



SHIRE OF YORK



ACCESS & INCLUSION PLAN 2018 – 2023

Adopted XXXXXX

This plan is available via the Shire of York website, or upon request in alternative formats such as large print, electronic format (disk or emailed), audio or Braille.

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Acknowledgements

The Shire of York would like to thank all those people who participated in and contributed their services and information to successfully develop the Shire of York Disability Access and Inclusion Plan 2018 - 2023.

FOREWORD

The Shire of York is committed to the goal of an accessible and inclusive community for people with disability, their carers and families, and the wider community.

Our vision of being an accessible and inclusive community means ensuring that all Council venues, services and facilities, both in-house and contracted, are accessible as much as practicable to everyone, regardless of their age or ability.

Similarly, it is vital that the Shire recognises that all people in the community should have the opportunity to participate in the local community in meaningful ways that have an impact on the social, cultural and economic life in the Shire of York.

The purpose of the Plan is to identify barriers to access and propose solutions to ensure that everyone has equal access to services and facilities. The Plan will be reviewed annually by the Shire's Access and Inclusion Advisory Committee.

In addition, the Plan assists the Shire to meet its obligation under the Western Australian *Disability Services Act 1993 (as amended in 2004)*, *Disability Discrimination Act (1992)* and the *Equal Opportunity Amendment Act Western Australia (1988)*.

The intent is to encompass the Shire of York Access and Inclusion Plan within all the Shire's plans and strategies as part of an integrated planning approach.

Finally, I would like to acknowledge and thank the stakeholders, agencies and community members who are contributors to this Plan - we invite and look forward to your continuing involvement to ensure that our goals are inclusive of the needs of people with disability, as well as their carers and families, and the broader community.

David Wallace
Shire President

1.0 BACKGROUND

1.1 Snapshot of the Shire of York

The Shire of York covers an area of 2,131 square kilometres (213,159 hectares) in the Wheatbelt region, and was the first inland settlement in Western Australia. It is bounded by the Shires of Northam and Cunderdin to the north and north-east respectively, Quairading to the east, Beverley to the south and Mundaring and Kalamunda to the west.

The residential population of York is approximately 3,600¹ spread over the key townsites of York, Gwambygine, Mount Hardey, Greenhills and Kauring.

The Shire's population is forecast to be 4,260 in 2026, as depicted in the Western Australia Tomorrow population forecasts using the highest growth scenario. Much of this potential growth is likely to occur within the York town centre. (Lower forecast scenarios set the 2026 population of the Shire at 3,270, 3,430, 3,560 and 3,860 respectively.)²



Agriculture (cropping and grazing) has historically been the cornerstone of the Shire of York's economy and remains the dominant industry – with

¹ All statistics – 2016 Census – Australian Bureau of Statistics

² Western Australia Tomorrow: Population Report No 10, 2016 to 2026 – Forecast Profile

136,100 hectares of agricultural land holdings generating approximately \$46.2 million in production value per annum. Cereal crops (particularly wheat) are the most prevalent and valuable to the economy, followed by wool production. While there is potential to diversify the agricultural industry within the Shire, the availability of water is a key challenge. Other local industries include wine and olive production. Tourism also plays an important economic role.

A number of significant Aboriginal and built heritage features throughout the Shire contribute to its unique identity and history. An average of 172,505 tourists visit the Shire per year – with the daytrip market (79% of visitors) dominating local tourism activity and reflecting York's proximity to Perth. In addition to heritage, other key assets to York's tourism market potential comprise entrepreneurship, natural amenity and festivals.

1.2 Functions, Facilities and Services

The Shire of York is responsible for a range of functions, facilities and both in-house and contracted services including:

Services to property

- construction and maintenance of Shire-owned buildings, roads, footpaths and cycleways;
- land drainage and development;
- waste collection and disposal;
- litter control and street cleaning;
- planting and caring for street trees;
- numbering of buildings and lots;
- street lighting and beautification;
- bush fire control.

Services to the community

- provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups
- promoting preservation and awareness of York's built and cultural heritage
- management of;
 - York Town Hall
 - York Recreation and Convention Centre
 - York Residency Museum
 - York Swimming Pool
 - York Visitor Centre
 - York Public Library
- facilitating arts and culture, festivals and events
- services for seniors, young people and people with a disability
- encouraging and promoting economic and community development
- community emergency services management.



Regulatory services

- planning of road systems, sub-divisions and town planning schemes;
- building approvals for construction, additions or alterations to buildings;
- environmental health services
- ranger services, including animal control and the development, maintenance and control of parking
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General administration

- the provision of general information and customer service to the public
- vehicle registration and licensing
- the lodging of complaints
- payment of fees including rates and dog/cat licences.

Processes of government

- ordinary and special Council and committee meetings
- electors' meetings and
- election of Council Members
- community consultations.

1.3 Definition of Disability

For the purposes of the Shire of York Access and Inclusion Plan, the Shire will adopt the definition of disability, as provided by the Western Australia Disability Services Commission, which is:

A disability is any continuing condition that restricts everyday activities. The Disability Services Act (1993) defines “disability” as meaning a disability:

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

Disabilities can 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.

1.4 People with disability in the Shire of York

According to the Shire of York 2017 Community Survey³, approximately 17% of York's population identifies themselves, or a member of their immediate family, as having a disability.

Bureau of Statistics (ABS) results from the *Survey of Disability, Ageing and Carers (2015)* estimate that 18.3% of Australians, or nearly 1 in 5 people, identify themselves as having some form of disability. Just over half (50.7%) of Australians over the age of 65 reported living with disability.

The proportion of residents aged 60 and above in the Shire of York is 36% with 64% of those residents needing assistance because of a disability.

1.5 Planning for better access – role of Local Government

Under the Western Australian *Disability Services Act 1993 (as amended in 2004)*, Local Governments are required to develop and implement a Disability Access and Inclusion Plan (DAIP) that identifies barriers to access and proposes solutions to ensure that people with disability have equality of access to services and facilities.

The Shire recognises that disability is not always easily observed or reported and that the notion of inclusion applies equally to those members of the community who may not identify as having recognised disability.

³ Community Scorecard – Markyt 2017

Therefore, the Plan identifies how the Shire will consider the needs of people with disability and the broader community in the development and maintenance of community facilities and the provision of services. The Plan has been developed with the assistance of the Shire of York Access and Inclusion Advisory Committee, members of the community and officers of the Shire.

A key responsibility of the Shire of York is ensuring that developers meet the mandatory access requirements of the *Building Code of Australia*. In addition, Council plays a crucial role in improving access for people with disability in their communities by liaising with developers to increase their awareness of access needs.

The amendments to the *Disability Services Act* in 2004 contain new requirements, which build upon the changes and achievements of the past decade. The Plan therefore provides a planning, implementation and evaluation framework for the Shire of York to ensure continuous improvement in creating an accessible and inclusive community.

Other legislation underpinning access and inclusion includes the *Western Australia Equal Opportunity Act (1984)* and the *Commonwealth Disability Discrimination Act 1992 (DDA)*.

1.6 Progress to date – current status and key achievements

As at February 2018, the Shire of York is continuing to work towards the facilitation of services and improved access to public facilities for all members of the community. The following are some of the key achievements.

Access to services and events

A comprehensive Community Engagement and Consultation Policy has been adopted that includes principles relating to access and inclusion.

The Shire's Community Survey conducted in 2017 included a question regarding satisfaction with the provision of services and facilities for people with a disability. The Shire of York scored 51 in this area against an industry average performance index score of 54.

An internal Events Working Group has been formed to assess events approvals which uses the Accessible Events Checklist to ensure consideration is given to access and inclusion issues.

Buildings and Facilities

The Shire's engineering, planning and building officers consider access and inclusion principles for all approvals granted and works undertaken. Shire officers also work with local businesses to ensure best practice access and inclusion during redevelopments, particularly heritage buildings.

Shire development of and upgrades to, public facilities have included considerations such as ramps and rails to ensure universal access.

An Asset Management Officer was employed by the Shire in January 2017 whose first task was to capture data to inform the development of a Footpath Infill Strategy. This was identified as a priority in the Community Perceptions Survey to enable improved access for all members of the community.

An ongoing program plan of works has been implemented to upgrade footpaths throughout the town centre.

Access to Information

A new Shire website was commissioned during 2017. The scope of works included making the website accessible for people with disabilities. This criterion was considered when selecting the provider and an Accessibility Notice outlines our commitment to providing accessible information.

High contrast colour and text size tools are available and users are encouraged to contact the Shire if they encounter any issues.

Customer Service

The Shire's new website includes an Accessibility Notice and tools to assist people with disabilities.

Complaints

Council has adopted a comprehensive complaints policy which includes a number of methods of lodging a complaint including telephone, online and in-person.

Consultation

The Shire conducted a Disability Access and Inclusion Survey in 2014 which informed streetscape upgrades and the Works Program for 2014-16.

Both the community survey undertaken by the Shire early in 2017 and several significant projects since have included community consultation in a range of mediums to ensure accessibility and the opportunity for people disabilities to respond.

Agendas, minutes and other documents are available in alternative formats upon requests and are published on the Shire's website.

Employment Opportunities

The Shire met with Localise during 2017 regarding the outcomes of the Lighthouse Project and as a result, made contact with Essential Personnel - a disability employment agency based in Northam to discuss ways in which the Shire could improve opportunities for employment for people with a disability.

A staff member of Essential Personnel has been appointed to the Shire's Access and Inclusion Advisor Committee.

2.0 ACCESS AND INCLUSION POLICY STATEMENT



The Shire of York is committed to the goal of an accessible community for people with disability, their families and their carers, and the broader community.

The Shire of York interprets an accessible and inclusive community as one in which all people can access and are welcome to participate in functions, facilities and services (both in-house and contracted) in the same manner and with the same rights and responsibilities as other members of the community.

The Shire of York:

- Recognises that people with disability are valued members of the community who make a variety of contributions to local, social, cultural and economic life;
- Believes that a community that recognises its diversity and supports the participation and inclusion of all its members makes for a richer community life;
- Believes that people with disability, their families and carers should be supported to remain in the community;
- Is committed to consulting with people with disability, their families and carers and disability organisations in addressing barriers to access and inclusion;
- Will ensure that its contractors and agents work towards the desired outcomes of the Plan, as far as practicable;
- Is committed to supporting local community groups and businesses to provide access and inclusion of people with disability; and

- Is committed to achieving the seven desired outcomes of the Plan. These are:

- 1. People with disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of York.*
- 2. People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of York.*
- 3. People with disability receive information from the Shire of York in a format that will enable them to access the information, as readily as other people are able to access it.*
- 4. People with disability receive the same level and quality of service from the staff of the Shire of York.*
- 5. People with disability have the same opportunities as other people to make complaints to the Shire of York.*
- 6. People with disability have the same opportunities as other people to participate in any public consultation conducted by the Shire of York.*
- 7. People with disability are afforded opportunities for employment with the Shire of York (organisation).*

3.0 DEVELOPMENT OF THE PLAN

3.1 Shire of York Strategic Planning Framework

In February 2018, the Shire adopted its Strategic Community Plan 2018 – 2028 and its Corporate Business Plan 2018 - 2022. The community's vision is;

A vibrant and inviting agricultural, heritage and tourist town and a Shire community that is focused on and works collaboratively, to improve and promote the town and the Shire of York as a destination and wonderful place to live.

The Plans identify five key themes:

1. THE PLACE TO LIVE
2. A LEADER IN CULTURAL HERITAGE AND ENVIRONMENT
3. DRIVING THE ECONOMY FORWARD
4. BUILDING RESILIENCE
5. STRONG AND EFFECTIVE LEADERSHIP

Under each theme, the Shire has adopted a number of desired outcomes. Of particular relevance to the Shire's Access and Inclusion Plan are the following:

- 1.1 Children and young people feel valued
- 1.2 Older citizens feel safe and valued
- 1.4 Few barriers to safe, easy movement
- 1.8 A clean, nuisance free and safe environment
- 4.6 Town network of safe easily used roads, trails and cycle paths
- 5.6 High levels of community engagement

- 5.7 Shire and community exhibit a responsive can-do philosophy
- 5.8 Open, smart communication between Shire and community
- 5.9 Community networks supported to increase civic involvement

3.2 Responsibility for the planning process

Responsibility for developing, monitoring, implementing, reviewing and amending Community Plans is a core function of the Corporate and Community Services business area. This includes responsibility for ensuring the Access and Inclusion Plan is implemented throughout the organisation and that actions are integrated into the service plans of relevant business units. Monitoring of the Disability Access and Inclusion Plan will be a standard agenda item for meetings of the Shire's Access and Inclusion Advisory Committee (AIAC).

3.3 Community consultation process

The process of developing the Shire's Access and Inclusion Plan has been:

- Examine the initial DAIP and subsequent reviews to see what has been achieved and what still needs work;
- Consultation with key staff and stakeholders, including the Access and Inclusion Advisory Committee;
- Consultation with the community via community workshops and public submissions.

The *Disability Services Act Regulations (2004)* set out the minimum consultation requirements for public authorities in relation to the DAIP's. Local Government authorities must call for submissions (either general or specific) by notice in a newspaper circulating in the local district of the Local Government, under the *Local Government Act (1995)*, or on any website maintained by or on behalf of the Local Government. Other mechanisms may also be used.

In February 2018, the community was informed through the local newspaper, the Shire’s website and social media platforms and via a media release and flyer distributed widely that the Shire was revising its Disability Access and Inclusion Plan to further address the barriers that people with disability and their families experience in accessing information, services and facilities and that they could provide input into the development of the Plan by taking part in community consultation during February.

Following community consultation workshops, the Plan was drafted for consideration by the Access and Inclusion Advisory Committee and Council. Council endorsed the Plan for public advertising in April 2018 for a period of four weeks.



Community consultation workshop

Notice was given in the local newspaper, on the Shire’s website and social media platforms and via media release distributed widely.

The AIAC considered the feedback received and considered proposed amendments to the Plan before recommending the revised plan to Council in June 2018.

3.4 Findings from the consultation

The following table provides a summary of the findings of the consultation undertaken.

Outcome One – Access to events and services

Issue	Barriers identified
Footpaths	<ul style="list-style-type: none"> - No connected network of footpaths - Maintenance and upkeep required to keep paths safe - Road crossings unsafe and not adequately marked - Access to Avon Park for wheelchairs/gophers
Toilets	<ul style="list-style-type: none"> - Maintenance and upkeep - Hardware not accessible - Location and number inadequate - Functionality – consideration for needs of aged and people with disability
Road Crossings	<ul style="list-style-type: none"> - Road crossings unsafe and not adequately marked - Inadequate safe crossing facilities (Balladong Road)
Parking	<ul style="list-style-type: none"> - Not enough ACROD bays at southern end of Avon Terrace
Seating	<ul style="list-style-type: none"> - Not enough seating in the CBD with consideration for aged and people with a disability ie location, style with armrests, height
Venues	<ul style="list-style-type: none"> - Signage and wayfinding required to identify and locate venues
Ideas	<ul style="list-style-type: none"> - Advocacy with Main Roads WA to improve safety crossings of Balladong Road - Map with information regarding crossings, seating, toilets etc for people with a disability - Councillors/staff to undertake an exercise in a wheelchair/gopher/walking frame

Outcome Two – Access to buildings and facilities

Issue	Barriers identified
Parking	<ul style="list-style-type: none"> - Misuse of ACROD bays ie unauthorised or for long periods - ACROD parking close to venues during events - Route from car park to buildings not always accessible (eg YRCC) - Not enough ACROD bays - Unsealed car parking (eg CRC)
Toilets	<ul style="list-style-type: none"> - Maintenance and upkeep - Hardware not accessible - Location and number inadequate - Functionality – consideration for needs of aged and people with disability
Shade & Seating	<ul style="list-style-type: none"> - Not enough seating in the CBD with consideration for aged and people with a disability ie location, style with armrests, height - More shade required

Building access	<ul style="list-style-type: none"> - Signage and wayfinding required to identify and locate - Location of parking and distance from entrance - Safety and accessibility of paths and accessways – not always sealed or connected - No access to stage or backstage of Town Hall for people with a disability
Swimming Pool	<ul style="list-style-type: none"> - Pool temperature too cold - Access for people with a disability entering pool
Ideas	<ul style="list-style-type: none"> - Awareness and signage regarding ACROD parking - Wayfinding for people with vision impairment eg Braille footpaths - Accessibility audit to be undertaken for CBD and Shire facilities

Outcome Three – Access to information

Issue	Barriers identified
Signage & Printed Materials	<ul style="list-style-type: none"> - Use of colour and images to attract attention - Use of font and size of print - Signage for wayfinding
Format	<ul style="list-style-type: none"> - Availability of format options ie Braille, audio - Recordings of meetings
Distribution of Information	<ul style="list-style-type: none"> - Time for delivery of post - Newspaper only once per month - No central distribution point for information - Communication networks and partnerships with service providers
Ideas	<ul style="list-style-type: none"> - Community noticeboard - Access and inclusion information included on maps and tourist information board ie locations of toilets etc

Outcome Four – Level and quality of service from Shire staff

Issue	Barriers identified
Counter height	<ul style="list-style-type: none"> - Not completely accessible for people in a wheelchair
Awareness & Training	<ul style="list-style-type: none"> - Ad-hoc training and awareness programs - Staff awareness of requirement to consider format options for public information
Ideas	<ul style="list-style-type: none"> - Consider modifications to counters when refurbishing Shire building

Outcome Five – Opportunities to make complaints

Issue	Barriers identified
Customer Services Charter	<ul style="list-style-type: none"> - Lack of awareness of the process for making a complaint - Difficult to find on the Shire website - Not promoted well
Phone System	<ul style="list-style-type: none"> - Community members don't know who to contact for particular issues
Ideas	<ul style="list-style-type: none"> - Distribute summary of complaints process with rates notices

Outcome Six – Participate in public consultation

Issue	Barriers identified
Type and location	<ul style="list-style-type: none"> - Venues often not easily accessed safely - Transport issues - Wayfinding and signage - Availability of assistance/support person to attend - Format options - Flexibility of times
Ideas	<ul style="list-style-type: none"> - Provide and promote assistance/transport for people with a disability to attend consultation sessions - Make surveys available in a range of formats - Offer interpreting services at community consultations

Outcome Seven – Opportunities for employment

Issue	Barriers identified
Physical access	<ul style="list-style-type: none"> - Doors, lifts, ramps - Furniture options - Expense
Employment conditions	<ul style="list-style-type: none"> - Flexible work hours/locations - Specific job descriptions - Organisational culture and commitment
Ideas	<ul style="list-style-type: none"> - Provide awareness training for staff - Make surveys available in a range of formats - Offer interpreting services at community consultations

3.5 Responsibility for the implementation of the Plan

It is a requirement of the *Disability Services Act (2004)* that public authorities must take all practical measures to ensure that the Plan is implemented by its officers, employees, agents and contractors.

Implementation of this Plan is the responsibility of all areas of the Shire across the organisation. While some actions in the plan will apply to all areas of the Shire, others will be relevant to specific areas only. The Action Plan outlines who is responsible for each section.

3.6 Communicating the Plan to staff and the community

The community will be advised through the local media (newspaper and radio), **the Shire website and via social media** that copies of the Plan are available to the community upon request and in alternative formats if required, including in hard copy in standard and large print, electronic format, audio format on cassette or CD, by email and the Shire's website.

Staff will be informed of the adoption of the Plan and the Action Plan will be discussed with the Organisational Leadership Group to ensure engagement with relevant officers across the organisation.

As Plans are amended, Shire employees and the community will be advised of the availability of updated Plans, using the same methods.

3.7 Review and evaluation mechanisms

In accordance with the requirements of the *Disability Services Act (2004)*, the Plan will be reviewed at least every 5 years. The Plan implementation may be reviewed on a more regular basis to reflect progress and any access and inclusion issues that may arise. Whenever the Plan is amended, a copy will be lodged with the Department of Communities.

Access and Inclusion Advisory Committee

The Access and Inclusion Advisory Committee is an Advisory Committee of the Council as prescribed under the *WA Local Government Act 1995*. As such, the Committee provides advice to the Council on matters concerning access to services and facilities for people with a disability and the broader community.

The Committee has been consulted on the development, implementation and monitoring of the Plan.

The Committee, at February 2018, comprised of two elected members of Council plus a deputy, relevant Shire Officers, representatives from Senses Australia, Alzheimer's Australia, Essential Personnel and three Community Representatives. The Committee meets quarterly, or on an as needs basis, to monitor progress on the implementation of the strategies identified in the Plan.

Evaluation

Every two years, the Shire conducts a community perceptions survey which includes questions specifically related to access and inclusion with a rating benchmarked against other local governments. It is proposed that a question relating to the achievement of outcomes in the Shire's Access and Inclusion Plan is considered.

An annual review will be undertaken by the AIAC and any issues raised by community members during the year will be considered. Elected members of Council and Shire Officers will be also requested to provide feedback on how well they believe the strategies are working and to make suggestions for improvement at each annual review.

All feedback will be reported to the AIAC and any proposed amendments to the Plan as a result of this feedback recommended to Council.

Copies of the amended Plan will be available to the community in alternative formats if required, once endorsed by Council and publicised via local print and broadcast media, the Shire website and via social media. Following Council endorsement, the annual review will be submitted to the Department of Communities prior to 4 July of each year for approval and inclusion in the annual report presented to State Parliament.

4.0 REPORTING ON THE PLAN

In accordance with the requirements of the Department of Communities, the Shire will report on the implementation of its Plan before 4 July each year, outlining:

- Progress towards the desired outcomes of the Plan;
- The progress of its agents and contractors towards meeting the seven desired outcomes; and
- The strategies used to inform agents and contractors of its Plan.

5.0 ACTION PLAN

Outcome 1: Access to Services and Events

All people have the same opportunities to access the services of, and any events organised by, the Shire of York.

Strategy	Task	Task Timeline	Responsibility
1.1 Access and Inclusion Advisory Committee to provide advice and guide the implementation of the Plan and facilitate advocacy on behalf of people with disability and the community	<ul style="list-style-type: none"> • Convene regular meetings of the Access and Inclusion Advisory Committee and invite relevant officers to address the meeting • Give consideration to relevant skills and experience when appointing members to the Committee 	<p>Ongoing</p> <p>Following biennial elections and on-going</p>	Executive Manager, Corporate & Community Services (EMCCS), other relevant officers
1.2 Ensure that people with disability and the community are provided with an opportunity to comment on access and inclusion to services and infrastructure	<ul style="list-style-type: none"> • Ensure biennial community survey includes questions relating to access and inclusion 	Biennially	Chief Executive Officer (CEO)
1.3 Develop the links between the Plan and other Shire plans, strategies and policies	<ul style="list-style-type: none"> • Give consideration to the objectives and strategies of the Plan during strategic business planning and budgeting processes • Give consideration to the DAIP during biennial policy review 	<p>Annually</p> <p>Biennially (first review October 2018)</p>	CEO and Executive Managers

Outcome 1: Access to Services and Events

All people have the same opportunities to access the services of, and any events organised by, the Shire of York.

Strategy		Task	Task Timeline	Responsibility
1.4	Ensure that events, both organised and funded, are accessible (as far as practicable)	• Reference the “Creating Accessible Events Checklist” for all events requesting use of Shire venues and run by the Shire staff	On-going	Events & Economic Development Officer (EEDO), Event organisers
		• Review funding agreements and sponsorship guidelines and event permits to include access and inclusion requirements	June 2019	EEDO
		• Provide the “Creating Accessible Events Checklist” to all parties receiving funding or holding events in the Shire of York	On-going	EEDO
		• Make the Accessible Events Checklist available to staff via the shared network and through induction training	On-going	Executive Support Officer, CCS
		• Investigate and implement actions to make events more accessible (eg grass matting, temporary ACROD parking etc)	December 2019	Events & Economic Development Officer, Event organisers
1.5	Monitor and improve services to ensure they are accessible and inclusive	• Library to continue to provide access to books in various formats, such as electronic readers, talking books and large print books upon request where	On-going	Senior Library Officer

	<p>available to community members</p> <ul style="list-style-type: none"> • Investigate affiliation with Companion Card Program and provide training to staff regarding best practice customer service for all 	June 2020 and on-going	Executive Support Officer, CCS
1.6	<p>Develop strategic partnerships with key agencies to maximise access to services for people with disability</p> <ul style="list-style-type: none"> • Collaborate with relevant agencies and service providers • Distribute information regarding available services via Shire networks 	<p>Ongoing</p> <p>On-going</p>	<p>Access and Inclusion Advisory Committee (AIAC)</p> <p>Community Development Officer (CDO)</p>

Outcome 2: Access to Buildings and Facilities

All people have the same opportunities to access the buildings and facilities in the Shire of York.

Strategy	Task	Task Timeline	Responsibility
2.1 Ensure new and redevelopment works provide access in accordance with the current access to premises standard requirement in the National Construction Code (NCC), Building Code of Australia (BCA)	<ul style="list-style-type: none"> • Ensure building permits checklist includes requirement for compliance • Work with landowners/developers to ensure compliance • Liaise with relevant authorities to provide for 'fit for purpose' redevelopment 	<p>Ongoing</p> <p>On-going</p> <p>On-going</p>	Building & Compliance Officer
2.2 Improve external infrastructure including pathways, parking, transport, playgrounds, streetscapes and public open spaces.	<ul style="list-style-type: none"> • Undertake an accessibility audit of infrastructure in the CBD and Shire facilities. • Prepare a staged implementation plan of progressive upgrades in response to the findings of the audit of infrastructure in the CBD and Shire facilities. • Prepare asset management plans to inform maintenance and upkeep of infrastructure. • Prepare trails and paths master plan to inform gaps in footpath networks and implement staged infill program. 	<p>May 2019</p> <p>June 2019</p> <p>August 2018</p> <p>June 2019 and annually</p>	<p>EMCCS</p> <p>Executive Manager, Infrastructure & Development Services (EMIDS)</p> <p>Asset Management Officer (AMO)</p> <p>AMO, Arts & Cultural Heritage Officer (ACHO), EMIDS</p>

		<ul style="list-style-type: none"> Consider accessibility requirements during the upgrade and development of any new trails 	On-going	EMIDS, ACHO
2.3	Incorporate accessible design features as part of any new or planned upgrades to facilities and/or public open space.	<ul style="list-style-type: none"> Consult with the AIAC prior to concept plans being adopted. 	On-going	EMIDS
2.4	Advocate to local businesses and tourist venues the requirements for and benefits of the provision of accessible venues	<ul style="list-style-type: none"> Provide information to the York Business Association for distribution to members Make access information available in local print media, on the Shire's website and via social media platforms 	December 2018 December 2018	EEDO EMCCS

Outcome 3: Access to Information

All people receive information from the Shire of York 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
3.1 Ensure information provided by the Shire of York is available in a range of formats.	• Make State Government Access Guidelines for Information, Services and Facilities guidelines available to staff.	August 2018	EMCCS
	• Work with staff to identify processes for the production of information in alternative formats upon request	Ongoing	EMCCS, other relevant officers
	• Investigate the location and installation of a community noticeboard in the main street	December 2019	Property Maintenance Officer (PMO)
	• Budget for interpreters for significant Shire-owned events (ie Australia Day)	Annually	Relevant Officers
	• Promote the availability of interpreters for significant events upon request.	On-going	EEDO
3.2 Provide information for visitors to the town regarding disability services	• Include accessibility information on visitor maps provided by the York Visitor Centre	Annually	EEDO
	• Include accessibility information on Visitor Information Board at entrance to town	December 2018	EEDO

3.3	Ensure marketing and promotional materials reflect accessibility standards	<ul style="list-style-type: none"> • Include accessibility standards in the scope for branding activities • Ensure the Shire's website complies with W3C web content guidelines 	<p>As occurs</p> <p>On-going</p>	Chief Executive Officer and Executive Managers
-----	--	---	----------------------------------	--

Outcome 4: Level and Quality of Service

All people receive the same level and quality of service from staff of the Shire of York.

Strategy		Task	Task Timeline	Responsibility
4.1	Ensure staff are aware of access and inclusion requirements and equipped to provide a high level of service to all people.	<ul style="list-style-type: none">• Survey staff to identify training needs of employees and conduct training as required• Provide regular awareness training, updates on legislative requirements and examples of best practice to all staff to promote and encourage ongoing inclusive practices	At annual performance management interviews Biennially	Managers & Supervisors EMCCS
4.2	Improve the awareness of new employees and new Councillors about disability access and inclusion issues	<ul style="list-style-type: none">• Include access and inclusion information in the Staff and Councillor induction process	2018/19 and on-going	Chief Executive Officer
4.3	Ensure customer service areas are accessible	<ul style="list-style-type: none">• Consider access and inclusion requirements when upgrading or modifying customer service/public access areas	As required	Relevant officers

Outcome 5: Opportunity to Make Complaints

All people have the same opportunities to make complaints to the Shire of York.

Strategy		Task	Task Timeline	Responsibility
5.1	Ensure that grievance mechanisms are accessible for all people.	• Update the Customer Service Charter to include access and inclusion requirements	December 2018	Administration & Governance Coordinator
		• Review current Complaints procedure to ensure access and inclusion requirements are met	December 2018	
		• Consider the development of a Feedback form on the Shire's website specifically relating to access improvements	December 2018	
		• Distribute and promote Customer Service Charter	July 2019 (with rates notices)	Finance Officer (Rates)
		•		

Outcome 6: Participate in Public Consultation

All people have the same opportunities to participate in any public consultation by the Shire of York.

Strategy		Task	Task Timeline	Responsibility
6.1	Ensure that consultation undertaken by the Shire for any activity meets access and inclusion requirements	• Review Policy C2.9 <i>Community Engagement and Consultation</i> to ensure equal opportunities for access and participation by people with a disability, their carers and their families	October 2018	EMCCS
		• Ensure venues for public consultation are accessible	On-going	Relevant officers
		• Consider providing and promoting assistance to participate in consultation (ie interpreters, lift, transport etc)	On-going	Relevant officers
		• Investigate emerging technologies to assist all people to participate in consultation	On-going	
6.2	Ensure that people with a disability and the broader community have the opportunity to provide feedback on the DAIP and any other significant planning processes	<ul style="list-style-type: none"> • Develop a targeted register of people to provide comment on access and inclusion issues. • 	December 2018 and on-going	AIAC

Outcome 7: Opportunity for Employment

All people have the same opportunities to obtain and maintain employment with the Shire of York.

Strategy		Task	Task Timeline	Responsibility
7.1	Provide opportunities for people of all abilities to gain employment with the Shire of York	• Establish a network of key agencies	December 2019	EMCCS, other relevant officers
		• Work with agencies to improve recruitment practices to be more inclusive and accessible	On-going	EMCCS, other relevant officers
7.2	Facilitate a culture of access and inclusion within the organisation	• Provide opportunities for staff to participate in disability awareness and inclusion activities and events – such as Disability Awareness Week and International Day of People with a Disability.	Annually	Chief Executive Officer/EMCCS
		• Provide information sessions for staff to increase awareness of access and inclusions considerations (ie specific job descriptions, flexible working hours etc)	Annually	EMCCS

Tamara Hooper

From: Rob Garton Smith <rob@primarysecurities.com.au>
Sent: Saturday, 19 May 2018 7:44 PM
To: Records
Subject: I166604 - OR.CMA.9.1 - New Disability Access and Inclusion Plan (DAIP)

To Suzie Haslehurst
Executive Manager
Corporate and Community Services

Dear Suzie

Thank you for your letter of 30 April 2018 and attachment being the Access and Inclusion Plan, which were mailed to me, unlike previous communications from the Shire.

I actually did not receive this until the weekend prior to the deadline so it was not possible for me to seek comments from the business community. And even now, I acknowledge that I am late in providing comments. The comments I have will have to be personal.

I am of course in full sympathy with the objectives of the plan. York has a high proportion of older people than other towns. The plan applies equally to mothers or fathers with prams, not just to those with disabilities.

The plan recognises that York is a heritage town (page 11). York's buildings are mostly Victorian and Federation buildings when disabilities were not taken into account. Also, the town itself is listed as a heritage town. This means that when considering how to implement the plan, some sensitivity has to be taken into account or to preserve the historic and heritage nature of the buildings.

However, on page 11 the report seems to target heritage buildings in the expression "particularly heritage buildings. This assumes that every heritage building **will be required** to take into account ramps and rails to ensure universal access. This would be the case if there were a change of use.

The council needs to encourage changes of use, but at the same time preserve the heritage nature of buildings and limit development costs.

The report is silent in relation to the second floor of buildings and the requirement of lifts for access if there is a change of use, with all the incumbent costs involved, sometimes a sizeable portion of the value of the property itself. The Toodyay bakery lift is an example of an equivalent shire requiring a \$40,000 lift for a small café upstairs (which eventually closed). Would the Shire require lift access for every heritage building that wanted to change its use? The report should have said so, otherwise it is only dealing with peripheral issues like ramps and rails and avoiding the really costly changes that are sometimes required.

If the report truly relates to York and is intended to be useful to York business and building owners, and the plan acknowledges the importance of heritage buildings in York, particularly to the many businesses that depend on visitors, then there should be some note as to how these interests are to be balanced, and how access is intended to be achieved in relation to the town's many heritage buildings.

I would have thought that rather than a "particular" enforcement of the rules, some **softening** of strict access rules would be required to balance the competing requirement to preserve the inherent heritage features of buildings that make the town so attractive. Alternative solutions will be needed for some buildings. Even exemptions. The two principles are sometimes going to be incompatible.

I suggest that the report acknowledge this and attempt to give examples of how the rules could be softened for York.

For example, the Courthouse has steps down as you progress through the building. How would these to be dealt with if the plan had to be implemented in the Courthouse?

What if a business with some new use wanted to use the upstairs rooms in the Courthouse? Would the council require a lift in the lobby? How would the Council approach such an important heritage building?

Will the plan permit ramps to be at the rear of buildings rather at the front?

I can think of a myriad of practical problems which need to be carefully thought through, and as much as I sympathise with the objectives of the plan, I believe that such a plan as you wish to adopt cannot be dropped on a heritage town without thinking more about this, and how it might in fact apply, building by building.

Regards

Rob Garton Smith
President
York Business
Association, Inc

152 Avon Tce
York WA 6302
rob@gsb.net.au
Mobile: 0409 305 535

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**SUBMISSION REGARDING THE SHIRE OF YORK'S DRAFT
ACCESS & INCLUSION PLAN 2018-2023**

by Liz Christmas

(member of the Access & Inclusion Advisory Committee)

66 Suburban Rd, York 6302

First, I fully endorse the commitments expressed by Shire President Councillor David Wallace regarding:

- 1. accessibility of all Council venues, services and facilities, both in-house and contracted regardless of age or ability;
- 2. the right of all people in to community to have the opportunity to participate in the local community in meaningful ways.... involving social, cultural and economic life of the community;
- 3. the declared commitment to apply the AIP 'within all the Shire's plans and strategies as part of an integrated planning approach'.

The phrase 'as much as practicable' is a bit of a concern, though, as it leaves a way out that weakens the intent and requires us to trust that the relevant officials and employees will always seek a practical solution and not avoid solving a problem that seems difficult. That possibility I am not happy about. I wish all efforts to be made to solve any access and inclusivity issue which may come up.

With the high proportion of people in (a) York's population and (b) the itinerant population who visit York as tourists whether for a day or a number of days at a time, the issue of Mobility becomes a highly serious one in this town.

However, Safety of movement throughout the Shire's area is a requirement for All Ages and all Mobility Capacities. This is consistent with the commitments above.

I notice (page 11) that under the heading Access to services and events, on a Community Survey in 2017 this Shire scored a rating of 51 against an 'industry average performance index score of 54. We are not told what the highest possible score would be. If that is 100, then neither the 'industry average' nor the York score is good. It would suggest that a lot more needs to be done to improve the situation.

Under Buildings and Facilities I acknowledge that certain improvements such as ramps and rails have been made in certain places such as outside the Howick St. Toilets and on the lower steps up Mount Brown towards the lookout.

However, on Mount Brown for instance there needs to be a safety rail with something like cyclone mesh immediately at the top of the approach stairs, just before where one turns left to climb the stairs of the lookout. These rails need to extend a certain amount to the right, and also up the rail at the edge of the steps. Without something like this a person could easily fall over the edge or their foot slip over the right side of the steps causing an injury.

Question: How rigorous is the Shire's monitoring of builders' adherence to the minimum (and it would be minimum) regulations for Builders, Architects etc.. regarding Access, Inclusivity and Safety of the intended occupants and visitors? Who monitors it and how frequently?

The reference to 'particularly heritage buildings' in the sentence "Shire officers also work with local businesses to ensure best practice access and inclusion during redevelopments" also worries me. The stipulations should be just as good whether a building is a heritage one or not.

I had drawn to the attention of the Shire CEO (e-mail 19th Feb 2018) the lack of handrails both sides of the 2 sets of stairs up to the Stage at the Town Hall, as follows:

"When The Shire is fixing the stage at the Town Hall, could you put handrails on both sides of the side stairs on the left and right that go up to the stage? That way you will not be prohibiting some of us from being able to get up to the stage to perform with groups at events, and also if we need to for other reasons such as something the York Society does during the Art & Craft Awards.

Having rails on both sides of the central steps is not enough, because they are often blocked off by organisers of events, and for getting up the side steps are also more 'discreet'.

The other such Access issue from the main part of the Hall is for when someone in a wheelchair needs to get onto the stage for a performance or such."

I had received the following reply from Paul Martin, CEO, on 20th Feb., with cc to Suzie Hazlehurst and Bret Howson:

"Thanks for this suggestion. It has been raised by other people as well. I will talk to Bret and make sure we put hand rails on the stairs."

To date I have seen no progress on this matter.

I am aware that others have concerns about safety and access at the back of the stage as well.

Regarding Footpath Infill (also page 11), nothing has been seen for a long time. This applies to areas which are dangerous either because people have to walk on the road or because repairs are needed (e.g. Glebe St) or gravel has become eroded through rain and flood (e.g. the other side of Glebe St) decreasing safety for walkers.

One Senior Citizen wrote the following to me, asking me to raise the issue:

" Althoughh I am fotunate to be able bodied and am not affected by the everyday difficulties people with disabilities have to contend with, when navigating the footpaths in York, pushing my Grandchild around in her pushchair has opened my eyes to the issue."

This same citizen cited the issue encountered by people with mobility scooters.

This same citizen cited the spot in Howick Street where there is no footpath because it has been turned into extra parking bays, and hence people with mobility scooters, walking frames, strollers etc... have to go a long way round in order to get where they wish. This could even be dangerous, because they have to go into the large parking lot in order to proceed, and it would only take a careless parked car driver backing out to not notice the person on foot or utilising one of these mobility gadgets.

The same citizen pointed out that some of the dropped curbs are badly constructed and in some cases badly located. Likewise, there are inadequately constructed vehicle crossovers, resulting in broken footpath surfaces in many parts of the town.

The above citizen also found that there has recently been a proliferation of sandwich boards in the CBD, both creating bottlenecks and 'hazards to the visually impaired'. I would think that you only have to have a couple of people walking along talking, or a fully sighted person distracted by something and the same sandwich boards, some chairs, etc... could easily be a source of injury.

There are many many points where other persons using mobility gadgets cannot find an even spot to cross a road from one verge to another.

There are unsealed footpaths which are sloped and even get slimy in winter and with rainy weather, or where larger pebbles/stones have emerged to make easily cause slipping, falling or ankle-twisting.

Regarding Other unpaved areas regularly accessed by people with or without disabilities.

Some years ago the Shire listened and paved e.g. the footpath outside the Uniting Church and Pioneer Lodge and even marked the edge of the pavement white for the sake of the vision-impaired. They did so outside the Howick St. toilets a couple of years ago, likewise.

Though under the temporary Heritage Advisory Committee when Matthew Reid was Shire President we on that Committee, including Carol Littlefair, recommended e.g. contrast paving lines for easy visibility for the vision-impaired, elderly etc... and some special nonslip sticker markings (I forget what they were called) for indicating crossovers on the main street etc... nothing of that has happened.

Then there is the issue of other unpaved areas where cars park:

(a) We still have no sealed paving behind the CRC where elderly and others park for e.g. the Film Society or other events and then walk up the stairs or ramp. The Shire does not own the CRC, but has contracts with it and has given funding to it.

(b) The parking area outside the School is not properly paved, and the Shire still owns it, and right where the ACROD bay is the drivers and/or passengers still have to step out onto gravel. This gravel

area gets muddy and slippery in the wet and it not ideally safe (as gravel) at the best of times.

(c) While for the Recreation Centre there is ACROD parking, it is quite a distance away when e.g. people in the most relevant age groups want to go to e.g. the Showroom or Tearooms during e.g. the York Show or when other groups meet there. Same with those needing to attend a consultation or other meeting in the Rec. Centre itself. Not only that, but the parking area between the Tearooms, the Basketball/Netball Courts and the Child Care Centre is not paved. This is a frequently used area and can be slippery, and more so during wet weather.

In addition, there are roads which have still not been cleared up since the storm at the beginning of the year. One is Brunswick Road, which has no proper footpath even, much of the way. So this is unsafe for drivers and pedestrians alike.

Under Access to Information I find face-to-face contact has not been difficult, and those I contact by e-mail are usually helpful. However, it is not always easy to access material on the Website. For instance, today again I used the 'Search' facility for "Access & Inclusion" and it did not find it for me. The system should be so efficient that it finds it easily and instantly. It is only because I knew that it would be likely to be an Appendix to the Shire Meeting Agenda for April that I had any idea where at all to look for it. That is not good enough for the stranger who doesn't know a likely place.

Under Customer Service it says "The Shire's new website includes an Accessibility Notice and tools to assist people with disabilities". That does seem to work.

2.0 (p.14) The positivity of all these assertions is pleasing: valuing all, people with diverse capacities participating inclusively, supportiveness, consultation; drawing the Shire's contractors and agents into these values and practices; supporting community groups and businesses to take and practice the same stance.

My only reservation is the phrase "as far as practicable", as it could be used as a 'copout' by those not willing to try hard enough to adopt this inclusive approach and make accessibility possible with the widest possible scope.

3.0 (p.16) The Community Vision Statement is an inspiring one.

The following points are all essential:

But 4.6 should have read: "Town network of safe easily used roads, footpaths, trails and cycle paths." Currently the footpaths (many of them) are well below safe and easy-to-use standards. I cannot emphasize that enough. They should be taken more seriously. These are still a barrier to adequately meeting the Access & Inclusivity goals.

Question: In various places, what does "Hardware not available" mean?

page 19: Access to Events and Services: Barriers Identified

Fortunately, Footpaths have received attention at the top of the list. I do believe, however, that "maintenance and upkeep required to keep paths safe" is a serious underestimate of the problem. Many areas have either (a) no constructed footpath of any kind, or (b) no paved footpath free of skidding risk and free of the risk of being washed away or slippery from slime when wet.

ACROD: It is not that there are "not enough ACROD bays at the southern end of Avon Terrace"; there are none. There need to be some near the most frequented spots such as Newsagent, Granny's etc., and Bendigo Bank, for a start.

Seating: the 'height' and 'armrest' issue needs to keep in mind that many older people cannot get up from low seats and/or seats where they can't access armrests on both sides. Some seats could have armrests in the middle as well as at the ends. It is a strain on joints and muscles to have to lean on one side only in the case of damaged knees or hips or spine, and may exacerbate some conditions.

The list of barriers has mentioned "road crossings unsafe and not adequately marked", but have failed to consider the need for adequate contrast colour to indicate footpath edges, for instance.

Access to Buildings and Facilities: Barriers Identified

Likewise, adequate contrast colour needed for, e.g., entrance steps to buildings, where they exist.

I am impressed by the preparedness of e.g. Suzie Hazlehurst to not only listen and record the information and feedback from Workshops and Committee etc..., but also to faithfully incorporate the

info and feedback into the Plan.

3.6. page 22: Communicating the Plan to staff and the community

As well as informing the community through the local newspaper and radio, I suggest that the Facebook sites also be used; i.e.

<https://m.facebook.com/shireofyork/>

<https://m.facebook.com/York-Town-Hall-107-Years-120333738036115/>

<https://www.facebook.com/groups/2015374122056701/> (York Community Concerns)

Page 23: Evaluation

Likewise, I suggest that whenever a Community Perceptions Survey is to be done, the Shire post a URL link to the survey on not only the Shire's main website but also these 3 Facebook pages.

Likewise, a link to an amended Plan any time that comes up.

4.0 Reporting on the Plan (and its progress, strategies used etc...)_ Looks good.

5.0 ACTION PLAN

1.4 Page 2

Question: Where is the "Creating Accessible Events Checklist"?

We as the DAIC cannot comment on it if we cannot see it. Yes, it may be the EEDO's responsibility, but in essence what it contains affects what we are expected to agree to or advise her on. This is supported by the fact that you do provide the list to "all parties receiving funding or holding events in the Shire of York".

Comment: I believe December 2019 is too far away for the 'investigation and implementation of actions to make events more accessible (e.g. grass matting, temporary ACROD parking etc.). Unless we see and experience such improvements this year:

(a) we (the community) will not feel anything is happening to improve the situation;

(b) it is too easy for these matters to be forgotten and to lapse into non-completion.

Question: What is the Companion Card Program? Perhaps the Committee needs information on this.

1.6 page 3

I suggest you periodically and regularly use the 3 Facebook pages named under 3.6 above to extend the exposure of the community to information regarding available services.

2.2 page 4

I believe leaving the deadline for the audit, plan, etc... re pathways and parking in particular till as late as May 2019 etc.. to be far too long. It should be done and finished very soon (well ahead of transport, playgrounds, streetscapes and public open spaces) as these things are the most urgent elements in external infrastructure which affect people with any disability, mobility, etc.... issues.

2.4

* Providing information to the York Business Association for distribution to members should be happening far sooner than December 2018.

* The word "available" is missing in the point "Make access information .. on the Shire's website".

If you also put this information on the 3 Facebook pages mentioned above more people will see it.

Further, it should be made public on a page in Community Matters_.

3.1 The Community Noticeboard idea should be dealt with sooner than December 2019. The matter of communication is urgent. The longer it is left, the more chance there is that:

(a) people will become discouraged that nothing is happening;

(b) it will slip into not being done.

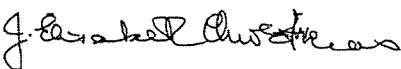
3_2 Why can't accessibility information be included on the Visitor Information Board at the entrance to town immediately?

6.1 Seems timely. I hope it is implemented consistently and appropriately.

6.2 Good idea, but don't make the group too narrow. Make the opportunity to be on this available to everyone who believes they have something to say on these matters.

6.3 Wording in the left-hand box is missing. It does not make sense to say "Provide agendas, minutes and other documents area available to people with a disability".

7.2 Is very very important.

Signed: 

13th May 2018

Tamara Hooper

From: Liz Christmas <lizchristmas@westnet.com.au>
Sent: Thursday, 17 May 2018 1:31 PM
To: Records; Tamara Hooper
Cc: Suzie Haslehurst
Subject: I166569 - OR.CMA.9.1 - Receipt of Submission? + Additional comments on DAIP

Hello, Tamara et al,

I sent my submission re the DAIP on 13th and requested acknowledgement of receipt by return e-mail. I didn't hear back.

Some additional comments re the Access and Inclusivity (and safety) on the DAIP matter, arising from comments by other people:

1. A lady using a gopher is quite upset about the following:

- i) General access; she experience problems in lots of places in town, and her gopher is a good solid one;
- ii) The lip crossing places are not opposite each other in a number of places, requiring her to travel on the road from one to another;
- iii) She experiences the problem on Howick St where the footpath is cut away for the sake of car parking opposite the Medical Centre, and has to go all the way round into the real car park and out again;
- iv) Joaquina St. is one of the places where the lip crossings are not opposite each other and she has to drive on the road for some distance.

2. Three people told me the other day that a lady using her push-wheeler device nearly got run over by a double truck on Henrietta St. the other day. They were surprised to see her still alive and upright when the truck passed. They all got a shock. (So would the truck driver have.)

3. Here is a photo of an Accessibility Mat for strollers, wheelchairs etc... in use, such as we could use for specific-purpose access in e.g. Avon Park unless and until something more permanent is in place.



Regards,
Liz Christmas

Tamara Hooper

From: Tamara Hooper
Sent: Tuesday, 15 May 2018 9:13 AM
To: Records
Subject: I166525 - OR.CMA.9.1 - FW: Seeking Feedback - New Disability Access & Inclusion Plan (DAIP)

Please register

Kind regards

Tamara Hooper
Executive Support Officer
Corporate & Community Services



Shire of York
PO Box 22, York WA 6302
Phone: (08) 9641 0523 / Fax: (08) 9641 2202
Email: adminsupport@york.wa.gov.au
Website: www.york.wa.gov.au



Work Hours

Monday 8am – 1pm

Tuesday & Wednesday 8am – 4.30pm

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From: Wendy Hoare <Wendy@essentialpersonnel.org.au>
Sent: Monday, 14 May 2018 3:32 PM
To: Tamara Hooper <adminsupport@york.wa.gov.au>
Subject: RE: Seeking Feedback - New Disability Access & Inclusion Plan (DAIP)

Hello Tamara,
DAIP looks good.

Outcome 7 is one area that hopefully Essential Personnel as a Disability Employment Service Provider for the Wheatbelt would like to assist further with if and when required.

Thanking you
Kind regards

Wendy Hoare

Operations Manager

Northam: Ph: 08 9622 3476
Mobile: 0459138768

Email: wendy@essentialpersonnel.org.au



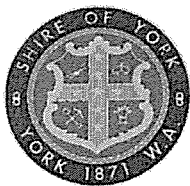
From: Tamara Hooper [<mailto:adminsupport@york.wa.gov.au>]
Sent: Monday, 30 April 2018 1:37 PM
To: Wendy Hoare <Wendy@essentialpersonnel.org.au>
Subject: Seeking Feedback - New Disability Access & Inclusion Plan (DAIP)

Good afternoon

Please find attached letter for your information

Kind regards

Tamara Hooper
Executive Support Officer
Corporate & Community Services



Shire of York
PO Box 22, York WA 6302
Phone: (08) 9641 0523 / Fax: (08) 9641 2202
Email: adminsupport@york.wa.gov.au
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Tamara Hooper

From: Tamara Hooper
Sent: Monday, 14 May 2018 9:14 AM
To: Records
Subject: I166497 - OR.CMA.9.1 - FW: Seeking Feedback - New Disability Access & Inclusion Plan (DAIP)

Please register

Kind regards

Tamara Hooper
Executive Support Officer
Corporate & Community Services



Shire of York
PO Box 22, York WA 6302
Phone: (08) 9641 0523 / Fax: (08) 9641 2202
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From: Wendysolly <kenwen61@bigpond.com>
Sent: Sunday, 13 May 2018 10:22 PM
To: Tamara Hooper <adminsUPPORT@york.wa.gov.au>
Subject: Re: Seeking Feedback - New Disability Access & Inclusion Plan (DAIP)

For Suzie Haslehurst

Dear Suzie,

In response to this letter, the only concern that I still have is with regard to elderly people becoming isolated in their own homes.

As the govt. plans to assist people to continue to live in their own homes as they age, this will become more common. Has any consideration been given to this issue?

I believe York has a very high percentage of people over the age of 60 yrs.

Yours faithfully,
Wendy Solly

Sent from my iPad

On 30 Apr 2018, at 1:20 PM, Tamara Hooper <adminsUPPORT@york.wa.gov.au> wrote:

Good afternoon

Please find attached letter for your information.

Kind regards

Tamara Hooper
Executive Support Officer
Corporate & Community Services

<image007.jpg>Shire of York
PO Box 22, York WA 6302
Phone: (08) 9641 0523 / Fax: (08) 9641 2202
Email: adminsUPPORT@york.wa.gov.au
Website: www.york.wa.gov.au
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<K & W Solly.pdf>

<SY042-0418 - Appendices - Draft DAIP.pdf>

Tamara Hooper

From: Tamara Hooper
Sent: Tuesday, 15 May 2018 10:08 AM
To: Records
Subject: I166527 - OR.CMA.9.1 - FW: Additional feedback re DAIP
Attachments: sensorygarden_reduced.pdf

Please register

Kind regards

Tamara Hooper
Executive Support Officer
Corporate & Community Services



Shire of York
PO Box 22, York WA 6302
Phone: (08) 9641 0523 / Fax: (08) 9641 2202
Email: adminsupport@york.wa.gov.au
Website: www.york.wa.gov.au



Work Hours

Monday 8am – 1pm

Tuesday & Wednesday 8am – 4.30pm

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From: Marie Forster <marie.forster@icloud.com>
Sent: Tuesday, 15 May 2018 9:51 AM
To: Tamara Hooper <adminsupport@york.wa.gov.au>; Suzie Haslehurst <emccs@york.wa.gov.au>
Cc: Bret Howson <emids@york.wa.gov.au>; Denis Warnick <denis.warnick@york.wa.gov.au>; David Wallace <david.wallace@york.wa.gov.au>; Paul Martin <ceo@york.wa.gov.au>; Liz Christmas <lizchristmas@westnet.com.au>
Subject: Additional feedback re DAIP

Hi Tamara and Suzi,

Further to the DIAP feedback I have already submitted, there was one additional idea I would like to include regarding the Joaquina St/Peace park upgrade plan.

The plan mentions the addition of low maintenance garden beds. I feel the addition of a sensory garden around the gazebo at peace park would be a progressive and inclusive idea considering the development of the DAIP and

Dementia friendly towns project are on the agenda. I believe exploring this idea would enhance recreational opportunities for those with disabilities or dementia and their carers, as well as the public and visitors.

A sensory garden provides a contemplative place that triggers positive stimulation and memories through the senses (sight, smell, sound, touch and taste) and facilitates mental health. This could be achieved by way of planting old fashioned, fragrant and edible plants eg. old fashioned roses, lavender and cottage garden plants, herbs and vegetables, poppies and rosemary for remembrance amongst others in raised beds that are accessible and interactive.

A place like this could be a real asset and progressive achievement for the York Shire to promote and have many benefits including; a place of excursion and utilisation for the special education unit children at YDHS as well as other kids with disabilities/learning difficulties, a place where relatives could bring residents of care facilities, first stop for visitors of the town who come in by coach tours/visitors centre, picnic area for public and shire staff/locals to utilise at lunch time as well enhancing the usability and aesthetic of the park which appears to be under-utilised and underwhelming at present.

There are many examples of good design that have been implemented with positive results and compelling articles demonstrating their community benefit backed by scientific research. I have attached an article regarding a project undertaken by the Shire of Geelong for their community which provides more information. I have also discussed the idea with Heather Harvey from Alzheimer's WA as a project consideration for the dementia friendly town initiative which the Shire is kindly supporting. As such it may be possible to achieve this project with an appropriate grant rather than the shire having to fund it so could be looked at as a dual project and people could be invited to contribute to its up-keep as part of therapeutic benefit as in a communal garden that could benefit the whole community. I would be interested to hear your thoughts on this idea.

Kind Regards,

Marie Forster.



Sent from my iPhone

On 14 May 2018, at 10:36, Marie Forster <marie.forster@icloud.com> wrote:

Hi Suzie and Tamara

Thanks for forwarding the recent DAIP draft for feedback. Kudos to you Suzi for formulating a really well written and comprehensive DIAP document. The recent policy to include more community consultation in planning seems to be evident in Shire projects going forward which is really great and the lovely new website and Facebook pages have really helped to facilitate better communication.

- In regards to the email I sent below which I was waiting to hear back from about, due to having a small turnout for the public meeting, and not having any representatives of youth living in the community with disabilities, had the school/ special education staff & parents been approached to ensure their future needs have been planned for? If not, I would directly approach them and suggest seeking feedback from staff, kids and parents directly affected by disability to include a broader cross section of feedback especially in regards to town and recreational facilities. It has recently come up my attention that the shire owned car park next to the school isn't adequately sealed and floods during winter posing an access and safety issue (see picture below). I feel this needs to be prioritised prior to winter and discussed as part of a maintainable plan as per discussions underway with the York P & C.

- I believe the 'People with disabilities' organisation do audits to assess accessibility, I would recommend that this would be very helpful in planning for upgrades to public buildings and infrastructure. Brett Howson has been very responsive and proactive in working on a plan to upgrade access and safety to the town hall stage/performing area. We have been meeting fortnightly to follow up on my letter of concern regarding accessibility and safety to the area. I'm really pleased that safer stairs have been purchased and he has committed to a ramp being built, working toward bringing the area up to date with statutory requirements and making the stage area usable by all. It's very reassuring that the Shires commitment to this is reflected in the new DAIP.

The accessibility option in the York website is great and the page looks nice and modern. Does it include a link to a form whereby visitors/residents can raise an accessibility concerns? It looks like it mainly addresses accessibility of information as in large print/audio etc. This is a great initiative due to the age and nature needs of local residents however it's quite apparent that a large proportion of Yorks population have no internet knowledge/access which is why communication with those residents by print is still integral such as shire notice boards etc. Kalamunda have a great form on their shire website (see link) which we could possibly adopt if there isn't one already on York Shires website. <http://www.kalamunda.wa.gov.au/Services/Seniors-Community-Care/Disability-Services/Have-Your-Say-Feedback-Improving-Access>

- Moving forward with regard to town planning and local governance, I believe it is imperative that all shire staff and councillors undertake training on **all statutory legislation that pertains the decision making planning and prioritisation and process** so that is very clear what these laws require so that adequate consideration can be made and funds allocated to meet required obligations. In my opinion this has lacked in the past and let the community down. In particular, training/accreditation of knowledge would include: Duty of care and common law, risk assessment, disability discrimination act (and referring to the the DIAP) and Public health and safety act. This should be a priority to undertake but is not listed in the action plan. I believe the benefits would have a positive impact in other areas of governance also. There are many government documents and articles specifically referring to the application the public health and safety act to heritage listed buildings such as what I have supplied Brett to assist with the stage access/safety upgrade. I'm happy to forward a copy if you like.

I specifically like the last point on the action plan regarding facilitating a culture of access and inclusion within the organisation, this can only be a positive step going forward. I think the idea of having staff participate in an exercise to be in a wheel chair for a day or come to work with a 'simulated disability' would really be a beneficial exercise and I'd be very keen to see this happen. I'm more than happy to assist in its facilitation as I have participated in this kind of activity during my nursing training and it really is a very powerful way to heighten empathy and consideration of others as well as team bonding.

I appreciate the opportunity to be part of this process, and overall feel that the plan is well structured and comprehensive. I will look forward to the positive changes it's implementation brings.

Kind Regards,

Marie Forster.

<image1.jpeg>

Sent from my iPhone

On 3 May 2018, at 11:19, Marie Forster <marie.forster@icloud.com> wrote:

Hi Tamara & Suzie,

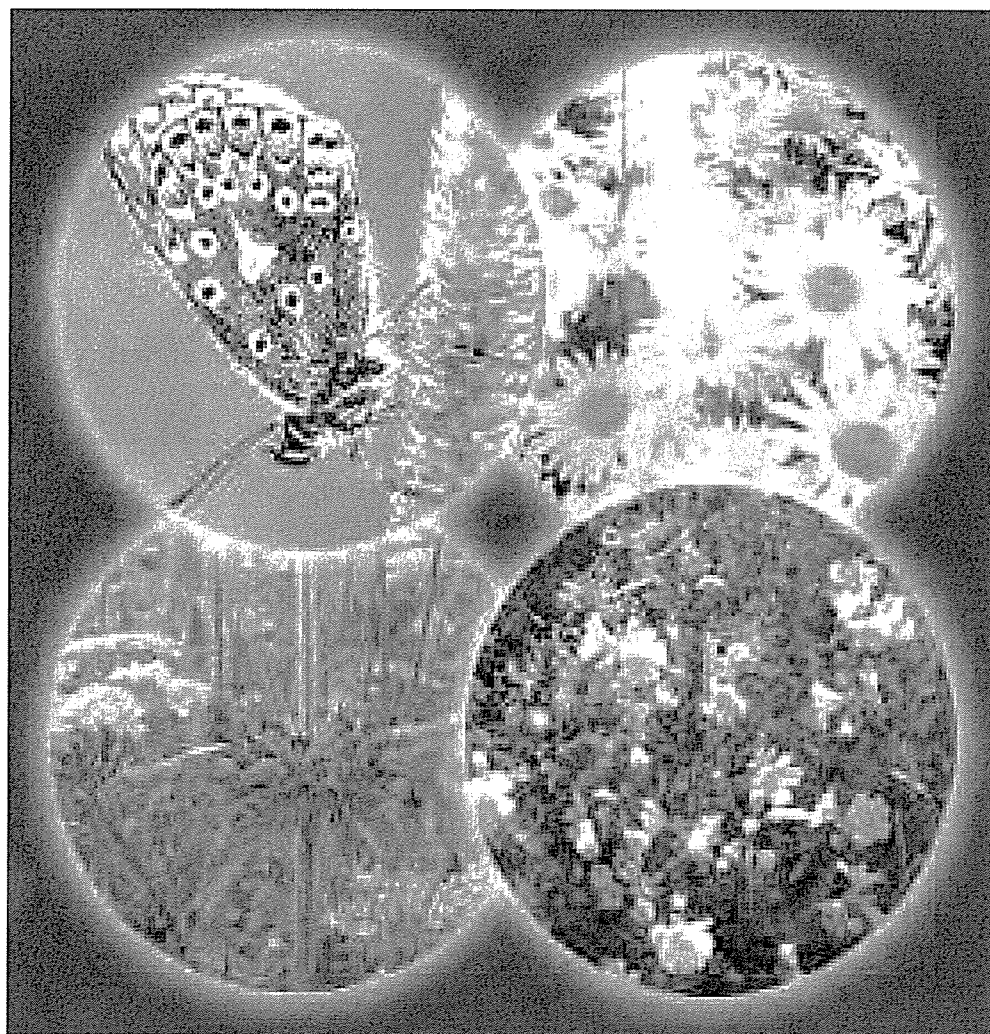
Thanks for forwarding the Draft DIAP for feedback. Before submitting my thoughts, I wondered if it was ok to ask the school principle for permission to seek feedback on access and inclusion issues from the Ed support staff and their families. When we attended the public meeting, there were only for members of the public and all were older. I wondered if the carers and families of kids with disabilities need representation too in order to ascertain their thoughts on barriers to access and inclusion within the community. Is the Draft plan confidential or are we able to seek feedback from others?

Kind Regards,

Marie Forster.

Sent from my iPhone

The Healing Circle – A Sensory garden for All Abilities.



Barwon Community Leadership Program 2011. Community Project.
| Caz Phillips. Pauline Butler. Murray Howard-Brooks.

Caz Philips, Pauline Butler and Murray Howard-Brooks would like to acknowledge the assistance of our Mentors within this project.

Rob Small.

CEO

Colac Otway Shire

Annette Zealley


Director

Geelong Botanical Gardens

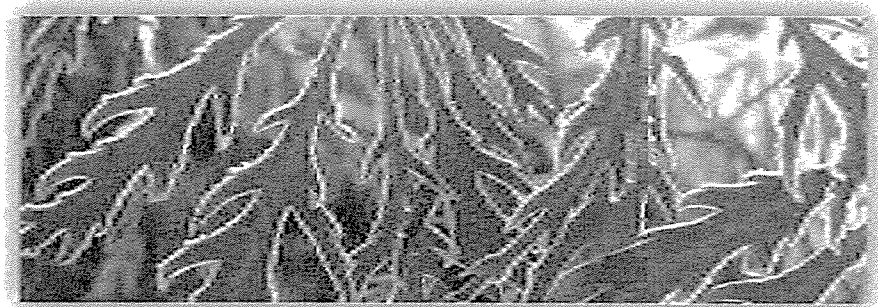
And we also acknowledge our Brethren – the Barwon Community Leadership Programme Participants of 2011 – for their support, guidance and friendship.

From little things, big things grow

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Why a Sensory Garden?



A Sensory Garden seeks to enliven sensory nerves through specific selection and careful arrangement of various garden elements. Sensory perceptions that range from sight and hearing, smell and touch, to

even taste can be evoked by a sensory garden. A sensory garden can serve therapeutic and educational purposes for children and adults alike and many that experience a sensory garden find it helpful for individuals with disabilities that affect their sensory responses.

The common focus of all sensory gardens is the creation an immersive experience that appeals to one or more of the five senses that is beyond the scope and design of an average garden. To some degree, the experience for observers and participants is often described to be invigorating, relaxing and stimulating. Many sensory gardens are often created with the needs of disabled groups, such as the visually-impaired, low mobility groups, aged or infirm in mind. As a result, individuals with compromised or non-functioning sensory nerves can receive a sensory experience grounded in physical or mental stimulation that would otherwise be lost to them.

A sensory garden is a way of communicating with nature and stimulate community members to the value of their five senses, promoting social inclusion for any individual with or without disabilities and can be used as an aid in healing and meditation.

Garden elements that comprise the main features of a sensory garden include hardscape and plant display. Hardscape elements are the physical details of the garden that exclude plants. They are just as vital in the design of the garden as the plants and become integral parts of the sensory experience, as the arrangement of walls, footpaths, seating and signage can allow ease of access and interactivity, all of which are important aspects to consider when designing a sensory garden for use by disabled individuals.

A Sensory Garden is a place to relax and reflect

Who Will benefit from a Sensory Garden?

A sensory garden that stimulates the five senses - Touch, Smell, Hear, Taste and Sight - is of benefit to the whole community from young children to senior citizens as well as those members of the community who are wheelchair bound, or have mental and physical challenges. Time spent in natural environments can provide a range of health benefits, including reduced stress and lowered blood pressure and can also make a great contribution to emotional and physical wellbeing. Most gardens offer visual appeal, but a sensory garden is designed to stimulate all five senses.



Mr John Davis, Ph.D of Naropa University USA states in his research “Psychological benefits of nature experiences: research and theory with special reference to transpersonal psychology and spirituality” that there is a strong connection between nature and health. Direct contact with nature leads to increased mental health and psychological development. Davis’s research covered all areas of natural environments from open spaces, courtyards, urban garden plots, parklands, playgrounds and potted plants and noted that there were four major groups that subjects collected in.

Relaxation and stress reduction. This focus is on physical, cognitive, and affective relaxation and studies have shown that a faster recovery response is gained by nature stimuli rather than focusing on built settings such as continual therapy indoors.

Decreased mental fatigue, restored mental clarity, and increased sense of well-being. Studies within this area have shown that nature experiences relieve mental fatigue. As a balance of too much directed attention, nature offers intrinsic interest and a sense of fascination. The restorative effects of a natural environment, whether time in a natural bush setting or a walk in a local park or garden, leads to renewed attention and positive affect.

Recovery from surgery, physical health and healing, improved performance, and improved sense of well-being. Research shows that a view of nature rather than a built environment from a hospital room window aids in quicker recovery from surgery, improves work performance in job settings, and increases job satisfaction (hands up if your office has a calendar, print or poster of a nature scene or landscape!) Davis also adds that the evidence that bringing plants and pets into hospital rooms and residential care facilities such as nursing homes improves physical and mental health.

Benefits for children's attention. Studies have shown that even contact with very small green spaces in cities leads to improvement in children's abilities to pay attention, delay gratification, and manage impulses. Other research also has shown that contact with nature may reduce symptoms associated with Attention Deficit-Hyperactivity Disorder, Autism Spectrum Disorders and other neurological and focus driven disorders.

A Sensory Garden is a space for healing for many members of the community, not only for those with physical, mental and social challenges but those amongst us who need five minutes of down time to stop and reflect on our day and life’s journey.

Strengths and Weaknesses of the Project

While no dimensions are given for this Sensory Garden, it is a site that can be manipulated varying on the site chosen and the locality of it, for example a coastal or rural setting or in a hospital or school ground or botanical area. The plan can be enlarged or scaled down depending on the appropriateness of the site. Caz, Pauline and Murray feel that it is important for the full benefit of the garden to be reached, the stakeholders utilise what features of the garden will accompany the chosen site adequately.

The community will ultimately be rewarded for the Sensory Garden as it assists in so many ways with mental and physical health and well being. It is an asset of any shire or city council to engage in garden spaces to interact and empower its residents.

Studies have shown how beneficial garden spaces are to people; even those that live in a rural setting can benefit from quiet spaces and relaxing atmospheres.

The partnership and collaboration on this project will see many community groups and residents engage in social activities and foster a sense of ownership over a community project that may in turn assist them with their own health and social challenges.

For Caz, Pauline and Murray, working on this project has been a rewarding experience and has allowed a project to become a legacy for the three project partners.

While the benefits of this project far out way the negative aspects of it, consideration must be taken into account for plant damage, vandalism, inappropriate plant selection and wrong site location. Concern must also be turned to sustainability of the garden and continual maintenance of the site.

While maintenance has been sought from community groups, there is the possibility that members may fall short of their commitment to uphold the maintenance on the garden due to



volunteer overload or commitments to other community projects.

Council regulations and legislation may impact some of the plant selection or the features of the garden, thus enabling the some of the features on the site plan to be altered.

Location

A site is currently being sourced within the Colac Otway Shire or City of Greater Geelong for this project. Environmental concerns as to location and accessibility ensure the delivery of the project stay true to the project partner's brief of an ALL ABILITIES garden. Sloping hills and uneven terrain make manoeuvrability in a wheel chair or scooter difficult. If the location sourced is a school or hospital, community access may be compromised and depending on the surrounding environmental factors, plant selection may need to be adjusted.

Caz, Pauline and Murray firmly believe that this project can deliver to the community the type of space and empowerment that the community need and deserve. With funding being acquired and an appropriate site being sourced, the Sensory Garden will be an asset to the community and will empower, engage and educate generations to come.



I think that I shall never see, a poem lovely as a tree.

A tree whose hungry mouth is pressed, against the sweet earth's flowing breast,

A tree that looks at god all day, and lifts her leafy arms to pray,

A tree that may in summer wear, a nest of robins in her hair,

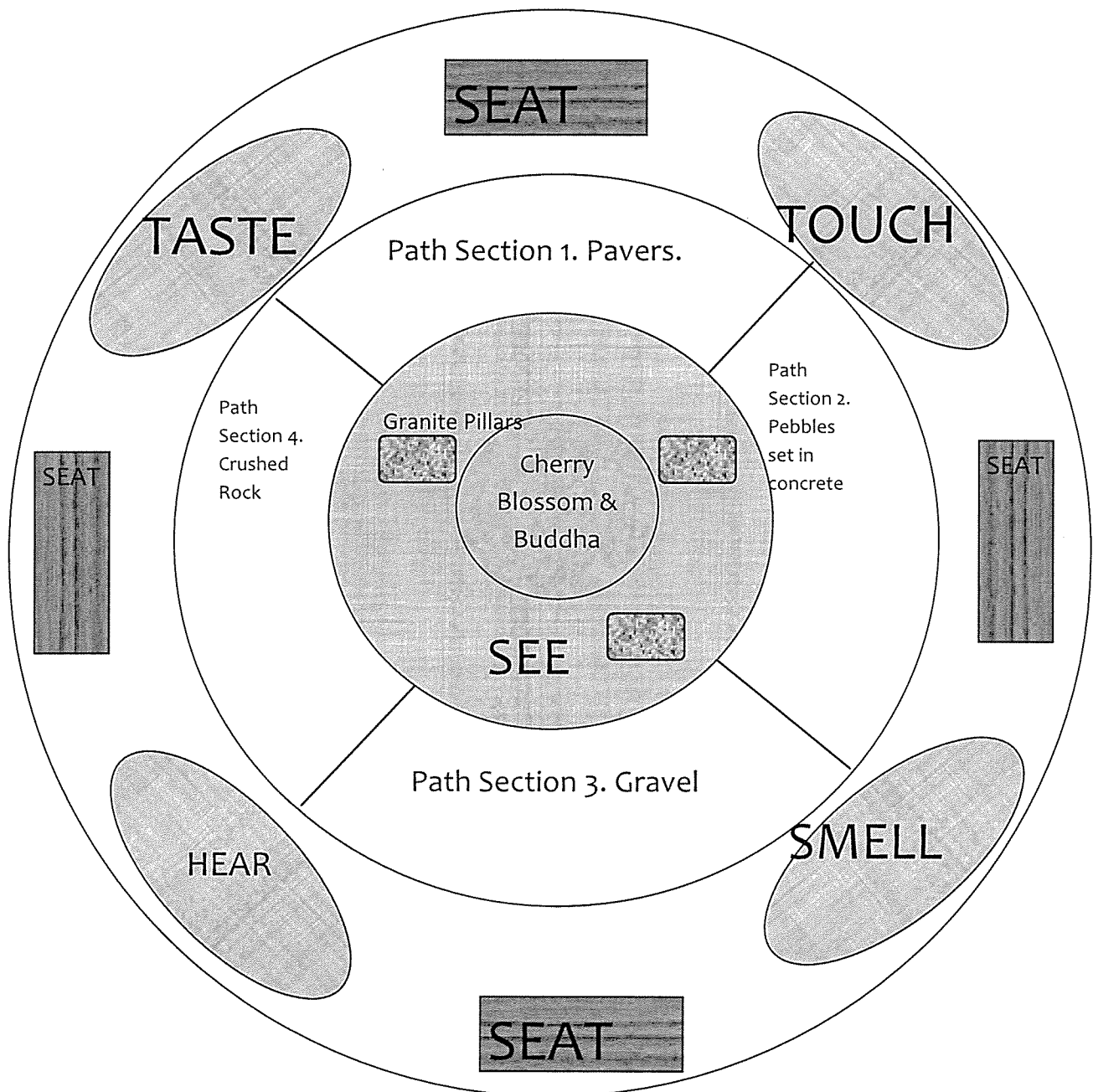
Upon whose bosom snow has lain, who intimately lives with rain.

Poems are made by fools like me, But only God can make a tree.

Trees. Joyce Kilmer. 1886–1918.

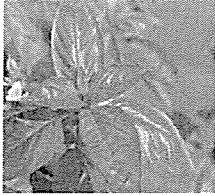
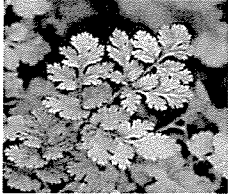
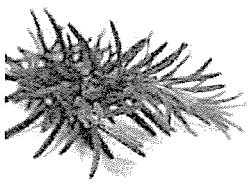
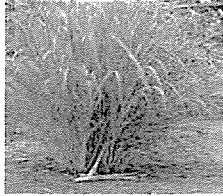
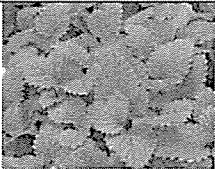
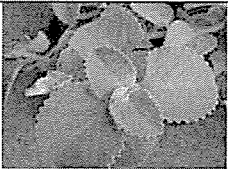
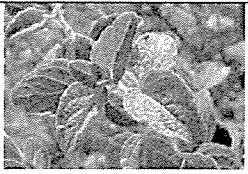

The Site Plan

We have worked hard at deciphering the best site to utilise the senses journey within the Garden. The Circle seemed the best option as you can visually see each section of the garden from every advantage point.

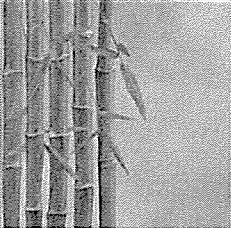



Plant Selection

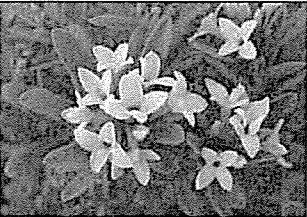

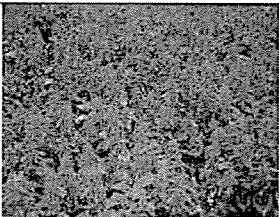



Taste. A selection of hardy herbs that can be cultivated and gifted to the community kitchen for cooking

			
Basil	Coriander	Rosemary	Lemon Grass
			
Lemon Balm	Oregano	Marjoram	Sage

Hear. Gentle breezes through the bamboo and native grasses make beautiful music, you just need to sit long enough to hear it. Bamboo is also cultivated to make wind chimes which can be sold to assist in maintenance.

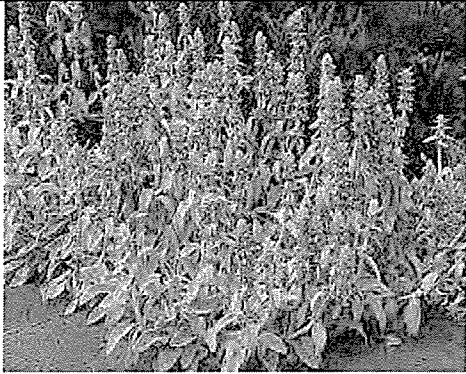
	
Bamboo	Dietes Miscanthus

Smell. No roses but glorious scents just the same.

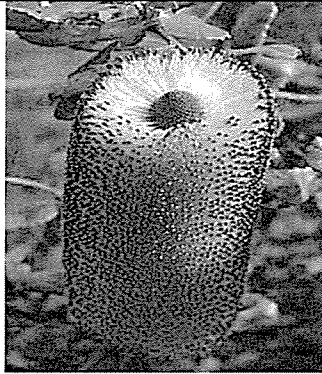
		
Daphne Eternal Fragrance	Heliotrope Plum Pie	Salvias
		
Philadelphus Grandiflora	Choisya Temara	Gardenia

Plant Selection Continued.

Touch. Soft, course, furry ... it's one of the most important senses we have.



Lambs Ears

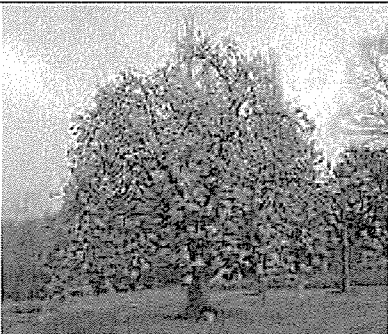


Southern Plains Banksia

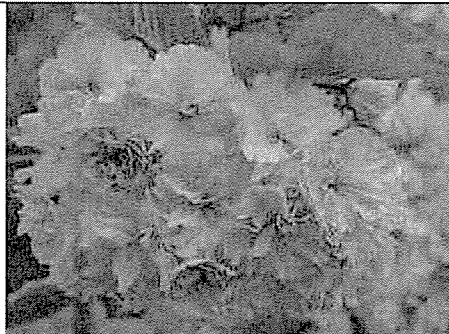


Agasatche-Summer Love

See. The Glorious Prunus Kanzam – Cherry Tree – is a magnificent sight, and with tightly packed flowering heads, stripy barked trunk and sweetly scented limbs, it is the perfect choice for the visual component of the Sensory Garden.



Prunus Kanzam Tree

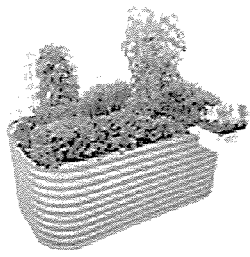


Prunus Kanzam Flower



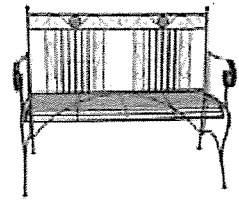
Prunus Kanzam Bark

Garden Features



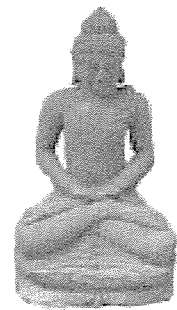
Raised Garden Beds assist those in scooters or wheel chairs to enjoy and interact with the plants and flora that have been specifically chosen to engage the senses. Four raised beds are within the circle and one ground level in the middle which has sand in which boulders and a majestic Buddha statue sits under a Cherry tree.

Four Garden bench seats are placed within the circle so the community can sit and reflect, enjoy and interact with the space. Ample room between the raised beds and garden seats allow for chair or scooter access.



Large Salt and Pepper Granite Pillars are placed within the sand garden to enable further interaction with the Sensory Garden. These pillars are large enough to sit on and close enough to the sand garden to be used as stepping stones and another addition to the 'touch' sense.

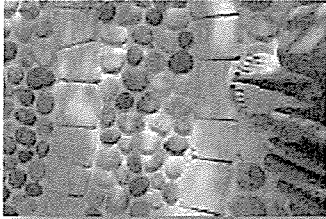
While the centre of the 'see' garden bed is the magnificent Prunus Kanzam (Cherry Tree) and the lush soft sand surrounding the boulders, a Buddha Statue will adorn the garden bed as well. The Statue will be placed in the appropriate position to 'greet the sun' as it rises each day.



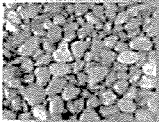
Wind Chimes will add to the noise reduction of the space, by blocking out traffic noise and urban clatter. It also gives users a soothing sound to focus on while searching for peace and relaxation. In future, wind chimes will be made from the Bamboo in the 'Hear' garden bed and sold to assist with sustainability of the Sensory Garden.

Garden Features. Continued.

Within the centre circle pathway, different textures line the circle.

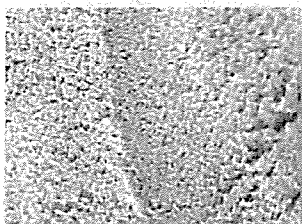
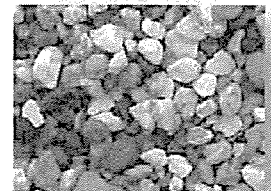


The feel of smooth pebbles and pavers give the participants a massage effect when walking on the stones. Both surfaces are safe for scooters and wheel chairs as the pebbles are not raised above the level of the pavers used.



Flagstone pavers surround the path edge as well as used within the massage path section of the circular walk way. These mixed with the large river pebbles give a wonderful pathway

Small river pebbles cover a section of the circular path. This gives participants and visitors to the garden the opportunity to enjoy the pressure point massage on feet as they move across the stones. This surface is safe for scooters and wheel chairs and not too small for the safety of children.



Washed sand is placed within the centre circle for the Zen garden section of the Sensory Garden. This sand is clean and safe for children and adults to handle. It gives a meditative quality when handled and lends itself to the wondrous patterns that visitors can make with their feet, hands and other tools.

Maintenance and Sustainability

Issues with the Maintenance of the Sensory Garden is a major component as to whether the project is a success or not and also if it has a sustainable future in our environment. With service clubs being approached such as 'Friends of the Colac Botanical Gardens', Colac Lions Club, Apex clubs, St Laurence and other Community Groups, it is felt that with their assistance and that of the fostering Shire/City, the project will have a full and long life in which to enrich the community for many years.

Seasonal planting and cultivating of the herbs is required and this can be done simply with the herbs sold to the local cafes and eateries in the township. This can also be partnered with the community Garden and Neighbourhood House cooking classes.

Seasonal pruning of plants and shrubs will need to be done and this would be the undertaking of the fostering community group, with clippings and cuttings taken to be mulched for compost – once again returning to the garden for organic matter to enrich the soil and plant life.

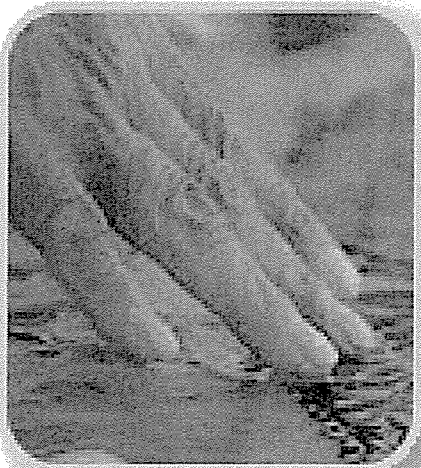
Watering of the plants as they establish will need to be closely monitored and can be done so by hose from local water connections. Once established the shrubs are of a hardy nature and will require very little water maintenance, relying on the seasonal rains.

Fertilising of plants can be done when is required according to planting cycles and seasonal changes.

Structurally, the Sensory Garden should not need much maintenance at all, as most of the materials are of a hardy nature. It may be required to top up the gravel and plant soil due to environmental conditions but this should be looked at and done on a 'as needed' basis.



Funding Opportunities



Funding is being sourced from various departments both state and local government, community groups and other funding avenues.

Sponsorship and donations of products, time and labour will assist in the project's completion.

In Kind labour is anticipated to be orchestrated by local volunteers and community gardeners.

- ✿ Colac South West Sub Fund.
- ✿ Colac Otway Shire
- ✿ City of Greater Geelong
- ✿ Colac Community Funding
- ✿ Victorian Government
- ✿ Ourcommunity.com
- ✿ Mental Health and Well Being
- ✿ Vichealth
- ✿ Vision Australia



Budget

Plant Selection

Herbs	10 tubes for \$30	\$30.00
Bamboo	\$39.50 x 3	\$118.50
Dietesor	\$12.50 x 2	\$25.00
Gardenia	\$11.50	\$11.50
Daphne	\$18.95	\$18.95
Heliotrope	\$11.50	\$11.50
Salvias	\$7.50 x 6	\$45.00
Choisya	\$9.95	\$9.95
Philadel	\$14.50	\$14.50
Prunus Kanzam	\$38.50	\$38.50
Annuals/Perennials	\$5.20 punnet x 6	\$31.20



\$354.60

Bench Seating

Marquee Rustic Garden Bench	\$129 x 4	\$516.00	\$516.00
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Paving/Gravel

Flagstones in 'Oatmeal'	15 sq meters in pallet @ \$9.12 per paver		\$2,188.80
Gravel; Small and Large River Pebbles	\$149.50 cubic metre x 10	\$1,495.00	\$1,495.00
Paving Concrete	\$434.50 cubic metre x 5		\$2,172.50

Raised Garden Bed

Corrugated Steel oval Garden bed	\$297 x 4		\$1,188.00
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Budget. Continued

Soil/Sand

Potting Mix/Garden Loam	\$100.00 sq metre x 12	\$1,200	\$1,200
Sand	\$85 sq meter x 6	\$510.00	\$510.00

Garden Sculptures

Large Sitting Buddha	\$399.00	\$399.00	
Wind Chimes	\$15.95 x 2	\$31.90	
Salt and Pepper Granite Pillars	\$200 x3	\$600	
			\$1,030.90

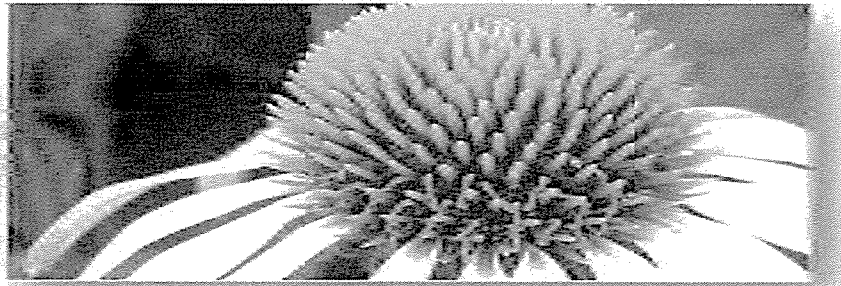
Delivery		\$2,00.00
Administration		\$500.00
Contractual Labour		\$1,500.00

Total Project Cost

\$13,350.80



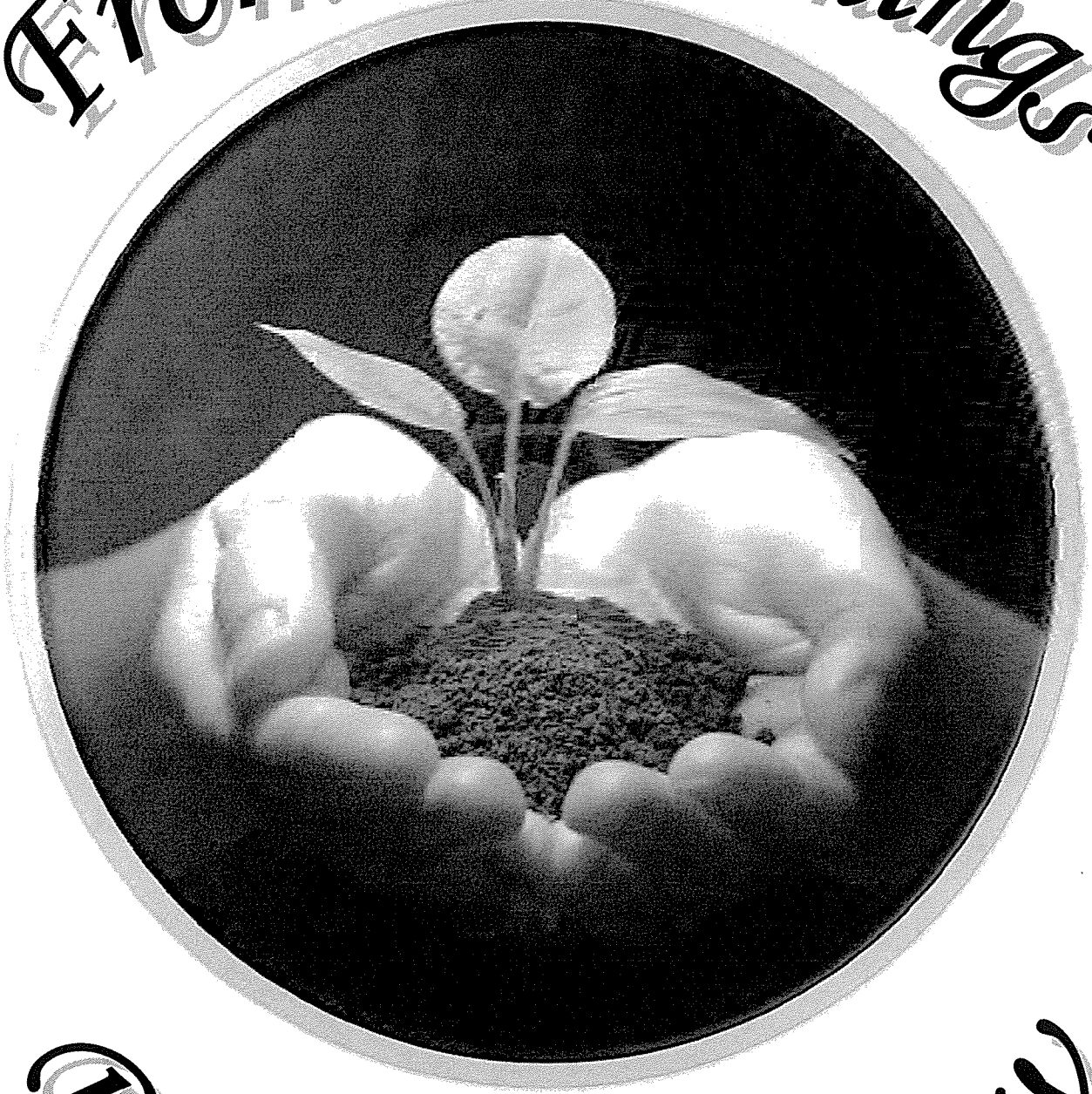
References



Caz, Pauline and Murray sourced information, advice and guidance from the following reference material and websites.

- ✿ Caz Phillips
- ✿ Pauline Butler
- ✿ Murray Howard-Brooks
- ✿ Rob Small, Colac Otway Shire
- ✿ Annette Zeally, Geelong Botanical Gardens
- ✿ Ian Serein, Colac Otway Shire
- ✿ Sue Betts, Shalimar Nursery
- ✿ CSI Landscaping supplies
- ✿ Mambourin Sensory Gardens, Werribee
- ✿ Ballarat Sand and Soil Supplies
- ✿ Melton Sand and Soil Supplies
- ✿ Flintstones Garden Supplies
- ✿ Selkirk Bricks and Pavers
- ✿ www.trulywindchimes.com.au
- ✿ www.thestonesuperstore.com
- ✿ www.betterhealth.vic.gov.au
- ✿ www.johndavis.com
- ✿ www.bunnings.com.au
- ✿ <http://www.horticulturaltherapy.com.au/>
- ✿ <http://www.visionaustralia.org.au/info.aspx?page=1519>
- ✿ <http://www.rbv.vic.gov.au> – Royal Botanical Gardens, Melbourne.
- ✿ www.bartleby.com

From little things



Big things grow



RSL York Sub Branch &
York RSL Lt LD McCarthy VC Club Inc.
President: Kevin Trent OAM RFD JP
PO Box 432 York WA 6302
ABN: 61 955 178 241



CEO
Shire of York
1 Joaquina St
York WA 6302

Attn Suzie Haslehurst

Dear Sir/Madam

Feedback on New Disability Access and Inclusion Plan

Thank you for the opportunity to provide comment on behalf of the York Sub Branch RSL.

I note that there are many issues faced by a person suffering with a disability, whether the disability is permanent or temporary e.g. confined to a wheel chair while recovering from a crash.

These have been listed in pages 19 - 21.

These need to be ranked in order of priority and then where possible each should be worked on to reduce the issues.

Perhaps selecting some "low hanging fruit" and rectifying them would help the Shire demonstrate enthusiasm for improving DAIP in the Shire.

Funds need to be placed on the budget to ensure that the project can be completed.

A time frame needs to be set for rectifying the deficiencies, this would demonstrate that the Council is sincere in what they are doing to make the Shire assessable to all.

Regards

Kevin Trent
President
York Sub Branch RSL

May 4 2018

SHIRE OF YORK	
FILE	OR.CMA.9
OFFICER	INITIALS
Suzi	
- 7 MAY 2018	
I166361	
REFERRED TO COUNCIL	
DATE	INITIALS



WESLEY UNITING CHURCH

PO BOX

YORK WA 6302

The CEO
Shire of York
Attention Suzie Haslehurst

7 May 2018

SHIRE OF YORK	
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Suzi	
7 MAY 2018	
I166371	
REFERRED TO COUNCIL	
DATE	INITIALS

Dear Suzie

Feedback on Disability Access and Inclusion Plan

Thank you for the opportunity to comment on the Disability Access and Inclusion Plan which will assist those with a disability, brought on by either the aging process or other circumstances, participate in life in York. We commend the Council on the Plan.

We look forward to the implementation of the Plan.

Yours sincerely

Kevin Trent

Ph 9641 2565