



ACCESS AND INCLUSION PLAN

2025 - 2030



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Message for our Community

We're proud to present the Shire of Trayning Access and Inclusion Plan 2025-2030, which is our framework for creating a more inclusive and connected community.

The approach for this plan is to describe how we will continue to improve access and inclusion for everyone.

As a local government, it is so important to us that our facilities, services, places and events are accessible and welcoming for all people, including people who have a disability.

We have accomplished many improvements with the application of our 2020 – 2025 Disability Access and Inclusion Plan (DAIP) over the years, to support people living with disability.

The development of this new Plan allows us to continue to build upon our achievements, and it acknowledges our roles and responsibilities to do all practicable to continue to make improvements to services and facilities, events, and the way we provide information and facilitate, feedback and complaints, and how we undertake public consultation and provide employment.

There is always work to be done, and we acknowledge that it can't all be done now, but we will continue to build a more accessible community where all people feel welcomed and are able to actively contribute to community life.

Access and Inclusion Position Statement

The Shire of Trayning is committed to doing all practicable to ensure that the community is accessible and inclusive of people with disability including our aging population, their families and carers. We consider an accessible and inclusive community is a more vibrant connected, and welcoming place for everyone.

The Shire recognises that improving accessibility contributes to a more inclusive place where Shire events, facilities, and services are open, available, and accessible to people with disability.

About the Shire of Trayning

The Shire of Trayning covers an area of 1,632 km² consisting of agricultural land, nature reserves and national parks in the north-eastern wheat belt region of Western Australia. There are three townships within the Shire, being Trayning, Kununoppin and Yelbeni.

The town site is located approximately 235 kilometres east of Perth in the Northeastern Wheatbelt region of Western Australia and has a rich administrative history dating back to 1911, when it was first established as the Korrellocking Roads Board.

The name underwent several changes over the years:

1912–1923: Known as the Ninghan Road District

1923: Renamed the Kununoppin–Trayning Road District

1961: Expanded to include Yelbeni and renamed the Trayning, Kununoppin, Yelbeni Road District

1961: Became a shire for the first time under the name Trayning, Kununoppin, Yelbeni Shire Council

1965: The name was shortened to the Shire of Trayning, as it is known today

The Shire incorporates the three towns of Trayning, Kununoppin, and Yelbeni, all located on the Goomalling–Merredin Road.

Services Provided by the Shire of Trayning

The Shire offers a broad range of functions, facilities, and services to support residents and visitors, including:

1. Property Services

- Construction and maintenance of roads and footpaths
- Stormwater drainage
- Domestic waste collection and recycling
- Waste motor oil collection facility
- Drum MUSTER collection services
- Litter control and street cleaning
- Street and roadside tree pruning
- Bushfire control
- Dog and Cat control
- Care and maintenance of parks and gardens

2. Recreation Services

- Outdoor sporting facilities for basketball, tennis, and lawn bowls
- Trayning Swimming Pool
- Children's playgrounds and BBQ areas
- Public gymnasium
- Caravan Park

3. General Community Services

- Support for the Doctor Service based in Kununoppin
- Well-appointed caravan park facilities

4. Regulatory Services

- Town planning processes
- Building control
- Environmental and public health services

- Ranger services

5. Administration Services

- General information and customer service
- Lodging and resolving complaints
- Rates collection
- Vehicle licensing
- Dog and Cat registrations

6. Local Governance

- Ordinary and special Council and committee meetings
- Annual electors' meetings
- Election of Council members

Shire Facilities

The Shire of Trayning is home to a range of public facilities, including:

- Trayning Public Library
- Council Chambers
- Trayning Swimming Pool
- Don Mason Community Centre
- Kununoppin Community Centre
- Trayning Recreation Ground
- Kununoppin Recreation Ground
- Trayning Caravan Park
- Ninghan Fitness Centre (Trayning)

Trayning Demographics

As of June 2021, an estimated 307 people lived in the Shire of Trayning. Around 57.0% were male and 43.0% were female.

Figure 1. Selected population measures, 2021.

Population measures	Count	Percentage (%)
Total occupied private households	56	
Average household size (no. of persons)	1.9	
Families with annual incomes < \$64,999	37	57.8
Aboriginal persons	25	8.0
People born overseas	43	31.8
People who are unemployed	3	1.8
Persons who do not speak English at home	60	20.1

People with disability in the Community

The WA disability Services Act (1993) defines disability as a condition:

- That is attributed to an intellectual, cognitive, neurological, sensory or physical impairment or a combination of those impairments
- That is permanent or likely to be permanent; and
- That may or may not be episodic in nature, and
- That results in a substantially reduced capacity of the person for communication, social interaction learning or mobility and a need for continuing support services

Figure 2: Disability and Carers Characteristics (Modelled Estimates for 2018-21)

Description	Count	Percentage (%)
Persons with disability	79	23.9
Persons with profound core activity limitation	22	6.6
Persons with moderate core activity limitation	49	14.8
Persons who are carers	48	14.5
Persons with mental health conditions		9.7

Bureau of Statistics: [Trayning](#) | [Region summary](#) | [Data by region](#) | [Australian Bureau of Statistics](#)

The Australian Bureau of Statistics (ABS) census figures for 2024 estimate 306 people in Shire of Trayning. Of these 55.5% were male and 44.5% were female. Aboriginal and/or Torres Strait Islander people made up 5.2% of the population.

The 2016 ABS Census also recorded 30 persons in Trayning as having delivered unpaid assistance to persons with a disability, long-term illness or problems related to old age. This represents 10.2% of people aged 15 years and over living in the Shire. The proportion of people living with a disability increases with age. Given that the shire has, a demographic profile with 23.3% of all persons aged 65 years and over, there will be many people in the community living with age related limitations such as restricted movement, loss of sensory perception or loss of understanding.

The Shire appreciates the services of the local hospital in the town of Kununoppin along with the hospitals servicing Wyalkatchem and Merredin Shires which all provide medical and Allied health services. Although there are limited facilities provided in the Trayning Shire for people living with disability the Shire is committed to a future plan to ensure universal accessible design for new building projects and upgrades undertaken by the Shire. Accessible public toilets are located at the Billycatting Reserve which is a facility suitable for people with disability.

3. Planning to Improve Access and Inclusion

The Shire of Trayning values people with disability as an integral part of the local community and considers this plan as an important tool for doing all practicable to continuously improve access for, and inclusion of, people with disability in our community.

It is a requirement of the Disability Services Act 1993 that all local governments develop and implement an Access and Inclusion Plan (AIP) which identifies barriers to access and inclusion and proposes solutions to ensure that people with disability have the same access to the organisation's facilities and services as other people. The Shire of Trayning Disability Access and Inclusion Plan 2025-2030 intends to meet the requirements of the Act.

Other legislation and policies relating to disability when planning for access and inclusion include:

- The Building Code of Australia (BCA) – provides a set of minimum requirements for new buildings and renovations.
- The Access to Premises Standard under the Disability Discrimination Act (DDA) – effective for any buildings or major redevelopments commencing after May 2011.
- State Disability Strategy 2020-2030 – to build an inclusive community which supports and empowers people with disability.
- National Disability Strategy 2020 and beyond – the 2010-2020 Strategy set out a ten year national plan for improving life for Australians with disability, their families and carers. That plan is currently under review and a new plan in development.
- WA Equal Opportunity Act 1984.
- Commonwealth Disability Discrimination Act 1992.
- United Nations Convention on the Rights of Persons with Disabilities.

4. Seven Outcomes of DAIP

As part of our commitment to the requirements in the Act, the Shire will do all practicable to achieving the seven desired outcomes through its DAIP. The actions are.

1. People with disability, their families and carers have the same opportunities as other people to access the services of, and any events organised by, the Shire of Trayning.
2. People with disability have the same opportunities as other people to access all buildings of a public nature, plus other facilities provided by the Shire of Trayning.
3. People with disability receive information from the Shire of Trayning 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 staff of, and contractors/agents to, the Shire of Trayning.
5. People with disability have the same opportunities as other people to make complaints to the Shire of Trayning.
6. People with disability have the same opportunities as other people to participate in any public consultation process with the Shire of Trayning.

7. People with disability have the same opportunities as other people to obtain and maintain employment with the Shire of Trayning.

5. Achievements and Improvements

The Shire of Trayning is committed to supporting the inclusion of people with disability by improving access to its facilities and services. To achieve this, previous DAIPs have been reviewed to identify areas for improvement and to ensure that both present and future needs are recognised and addressed.

Since adopting its first DAIP in 2008, the Shire has implemented a range of initiatives, some of which are outlined in Appendix A. Throughout the life of this plan, the Shire has continued to work on removing barriers and improve accessibility through the implementation of targeted strategies. These efforts have led to continuous improvements in providing better access for the whole community.

6. Review and Consultation

The Shire has undertaken a review of the 2020–2025 DAIP to develop the new 2025–2030 plan. A draft was prepared and referred to staff and Council for consideration. As part of the consultation process, internal and external stakeholders were invited to provide feedback on the draft plan and to suggest new priorities for access and inclusion.

The internal review involved:

- Examining the current DAIP and annual progress reports.
- Consulting with key staff, Council, and
- The Department of Communities

External consultation included:

- Advertising the draft plan in the local community newsletter.
- Inviting feedback through the Shire's website.

7. Responsibility for Communicating and Implementing the DAIP

Implementing the Shires DAIP is the responsibility of all operating sections of the Shire including agents and contractors. The Department of Communities describes an 'agent' or 'contractor' as:

- An agent is a person or business authorised to act on another's behalf.
- A contractor is an entity who performs a service or delivers a product under an agreement (or contract) with a public authority.
- There is an exchange of money for services (this includes grants).

7.1 Communicating the DAIP

The availability of the DAIP will be publicised in the local community newsletter and directly to disability service organisations, groups and interested individuals. The DAIP will be available on the Shires website and by request in alternative formats, including print (standard or large), electronic format. For further information please contact the Shire.

7.2 Monitoring, Review and Evaluation of the DAIP.

The Disability Services Act 1993 (amended 2004) sets out the minimum review requirements for public authorities with a prescribed progress report template by June 30 each year and the Shire will undertake a review of the DAIP at least every five years, in accordance with the Act.

Elected Members and Shire employees will be kept informed about the implementation of the DAIP and feedback on the effectiveness of the actions will be reviewed. The DAIP may also be reviewed to reflect corporate planning and budget considerations, progress and any access and inclusion issues which may arise.

8. Strategies to Improve Access and Inclusion

The seven desired outcomes provide a framework for strategies that improve access and inclusion for people with disability. The proposed strategies build on past achievements and commit the Shire to taking all practicable steps to continue improving; services and facilities, events, and the way we provide information, facilitate feedback and complaints and how we undertake public consultation and provide employment. The strategies may be reflected in Council's integrated planning framework, and adapted as matters arise.

Outcome 1:

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

Strategies
Continue to consult with people about opportunities to improve access for people with disabilities to services and any events organised and/or administered by the Shire.
Promote the DAIP values and strategies to event organisers.
Do all practicable to ensure that events are accessible and inclusive to people with disability

Outcome 2:

People with disability have the same opportunities as other people to access the buildings and other facilities provided by the Shire of Trayning.

Strategies
Undertake audit/s of buildings and facilities to review accessibility for people with disability.
Review and maintain footpaths to support access and inclusion to key locations, premises and other infrastructure.

Maintain ACROD parking, whenever required to meet the needs of people with disability.
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Outcome 3:

People with disability receive information from the Shire of Trayning in a format that will enable them to access the information as readily as other people are able to access it.

Strategies
Maintain key information in range of formats that are inclusive of people with disabilities.
Support staff and their awareness of accessible information and how to best to provide information in other formats.
Ensure we do all practicable to provide a website that meets contemporary good practice.

Outcome 4:

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

Strategies
Continue to improve awareness and understanding amongst staff, about disability access and inclusion.
Provide relevant training for staff that will continue to improve disability awareness, skills and knowledge to offer relevant customer services to people with disability.
Encourage staff to identify any areas where the quality of service to people with disability can be improved.

Outcome 5:

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

Strategies
Commit to continuous improvement of the Shires customer feedback and complaints processes to ensure that they are accessible and inclusive for everyone.
Improve the assessment and response to complaints and feedback information.

Outcome 6:

People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Trayning.

Strategies
Consider access and inclusion requirements for community engagement undertaken by the Shire.
Continue to improve awareness of the role and function of the Shires DAIP.

Outcome 7:

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

Strategies
Foster a culture that supports the employment of people with disability in the Shire.
Maintain positive relationships with key disability employment support providers.

APPENDIX A: Achievements

Primary achievements during the 2020-2025 DAIP.

Outcome 1:

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

- The Shire Library has maintained an up-to-date list of audio books (talking books) and large print books held at the library.
- Maintained the Shires DAIP onto the website.
- Maintained a positive relationship with other NEWROC Shires to maintain an exchange of ideas and developments.
- Ensured all Shire events included accessible entry and seating options. e.g. Australia Day at the Aquatic Centre.

Outcome 2:

People with disability have the same opportunities as other people to access the buildings and other facilities provided by the Shire of Trayning.

- Refit of the Shire office with improved access to the building and public toilets.
- Upgraded lighting at Yelbeni Public Toilet to support safe access.

Outcome 3:

People with disability receive information from the Shire of Trayning in a format that will enable them to access the information as readily as other people are able to access it.

- The Shire continues to notify the community through Council newsletters that information is available through alternate formats.
- Provided Council documents in large print or electronic format on request. Our local paper is distributed electronically as well as paper.

Outcome 4:

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

- Continue to improve staff awareness of how to support requests and assist people to access Shire information and services and facilities.
- The Shire provides information through public documents and opportunities for open feedback regarding all Council agreed new works.

Outcome 5:

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

- The Shire staff have maintained support and understanding of the importance of providing relevant support and assistance for all people wishing to make a complaint/s.
- Enabled complaints to be submitted online, in person, or by phone. A registered “Form” system is used to record complaints and submitted to the complaints officer.

Outcome 6:

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

- Shire staff and officers continue to assist all people to access and be included in all community discussions and relevant activities on request
- Staff provide relevant explanations to all people of the purpose of the Council

Outcome 7:

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

- The Shire continues to foster a culture that supports equitable employment opportunity for all people.
- Workplace adjustments were made to support employees with disability. Tasks are assigned to suit the individual’s capabilities.

