

Shire of Mundaring Access and Inclusion Plan 2011-2016



This plan is available in alternative formats upon request



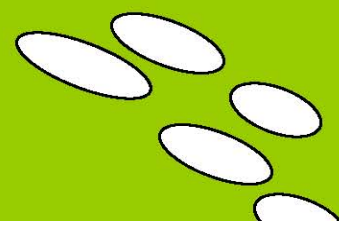
**Shire of Mundaring
Access and Inclusion Plan
2011-2016**

Good access for people with disability
means good access for everyone

This document is also available for viewing and printing from
Shire of Mundaring website Access and Inclusion page
www.mundaring.wa.gov.au

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Shire of Mundaring Access and Inclusion Plan 2011-2016



Contents

Executive summary	1
Shire of Mundaring	3
Meaning of terms within this document	4
People with disability within the Shire of Mundaring	4
AIP 2006-2010	5
AIP 2011-2016 - the way forward	5
Reporting on the Plan.....	8
Reviewing AIPs	8
Shire of Mundaring AIP – Principle Statement	9
Outcome 1	10
Outcome 2	14
Outcome 3	22
Outcome 4	24
Outcome 5	25
Outcome 6	26
Outcome 7	29

Acknowledgements

The Shire of Mundaring wishes to thank past and present members of the Inclusion and disAbility Access Advisory Committee (IDAAC) for their contribution towards the review of this plan.

Thank you to all Shire of Mundaring employees who have reported access implementations and activities in which they have succeeded or concerns they have had regarding access and inclusion to the Access Advisor. This information is forwarded to IDAAC, Disability Services Commission (DSC), key agencies/sites and the community. Many employees have shown determination, enthusiasm and commitment to making our community more accessible and inclusive.

Shire of Mundaring Access and Inclusion Plan 2011-2016

Executive summary

Under the Western Australian *Disability Services Act 1993*, local governments are required to develop and implement an Access and Inclusion Plan (AIP), which identifies barriers to access and inclusion and proposes solutions to ensure that people with disability have equality of access to services and facilities.

In addition, an AIP assists Council to mitigate risk and meet its obligations under the *Disability Discrimination Act 1992*, *Disability Services Act 1993* and the *Equal Opportunity Act 1984*.

Outcomes

The Plan has 7 key outcomes.

- **Outcome 1** – People with disability have the same opportunities as others to access the services of, and events organised by, the Shire of Mundaring
- **Outcome 2** – People with disability have the same opportunities as others to access buildings, playgrounds, outdoor spaces and other facilities of the Shire of Mundaring
- **Outcome 3** – People with disability receive information from the Shire of Mundaring in a format that will enable them to access the information as readily as others.
- **Outcome 4** – People with disability receive the same level and quality of service from the employees and Elected Members of the Shire of Mundaring as others
- **Outcome 5** – People with disability have the same opportunities as others to make complaints to the relevant public authority
- **Outcome 6** – People with disability have the same opportunities as others to participate in any public consultation conducted by the Shire of Mundaring
- **Outcome 7** – People with disability have the same opportunities as others to seek employment with the Shire of Mundaring

Key Strategies

The Shire implements its AIP through various strategies including:

- An Inclusion and disAbility Access Advisory Committee (IDAAC) which among other tasks prioritises works on access upgrades and new buildings/outdoor spaces
- Permanent part time Access Advisor to guide the implementation of the AIP
- Provision of accessible buildings and facilities (new) and prioritised program to upgrade existing buildings
- Provision of interpreters where required

Shire of Mundaring Access and Inclusion Plan 2011-2016

Methodology

The Shire developed its 2011-2016 AIP following consultation with:

- IDAAC members
- Community (including a questionnaire directed at people with disability)
- Shire employees
- Key agencies
- Disability Services Commission

and desk top review of key documents including:

- IDAAC minutes from 2006
- Access and Inclusion requests
- Community Perceptions Survey March 2011

Issues

The community questionnaire feed back highlighted the issues/access barriers listed below:

- Lack of accessible public transport
- Lack of accessible playgrounds, parks, outdoor spaces, seating
- Lack of accessible footpaths
- Lack of housing for people with disability

Monitoring and evaluation

- All employees are required to report their activities/implementations of the AIP to the Access Advisor at quarterly intervals
- Information on outcomes of the AIP is reported in the Shire of Mundaring Annual Report
- Performance is rated in accordance with the percentage of strategies achieved within the time frame identified

Financial implications of the 2011-2016 AIP:

- Projected budget of \$600,00 over the next 5 years in the long term financial plan – provision of access upgrades
- \$3,000 per annum - purchase of accessible equipment and access and inclusion activities in line with the AIP
- \$1,000 per annum - International Day of People with Disability (purchase of equipment)
- Projected budget of \$100,000 over 5 years in the long term financial plan (partly funded by external grants) – upgrade of Mundaring Community Sculpture Park
- Project specific costs will also occur

Shire of Mundaring Access and Inclusion Plan 2011-2016

Shire of Mundaring

The original people of the Mundaring area were the Nyungar Beelu people after whom the Beelu National Park is named. Mundaring is thought to be named after the Aboriginal Munday who was the leader of the Nyungar Beelu tribe. Another possibility is that it came from the Wadjuk language meaning 'on a high place'. The Nyungar Beelu tribe managed the land by applying a regular mosaic of cool burns known as fire stick farming. Fire was used to create grassland and an open woodland setting and this provided grazing areas for kangaroos and made them easier to hunt. The foothills and coastal plains were an open parkland dissected by clean flowing rivers and wetlands. The Hills were towering forests of Jarrah, Marri and Wandoo trees. For Munday's people the Swan, Canning and Helena Rivers were important food sources.

European timber-cutters camps date from the 1840s when the tall Jarrah forests were felled with hand tools. Population was minimal until the arrival of rail in 1884, opening the land for orchards, vineyards, quarrying, poultry farms and the establishment of timber mills. Small towns were established at sidings along the railway lines. Growth took place during the 1890s and into the early 1900s, aided by the huge influx of population generated by the gold rush. Construction of the Goldfields pipeline and the Mundaring Weir resulted in the settlement of Mundaring and improved tourism. The most significant growth occurred in the post-war years, particularly during the 1970s and 1980s. On 30 June 2010 there were 38,910 people living in Shire of Mundaring.

Fauna has been decimated by the introduction of cats and foxes. Remnant populations can be found in water catchment areas and they are protected and managed by Department of Environment and Conservation. Bushlands provide a rich display of wildflowers in spring.

Railway Reserves Heritage Trail retraces 59 kilometres of the old Eastern Railway that formerly linked Fremantle to York in the late 1880s. Walking, cycling and horse riding along this trail is encouraged. The Munda Bididi Trail is an off-road bike trail that starts in Mundaring and will eventually stretch all the way to Albany. The jarrah forests of the Perth Hills and C.Y. O'Connor's pipeline can be explored by riding, cycling or walking the 75km Kep Track from Mundaring Weir to Northam. Other trails include the Eagle View Walk Trail, a 15km bushwalking circuit that leads to several of John Forrest National Park's less explored destinations and the Weir View Walk, a 1.5km loop trail that starts and ends at the Perth Hills Centre and journeys to a viewing platform overlooking Lake C.Y. O'Connor and the Mundaring Weir.

Mundaring has an extensive range of accommodation on offer from luxury retreats to camping, complemented by award-winning restaurants, cafes, wineries, arts and attractions. These include Karakamia Wildlife Sanctuary, Mundaring Community Sculpture Park, Chidlow Marsupial Hospital, Mundaring Weir, No.1 Pump Station and the Perth Hills Centre.

Shire of Mundaring Access and Inclusion Plan 2011-2016

Meaning of terms within this document

The WA Disability Services Act (1993) defines disability as that:

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

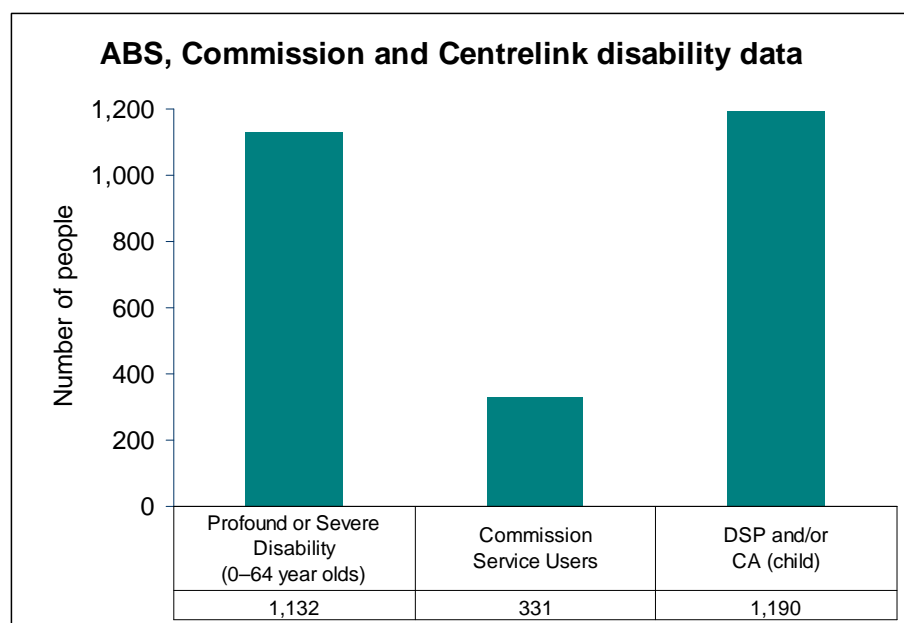
Within this document the term “people with disability” includes people with various disability and people who are experiencing increasing challenges due to advanced ageing or loss of physical ability or function. The term also includes people who use wheelchairs, motorised mobility scooters and other assistance equipment.

Also, within this document the term “access and inclusion” can relate to people with disability and people who use prams, wheelchairs, motorised mobility scooters and assistance equipment. It can also relate to people from culturally and linguistically diverse backgrounds.

People with disability within the Shire of Mundaring

The information below is taken from the DSC website. These statistics are the most recent figures available. To view the entire information available visit www.disability.wa.gov.au or request this information in an alternative format from the Shire’s Secretary Community Development.

The data contained in this table is ‘Small Area Estimates of Disability’ produced by the Australian Bureau of Statistics for the National Disability Administrators. The estimates are based on data from the 2003 Survey of Disability Ageing and Carers (SDAC).



Shire of Mundaring Access and Inclusion Plan 2011-2016

AIP 2006-2010

Performance indicator

The Shire of Mundaring Access and Inclusion Plan 2006-2010 had 78 strategies listed to overcome access and inclusion barriers for people with disability. Of these 78 strategies:

- 66 were implemented successfully
- 7 were investigated and are ongoing projects
- 5 were investigated and did not have successful outcomes

Although it is not clear if timelines were met on all occasions, according to the performance indicators within this AIP and listed below, this would give an “**Excellent**” outcome result. The achievements of the AIP work are to be acknowledged and celebrated.

However, the few areas that Shire of Mundaring did not provide successful outcomes have a high impact on people with disability. Some of these areas include:

Responsibility of Local Government

- Provision of accessible playgrounds, parks, outdoor spaces and seating; and
- Number of accessible footpaths/pram ramps

Not the Responsibility of Local Government

- Housing for people with disability
- Improvement of public transport availability and
- Pedestrian and motorised mobility scooter access crossing options along Great Eastern Highway in the Mundaring townsite

Progress from 2006 until now

To view the many significant strategies/implementations carried out by the Shire from 2006-2010 please refer to the Access and Inclusion page of the Shire website or contact the Shire’s Secretary Community Development for a copy in an alternative format.

AIP 2011-2016 - the way forward

Responsibility for implementing the revised AIP falls with:

- CEO and Directors
- Managers – responsible for implementation of the strategies identified in the AIP and will provide regular progress updates to the Manager Community Development and to the IDAAC
- All employees - responsible for implementation of the AIP wherever there is a requirement or opportunity within their everyday activities

Shire of Mundaring Access and Inclusion Plan 2011-2016

Monitoring and evaluation

- All employees are required to report their activities/implementations of the AIP to the Access Advisor no less than at quarterly intervals
- The Manager Community Development will include in Leadership Team meetings discussion of Access and Inclusion strategies to ensure that the AIP is being implemented. A report from these discussions will be passed on to the Access Advisor
- Information on outcomes of the AIP will be incorporated into the Shire's Annual Report
- Performance will be rated in accordance with the percentage of strategies achieved within the time frame identified

Community consultation

The Shire developed its 2011-2016 AIP following consultation with:

- IDAAC members
- The community (including a questionnaire directed at people with disability)
- Shire employees
- Key agencies
- DSC

and desk top review of key documents including:

- IDAAC minutes since 2006
- Access and inclusion requests
- Community Perceptions Survey March 2011

A questionnaire was promoted in the community and feedback received was included in the creation of new strategies for the AIP. The questionnaire was sent to key agencies and sites and promoted through the media and the Shire's website.

Questionnaire feed back highlighted the issues/access barriers listed below:

- Lack of accessible public transport
- Lack of accessible playgrounds, parks, outdoor spaces, seating
- Lack of accessible footpaths
- Lack of housing for people with disability

Consultation with Shire of Mundaring employees included feedback received from the community through depot and administration employees. Employees have also provided historical information.

Between 2006 and 2011 key agencies have made contact with the Shire to raise access and inclusion issues. This information has also been included in the creation of strategies within this document.

Shire of Mundaring Access and Inclusion Plan 2011-2016

Access and inclusion barriers

Priority areas identified through consultation with the community highlight the need to improve/increase the provision of:

- Accessible footpaths and links including pram ramps, in areas of high use by people with disability
- Accessible playgrounds/outdoor spaces including sensory and tactile features and access for grandparents
- Connecting pathways to key elements including barbecues
- Accessible tables, barbecues, water fountains, parking and seating in playgrounds/parks/outdoor spaces
- Unrestricted access along footpaths
- Accessible seating on walk trails
- Local transport options for people with disability including public and township-to-township transport
- Accessible parking bays linking users of public transport to parking
- Raised awareness of appropriate use of access ways
- Unisex accessible toilets and ramps
- Motorised mobility scooter access
- Accommodation/low rental housing for people with disability
- Removal of sand, gravel and leaves from drainage systems to stop overflow onto footpaths which creates hazards for pedestrians.
- Road crossings/access within townsites to improve safety

Strategies for each of these barriers have been developed as part of the new AIP.

Communication of the AIP to people with disability, the Inclusion and disAbility Access Advisory Committee, employees, key agencies, Community and others

The following strategies will be undertaken to ensure clear communication of the plan to people with disability, IDAAC, employees, key local service providers, community and others:

- The IDAAC will view the draft AIP for approval. The AIP will then go to Council and once adopted will be provided to all members of IDAAC
- The adopted AIP will be sent to DSC and the Australian Human Rights Commission
- All employees and Elected Members will be advised of the new AIP
- The AIP will be promoted to the wider community through the use of local media promotion, newsletters, website promotion and promotion through key local service providers

Shire of Mundaring Access and Inclusion Plan 2011-2016

Reporting on the Plan

Reporting by agents and contractors

Contractors are required to provide an annual report to Shire contract managers indicating how they have addressed outcomes in the AIP. The contractor reporting form is available through DSC or Community Development.

Also, it is a requirement of the Western Australian Disability Services Act 2003 that all agents and contractors of the Shire who deliver a public service to residents within the Shire are aware of and operate in accordance with the principles outlined in the AIP.

A copy of the AIP will be provided to all Shire contractors and agents who deliver a public service. Specific requirements relating to the individual operations of contractors and agents of the Shire will be gradually included in contracts as they are developed, reviewed or renewed. This is to ensure that contractors are providing accessible installations including:

- Concrete/bitumen footpaths which are level and join up with existing surfaces with no residual lip
- Switches for lights/electrical equipment at accessible heights
- Accessible equipment
- Accessible information
- Accessible continuous paths

Annual reports – DSC and the Shire of Mundaring

As a requirement of the Western Australian Disability Services Act 2003, the Shire must provide an update on AIP implementation in its Annual Report.

Also, an Annual Report on the AIP, utilising the standard reporting template provided by the DSC will be submitted by 31 July each year. This report will outline:

- Progress towards the desired AIP outcomes
- The progress of Shire agents and contractors towards meeting the desired outcomes
- The strategies used to inform agents and contractors of the Shire's AIP.

Reviewing AIPs

Under the Disability Services Act 1993 Public Authorities are required to review their AIP at a maximum of every five years. The amended or new plan is to be lodged with the DSC by 31 July in any given year.

Shire of Mundaring Access and Inclusion Plan 2011-2016

Strategies to improve access and inclusion

As part of the consultation process, access and inclusion barriers experienced by people with disability have been identified. These barriers have been placed under the 7 outcome areas required as part of the AIP. Strategies including timeframes have been identified.

Reviewing and acknowledging the plan shows the Shire's commitment to providing an inclusive and accessible community.

Shire of Mundaring AIP – Principle Statement

The Shire of Mundaring aims to maintain and improve the quality of life of its residents by creating an accessible community in which information, services, facilities, programs, employment, decision making processes and other activities are inclusive, open and available to all residents, in an effort to provide equal opportunities, rights and responsibilities and the equitable distribution of resources according to need.

- The Shire of Mundaring is committed to ensuring that the community is an accessible and inclusive community for people with disability, their families and carers.
- The Shire of Mundaring interprets an accessible and inclusive community as one in which all Shire 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 enjoyed by all other people in the community.
- The Shire of Mundaring recognises that people with disability are valued members of the community who make a variety of contributions to local, social, economic and cultural life. The Shire 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.
- The Shire of Mundaring believes that people with disability, their families and carers who live in country areas should be supported to remain in the community of their choice.
- The Shire of Mundaring is committed to consulting with people with disability, their families and carers and local service providers to ensure that barriers to access and inclusion are addressed appropriately.
- The Shire of Mundaring is committed to achieving the seven outcomes of its Access and Inclusion Plan and in ensuring that its agents and contractors work toward the desired outcomes in the Access and Inclusion Plan.
- The Shire of Mundaring is committed to working in partnership with local community groups and businesses to facilitate the inclusion of people with disability through improved access to facilities and services in the community.

Shire of Mundaring Access and Inclusion Plan 2011-2016

Outcome 1

People with disability have the same opportunities as others to access the services of, and events organised by, the Shire of Mundaring

1.1 Events and meetings held by the Shire to be accessible and inclusive for people with disability and people who are from culturally and linguistically diverse backgrounds.

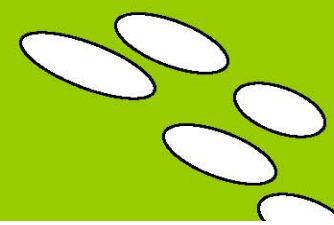
Strategy	Timeline
<p>Provide, where possible, the following at all events organised by the Shire:</p> <ul style="list-style-type: none"> • Accessible parking near entrance of event • Unisex accessible toilets • Clear event and directional signage • Transport options for people with disability • Free entry for companions under the “companion card” scheme • Discounted entry to facilities and events for users of Commonwealth Government concession cards • Information and promotional material which includes the wording “this information is available in alternative formats upon request” • Promotion of event to key agencies/sites and mailing list for people with disability • Use of accessible facilities/buildings where possible • Inclusion of the DSC events checklist by employees. Refer to this link: http://www.disability.wa.gov.au/aud/accessinfo.html • Invitations including the wording “if you have any access or dietary requirements please contact us” • Application of access aware logo to information and promotional material where applicable to show that access and inclusion has been considered • Captioning on DVDs/power point presentations where appropriate • Interpreters or note takers upon request • Inclusion of access advisor or access consultant in event planning by employees when necessary • Promotion of You’re Welcome report for relevant site 	Ongoing
Place signs that welcome access and inclusion requests in front line contact areas.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

1.2 People with disability and their families and carers need to receive information and promotional material on events.

Strategy	Timeline
<p>Post information and promotional material to people with disability mailing list including access and inclusion details of events. Details for these contacts are available from Community Development.</p>	Ongoing
<p>Promote event's provision of access and inclusion through key agencies/sites including but not limited to:</p> <ul style="list-style-type: none"> • Aboriginal Health Services – Eastern Suburbs • Brown Park Community Centre • Church groups • Country Women's Association • Inclusion and disAbility Access Advisory Committee • Disability Services Commission Local Area Coordinators • Hills Auslan Circle • Hills Community Support Group • Home and Community Care Program • Libraries • Medical centres and pharmacies • Mundaring Community Men's Shed • Mundaring Arts Centre – Convergence Project • Resident and Ratepayer Associations • Riding for the Disabled Association of WA Hills Group • Schools – Education Support Units • Swan Districts Stroke Support Group • The Hub of the Hills • Yallambee Village • Yallambee Hostel 	Ongoing
<p>Complete a Shire of Mundaring Communication Plan and refer to the Communication Advisor when planning/promoting events.</p>	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

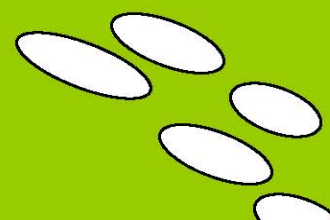


1.3 Lack of transport can prevent people with disability and their families and carers attending Shire of Mundaring events and meetings.	
Strategy	Timeline
Promote local transport options for people with disability through the Shire website Access and Inclusion page and Welcome to the Shire of Mundaring booklet for people with disability.	Ongoing
Refer to Shire of Mundaring Strategic Transport Plan Final Report – January 2009 when advocating for increased transport options for people with disability and when planning new accessible and inclusive developments.	Ongoing
Include transport for people with disability when planning advocacy priorities through Shire of Mundaring Lobbying and Advocacy Strategy document.	Ongoing
Research implementation of battery charging points/spare battery/lock up program for motorised mobility scooters within town sites.	Completion 5 years
Identify key stakeholders to develop a coordinated approach to transport infrastructure (footpaths, bus stops, bus shelters).	Completion 2 years
Lobby transport service providers for improved and additional accessible transport for people with disability within the Shire.	Ongoing and reviewed annually
Ensure all current infrastructures related to transport facilities are accessible where possible.	Ongoing
Include non-car travel consideration in land-use planning.	Ongoing and reviewed annually

Shire of Mundaring Access and Inclusion Plan 2011-2016

1.4 Lack of housing options that are affordable, accessible and appropriate for people with disability.	
Strategy	Timeline
Implement the recommendations outlined in the Housing Options for Seniors and People with Disability Report 2006.	Ongoing
Include housing for people with disability when planning advocacy priorities through Shire of Mundaring Lobbying and Advocacy Strategy document.	Ongoing
Promote the Liveable Housing Design Guidelines for private dwellings to people who are applying for a Building Licence.	Ongoing

1.5 Contractors providing public services on behalf of Shire of Mundaring are aware of their responsibility to ensure their services are accessible and inclusive.	
Strategy	Timeline
Provide a copy of the AIP to all relevant Shire contractors and agents who deliver a public service.	Ongoing
Include specific requirements relating to the individual operations of contractors and agents of Shire in contracts as they are developed, reviewed or renewed.	Ongoing
Check installation of any concrete/bitumen footpaths or paving to ensure that the new surface is flush to any existing surface with no residual lip.	Ongoing



Outcome 2

People with disability have the same opportunities as others to access buildings, playgrounds, outdoor spaces and other facilities of the Shire of Mundaring

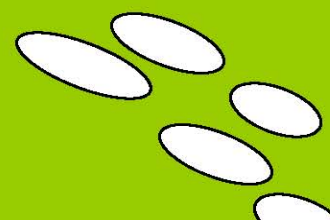
2.1 Some Shire facilities are not accessible or inclusive and some people with disability cannot access internal facilities including toilets.

Strategy	Timeline
Ensure all new Shire facilities are fully accessible.	Ongoing
Research the provision of the free CD “The Good, The Bad, The Ugly” available through the Australian Human Rights Commission, to people who are applying for a building licence.	Completion 1 year
Include external access consultant or the Shire’s Access Advisor in the planning process of access upgrades and also in the scope of works for architects.	Ongoing
Upgrade all existing Shire building facilities as per the priority list developed by IDAAC.	Ongoing

2.2 New development within the Shire of Mundaring needs to be accessible and inclusive for people with disability including people who use motorised mobility scooters and prams.

Strategy	Timeline
Refer to the Positive Ageing Strategy before approving new developments.	Ongoing
Investigate the inclusion of sheltered sites for parking and charging motorised mobility scooters in new development plans.	Completion 5 years

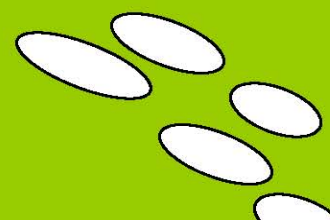
Shire of Mundaring Access and Inclusion Plan 2011-2016



2.3 People with disability need to be informed when Shire facilities have been improved.	
Strategy	Timeline
Communicate all access upgrades to the Shire's Access Advisor.	Ongoing
Promote new access upgrades to all employees, shire sites/facilities, key agencies/sites and the community, through the Shire website including the Access and Inclusion page, email, media, newsletters, Community Directory and Seniors Directory and Shire facility promotions.	Ongoing
Promote new access upgrades through mailing list for people with disability. Details for these contacts are available from Community Development.	Ongoing

2.4 Footpaths need to be accessible for people with disability.	
Strategy	Timeline
Wherever possible, footpaths/pavements are constructed along the fence line to keep pedestrians including people with disability, a safe distance from traffic and to avoid vehicles and wheelie bins being placed on footpaths/pavements.	Ongoing
Ensure wherever possible, the correct installation of warning and directional Tactile Ground Surface Indicators in upgrades and development of new footpaths/pavements and roundabouts. This includes new developments on private land.	Ongoing
Provide pram ramp connections between footpaths in key, high usage areas and in response to requests where possible.	Ongoing and reviewed annually
Audit pedestrian footpaths in high usage areas for public transport infrastructure. Implement a pedestrian footpath priority plan of action to improve the continuous path of travel in high demand areas from audit.	Completion 5 years

Shire of Mundaring Access and Inclusion Plan 2011-2016



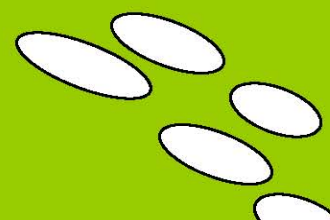
2.5 Lack of footpaths and/or slippery and uneven surfaces on footpaths create access barriers for people with disability and people who use prams.

Strategy	Timeline
Continue implementation of the Draft Rolling Program for Shared Paths/Footpaths 2010/2030 ensuring that all access ways meet Australian Standards and provide a firm, level and stable surface.	Ongoing
Promote new Railway Reserves Heritage Trail pamphlet which includes access and inclusion information.	Ongoing
Consult with IDAAC when prioritising installation of shared paths through Shared Path Program.	Ongoing
Include an accessible network of footpaths and connecting pram ramps in all new subdivisions.	Ongoing
Include footpath/pavement links from town centres to highly used sites by people with disability in planning and upgrade priorities for new footpaths/pavements. Footpaths/pavements need to link local areas including libraries, shopping centres and bus pick up/drop off sites.	Ongoing

2.6 Debris such as gum nuts, gravel and sand on footpaths/pavements can cause falls and injuries.

Strategy	Timeline
Continue identified critical area contractor sweeping of footpaths/pavements to remove hazards as per footpaths sweeping program for high pedestrian areas.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

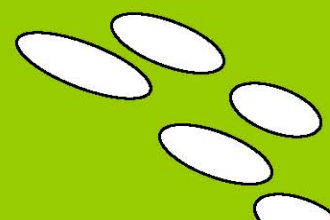


2.7 Traditional playground design is not accessible for people with disability.	
Strategy	Timeline
Provide an accessible playground in the upgrade of Mundaring Community Sculpture Park.	Completion 5 years
Arrange visits to good practice sites for employees involved in the planning and installation of playgrounds.	Ongoing
Include external access consultant or the Shire's Access Advisor in the planning process of upgrades or new playgrounds.	Ongoing
Provide external access and inclusion training for employees involved in the planning and installation of playgrounds.	Ongoing

2.8 People who do not have a disability park in accessible parking bays.	
Strategy	Timeline
Audit accessible parking bays within Shire of Mundaring to ensure they comply with the Australian Standard and forward this information on to the ACROD Parking Program.	Completion 3 years
Enforce Local Government (Parking for Disabled Persons) Regulations 1988.	Ongoing

2.9 Pedestrian crossings along the highway are dangerous.	
Strategy	Timeline
Lobby Main Roads WA to progress plans for improved access across Great Eastern Highway in Mundaring town centre.	Ongoing
Continue reviewing streetscape options to provide improved crossings along Great Eastern Highway in Mundaring town centre.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016



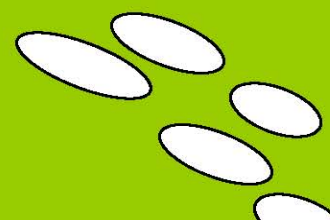
2.10 Vehicles, advertising boards and bins located on footpaths create hazards and access barriers for people with disability and also people who use prams.

Strategy	Timeline
Continue Think Before You Park! Program to raise awareness on access and inclusion barriers created when parking/placing vehicles, bins and advertising boards on footpaths.	Ongoing
Request removal of advertising boards from access ways on footpaths/pavements.	When required
Issue infringement notices to people who obstruct footpaths.	Ongoing

2.11 Sport and Recreation within Shire of Mundaring needs to be inclusive of people with disability including children with disability.

Strategy	Timeline
Research good practice ways of including people with disability in sport and recreation. Promote results of good practice research to Shire sport and recreations groups.	Completion 3 years and ongoing
Provide external access and inclusion training when appropriate on how to include people with disability in sport and recreation activities for employees involved with sport and recreation groups.	Ongoing
Promote opportunity for youth sponsorship in sport and recreation through the Shire.	Ongoing
Raise awareness within local sporting groups of opportunities for free support and training from organisations such as Inclusion WA and Sports Connect – Department of Sport and Recreation.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016



2.12 There are not enough accessible parking bays including provision for motorised mobility scooters, within the Shire.	
Strategy	Timeline
Ensure that accessible parking bays are provided as part of development or upgrade of new and existing Shire facilities, playgrounds and outdoor spaces.	Ongoing
Ensure adequate accessible parking is clearly signed. Employees use portable accessible parking signs available from Community Development and directional accessible parking signage where appropriate.	Ongoing
Ensure local businesses and community groups comply with accessible parking requirements.	Ongoing
Create a map of Shire accessible parking bays and promote this information to all employees, key agencies/sites and the community.	Completion 4 years

2.13 Businesses within the Shire need to be accessible for people with disability including people who use wheelchairs, motorised mobility scooters and mobility aids.	
Strategy	Timeline
Research and apply access and inclusion into the Local Planning Scheme and the Local Planning Strategy No. 4 including motorised mobility scooter access.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

2.14 There is not enough accessible parking, seating, tables, barbecue areas, shade, water fountains and pathways included in Shire parks/outdoor spaces and recreation facilities.

Strategy	Timeline
<p>Ensure that all upgrades and new parks/outdoor spaces and recreation facilities where possible provide:</p> <ul style="list-style-type: none"> • Accessible parking near entrance • Directional access signage • Accessible seating/resting places • Accessible barbecue areas • Accessible shade • Accessible water fountain • Accessible pathways connecting accessible barbecues, water fountains, bins and seating/resting places. 	Ongoing
<p>Work with IDAAC to prioritise seating and accessible water fountain requirements for existing parks/outdoor spaces and recreation facilities.</p>	Ongoing
<p>Promote and visit good practice sites when appropriate. This applies to employees involved in the planning and installation of parks/outdoor spaces and recreation facilities.</p>	Ongoing
<p>Include external access consultant or the Shire's Access Advisor in the planning process of upgrades or new parks/outdoor spaces and recreation facilities.</p>	Ongoing
<p>Provide access and inclusion training to employees involved in the planning and installation of parks/outdoor spaces.</p>	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

2.15 Putting Sulo rubbish bins out for collection can be difficult for some people with disability.

Strategy	Timeline
Promote the rubbish put out/put in service provided by Shire of Mundaring where appropriate.	Ongoing

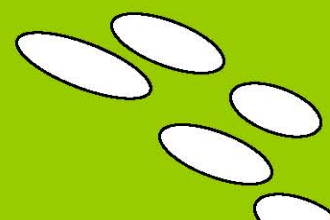
2.16 Sulo bins can block access along footpaths on bin day.

Strategy	Timeline
Request people bring their bins in straight after rubbish collection and promote barriers created by leaving Sulo bins on footpaths/pavements through media, newsletters, website and key agencies/sites.	Ongoing
Ensure that wherever possible, footpaths are constructed along the fence line to allow room for bins to be placed near the road and cars to park on the verge without causing an access barrier on footpaths.	Ongoing

2.17 Shire of Mundaring facilities need to be well signed including directional signage.

Strategy	Timeline
Implement signage including directional signage as per Australian Standards as part of any new development or access upgrade of a Shire facility. Where appropriate, signage is also to include a Braille interpretation.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016



Outcome 3

People with disability receive information from the Shire of Mundaring in a format that will enable them to access the information as readily as others

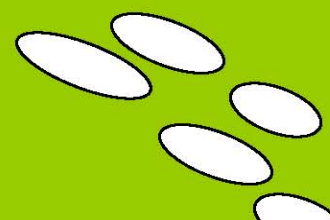
3.1 Shire information and promotion of events needs to be in alternative formats.

Strategy	Timeline
Provide all Shire information, publications (including agendas, minutes, flyers and promotional material) in alternative formats upon request.	Ongoing
Provide accessible information by implementing the Shire Style Guide in all publications.	Ongoing
Include captioning as appropriate in DVDs/PowerPoint presentations produced by the Shire.	Ongoing
Use Vision Australia's colour contrast analyser available from the internet Access and Inclusion page when creating graphics. Refer to Community Development for further information if necessary.	Ongoing

3.2 People with hearing impairments cannot contact the Shire via telephone.

Strategy	Timeline
Provide email contacts wherever possible on relevant Council information.	Ongoing
Continue training employees on how to use the National Relay Service.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016



3.3 People with disability and their families and carers may not know about relevant Shire and local services that are available.	
Strategy	Timeline
Distribute Welcome Booklet for People with Disability to key agencies/facilities.	Ongoing
Promote to the community and key agencies/sites the Welcome Booklet for People with Disability available for viewing from the Shire website Access and Inclusion page.	Ongoing
Promote Access and Inclusion page on website to the community.	Ongoing

3.4 Emergency management information needs to be accessible for people with disability and their families and carers.	
Strategy	Timeline
Include emergency management information on the Shire website.	Completion 6 months
Promote State Alert on the Shire website.	Completion 3 months
Display emergency management information at all Shire facilities.	Completion 12 months

Shire of Mundaring Access and Inclusion Plan 2011-2016

Outcome 4

People with disability receive the same level and quality of service from the employees and Elected Members of the Shire of Mundaring as others

4.1 Employees and Elected Members may not have the knowledge required to provide appropriate service.	
Strategy	Timeline
Include access and inclusion strategies in Leadership Team discussions to ensure AIP is being implemented and report on these discussions to the Shire's Access Advisor.	Ongoing
Include access notification in Customer Action Requests when appropriate.	Ongoing
Employees refer to "Count Me In Disability Future Directions" document produced by DSC to raise their awareness of what people with disability think is important.	Ongoing
Raise awareness of issues for people with disability through contacts between the Shire's Access Advisor and employees.	Ongoing
Provide accredited access and inclusion training for all existing employees, new employees and Elected Members.	Ongoing

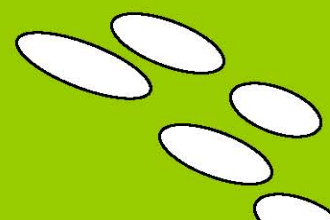
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Outcome 5

People with disability have the same opportunities as others to make complaints to the relevant public authority

5.1 People with disability need to be aware of advocacy opportunities both within the Shire and externally.

Strategy	Timeline
Ensure all information pertaining to the grievance procedure is available in alternative formats upon request. When meeting with complainant provide interpreter if required.	Ongoing
Promote advocacy information available from the Access and Inclusion page of the Shire website. This includes advocacy for carers.	Ongoing
Ensure that grievances can be lodged via alternative means including fax, mail, telephone, email and face-to-face and promote these options.	Ongoing
Link complaint document to Shire of Mundaring internet.	Completion 6 months



Outcome 6

People with disability have the same opportunities as others to participate in any public consultation conducted by the Shire of Mundaring

6.1 People with disability may not know about opportunities to participate in public consultation.

Strategy	Timeline
<p>Widely promote opportunities for consultation through:</p> <ul style="list-style-type: none"> • Newspapers including focus page, advertising and media releases • Shire website • Letter writing to key agencies/sites and residents & ratepayers associations (refer to Seniors Directory) • A survey • Newsletters • A letterbox drop • Questionnaires • Personal briefings • Focus groups/review groups • Mailing list for people with disability available from Community Development • Information sessions. <p>Employees refer to Shire of Mundaring Community Participation and Consultation Guidelines as a starting point (available from the intranet Corporate Services/Administration).</p>	Ongoing
<p>Provide six to eight weeks feedback time for public consultation questionnaires.</p>	Ongoing
<p>Provide feedback from public consultation to key agencies/sites and promotion through the media where appropriate.</p>	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

6.2 People with disability need to be included in focus groups/public meetings

Strategy	Timeline
<p>Make all public consultation documentation available in alternative formats upon request. Officers are to promote “if you have any access or dietary requirements, please contact...” on all information associated with the public consultation. Be flexible in the way that people can respond by providing a phone in time for comments, email options or face to face meeting times. Provide interpreters, captioning where relevant and as required.</p>	Ongoing
<p>Include interpreters, professional note-takers and captioning in verbal consultation methods such as public forums or focus groups where appropriate.</p>	Ongoing
<p>Employees and consultants refer to You're Welcome WA access reports (www.accesswa.com.au) when choosing focus group/public meeting sites. These reports include:</p> <ul style="list-style-type: none"> • Shire of Mundaring administration building • Brown Park Recreation Complex • Mundaring Recreation Complex • Harry Riseborough Oval • Chidlow Recreation Complex • Mundaring Community Sculpture Park. 	Ongoing
<p>Refer to the information on providing an accessible event within this plan (Outcome 1) and the DSC Access Resource Kit Events Checklist (www.disability.wa.gov.au) to raise awareness on how to include everyone in public consultation.</p>	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016

6.3 People with disability may not be able to attend committee and council meetings held in Shire's administration building.

Strategy	Timeline
Ensure that comments can be lodged via alternative means such as fax, mail or email.	Ongoing
Ensure that people can arrange face-to-face meetings with Elected Members and employees with interpreters or professional note takers available if required.	Ongoing

Outcome 7

People with disability have the same opportunities as others to seek employment with the Shire of Mundaring.

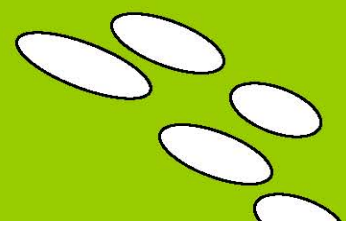
7.1 Shire of Mundaring employees includes people with disability

Strategy	Timeline
Promote the Shire as an inclusive workplace of choice and also promote new policies to encourage more employment of people with disability.	Ongoing
Promote the benefits of employing people with disability to all managers.	Ongoing

7.2 Shire employment opportunities need to be accessible to people with disability.

Strategy	Timeline
Review Position Description templates regularly to ensure that they are non-discriminatory and include people with disability.	Ongoing
Employment advertisements are to be available in alternative formats upon request.	Ongoing
Provide employees training in use of appropriate language for job interviews.	Ongoing

Shire of Mundaring Access and Inclusion Plan 2011-2016



Celebration of Ability Award 2009/2010