

**Disability
Access and
Inclusion Plan
(DAIP)
2020 – 2025
Shire of
Wongan-Ballidu**



This document is available in alternative formats upon request including in standard or large print, electronically by email and on the Shire's website.



Shire of Wongan-Ballidu

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Outline of Organisation

The Shire of Wongan-Ballidu is situated in the central Wheatbelt region and covers an area of 3,350 square kilometres.

The localities within the Shire are Wongan Hills, Ballidu, Burakin, Cadoux, East Ballidu, Kondut, Lake Hinds, Lake Ninan, Mocardy and West Ballidu.

The Shire consists of undulating land with various soil types and granite outcrops.

The Wongan Hills townsite is located 184 kilometres north-east of Perth, elevation 286m (938 feet).

The Shire of Wongan-Ballidu is responsible for a range of functions, facilities and services including regulatory services such as planning of road systems, sub-divisions and town planning schemes; building approvals for constructions, additions or alterations to buildings; environmental health services and ranger services, including pet control; and the development, maintenance and control of parking, infrastructure such as roads, public buildings, drainage infrastructure and an airstrip.

The Shire provides services to the community with the provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups, management of recreation centres such as the newly built Wongan Hills Sports, Recreation and Community Complex completed in August 2020, Cadoux and Ballidu Recreation facilities, swimming pool; and the Community Resource Centre providing a library, information services, Tourist Information Centre and Department of Transport services. The Shire also provides youth services, citizenship ceremonies and community events. General administration services such as lodging of building and planning applications and payment of fees including rates and pet licenses.

People with Disability in the Shire of Wongan-Ballidu

There is limited data available about the number of people living in the Shire that identify as having a disability. According to the Australian Bureau of Statistics ('ABS') records from 2016, 14.6% of West Australians identify as having a disability.

During the two weeks before the 2016 Census, 10.9% of the population of the Shire of Wongan-Ballidu aged 15 years or over assisted family members or others due to a disability, long term illness or problems related to old age.

There are a small number of people residing in the Shire with some type of disability, with the most prominent type of disability being a physical and/or sensory disability. There are also some people with an intellectual or psychiatric disability.

Introduction

The Disability Access and Inclusion Plan (DAIP) is a requirement of the *Western Australian Disability Services Act 1993* (the Act).

The Plan must be developed in consultation with the community and consider the effectiveness of past strategies arising from the previous Disability Access and Inclusion Plan.

The Shire adopted its first Disability Service Plan (DSP) on 1 January 1996. In 2007 the Shire undertook a comprehensive review of its DSP with a Disability Access Audit and subsequently developed an updated Disability Access and Inclusion Plan 2007-2011. The Shire's latest plan was the DAIP 2015- 2019.

Definition of Disability

Disability as defined in the Act means a disability which:

- a) is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- b) is permanent or likely to be permanent;
- c) may or may not be of a chronic or episodic nature;
- d) and results in a –
 - i. substantially reduced capacity of a person for communication, social interaction, learning or mobility; and
 - ii. need for continuing support services.

Additional legislation and definitions of disability/impairment underpinning the requirement by public authorities to provide access and inclusion for people with disability include:

- *Western Australian Equal Opportunity Act 1984*
- *Commonwealth Human Rights and Equal Opportunity Act 1992*
- *Commonwealth Disability Discrimination Act 1992*
- Commonwealth Disability Access to Premises Standards 2010
- *National Disability Insurance Scheme Act 2013*

Policy Statement

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

The Shire of Wongan-Ballidu interprets an accessible and inclusive community as one 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.

Findings from Previous Consultation

The Shire of Wongan-Ballidu Disability Access and Inclusion Plan 2015-2019 identified a number of areas that the Shire could develop to improve access and inclusion across the district.

The access barriers identified were: -

1. processes of the Shire may not be as accessible as possible;
2. suitable access to certain buildings for people with disability may not be meeting the needs of this growing demographic;
3. suitable, uninterrupted access to the shopping precinct by those requiring the use of aided transport (eg; gophers) via the footpath network;
4. elements of the Shire's website require improvement to best meet the needs of this growing demographic; and
5. people with disability may not be aware of consultation opportunities with the Shire.

The following overarching strategies have been developed to address each of the above barriers:-

1. ensure that all employees, existing and new, and Elected Members are aware of disability and access issues and have the skills to provide appropriate services; improve community awareness about disability and access issues; ensure that grievance mechanisms are accessible for people with disabilities and are acted upon.
2. provide opportunities for people with disability and their carers to access council paid facilities at concession rate; ensure that all new and redevelopment works provide access to people with disability, where practical; ensure that ACROD parking meets the needs of people with disability in terms of quantity and location.
3. ensure the footpath network is accessible to the shopping precinct to meet the needs of people utilising aided transport.
4. Ensure that the community is aware that Shire information is available in alternative formats upon request; ensure that the Shire's website meets contemporary good practice.
5. Ensure that people with disability are consulted on their needs for services and the accessibility of current services; monitor Shire services to ensure equitable access and inclusion; improve access to the information in the Library.

Consultation Methods

The Department of Communities requires that local government authorities review their Disability Access and Inclusion Plan ('the Plan') every five years. Local government authorities are also required to report on progress in the prescribed format to the Department of Communities by July 31 each year.

Consultation is the most important aspect of the process to ensure that the resulting Plan is fair and equitable for all, based upon community input and our research.

Whilst it is recognised that not all outcomes can be delivered immediately, the Plan will guide our decisions over the next five years.

The Plan's scope covers the whole of the Shire and therefore public comment was sought as broadly as possible.

The Shire consists of three separate and unique townships, which are separated by considerable distances and each having different community needs. The consultation process was hampered by COVID-19 restrictions, and despite our best efforts to promote the survey to all residents, very low numbers of surveys were completed by residents living outside of the Wongan Hills townsite.

Due to the COVID-19 restrictions still in place, the Shire was unable to host public workshops for community members to discuss the Plan and work through the Survey. However, community members were encouraged to contact the Shire by either telephone or in person to participate and provide their feedback.

During June and July 2020 the Shire undertook a community Survey provided in an online version and in printed format, and distributed via:-

- hand-delivered printed copies to the Wongan Hills Hospital, the Medical Centre and the Commonwealth Home Support Programme (CHSP);
- printed copies made available at the Shire's Administration Centre Reception;
- uploaded onto the Shire Website providing a link to the online version;
- posted onto the Shire Facebook page with a link to the online version; and
- published in the weekly Wonga-Balli Boomer Newsletter.

Respondents were also given the option to provide a response via a telephone interview or in a confidential one-on-one interview with an officer from the Shire of Wongan-Ballidu. Respondents were not required to provide their personal details when completing the survey.

The community was informed through the local media (weekly newsletter, website and Facebook), as well as verbally by staff at the Administration Centre and the Community Resource Centre, that copies of the Survey were available upon request in alternative formats if required, including in large print, electronic format, audio format, by email or in person.

The consultation process included:

- an examination of the Shire's Disability Access and Inclusion Plan 2015-2019 to review what has been achieved and what is still outstanding;
- research of contemporary trends and good practice in access and inclusion;
- consultation with community members;
- consultation with specific community members effected by the standards; and
- consultation with key staff members.

Community members were encouraged to complete the Survey to assist in providing information on how Shire services could be improved to suit the needs of people with disability living in our community. Shire employees were also encouraged to complete the Survey.

The Survey asked participants to give feedback on each of the standards set out in the Disability Access and Inclusion Plan. Participants were also encouraged to give general feedback and provide more detailed explanations to questions where applicable.

The Survey and a copy of the Shire's Disability Access and Inclusion Plan 2015-2019 were made available in hard copy at the Shire Administration Office, Community Resource Centre, Wongan Hills Hospital and Medical Centre.

Findings of the Consultation

The Shire received 21 printed copies of the Survey and 16 were completed online, including from people with disability and the wider community.

The review and consultation gathered information about how Shire services could be improved to suit the needs of people with disability living in the Shire. This information and anecdotal feedback received from the community was then used to formulate the new Plan.

The review and consultation found that most of the objectives in the Disability Access and Inclusion Plan 2015-2019 had been achieved.

The strategies and initiatives of this DAIP align with the overall strategies from the Shire's Strategic Community Plan 2012-2021 Goals and Outcomes and the Shire's Corporate Business Plan 2016/17- 2019/20 by:

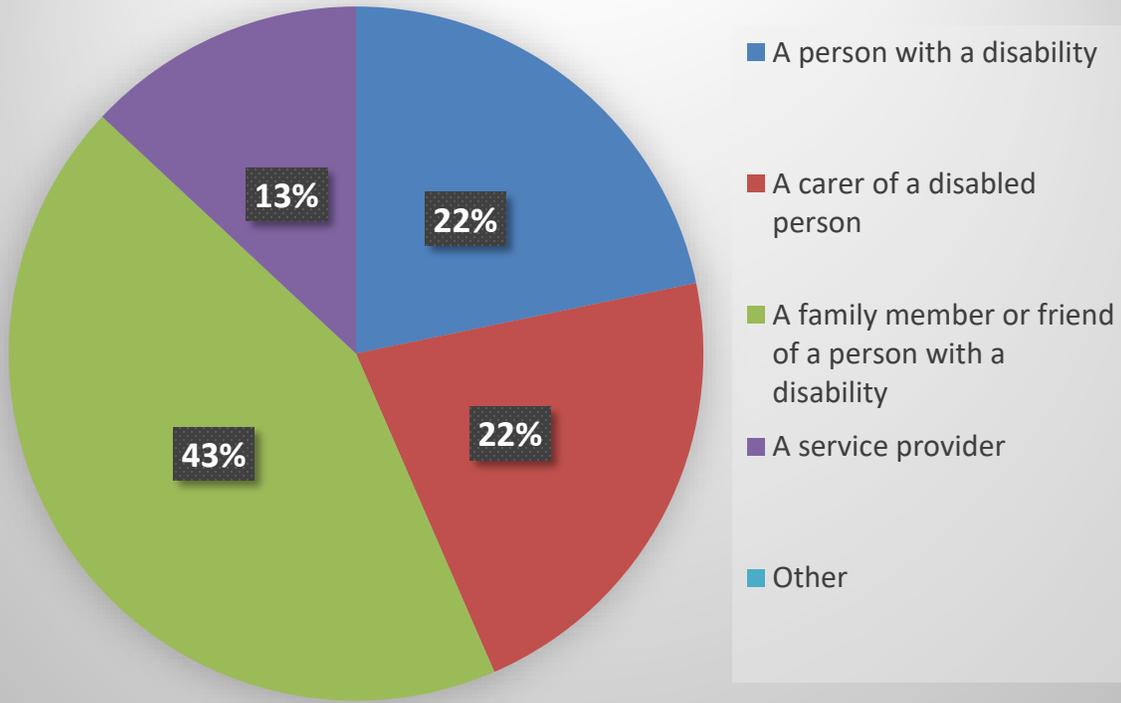
- Recognising the importance of social outcomes for a 'sense of community' by pursuing productivity, efficiency and improving communication across the organisation on disability related upgrades, improvements and initiatives.
- Optimising the Shire's facilities, services, events and buildings for best possible infrastructure use and possible upgrades.
- Enhancing the vibrancy and accessible use of outdoor streetscapes, paths and public open spaces.
- Ensuring ongoing improvements to communication mechanisms such as the website and social media by producing information in alternate formats.

These strategies form an overarching strategic plan for the next 5 years which will guide the Shire in the rollout and implementation of the Shire's Disability Access and Inclusion Plan 2020-2025 and will assist in making the Shire a more accessible and inclusive place for both residents and visitors to the region.

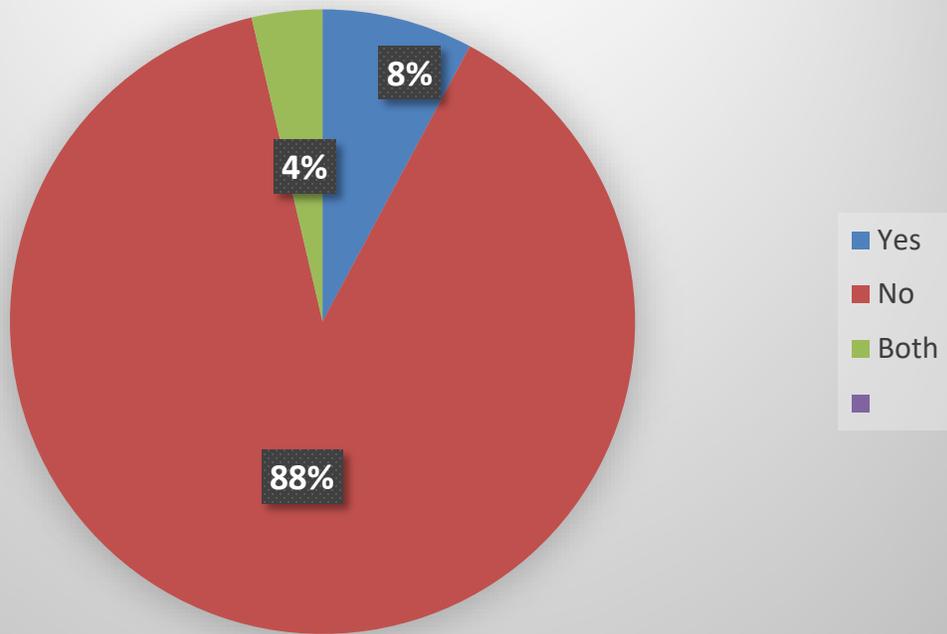
There is limited data available about the number of people living in the Shire that identify as having a disability. According to the Australian Bureau of Statistics 2016, 14.6% of West Australians identify as having a disability.

Given this percentage, and that at the time of the Census in 2016 the population totaled 1,331, an estimated 194 number of people with disability may be living in the Shire of Wongan-Ballidu.

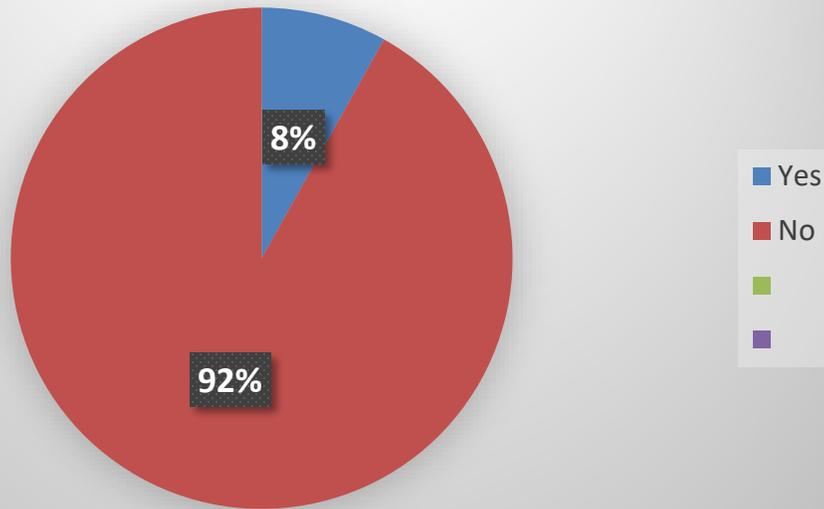
Do you identify as



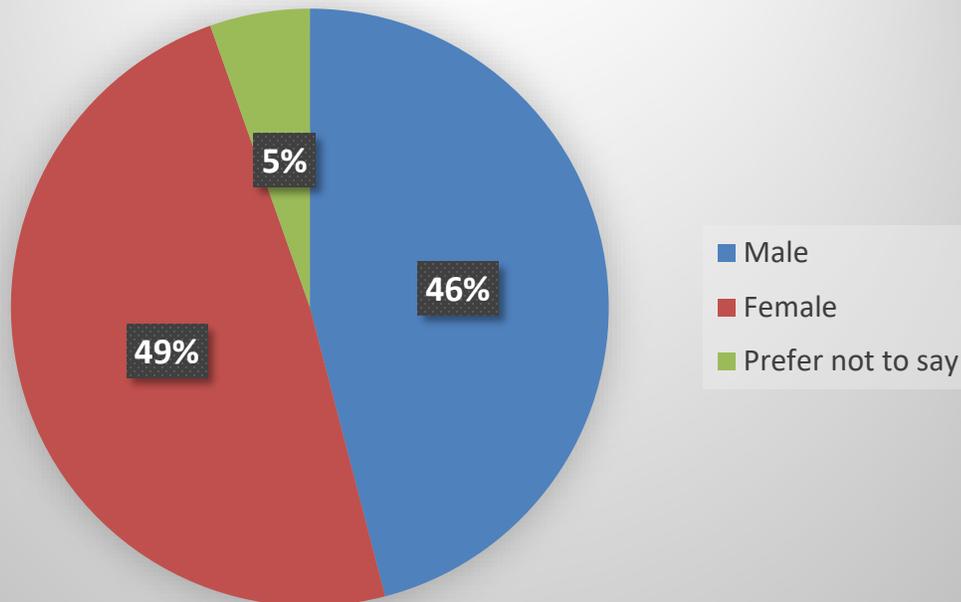
Do you identify as Aboriginal or Torres Strait Islander?



Do you identify as a person from a non-english speaking background?



Do you identify as:



Survey Highlights

- 14.38% of Survey respondents identified as having a disability.
- Responses were almost equally divided between male (46%) and female (49%) respondents.
- 46% of respondents rated the Shire's accessibility to services, information and events organised by the Shire as 'very accessible'.

Key Achievements since 2015

By way of review, the following is a summary of key achievements and accomplishments by the Shire over the years including under its most recent DAIP 2015 – 2019: -

- Installation of accessible toilets and ramps.
- Improved access to the information in the library.
- Development of links between the DAIP and other Shire Plans and strategies.
- Ensured that ACROD parking meets the needs of people with disability in terms of quantity and location.
- Ensured that all buildings and facilities meet the standards for access and any demonstrated additional need.
- Ensured that the community is aware that Shire information is available in alternative formats upon request.
- Ensured that the Shire's website meets contemporary good practice. The Shire's website has now incorporated a functionality which allows users of the site to alter text size.
- Seniors Event 'What I Know for Sure' held in October 2019 and funded by a grant from COTA.
- Provided training and education initiatives for staff.
- Ensured the footpath network is accessible to the shopping precinct.
- Installed big blue markings on selected footpaths, these are the bike plan route and universal access markings.
- Catering for special dietary and access needs at Council functions – such as to provide gluten-free food for patrons who are gluten-intolerant.

These initiatives continue to make the Shire of Wongan-Ballidu more age-friendly and accessible.

Suggestions for Improvement

Respondents were asked to comment on the issues affecting them that they would like addressed as part of the DAIP review:

- Increase the aged care resident capacity at Lovegrove Lodge and (implement) a local secure dementia facility.
- More jobs for physically challenged people.
- Monitoring of ACROD parking bays, as able-bodied people use these spaces to the detriment of people with disability.
- Somewhere for carers to take people that is free and easily accessible for activities such as art or basic cooking.

Disability Access and Inclusion Strategies and Outcomes 2020 - 2025

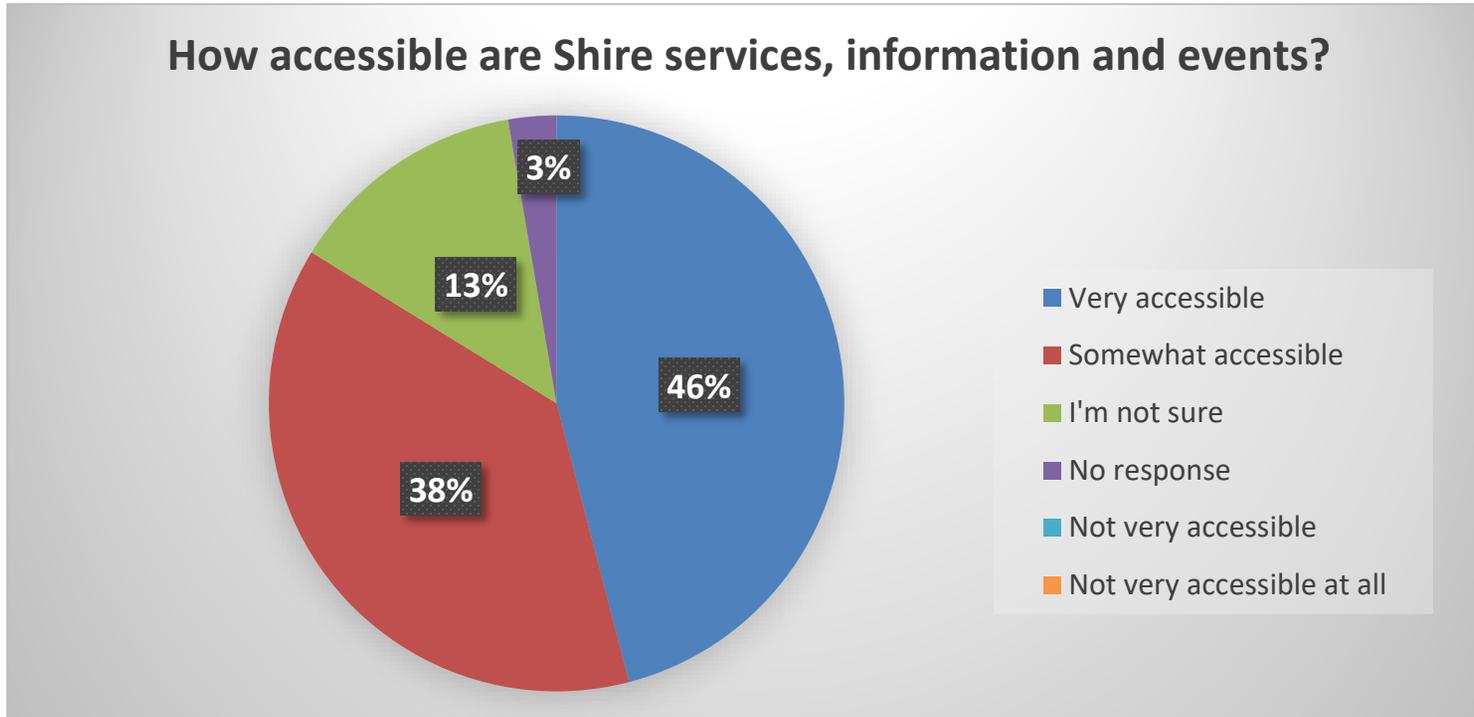
Based on the recent community consultation and examination of corporate and organisational risks, the following overarching strategies have been developed for a more accessible and inclusive Shire of Wongan-Ballidu for the period 2020 to 2025: -

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 Wongan-Ballidu

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
1.1	Ensure accessibility is considered in the planning and delivery of all programs, services and events	<ul style="list-style-type: none"> Ensure the Swimming Pool facilities and programming considers people with disability. Provide an 'Outreach Library Service'. Expand and promote the free on-line library services, ie. Audio books, e- books etc Shire run events to be located in areas / buildings which are accessible and contain or are within close proximity to disabled facilities. 	<input checked="" type="checkbox"/>	Manager Community Services				
1.2	<ul style="list-style-type: none"> Monitor Shire services to ensure equitable access and inclusion. Incorporate the objectives of the DAIP into the Shire's Strategic Community Plan, Corporate Business Plan, Asset Management Plan, budgeting processes and other relevant plans and strategies. 	<ul style="list-style-type: none"> Regularly review the Access and Inclusion Policy as part of the Shire's Policy Review program. Align the DAIP with the Shire of Wongan-Ballidu's Community Strategic Plan and other strategic planning documents. 	<input checked="" type="checkbox"/>	All Managers				

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
1.3	Ensure that events, whether organised or funded, are accessible to people with disability and ensure up to date information is clearly communicated for all events, festivals, meetings and consultations where applicable.	<ul style="list-style-type: none"> Produce clear and easy to read invitations and flyers for events that include contact details for event organisers. 	<input checked="" type="checkbox"/>	Manager Community Services				

In the June 2020 Survey, respondents were asked to rate accessibility to services, information and events organised by the Shire.

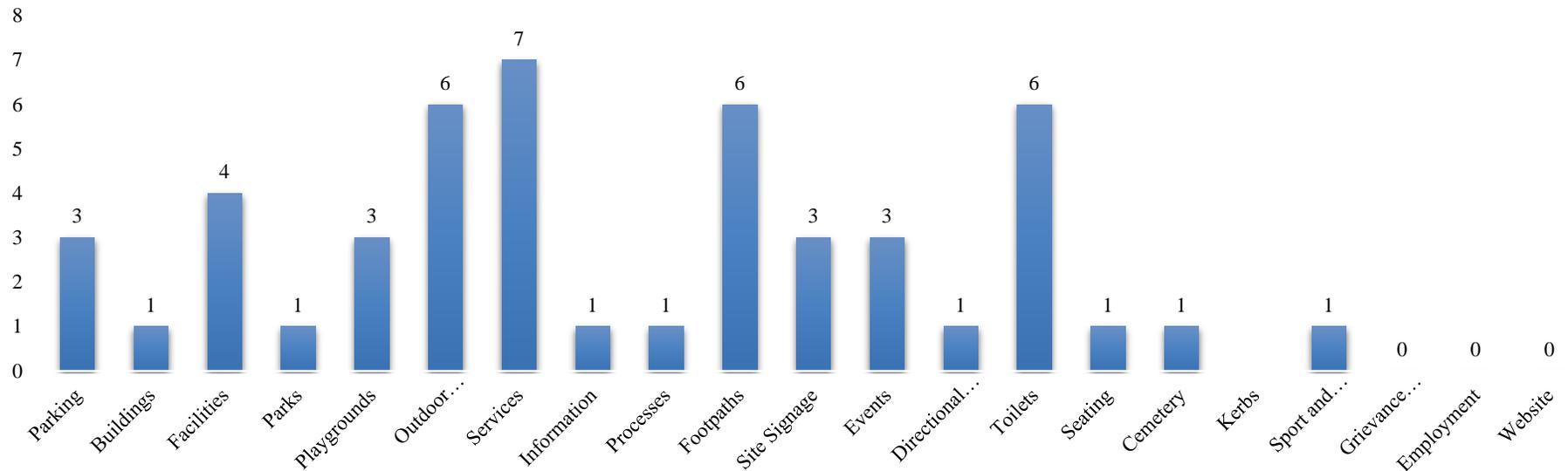


Respondents were asked to describe the kinds of access the Shire does well. A summary of the feedback is listed below:

- Inclusivity of all residents and visitors to events.
- Personally accommodating any requests before events by meeting people outside to guide them into events.
- Buildings, Public Toilets, Disabled parking bays.
- Accessible buildings for wheelchair access, ramps, disabled toilets; All footpaths and access to buildings in SOWB are all pram friendly; Good ramps for wheelchairs & mobility scooters to access buildings.
- Using footpaths/walkways safely.
- Wheelchair ramps and Gopher access.
- Buildings (new Sports Pavilion).
- Street cleaning. Parks and gardens.
- Communication update of what's going on. Friendly helpful staff.

Respondents were then asked to identify areas within the Shire where access could be approved. Respondents could identify as many areas as they felt applicable to them.

Where does access in our community need to be improved?



- More wheelchair and gopher friendly walk trails and nature reserves.
- More sensory-based activities in the nature playground.
- More paths and seating in the parks.
- More parking – wider parking bays.
- Site signage (improving lately).
- Shire website needs updating.
- Playgrounds – there isn't any disability play equipment, and the sand is an obstacle for people with disability.
- More meeting places and BBQ facilities, not just in the park, maybe an undercover area with an outdoor community kitchen.
- Toilet access close to IGA.
- Employment for local workers (perhaps introduce a tariff on local businesses that does not employ locals).
- Somewhere for carers to take people with disability that is at no cost and easily accessible for activities such as art or basic cooking

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

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
2.1	Ensure that all new or redevelopment works provide access to people with disability, where practical.	<ul style="list-style-type: none"> Upgrade toilet facilities at The Station for unisex universal access toilets to enable carers to assist a person with disability. 			<input checked="" type="checkbox"/>			Chief Executive Officer
2.2	Ensure the footpath network is accessible to the shopping precinct to meet the needs of people with disability utilising aided transport.	<ul style="list-style-type: none"> As part of the Capital Works program accessibility will be considered during development and upgrade of the footpath network. 	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Manager Works & Services
2.3	Ensure that all recreational areas are accessible.	<ul style="list-style-type: none"> Complete the Nature Playground facility by providing universal access. 		<input checked="" type="checkbox"/>				Manager Works & Services

An accessible community is where everyone can use the public facilities including:

- Getting into buildings;
- Using the footpaths safely;
- Enjoying parks and playgrounds;
- Accessing toilets and change rooms.

This encompasses our facilities in providing universal access to ensure the Shire is compliant. Importantly, the condition of footpaths, which are being re-done in concrete locally as pavers sink/pop and create a hazard for people, including those with walking sticks or frames.

On selected footpaths in the township of Wongan Hills the Shire Works and Services staff have installed big blue markings, these are the bike plan route and universal access markings. The colour blue is used as sight impaired people can see this marking, similar to tactile paving as a warning (textured bumps found before stairs, escalators and stairs for example).

In the Inclusive and Accessible Communities Survey conducted in June 2020, respondents were asked to comment on accessibility to facilities and buildings, some of these comments were:-

- More flush kerbing (on footpaths) needed for the use of gophers and wheelchairs.
- The main Park in Wongan Hills has damage to bricks (vandalism).
- Some footpaths are uneven and could cause tripping hazards and scooters.
- Provision of universal (disabled) toilets with railing/bars.
- Installation of an undercover communal outdoor kitchen.
- Policing of ACROD parking spaces.

Construction of the new Wongan Hills Sporting, Recreation and Community Complex completed in late-August 2020, includes dedicated access ramps for people with disability, kerbing treatment for ease of mobility scooters/wheelchairs, and ambulant universal toilet/shower facilities. (more photographs over page).

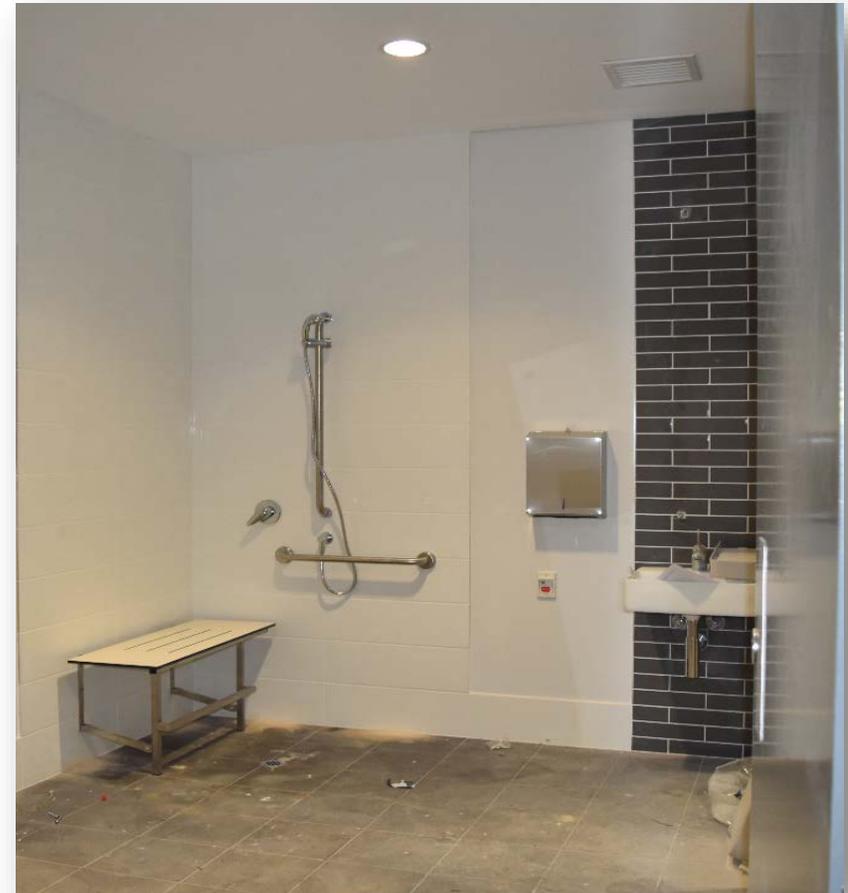


Photo: Ambulant Toilet and Shower in the Gymnasium at the new Sports, Recreation and Community Complex.



Disability access
ramps to the Pavilion



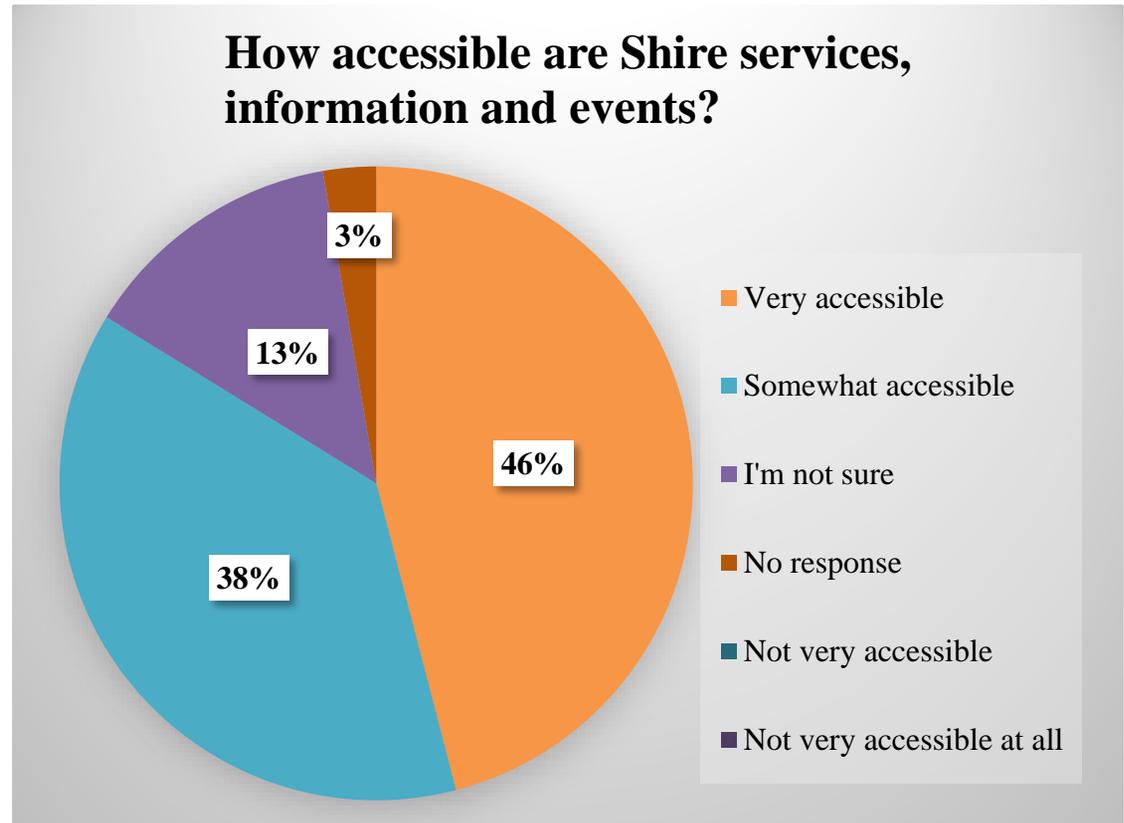
Toilet and Shower in the Gymnasium at the
new Sports, Recreation and Community
Complex

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

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
3.1	Improve staff awareness of accessible information needs and how to provide information in other formats.	<ul style="list-style-type: none"> Relevant Shire staff will be trained on accessibility and creating accessible online content. 	☑		☑		☑	Deputy Chief Executive Officer and Marketing and Communications Officer
3.2	Ensure that the Shire's website meets contemporary good practice.	<ul style="list-style-type: none"> Conduct a review of the current website's accessibility to ensure the website is in line with appropriate W3C WCAG 2.0 International Standards. 	☑		☑		☑	Marketing and Communications Officer

The Shire has ensured the community is aware that Shire information is available in alternative formats upon request. The Shire's website meets contemporary good practice. Shire staff have undertaken training in areas such as the Department of Transport Licensing and Pool Operations to assist them in their roles and encourage them to provide additional assistance to people with disability. In the Inclusive and Accessible Communities Survey conducted in June 2020, respondents were asked to rate accessibility to services, information and events organised by the Shire.

Of the 37 responses received, the graph opposite displays the prompted responses.



Outcome 4: People with disability receive the same level and quality of service from Shire of Wongan-Ballidu staff as other people receive from Shire staff

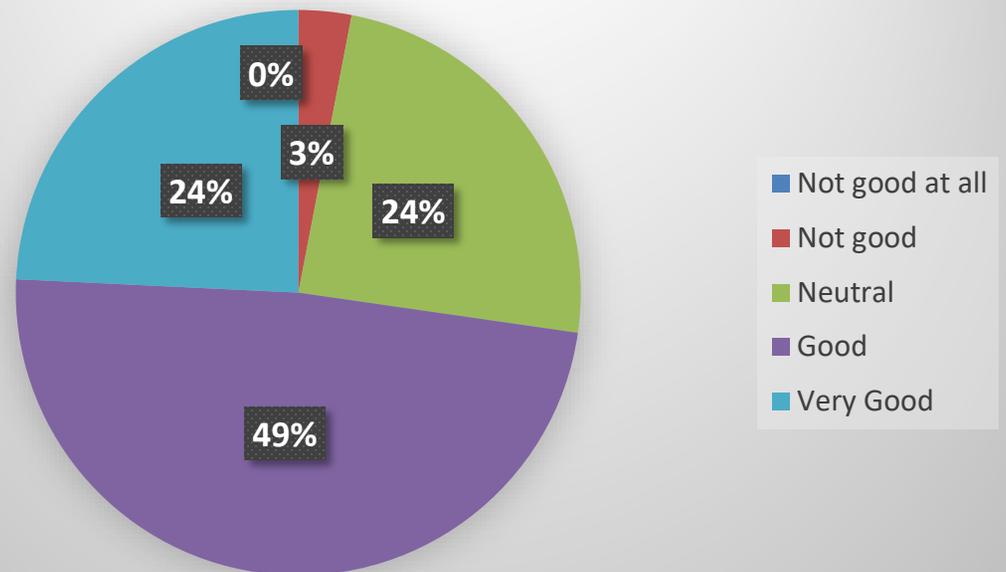
	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
4.1	Ensure that all employees and Elected Members are aware of disability and access issues and are aware of their responsibilities under disability legislation and the DAIP.	<ul style="list-style-type: none"> Key Shire officers to have disability awareness training. Provide a copy of the DAIP to all new employees as part of the formal induction process 	☑	☑	☑	☑	☑	Deputy Chief Executive Officer
			☑	☑	☑	☑	☑	
4.2	Improve community awareness about disability and access issues.	<ul style="list-style-type: none"> Ensure access upgrades and developments are communicated to the community. 	☑	☑	☑	☑	☑	Manager Community Services

The Shire of Wongan-Ballidu has ensured that all employees, existing and new, and Elected Members are aware of disability and access issues and have the skills to provide appropriate services.

A summary of community feedback is listed below:

- The Shire provides communication updates of what's going on in the Shire.
- The Shire staff are friendly and helpful.
- The ladies at the CRC are always helpful when I visit the facility.

How would you rate the Shire staff skills in assisting people with a disability



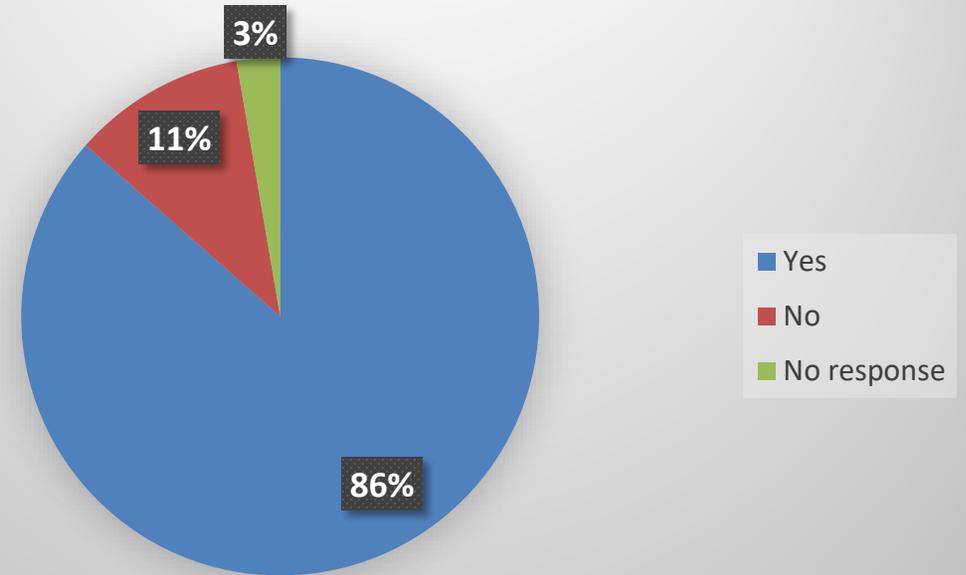
Outcome 5: People with disability have the same opportunities as other people to provide feedback and make complaints to the Shire of Wongan-Ballidu

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
5.1	Ensure the Shire's grievance complaint mechanisms are accessible to people with disability.	<ul style="list-style-type: none"> Ensure complaint procedures are flexible. Promote flexible complaint mechanisms to the community. 	<input checked="" type="checkbox"/>	Chief Executive Officer				
			<input checked="" type="checkbox"/>					

A complaint to the Shire of Wongan-Ballidu may be lodged in a range of formats – either in writing, in person, online (website, Social Media and website), by email or by telephone (National TTY/Speech Relay/translation services available).

A register of issues and complaints relating to access and inclusion to the Shire's services is maintained, and staff training is provided to address any issues.

Do you feel that people with a disability living in the Shire are able to have their say and provide feedback to the Shire?



Outcome 6: People with disability have the same opportunities as other people to participate in any consultation by the Shire of Wongan-Ballidu

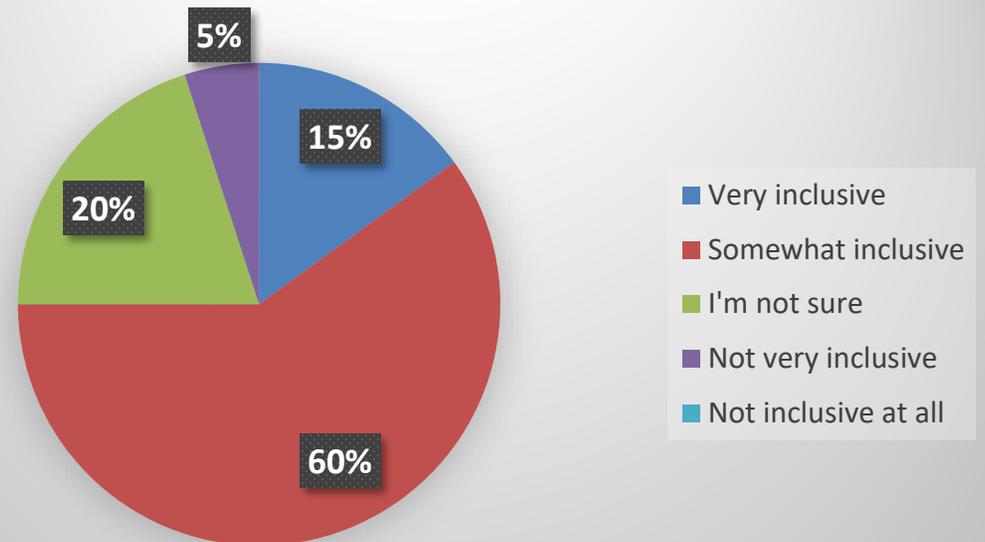
	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
6.1	Ensure that people with disability are actively consulted about the DAIP and any other significant planning processes.	<ul style="list-style-type: none"> Ensure agendas, minutes and other documents are available on request in alternative formats and are available on the Shire's website in a timely manner. Refer to the DAIP when planning any Shire engagement or consultation activity. 	<input checked="" type="checkbox"/>	Chief Executive Officer				
			<input checked="" type="checkbox"/>					
6.2	Ensure that people with disability are aware of and can access other established consultative processes.	<ul style="list-style-type: none"> Include appropriate questions about access and inclusion in general Shire surveys and consultation events. Promote partnerships with stakeholders of the disability sector to the wider community. 	<input checked="" type="checkbox"/>	Chief Executive Officer				
			<input checked="" type="checkbox"/>					

Community consultation is actively encouraged on the review of the Disability Access and Inclusion Plan. The Shire ensures that consultation documents are available in alternative and accessible formats upon request.

Community consultation was engaged on the planning and design of the new Wongan Hills Sporting, Recreation and Community Complex.

Of the 37 responses received, this graph displays the prompted responses.

How inclusive is our local community?



Respondents were asked to rate how they felt they were part of an exclusive community based on the following statement:

- People feel valued and included;
- Everyone can take part in social events, sporting and cultural activities; and
- People have opportunity to work or volunteer.

Respondents were then asked to describe how the community included them. A summary of the feedback is listed below:

- Community groups such as Bushcare, Tidy Towns, etc.
- Facebook posts.
- Free community events are good for people to feel inclusive if they choose to join in. The senior's free dinner at the end of the year is great. The people love it and it is very well organised and appreciated.
- As I play a lot of sport I feel somewhat included in the community, but I do find people who aren't involved in sport would find it hard in Wongan to feel included. Same with having small children, there are lots of groups to join – playgroup/music, but people who have no kids or older kids don't have a lot of opportunity to mix with others.
- Through sports clubs and social.
- There are no facilities for disabled persons to spend the day partaking in various activities, everything for the disabled is fee based and this is not convenient, as there are people that are in need of spaces to spend time, with facilities that can be utilised used to make teas, coffees, store their activities. It is not always possible to use the persons home for painting, colouring, doing arts and crafts etc.
- No public building to access after the CRC closes. I care for a child after school and the only place to go is the CRC.
- Unless you push yourself, you will be left out, different groups are not so inviting to other groups.

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Wongan-Ballidu

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
7.1	Commit to using inclusive recruitment practices when advertising new positions.	<ul style="list-style-type: none"> Review and amend current recruitment and employment policies 	<input checked="" type="checkbox"/>	Deputy Chief Executive Officer				
7.2	Provide support and training for management and staff.	<ul style="list-style-type: none"> Train staff in their obligations under the Equal Employment Opportunity legislation 	<input checked="" type="checkbox"/>	Deputy Chief Executive Officer				
7.3	Ensure policies and procedures are regularly reviewed.	<ul style="list-style-type: none"> Review and amend current recruitment and employment policies Ensure job advertisements are in an accessible format (12 or 14pt, Arial) Include Equal Employment Opportunity statement in the advert Ensure interviews are held in an accessible venue 	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	Chief Executive Officer

This Outcome has only recently been developed and included.

Finding, securing and retaining employment can be challenging. People with disability can often be overlooked for positions for a variety of reasons. Meaningful employment is important to achieving social inclusion and independence. Employment contributes to physical and mental health, personal wellbeing and a sense of identity.

Outcome 8: People with disability have the same opportunities as other people to access private sector buildings and services and feel welcome and included in the Shire of Wongan-Ballidu

	Strategy	Actions/Measures of Success	Timeline					Responsibility
			20/21	21/22	22/23	23/24	24/25	
8.1	Encourage private sector to make improvements to the accessibility and inclusivity of their buildings and services.	<ul style="list-style-type: none"> Advocate to local businesses and tourist venues the benefits of accessible buildings and venues to the community and local businesses. 	<input checked="" type="checkbox"/>	Manager Community Services				
8.2	Educate and raise awareness of community about access and inclusion.	<ul style="list-style-type: none"> Actively promote the Shire's DAIP and the benefits of the Plan, via a community educational campaign at regular intervals 	<input checked="" type="checkbox"/>	Manager Community Services				

This Outcome has only recently been developed and included.