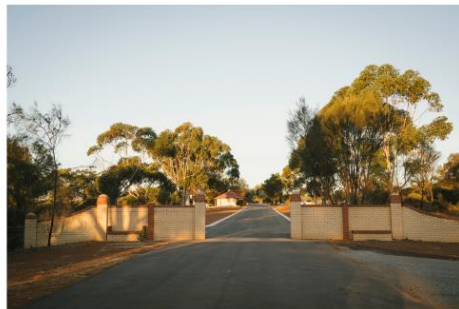




Disability Access and Inclusion Plan

2025 – 2030

Adopted by Council 17 June 2025
Council Resolution 61/2025



Shire of Corrigin Disability Access and Inclusion Plan 2025 – 2030

Alternate Formats

This Disability Access and Inclusion Plan is available in alternative formats upon request and includes:

- In electronic format;
- Email;
- Hard copy;
- Both large and standard print;
- In audio; and
- On the Shire website www.corrigin.wa.gov.au

Please contact the Shire reception at shire@corrigin.wa.gov.au or call on (08) 9063 2203 to request.

Thank You

The Shire would like to acknowledge and thank all the individuals, community groups, and organisations who have provided input and feedback. Your help has been instrumental in the development of this and previous versions of the Disability Access and Inclusion Plan.



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What is Disability, Access, and Inclusion?

Disability

A disability is any continuing condition that restricts everyday activities. The *Disability Services Act 1993* defines 'disability' as meaning:

- Attributed to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- Permanent, or likely to be permanent;
- May or may not be of an episodic nature; and/or
- Results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continued support services.

With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome.

Access

Access in the context of this plan refers to an individual's physical ability to get to, into, and around facilities and services. Access is created by removing any structural barriers and including ways to enable equitable access.

Accessibility means that people are not excluded from using something based on experiencing a disability.

Inclusion

Inclusion in this context refers to an individual's ability to participate as fully as possible in Shire offered programs and services in an integrated and holistic manner that does not ostracise, embarrass, or humiliate an individual.

Discrimination

Discrimination is defined as treating people with a disability less favourably than people without disabilities would be treated under the same circumstances.



Introduction

Disability Access and Inclusion Plan's (DAIP) aim to assist public authorities in Western Australia to plan and implement improvements to access and inclusion across seven outcome areas addressing:

- Events and Services
- Buildings and Facilities
- Information
- Service Quality
- Complaints
- Consultation
- Employment

It is a requirement of the *WA Disability Services Act 1993* that every local government develops and implements a DAIP to ensure that people with a disability have equal access to the local government's facilities and services.

This plan ensures that all community members including people with a disability, the elderly, parents with prams and people from cultural and linguistically diverse backgrounds have access to the Shire's services and facilities.

Other legislation underpinning access and inclusion includes the *Western Australia Equal Opportunity Act 1984* and the *Commonwealth Disability Discrimination Act 1992* (DDA), both of which make discrimination based on a person's disability unlawful.

Background

The Shire of Corrigin

Located in Western Australia's central wheatbelt region, 235km south-east of Perth, Corrigin is predominantly a farming community with cereal cropping and sheep its main industries.

Corrigin's pro-active approach in improving all facets of country living, means this picturesque town is a great alternative to the city and offers all the necessary services including medical, education, recreation, economic and social facilities.

It is only in the country that you can develop a relationship with the whole community, where everyone knows you and you know them. Over 1,000 proud and friendly locals call Corrigin home.

Functions, Facilities and Services

The Shire of Corrigin is responsible for a wide range of functions, facilities and services including:

- **Services to property:** construction and maintenance of shire-owned buildings, roads, footpaths and cycle facilities; 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 bush fire control.
- **Services to the community:** provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups; management of the recreation centre, gymnasium and pool; public library and information services; community resource centre and community events.
- **Regulatory services:** planning of road systems, sub-divisions and town planning schemes; building approvals for construction, additions or alterations to buildings; environmental health services and ranger services, including dog and cat control and the development and maintenance of parking.
- **General administration:** the provision of general information to the public and the lodging of complaints and payment of fees including police licensing, rates and dog and cat licences.
- **Processes of government:** ordinary and special Council and committee meetings; electors' meetings and election of council members; and community consultations.

You can find out more about the Shires functions and services by visiting the Shire of Corrigin website (www.corrigin.wa.gov.au)



Links to the Strategic Community Plan

The Shire of Corrigin Strategic Community Plan (SCP) reinforces the Shire's commitment to the people who live in, work in, and visit Corrigin. The purpose of the SCP is to provide a clear purpose and strategic direction for the Shire, and to source the funding and support required to address the identified community priorities.

It was developed based on:

- The State Government's Blueprint for the region and other relevant policies, plans and strategies from both the State and Federal Governments.
- Extensive community engagement on what is important to the people that live within our Shire.
- Input from Elected Members and Staff based on feedback they have received and their strong desire to deliver positive outcomes for their community.
- Current partnerships and projects already being delivered.

The Shire of Corrigin uses the Strategic Community Plan in several ways, including:

- Guiding priority setting and decision making.
- Providing a mechanism for the ongoing integration of local planning initiatives.
- Informing decision making of other agencies and organisations, including community and State Government.
- Providing a rationale to pursue grants and other resources by demonstrating how specific projects align with the aspirations of our community, within the strategic direction of the Shire.
- Informing potential investors and developers of our community's key priorities, and the way we intend to grow and develop.
- Engaging local businesses, community groups and residents in various ways to contribute to the Shire's future.
- Providing a framework for monitoring progress against our vision.

Shire of Corrigin Strategic Community Plan 2025-2035

The Shire of Corrigin community had a strong involvement and voice in the development of the Strategic Community Plan. The following strategic objectives were set after a period of community consultation:

Social

An effectively serviced, inclusive, and resilient community.

Economic

A strong, diverse economy supporting agriculture, local business and attracting new industry.

Environment

An attractive natural and built environment for the benefit of current and future generations.

Governance and Leadership

Strong governance and leadership.

The Shire has a system to continually review the Strategic Community Plan and its associated integrated planning documents.

The Shire of Corrigin DAIP is a direct-action plan. Implementing the DAIP will help the Shire to deliver the strategies outlined in the Strategic Community Plan 2025-2035 and associated integrated planning documents.

You can find out more about the Strategic Community Plan by visiting the Shire of Corrigin website (www.corrigin.wa.gov.au)

People with a Disability in the Shire of Corrigin

It is estimated based on the Australian Bureau of Statistics (ABS) 2021 Census data that there are 44 people living in Corrigin who need assistance with core activities. There is no specific data on the number of people in Corrigin who are living with a disability however, the ABS do provide modelling based on Australia wide statistics. This estimates that over 18% of the population, or 209 people in the Shire of Corrigin are living with a disability.

Corrigin is also an ageing population with the median age at the 2021 census being 47 years of age compared to the national median of 38. This requires planning for facilities and services that can assist with the needs of ageing and ensure the aged in the community can stay in their homes and in their community for as long as possible.

Progress Since the 2020 - 2025 DAIP Adoption

The Shire of Corrigin has been committed to facilitating the inclusion of people with a disability through a well-planned and financially sensible approach of improvement over several years. The Shire first adopted a Disability Service Plan in late 1995 to address the barriers within the community.

The Disability Access and Inclusion Plan was adopted in 2007 and continued to build on the progress made since the introduction of the Disability Service Plan in 1995.

Since the adoption of a planned approach, the Shire of Corrigin has implemented several initiatives and made significant progress towards better access and inclusion for all the community. The adoption of an overall strategic planning process has further enhanced the planning process for all services and facilities and greatly improved the way stakeholders are consulted as part of the community planning process.

Some of the achievements since 2020 have included:

- The Shire has continued its continual improvement of existing Shire owned community buildings.
 - The medical and wellness centre had major renovations completed during the period, these included upgrades to staff toilets and kitchen area.
 - Town Hall improvements include a new ramp entrance to the building that meets disability access standards but allows for the historical significance of the town hall.
 - A new ablution block at the Corrigin Caravan Park, which includes universal access facilities, and lighting upgrades.
 - Easy access ramp to the main pool at the Corrigin Memorial Swimming Pool which allows attendees to walk into the pool rather than having to use the steps/stairs.
 - Replacement of the ablution block at the Bulyee Hall and free camping area with new facilities this includes ramp access and a universal access toilet.
 - Installation of tactile strips that contrast with paving at the swimming pool.
- New ablution block at the free camping area at Gorge Rock which is fully accessible.

- The building of two new aged care units at the Senior Citizens Village, these units meet liveability standards and are a great addition to the village.
- Ongoing upgrades to the dual use pathway network within the Corrigin townsite including signage, markings, and easy access ramps making it easier for wheelchair, gopher and pram access.
- The upgrade of Rotary Park including universal access toilets and an extensive pathway network which is accessible and leads to various activities throughout the park.
- New fully equipped gym, which has ramp access to the building and universal access toilet/changeroom.
- Various lighting projects both for safety and to assist those with eyesight difficulties.
- Ongoing upgrades to the Shire website including making sure Shire documents are accessible and can be downloaded in various formats.
- Ensuring that Shire events such as the annual end of year party have quiet spaces available for those in the community needing a break.
- Improvement in Human Resource management and recruitment processes to enable attraction and flexible work arrangements for those with a disability.



Access and Inclusion Policy Statement

The Shire of Corrigin is committed to ensuring that the community is accessible for and inclusive of people with a disability, their families and carers.

The Shire of Corrigin interprets an accessible and inclusive community as one in which all Shire functions, facilities and services (both in-house and contracted) are open, available and accessible to people with a disability, providing them with the same opportunities, rights and responsibilities as other people in the community.

The Shire of Corrigin:

- recognises that people with a disability are valued members of the community who make a variety of contributions to local social, economic and cultural 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 a disability, their families and carers should be supported to remain in the community;
- is committed to consulting with people with a disability, their families and carers and disability organisations in addressing barriers to access and inclusion;
- will ensure its agents and contractors work towards the desired outcomes in the DAIP;
- is committed to supporting local community groups and businesses to provide access and inclusion of people with a disability; and
- is committed to achieving the seven desired outcomes of this DAIP.

These are:

1. **Events and Services:** People with a disability have the same opportunities as other people to access the services of, and any events organized by, the Shire of Corrigin.
2. **Buildings and Facilities:** People with a disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Corrigin.
3. **Information:** People with a disability receive information from the Shire of Corrigin in a format that will enable them to access the information as readily as other people are able to access it.
4. **Service Quality:** People with a disability receive the same level and quality of service from the staff of the Shire of Corrigin.
5. **Complaints:** People with a disability have the same opportunities as other people to make complaints to the Shire of Corrigin.
6. **Consultation:** People with a disability have the same opportunities as other people to participate in any public consultation by the Shire of Corrigin.
7. **Employment:** People with a disability have the same opportunities as other people to obtain and maintain employment with the Shire of Corrigin.

Development of the Disability Access and Inclusion Plan

This plan has been developed by Shire staff and will sit with the Community Resource Centre Coordinator who will have responsibility to oversee the development, implementation, review and evaluation of the plan. The final plan is endorsed by Council, and it is the responsibility of all officers to implement the relevant actions.

Community and Stakeholder Engagement

In April 2025, the Shire undertook to review its Disability Access and Inclusion Plan (DAIP), consult with key stakeholders, community members and staff. A draft new DAIP has been developed to further guide improvements to access and inclusion at the Shire.

The process included:

- Examination of the existing Shire of Corrigin DAIP 2020-2025 and annual progress reports to see what has been able to be achieved throughout the five years of the DAIP and what areas still need to be addressed;
- Consultation with key staff members; and
- Consultation with the community.

The following community consultation methods have been used to develop this plan:

- In May 2025 the community was informed through the Shire's social media, the Shire's website, notices and direct contact in person or via email that the Shire was revising the existing DAIP to further address barriers to access and inclusion for people with a disability and their families. The community were invited to an informal community consultation session on 29 May 2025 at the Community Resource Centre.
- The Shire CEO and Project Officer attended the Corrigin Senior Citizens Committee meeting on 28 May 2025 to discuss the development of a new DAIP and sought feedback on how the Shire had gone in the last five years and what suggestions the committee had for the next five years that could improve access and inclusion for their residents and members of the community.
- The Shire had been consulting with the community throughout April/May for the review of the Shire Strategic Plan, this involved some questions contained in the community survey that directly related to services for people with a disability and this information has been included as part of the community consultation phase.
- Individual conversations were had with members of the community to seek their input, including various carers and people with a disability within the community.
- Shire staff and Councillors were also consulted as part of the overall consultation process.

Findings from the Community Consultation

The review of the previous DAIP and community consultation found that whilst the Shire has been able to achieve several improvements to the services and in particular the upgrade of various community facilities there are still some areas that need attention. It was recognised that some of these areas are very dependent on the Shire having the required funding resources to achieve the improvements but are aware of the need and are making improvements when such funding or resources are available.

The overall comments from the community were that the facilities on offer in town to those with a disability are of a high standard and there were no major areas of concern.

Some of the points that came from the community consultation

- The need for further improvement to the dual pathway system throughout the townsite, especially the ramp access on and off the network. This was raised by several members of the community as there is increasing use of Gophers in the community and keeping them on the paths and off the road as much as possible to ensure the safety of other vehicles and pathway users was of high importance.
- Education on the facilities available to people with a disability in the community. Several people were unaware of the number of universal access toilet facilities both private and public within the townsite. When upgrades occur a way of re-educating users of the facilities so they can ensure they are being used. A good example of this was the new ramp at the town hall and whilst this is still very new, users need to be encouraged to ensure patrons are aware of the access.
- One area that had not been addressed and requires further investigation and funding is the access to the town oval from the Corrigin Recreation and Events Centre (CREC). This was an area that had not been addressed in the past five years but something Council is aware of and is working towards a viable solution. Whilst there was discussion on this people also raised the safety of the inside ramp at CREC and the accessing of doors to and from the building from accessible outside areas.
- Gopher access and accessible parking areas in the main street was again raised as an issue but is an area with divided opinion. Most felt that whilst accessible access was important the fact that all the bays in the main street were extra wide and no ramping made them all accessible. This was more of an issue on busy days when accessing any parking can sometimes be an issue. The suggestion of some bays being time-limited was a suggestion.
- Accessible parking at the Post Office was raised as an issue as there is high kerbing along Walton Street. The potential to install ramping or look at options along Jose Street were raised.
- Training of Councillors and staff needs to be a continual process especially when there is changeover.
- Induction processes updated to ensure that the needs of employees with a disability are catered for. If no employment agency is used in the employment process, a process of including a support person in the liaison between shire staff and the employee. This allows for issues to be raised in a safe and timely manner.
- Community consultation was discussed at all forums and the community felt whilst there is good information available in easy to read and accessible formats not

everyone is aware. The suggestion of distributing Shire newsletters to community organisations and shops around town was popular amongst attendees.

- Whilst not a core responsibility of the Shire, the community raised the need for further housing for the aged so they can remain within the community.
- The need for rails to be installed in the older toilet facilities around town that at this stage are unable to be upgraded to universal access, for example the Town hall, Walton Street and O'Shea Place toilets.
- The need for Shire advocacy on maintaining and improving access to medical services for example more access to the Doctor, dentist recruitment, assistance with travel to appointments and overall access to services for the aged was raised by a number of community members at the various forums.
- The need for short training courses at the Community Resource Centre, all agreed those offered are always of a high standard but suggested more that assisted the aged in the community with technology and various life skills.



Responsibility for Implementing the DAIP

Implementation of the DAIP is the responsibility of all areas of the Shire. The *Disability Services Act 1993* requires all public authorities to take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

Communicating the plan to staff, contractors and people with a disability

The community was informed through the local newspaper, the Shire website and social media that copies of the plan were available upon request and in alternative formats if required. A copy of the plan is always available on the Shire website www.corrigin.wa.gov.au. As plans are amended Shire staff, contractors and the community will be informed of the availability of updated plans using the above methods.

Review and Evaluation Mechanisms

The *Disability Services Act 1993* requires that DAIPs be reviewed at least every five years. Whenever the DAIP is amended, a copy of the amended plan must be lodged with the Department of Communities. The implementation plan can be updated more frequently if desired.

Monitoring and Reviewing

The employee with responsibility for the DAIP will analyse progress in implementing the DAIP and provide a report to management and Council on progress and recommended changes to the implementation plan annually.

The Shire's DAIP will have a full review and be submitted to the Department of Communities in 2030 for implementation in 2030/31. The report will outline what has been achieved under the Shire's DAIP 2025-2030.

Evaluation

An evaluation will occur as part of the five-yearly review of the DAIP. The community, staff and elected members will be consulted as per the endorsed consultation strategies, as with any Shire evaluation.

Reporting on the DAIP

The *Disability Services Act 1993* requires the Shire to report on the implementation of its DAIP in the Shire annual report outlining:

- progress towards the desired outcomes of the DAIP;
- progress of its agents and contractors towards meeting the seven desired outcomes; and
- the strategies used to inform agents and contractors of its DAIP, including forming part of the contract documentation, links to the relevant section of Council's website and inclusion in the annual report as well as development of an overarching policy and procedure for agents and contractors.

The Shire is also required to report on the progress in the prescribed format to the Department of Communities in July each year.

Strategies to Improve Access and Inclusion

The Shire of Corrigin is committed to achieving the following outcomes:

Outcome 1: People with a disability have the same opportunities as other people to access the services of and events organised by a public authority.

- Ensure that people with a disability are consulted on their needs for services and the current accessibility of current services.
- Monitor Shire services and access to information and where possible make improvements to ensure equitable access and inclusion.
- Further develop links between the DAIP and other shire plans and strategies.
- Ensure that events, whether organised or funded by the shire are accessible to people with a disability.

Outcome 2: People with a disability have the same opportunities as other people to access public authority buildings and other facilities of a public authority.

- Ensure that all buildings and facilities meet the standards for access and any additional needs.
- Ensure that all new or redevelopment works provide access to people with a disability, where practicable.
- Review the parking facilities within the town centre and at shire facilities to ensure they meet the needs of people with a disability in terms of quantity and location.

Outcome 3: People with a disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

- Council will ensure that the community is aware that the Shire information is available in alternative formats, upon request.
- Improve staff and Councillor awareness and knowledge of best practice in providing accessible information, including the use of concise language that includes inclusive language and how to provide that information to the public in alternative formats.
- Ensure that the Shire's website continues to meet contemporary good practice and ease of use for people with a disability.

Outcome 4: People with a disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.

- Ensure that all elected members, employees and Shire contractors, existing and new are aware of disability and access issues and have the skills to provide appropriate services.

Outcome 5: People with a disability have the same opportunities as other people to make complaints to a public authority.

- Continue to ensure that all grievance mechanisms are accessible for people with a disability and are addressed accordingly.

Outcome 6: People with a disability have the same opportunities as other people to participate in any public consultation by a public authority.

- Council will ensure that people with a disability, their family, support people and disability service providers are actively consulted about the DAIP and other community consultation conducted by the Shire.

Outcome 7: People with a disability have the same opportunities as other people to obtain and maintain employment with the Shire of Corrigin.

- Ensure the Shire management are aware and use inclusive recruitment practices.
- That human resource management policies and practices be improved to attract, recruit and retain people with a disability.

Implementation Plan

The Implementation Plan details the task, timelines and responsibilities for each broad strategy to be implemented in 2025. It is intended that the Implementation Plan will be updated annually to progress the achievements of all strategies over the duration of the five-year plan.



Outcome 1: People with a disability have the same opportunities as other people to access the services of and events organised by the Shire of Corrigin.

Strategy	Task	Timeline	Responsibility
Ensure that people with a disability are consulted on their need for services and the accessibility of current services.	<ul style="list-style-type: none"> Develop a feedback mechanism for all future reviews of services and review consultation guidelines in the Shire Community Engagement Policy. 	Review annually	Chief Executive Officer (CEO)
Monitor Shire services to ensure equitable access and inclusion.	<ul style="list-style-type: none"> Conduct systematic reviews of the accessibility of services. Rectify identified barriers. 	Review annually	Manager of Works & Services and Environmental Health Officer (EHO)
Ensure that events, whether provided or funded, are inclusive and accessible.	<ul style="list-style-type: none"> Ensure all events are planned using the Accessible Events Checklist (available from the Department of Communities) 	Review annually and after events	Community Resource Centre (CRC) Coordinator.

Outcome 2: People with a disability have the same opportunities as other people to access buildings and other facilities of the Shire of Corrigin.			
Strategy	Task	Timeline	Responsibility
Ensure that all buildings and facilities meet the Australian standards for access.	<ul style="list-style-type: none"> Identify access barriers to buildings and facilities. Prioritise and make submissions to Council to commence work on rectifying identified barriers (rails to all public toilets) 	Ongoing	EHO, Manager Works & Services, Building Officer
Ensure that all new or redevelopment works provide access to people with a disability, where practicable.	<ul style="list-style-type: none"> Ensure that the legal requirements for access are met in all plans for new or redeveloped buildings and facilities. Ensure that no development application is signed off without a declaration that it meets the legal requirements for accessibility. 	Ongoing	EHO, Manager Works & Services, Building Officer, Contracted Building Surveyor.
Ensure that ACROD parking meets the needs of people with a disability in terms of quantity and location.	<ul style="list-style-type: none"> Audit existing Shire accessible parking bays and upgrade as necessary. Identify and install additional bays if needed. 	Ongoing	Manager Works & Services
Encourage local businesses, venues and community organisations the requirements for, and benefits that can flow from provision of accessible venues.	<ul style="list-style-type: none"> Provide readily available information on the legal requirements and needs of people with a disability. Promote the benefits of providing access to people with a disability. 	Ongoing	EHO, CEO and CRC Coordinator
Ensure disabled facilities and services are clearly indicated and accessible.	<ul style="list-style-type: none"> Audit existing signage to accessible facilities and services, including toilets and parking and upgrade as necessary. Ongoing upgrade of dual pathways and ramp access leading to accessible services and facilities. 	Ongoing	EHO, Manager Works & Services, Building Officer

Outcome 3: People with a disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

Strategy	Task	Timeline	Responsibility
Ensure that the community is aware that Shire information is available in alternative formats upon request.	<ul style="list-style-type: none"> • Ensure that all public documents carry a notation that the document is available in alternative formats. • Publicise the availability of other formats in the local newsletter and other media. 	Ongoing	CEO, Deputy CEO (DCEO), Executive Support Officer and CRC Coordinator
Improve staff and elected members of awareness of accessible information needs and how to provide information in other formats.	<ul style="list-style-type: none"> • Train staff and elected members in providing accessible information to the community. 	Ongoing	CEO, DCEO
Ensure that the Shire of Corrigin website meets contemporary good practice.	<ul style="list-style-type: none"> • Continually update and improve the Shire website to ensure it provides information regarding the availability of information in alternative formats and instructions on how. • Ensure documents on the website are easily converted to other formats once accessed. 	Ongoing	CRC Coordinator

Outcome 4: People with a disability receive the same level and quality of service from the staff of the Shire of Corrigin as other people receive.			
Strategy	Task	Timeline	Responsibility
Ensure that elected members and Shire employees are aware of access requirements and can provide appropriate services.	<ul style="list-style-type: none"> Provide disability awareness training to both staff and elected members. Seek assistance from the Disability Division with appropriate training to meet the needs of the organisation. 	Ongoing	CEO, Deputy CEO (DCEO)

Outcome 5: People with a disability have the same opportunities as other people to make complaints to the Shire of Corrigin.			
Strategy	Task	Timeline	Responsibility
Ensure that grievance mechanisms are accessible for people with a disability and are acted upon accordingly	<ul style="list-style-type: none"> Review current grievance mechanisms and implement any improvements. Promote accessible complaints mechanisms to the community, such as the web-based forms and smartphone apps. 	Ongoing	CEO, DCEO, Customer Service Officer, CRC Coordinator

Outcome 6: People with a disability have the same opportunities as other people to participate in any public consultation by the Shire of Corrigin.			
Strategy	Task	Timeline	Responsibility
Ensure that people with a disability are actively consulted about the DAIP and any other community consultation being conducted by the Shire.	<ul style="list-style-type: none"> Consult people with a disability in a range of different consultation mediums, for example interviews, surveys, community organisation meetings. 	Ongoing	CEO, Councillors, CRC Coordinator
Ensure that people with a disability are aware of and can access other established consultative processes.	<ul style="list-style-type: none"> Continue to ensure all documents that require community consultation are available in alternative formats on request and published on the Shire website. 	Ongoing	Executive Support Officer and CRC Coordinator

Outcome 7: People with a disability have the same opportunities as other people to obtain and maintain employment with the Shire of Corrigin.			
Strategy	Task	Timeline	Responsibility
Use inclusive recruitment practices.	<ul style="list-style-type: none"> • Make sure job advertisements are available in accessible formats. • Include Equal Employment Opportunity statement in the job advert. • Make sure job interviews are held in an accessible venue. 	Ongoing	CEO, DCEO, Human Resource Manager
Improve methods of attracting, recruiting and retaining people with a disability.	<ul style="list-style-type: none"> • Examine current methods of recruitment. • Assess current percentage of employees with a disability. • Ensure that the needs of all members of staff with a disability whether permanent or short term are catered for, eg return to work program after illness, age, or physical and mental health needs change. • Update Human Resource Management processes, for example induction process to include information for carer/support person. 	Ongoing	CEO, DCEO, Works & Services Manager, Human Resource Manager
Remove barriers to employ people with a disability.	<ul style="list-style-type: none"> • Include disability friendly considerations in all workplaces. • Where feasible undertake projects to remove identified barriers to employing people with a disability. 	Ongoing	CEO and DCEO