



**Shire of Cue**

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# **DISABILITY ACCESS AND INCLUSION PLAN**

## **Statement and Standards**

**Jan 2022 – Dec 2027**

This Disability Access and Inclusion Plan is available in alternative formats upon request and includes in electronic format by email, in hard copy in both large and standard print, in audio on cassette or compact disc and on the website at [www.cue.wa.gov.au](http://www.cue.wa.gov.au).

## Introduction

Cue is approximately 660kms north east of Perth on the Great Northern Highway. It is a small town with a strong sense of history and community and according to 2016 census figures is home to around 272 people. Of note is the very high proportion of residents nearing retirement age, with 55-64 year old making up a quarter of the population.

Prior to European settlement Indigenous societies lived in the Murchison Basin. Today descendants of the Wajarri, Badimia, Wutha and Tjupan people still live in Cue and comprise 26% of the Shire's resident population. The Shire of Cue is one of the six major population centres within the Murchison.

Known as the Queen of the Murchison, Cue was once the centre of the Murchison Goldfields that boasted a population of around 10,000. Cue continues to support both gold and iron ore mining as well as pastoral and tourism industries, including through a mine camp in the town of Cue, which hosts about 100 employees.

## Access and Inclusion Policy Statement

The Western Australia Disability Services Act 1993 requires all Local Governments to develop and implement a Disability Access and Inclusion Plan (DAIP). This document is intended to meet the requirement to develop and implement a set of standards to ensure that people with disability have equal access to its facilities and services.

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

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

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

## Planning for Better Access

The Shire of Cue:

- recognises that people with 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 of 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;
- 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 standards of its DAIP (refer to the DAIP standards section below).

## Development, Implementation and Evaluation

### Responsibility for the Planning Process

The Chief Executive Officer has 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 Consultation

The Shire undertook a review of its plan in consultation with key stakeholders in order to determine further improvements to access and inclusion.

The process included:

- examination of the initial DAIP and subsequent progress reports to see what has been achieved and what still needs work
- consultation with key staff and the community

Public notice through the November 2021 issue of the Dryblower was given offering stakeholders the opportunity to provide advice or to comment on the existing plan and on any other issues related to the DAIP. No submissions were received prior to adoption of the plan but feedback, advice and comments are welcome at any time.

### Implementation

The current DAIP will be adopted by Council and then publicly communicated through the Shire's Dryblower and website. Capital works required to align an asset with the DAIP will be performed during renovations or refurbishment.

The Shire is required to report the progress and results to the Department of Communities if any actions arise throughout the year related to the outcomes below.

## DAIP Standards

The following standards have been designed to meet the legislative requirements, to meet the expectations of the community and to communicate the plan with all stakeholders.

### Standard 1

The Shire will ensure:

- People with disability are provided with an opportunity to comment on access to services
- The objectives of the DAIP are incorporated into the Shire's strategic business planning, budgeting processes and other relevant plans and strategies
- Events are organised which are accessible to people with disability

### Standard 2

The Shire will ensure:

- People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire
- All future premises leased by the Shire are accessible
- All premises and other infrastructure related to transport facilities are accessible

### **Standard 3**

The Shire will ensure:

- People with disability receive information from the Shire of Cue in a format that will enable them to access the information as readily as other people are able to access it
- It raises awareness that information is available in alternative formats upon request
- It provides training to staff regarding accessible information needs and how to obtain information in other formats

### **Standard 4**

The Shire will ensure:

- People with disability receive the same level and quality of service from the staff of the Shire as other people would
- It provides training to staff regarding disability and access issues and improve skills to provide a good service to people with disability

### **Standard 5**

The Shire will ensure:

- People with disability have the same opportunities as other people to make complaints to the Shire of Cue
- It provides training to staff so they can facilitate the receipt of complaints from people with disability

### **Standard 6**

The Shire will ensure:

- People with disability have the same opportunities as other people to participate in public consultation by the Shire of Cue
- It will continually monitor the DAIP to ensure implementation and satisfactory outcomes are achieved

### **Standard 7**

The Shire will ensure:

- People with disability have the same opportunities as other people to obtain and maintain employment with the Shire
- It will use inclusive recruitment practices when advertising new positions

## **Key Achievements**

Some of the key achievements the Shire has accomplished since the last review is as follows:

- Moved the library to the Old Post Office which has appropriate access and toilets for people with disability
- The library shelves are designed to improve access to books
- The historical photo collection in the administration office which is a heritage building. We now have temporary ramps to access the building, a concrete path to the back of the office for access, and a chair lift to get upstairs
- Once completed the Railway Building will be our youth and community centre. One toilet will have a ramp and pathways will surround it. There will also be a ramp

from the road up the small hill to the building. Inside the building we cut a small section from the end of the ticket counter to allow enough room to access to the kitchen

- The Shire has a diverse range of employees including people from differing age groups, race, and gender. The Shire also believes in neurodiversity and has employed people with neurodevelopmental conditions