



SHIRE OF MORAWA

DISABILITY ACCESS AND INCLUSION PLAN 2024-2029



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INTRODUCTION

The Disability Access and Inclusion Plan (DAIP) is mandated by the *Western Australian Disability Services Act 1993 (the Act)*. It serves as a structured framework for executing strategies and programs aimed at ensuring that individuals with disabilities receive the same opportunities as others when it comes to accessing services, facilities, and information. The Shire of Morawa's DAIP outlines attainable objectives for working towards this goal over a five-year period (2024 to 2029).

The Shire of Morawa's DAIP goes beyond ensuring accessibility to Council owned buildings and facilities, it encompasses the broader concept of inclusion by creating an environment where all individuals, regardless of their abilities, backgrounds, or differences, are valued, respected, and provided with equal opportunities to participate and contribute.

Through the delivery of the outcomes outlined in this plan, the Shire of Morawa aims to enrich the lives of all individuals within the Shire, with a particular emphasis on those community members and visitors living with disabilities.



OUR VISION

The Shire of Morawa's Strategic Community Plan for 2022-2032 serves as the Shire's comprehensive long-term planning document, outlining the community's vision and ambitions for the future. It also provides an overview of the strategic focus areas to be targeted in order to meet these aspirations.

Within the Strategic Community Plan, seven key aspirations are identified, each with specific focus areas designed to achieve aspirational objectives. The community vision, aspirations, and focus areas are integrated within individual strategies and actions outlined in the Shire's operational plans, including those detailed in the DAIP.

Of the Shire of Morawa's seven aspirations and focus areas, the following align most closely with the outcomes identifies in the DAIP.

Occupy a Safe and Healthy living space

- Build safer neighbourhoods
- Occupy fit for purpose housing
 - Increase active living
 - Enhance health service provisions

Embrace cultural and social diversity

- Champion inclusion and engagement
- Invest in socialisation and belonging
- Promote positive aging in place across the community

Create a sense of place for visitors

- Ensure the townsite and its services are accessible to all



The Shire of Morawa is dedicated to achieving the outcomes outlined in their DAIP while maintaining an overarching objective of establishing an accessible and inclusive community for everyone. This commitment is in pursuit of the community's overarching vision of creating a welcoming and inclusive Morawa.

ACCESS & INCLUSION IN THE SHIRE OF MORAWA

Data from the 2021 census conducted by the Australian Bureau of Statistics indicates that the population of the Shire of Morawa's Local Government Area stands at 660, a decrease from the 750 residents recorded in the 2016 Census. Of these residents, 33 have identified themselves as needing assistance, slightly more than the 31 residents reported in the 2016 data. These 33 individuals are described as people facing profound or severe limitations in core daily activities, such as self-care, mobility, and communication, due to long-term health conditions (lasting six months or more), disabilities (lasting six months or more), or old age.

It's noteworthy that 39% of the population in this area is aged 60 and over. While this statistic doesn't indicate the number of individuals with disabilities, it does underscore the importance of planning for accessible services and functions in response to the expectations of an aging population.

The National Disability Insurance Scheme (NDIS) plays a significant role in supporting eligible individuals with disabilities by providing funding for increased quality of life, independence, and community engagement. Presently, there are fewer than 11 active NDIS participants in Morawa, meaning those who have been deemed eligible and have an approved NDIS plan.

In addition to individuals with disabilities, the Shire of Morawa recognises the importance of meeting the access and inclusion needs of various other residents and visitors, including parents with young children and prams, the elderly, and individuals from diverse cultural and linguistic backgrounds.

Morawa is a popular destination during the Wildflower Season, attracting many 'Grey Nomad' tourists. As a result, ensuring easy access to the Shire's facilities, services, and information for tourists and other visitors is also a crucial consideration when developing the DAIP.



WHAT WE DO

The Shire of Morawa considers the accessibility and inclusion needs of all community members when performing its core functions and when providing services. These functions and services include:

Services to Infrastructure and Properties

Construction and maintenance of Shire owned roads, buildings, footpaths and walk trails; Rubbish collection and disposal; Clearing of vegetation; Street lighting; and Bushfire control.

Services to the Community

Provision and maintenance of recreation grounds; Provision of playing areas and reserves and Management of community centre, library and information services.

Regulatory Services

Including Building, Planning, Environmental Health and Animal Control

General Administration

The provision of general information from various sources to the public, account processing and vehicle licensing services.

Government Processes

Through Council and Elected Members

DEVELOPING THE DAIP

The Shire of Morawa's current Disability Inclusion and Access Plan (2018-2023) aligns with the seven desired outcomes mandated under the Act for government organisations. These outcomes serve as guiding principles for enhancing access and inclusion for individuals with disabilities.

As we look ahead to the framework of the 2024-2029 DAIP, it continues to align with these outcomes. However, it also takes into account the Department of Communities State Disability Strategy for 2020-2030. This broader perspective incorporates the Strategy's four pillars of change, aiming to propel Western Australia towards a more inclusive, equitable, and accessible future.

PILLARS OF CHANGE

Participate and contribute

Everyone in the community is valued and will be given the opportunity to be involved.

Inclusive communities

Shire of Morawa's places and people are welcoming.

Living well

People in Morawa will receive the support they need from the Shire of Morawa to live well.

Rights and equity

Everyone will be treated fairly by the Shire of Morawa.

The development of the 2024-2029 DAIP has been led by the following:

- **A comprehensive review** of the progress made in implementing the strategies outlined in the 2018-2023 DAIP, together with public feedback to determine the continued relevance of these strategies in addressing the evolving access and inclusion requirements of the community.
- **Engaging in consultations with the public** to gauge how effectively the Shire of Morawa is meeting their access and inclusion needs.
- **Conducting discussions with stakeholders** to assess the Shire of Morawa's effectiveness in meeting the needs of individuals with disabilities within the community and to gather insights into the enhancements they would like the Shire to consider in the future.



PROGRESS TO DATE

By implementing the strategies outlined in the Shire of Morawa's 2018-2023 DAIP, the Shire has achieved significant enhancements in supporting the lives of individuals with disabilities residing in or visiting Morawa. These enhancements and improvements include:

- Hosting inclusive events throughout the year, such as NAIDOC Week, Bike Week, Senior's Week, Morawa Art Awards and Exhibition, Curry Night, Harmony Week, Australia Day, and Astro-tourism, ensuring accessibility for all attendees.
- Installing all access ablutions at Morawa Caravan Park, complete with ramp access and footpaths.
- Constructing a ramp for accessibility to the Morawa Old Police Station Museum.
- Making substantial investments in upgrading public footpaths in Morawa, including the construction of the Shared Path on Dregghorn St and Manning St, which allows for increased width and curb cuts.
- Implementing ramp access and accessible toilets at the Old Shire Chambers/Road Board Building.
- Developing an accessible website compliant with W3C Web Content Accessibility Guidelines 2.0 Level AA, serving as the primary portal for accessing Shire information.

- Installing wheelchair-accessible drinking fountains in public spaces.
- Establishing an ACROD parking bay on Prater St.
- Enhancing access to Morawa Town Cemetery through the introduction of new footpaths, ACROD parking bays, and a ramp for pram use.
- Implementing a Community Engagement Policy and communication processes to ensure inclusive consultation with all community members during event planning, activities, and new projects.
- Providing information for visitors to Morawa in various formats, including a collaborative 'Storytowns' podcast that serves as an audio guide for the town.
- Maintaining a well-stocked library offering audio books as well as large print editions.



COMMUNITY CONSULTATION

As part of the process of reviewing the current DAIP, and developing the new one, the Shire of Morawa initiated a Community Consultation process, with more than 20 active participants, to engage with the community on matters related to disability, access, and inclusion. This consultation process not only sought input from individuals living with disabilities but also provided them with an explanation of how the development of the DAIP will impact and enhance their access to Shire services, functions, and facilities.

The development of the DAIP also took into consideration the feedback received from various stakeholders. The consultation process encompassed several key activities:

- A community survey was created and distributed through the Shire's website, with hard copies available at the Shire of Morawa office. The survey was promoted in the Shire's monthly newsletter, "Shire Snippets," and on social media. Assistance in completing the survey was also offered.
- Consultation sessions were held with a group of local Home and Community Care/Commonwealth Home Support Participants, including those aged 65 years and over and Aboriginal and/or Torres Strait Islander people aged 50 years and over. These sessions provided an informal and small-group platform for participants to offer their feedback, either face-to-face or in writing.
- A Seniors Morning Tea was held at the Morawa Swimming Pool where all attendee's were encouraged to complete the survey and offer their input.

- An open consultation session was organised, inviting all community members to attend and share their opinions to contribute to the DAIP. Details of this session were communicated through the Shire of Morawa website, "Shire Snippets," the Shire's Facebook page, and flyers posted on public notice boards.
- Health service providers, including Occupational Therapists, Social Workers, and Physiotherapists from WA Country Health and Allied Health, who offer support to Morawa residents, were contacted, and their input was invited.
- Input was also sought from NDIS service providers who visit and provide services to clients in Morawa on behalf of their clients.
- Shire of Morawa staff were actively consulted and informed about the DAIP review process.

Engaging in these consultation efforts has been crucial to ensure that the DAIP is well-informed, inclusive, and represents the requirements and viewpoints of the community.

KEY FINDINGS

- The majority of survey respondents and consulted individuals believe that the Shire of Morawa is 'meeting their needs' or the needs of the disability community and also believe that the Shire of Morawa's staff 'somewhat' meet their expectations and needs.
- Survey respondents and consulted individuals believe that most of Shire of Morawa owned buildings or facilities are easy or very easy to access.
- 56% of survey respondents state that they 'sometimes' can easily access information that they need from the Shire of Morawa;
- 85% of surveyed individuals find all Shire hosted events to be accessible to them.
- 73% of survey respondents believe that the information provided by the Shire staff met their needs.
- Of those respondents who have made a complaint to the Shire, 82% believe that the Shire has adequate processes in place to enable them to easily make a complaint.
- Most respondents believe that the Shire adequately consults with the disabled community 'sometimes' and that the Shire's communication methods 'sometimes' meets their needs and encourages them to participate.

The consultations showed that many of the goals in the current DAIP have been met, however the community believes there are still some specific issues that haven't been addressed. In addition, the review process found some ongoing obstacles to accessibility and inclusion. Here are some suggestions that the Shire of Morawa has considered when creating initiatives for the 2024-2029 DAIP to address these challenges and unresolved issues:

Enhancing accessibility to the Caravan Park Chalets/Units.

Addressing accessibility issues related to the Town Hall.

Providing improved training and information to Shire staff to enhance their customer service skills.

Advocating on behalf of the disability community for improved disability support services within the town.

OUTCOMES AND INITIATIVES

OUTCOME 1: ACCESS TO SERVICES AND EVENTS

PEOPLE WITH DISABILITIES HAVE THE SAME OPPORTUNITIES AS OTHERS TO ACCESS THE SERVICES OF, AND ANY EVENTS ORGANISED BY, THE SHIRE OF MORAWA.

REF	FOCUS AREA	PILLARS OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
1.1	<p>Improve access and inclusion at all Shire of Morawa events by including an 'Accessible Events Checklist' in event planning documentation.</p> <p>Ensure this is communicated to staff and contractors.</p>	Participate & Contribute	Community Development Officer	2024
1.2	<p>Ensure that key Shire staff, with roles that require delivering community events, receive disability awareness training so they are better equipped to develop the 'Accessible Events Checklist' and implement strategies to reduce barriers to participation at Shire events.</p>	Participate & Contribute	Community Development Officer/ Chief Executive Officer	2024 / in response to staffing changes
1.3	<p>Improve the availability of access and inclusion information on the Shires Website. Include information on: accessible/ACROD parking and facilities.</p>	Participate & Contribute	Community Development Officer/ Communications Officer	2025

OUTCOME 2: ACCESS TO BUILDINGS AND FACILITIES

PEOPLE WITH DISABILITIES HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS BUILDINGS AND OTHER FACILITIES OWNED AND MANAGED BY THE SHIRE OF MORAWA.

REF	FOCUS AREA	PILLARS OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
2.1	Prioritise and seek funding to continue to provide access to Shire buildings and facilities.	Inclusive Communities	Chief Executive Officer/ Executive Manager Corporate & Community Services	Ongoing
2.2	Continue to ensure that all new or redevelopment works provide suitable access for people with disabilities.	Inclusive Communities	Chief Executive Officer/ Executive Manager Corporate & Community Services/Team Leaders	Ongoing
2.3	Continue to review ACROD parking areas and ensure works budgets allow for the maintenance of these.	Inclusive Communities	Team Leader Roads	Ongoing
2.4	Continue the provision and upkeep of footpaths and public spaces to meet the Australian standards for access and mobility.	Inclusive Community	Team Leader Roads	Ongoing

OUTCOME 3- ACCESS TO INFORMATION

PEOPLE WITH DISABILITIES RECEIVE INFORMATION FROM THE SHIRE OF MORAWA IN A FORMAT THAT WILL ENABLE THEM TO ACCESS THE INFORMATION AS READILY AS OTHER PEOPLE ARE ABLE TO ACCESS IT.

REF	FOCUS AREA	PILLARS OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
3.1	Streamline access to disability services and facilities information on the Shire's website by consolidating all relevant content in a single, easily accessible location.	Living Well	Community Development Officer/ Communications Officer	2025
3.2	Improve staff awareness of accessible information including how to respond to enquiries for information to be presented in a different format.	Living Well Rights & Equity	Community Development Officer/ Executive Manager of Corporate & Community Services	2024/ Ongoing in response to staff changes
3.3	Continue to develop and extend the Shires communication tools giving priority to accessible formats.	Living Well Rights & Equity Participate & Contribute	Communications Officer	Ongoing
3.4	Ensure all promotional materials and documentation regarding services, facilities and customer feedback are in an accessible format using clear and concise language wherever possible.	Inclusive Community	Communications Officer	Ongoing

OUTCOME 4 – SAME LEVEL OF SERVICES AS OTHERS FROM THE SHIRE OF MORAWA STAFF

PEOPLE WITH DISABILITIES RECEIVE THE SAME LEVEL AND QUALITY OF SERVICE FROM THE SHIRE OF MORAWA STAFF AS OTHER PEOPLE RECEIVE.

REF	FOCUS AREA	PILLAR OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
4.1	Provide comprehensive training and mentoring to equip staff with the knowledge, skills, and confidence necessary to deliver high-quality customer service to individuals with disabilities.	Rights & Equity	Chief Executive Officer/ Executive Manager Corporate & Community Services	2027/ Ongoing in response to staff changes
4.2	Ensure that all customer service policies and procedures of the Shire of Morawa align with the Disability Access and Inclusion Plan (DAIP), and communicate this to all employees and council members.	Rights & Equity	Chief Executive Officer/ Executive Manager Corporate & Community Services	2027/ Reviewed Annually

OUTCOME 5 - MAKING COMPLAINTS

PEOPLE WITH DISABILITIES HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO MAKE COMPLAINTS TO THE SHIRE OF MORAWA.

REF	FOCUS AREA	PILLAR OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
5.1	Ensure complaint and grievance procedures are accessible and provide alternative formats for lodging a complaint, ensure these methods are known by Staff and communicated to the community.	Rights & Equity	Chief Executive Officer/ Executive Manager Corporate & Community Services	2024/ Ongoing in response to staff changes

OUTCOME 6 - PARTICIPATING IN PUBLIC CONSULTATION

PEOPLE WITH DISABILITIES HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PARTICIPATE IN ANY PUBLIC CONSULTATION BY THE SHIRE OF MORAWA

REF	FOCUS AREA	PILLAR OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
6.1	Develop community consultation plans that include communication methods that are accessible and inclusive of people with disabilities.	Participate & Contribute	Communications Officer	Ongoing
6.2	Ensure consultation processes are widely promoted using various channels.	Participate & Contribute	Communications Officer	Ongoing

OUTCOME 7 - OPPORTUNITIES FOR EMPLOYMENT

PEOPLE WITH DISABILITIES HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO OBTAIN AND MAINTAIN EMPLOYMENT WITH THE SHIRE OF MORAWA.

REF	FOCUS AREA	PILLAR OF CHANGE	RESPONSIBLE OFFICER	IMPLEMENTATION TIMEFRAME
7.1	Ensure the Shire's recruitment procedures and practices encourage people with disabilities to apply for job vacancies with the Shire.	Rights & Equity Participate & Contribute	Chief Executive Officer/ Executive Manager Corporate & Community Services	2026
7.2	Ensure that any Shire employee with a disability receives the support required to successfully undertake their work as specified in their position description. This includes making allowances for reasonable workplace adjustments.	Rights & Equity	Chief Executive Officer/ Executive Manager Corporate & Community Services	Ongoing

MONITORING, EVALUATING & REVIEWING

The 2024-2029 DAIP establishes the Shire of Morawa's commitment to ensuring accessibility and inclusion while addressing newly identified priorities. This commitment will be upheld through the implementation of a monitoring and evaluation process by Shire staff. This process will involve an annual review of the DAIP, with a report on the Shire's DAIP implementation included in the Shire's Annual Report.

In addition to internal monitoring, the Shire's progress regarding its DAIP will be reported as part of the Department of Communities' annual DAIP Progress Reporting process. This will help identify any concerns or areas that require improvement, allowing for targeted efforts to enhance accessibility and inclusion. Furthermore, in compliance with the *Disability Services Act (1993)*, the Shire's DAIP will undergo a comprehensive review at least once every five years.

Upon endorsement by the Council, a public notice will be published and circulated to inform the community of the new plan.

Any modifications made to the DAIP to reflect progress and evolving community needs will be officially endorsed by the Council and submitted to the Department of Communities.

COMMUNICATING THE PLAN

Effectively conveying a disability access and inclusion plan to the community is crucial to ensure that individuals with disabilities are informed about the initiatives and support available to them from the Shire.

The Shire of Morawa's Disability Inclusion and Action Plan (DAIP) will be accessible to everyone.

You can access the DAIP through the Shire of Morawa's website, or if preferred, you can request a copy from the Shire of Morawa via phone, in-person visit, email, or social media messaging. Shire of Morawa staff will take the necessary steps to ensure that the plan is presented in a format that is easily accessible to all individuals.

