

# DRAFT

## Peel Development Commission

### Disability Access and Inclusion Plan (DAIP) 2012 - 2016

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

# Background

## **The Peel Development Commission**

The Peel Development Commission was established by the State Government on 1 January 1993 under the *Regional Development Commissions Act 1993*. The Commission is one of nine regional development commissions each governed by the same legislation. The role of the Commission is to coordinate and facilitate actions that will support the development of the Peel Region.

Under the *Regional Development Commissions Act 1993*, the objects of the Commission are to:

- Maximise job creation and improve career opportunities in the region;
- Develop and broaden the economic base of the region;
- Identify infrastructure services to promote economic and social development within the region;
- Provide information and advice to promote business development within the region;
- Seek to ensure that the general standard of government services and access to those services in the region is comparable to that which applies in the metropolitan area; and
- Generally take steps to encourage, promote, facilitate and monitor the economic development of the region.

## **Functions, facilities and services (both in-house and contracted) provided by the Peel Development Commission**

The Peel Development Commission's role is to:

- Promote the region;
- Facilitate coordination between relevant statutory bodies and State government agencies;
- Cooperate with representatives of industry and commerce, employer and employee organisations, education and training institutions and other sections of the community within the region;
- Identify the opportunities for investment in the region and encourage that investment;
- Identify the infrastructure needs of the region, and encourage the provision of that infrastructure in the region; and
- Cooperate with –
  - departments of the Public Service of the State and the Commonwealth, and other agencies, instrumentalities and statutory bodies of the State and the Commonwealth; and
  - local government authoritiesto promote equitable delivery of services throughout the region.

## Planning for better access

According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2009), four million people in Australia representing 18.5% of the population, identify themselves as having some form of disability.

While the degree and type of disability varies with individual circumstances, people with disability frequently experience barriers to participation in community life.

The rights of people with disability are protected under the:

- Western Australian Disability Services Act 1993 (amended 2004);
- Western Australian Equal Opportunity Act 1984 (amended 1988);
- Commonwealth Disability Discrimination Act (DDA) 1992; and
- United Nations Convention on the Rights of Persons with a Disability (2007).

The Western Australian Disability Services Act (1993) amended 2004 part 5 requires State Government agencies and local governments to develop and implement a Disability Access and Inclusion Plan (DAIP).

The Peel Development Commission DAIP provides a planned and systematic approach to progressively improve access to its facilities and services.

## Access and inclusion policy statement for people with disabilities, their families and carers

The Peel Development Commission is committed to:

- Ensuring that people with disabilities, their families and carers are able to fully access the Commission's services and facilities (both in-house and contracted), providing them with the same opportunities, rights and responsibilities enjoyed by all other people in the community;
- Ensuring that people with disabilities are given the opportunity to participate in shaping the development of their community through the consultative process;
- Consulting with people with disabilities, their families and carers and where required, disability organisations to ensure that barriers to access and inclusion are addressed appropriately;
- Ensuring that its agents and contractors work towards the desired access and inclusion outcomes in the DAIP; and
- Achieving the six desired outcomes of its DAIP.

The six desired outcomes are:

1. People with disabilities have the same opportunities as other people to access the services of, and any events organised by, Peel Development Commission.
2. People with disabilities have the same opportunities as other people to access Peel Development Commission offices.
3. People with disabilities receive information from Peel Development Commission in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disabilities receive the same level and quality of service from the Peel Development Commission staff as other people.
5. People with disabilities have the same opportunities as other people to make complaints to a Peel Development Commission.
6. People with disabilities have the same opportunities as other people to participate in any public consultation by Peel Development Commission.

**NB: A disability is any continuing condition that restricts everyday activities. In all instances the phrase 'disability' should be understood to include intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.**

## Development of the Disability Access and Inclusion Plan

### Community consultation process

In 2008, the Commission undertook a review, consulted with key stakeholders and drafted a new DAIP to guide further improvements to access and inclusion.

The resulting five-year DAIP was evaluated in 2011 and is now replaced by this document.

Three weeks' notice was given to the public to comment on the DAIP 2012-16 via:

- Peel Development Commission website: <http://www.peel.wa.gov.au>
- Facebook
- Advertised in the local media

The draft DAIP was made available upon request in alternative formats such as large print, electronic format (disk or emailed), audio or Braille.

### Responsibility for implementing the DAIP

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

Implementation of the DAIP is the responsibility of all areas of the Commission. Some actions in the Implementation Plan will apply to all areas of the Commission while others will apply only to a specific area. The Implementation Plan sets out who is responsible for each action. The DAIP planning committee will guide the overall implementation of the plan.

### **Communicating the plan to staff and people with disabilities**

In 2012 the Commission sent copies of the draft DAIP to all staff, people with disabilities and disability organisations. The plan was finalised and formally endorsed by the Commission's Executive.

The Commission has advised, through the media that copies of the plan are available to the community upon request and in alternative formats if required, including hard copy in standard and large print, electronic format, audio format on cassette or CD, by email and on the Commission's website.

As plans are amended both staff and the community will be advised of the availability of updated plans on the Peel Development Commission Webpage.

### **Review and evaluation mechanisms**

The DAIP 2012-16 is due for review in 2016.

The DAIP Implementation Plan will be amended on a more regular basis to reflect progress and any access and inclusion issues which may be relevant. Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

## Reporting on the DAIP

Peel Development Commission informs the community about DAIP activities through their Annual Report and provides the Disability Services Commission with a quantitative DAIP progress report once a year.

# Strategies to improve access and inclusion

Given previous continuous improvements to a relatively small organisation's activities Peel Development Commission is now in a maintenance phase with its DAIP.

The six desired outcomes provide a framework for improving access and inclusion for people with disabilities.

**Outcome 1:** People with disabilities have the same opportunities as other people to access the services of, and any events organised by, Peel Development Commission.

Strategy	Timeline
Disability Access Committee meets at least bi-annually or as necessary to guide the DAIP Implementation Plan.	Ongoing
Ensure that people with disabilities are provided with an opportunity to comment on access to services.	Ongoing
Incorporate the objectives of the DAIP into the Peel Development Commission's strategic business planning, budgeting processes and other relevant plans and strategies.	Annually
Ensure that events are organised so that they are accessible to people with disabilities.	Ongoing
Ensure that Commission staff and agents and contractors are aware of the relevant requirements of the Disability Services Act.	Ongoing

**Outcome 2:** People with disabilities have the same opportunities as other people to access Peel Development Commission offices.

Strategy	Timeline
Ensure procedures for enabling access to our staff and materials (including participation in relevant meetings) by people with disabilities are communicated to staff.	Ongoing
Ensure that all future premises leased by the Commission are accessible.	Dec 2013
Monitor that ACROD parking meets the needs of people with disabilities in terms of quantity and location.	June 2013

**Outcome 3:** People with disabilities receive information from Peel Development Commission in a format that will enable them to access the information as readily as other people are able to access it.

Strategy	Timeline
Maintain community awareness that Commission information is available in alternative formats upon request.	Ongoing
Maintain staff awareness of accessible information needs and how to obtain information in other formats.	Ongoing
Ensure that the Commission's website meets contemporary good practice with regard to access.	Ongoing
Provide documentation regarding services, facilities and customer feedback in an appropriate format and using clear and concise language.	Ongoing

**Outcome 4:** People with disabilities receive the same level and quality of service from the Peel Development Commission staff as other people.

Strategy	Timeline
Improve and maintain staff awareness of disability and access issues.	Ongoing
Improve and maintain skills to provide a good service to people with disabilities.	Ongoing
Ensure that Commission staff are aware of the relevant requirements of the <i>Disability Services Act</i> in service provision.	Ongoing

**Outcome 5:** People with disabilities have the same opportunities as other people to make complaints to a Peel Development Commission.

Strategy	Timeline
Review accessibility of current grievance mechanisms for people with disabilities.	Dec 2014
Ensure that outcome satisfaction survey forms are available in formats to meet the needs of people with disabilities.	Jan 2013

**Outcome 6:** People with disabilities have the same opportunities as other people to participate in any public consultation by Peel Development Commission.

Strategy	Timeline
When Peel Development Commission consults with communities, ensure people with disabilities are given equal opportunity to participate	Dec 2012
Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	Annually