

Disability Access and Inclusion Plan

2025 - 2029



Alternative Formats

Alternative formats of the City of Busselton Disability Access and Inclusion Plan 2025 – 2029 are available upon request.

Contact the City of Busselton in any of the following ways:

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If you are deaf, or have a hearing or speech impairment, contact us via the National Relay Service (NRS). To use the NRS, you can register here: https://nrschat.nrscall.gov.au/nrs/registration

If you require an interpreter, contact us via the Translating and Interpreting Services (TIS National) on 13 14 50







environment, lifestyle, and opportunity thrive.

Acknowledgement of Country

The Wadandi Bibulmun people are the Traditional Custodians of this country and have lived and breathed off this ancient land for over 40,000 years. The Aboriginal name for Busselton is Undalup after the warrior and leader Undal.

The Wadandi people (Saltwater People) are closely linked to the ocean. They have been hunting and gathering bush foods between the coastal strip, waterways, and forests for thousands of years. It is an important part of their culture as stewards of country, and they have strong spiritual bonds with it.

The City of Busselton acknowledges the Wadandi Bibulmun people as the Traditional Custodians of the land on which we live, play and work. We pay our respects to Elders, past, present, and emerging.





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Mayor's Message I am proud to present the City's Disability Access and Inclusion Plan for 2025-2029. This plan reflects the City's continued commitment to creating a community that is connected, inclusive, accessible and welcoming for all. The plan outlines a strategic direction and comprehensive framework designed to improve access and inclusion across the City's services, events, buildings and facilities, information, quality of service, public consultation, feedback and complaints. We have listened to the voices of our community, engaged with local advocates and learned from the experiences of individuals living with disabilities. Their insights have been invaluable in shaping a plan that reflects and promotes accessibility across our City. This plan will allow us to recognise and act on how we can strengthen and build a City where everyone feels respected, empowered and can thrive. Phill Cronin Mayor, City of Busselton



City of Busselton

A SNAPSHOT

The City of Busselton sits on Wadandi Boodja, part of Noongar country in the South West region of Western Australia, with population of 44,000 and a total land area of approximately 1,454 square kilometres.

The City is a fast-growing municipality as it is a central service centre for neighbouring shires of Augusta Margaret River, Capel and Nannup. The coastal and rural environment of unique pristine natural beauty is home to 43 suburbs and five town centres.



Australian Bureau of Statistics, 2023



BACKGROUND

Disability in Australia

5.5 million²

(21.4%) Australians with disability

7.9%

Australians with a profound or severe disability

3.0 million

(11.9%) Australians who are carers

23%

Almost one quarter of all people with disability reported a mental or behavioural disorder as their main condition

52.3%

More than half of all older Australians have a disability

Disability in Western Australia

411,500

In Western Australia one in five people have a disability

68,000

Western Australians are the primary carer for a friend or family member with a disability

122,348°

(4.6%) Western Australians who have need for assistance with core activities

2 | Australian Bureau of Statistics, 2023 3 | Australian Institute of Health & Welfare 4 | A West Australia For Everyone – State Disability Strategy 2020-2030 5 | Id Community Demographic Resources 2021

Disability in the City of Busselton

43,969

Estimated resident population

Busselton	WA	Australia
8,189 ⁷ (21.2%) People with disability	411,500 (16.4%) People with disability	5.5 million (21.4%) People with disability

2,072 (5.1%)

People who have need for assistance with core activities

5,123 (13.3%)

People who are carers

1) Autism 2) Intellectual Disability 3) Development Delay

Top 3 primary disabilities of active NDIS participants

National Disability Insurance Scheme (NDIS)

The NDIS provides funding to eligible people with disability to gain more time with family and friends, greater independence, access to new skills, jobs, or volunteering in their community, and an improved quality of life. The NDIS also connects anyone with disability to services in their community.

Between April 2024 and June 2024 956 people in the City of Busselton were NDIS participants.

6 | Australian Bureau of Statistics 2023 7 | Australian Bureau of Statistics 2018 8 | Australian Institute of Health & Welfare 9 | NDIS – Data Research

What is access and inclusion?

Access

means that regardless of ability a person can approach, enter, pass to or from and make use of an area and its facilities without assistance.

Inclusion

means that regardless of ability a person has the opportunity to be involved and play an active role within their community.



What is the purpose of the Disability Access and Inclusion Plan?

The DAIP assists the City of Busselton to plan and implement improvements to access and inclusion across seven outcome areas. These outcome areas provide a framework for translating the principles and objectives of the Disability Services Act into tangible and achievable results.

The Western Australian **Disability Services Act 1993** (amended in 2004) requires public authorities to develop and implement a Disability Access and Inclusion Plan (DAIP) that will further both the principles and the objectives of the Act.

1. Services and Events

People with disability have the same opportunities as other people to access the services of, and any event held by a public authority.

2. Buildings and Facilities

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

3. Information and Communication

People with 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.

4. Quality of Service

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

5. Complaints

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

6. Participate in Public Consultation

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

7. Employment

People with disability have the same opportunities as other people to obtain and maintain employment at a public authority.

Alignment with key priorities

The City's DAIP is strongly linked to the objectives of the new City of Busselton Council Plan 2024 – 2034 to ensure it aligns with the City's strategic direction.

The below table demonstrates how the DAIP is linked to the objectives in the City's Council Plan 2024 - 2034.

The City's Community Development Plan 2022 – 2027 also has actions relevant to disability access and inclusion which can be found here community-development-plan-2022-2027 (busselton.wa.gov.au).

Plan	Outcome	Objective	DAIP Alignment
Council Plan 2024 - 2034	Lifestyle	Plan and deliver sport and recreation facilities to support healthy and active lifestyles. Recognise, respect, and support arts, heritage, and cultural diversity. Facilitate access to inclusive services, places, and spaces. Work with partners to facilitate community safety.	Services and Events – People with disabilities have the same opportunities as others to access City services and events. Quality of Service – People with disabilities receive the same quality of service as others. Participate in Public Consultation – People with disabilities have equal opportunities to engage in public consultation. Employment – People with disabilities have equal opportunities for employment with the City. Complaints – People with disabilities have equal opportunities to make complaints to the City.
	Place	Promote planning and development that supports responsible growth and connected neighbourhoods. Provide well maintained open spaces, parks, and playgrounds.	Buildings and Facilities – People with disabilities have equal opportunities to access City buildings and facilities.
	Leadership	Provide effective marketing, communications, and community stakeholder engagement.	Information and Communication - People with disabilities receive information from the City in accessible formats.

Key achievements from the Disability Access and Inclusion Plan 2018 – 2022

The City's achievements under the previous DAIP 2018-2022 were far reaching. A snapshot of these achievements include the following:

- The City streamlined its **complaints process** by removing multiple avenues to lodge a complaint, which was causing confusion for residents. QR codes were added to business cards enabling the user to scan the code and be taken directly to the complaints form.
- A review of the City's website was conducted with significant accessibility improvements made, particularly to the City of Busselton Libraries website.
- Staff at Geographe Leisure Centre completed the Puggles Swim course, a nationally endorsed learn to swim program that supports the communication needs of children who are deaf or hard of hearing. As a result, Geographe Leisure Centre is now an accredited Puggles Swim School and is the only Puggles Provider in Western Australia.
- The City was one of 10 local government authorities selected to participate in the Building Inclusive Communities of WA Project in 2022, with the aim of building more inclusive communities. One component of this project was the delivery of social inclusion and disability awareness training by Inclusion Solutions to staff members in a customer-facing role.
- The City funded Enable WA to purchase two **wheelchairs** for inclusion in their accessible events trailer. The trailer is available to community groups and organisations to improve accessibility of community events in the region.
- The City implemented an improved community consultation process to inform the draft DAIP 2025 – 2029, including targeted workshops to community groups with lived experience of disability.
- As part of a new playground build, the City installed **accessible play equipment** at lbis Gardens. Residents voted for their preferred play equipment piece and as a result, an accessible digger was installed.
- Commitment to a **12-month traineeship** role for a person living with disability.

How did we develop the Disability Access and Inclusion Plan 2025 – 2029?

COMMUNITY CONSULTATION

A comprehensive community consultation and engagement strategy was developed to ensure that everyone in the community had the opportunity to participate in the consultation process.

Consultation Process



2) Development of Plan – August to December 2023

- Development of the draft DAIP 2023 2027
- Briefing to Council

3) Community Engagement – January to February 2024

- 10 surveys completed
- 1 pop-up stall (23 attendees)

4) Preparation – March to December 2024

- Finalise DAIP 2025 2029
- Presentation to DAIP Reference Group

5) Endorsement – January to March 2025

- Council endorsement of DAIP 2025 2029
- Implementation of DAIP 2025 2029

Consultation was promoted via:

- The City's community engagement online web tool, YourSay
- City social media platforms
- The City's 'City Connect' section of the local newspaper
- The City's website
- Targeted emails to local service providers and members of the community
- The City's intranet
- City networking groups

What we heard



SURVEY RESPONDERS

56 %	of respondents rated the City as 'somewhat accessible and inclusive'
20%	1 in 5 respondents are people living with disability
75 %	of respondents identify as female
25%	of respondents identify as male
12%	of respondents identify as primary carers of people with disability

EXAMPLES OF THE COMMUNITY'S FEEDBACK

"We were delighted to use the recently finished disabled accessible path at Meelup. It is fantastic!"

"Access is so much more than ramps and pathways. Lighting, communication boards, sensory levels, education, event access, beach access are all areas that could be improved."

"The City has made good progress in its access and inclusion for people living with disability. The foreshore is great! The leisure centre is great! The people are great!"

"I want to walk to the beach with my grandkids and watch them play. There is no proper access to the beach for me or a proper seat with table so I can have a picnic with them."

"Build relationships with service providers and people with disability to provide employment opportunities."

"Feature people of all abilities in promotional flyers and local news celebrations."

Outcome 1:

Services and Events

People with disability have the same opportunities as other people to access the services of, and any event held by a public authority.

- Greater opportunities for extra-curricular activities that cater for people of all abilities
- Quiet spaces/times at events and City facilities such as the leisure centres and libraries
- Support and lead activities for people with disability
- Lack of consultation from people with disability for timing and placement of events

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
1.1 Continue to identify opportunities and improvements for accessible and inclusive services provided by City of Busselton.	 Participate in the pilot program for Sport4All to improve inclusion of people with disability in sporting activities. Include access and inclusion considerations as part of the Community Assistance Program application and acquittal process. Continue to improve the quantity and quality of accessible literature such as audio books, easy read and large font. Continue the provision of library outreach services. Advocate for improved transport for people with disability. Create a quiet space at Naturaliste Community Centre. 	Outcome 8: People with disability are involved in a range of recreational, social, arts and cultural opportunities.	Complete Ongoing Ongoing Ongoing 2025 Complete
1.2 Plan, promote and support activities that encourage disability inclusion within the City of Busselton.	 Partner with local service providers and organisations to host the annual Play in the Bay event celebrating International Day of People with Disability. Continue to support the participation of people with disability and access needs in fitness, aquatic and gym programs. 	Outcome 8: People with disability are involved in a range of recreational, social, arts and cultural opportunities.	Complete
1.3 Improve access and inclusion at City-led and City-sponsored events.	 Develop and promote an Inclusive Events checklist for all City-led and City- contracted events. Consult with people with disability for major local events. Include access and inclusion considerations as part of the Events Sponsorship Program application and acquittal process. 	Outcome 8: People with disability are involved in a range of recreational, social, arts and cultural opportunities.	Complete Ongoing 2025
1.4 Improve the City's emergency planning for people with a disability.	 Host a Disability Inclusive Emergency Planning (DIEP) Forum. Liasing with key partners to secure involvement including people with lived experience and carers. Venue to host Forum. 	Outcome 5: Communities infrastructure is accessible to all.	2025

Outcome 2:

Buildings and Facilities

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

- Beach access and improvements
- Accessible infrastructure in public spaces such as Changing Places toilets
- Accessible facilities in venues and parks like wheelchair accessible public seating
- Parking and pedestrian safety

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
2.1 Continue to provide and maintain safe and accessible pathways and parking.	 Identify high traffic areas for the installation of cross walks to ensure safe access to local businesses, amenities, and facilities. 	Outcome 5: Communities infrastructure is accessible to all.	2025
2.2 Improve access to beaches throughout the region.	 Determine prioritisation of accessibility upgrades at suitable beach locations. Review and improve access and availability of beach wheelchairs. Investigate accessible beach matting options from carpark directly into the water. 	Outcome 5: Communities infrastructure is accessible to all.	2025 2025 2026
2.3 Review and improve the availability of accessible and inclusive play spaces.	 Installation of accessible outdoor furniture with all new outdoor space upgrades. Progress upgrades to Lou Weston playground to cater for children with sensory needs. 	Outcome 5: Communities infrastructure is accessible to all.	2025 Complete
2.4 Actively consider access and inclusion with new or upgraded public amenities.	 Complete the construction of a certified Changing Places facility at the Busselton foreshore. All City contractors to work in accordance with the Disability Access and Inclusion Plan. Incorporate access and inclusion in the planning of upgrades to the Geographe Leisure Centre. Incorporate access and inclusion in the planning of new Recreation Centre. Encourage developers of non-City buildings to consider access and inclusion through processes and approvals. 	Outcome 5: Communities infrastructure is accessible to all.	2025 Ongoing 2025 2025/2026 2025
2.5 Local Busselton business Disability Accessibility Audits.	 Complete Audits to identify barriers that prevent people with disabilities from accessing local business buildings and facilities. Partner with local business and/or Chamber of Commerce to improve accessibility. 	Outcome 5: Communities infrastructure is accessible to all.	2025/2026
2.6 Implement initiatives to improve disability access and inclusion in the Cultural Precinct.	 Audit has been completed for the Cultural Precinct. Work with Facilities and/or local business to implement initiatives that have been recommended in the Access & Inclusion Report. 	Outcome 5: Communities infrastructure is accessible to all.	2025/2026

Outcome 3:

Information and **Communication**

People with 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.

- Improved website accessibility
- Alternative formats for information about City services, facilities, and events
- Promote accessibility of City spaces, services, facilities, and equipment

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
3.1 Improve the availability of various accessible formats of City information.	 Alternative formats or arrangements will be made available to anyone requesting these services. For example, large print, digital, audio, and braille. "Available in alternative formats" to be included on City documents, marketing, and communications. Incorporate closed captioning on video and streamed resources. 	Outcome 15: People with disability have access to the right information in the right ways so they can make informed choices and decisions.	Ongoing Ongoing 2025/2026
3.2 Continue to improve the accessibility of the City's website and online communications.	 Review and update the City's disability access and inclusion webpage annually. Create an easily identifiable link on the City website homepage that links to the Access and Inclusion webpage. 	Outcome 15: People with disability have access to the right information in the right ways so they can make informed choices and decisions.	Ongoing 2025
3.3 Proactively communicate information about accessible facilities within the City.	 Showcase accessible facilities and equipment on the City's social media pages and Bay to Bay newsletter. Include information about accessible spaces, services, facilities, events and equipment on the City's Access and 	Outcome 15: People with disability have access to the right information in the right ways so they can make informed choices and decisions.	2025
	Inclusion webpage.Feature people of all abilities in promotional flyers and local news celebrations.		Ongoing

Outcome 4:

Quality of Service

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

- Disability awareness training for staff
- Flexible ways to provide customer service

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
4.1 Review customer service standards across the City for opportunities to provide meaningful interactions with people with disability.	 Review feedback received through complaints and compliments regarding access and inclusion annually as a mechanism for reporting on DAIP outcomes and also to improve any internal processes. 	Outcome 10: People with disability have access to quality disability service and supports.	Ongoing
4.2 Improve staff awareness of disability access and inclusion issues.	 Provide disability awareness training for all City employees. Continue to review disability access and inclusion content in staff inductions annually. Update access and inclusion resources on the Intranet for staff annually. 	Outcome 10: People with disability have access to quality disability service and supports.	Ongoing Ongoing Ongoing

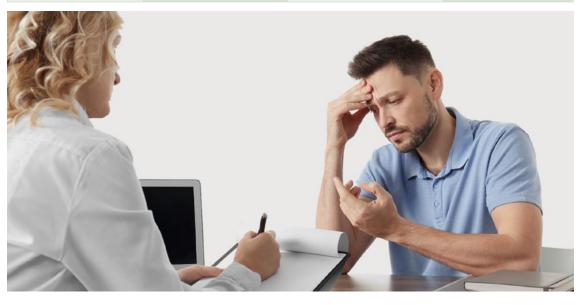
Outcome 5:

Complaints

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

- Need different ways of making complaints
- Improve response rates to complaints
- Clarity on how to make complaints

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
5.1 Continue to improve accessible and inclusive channels for people with disability to provide feedback and complaints, ensuring that their unique needs are understood and addressed.	 Review and update the Complaints Management Policy to include considerations for people with disability. Provide a variety of options for customers to lodge a complaint. 	Outcome 13: People with disability and their advocates have their voices heard.	2025 Ongoing
5.2 Proactively communicate the various accessible feedback and complaints channels available.	 Strengthen staff knowledge of complaints procedure. 	Outcome 13: People with disability and their advocates have their voices heard.	Ongoing



Outcome 6:

Participate in Public Consultation

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

What did you tell us?

• Increased consultation from people with disability

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
6.1 Utilise a range of consultation techniques in all community engagement planning to enable people with disability to actively participate and contribute their input.	 Continue to embed access and inclusion in the community engagement planning process. 	Outcome 13: People with disability and their advocates have their voices heard.	Ongoing
6.2 Consult and seek feedback from the Disability Access and Inclusion Reference Group in the planning, development and improvement of City buildings, facilities, and services.	 Increase awareness of the role and function of the City's Disability Access and Inclusion Reference Group. Encourage and support staff to present relevant projects to the DAIP Reference Group. 	Outcome 13: People with disability and their advocates have their voices heard.	Ongoing



Outcome 7:

Employment

People with disability have the same opportunities as other people to obtain and maintain employment at a public authority.

What did you tell us?

- Inclusive human resource policies and procedures
- Provide diverse and meaningful job opportunities
- Inclusive workplace that welcomes and values people with disability

Strategy	Action from feedback received	Alignment with state disability strategy 2020-2030*	Timeframe
7.1 Foster an organisational culture that values and supports the contribution of people with disability.	 Recruitment information is marketed and promoted to include people with disability. Share information on workplace access and inclusion on the City of Busselton website and recruitment portal. 	Outcome 2: People with a disability have opportunities for meaningful and inclusive employment and economic independence.	Ongoing 2025
7.2 Continue to create employment opportunities for people with disability.	 Collaborate with disability-focused employment agencies to provide meaningful ongoing employment opportunities. Identify internal roles and tasks suited to all types of disability and consider accessibility in role design when job descriptions are reviewed or created. 	Outcome 2: People with a disability have opportunities for meaningful and inclusive employment and economic independence.	Ongoing 2025

Click the link below to view the State Disability Strategy Action Plan 2020-2030

www.wa.gov.au/government/document-collections/state-disability-strategy-2020-2030

Monitoring, evaluation and reporting of the DAIP 2025 – 2029

The City's DAIP is formally reviewed at least every five years in accordance with the requirements outlined in the Disability Services Act 1993. The next review will occur in 2029/2030.

In July each year the City is also required to submit an annual progress report to the Department of Communities. This report outlines progress against the desired outcomes outlined in the plan.





City of Busselton's Disability Access and Inclusion Plan Reference Group

The DAIP Reference Group was formed to achieve the outcomes outlined in the plan.

The objectives of the DAIP Reference Group are to:

- Facilitate, through partnership with the City and the community, a planned approach to improvement of the City's services and facilities to all community members, including people with disability, in terms of access and inclusion at a participatory and service level.
- Provide technical/working advice relating to the implementation of the DAIP, including seeking access to funding opportunities.
- Provide community and agency feedback relating to the implementation of the DAIP.
- Contribute to the preparation and review of the DAIP Implementation Plan, including the development of project proposals.
- Contribute to the review and reporting of the DAIP.

The DAIP Reference Group is comprised of Elected Members, people with lived experience of disability, service providers, and relevant City staff. For more information about the DAIP Reference Group visit the City's website www.busselton.wa.gov.au



City of Busselton

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