper advertising
- Encouraging internal staff and contractors to provide feedback via the community survey
- A review of high-demand services and facilities within the Shire of Murray

The Disability Services Act Regulations (2004) set out the minimum consultation requirements for public authorities in relation to Disability Access and Inclusion Plans. Local Governments must call for submissions (either general or specific) by notice in a newspaper circulating in the Local Government area or on any website maintained by or on behalf of the Local Government.

In October 2022 the community was informed through the local newspaper, the Shire of Murray website and social media that the Shire was developing a new Disability Access and Inclusion Plan to address barriers-to-access for people with disability and their families. The community was invited to provide input by way of a Community Survey on the YourSay! platform or in hard copy format.

Findings of the consultation

The consultation provided an opportunity for staff and community members to comment on the plan. Access barriers and other issues identified included requests for;

- Inclusion of children and young people with disabilities in the social setting and community life
- Community awareness and capacity-building workshops on how to be inclusive of young people and children with disabilities
- Promotion of sporting opportunities for people with disabilities
- More ramps around shopping centres
- Accessible Library building with disabled toilets
- Accessible path networks
- Improved access to information and services
- Accessible businesses and sporting facilities
- Accessible toilets
- Increased ACROD parking
- Wider promotion of activities and events for all abilities
- Repairs to hydrotherapy pool and changerooms at MALC
- Greater online functionality
- More public seating with backs
- Improved signage of facilities and ablution facilities



Strategies to improve access and inclusion

The Shire of Murray is dedicated to ensuring that the community is accessible for, and, inclusive of, people with disability, their families and support networks, and is committed to delivering an updated Disability Access and Inclusion Plan.

The Shire is committed to achieving the seven outcomes described in the Disability Services Act 1993. The strategies that the Shire plans to implement are included below. These have been informed by community engagement. Further details on the actions and timelines for implementing each strategy are detailed in the operational DAIP Implementation Plan.

1. SERVICES AND EVENTS

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 Murray

- 1.1 Support the delivery of accessible and inclusive events and activities held within the Shire
- 1.2 Consider communication strategies to ensure people with disability have access to relevant information promoting services and events to enable their attendance
- 1.3 Investigate opportunities for the provision of inclusive programs and activities

2. BUILDINGS, FACILITIES AND INFRASTRUCTURE

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

- 2.1 Improve access in the public realm and increase the availability of accessible public amenities
- 2.2 Promote the benefits of accessible and inclusive venues to local businesses, community groups and sporting clubs
- 2.3 Accessible design expectations to be communicated and considered early in the planning for renewal or development of any infrastructure

3. INFORMATION

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

- 3.1 Investigate and implement new and improved practices in the provision of accessible information
- 3.2 Provision of information to support the wellbeing of the community
- 3.3 Review the accessibility of the Shire's website and associated platforms and implement improvements to make the sites easily accessible for a variety of users
- 3.4 Improve staff awareness about the provision of accessible information

4. QUALITY OF SERVICE

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

- 4.1 Provide ongoing training and other opportunities for all staff regarding the provision of accessible and inclusive services to people with disability
- 4.2 Enhance staff awareness of support and services available to ensure a greater level of service is provided to people with disability
- 4.3 Strengthen the commitment to access and inclusion into the Shire of Murray's culture

5. COMPLAINTS

Outcome 5: People with disability have the same opportunities as other people to make complaints to the Shire of Murray

- 5.1 Ongoing review and improvement of the Shire's customer service complaints and feedback process to ensure it is inclusive and accessible for all

6. PUBLIC CONSULTATION

Outcome 6: People with disability receive the same opportunities as other people to participate in any public consultation by the Shire of Murray

- 6.1 Ensure access and inclusion is considered in all consultative processes by the Shire of Murray
- 6.2 Promote and increase awareness of the role and function of the Murray Aged, Access and Inclusion Group
- 6.3 Ensure all community consultation methods are accessible and inclusive

7. EMPLOYMENT

Outcome 7: People with disability receive the same opportunities as other people to obtain and maintain employment with the Shire of Murray

- 7.1 Implement inclusive recruitment and employment practices
- 7.2 Ensure workplace infrastructure and systems are adequately provided to support new and on-going employment for all people

Responsibility for implementing the DAIP

Implementing the Shire of Murray's DAIP is the responsibility of all sections of the Shire including its agents and contractors. The Department of Communities describes these as;

- An agent is a person or business authorised to act on another's behalf
- A contractor is an entity who performs a service or delivers a product under an agreement (or contract) with a public authority
- There is an exchange of money for services (this includes grants)

Communicating the plan to staff and people living with a disability

The availability of the DAIP will be publicised in the local community newspaper and directly to disability service organisations, groups and interested individuals.

The DAIP will be available on the Shire's website and by request in alternative format, including print (standard or large), electronic format or Braille. An Easy English version of the DAIP will also be produced and made available.

For further information, please contact the Place and Community Team at the Shire of Murray on (08) 9531 7777 or via email to mailbag@murray.wa.gov.au.

Shire of Murray officers will be advised of the contents of the DAIP and their responsibilities during regular internal meetings.

Agents and contractors used by the Shire will be advised about the DAIP through procurement documentation and through capacity-building initiatives included in the DAIP strategies.

Monitoring, reviewing and evaluating the DAIP

Progress on the implementation of strategies identified in the DAIP will be monitored by Shire officers in liaison with the Murray Aged, Access and Inclusion Group (MAAIG).

Shire officers and MAAIG will also continue to inform and seek feedback from people living with a disability, their families, networks and disability organisations regarding the DAIP outcomes and strategies.

Elected members and Shire officers will be kept informed about the implementation of the DAIP and feedback on the effectiveness of the strategies will be sought.

The Shire's DAIP will be formally reviewed once every five years. Should the DAIP 2023-2028 be amended, a copy of the amended plan will be lodged with the Department of Communities.

The DAIP Implementation Plan will be amended on a more regular basis to reflect budget considerations, progress and any access and inclusion issues which may arise.

Reporting on the Disability Access and Inclusion Plan

Shire officers in collaboration with the Murray Aged, Access and Inclusion Group will prepare a report each year on the implementation of the DAIP. A status report will be provided to Council for formal endorsement.

The Shire will report on the implementation of the DAIP through its Annual Report and by completing the Department of Communities' progress report template each year, outlining;

- Progress towards the outcomes of the DAIP
- Progress of the Shire's agents and contractors towards meeting the DAIP
- Strategies used to inform agents and contractors about the DAIP

Thank you

Thank you to everyone who provided feedback and responded to the surveys during the review of the previous plan and the development of the Disability Access and Inclusion Plan 2023 - 2028. Your collective contributions have been incorporated into this document.



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