



DISABILITY ACCESS AND INCLUSION PLAN 2017 - 2022

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CITY OF BUNBURY OVERVIEW



The City of Bunbury is located in the South West Region of Western Australia and is 176 kilometres south of Perth. Bunbury enjoys a unique location of great natural beauty, surrounded by the waters of Geographe Bay and the Indian Ocean, Koombana Bay, Leschenault Estuary and Leschenault Inlet, and close to the rivers and forests of its hinterland. These natural assets, together with a diverse community, are the foundation on which Bunbury's attractive lifestyle and culture are based.

Bunbury is one of the largest regional centres in the State of Western Australia. The City of Bunbury local government area is home to 31,919 residents according to the Australian Bureau of Statistics 2016 Census. However, the Bunbury-Geographe area, which encompasses the core residential areas and the spill-over suburbs of Australind in the Harvey Shire; Eaton and Millbridge in the Dardanup Shire; and Dalyellup, Gelorup and Stratham in the Capel Shire; gives a total population of more than 90,000 all of whom access Bunbury as their key service centre.

The lifestyle and opportunities available in Bunbury are attracting new residents at a strong rate. There is significant population growth anticipated over the next 20 years which will correspond with increasing demands for housing, education and recreation. It is estimated that between 100,000 to potentially more than 150,000 people could live in the Greater Bunbury Urban Area between 2031 to 2050.

FUNCTIONS, FACILITIES AND SERVICES PROVIDED BY THE CITY OF BUNBURY



The City of Bunbury is responsible for a range of functions, facilities and services including:

SERVICES TO PROPERTY: construction and maintenance of Local Government-owned buildings; construction and maintenance of 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 recreation centre and pool; public libraries and information services; citizenship ceremonies; youth services 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 pet control; and the development, maintenance and control of parking.

GENERAL ADMINISTRATION: the provision of general information to the public and the lodging of complaints and payment of fees including rates and pet licences.

PROCESSES OF GOVERNMENT: ordinary and special Local Government and committee meetings; Council meetings and election of Council Members; community consultations.

PEOPLE WITH DISABILITY

According to the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2015), 4.3 million people in Australia (18.3%), identify themselves as living with some form of disability. This translates to almost one in five Australians.



While the proportion of older Australians has increased, the prevalence of disability amongst them has decreased. In 2015, 50.7% of older people (those aged 65 years and over) were living with disability, down from 52.7% in 2012. There are 2.6 million carers who provide assistance to those needing help because of disability or age.

Figures from the 2016 Census revealed that within the City of Bunbury local government area, 1,899 people reported that they require assistance for self-care, mobility or communication due to disability or long-term health condition and 2,817 people reported providing unpaid assistance to a person with a disability. When looking at the wider Bunbury Geographie region as a whole, there are 4031 people requiring assistance for self-care, mobility or communication due to disability and 7331 people providing unpaid assistance to a person with a disability.

As in most developed countries, Australia's population is ageing. The 2016 Census indicates there was increase in the proportion of the population aged 65 years and over, from 14% in 2011 to 16% in 2016. In the City of Bunbury

local government area there was an increase in people aged 65 years and over, from 4797 people in 2011 to 5942 in 2016, with the median age increasing from 37 to 41.

As people age they are more likely to require assistance with everyday activities such as household chores and transport and more and more people are choosing to remain in their households and community rather than moving to shared accommodation and nursing home facilities. This means there is an ever increasing need to improve the accessibility and inclusivity of local communities.

These figures lend weight to the importance of this Disability Access and Inclusion Plan as the primary planning tool for how the City of Bunbury aims to make its buildings, services, facilities and information more universally accessible. What the figures don't reflect are the numbers of people with disability who visit or would like to visit the region, or the numbers of parents using prams, cyclists, and culturally and linguistically diverse tourists that have benefited and will benefit from universal access initiatives.



It is a requirement of the Disability Services Act (1993) that all Local Governments develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which they will 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), the Commonwealth Disability Discrimination Act 1992 (DDA) and the United Nations Convention on the Rights of Persons with a Disability.

PROGRESS SINCE THE 2012 – 2017 DAIP



The City of Bunbury is committed to facilitating the inclusion of people with disability through the improvement of access to its buildings, facilities, services and information.

In 2014 the City of Bunbury's Community Access Committee developed an aspiration for the City of Bunbury to become the Most Accessible Regional City in Australia (MARCIA) by 2020. The MARCIA aspiration was then adopted by Council and made Objective 1.1 in the City's Strategic Community Plan under Key Priority Area 1: Community and Culture.

Since the adoption of these plans, the City has implemented many initiatives and made significant progress towards better access, through implementation of initiatives aligned to the 7 Outcomes outlined in the City's DAIP 2012-2017. Here are some of the key achievements;

OUTCOME 1: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS THE SERVICES OF, AND ANY EVENTS ORGANISED BY THE CITY OF BUNBURY

- Increased disability awareness training to all events and customer service staff
- Promotion and public awareness that events are accessible through use of accessible symbols and signage
- Inclusion of accessible, low sensory tents at City events
- Inclusion of seniors spaces at City events
- Arranged Auslan interpreters for community functions

OUTCOME 2: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS BUILDINGS AND OTHER FACILITIES OF THE CITY OF BUNBURY

- The City partnered with Edith Cowan University in developing a 3 year PhD research project on how the City of Bunbury can best achieve its goal of becoming the Most Accessible Regional City in Australia by 2020
- Eleven staff completed a 3 day course delivered by the Institute of Access Training Australia on how to conduct access audits of buildings, facilities and open spaces
- Constructed a Changing Places Facility at the Koombana Bay Waterfront
- Included people with a disability in the design of new accessible change rooms at the South West Sports Centre
- Consulted with wheelchair user when designing Koombana Bay Waterfront Redevelopment to ensure better access around BBQ and seating areas

OUTCOME 3: PEOPLE WITH DISABILITY RECEIVE INFORMATION FROM THE CITY IN A FORMAT THAT WILL ENABLE THEM TO ACCESS THE INFORMATION AS READILY AS OTHER PEOPLE ARE ABLE TO ACCESS IT

- The City provides electronic documentation in word document format for people using screen reading software
- Information on City plans and strategies is available in alternative formats upon request
- Council meetings are live streamed on the City website
- The City of Bunbury is part of the You're Welcome Access WA initiative which provides information on accessible restaurants, parking locations, public toilets and more for visitors throughout Western Australia

PROGRESS SINCE THE 2012 – 2017 DAIP



OUTCOME 4: PEOPLE WITH DISABILITY RECEIVE THE SAME LEVEL AND QUALITY OF SERVICE FROM CITY OF BUNBURY STAFF AS OTHER PEOPLE RECEIVE FROM CITY STAFF

- The City received a Lighthouse Grant to provide disability awareness training to all City of Bunbury staff
- Produced a disability employment induction video as part of a Lighthouse Grant which is now being used as part of the induction process for all new staff
- Facilitated a MARCIA research group member to engage with customer service team on how to improve customer service to people with a disability

OUTCOME 5: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PROVIDE FEEDBACK AND MAKE COMPLAINTS TO THE CITY OF BUNBURY

- The City encourages feedback and suggestions for improvement through the provision of public workshops and surveys on access and inclusion
- The City responded to several access issues raised by the public and improved access to ACROD bays, Taxi Ranks and beaches
- The City has a dedicated Access and Inclusion Community Development Officer who progresses all complaints related to access and inclusion
- The City's Access Committee serves as a forum to discuss local issues and experiences of people with a disability

OUTCOME 6: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PARTICIPATE IN ANY CONSULTATION BY THE CITY OF BUNBURY

- Provided opportunities to ten people with a disability in being co-researchers in the City's MARCIA Phd research project
- The City regularly consults with the City's Disability Access and Inclusion Committee
- The City has provided opportunities for people with disability in co-designing important infrastructure projects
- The City has run public workshops and an on-line survey as part of the DAIP review

OUTCOME 7: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO OBTAIN AND MAINTAIN EMPLOYMENT WITH THE CITY OF BUNBURY

- The City has developed a close working relationship with a local Disability Employment Service Provider to look at reducing barriers to employment at the City
- Created 4 positions specifically for people with a disability
- Recruited a person with a disability in the position of Volunteer Administration Officer to build a framework around encouraging people with a disability to volunteer at the City
- Reduced pre-employment screening medical questions to reduce this barrier to employment
- Human Resource Officer regularly visits Education Support Schools to build relationships and look at ways of encouraging work experience and pathways to employment at the City

ACCESS AND INCLUSION POLICY STATEMENT

The City of Bunbury, along with its community, continues to demonstrate a high level of commitment and dedication in the area of disability access and inclusion and is continually striving to attain best practice in these areas.

In 2014 the City's Community Access Committee developed the aspiration for Bunbury to become the Most Accessible Regional City in Australia (MARCIA). The aspiration now known as MARCIA for short was endorsed by Council in June 2014 and is now Objective 1.1 in the City's Strategic Community Plan under Key Priority Area 1: Community and Culture.

The main purpose behind MARCIA is to create a culture in Bunbury of going above and beyond the minimum requirements for accessibility and inclusion. This will involve constantly aiming for best practice and involving people with a disability at every step along the way. To be successful, MARCIA requires a whole of community approach which includes businesses, local government and the broader community. MARCIA aims to change the hearts and minds of the community about people with a disability so that accessibility and inclusion becomes embedded in how initiatives are delivered and people with disability will have the same opportunities as the broader community to participate in all aspects of community life.

As part of its commitment to the MARCIA aspiration the City of Bunbury has invested in a PhD research scholarship in partnership with Edith Cowan University looking at how best the City can achieve its MARCIA aspiration. The research which is due to conclude at the end of 2018 utilises a participatory action research approach involving 10 local people with a disability as co-researchers in the process.

The City along with the community has identified the following areas



where there is opportunity for improvement to access and inclusion that sits outside the usual requirements of a Disability Action and Inclusion Plan;

- Focus on public open spaces
- Engaging businesses and the private sector
- Education and awareness raising in the broader community

To reflect these additional identified areas the City has included a strategy under Outcome 2 which focuses specifically on public open spaces as well as developing a proposed eighth outcome looking at engaging businesses and the broader community:

OUTCOME 8: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS PRIVATE SECTOR BUILDINGS AND SERVICES AND FEEL WELCOME AND INCLUDED IN BUNBURY

DESIRED OUTCOMES FOR DAIP 2017-2022

The City of Bunbury is committed to achieving these eight outcomes of its Disability Access & Inclusion Plan:

1. People with disability have the same opportunities as other people to access the services of, and events organised by, the City of Bunbury.
2. People with disability have the same opportunities as other people to access the buildings and other facilities of the City of Bunbury.
3. People with disability receive information from the City of Bunbury in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disability receive the same level and quality of service from the City of Bunbury staff as other people receive from City staff.
5. People with disability have the same opportunities as other people to provide feedback and make complaints to the City of Bunbury.
6. People with disability have the same opportunities as other people to participate in any public consultation by the City of Bunbury.
7. People with disability have the same opportunities as other people to obtain and maintain employment with the City of Bunbury
8. People with disability have the same opportunities as other people to access private sector buildings and services and feel welcome and included in Bunbury



AGENTS AND CONTRACTORS POLICY AND PROCEDURES

The City of Bunbury's Disability Access Policy requires that people with disability have access to all Council's facilities, functions and services including those provided by their agents and contractors.

Under the *Disability Services Act 1993* (amended 2004), local governments are obliged to inform all agents and contractors providing services of the existence of the DAIP, and to inform them that all services provided to the public on behalf of the local government authority are to be conducted in a manner that is inclusive and accessible for people with disability.

The City has addressed this through a standard clause in all conditions of contract referencing the key legislative requirements for contractors to implement the City's DAIP and to report on access activities to support that implementation.

DEVELOPMENT OF THE 2017 – 2022 DISABILITY ACCESS AND INCLUSION PLAN



RESPONSIBILITY FOR THE PLANNING PROCESS

The City's Community Development Department along with the City of Bunbury Disability Access and Inclusion Committee (DAIC) has the responsibility to oversee the development, implementation, review and evaluation of the DAIP. The DAIC is a formal Committee of Council which includes the Executive Leadership Team, three Elected Members and three community representatives as well as the Access and Inclusion Community Development Officer.

CONSULTATION PROCESS

The Disability Services Act Regulations (2004) set out the minimum consultation requirements for public authorities in relation to DAIPs. Local Governments must call for submissions (either general or specific) by notice in a newspaper circulating in the local district of the Local Government, under the Local Government Act (1995), or on any website maintained by or on behalf of the Local Government. Other mechanisms may also be used. A minimum period of three weeks is recommended for this public notification, and other mechanisms may also be used.

The City of Bunbury hired the services of an external consultant to run a series of public workshops and an on-line survey. Two workshops were offered to the community and one for local Disability Service Providers.

The on-line survey was targeted at people with disability, their carers and families as well as disability service provider professionals who could not make it to the workshops.

The survey and workshops were advertised extensively over a period of 5 weeks to the community via a range of methods;

- Advertisement in local newspapers
- Printed flyers
- Mailing list
- City Website
- Social Media
- Visiting and speaking with schools, disability service provider's and aged care facilities.

In addition to the public workshops and survey a fourth workshop was delivered internally to all managers and key staff at the City of Bunbury where the findings from the public workshops were presented. This gave staff the opportunity to workshop the findings and provide input and expertise in order to better develop achievable and robust strategies for the DAIP. The internal staff workshop also provided the opportunity to look at the strategies and actions in the previous DAIP which had not been implemented. These were then analysed and prioritised with many actions being carried forward to the proposed new DAIP with some minor amendments.

There was then a fifth and final workshop with the City's Disability Access and Inclusion Committee where the strategies were discussed and further refined and amended.

Essentially the planning and development of the DAIP included three main processes;

DEVELOPMENT OF THE 2017 – 2022 DISABILITY ACCESS AND INCLUSION PLAN



DEVELOPMENT OF THE 2017 – 2022 DISABILITY ACCESS AND INCLUSION PLAN



- 1) Community consultation, identification of access barriers and suggested areas for improvement;
- 2) Internal staff workshop and review of strategies and tasks from previous DAIP and;
- 3) Disability Access and Inclusion Committee Review.

FINDINGS FROM THE CONSULTATION AND REVIEW PROCESS

Overall, members of the community and the Disability Access and Inclusion Committee were very positive about the pro-active role that the City takes with the access and inclusion activities.

People cited the work undertaken to make events more accessible, the level of responsiveness and service by staff as evidence of a City that takes access and inclusion seriously. Staff present to people in the community as being genuinely interested in doing what is possible to progress the focus on access and inclusion activity in the next DAIP.

As with any plan, there were also areas for development and improvement. The access barriers identified can be broadly stated as being:

- Identifying ways to bolster employment opportunities within the City for people with disability
- Developing strategies for upgrading buildings to improve their accessibility

- Promoting and encouraging businesses and services to become more accessible and inclusive
- Boosting communication with people with a disability and their families through direct mailing lists and working more closely with service providers
- Enhancing the profile given to accessibility options for participation at City events

RESPONSIBILITY FOR IMPLEMENTING THE DAIP

The Disability Services Act 1993 (amended 2004) requires public authorities to 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 sections within the City, with some actions in the Implementation Plan applying to all areas, while others apply to more specific sections. The Implementation Plan identifies who is responsible for each action. Agents and contractors will receive a link advising them they are working on a strategy related to City of Bunbury's DAIP and in particular if they are in contact with members of the public that they will be aware of any accessibility issues.

PLAN FOR COMMUNICATING THE DAIP

STAFF

City of Bunbury staff have been engaged and involved throughout the development of this DAIP 2017-2022. Staff have been regularly consulted in relation to their specific areas of expertise as they relate to the 8 desired Outcomes of the DAIP. This is to ensure that the strategies and actions developed would be achievable and realistic and that staff across the organisation would have ownership of the strategies and actions that they will implement over the next five years. This process also gave staff the opportunity to be creative, share their ideas and improve upon the DAIP as a whole.

Once the final draft DAIP is endorsed by Council the DAIP will be made available on the City website and Intranet and will be presented to all the managers as well as to the broader staff at one of the City of Bunbury's CEO breakfast events which are run on a quarterly basis. Hard copies will also be printed and made available to all managers and directors for their reference.

PUBLIC

During the public consultation process a DAIP Network mailing list was created of people who attended and participated in the workshops and on-line survey. Once the final DAIP is completed an invitation to an afternoon tea will be sent where the DAIP will be presented and copies made available. Electronic copies will be sent to those unable to make the afternoon tea.

The City will also make the DAIP available on its public website and promote this through the local newspaper and social media channels. The DAIP will also be available in the customer service area of the Council administration building.

IMPLEMENTATION AND REVIEW

The Disability Services Act sets out the minimum review requirements for public authorities in relation to DAIPs. The City's DAIP will be reviewed at least every five years, in accordance with the Act. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues which may arise. Whenever the DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

The City of Bunbury as a whole will be responsible for the implementation of this plan over the next five years. The implementation of the DAIP requires a whole of organisation approach as the strategies and actions sit across the 8 desired Outcomes covering an array of work areas which include, engineering, building and trades, ICT, services and events and customer service to name a few.

It will be the responsibility of the Access and Inclusion Community Development Officer along with the new formal Disability Access and Inclusion Committee to drive and monitor this process. It is important that the Committee has representation from people with a lived experience of disability and that they are actively involved in the process to ensure the best outcomes possible. The Executive Leadership Team along with 3 City Councillors sitting on the Committee will also ensure a level of accountability and commitment on the implementation of the City's DAIP.

REVIEW AND EVALUATION

It will be one of the key functions of the DAIC to review and monitor the implementation of the DAIP on an annual basis. This will be done in line



with the regular progress reporting requirements of the Disability Services Commission. In addition to the Committee review the City will also use the DAIP network mailing list to request any additional feedback or comments on the implementation.

The Access and Inclusion Community Development Officer will also keep record of the actions outlined in the DAIP Implementation Plan and make contact regularly with the responsible departments on the progress of each action. During this process staff will notify of any issues or obstacles in the implementation of any actions whereby solutions will be sought and actions and strategies can be amended.

The Disability Services Act sets out the minimum reporting requirements for public authorities in relation to DAIPs.

The City will report on the implementation of its DAIP through its Annual Report and the prescribed progress report template to the Disability Services Commission by 30 June each year, outlining:

- Progress towards the desired outcomes of the DAIP;
- Progress of its agents and contractors towards meeting the seven desired outcomes;
- The strategies used to inform its agents and contractors of its DAIP.

FEEDBACK MECHANISM



A link to a submission form will be available on the City of Bunbury website: <http://www.bunbury.wa.gov.au> alongside the DAIP 2017-2022 which will give the public an opportunity to provide ongoing feedback on the DAIP or any access and inclusion related issues.

If people are not able to access the City of Bunbury website they can simply call on 9792 7000 or speak to someone at the customer service counter at the City of Bunbury administration building on 4 Stephen Street, Bunbury.



Based on the review of the previous DAIP 2012-2017 and the consultation process with the public, the following overarching strategies have been developed based on the 8 desired outcomes.

These Strategies form an overarching strategic plan for the next 5 years which will guide the City in the rollout and implementation of the City's DAIP 2017-2022 and will assist in making the City a more accessible and inclusive place for both local residents and visitors to the region.

OUTCOME 1: PEOPLE WITH A DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS THE SERVICES OF, AND ANY EVENTS ORGANISED BY THE CITY OF BUNBURY

STRATEGY

1. Ensure that accessible features of all City of Bunbury events are well communicated and promoted to the public
2. Continue to strive to improve the accessibility and inclusivity of City events and services
3. Where the City provides programs and services to the public ensure that there are accessible and inclusive options for people with a disability
4. Ensure that all disability types are catered for at City events
5. Ensure all City planning documents and budgetary process are aligned with the Disability Access and Inclusion Plan

OUTCOME 2: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS BUILDINGS AND OTHER FACILITIES OF THE CITY OF BUNBURY

STRATEGY

1. Review City of Bunbury existing buildings and facilities and upgrade where

possible to improve accessibility and inclusivity

2. Ensure that the design of all new City infrastructure projects involves consultation with people with a disability
3. Promote and lobby for better access standards for buildings and facilities in Australia
4. Develop strategies to make the Bunbury CBD more pedestrian friendly
5. Concentrate on improving accessibility and inclusivity of Public Open spaces and playgrounds in Bunbury
6. Improve the overall experience in the CBD and across Bunbury for people with a disability
7. Increase accessibility to Bunbury beaches, waterfronts and associated activities.

OUTCOME 3: PEOPLE WITH DISABILITY RECEIVE INFORMATION FROM THE CITY OF BUNBURY IN A FORMAT THAT WILL ENABLE THEM TO ACCESS THE INFORMATION AS READILY AS OTHER PEOPLE ARE ABLE TO ACCESS IT

STRATEGY

1. Improve the accessibility and inclusivity of the City of Bunbury public website
2. Provide ongoing up-to-date information for people with a disability on accessible and inclusive programs, projects and initiatives throughout the City.
3. Improve on-line communication through website and social media platforms
4. Ensure we provide alternative formats for people with a disability of City of Bunbury documents in a timely manner
5. Utilise appropriate technology to provide better access to information

STRATEGIES TO IMPROVE ACCESS AND INCLUSION

OUTCOME 4: PEOPLE WITH DISABILITY RECEIVE THE SAME LEVEL AND QUALITY OF SERVICE FROM CITY OF BUNBURY STAFF AS OTHER PEOPLE RECEIVE FROM CITY STAFF

STRATEGY

1. Continue to promote access and inclusion within the City and raise awareness amongst staff
2. Continue to improve customer service to people with a disability
3. Create an organisational culture of access and inclusion

OUTCOME 5: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PROVIDE FEEDBACK AND MAKE COMPLAINTS TO THE CITY OF BUNBURY

STRATEGY

1. Develop streamlined complaints management system for access and inclusion related issues
2. Ensure complaints system is more personable and user friendly
3. Ensure that improvements to complaints process for people with a disability are kept up to date and maintained

OUTCOME 6: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO PARTICIPATE IN ANY CONSULTATION BY THE CITY OF BUNBURY

STRATEGY

1. Inform and engage people with disability in public consultation
2. Build capacity and confidence of people with a disability to engage with Council
3. Explore assistive technology and other modes to increase opportunities

- for people with a disability to participate in consultation
4. Ensure that workshops and City functions held in Bunbury are accessible for people with a disability
 5. Provide a variety of options that enable submissions to be received in a variety of ways which are accessible for people with varying needs

OUTCOME 7: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO OBTAIN AND MAINTAIN EMPLOYMENT WITH THE CITY OF BUNBURY

STRATEGY

1. Continue to create specific employment opportunities for people with disability
2. Create an environment within the City that supports and encourages the employment of people with disability
3. Work at building the skills of people with a disability to increase their employability

OUTCOME 8: PEOPLE WITH DISABILITY HAVE THE SAME OPPORTUNITIES AS OTHER PEOPLE TO ACCESS PRIVATE SECTOR BUILDINGS AND SERVICES AND FEEL WELCOME AND INCLUDED IN BUNBURY

STRATEGY

1. Encourage private sector to make improvements to the accessibility and inclusivity of their buildings and services
2. Educate and raise awareness of community about access and inclusion
3. Make it easier for people with a disability to know which businesses and services are access and inclusion friendly





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