



SHIRE OF
Chapman Valley
love the rural life!

Disability Access & Inclusion Plan

2024-2029





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Acknowledgement of Country

The Shire of Chapman Valley would like to respectfully acknowledge the Naaguja peoples who are the traditional owners and first people of the land on which we stand.

We would like to pay our respect to the elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of the Naaguja peoples.

Shire Vision

A thriving and diverse community, embracing our coastline, ranges and rural settings to support growth and prosperity, while enjoying our peaceful and quiet lifestyle.

Mission Statement

Our mission is to maintain and enhance sustainable growth and prosperity in accordance with the Chapman Valley traditional rural and natural values. Our main objectives are:

- To provide efficient and value for money services to the Community,
- To provide services and infrastructure that will enhance the rural lifestyle of residents and ratepayers,
- Support and promote sustainable growth and development,
- Ensure the local environment is conserved and managed in accordance with sound environmental practices.

Background

About the Shire of Chapman Valley

The Shire of Chapman Valley is situated amongst one of the most picturesque areas of the Midwest of Western Australia, offering a unique and diverse country lifestyle only thirty minutes from the centre of Geraldton. Located on the Batavia coast and hinterland, the main localities in the Shire include Nabawa, Nanson, White Peak and Yuna.

The Shire covers an area of 4,007km² and is home to over 1560 residents with the greatest concentration in the south-western section. ¹. In the last ten years, the

population of Chapman Valley has increased by an astounding 32% over the 2011 - 2021 period.

The largest urban centre is 42km from Geraldton at Nabawa with approximately 90 residents and where the Shire administration is located along with community and sporting facilities. Yuna, a further 40km north-east has a population of approximately 20. At Yuna the Shire maintains sporting facilities, library, assists the community swimming pool and has one employee based there. Nanson 7km south of Nabawa now has a population of approximately 45 but was once the location of the Shire's administration. A community centre with satellite office facility is located in the south-western peri-urban area of the Shire.



The Shire's economy is reliant on a range of agricultural pursuits including intensive farming, grain production and wool growing. The southern section of the Shire has become popular for rural lifestyle living and includes the scenic Chapman Valley, which is a popular weekend destination for residents of Geraldton and travellers to the region. A number of small tourist and cottage industry ventures have been established and are proving popular with visitors. Many visitors and campers are drawn to Coronation Beach, which is a world-renowned wind and kite surfing location on the Shire's 17km of coastline. The Shire maintains basic camping facilities at the beach but is currently restricted in the facilities it can provide by the lack of fresh water and power supplies.

What is Access and inclusion?

Access refers to the ability of all people, including people with a disability and their carers, to enjoy our public places, facilities and natural environments. This includes buildings, recreational and leisure facilities, public amenities, footpaths and nature trails.

Access also includes the appropriate receipt of Shire information, the opportunity to participate in community engagement and accessible employment opportunities with the Shire.

Inclusion means actively including and encouraging everyone with all abilities to participate in all aspects of community life.

Our people with disability

Shire of Chapman Valley: People with Disability (2023 ABS Data and Local Sources)

1. Unpaid Assistance to a Person with a Disability, Health Condition, or due to Old Age

- 10.2% of Chapman Valley's population provided unpaid assistance to a person with a disability, health condition, or due to old age.
- This is slightly below the WA State average (10.7%) and below the national average (11.9%).

2. People Needing Help in Day-to-Day Lives due to Disability

- The precise number of people in Chapman Valley needing help in their daily lives due to disability is not separately reported from 2021 Census or derived 2023 ABS data. Local government documents note that ABS figures are inconclusive at the very local level but acknowledge a small estimate of residents living with disability. Local strategies are in place to address access and participation.

3. Residents Reporting One or More Health Conditions (Including Mental Health)

- 44.8% of Chapman Valley's population reported at least one long-term health condition (arithmetic sum, may be non-unique individuals):

Examples of conditions reported:

- Arthritis: 7.8%
- Asthma: 6.7%
- Diabetes: 4.2%

- Heart disease: 3.1%
- Mental health condition (including depression or anxiety): 6.1%

For comparison, the State average for reporting a mental health condition is 8.3%, and the National average is 8.8%.

4. National Disability Insurance Scheme (NDIS) Recipients

- The number of Chapman Valley residents receiving NDIS support in 2023/24 is not publicly reported at the LGA level. Local and State documents do not specify a figure.

¹ Australian Bureau of Statistics, Estimated Resident Population, June 2023

² Australian Bureau of Statistics, Census Data, August 2021

³ Australian Bureau of Statistics, Census Data, August 2021

⁴ NDIS Data Research, June 2024

What is the purpose of this plan?

The purpose of the Shire of Chapman Valley's DAIP is to identify strategies and implement actions across the organisation that will improve access and inclusion throughout the district. The DAIP is for all people who live in, work in or visit the Shire.

Access and Inclusion Advisory Group

The Shire has a Disability Advisory Group (DAG) that comprises Shire staff, community members with a disability and disability service providers, forming a core group of 6 people. The DAG meets regularly to identify ways to improve access and inclusion elements into community events, Shire development projects and works on Shire owned buildings and facilities.

Members on the DAG are volunteers and meetings are open to members of the public.

Disability Access and Inclusion Plan - Framework

The DAIP is a legislative requirement set out in the Disability Services Act 1993 (amended 2004 – WA), while also being informed by the:

- Equal Opportunity Act 1984 (WA)
- Disability Discrimination Act 1992 (Commonwealth); and
- Disability (Access to Premises Buildings) Standards 2010 (under the Disability Discrimination Act).

The Disability Services Act requires the Shire to:

- Lodge a plan that covers a period of maximum five years with the Department of Communities;
- Include actions that address seven outcome areas listed under the Act;
- Consult with internal and external stakeholders when reviewing the objectives and actions within the plan; and
- Report annually to the Department of Communities on the progress of the plan. The DAIP is also supported by the State Government's 'State Disability Strategy 2020-2030, a vision to protect, uphold and advance the rights of people with a disability in Western Australia.

Annual DAIP reporting includes alignment of the Shire's DAIP strategies with the State Disability Strategy outcomes.

Progress Since 2017

The Shire of Chapman Valley is committed to facilitating the inclusion of people with disability through the improvement of access to its facilities and services. Towards this goal the Shire adopted its first Disability Service Plan in 1996 and then reviewed the Plan to address the barriers within the community for people with disability. The Disability Services Plan addressed both its statutory requirements under the WA Disability Services Act 1993 and its obligations under the Commonwealth Disability Discrimination Act 1992 and has undertaken the following reviews:

Year	Review Type
2017	Full Review with Community, Councillor & Senior Staff Consultation
2018	Full Review with Community, Councillor & Senior Staff Consultation
2019	Internal Desktop Review with Councillor & Senior Consultation
2020	Full Review with Community, Councillor & Senior Staff Consultation
2021	Internal Desktop Review with Councillor & Senior Consultation
2022	Internal Desktop Review with Councillor & Senior Consultation
2023	Internal Desktop Review with Councillor & Senior Consultation
2024	Full Review with Community, Councillor & Senior Staff Consultation

Since the adoption of the 2017 Disability Access and inclusion Plan, the Shire has implemented a number of initiatives and made significant progress towards improving access and inclusion for all community members. Some highlights include:

Improvement of existing functions, facilities and services to meet the needs of people with disability:

- Talking books positioned in a clearly designated and easily accessible section of the library.
- Building surveyors and planners have assisted in increasing disability access awareness of developers, and the introduction of disabled access to all newly constructed or altered public buildings, including playground and recreational areas.
- Satellite Office at the Bill Hemsley Park Community Centre with disabled access (including MLAK access) to reach out to the community, rather than to expect people to travel to Nabawa for services (e.g. building, planning applications).
- Major renovations to the Nabawa Shire Officers and Chambers to accommodate people with disabilities (e.g. widened access doors and passageways, front counter access and new disabled ablution facilities)

Improved access to community buildings and facilities:

- Unisex disabled accessible toilet block was centrally constructed in the Chapman Valley Community Centre and the Yuna Townsite.
- Footpath installed from the school to residential areas of Nabawa.
- Footpath installed from the school to the Shire Office in Nabawa.
- Access ramp installed at Yuna Library.
- ACROD car parking installed at Yuna Community Centre, Shire Administration office and Bill Hemsley Park Community Centre.
- New Shire Depot Office equipped with disability access and Unisex disabled accessible toilet facilities.
- New Nabawa Refuse site office equipped with disability access and Unisex disabled accessible toilet facilities.
- Designs of new Nabawa Recreation Centre Upgrades to include disability access and Unisex disabled accessible toilet facilities.

Opportunities provided for people with disability to participate in public consultations, grievance mechanisms and decision making processes are provided:

- Council services, functions and facilities are available on request in large print, and computer disc alternative formats.
- Council ensured that voting for municipal elections takes place in accessible buildings and that alternative voting arrangement is available where required.
- Improvements to the Shire website to include accessibility control modules.

How Did We Develop This Plan

The Shire's Executive and Community Services staff oversee the preparation, review and evaluation of the DAIP, including distributing the Plan throughout the organisation and integrating it into plans and budgets of relevant business groups.



Community Consultation Process

The Shire of Chapman Valley is currently seeking community feedback on how well the Shire is addressing access and inclusion and what improvements still need to be made. The Shire is specifically seeking feedback from people with lived experience in relation to disability and inclusion including people who volunteer and work in disability services. The Shire of Chapman Valley will also advertise the Draft Disability Access and Inclusion Plan (DAIP) for public comment/submissions to draft a new Disability Access and Inclusion Plan to guide further improvements for access and inclusion.

The process included:


- Examination of the initial Disability Services Plan and review to see what has been achieved and what still needs work
- Examination of other Council documents and strategies
- Investigation of current good practice in access and inclusion
- Consultation with key staff; and
- Consultation with the community

The opportunity to engage with a review of the DAIP was promoted through the Shire's online channels (Shire Website & Social Media), an advertisement placed in the Geraldton Guardian and posters displayed throughout the Shire's townsites. Invitations were also distributed to all carers and NDIS recipients throughout the Shire. Feedback will be sought through an online survey and hard-copy survey and a series of in-person focus groups.

Access and Inclusion Policy Statement

The Shire of Chapman Valley is committed to ensuring that the community is an accessible community for people with disability, their families and carers, via the following;

- The Shire of Chapman Valley believes that people with disability, their families and carers who live in country areas should be supported to remain in the community of their choice.
- The Shire of Chapman Valley is committed to consulting with people with disability, their families and carers and, where required, disability organisations to ensure that barriers to access are addressed appropriately.
- The Shire of Chapman Valley is committed to ensuring that its agents and contractors work towards the desired outcomes in the Disability Access and Inclusion Plan.




The Shire of Chapman Valley believes that people with disability, their families and carers who live in country areas, should be supported to remain in the community of their choice; recognising that people with disability are valued members of the community and contribute socially, economically, and culturally, making for a more diverse and richer community. The Shire is committed to consulting with people with disability, their families and carers and, where required, disability organisations, to ensure that barriers to access are addressed appropriately.

The Shire is also committed to achieving the seven standards of its disability access and inclusion plan which are as follows;

1. Provide a means of ensuring that people with disability have the same opportunities as others to access the services of, and any event organised by the Shire of Chapman Valley.
2. Provide a means of ensuring that people with disability have the same opportunities as others to access buildings and other facilities of the Shire of Chapman Valley.
3. Provide a means of ensuring that people with disability receive information from the Shire in a format that will enable them to access information as readily as others are able to.
4. Provide a means of ensuring that people with disability receive the same level and quality of service from the staff of the Shire of Chapman Valley
5. Provide a means of ensuring that people with disability have the same opportunities as others to give feedback to the Shire of Chapman Valley.
6. Provide a means of ensuring that people with disability have the same opportunities as others to participate in any public consultation with the Shire of Chapman Valley.
7. Provide a means of ensuring that people with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Chapman Valley.

Findings of the Consultation

The review and consultation found that most of the initial objectives in the DAIP had been achieved and that a new plan was required to address ongoing access barriers, ensuring currency and relevance. The new plan should also reflect the legislative and regulatory changes, accommodating contemporary values and practices, whilst striving for inclusion and access beyond the minimum compliance of standards.



Many of the areas identified in the consultation process are ongoing and are constantly reviewed and updated. Existing Shire buildings are for all practical purposes compliant for access and inclusion and the review role is becoming one of “care and maintenance” as construction resources are finite. The review process specifically identified the need for;

1. Broaden the scope of inclusion to ensure seniors, Aboriginal people, culturally diverse groups, young people, those who are socially isolated or from low socio-economic backgrounds, and gender-diverse individuals are considered. Careful planning is required to prevent unintentional barriers to access.
2. Provide ongoing training and awareness for Councillors and staff on disability-related issues.
3. Keep the Communications Plan regularly updated, with a strong focus on identifying and addressing access barriers so adjustments can be made when necessary.
4. Clearly outline the various methods for submitting feedback and suggestions to local government, including how these are received and acted upon.
5. Maximise accessibility in public consultation by seeking expert advice on engagement processes, ensuring improvements through the use of new technologies and innovative consultation methods.

Strategies To Improve Access and Inclusion

Strategies have been developed in response to community feedback, to deliver tangible and meaningful action across seven outcome areas:

1. Services and Events;
2. Buildings and Facilities;
3. Accessible Information;
4. Service;
5. Complaints;
6. Consultation; and
7. Employment.

These strategies will guide the actions the Shire of Chapman Valley will undertake throughout the duration of the DAIP. Reference is made to the State Disability Strategy outcomes to ensure a cohesive State and Local Government approach, and streamlined annual reporting.

Outcome 1 – Services and Events

People with disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Chapman Valley.

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Accessible and Inclusive events	1. Ensure disability access needs are considered in Shire event planning by adopting and implementing an Accessible and Inclusive Events Guide	Community Services Environmental Health Services	8
	2. Advice on disability access requirements is provided on Event Applications and Checklists to organisers of non-Shire events, including a link to an Accessible and Inclusive Events Guide	Community Services Environmental Health Services	8
	3. Facilitate targeted programs which encourage participation of people with disability, including Seniors Week, International Day of People with Disability or Youth Week programs and broaden the scope of inclusion to ensure seniors, Aboriginal people, culturally diverse groups, young people, those who are socially isolated or from low socio-economic backgrounds, and gender-diverse individuals are considered.	Community Services	8
	4. Where possible, provide carers with complimentary entry to events	Corporate Services Community Services	8

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Accessible Shire services: All Shire facilities	5. Staff to be trained in access and inclusion principles	Corporate Services	7
Accessible Shire services: Library	6. Develop and promote the Large Print, Audio and Audio-Visual collections	Library Coordinator Communications Officer	8
	7. Develop and promote online Library services	Library Coordinator Communications Officer	8

Outcome 2 – Buildings and Facilities

People with disability have the same opportunities as other people to access the buildings and other facilities in the Shire of Chapman Valley

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Buildings and facilities are universally accessible	8. Accessibility features are considered in the Shire's new and redevelopment works	Development Services Infrastructure and Assets	5
	9. Encourage existing owners and developers of non-Shire buildings to consider access and inclusion through application processes and approvals	Development Services	5
	10. Incorporate access requirements into the Shire's building inspection forms	Infrastructure and Assets Safety Officer	5
	11. Capital projects of significance for people with disability are reviewed by the Disability Advisory Group (and disability stakeholder groups where relevant)	Community Services	5
	12. Review the retro-fitting of automatic doors on existing, strategic Shire facilities	Infrastructure and Assets	5

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Roadways and footpaths are universally accessible	13. Ensure footpath capital improvements and maintenance are universally accessible	Infrastructure and Assets	5
Parking bays are well planned and accessible	14. Planning for new disability parking bays to include: <ul style="list-style-type: none"> a. Gradient of the land; b. Vehicle approach to the disability parking bay; c. Consideration for parallel bays to accommodate rear loading vehicles; d. Consideration for drive-through bays; and e. Avoiding the use of bollards if possible. 	Development Services Infrastructure and Assets	5, 6
	15. Inspect disability parking bays at least quarterly to ensure parking compliance	Regulatory Services	5, 6
Parks and passive recreation areas are universally accessible	16. Ensure that parks/reserves and playgrounds are accessible.	Development Services Community Services	5, 6
	17. Where possible, include power connections in seating areas suitable for charging electric wheelchairs, golfers etc.	Development Services Infrastructure and Assets	5
	18. Plan for accessible seating in parks and along walk trails	Development Services Infrastructure and Assets Community Services	5

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Capital works support access	19. Ensure that the Shire's capital projects plan for access at all stages of development, up to handover, including projects that are being managed by contractors	Infrastructure and Assets	5

Outcome 3 – Accessible Information

People with disability receive information from the Shire in a format that enables them to access the information as readily as other people.

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Shire information is accessible to people of all abilities	20. Improve staff awareness of accessible information needs and how to obtain information in other formats. This Strategy is directly linked to the Shire's Community Communication Management Procedure.	Corporate Services	15
	21. Improve community awareness that Council information can be made available in alternative formats upon request, such as large print, and audio. This Strategy is directly linked to the Shire's Community Communication Management Procedure.	Corporate Services	15
	22. Ensure that the Shires website meets contemporary and universal design practices.	Community Services	15
	23. Review alternate methods of distributing information targeted to specific Shire demographics	Corporate and Community Services	15

Outcome 4 – Service

People with disability receive the same level and quality of service from staff as other people receive.

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Shire customers are valued, welcomed and supported	24. Improve staff awareness of disability and access issues and improve skills to provide good service to people with disability.	Corporate Services	7
	25. Improve the awareness of new staff and new Councillors about disability and access issues.	Corporate Services	7
	26. When required, Council will seek expert advice from the disability field on how to meet the access needs of people with disability	Community Services and Corporate Services	7

Outcome 5 – Complaints

People with disability have the same opportunities as other people to make complaints to the Shire

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
Ensure that grievance processes are accessible for people with disability	27. Review current complaints forms and satisfaction survey forms to ensure they are accessible to people of all abilities	Corporate Services	13
	28. Deliver a complaints training session for staff that engage with the public, to ensure staff are aware of how to constructively receive and respond to complaints using access and inclusion principles	Corporate and Community Services	13

Outcome 6 – Consultation

People with disability have the same opportunities as other people to participate in any public consultation conducted by the Shire of Chapman Valley

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
People with disability have the same opportunity to be represented and share their opinions and feedback with the Shire	29. Promote consultation opportunities broadly and accept information in a variety of methods, utilising new technologies to provide this.	Community Services	13
	30. Ensure public engagements are held at venues with suitable disability access	Community Services	13
	31. Commit to ongoing monitoring of the DAIP to ensure implementation and satisfactory outcomes.	Community Services	13
	32. Promote the role of the Disability Advisory Group and Reference Group (if relevant) and encourage involvement	Community Services Communications Officer	13

Outcome 7 – Employment

People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Chapman Valley

Strategy	Action	Responsibility	Alignment with State Disability Strategy Outcome
To provide opportunities for people with disability to obtain employment with the Shire	33. Incorporate a statement on job advertisements encouraging people of all backgrounds and abilities to apply	Corporate Services	2
	34. Ensure that advertising for positions and prospective information is available in large print formats and easy to read versions	Corporate Services	2
	35. Review selection criteria and job descriptions to ensure they do not disadvantage people with a disability and adjust information where required	Corporate Services	2

Monitoring and Review

This Plan and our progress is monitored by the Shire's Disability Advisory Group on a six-monthly basis. Progress on the DAIP is made available to the community through the Shire's Annual Report and during other communication throughout the year. The Shire also reports on our DAIP progress to the Department of Communities on an annual basis.



If you would like a copy of the Shire's Disability Access and Inclusion Plan, please contact the Community Services Team by calling 08 9920 5011 or emailing cso@chapmanvalley.wa.gov.au.

Alternative Formats:

The information in this document is available in alternative formats, including large print or easy to read formats, or electronically by email. Please contact the Shire's Community Services Team by telephone on 08 9920 5011 or emailing cso@chapmanvalley.wa.gov.au.