



Shire of Bridgetown-Greenbushes
Disability Access and Inclusion Plan
2013-2016

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

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1. Executive Summary

The Shire of Bridgetown-Greenbushes Disability Access & Inclusion Plan 2013-2016 (DAIP) replaces the Shire of Bridgetown-Greenbushes Disability Access & Inclusion Plan 2007-2012. DAIP has been designed to meet the requirements of the Western Australian Disability Services Act 1993 and sets the stage for the Shire of Bridgetown-Greenbushes to respond to diversity by expanding upon previous disability access and inclusion plans to incorporate the changing needs of all members of the community.

Council understands that inclusivity means providing “universal access”. Universal access is a term that relates to more than access to a facility. It is a well thought out and planned path of travel that enables easy interaction within the Shire, such as communication with officers and accessing services. Universal Access ensures the experience is effortless and straightforward for people with diverse needs, from diverse backgrounds and cultures. Universal access is essentially the end result of training and procedures designed to create ease and efficiency during all interactions with the Shire for as many people as possible.

According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2003), 20.6% of Australians, or more than 1 in 5 people, identify themselves as having some form of disability. Consideration should therefore be given to all forms of disability (including but not limited to disabilities that are physical, sensory, neurological, intellectual, cognitive or psychiatric) in all development and communication activities carried out by, or on behalf of, the Shire.

Council recognise that the task of addressing the many important issues that affect our diverse community is not an easy one. The Shire will endeavour, however, through ongoing consultation and involvement with the community, to identify as many barriers and challenges to access and inclusion as possible and work toward achieving success in these areas in an ongoing and sustainable manner. The establishment of the Access and Inclusion Advisory Committee to Council has expedited and simplified this process.

The Shire of Bridgetown-Greenbushes Disability Access and Inclusion Plan 2013-2016 continues Council's focus on ensuring that residents and visitors within all of the towns and settlements of the district are welcomed and included in events, facilities, services and civil life with universal access as a key objective. Council's vision and commitment is reflected in the Community Strategic Plan, Age Friendly Communities Plan, Youth Strategy and the Disability Access and Inclusion Plan.

2. Background

The Shire of Bridgetown Greenbushes was proclaimed in 1868 although records of settlers first being in the area date back to 1857. The Shire covers an area of 1, 691km² and comprises the heritage town of Bridgetown, the town of Greenbushes and the localities of Catterick, Hester, Hester Brook, Kangaroo Gully, Kingston, Maranup Ford, North Greenbushes, Sunnyside, Wandillup, Winnejup and Yornup.

Located approximately 300km south of Perth, Bridgetown is known for its lifestyle opportunities with beautiful landscapes, heritage architecture, strong sense of community and access to a wide range of services. The challenges facing people with disabilities in this community are similar to those being faced by many people living in rural communities and include transport, service provision, medical specialist access, aging in place and housing.

People with disability in the Shire of Bridgetown-Greenbushes

The estimated population of the Shire of Bridgetown-Greenbushes is 4560 residents. According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2009), 18.5% of Australians identify themselves as having some form of disability. Based on the population estimate and these findings, it is estimated that there are around 845 people with disabilities living within the Shire of Bridgetown-Greenbushes.

In addition to this, the population of the Shire of Bridgetown-Greenbushes has an above average number of persons over the age of 60 years. Currently it is estimated that 51% of people over the age of 60 years identify themselves as having a disability due to needing assistance to manage health conditions or cope with everyday activities (Based on synthesis data from Disability, Ageing and Carers: Summary of Findings ABS 2009). The proportion of the population aged over 65 in the Shire of Bridgetown-Greenbushes was already 17.2% in June 2010. The Shire of Bridgetown-Greenbushes has higher than national average aged population (65+) and this proportion is only going to increase over time. These statistics highlight the importance of planning and working towards an accessible and inclusive community for the Shire of Bridgetown-Greenbushes' ageing population.

3. Planning for Better Access

The Western Australian Disability Services Act requires all Local Governments to develop and implement a Disability Access and Inclusion Plan (DAIP) that

outlines the ways in which the authority will ensure that people with disabilities have equal access to its facilities and services.

Other legislation underpinning access and inclusion includes the Western Australia Equal Opportunities Act (1984) amended 1988 and the Commonwealth Disability Discrimination Act (1992).

The Disability Access and Inclusion Plan 2012-2016 is also supported by The Shire of Bridgetown-Greenbushes Community Strategic Plan (2012-2022), the Youth Strategy, the Age Friendly Communities Plan 2011-2015.

4. Acknowledgements

The Shire of Bridgetown-Greenbushes acknowledges the input received from many individuals and groups within the community, which has been invaluable in the preparation of this Disability Access and Inclusion Plan 2012-2016.

In particular, thanks are given to the members of the Access and Inclusion Advisory Committee to Council.

5. Achieved Outcomes 2007 – 2012 DAIP

- Main Street upgrade (Hampton Street) project improved accessibility and safety via paving (footpaths) and nibs to improve access for wheelchairs/gophers/prams to access retail business on the Main Street and improve safety at pedestrian crossings. (2010)
- Implementation of a procedure to correlate annual building maintenance/development with the budget process to link in with areas identified for improvement in the 2007 Disability Audit Checklist. This Checklist details Shire owned facilities which require works to improve access and compliance. (2010)
- Formation of a local Disability Access and Inclusion Committee after two years of inactivity due lack of interested community volunteers. (2010)
- Development of annual training program for all staff regarding access and inclusion issues. (2010)
- Installation of a lift at the Shire Administration Building to provide universal access to all 3 levels. (2010)

- Preparation of a Local Bicycle Network Plan with consideration for the needs of consultation with the increasing number of gopher users in the community. (2009)
- Implementation of an internal procedure to ensure all consultants and contractors are provided with a copy of the DAIP. (2010)
- Development of additional parking in the CBD through the development of a Town Square Project which included 30 new parking bays and 2 new infirm parking bays. (2010)
- Library service established in Greenbushes for residents who cannot regularly visit Bridgetown (in partnership with the Greenbushes Telecentre). (2011)
- Purchase of Netpac Online Catalogue to enable home bound residents to browse borrowing catalogues on line, request books (in addition to a fortnightly delivery service of requested items). (2011)
- Installation of universal access playground equipment (Memorial Park). (2008)
- The car park at the rear of the Community Resource Centre was upgraded and the rear entrance to the building is now fully accessible from the car park, with the installation of a universal access toilet facility. (2011)
- New dual use pathways were installed on Forrest St, Gifford Rd, Turner Rd, Barlee St, Somme Creek Parklands, Nelson St (to Peninsula Rd) and Hampton St (Carey St to John St) in Bridgetown. In Greenbushes Telluride St (School to Stanifer St) and Spring Gully Pool Walk were installed and new pram ramps at various intersections within the town site. (2007-2012)
- The Disability Access and Inclusion Committee (DAIC) membership has been consolidated with the appointment of a permanent LAC representative from the DSC which is of great value to the Shire and the local DAIC.
- The DAIC initiated community awareness of, and seeking support for, a community driven "vulnerable persons" registry for times of emergency (contact details). (2012)
- The DAIC has also identified the need for an Equine Facilitated Learning program in the Shire, with Shire officers securing DSC funding of \$45K (Count Me In) to implement such a program over 2 years. (2012)

- Officer training delivered by Strive Warren Blackwood and Enable South West Inc. (2011-2012)
- The Shire is building a new library which will meet all required access and inclusion standards, including width of aisle to ensure clients with mobility devices can comfortably and safely move through the facility, e-books, an improved large print section and gopher parking. (2012-2013)
- The Shire administration building refurbishment project will include the upgrade of toilet facilities to accessible standards to provide for a universal access toilet and accessible parent-room. (2012-design)
- Council endorsed an Active Aging Strategy based on World Health Organization standards and following support from the community determined to redefine the DAIC to an "Access and Inclusion Advisory Committee" to provide advice and input regarding the implementation of the Active Aging Strategy and the Disability Access and Inclusion Plan. (2011)

6. Implementation and Timelines

It must be stated that the following strategies and key actions are subject to being incorporated in forecasted financial year budgets and, where appropriate, the annual review of the Shire of Bridgetown-Greenbushes Forward Capital Works program.

The Shire of Bridgetown-Greenbushes' Access and Inclusion Advisory Committee has been established to provide advice to Council in relation to implementing this Plan in conjunction with the Active Aging Strategy.

It is important that the Committee, relevant officers and Council, review both plans on annual basis in order to ensure the documents are kept current AND to allow for financial planning to implement the objectives of the plan in an ongoing manner. This is a key responsibility of the Development Officer – Youth & Seniors as the support officer for the Access and Inclusion Committee.

This plan has prepared in conjunction with the following supporting documents:

- Shire of Bridgetown-Greenbushes Strategic Plan
- Shire of Bridgetown-Greenbushes DAIP 2007 - 2012
- Shire of Bridgetown-Greenbushes Active Aging Strategy
- Shire of Bridgetown-Greenbushes Youth Strategy 2012-2016
- Shire of Bridgetown-Greenbushes Strategic Sport & Recreation Plan
- Shire of Bridgetown-Greenbushes Strategic Community Plan 2012
- Shire of Bridgetown-Greenbushes Capital Works Plan

- Disability Services Commission Disability Access and Inclusion Plan 2011-2016
- Disability Services Commission Reviewing Disability Access and Inclusion Plans
- Disability Services Commission Strategic Plan 2011-2015
- Disability Services Commission A guide to Disability Access and Inclusion Plans

The Access and Inclusion Plan notes objectives specifically related to aged care because of the links between declining ability that prohibits access and inclusion in direct relation to aging.

The DAIP will be promoted through local newspapers, on the Shire website and in the Shire newspaper, the "Insight". The DAIP will be made available in alternative formats including electronic format and hard copy format in both standard and large print. The plan will be available by email and via a downloadable document on the Shire of Bridgetown-Greenbushes website.

Community consultation included a Community Wishing Tree, community meetings, community wide surveys and 3 public meetings for age friendly communities plan in Bridgetown, Greenbushes and for service agency providers. These consultations were all accompanied by advertised on the Shire website; local newspapers; local newsletter and Shire newsletter.

Agents and Contractors are advised of the DAIP through reference to the Shire of Bridgetown-Greenbushes Website. Agents and Contractors will report to the Shire regarding the DAIP through email and consultation.

The Shire of Bridgetown-Greenbushes will report regarding the progress of the DAIP in Shire's annual Report (Local Government Act 1995) and also submit an annual formal progress report to the Disability Services Commission.

7. Targeted Outcomes 2013-2016 DAIP

Generic Strategies

Outcome One: People with disability have the same opportunities as other people to access the services of, and any events organized by, the Shire of Bridgetown-Greenbushes.

Outcome two: People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Bridgetown-Greenbushes.

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

Outcome four: People with disability receive the same level and quality of service from staff of the Shire of Bridgetown-Greenbushes as other people receive from the staff of the Shire of Bridgetown-Greenbushes.

Outcome Five: People with disability have the same opportunities as other people to make complaints to the Shire of Bridgetown-Greenbushes.

Outcome Six: People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Bridgetown-Greenbushes.

Outcome Seven: People with disability have the same rights and opportunities as other people to obtain and maintain employment with the Shire of Bridgetown-Greenbushes.

Outcome Eight: The Shire of Bridgetown-Greenbushes provides information and encouragement to raise the awareness of the community regarding disability access and inclusion.

8. Disability Access and Inclusion Strategies

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

Strategic Links	Task	Task Timeline	Responsibility
Ensure that events organised by the Shire are accessible to people with disability wherever possible.	<ul style="list-style-type: none"> • Ensure all events are planned using the Accessible Events checklist. • Make the Accessible Events checklist available to relevant staff. • Train appropriate shire staff on accessible events protocol. 	Ongoing	DOY&S
Ensure that Council staff, agents and contractors are aware of and comply with the Shire's Disability Access & Inclusion Plan.	<ul style="list-style-type: none"> • Include the DAIP in the induction pack for all new staff members. • Have the DAIP available electronically to staff under the Public Directory and remind all existing staff of its purpose. • Ensure any improvements to Shire buildings comply with the Disability Service Act. • Include disability awareness training in the induction process for new staff. • Provide a copy or reference the DAIP in relevant contracts, quote requests, tenders and specifications documents. • Identify non serviced groups in the community and develop a list of relevant issues and areas lacking service. 	Ongoing	DOY&S
Ensure that the aged care sector is to be one of the Shire's important economic drivers	<ul style="list-style-type: none"> • Implement the Active Ageing Strategy. • Continue to support a regional approach to aged care. 	Ongoing	DOY&S
Maintain an appropriate standard of transport networks, roads and pathways.	<ul style="list-style-type: none"> • Maximise funding opportunities. • Lobby State Government to ensure transport networks are maintained. 	2016	EMCS/DOY&S/ EMWS

Strategic Links	Task	Task Timeline	Responsibility
	<ul style="list-style-type: none"> • Support and lobby for the reopening of the Bunbury Manjimup rail line. • Implement Asset Management Plans. • Implement the Bicycle Network Plan. • Implement and review the Regional Trails Master plan. • Investigate possible local and regional transport solutions 		
Increased community involvement in managing the natural environment.	<ul style="list-style-type: none"> • Support the development of community gardens. • Support the establishment of "friends of" groups, for Shire reserves. 	Ongoing	DOY&S/CDO

Strategic Links	Task	Task Timeline	Responsibility
<p>Bridgetown-Greenbushes is an age and ability friendly community where all residents enjoy a high quality of life.</p>	<ul style="list-style-type: none"> • Consolidate and implement the Disability Access and Inclusion Plan, Youth Strategy and the Active Ageing Strategy. 	Ongoing	DOY&S
	<ul style="list-style-type: none"> • Work with CRC to investigate opportunities to provide more social and educational activities for seniors e.g. <ol style="list-style-type: none"> a) Run small courses to provide personalised training b) Develop partnerships with groups such as Silver Chain and Club B to encourage their clients to attend c) Continue to organise "club" nights, using big screen TV and Westlink to provide access to cultural programs. This could be expanded to include small group discussions/information sessions using technology such as Skype. d) Run in-house courses (e.g. Skype) at Geegeelup. e) Partner with High School to develop a program of intergenerational activities 	Ongoing	DOY&S/CRC
	<ul style="list-style-type: none"> • Improve awareness of Bridgetown Library home delivery service and online reading options. 	2014	Library Staff
	<ul style="list-style-type: none"> • Review Recreation Centre concession prices to encourage use by seniors and explore options to develop a drop-in centre for other social activities e.g. bingo and darts. 	2015	Recreation Centre Staff

Strategic Links	Task	Task Timeline	Responsibility
<p>Ensure that young people are supported and encouraged to be involved and included in community, art, culture and events.</p>	<ul style="list-style-type: none"> • In partnership with Strive and DSC, implement the "My Way" program to help people with disability to develop individual plans to identify and choose the supports and services that best suit their needs and help them achieve their goals. • Deliver inclusive community programs utilizing external funding opportunities where possible. • Review the Youth Strategy 2012-2015 with a view to enhancing access and inclusion for young people throughout the community. • Implement the Youth Strategy 2013-2016. 	<p>Ongoing</p> <p>ongoing</p> <p>March 2015</p>	<p>DOY&S/Strive/DSC</p> <p>DOY&S</p> <p>DOY&S</p>

Strategy	Task	Task Timeline	Responsibility
	<ul style="list-style-type: none"> • Hester street, Nelson Street – Henry Street • Telluride Street • Stanifer st – Spring gully Road 	2015-16	
Age Friendly Communities Plan 2011-2015	1. Outdoor Spaces and buildings		
	<ul style="list-style-type: none"> • Develop a long term plan to cope with the increasing number of gophers. • Consider the frequency of cleaning of footpaths in both Bridgetown and Greenbushes using street sweeper. • Consider the frequency of verge side pick-ups green waste and white goods in Greenbushes, Bridgetown and rural areas. • Continue to be receptive to opportunities that would allow for heavy vehicle deviation routes (Bridgetown and Greenbushes). • Provide seating that has space for wheelchairs, has back and arm rests and is high enough for people to get up and down. 	2016 2016 2016 2015 2015	LGA /SWDC LGA LGA LGA/Stakeholders LGA/DSC

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

Strategy	Task	Task Timeline	Responsibility
<p>Improve community awareness that Council information can be made available in alternative formats upon request.</p>	<ul style="list-style-type: none"> • Promote the Disability Access and Inclusion Plan. • Ensure all public documents carry a notation regarding availability in alternative formats. • Advise the community via the Insight (Council newsletter) community newsletter and/or newspaper, that alternative formats are available. • Advertise alternative options on the front page of the Shire of Bridgetown-Greenbushes website. 	<p>Ongoing</p>	<p>All Staff</p>
<p>Improve staff awareness of accessible information needs and how to obtain and provide information in other formats.</p>	<ul style="list-style-type: none"> • Conduct Accessible and Inclusion Policy training and include in induction of new staff. • Ensure that information needs and provision of information is included in staff training on disability access and inclusion. 	<p>Ongoing</p>	<p>CEO</p>
<p>Improve the accessibility and ease of use of the Shire's website.</p>	<ul style="list-style-type: none"> • Ensure forms are available electronically. • Revise and update, where possible, the Shire website in accordance with Section 5: Accessible Websites of "Accessible Information Training Package" • Investigate the cost of upgrading the Shire website to align with best practice (such as W3C Access Design Guidelines) 	<p>Ongoing</p>	<p>EA</p>

Strategy	Task	Task Timeline	Responsibility
Provide documentation in an appropriate format using clear, concise language.	<ul style="list-style-type: none"> Use non San Serif fonts for council and shire documents 	Ongoing	EA
Strategic Community Plan 2012	1. Economic		
	<ul style="list-style-type: none"> Improved access to technology and communications in line with the national standard. Lobby the federal government for access to broadband services. Secure funding for improved communication services 	Ongoing	DOY&S
Age Friendly Communities Plan 2011-2015	1. Outdoor Spaces and buildings		
	<ul style="list-style-type: none"> Better educate the community regarding constraints on installing ACROD bays and traffic islands in the Main Street. Promote the availability of local parking permits for people with infirmity. 	Ongoing	LGA
	4. Respect and Social Participation		
	<ul style="list-style-type: none"> Work with CRC and Visitor Centre to keep people informed about local activities –this could include a community day for all clubs in town. Work with CRC and/or Library to develop a service to help seniors who need help to fill out documents and learn new technology. Improve awareness of independent, not-for-profit financial advice for older people. 	Ongoing	LGA/VC CRC Library/LGA/CRC State Govt LGA
	5. Communication and Information		

Strategy	Task	Task Timeline	Responsibility
	<ul style="list-style-type: none"> • Provide regular information to local newsletters and community groups regarding available services eg community bus and other support services. • Investigate opportunity to construct a noticeboard in Bridgetown main street gazebo. • Continue to lobby to improve the internet and mobile phone. • Investigate methods used to advise community of emergency e.g. Community Information Point model, Sentinel systems, sirens and local radio. • Work with SWDC to find ways for State government to produce and issue a simple list which details all services and discounts available to seniors. Issue when seniors get the Seniors Card and every 3 years thereafter. • Work with SWDC to find ways for State government to produce and issue a simple list which details all services and discounts available to seniors. Issue when seniors get the Seniors Card and every 3 years thereafter. 	<p>Ongoing</p> <p>2014</p> <p>Ongoing</p> <p>2015</p> <p>2016</p> <p>2016</p>	<p>LGA</p> <p>LGA</p> <p>LGA</p> <p>LGA</p> <p>LGA/SWDC</p> <p>LGA/Carelink</p>

Outcome Five: People with disability have the same opportunities as other people to make complaints to the Shire of Bridgetown-Greenbushes.

Strategy	Tasks	Task Timeline	Responsibility
Ensure that grievance mechanisms are accessible for people with disability.	Develop grievance mechanisms for people with disability to utilise.	2014	DOY&S/HRO
Improve staff knowledge so they can facilitate the receipt of complaints from people with a disability.	Incorporate good practice in handling complaints from people with disabilities into induction and disability awareness training.	2014	DOY&S/HRO
Ensure Shire officers in customer service roles, have the knowledge and skills to facilitate the receipt of complaints from people with disability, including providing assistance where appropriate.	Ensure that complaints handling is included in staff training on disability access and inclusion.	2014	DOY&S/HRO
Ensure that grievance mechanism process and outcome satisfaction survey forms are available in formats to meet the needs of people with disability.	Provide grievance mechanism process and outcome satisfaction survey forms in alternative formats upon request.	2014	DOY&S/HRO

Outcome Six: People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Bridgetown-Greenbushes.

Strategy	Tasks	Task Timeline	Responsibility
Improve community awareness about consultation processes in place.	<ul style="list-style-type: none"> Promote the existence, role and activities of the Shire's Access and Inclusion Committee to the community. Access and Inclusion Committee to meet regularly to provide strategic advice to Council, with support from Council staff. Ensure that media releases go to both print and electronic media and key disability groups and are promoted on the website. 	Ongoing	DOY&S/EA
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	<ul style="list-style-type: none"> Access & Inclusion Committee to regularly monitor the progress of the plan and be involved in all reviews of the plan. Consult people with disability using a range of different consultation mediums e.g. focus group, interviews, and surveys. Develop a register of experienced persons to provide comment on access and inclusion issues on request. 	Ongoing	AIC/DOY&S
Improve access for people with disability to the established consultative process of Council.	<ul style="list-style-type: none"> Investigate how to provide agendas, minutes and other documents on request in alternative formats and publish these on the Council's website. Investigate options for presenting questions at Council meetings in 	2015	DOY&S

Strategy	Tasks	Task Timeline	Responsibility
	alternative formats <ul style="list-style-type: none"> • Implement a method of making the council chambers accessible. • Investigate the possibility of installing a hearing assistance system in chambers (and other identified areas in the Civic Building) to ensure community members with hearing difficulties are included in civic life, community meetings and Council processes. 		
Seek a broad range of views on access and inclusion issues from the local community.	<ul style="list-style-type: none"> • Access and Inclusion Committee to actively pursue the views of people with disabilities on a wide range of issues. 	2015	AIC/DOY&S
Develop a consultation policy for the Shire of Bridgetown-Greenbushes that ensures the needs of people with different communication needs are met.	<ul style="list-style-type: none"> • Contact Auslan and the Blind Association and other relevant disability related organisations for appropriate strategies and procedures to use. • Form a policy around the outcomes of this information. 	2015	DOY&S
Youth Strategy 2012-2015	5. Participation and Positive Promotion		
	5.1 Support processes which will ensure young people are consulted and able to participate in decision making and policy development that effects youth. <ul style="list-style-type: none"> • Conduct community consultation in the forms of surveys, interviews and forums with young people and service providers working with young people on a regular basis. • Develop, maintain and support the Youth Advisory Council in the Shire of Bridgetown-Greenbushes. • Actively include young people in Shire of Bridgetown-Greenbushes 	Ongoing	DOY&S

Strategy	Tasks	Task Timeline	Responsibility
	policy development on relevant issues.		
Strategic Community Plan 2012 –	A collaborative and engaged community.		
	<p>4.1 A community that actively participates in civic life.</p> <ul style="list-style-type: none"> • Regularly review community engagement strategies and policies. • Regularly review community engagement strategies and policies. • Implement an annual feedback survey. • Investigate social networking opportunities. • Provide regular feedback to the community on the outcomes of engagement. <p>4.9 Involve older people in policy and planning decisions -use as problem solvers.</p>	Ongoing	EMCS/DOY&S
		Ongoing	EMCS/DOY&S
Age Friendly Communities Plan 2011-2015	1. Outdoor Spaces and Buildings		
	<p>Discuss opportunities to construct trolley return bays with local businesses (in steep car parks).</p> <p>Continue to lobby local business to improve ramps and rails in shop entrances.</p>	Ongoing	LGA

Outcome Seven: People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Bridgetown-Greenbushes.

Strategy	Tasks	Task Timeline	Responsibility
The Shire's recruitment strategies ensure equal employment opportunity	<ul style="list-style-type: none"> • Human resources undertake an annual review of its Equal Opportunity Employment plan to ensure processes meet the requirements for people with disability. • Adaptive equipment and work processes are provided to staff or prospective staff where reasonable and practical. 	Ongoing	Human Resources
The shire actively promotes itself as an equal opportunity employer.	<ul style="list-style-type: none"> • Job vacancies are promoted via the supported employment network. 	Ongoing	Human Resources/supported employment network
The Shire considers people with disability for traineeships, apprenticeships, work experience and work placement.	<ul style="list-style-type: none"> • All placement requests by people with disability or their training provider are given the same consideration as requests by people without disability. • Adaptive equipment and work processes are provided to trainees or prospective trainees where reasonable and practical. 	Ongoing	Human Resources/supported employment network
	<ul style="list-style-type: none"> • Access & Inclusion Committee to regularly monitor the progress of the plan and be involved in all reviews of the plan. • Consult people with disabilities using a range of different consultation mediums e.g. focus group, interviews, and surveys. 	Ongoing	AIC/DOY&S

Outcome Eight: Provide information, opportunities and encouragement to raise the awareness of the community regarding disability access and inclusion.

Strategy	Tasks	Task Timeline	Responsibility
Support and encourage partnership networks of local organisations that are best placed to collectively plan and coordinate strategies to address the needs of people with disability	<p>Develop and maintain a database of local or regional stakeholder agencies and organisations.</p> <p>Report regularly to the Access and Inclusion Advisory Committee on partnership network activities in the local area.</p>	Ongoing	DOY&S
Provide relevant funding advice and support to groups and individuals on the access and inclusion projects.	<ul style="list-style-type: none"> Identify funding sources, assist with proof reading and editing of funding applications, provide letters of support. 	Ongoing	Community Services Department