



Shire of **Ngaanyatjaraku**  
ON A JOURNEY

**DRAFT**

**Disability Access  
and Inclusion Plan  
2024-2028**



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## **1. Disability Access and Inclusion Planning**

The Shire of Ngaanyatjarraku is committed to ensuring people with disability have equal access to facilities, functions and services provided by the Shire.

The aim of disability access and inclusion planning is to assist the Shire with the coordination and planning of initiatives to ensure that all community members have equal access to:

- Services and events
- Buildings and facilities
- Information
- Customer service
- Complaints processes
- Public consultations
- Employment opportunities at the Shire

### **1.1 Legislation**

The Disability Access and Inclusion Plan (DAIP) is a legislative requirement under the Western Australian Disability Services Act (1993) and supports several international and local legislative and good practice initiatives including:

- United Nations Convention on the Rights of Persons with Disabilities 2006.
- Australian Human Rights Commission Act 1986.
- Commonwealth Disability Discrimination Act 1992.
- Fair Work Act 2009.
- National Disability Insurance Scheme Act 2013.
- National Disability Strategy 2021-2031.
- State Disability Strategy 2020-2030.
- Public Sector Employment Outcomes 2020-2025
- Shire of Ngaanyatjarraku Strategic Community Plan 2021-2031.

## **2. Shire of Ngaanyatjarraku Overview**

The Shire encompasses an area of 159,948 square kilometres and is located approximately 1,542 square kilometres from Perth. The region is diverse in natural beauty from the magnificent Rawlinson ranges to the red sandy plains of the Gibson Desert.

The Shire's main township is Warburton, which is also the largest of the ten indigenous communities within the Shire. The Shire offices are located at the Tjulyuru Cultural and Civic Centre in Warburton.

Each community within the Shire is contained with the 99 year leases held by the Ngaanyatjarra Council (Aboriginal Corporation) on behalf of the traditional owners of the land. The communities include:

- Warburton (Milyirtjarra)
- Wingellina (Irrunytju)
- Blackstone (Papulankutja)
- Jameson (Mantamaru)
- Warakurna
- Tjirrkarli
- Tjukurla
- Wanarn
- Patjarr (Karliywara)
- Pira Kata (Kanpa)

Each community is an autonomous, separately incorporated body (as association) incorporated under either a Commonwealth Act (the Aboriginal Councils and Associations Act 1976) or a Western Australian State Government Act (the Associations Incorporations Act 1895-1969). Incorporation of each of their community organisations empowers the Ngaanyatjarra people, through their Board to make their own social and economic planning decisions for meeting current and future needs and future developments.

## **2.1 Functions, Facilities and Services**

The Shire of Ngaanyatjarraku is responsible for the provision of “mainstream” local government and delivery of services to the ten communities and visitors within its boundaries.

### **Services to Property:**

- Provision and maintenance of roads;
- Construction and maintenance of community buildings and facilities;
- Waste management including collection and disposal;
- Litter control;
- Planting and caring for street trees;
- Street lighting;
- Television and radio re-transmission;
- Bush fire control.

### **Services to the Community:**

- Provision and maintenance of playing areas and ovals;
- Provision of sport and recreation programs;
- Economic development through art programs;

- Special project management.

**Regulatory Services:**

- Planning of road systems, subdivisions and town planning schemes;
- Building approvals;
- Environmental health services;
- Compliance services.

**General Administration:**

- Public Information service;
- Lodging of complaints;

**Processes of Government:**

- Ordinary and special Local Government and committee meetings;
- Elector's meetings and election of Council Members;
- Community consultations.

## 2.2 People with Disability in the Shire of Ngaanyatjarraku

The Western Australian Disability Services Act (1993) defines disability as a condition that:

- is attributable to an intellectual, cognitive, neurological, sensory or physical impairment or a combination of these impairments;
- is permanent; and
- may or may not be episodic in nature.

Disability may result in a person having a substantially reduced capacity for communication, social interaction, learning or mobility and a need for continuing support services in daily life. Some disabilities, such as epilepsy, are hidden, while others, such as cerebral palsy, may be visible.

The Australian Bureau of Statistics conducts a survey of Disability, Aging and Carers (DAC) every five years. Data from the DAC Survey 2018 estimated 17.7% of the Australian population (4.4 million) have a disability. If you add to that the estimated 2.65 million Australians who are carers, then disability impacts approximately one third of the population<sup>1</sup>.

The Shire of Ngaanyatjarraku was home to an estimated 1,358 people in 2021. According to the findings of the DAC Survey 2018, approximately one third of these people are likely to be impacted by disability. In the 2021 Census, respondents had the option of reporting

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<sup>1</sup> Disability, Aging and Carers, Australia: Summary of Findings, 2018. Australian Bureau of Statistics  
abs.gov.au

their long-term health condition. 21.7% of the Shire of Ngaanyatjarraku population indicated that they suffer from long term health conditions, 65.8% reported not having a long-term health condition, and a further 12.5% did not state their long-term health condition. According to the DAC Survey 2018, the proportion of Aboriginal and Torres Strait Islander people with disability varied somewhat by where people lived. 18.1% of the Australian Aboriginal and Torres Strait Islander population living in remote areas had disability.

### **3. Disability Access and Inclusion Plan Review**

The Shire's DAIP 2019-2022 was adopted at the Ordinary Council Meeting held 28 August 2019. It provided a planned approach to progressively address barriers to access and inclusion across all areas of the Shire's responsibility.

A review of the DAIP 2019-2022 has now been completed. This included reviewing planned actions, documenting achieved outcomes and identifying gaps in delivery.

To comply with the Western Australian Disability Services Act 1993, the DAIP must be reviewed at least every 5 years (including public consultation) and report DAIP progress by 04 July every year to the Department of Communities.

The DAIP 2019-2022 was due for review in 2022 however, this review was not undertaken. This DAIP is for the period 2024-2028 to realign with the 5-year cycle.

#### **3.1 Progress in Access and Inclusion Since 2019**

The Shire has found that the planned approach to progressively addressing barriers to access and inclusion across all areas of the Shire's responsibility has resulted in many initiatives and has assisted the Shire to make progress towards better access.

The Shire has implemented a number of initiatives over the last six years to improve access and inclusion. Some examples follow.

##### **Improving Access to Services and Events**

- The Shire ensures flexible options for community members to access services.

##### **Improving Access to Buildings and Facilities**

- The Shire administration office has been fitted with a purpose-built lowered service counter to enable wheelchair bound people to adequately and comfortably be served.
- With many of the community facilities in the Shire being managed by the Ngaanyatjarra Council, the Shire communicates any identified opportunities to improve disability access and inclusion at Ngaanyatjarra Council managed facilities to the Ngaanyatjarra Council.

## **Improving Access to Information**

- The Shire’s website moved to a Spark platform which is compliant with ‘Web Content Accessibility Guidelines (WCAG) 2.0’ making information more accessible to a wider range of people. The website has been designed to:
  - help users navigate and find content;
  - make text readable and understandable;
  - make things easier to see through use of contrast;
  - give users enough time to read and use content;
  - make content appear and operate in predictable ways;
  - maximise compatibility with current and future technologies.
- Important communication, marketing and advertising material is distributed through written communication methods (electronic (social media, website and email networks) and printed (community notice boards) and verbally communicated where needed.
- The Shire revised our style guide to incorporate accessible guidelines.
- Information about disability services was promoted.
- Translation of some information into Ngaanyatjarra Language was implemented to assist the community to read and understand the communications.

## **Improving Staff Skills**

- The Human Resources team has committed to producing a policy to promote a more inclusive workplace.

## **Improving Access to Complaints and Consultation Mechanisms**

- The Shire promotes a number of ways for people to make complaints and comments including phone and online through the website.
- The Shire promotes consultation processes with the public through a number of different means to ensure that all people have adequate access.

## **Improving Access to Employment**

- The Shire promotes that it is an inclusive workplace and encourages applicants of all abilities to apply for vacant positions.
- Recruitment practices are reviewed regularly.
- The Human Resources team has committed to producing a policy to promote a more inclusive workplace.
- Advertisements for vacancies include the statement that the Shire is an Equal Opportunity Employer.
- Flexible employment options are available for employees with disability.

## **4. Public Consultation for the DAIP 2024-2028**

The Shire completed its initial DAIP following a process of public consultation which comprised a public notice that a draft DAIP had been prepared as a guiding document for the compilation of a final DAIP. The notice advertised:

- The draft DAIP could be inspected at the Shire administration office in Warburton.
- Hard copies or electronic copies of the DAIP are available, without charge, on request to the Shire.
- Written or verbal submissions on the draft DAIP were invited.
- The draft DAIP was available on the Shire's website.

The revision to produce the DAIP 2019-2022 and the DAIP 2024-2028 were subject to a similar process to that of the initial DAIP.

A consultation was also carried out with Shire staff to identify barriers to access and inclusion from an internal perspective, as well as potential strategies to be incorporated into the new DAIP.

### **Consultation Findings**

To be reported following the public comment period. Following the consultation process, the draft will be amended to reflect the feedback received.



## 5. Disability Access and Inclusion Plan 2024-2028 Strategies

The Disability Access and Inclusion Plan 2024-2028 builds upon the work already achieved in ensuring that people with disability have equal access to facilities, functions and services provided by the Shire.

The following strategies address the outcomes mandated in the WA Disability Services Act (1993):

Outcomes		Strategies	
1.	People with disability have the same opportunities as other people to access services of, and any event organised by, the Shire of Ngaanyatjarraku.	1.1	Advocate for more accessible programs and services.
		1.2	Highlight the consideration of equitable access for people with disability to current service providers.
		1.3	Ensure people with disability are considered in emergency and disaster planning.
		1.4	Extend an open invitation to staff, community members and key stakeholders to provide feedback about access and inclusion difficulties they have encountered in relation to services and events.
2.	People with disability have the same opportunities as other people to access buildings and other facilities of the Shire of Ngaanyatjarraku.	2.1	Incorporate best practice in access and inclusion when upgrading buildings and facilities.
		2.2	Undertake an access audit when assessing the general.
3.	People with disability receive information from the Shire of Ngaanyatjarraku in a form that will enable them to access the information as readily as other people are able to access it.	3.1	Continue to improve accessibility of information through all of the Shire's communication channels.
		3.2	Endeavour to meet all requests to make information accessible, particularly where requests are achievable through current software and hardware capabilities already held by the Shire.

4.	People with disability receive the same level and quality of service from the staff of the Shire of Ngaanyatjarraku as other people receive from the staff of a public authority.	4.1	Provide information about disability access and inclusion to staff to support them to provide quality customer service.
5.	People with disability have the same opportunities as others to provide feedback to the Shire of Ngaanyatjarraku.	5.1	Continue to ensure processes for complaint receipt and lodgement are flexible to cater for the requirements of people with disability, and proactively respond where processes are identified as being deficient.
		5.2	Provide numerous mechanisms for feedback to be lodged to cater for all abilities.
6.	People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Ngaanyatjarraku.	6.1	Continue to ensure processes for public consultation is flexible to cater for the requirements of people with disability, and proactively respond where processes are identified as being deficient.
		6.2	Provide numerous mechanisms for public consultation participation, to cater for all abilities.
7.	People with disability have the same opportunities as other people to obtain and maintain employment in the Shire of Ngaanyatjarraku.	7.1	Continue to ensure processes for employment is flexible to cater for the requirements of people with disability, and proactively respond where processes are identified as being deficient.
		7.2	Review the recruitment process to attract people with disability.
		7.3	Communicate that the Shire is an equal opportunity employer during recruitment advertising period for vacant positions.

## **6. Governance**

### **8.1 Implementation**

Planning and implementation processes are the responsibility of the Chief Executive Officer.

### **8.2 Resourcing**

The Disability Access and Inclusion Plan 2024-2028 is resourced through normal operational funding. Opportunities to secure external funding will also be sought.

### **8.3 Promotion**

The Shire will promote the availability of the Disability Access and Inclusion Plan 2024-2028 by:

- On the Shire of Ngaanyatjarraku website
- On Shire of Ngaanyatjarraku social media
- On the Shire administration office community notice board
- To all staff via email

### **8.4 Reporting**

The Disability Access and Inclusion Plan 2024-2028 will be lodged with the Department of Communities, reported on annually and reviewed at least every five years.