

DISABILITY ACCESS AND INCLUSION PLAN



www.boyupbrook.wa.gov.au





Boyup Brook Country Music Festival

Alternative Formats

The information in this document is available in alternative formats on individual request. Please contact shire@boyupbrook.wa.gov.au or visit our website for accessible formats and locate the A+ A- options along the top of the main page.

If you are deaf, or have a hearing or speech impairment:

Contact us through the National Relay Service:

TTY users phone 133 677 then ask for 08 9765 1200

Speak and Listen users phone 1300 555 727 then ask for 08 9765 1200

Acknowledgement of Country

The Shire of Boyup Brook acknowledges and pays our respects to the traditional custodians of the land on which we meet.

Acknowledgements

The Shire of Boyup Brook wishes to acknowledge everyone within the workplace and the community, particularly those with lived experience of disability, who have contributed to the development of this Disability Access and Inclusion Plan.

Feedback

We welcome your feedback. Any feedback or comments relating to this document can be sent to shire@boyupbrook.wa.gov.au, in person or by mail to:

Shire of Boyup Brook
PO Box 2
55 Abel Street
Boyup Brook WA 6244



Our Purpose and Context

The Shire of Boyup Brook aims to advocate for all community members, to facilitate improvements to access and inclusiveness within the shire. We will partner with community organisations and individuals to demonstrate continuous improvement and universal design principles where practical and within the budgetary constraints. The Shire will seek out opportunities to leverage funds from supporting organisations and government bodies through grants to enable achievement of the actions against each outcome.

The Shires Disability Access and Inclusion Plan (DAIP) 2024-2029 covers the seven outcomes of access and inclusion and the Shire is committed to implementing the actions associated with these strategies through a staged approach between 2024 and 2029. While there may be budget constraints that limit additional actions, there's flexibility to adapt and amend these actions as needed. This approach allows for adjustments based on changing circumstances or new information.

Our Vision

Growing our community together. Our Shire will be:



A place for people, with a sense of community; one that is active, vibrant, engaged and connected.



A place with community and visitor facilities that are well maintained and further developed as required.



A place that is safe and secure. An inclusive place that nurtures local youth and ageing population and retains local health and medical services.



A place that grows housing and employment opportunities through economic development based on our local comparative advantage.

Our Values

Proactive



Embrace creativity, adaptability and continuous improvement seeking new ideas and solutions to address challenges and seize opportunities to ensure sustainability.

Leadership & Teamwork



Lead through collaboration, promote diversity, have pride in our work and partner with the community to achieve shared visions and aspirations.

Accountability & Integrity



Demonstrate respect, transparency, honesty and inclusivity in all interactions with the community.

Commitment



Build and share knowledge, act professionally and develop relationships that make a positive contribution to our community.

Engaging Community



Show respect, understanding and compassion for others and work collaboratively with community for better outcomes.



Our Strategic Objectives

In accordance with our Community Strategic Plan 2021-2031, the DAIP outcomes are linked across each objective.



Built Environment

Improvement of the built environment addressing the desire for new facilities as well as maintaining and upgrading current facilities and infrastructure.

Outcome 2



Social/Community

Maintaining and improve services for the aged, support for youth, community safety, create a vibrant engaged community, and find new and more effective ways to deliver services and amenities.

All outcomes



Economic Development

Support business development, tourism, and initiatives to create more local jobs to stimulate our economy, increase population and number of visitors.

Outcome 1 and 7



Natural Environment

Deliver quality green spaces and sustainable lifestyles; support and encourage recycling; responsibly promote our natural assets including the river, wildflowers and fauna as well as encourage sustainable agriculture and climate resilience.

All outcomes



Governance and Organisation

Demonstrate strong leadership, with improved planning and consultation, community services and infrastructure development. Make goal orientated decisions for long term benefits of the Shire and the Community.

Outcome 2



Our Commitment to Access and Inclusion

The Shire of Boyup Brook operates on the premise that its services and facilities within the local government are accessible and inclusive to all community members and visitors.

The Shire of Boyup Brook adopted its first Disability Access and Inclusion Plan (DAIP) in 2007 to address barriers for people with a disability. The Plan was consistent with the provisions of the *Disability Services Act 1993* (amended in 2004), and addressed the six outcomes.

As we move into 2024, it is evident that many of the strategies and actions have become part of business as usual and more broadly incorporated into other local government plans.

Events typically consider access for all, new buildings are purposefully designed and staff are more aware of other's needs.



Boyup Brook Community Christmas Celebrations



Boyup Brook Community Christmas Celebrations

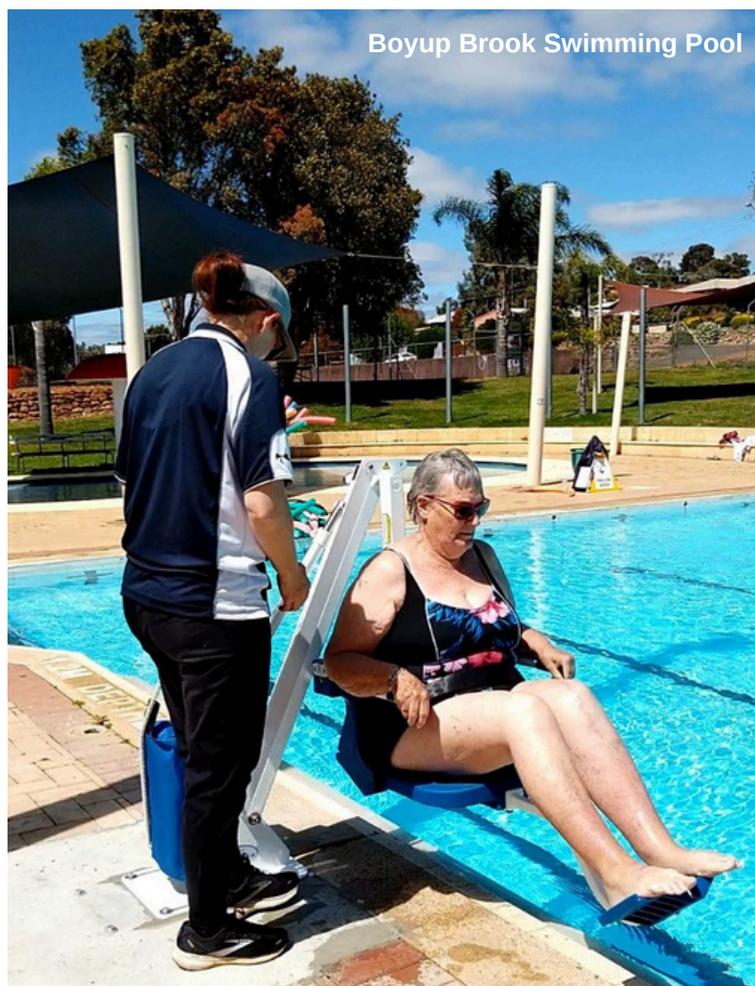
In 2020, the Western Australian Government issued the State Disability Strategy (A Western Australia for Everyone: State Disability Strategy 2020 – 2030). The Shire of Boyup Brook has prepared the DAIP 2024-2029 to align with the Strategy's vision and to continue to comply with the *Disability Services Act 1993*.

The Shire of Boyup Brook is committed to continual improvement and to fostering an inclusive social and environmental community. We are dedicated to eliminating or reducing any impact on individuals or groups with disabilities within the Shire. Family, friends and carers of people with disability, parents with prams, seniors and those with a temporary disability through accident or illness will also benefit from the ongoing improvements in and around the local government area.

In developing this plan, the Shire of Boyup Brook is committed to facilitating the inclusion of people with disability through enhanced access to information, services and all our facilities.



Legislative Framework



Legal obligations under relevant disability laws can be categorised into two key themes.

- Prevent unlawful disability discrimination and
- Ensure equal access to opportunity for everyone

State, National and international disability laws have informed this plan, together with the State Disability Strategy 2020-2030 and the State Disability Action Plan 2020-2030.

The *Disability Discrimination Act 1992* (DDA) provides all Australians with protection against unlawful discrimination based on their disability. Under the Act, it is unlawful to discriminate against a person on the basis of their disability. Disability discrimination can occur in two ways.

- Direct discrimination is about less favourable treatment
- Indirect discrimination is about unfair exclusion.

The implied obligation under the DDA is to ensure equitable, safe and dignified access for people with disability.

The *Equal Opportunities Act 1984* (EOA) operates in a similar manner to the DDA but also requires agencies to ensure equal access to opportunities for people with disability, amongst others. The implied obligation under the EOA is to ensure that people with disability have access to the same opportunities as others. That is, 'equity' for all.

The *State Disability Services Act 1993* as amended (DSA) requires all public authorities in WA to develop and implement a Disability Access and Inclusion Plan (DAIP).

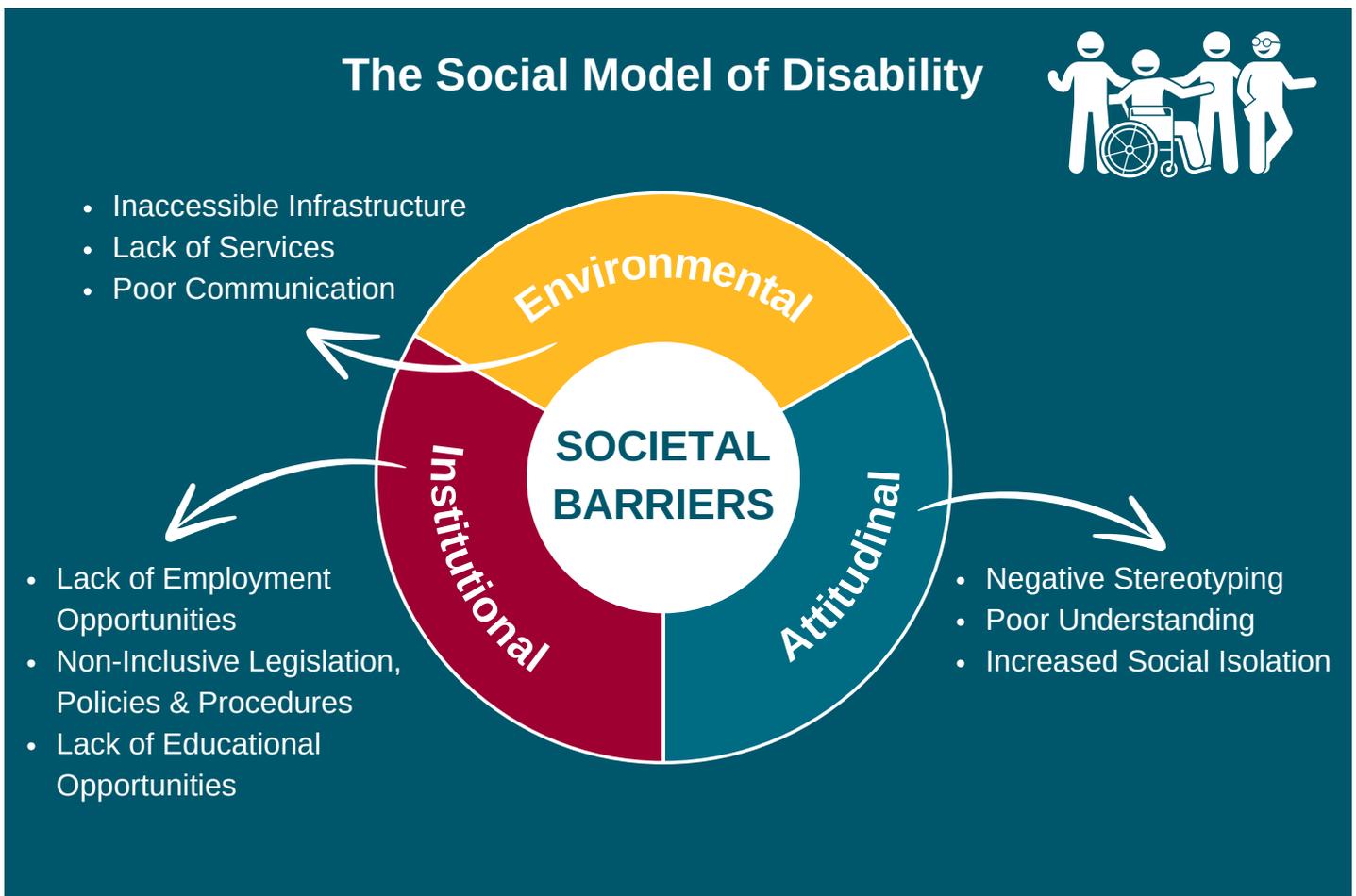
The DAIP is aimed at identifying strategies to ensure that people with disability can actually access services, buildings, facilities, information and complaint mechanisms and can participate in events, consultations and employment offered by local government authorities.



The Social Model of Disability

This plan uses the United Nations Convention on the Rights of Persons with Disabilities definition of disability, which describes people with disability as people who have long-term physical, mental, intellectual, or sensory differences that, when interacting with inaccessible communities and environments, prevent full and equal community participation. This is often called the social model of disability. The social model of disability is an important way of perceiving inequality because it views disability as stemming from communities, services and spaces that are not accessible or inclusive.

The organisation People with Disability Australia use the Social Model of Disability to inform how we work to advance and protect the rights, health and wellbeing of people with disability. The social model sees 'disability' is the result of the interaction between people living with impairments and an environment filled with physical, attitudinal, communication and social barriers. It therefore carries the implication that the physical, attitudinal, communication and social environment must change to enable people living with impairments to participate in society on an equal basis with others. <https://pwd.org.au/resources/models-of-disability/>



National Disability Statistics



4 million people in Australia have a disability



18% of all Australians have a disability (2018)

This is also known as the prevalence of disability



1 in 4

have a mental or behavioural disorder as their main condition, including:

6.5%

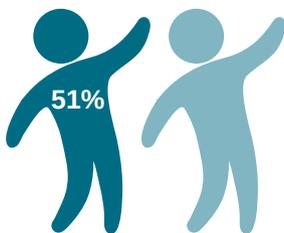
with intellectual and developmental disorders (including autism)

3.8%

with mood affective disorders, such as depression

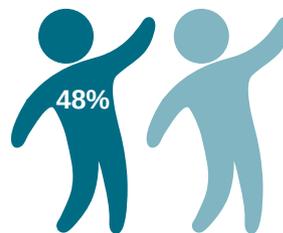
2.6%

with dementia or Alzheimer disease



1 in 2

are female



1 in 2

aged five and over have a schooling or employment restriction (2018)

The prevalence of disability increases with age. Around one in eight (12%) of people aged under the age of 65 have some level of disability, rising to one in two (50%) for those aged 65 and over. This means that the longer we live, the more likely we are to experience some form of disability.

National Carer Statistics



2.65 million carers



10.8% of all Australians are carers



235,000 young carers (under the age of 25)



Access and Inclusion Statistics 2021 ABS Census

Shire of Boyup Brook (SoBB)
population



1834

SoBB households that speak a
non-English language



19

SoBB people with a disability



249

SoBB people who need
assistance with core activities



89

Carers



93

SoBB top long term health
conditions



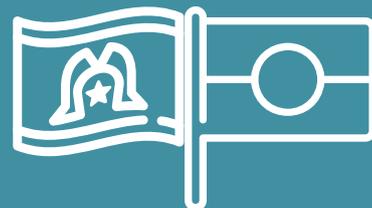
Arthritis	14.7%
Mental Health	10.1%
Diabetes	6.6%
Asthma	6.5%

Percentage of Australians with a
disability



17.7%

SoBB Aboriginal and Torres
Strait Islander population



22



Development of the DAIP 2024-2029

Consultation and Planning

The development of the DAIP 2024-2029 involved identifying strategies and actions from three different sources:

- Review of 2017-2023 DAIP outcomes
- Internal consultation
- Community consultation

The consultation process ensures that any barriers faced by the community in the Shire of Boyup Brook, and by staff in relation to access and inclusion are identified and incorporated into the new DAIP. The process included:

- Internal review of the previous DAIP to determine what actions were still relevant
- Internal discussions with senior staff members
- External consultation process where the community was asked for feedback through the local Gazette, social media and website platforms, and advertising posters displayed on prominent community notice boards
- Direct or one on one phone sessions with various community groups and organisations

Information gathered from the Community Resource Centre's "Community Access for All" information sessions identified several challenging locations for wheelchair access in and around Boyup Brook. These solutions and suggestions will be incorporated into the actions related to the relevant outcome.

Review, Monitoring and Reporting of the DAIP



The Shire of Boyup Brook reviews its strategic plans and actions annually to monitor progress and ensure it remains consistent with the Shire of Boyup Brook's priorities, and that it adapts to emerging access and inclusion issues and best practice solutions. This will be achieved by:

- Keeping staff informed about progress on the implementation and achievements outlined in the DAIP
- Communication with staff on relevant updates received from the Department of Communities
- Promoting awareness by ensuring the training of all new staff occurs as part of the induction process
- Completion of the annual reporting template to Department of Communities by 31 July each calendar year





Implementation of the DAIP

The *Disability Services Act 1993* requires staff along with agents and contractors of the Shire of Boyup Brook to conduct their business in a manner consistent with the Shire of Boyup Brook's DAIP. It requires agents and contractors to take all practicable measures to ensure that relevant outcomes are implemented that align with the strategies in the Plan.

Implementation of the DAIP is the responsibility of all Shire of Boyup Brook staff. Some initiatives apply to all areas of the local government while others apply to specific areas.

Communications of the DAIP

The DAIP 2024 – 2029 will be promoted in the following ways:

- Publish on the Shire of Boyup Brook website
- Promote on the Shire of Boyup Brook social media platforms
- Provide a hard copy in Shire of Boyup Brook Administration Office front counter

The DAIP will also be available in alternative formats and languages upon request.





St John Ambulance Boyup Brook Sub Centre

Additional Information

for further information on DAIP and the Department of Communities, please visit:

<https://www.wa.gov.au/organisation/department-of-communities>

On 3 December 2020, the State Government launched a 10 year whole-of-community vision to protect, uphold and advance the rights of people with disability living in Western Australia.

A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) sets the foundation for building a more inclusive Western Australia, empowering people with disability to participate meaningfully in all parts of society and to have the resources to do so.

For more information or to read the strategy in full, please visit

<https://www.wa.gov.au/government/document-collections/state-disability-strategy-2020-2030>

Building code of Australia <https://www.abcb.gov.au/>

References

State Disability Strategy 2020-2030

Australian Institute of Health and Welfare - People With Disability in Australia 2024

Australia's Disability Strategy 2021-2031

United Nations Convention on the Rights of Persons with Disabilities





Boyup Brook Swimming Pool

Shire Contact Information



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PO Box 2, Boyup Brook WA 6244



Ph: 9765 1200



Email: shire@boyupbrook.wa.gov.au



Opening hours: Monday - Friday
8.30am - 4.30pm



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The Shire of Boyup Brook is an inclusive and equal opportunity employer that values and respects diversity in the workplace.