



2024 – 2029
Disability Access and
Inclusion Plan



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This document is available in alternative formats upon request, including audio, on the Shire official website, and is also available in electronic format in standard and large print.



ACKNOWLEDGEMENT OF COUNTRY

The Shire of Dumbleyung acknowledges the traditional owners of the land, the Wilmen people, and pays respect to Elders past, present and emerging. We wish to acknowledge and respect their continuing culture and the contribution they make to the life of this Shire and this region.

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

I am pleased to present the Shire of Dumbleyung's Disability Access and Inclusion Plan (DAIP) 2024-2029. The Plan reflects a commitment to making the Shire of Dumbleyung an inclusive and accessible regional Wheatbelt Shire for residents and visitors with disability alike and expresses our commitment to the principles and objectives of Western Australia's Disability Services Act 1993.

The Plan embodies a review of the 2019-2024 DAIP and combines past and current strategies based on feedback from community consultation conducted during the review. The Shire is set to actively implement this plan, reinforcing its commitment through the provision of necessary support. We continue to rely on the community's feedback about our services and facilities and welcome comment on our progress with the implementation of the DAIP.



Gavin Treasure
Chief Executive Officer
Shire of Dumbleyung
18 April 2024



ACCESS AND INCLUSION POLICY STATEMENT

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

The Shire of Dumbleyung interprets an accessible and inclusive community as one in which all Council 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 as other people in the community.

The Shire of Dumbleyung:

- Recognises that 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 should be supported to remain in the community.
- Is committed to consulting with people with disability, their families and carers and disability organisations in addressing barriers to access and inclusion.
- Will ensure its agents and contractors work towards the desired outcomes in the DAIP.
- Is committed to supporting local community groups and businesses to provide access and inclusion of people with disability.
- Is committed to achieving the seven (7) desired outcomes of the DAIP.



ABOUT THE SHIRE OF DUMBLEYUNG

The Dumbleyung Shire is located 267km south east of Perth in the Wheatbelt region of Western Australia. Dumbleyung is known for its grain and livestock production and various biodiversity industries including; cereals, summer crops, oil Mallees, yabbies, emus, poultry and trout. Covering an area of 2551 sq km, the three towns of Dumbleyung, Kukerin and Moulyinning service the Dumbleyung Shire which has a population of 681 (ABS 2021 Census).

The Dumbleyung Road Board operated between 1909 – 1960. In 1961, the current Dumbleyung Shire Council came into existence. In 2003, Council had its Ward and Elected Member structure reviewed and altered. As at 30 June 2020, the Shire of Dumbleyung had four Wards (North, South, Dumbleyung and Kukerin) and nine Councillors. In October of 2021 the Shire of Dumbleyung introduced a no-ward system and reduced the number of Councillors from nine to seven.

Localities within our Shire are Bullock Hills, Datatine, Dongolocking, Dumbleyung, Merilup, Moulyinning, Nairibin, Nippering, North Kukerin, North Moulyinning, South Kukerin and Tarin Rock.

Dumbleyung's name is of Noongar origin, coming from "Dambeling" which possibly means "large lake or inland sea" (although another source suggests it came from "dumbing", a game played with bent stick and a hard piece of fruit).



Dumbleyung Lake

The Shire of Dumbleyung has adopted the following Disability Access and Inclusion Plan to ensure that people with disability can access Council facilities, functions and services. The Disability Access and Inclusion implementation plan is subject to annual review and may be amended and extended as priorities and needs change in the future.



FUNCTIONS, FACILITIES AND SERVICES (BOTH IN-HOUSE AND CONTRACTED) PROVIDED BY THE SHIRE OF DUMBLEYUNG

Statement of Objective

The Shire of Dumbleyung focus and direction is guided by its 2023-2033 Strategic Community Plan, which incorporates key strategic projects and initiatives driving transformational population growth and positive economic change

Community Vision

The Shire of Dumbleyung Strategic Community Plan Vision is to 'Transform the Dumbleyung Shire Economy to Deliver Jobs & Population Growth'.

General Administration

The provision of general information to the public and the lodging of complaints and payment of fees including but not limited to rates, hall hire and dog licences.

Processes of Government

Ordinary and Special Council and Committee Meetings, community consultations and governance administration of local government. Expenses relating to elected members and the administration of the Shire.

General Purpose Funding

Rates, general purpose government grants and interest revenue.

Law, Order and Public Safety

Supervision of various by-laws, fire prevention, emergency services and animal control.

Health

Employment of an Environmental Health Officer and contribution to the provision of a doctor and Community Assisted Transport vehicle.

Education and Welfare

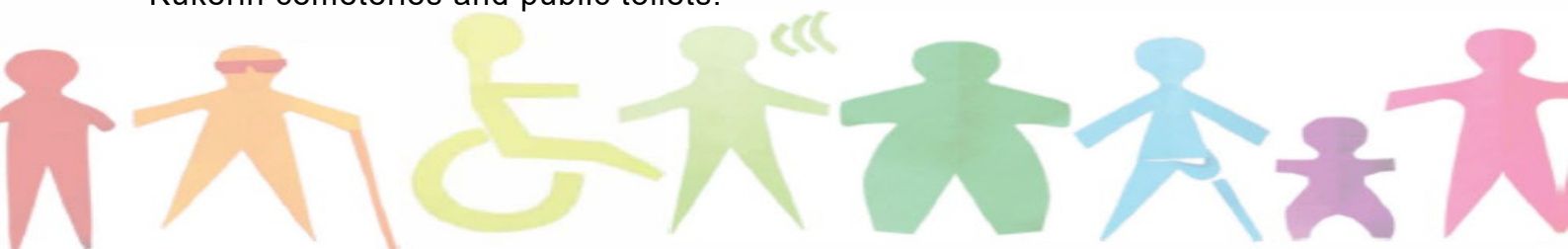
Donations associated with local educational authorities and maintenance of seniors' units.

Housing

Maintenance of staff and rental housing.

Community Amenities

Household refuse collection, refuse site maintenance, street bin collection, Dumbleyung sewerage system maintenance and maintenance of the Nippering and Kukerin cemeteries and public toilets.



Recreation and Culture

Maintenance of Dumbleyung and Kukerin Town Halls, operation of the Dumbleyung Swimming Pool, maintenance of Stubbs Park and Nenke Park, maintenance of community parks and gardens and operation or assistance with the Dumbleyung and Kukerin libraries.

Transport

Construction and maintenance of roads, expenses and commissions associated with providing Department of Transport Licencing, town street lighting, drainage maintenance, verge spraying and maintenance of road signage.

PEOPLE WITH DISABILITY IN THE COMMUNITY

People with disabilities play a crucial role in shaping the fabric of our community, and fostering an inclusive and hospitable environment reaps benefits for everyone involved. The comprehensive implementation of the National Disability Insurance Scheme (NDIS) across Australia, including the Shire of Dumbleyung, has significantly expanded access to support for individuals with disabilities. This empowerment enables them to actively participate and contribute to the vibrant tapestry of the local Dumbleyung community.

The Disability Services Act 1993 defines a 'disability' as a condition involving a significant degree of functional impairment, be it physical or intellectual, substantially limiting one or more major life activities of the individual. Disabilities manifest in diverse forms, impacting mobility, sensory perception, cognitive abilities, communication, and various aspect of daily functioning.

It is important to recognise that disabilities can affect an individual's ability to secure employment, access educational opportunities, and engage in social and community activities. Building an inclusive community not only upholds the principles of equality and social justice but also enriches the collective experience by embracing the diverse abilities and perspectives that each individual brings. As we work towards creating an environment that accommodates everyone, we contribute to the well-being and advancement of our society as a whole.

ALIGNMENT WITH THE SHIRE STRATEGIC COMMUNITY PLAN

The DAIP contributes to key priorities of the Strategic Community Plan.

9. Social Development Activities
Industry Area 7 – Health



PLANNING FOR BETTER ACCESS AND PROGRESS TO DATE

The Disability Services Act (1993) requires that local governments develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines how that local government will ensure that people with a disability have equal access to its facilities and services. Annual Reports on activities relating to the progress of these plans are reported to State Government at the end of each financial year.

Access and Inclusion plans are not just about ensuring buildings have wheelchair access. They also incorporate inclusion at a participatory and service level. The vision of the DAIP is for an accessible and inclusive community (and visitors to the community) and the format will concentrate on seven key areas:

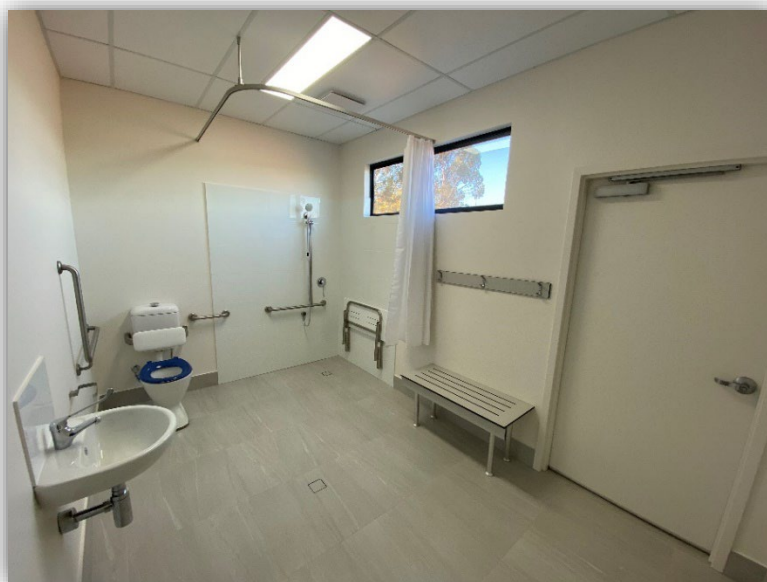
1. Quality of existing and future services
2. Access to buildings and facilities
3. Access to shire supported events and projects
4. Information and communication
5. Opportunities to make complaints
6. Opportunities to participate in public consultation
7. Opportunities to obtain and maintain employment with the Shire of Dumbleyung

The Shire of Dumbleyung is committed to facilitating the inclusion of people with disability through the improvement of access to its information, facilities and services. The first plan was adopted in 1995 to address the barriers for people with disability and also addressed both its statutory requirements under the Disability Services Act 1993 and its obligations under the Commonwealth Disability Discrimination Act 1992. The plan has undergone several reviews since 1995 and during that time many initiatives have been implemented including:

- Accessible entrance to Council Chambers at the Shire Administration Building
- Ramp access installed at Shire Administration Building
- Edge of steps at Administration Building colour defined for people with visual impairments
- Auto sliding doors installed at entrance to Shire Administration Building
- Entrances at Dumbleyung Caravan Park modified to provide better wheelchair access
- Ramp access installed at Kukerin Library
- Ramp access and entrance modified at Kukerin Town Hall
- Modification of existing public toilet facilities on Absolon Street to cater for people with disability
- Additional toilet facility installed at Kukerin Town Hall to cater for people with disability
- Modification of existing public toilet facilities on Scaddan Street in Kukerin to cater for people with disability
- Additional toilet facility installed at Dumbleyung Town Hall to cater for people with disability



- Accessible toilets/changerooms constructed at Stubbs Park
- Hosting inclusive events, such as Australia Day, that ensures accessibility for all attendees
- Additional toilet facility installed at Nippering Cemetery to cater for people with disability
- Maintaining well stocked library facilities at both Dumbleyung and Kukerin Libraries that offer audio books as well as large print editions
- Improvement to the Shire Administration Building which included a low-level table counter at reception for wheelchair users or for those with disability
- Provision of aged care housing that caters for those with disability
- Provision of short term accommodation that caters for those with disability
- Non slip surface coating undertaken in Dumbleyung Town Hall entrance foyer
- Information made available in alternative formats on request.



New toilet/changeroom facility installed at Stubbs Park



Low-level table counter at Shire Administration front reception



REVIEW AND DEVELOPMENT OF OUR DISABILITY ACCESS AND INCLUSION PLAN

Responsibility for Review and Development Process

The responsibility for preparing the DAIP is that of the Chief Executive Officer of the Shire of Dumbleyung, along with the Governance & Compliance Officer.

In preparing the DAIP the Chief Executive Officer and Governance & Compliance Officer will consult with staff and Elected Members when required, and relevant people throughout the community to provide input into the preparation of the plan.

Review and Development Process

During 2024 the Shire undertook a review of the DAIP 2019-2024 and engaged with community members and disability service providers to draft a DAIP that will guide further improvements in access and inclusion.

The review and development process included:

- Survey for people with disabilities and/or primary carers living in the community.
- Consultation with Shire officers to develop the DAIP strategies and DAIP Implementation Plan using information provided by the community.

Community Engagement Process

The community engagement period extended from 15 February 2024 to 29 March 2024 and was advertised on the Shire's website and social media channels, in the local press, specifically the Shire monthly "Lake Express" newsletter, the "Quack Chat" fortnightly local newsletter and to service providers. Survey forms were distributed to all residents in the community with a reply paid return envelope with free postage. Residents were asked to identify any problems they had in using Shire of Dumbleyung facilities, services and functions.

The methods for community engagement included an online/offline survey for the community and the ability to contact the Shire for further assistance in completing the survey.

The focus of the community engagement was on collecting information about barriers to access and inclusion and suggestions for improvement.

Approximately six (6) people with disabilities/families, carers or service providers contributed to the development of the DAIP 2024-2029.



Key Findings from the Community Engagement

- 66.67% of all survey respondents find all Shire hosted events to be accessible to them. The remainder of the respondents were unsure.
- 83.33% of all survey respondents believe that the Shire of Dumbleyung owned buildings and facilities are easy or very easy to access. The remainder of the respondents were unsure.
- 66.67% of all survey respondents state that they can easily receive information in a format that enables them to access information as readily as other people are able to access it. 16.67% stated that they were unable to access information as readily as other people.
- 83.33% of survey respondents find that they receive the same level and quality of service from staff and the Shire of Dumbleyung. The remainder of the survey respondents were unsure.
- 50% of all survey respondents believe that the Shire of Dumbleyung has adequate processes in place to enable them to easily make a complaint. The remainder of the survey respondents were unsure.
- 50% of all survey respondents believe that people with disability have the same opportunities as other people to participate in any public consultation undertaken by the Shire. The remainder of the survey respondents were unsure.
- 66.67% of all survey respondents believe that people with disability have absolutely the same opportunities as other people to obtain and maintain employment. The remainder of the survey respondents were unsure.
- Of all the survey respondents, 1 respondent had a disability, 1 respondent was a carer or family member of a person with a disability and 4 were neither.

Positives:

- Very inclusive
- Access is no problem
- No social media but always receive important information in paper format
- Receive information through post
- No problems with Shire of Dumbleyung
- Staff are very empathetic and understanding
- No evidence of discrimination

Concerns:

- Some things need to be better advertised e.g. ratepayer meetings
- PTSD and social phobic people need better avenues to cater for these specific disorders when public consultation is undertaken

Community engagement has shown that many of the goals in the DAIP 2109-2024 were met, however some of the strategies of the previous plan were still relevant and ongoing. In addition, due to the small number of respondents and upon further staff review, the review process has found some other issues that require addressing. These suggestions have been considered when creating strategies for the 2024-2029 DAIP.



SHIRE OF DUMBLEYUNG



STRATEGIES, OUTCOMES AND IMPLEMENTATION PLAN 2024-2029

The Shire of Dumbleyung is unwavering in its commitment to ensuring the community is accessible and inclusive for individuals with disabilities, along with their families and support networks. Our dedication is exemplified through the development and implementation of an updated Disability and Access Inclusion Plan (DAIP). Aligned with the seven (7) outcomes outlined in the Disability Services Act 1993, the Shire has crafted strategic initiatives informed by valuable insights gained through community engagement.

The following strategies have been developed to address each of the seven (7) desired outcome areas of the Disability Services Act 1993.

The Implementation Plan is the task, timelines and responsibility for each strategy to be implemented throughout 2024-2029.



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 DUMBLEYUNG

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
1.1	Monitor Shire services to ensure equitable access and inclusion.	<ul style="list-style-type: none">• Conduct internal reviews of the accessibility of services.• Inform Council and staff of identified barriers and provide feedback to customers.	Annually Ongoing	All Staff All Staff
1.2	Ensure all Shire organised or funded events are accessible to people with disability.	<ul style="list-style-type: none">• Ensure that all events are planned and those with a disability are considered, and where applicable, ensure that activities are available which are inclusive of those with disability.• Ensure that events are advertised and promoted in various formats.	Ongoing Ongoing	All Staff All Staff
1.3	Promote Disability Services and programs or events.	<ul style="list-style-type: none">• Identify suitable programs or events to advertise and promote on official Shire of Dumbleyung social media channels.	Ongoing	All Staff

OUTCOME 2

PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS THE BUILDINGS AND OTHER FACILITIES OF THE SHIRE OF DUMBLEYUNG

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
2.1	Ensure that all new or redevelopment work to public buildings incorporates universal access and meets BCA standards.	<ul style="list-style-type: none"> • Ensure the proposed Dumbleyung Swimming Pool Redevelopment includes universal access and egress. • Ensure that the proposed Stubbs Park Redevelopment includes universal access and egress. • Ensure all future new or redevelopment works includes universal access and egress. 	<p>As it occurs</p> <p>As it occurs</p> <p>As it occurs/on development of works</p>	<p>CEO PM</p> <p>CEO PM</p> <p>CEO PM</p>
2.2	Development of Footpath Strategy and continuation of a footpath program.	<ul style="list-style-type: none"> • Council to adopt a Footpath Strategy and a program to be put in place to identify repairs and/or upgrades required to footpaths in the Shire of Dumbleyung townsites. • Continue to monitor and upgrade/repair footpaths as required. 	<p>2024-2029</p> <p>Ongoing</p>	<p>DOI</p> <p>DOI</p>
2.3	The Shire will incorporate design features that improve accessibility and inclusion to children in playground redevelopments where feasible.	<ul style="list-style-type: none"> • Ensure that when playground redevelopments occur, that consideration is given to the accessibility and inclusion for those with disability. 	Ongoing	DOI PM

OUTCOME 3

PEOPLE WITH DISABILITY RECEIVE INFORMATION FROM THE SHIRE OF DUMBLEYUNG IN A FORMAT THAT WILL ENABLE THEM TO ACCESS THE INFORMATION AS READILY AS OTHER PEOPLE ARE ABLE TO ACCESS IT

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
3.1	Improve community awareness of Shire information being available in alternative formats.	<ul style="list-style-type: none">• Advertise that Shire documents and information is available in other formats on Shire of Dumbleyung official social media channels and in local newsletters.	Ongoing	All Staff
3.2	Improve employee awareness of accessible information needs and how to provide information in other formats.	<ul style="list-style-type: none">• Ensure all new employees, Elected Members and contractors are aware of the DAIP in their respective induction processes.	Ongoing	All Staff
3.3	Ensure that information is available in a wide variety of formats.	<ul style="list-style-type: none">• Continue to ensure that the Shire's libraries provide products and services such as audiobooks and large print books in a wide range of reading levels.	Ongoing	All Staff Library Officers

OUTCOME 4

PEOPLE WITH DISABILITY RECEIVE THE SAME LEVEL AND QUALITY OF SERVICE FROM THE EMPLOYEES OF THE SHIRE OF DUMBLEYUNG AS OTHER PEOPLE RECEIVE

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
4.1	Ensure that all employees, current and new are aware of disability access and inclusion issues and have the skills to provide appropriate service and information.	<ul style="list-style-type: none"> • Provide access and inclusion updates at staff meetings. • Provide all new employees with a copy of the DAIP in their induction process. 	Ongoing Ongoing	GCO HR
4.2	Ensure that all Shire of Dumbleyung's policies and procedures relevant to customer service are consistent with the DAIP.	<ul style="list-style-type: none"> • Conduct an annual review of the Policy Manual and consider DAIP input when doing so. 	Annually	GCO
4.3	Encourage staff to engage new knowledge and skills to improve awareness of access and inclusion.	<ul style="list-style-type: none"> • Staff training needs are identified during performance reviews and training to be provided as required. 	Ongoing	CEO DoCS DOI

OUTCOME 5

PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO MAKE COMPLAINTS TO THE SHIRE OF DUMBLEYUNG

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
5.1	Ensure that feedback and grievance mechanisms are known and accessible for people with disability and are acted upon.	<ul style="list-style-type: none">Continue with current feedback and grievance mechanisms by accepting complaints via phone, post, web-form, email, in-person and continue to monitor and review.	Ongoing	All Staff
5.2	Improve staff awareness and knowledge so that the receipt of complaints from people with disability can be facilitated.	<ul style="list-style-type: none">Improve staff awareness through, as required training, staff induction processes and regular updates at staff meetings.	Ongoing	CEO DoCS DOI GCO

OUTCOME 6

PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PARTICIPATE IN ANY PUBLIC CONSULTATION BY A PUBLIC AUTHORITY

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
6.1	Ensure that people with disability are actively consulted about the DAIP.	<ul style="list-style-type: none">• Advertise and promote DAIP review process and final adopted DAIP in all mediums (print, online, mail drop etc)	Ongoing	GCO
6.2	Ensure that all Shire public consultations, forums, workshops and meetings are inclusive and accessible and people with disability are aware of them.	<ul style="list-style-type: none">• Ensure consultation can take form in different mediums as required to meet the needs of people with disability, including in person, phone or electronically.• Ensure consultation documents are available in different formats.• Ensure feedback is able to be given in a range of formats.• Ensure consultation is held in an accessible location.	Ongoing	All Staff

OUTCOME 7

PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITY AS OTHER PEOPLE TO OBTAIN AND MAINTAIN EMPLOYMENT WITH THE SHIRE OF DUMBLEYUNG

NO.	STRATEGY	TASK	TIMELINE	RESPONSIBILITY
7.1	Council or Staff responsible for recruiting will ensure that the right person is selected for the position regardless of disability.	<ul style="list-style-type: none"> • Councillors and Staff to be aware that a disability is not a barrier to employment with some positions with the Shire of Dumbleyung. • Ensure job descriptions and applications include a breakdown of tasks to allow prospective employees with disability to determine if they are suitable or able to do a job as advertised. • Ensure that all job interviews are held in an accessible location. • Ensure that any prospective candidates are asked if they have any special access or other requirements to assist them at an interview if they have a disability. • Ensure that workplaces are accessible. 	Ongoing	CEO DoCS DOI HR
7.2	The Shire of Dumbleyung's recruitment strategies ensure equal employment opportunity.	<ul style="list-style-type: none"> • Equal Employment Opportunity and Annual Returns are completed. 	Ongoing	CEO HR
7.3	Ensure that any employee with a disability receives the support required to successfully undertake their work as specified in their position description.	<ul style="list-style-type: none"> • Ensure that the Shire of Dumbleyung makes allowances for reasonable workplace adjustments if required. 	Ongoing	CEO DoCS DOI

IMPLEMENTING THE DISABILITY ACCESS AND INCLUSION PLAN

Implementing the Shire of Dumbleyung's DAIP is the responsibility of all operating sections of the Shire including agents and contractors. The Department of Communities describes an 'agent' or 'contractor' 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 DISABILITY ACCESS AND INCLUSION PLAN

The availability of the DAIP will be published in the local Shire "Lakes Express" newsletter and local "Quack Chat" newsletter and directly to organisations, groups and interested individuals. The DAIP will be available on the Shire's website and by request in alternative formats, including print (standard or large), electronic format, audio format or Braille. For further information please contact the Governance & Compliance Officer at the Shire of Dumbleyung on (08) 9863 4012 or zeyre@dumbleyung.wa.gov.au.

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

A copy of the DAIP will also be lodged with the Department of Communities.

MONITORING, REVIEW AND EVALUATION OF THE DISABILITY ACCESS AND INCLUSION PLAN

The Shire's Governance and Compliance Officer will continue to liaise with Executive Staff and all other staff to review progress on the implementation of the strategies identified in the DAIP.

The Shire's Governance & Compliance Officer will also continue to inform and seek feedback from people with disability, their families, networks and disability organisations regarding the DAIP outcomes and strategies.



Elected Members and Shire employees 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 at least once every five (5) years. Should the DAIP 2024-2029 be amended, a copy of the amended plan will be lodged with the Department of Communities.

The DAIP Implementation Plan will be reviewed and amended as required 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

The Shire's Governance & Compliance Officer, in collaboration with relevant Shire Officers, will prepare a report each year on the implementation of the DAIP.

The Shire will report on the implementation of its 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 of the DAIP.

ACKNOWLEDGEMENTS

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 2024-2029. Your collective contributions have been incorporated into this document.

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This information is available in alternative formats on request.

