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Shire of Dardanup Disability Access and Inclusion Plan

Editions and History

First edition	2006
Second edition	2012
Third edition	2015
Fourth edition	2018
Fifth edition	2023

If you are deaf, or have a hearing or speech impairment:

Contact us through the National Relay Service:

TTY users phone 133 677 then ask for 08 9724 0000

Speak and Listen users phone 1300 555 727 then ask for 08 9724 0000

SMS Relay number 0423 677 767

Internet relay users connect to the Access Hub

(www.beta.accesshub.gov.au) and then ask for 08 9724 0000.

If you need an interpreter:

Please contact TIS National on 131 450 and ask to be connected to the Shire of Dardanup on 08 9724 0000.



This document is available in alternative formats, such as Braille, large print, digital (on disk or by email), upon request, at the Shire of Dardanup or online at www.dardanup.wa.gov.au.

Executive Message

The Shire of Dardanup seeks to ensure the services, facilities and information of the municipality are inclusive and accessible to people with disability, and where possible, influence other service providers within the community to ensure those services are also inclusive and accessible to people with disability.

To support this philosophy a Disability Access and Inclusion Plan (DAIP) Survey was distributed to the community March, April and May 2023.

The survey was distributed through but not limited to:

- Social media
- Paid advertising in the two local papers (Bunbury Herald and Bunbury Mail)
- Hard copies were available at Shire Offices and facilities for community
- Electronically promoted internally to staff and directly to subscribed database participants
- Forrest Personnel Employment Services
- Bethanie Esprit Village and Bethanie Fields
- In-person engagements at Project Connect event series and other shire events during consultation
- Advocacy WA
- South West Aboriginal Medical Service

The Shire of Dardanup acknowledges the input received from many individuals and groups within the community, which has been invaluable in the preparation of this Disability Access and Inclusion Plan 2024 – 2028.

In particular, thanks are given to everyone who provided feedback and comment, including:

- Councillors, employees and contractors
- Disability Services
- Local community groups, and,
- Individual community members

This DAIP sets out details on what the Shire of Dardanup will do in pursuit of this commitment and how it intends to do it.

The Shire of Dardanup acknowledges the Noongar people as the traditional owners of the land upon which the shire is situated.

In doing this, we recognise and respect their continuing culture and contribution they make to the life of this region and pay our respects to their elders, past, present and emerging.



André Schönfeldt Chief Executive Officer



Cr Mick BennettShire President

Framework and Relevant Legislation

Legal obligations under relevant disability laws can be categorized into two key themes.

- 1. Prevent unlawful disability discrimination and
- 2. Ensure equal access to opportunity for everyone

To support this approach, a number of national and international disability laws have informed this plan. These include:

The Western Australian
Disability Services Act (DSA) 1993
and subsequent amendments 2004,
2012 and 2014 requires that all State and
Local Government Authorities implement
a Disability Access and Inclusion Plan
(DAIP).

This requirement ensures that people with disability have equity of access and inclusion to functions, facilities, services and information provided by the Authority.

United Nations Convention on the Rights of People with Disabilities

An international agreement under the auspices of the UN which sets out basic rights of and responsibilities for people with disability. Australia became a signatory to this Convention in 2008. It may be possible in certain situations, for a disability related issue which is not resolved at a national level to be pursued in the UN under this Convention.

Commonwealth Disability Discrimination Act (DDA)

The DDA provides all Australians with protection against unlawful discrimination based on their disability. Under the Act, it is unlawful to discriminate against a person on the basis of their disability. Disability discrimination can occur in two ways. Direct discrimination is about less favourable treatment while indirect discrimination is about unfair exclusion. The implied obligation under the DDA is to ensure equitable, safe and dignified access for people with disability.

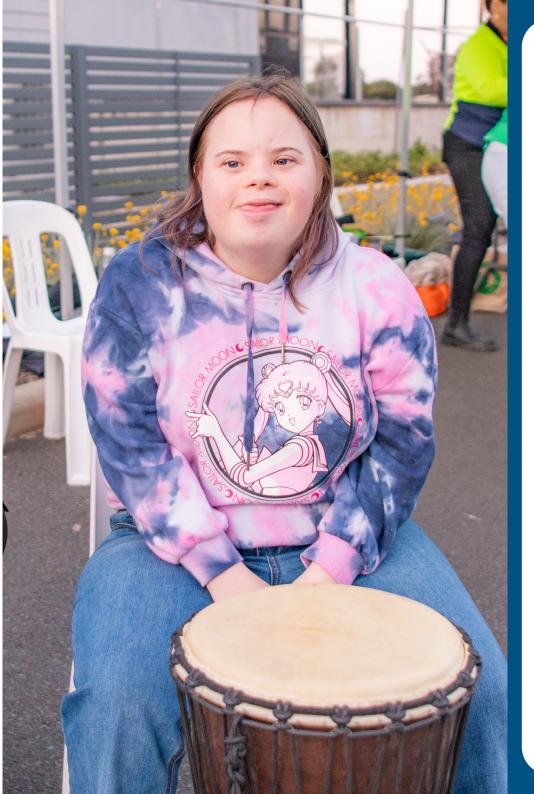
State Equal Opportunity Act (EOA)

The EOA operates in a similar manner to the DDA but also requires agencies to ensure equal access to opportunities for people with disability, amongst others. The implied obligation under the EOA is to ensure that people with disability have access to the same opportunities as others. That is, 'equity' for all. Ensuring equal access to opportunity for people with disability may require adjustments or accommodations to deal with unreasonable and/or unnecessary barriers which arise because of the impact of a person's disability. Thus, applying one policy to everyone in the belief that this is fair to everyone is not the case.

State Disability Services Act (DSA)

This Act requires all public authorities in WA to develop and implement a Disability Access and Inclusion Plan (DAIP). The DAIP is aimed at identifying strategies to ensure that people with disability can actually access services, buildings, facilities, information and complaint mechanisms and can participate in events, consultations and employment offered by local government authorities.

* This Plan has also been informed by the State Disability Strategy 2020-2030 and the State Disability Action Plan 2020-2030.



Barriers to access and inclusion

There are multiple barriers faced by people with disability that make it difficult and sometimes impossible to function or actively participate in society. The World Health Organization (WHO) describes barriers as being more than just physical obstacles but factors in a person's environment that limit functionality or participation.

Some barriers can be categorised under the following types:

Attitudinal Barriers (People)

Attitudinal barriers result when people think or act upon a false or misguided assumption. These can also contribute to other barriers. When an attitudinal barrier is experienced by people with disability its impact can be severe and profound.

Examples of attitudinal barriers may include:

- Stereotyping making assumptions based on quality of life, health, capabilities or other based on the person's impairments.
- Stigma, prejudice and discrimination behaviour and unfair treatment

Physical Barriers (Places)

Physical barriers are obstacles or structures that can limit a person's capacity to move independently in the environment in a safe and dignified manner. Physical barriers can result in people with disability experiencing difficulty accessing the built environment or in their total exclusion from it altogether.

Working to reduce physical barriers is primarily about ensuring that infrastructure is designed, built and maintained in a manner that enables it to be accessed by people who use all types of wheelchairs, walking frames, physical aides and parents with prams.

Procedural Barriers (Policies)

Policies and procedures can present unfair or unreasonable barriers for people with disability. Policy and procedural barriers often relate to the lack of awareness or implementation of laws and guidelines for inclusion. The impact of a disability is unique for every person and every person's capacity to deal with that impact will also vary.

Communication Barriers

Communication barriers may be experienced by people with auditory, visual, verbal, social and other disabilities. The use of technical language, small print, non-accessible communication and digital platforms may create significant barriers for some of the community.

Access and Inclusion Statistics - 2021 ABS Census

Shire of Dardanup (SoD) Population



14,687

SoD Households that speak a non-English language



425

Carers



1,393

People in the Shire of
Dardanup provided unpaid
assistance to a person with a
disability, health condition or
due to old age in the 2 weeks
before Census 2021.

SoD Top long-term health conditions



Arthritis - 10.3% Mental health - 9.7% Asthma - 8.7%

SoD People who need assistance with core activities



770

SoD People with 3 or more long-term health conditions



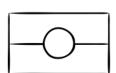
455

Percentage of Australians with disability



17.7%

SoD Aboriginal and Torres Strait Islander population



435

Seven (7) DAIP Outcome Areas

The seven specified outcome areas in a DAIP are:

- 1. People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.
- 2. People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.
- 3. 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. People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.
- 5. People with disability have the same opportunities as other people to make complaints to a public authority.
- 6. People with disability have the same opportunities as other people to participate in any public consultation by a public authority.
- 7. People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

Implementing the Disability Access and Inclusion Plan 2023 - 2028

The Place and Community Engagement staff will coordinate, implement and review the Diability Access and Inclusion Plan to ensure the Shire is meeting the needs of all members of our community.

In responding to community aspirations there is a limit to what can be achieved solely by the Shire of Dardanup as a local government authority. Where aspirations and priorities cannot be achieved by the Shire alone, we will work collaboratively with the community and key stakeholders to achieve the best possible result. Some things external to and outside of the scope of Council's influence may also limit what can be achieved.

Advocate



Lead, represent and raise awareness on key issues within our community.

Facilitate



Coordinate local groups and agencies to achieve positive community benefits.

Partner



Form strategic collaborative alliances in the interests of the community.

Provide



Coordinate local groups and agencies to achieve positive community benefits.

Fund



Provide community infrastructure, essential services and community engagement activities.

Regulate



Enforce statutory requirements.

Our Vision

The Shire of Dardanup is a healthy, self-sufficient and sustainable community, that is connected and inclusive, and where our culture and innovation are celebrated.



The Disability Access and Inclusion Matrix

The disability access and inclusion matrix provides a framework to support decision making around improved access and inclusion for people with disability, their families and carers. Community helped to shape a plan for the future.

The matrix indicates particular functional and practical implications commonly experienced by people living with each category of disability. It is important to think about disability in this way and understand that the things they can influence to make improvements are their people, the places they operate in, and, their policies or the way they do things.

Achieving positive outcomes in terms of access and inclusion for people with disability is about a lot more than simply complying with minimum access standards. In fact, the only area in which we can point to specific legislated minimum access requirements is in buildings.

The Building Code of Australia (BCA) sets minimum physical access standards for new buildings and/or major refurbishments. The BCA applies only to buildings and does not set legally enforceable minimum access standards for other types of infrastructure such as pedestrian environments, parks, gardens, ovals, reserves etc. And the BCA has little or no application to the 'people' or 'policies' aspects of improved access and inclusion for people with disability.

Disability Access and Inclusion Matrix

Human Capacities Impacted By Disability

		manual supustion inputed by bloubing				
Consider		Physical	Vision	S) Hearing	Cognitive	
Situational Factors to	People	- Attitudes - Face to face communication - Interaction - Terminology - Language - Assistance				
Environmental & Situa	Places	-	Physical access Moving from a f	to b and in persor	nal space	
Environ	Policies	- Informat - Consulta - Employr	ation processes	- Communica - Complaint n	ntion nechanisms	

Achievements since our last DAIP

The Shire of Dardanup's achievements under the previous Disability Access and Inclusion Plan 2018-2023 include:

Pathways

- Renewal of a 141.68m2 dual use pathway (DUP) of 2.5m wide (where possible) and three (3) new kerb ramps and additional 123m2 pathway link between the Eaton Family Centre and Hale Street to ensure better connectivity for pathway users.
- Charlotte Street (Dardanup) pathways included the construction of 170m2 of dual use concrete pathways connecting Charlotte Street and Boyanup Picton Rd and rail crossing and the construction of two (2) new MRWA standard kerb ramps.





Eaton Bowling Club and Senior Citizens Centre

The Eaton Bowling Club and Senior Citizens Association members celebrated the official opening of their new multiuse home by the Shire of Dardanup. The new facility provides increased accessibility, a dedicated function room and a kitchen upgrade.

Six (6) ACROD bays were provided along with two (2) universally accessible ramps to enter the new building. There has also been an additional inclusion inside the building of two (2) universally accessible toilets (UAT).

e-Library Facilities

New online e-Library platform HOOPLA has deliberate accessibility enhancements for all members of our community to access a wide range of books, music, movies, audiobooks and magazines.



Achievements since our last DAIP

The Shire of Dardanup's achievements under the previous Disability Access and Inclusion Plan 2018-2023 include:



Festive Auslan Choir Supported by Southern Ports

Our Festive Auslan Choir is an 8 week program where community can learn Christmas carols in Auslan and perform these Carols at our annual Movies by Moonlight event in Burekup. This program has now run with great support from community for two (2) years.

The Southern Ports Festive Auslan Choir has received an Honourable Mention in the 2023 National Awards for Local Government.

The Gnomesville toilet facilities and access paths - completed August 2021.

These upgrades include two unisex accessible cubicles, along with a pathway that will allow better access between the car park, toilets and main 'upper' part of the Gnomesville village for people of all abilities, including those using wheelchairs or other mobility aids.





Parking at Shire facilities

New and improved accessible and ACROD Parking has been installed at many Shire facilities and places including:

- Eaton Recreation Centre
- Eaton Bowling Club and Senior Citizens Building
 - Waterloo Bush Fire Brigade
 - Dardanup Central Bush Fire Brigade
 - Dardanup Administration and Public Library



Disability Access and Inclusion Policy Statement

The concept of 'equity' simply implies ensuring that people with disability get a 'fair go' at accessing and participating in all aspects of community life. The Shire of Dardanup acknowledges that people with disabilities have the same fundamental rights and responsibilities as all other members of the community.

The Shire of Dardanup:

- Will take all practicable measures to ensure that its DAIP is implemented by its officers, employees, agents and contractors;
- Recognises that people with disability are valued members of the community who
 make a variety of contributions socially, economically and culturally;
- Values diversity and believes that supporting participation and inclusion for all, makes a stronger more vibrant community;
- Believes that people with disability, their families and carers should be supported to remain connected, included and visible 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;
- Will ensure its agents and contractors work towards the desired outcomes in the DAIP;
- Is committed to supporting local community groups and businesses to provide access to, and inclusion of, people with disability;
- The Shire includes a reference to its DAIP in all tender documents;
- Is committed to achieving the seven specified outcomes in its DAIP; and
- Will work in partnership with other relevant public authorities as appropriate.

The Disability Services Act (1993) sets out the minimum reporting requirements for public authorities in relation to Disability Access and Inclusion Plans.

The Shire will report on the implementation of its DAIP through its annual status report to the Department for Communities (Disability Services) by 30 June each year, outlining:

- Its progress towards the desired outcomes of its Disability Access and Inclusion Plan;
- The progress of its agents and contractors towards meeting the seven desired outcomes of the DAIP:
- The strategies it used to inform its agents and contractors of its DAIP;
- The Shire will also provide information about the implementation of the DAIP in its Annual Report.

Prevelance of Disability in the Community



Australian Bureau of Statistics (ABS) Survey of Disability, Aging and Carers (SDAC) figures state that in 2018 there were 4.4 million Australians with disability, 17.7% of the population, down from 18.3% in 2015.

The pattern of disability prevalence across age was similar between 2015 and 2018, however there were some notable changes among certain age groups:

- One-quarter (26.9%) of people aged 60-64 years had disability, down from 31.5% in 2015
- One in ten (9.9%) people aged 35-44 years had disability, down from 12.1%
- One in five (20.5%) women aged 55-59 years had disability, down from 24.4%.

Disability, in this context, was defined as any limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. Examples range from hearing loss which requires the use of a hearing aid, to difficulty dressing due to arthritis, to advanced dementia requiring constant help and supervision.

The 2021 Census provided some updated information and data around disability and specific needs by using key questions which were then output into variables.

Key questions in the 2021 Census

- Does the person ever need someone to help with, or be with them for self-care activities?
- Does the person ever need someone to help with, or be with them for, body movement activities?
- Does the person ever need someone to help with, or be with them for, communication activities?
- What are the reasons for the need for assistance or supervision?

Key statistics from the 2021 Census reported that;

- 1,464,415 people identified as requiring assistance with core activities. Of that, 122,348 reside in Western Australia.
- Females are slightly more likely to indicate they require assistance at 6.1 percent compared to males at 5.5 per cent.
- 8.2 percent of Aboriginal and Torres Strait Islander people identified requiring assistance with core activities.
- 76.6 percent of people identifying as requiring assistance live with family and 19.4 percent live alone.
- There were 2.65 million carers, representing 10.8% of all Australians (down from 11.6% in 2015).







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 Dardanup.

Strategy	Task	Responsible	Budget	Timeline
Ensure that all policies and procedures related to the Shire of Dardanup's services and events are consistent with the DAIP.	Review current Council plans and projects and identify if any changes are required to reflect the objectives of the DAIP.	Engineering & Development Services Corporate & Community Services Governance		Ongoing
Ensure that any events, functions and services organised by the Shire of Dardanup are accessible for people with disability.	Develop and maintain a checklist for Shire staff who are involved in organising functions/events/projects/services. The Shire encourages participation/partnering with services/ providers that promote the participation of people with disability in sport, recreation activities and healthy lifestyle. Encourage community organisations to make their events and functions more accessible by including access and inclusion information within the Shire of Dardanup Events Package. This includes but not limited to: the venue itself, facilities, pathways and communications surrounding the event.	Corporate & Community Services Engineering & Development Services Governance	Events	Ongoing
Ensure staff and relevant contractors involved in services and events have an effective working knowledge of disability awareness and the DAIP.	As part of the staff Induction processes ensure all new staff are made aware of the current DAIP, their responsibilities and awareness. As part of the induction for contractors ensure there is a component ensuring that contractors have an effective working knowledge of disability awareness and the DAIP.	Engineering & Development Services Corporate & Community Services Governance	Events	Ongoing
Create promotion opportunitites for service providers.	Share service provider information at events and facilities in the form of displays and invitations to participate in events. (Accessible and easy to find information rated as a high community priority DAIP Survey 2023)	Corporate & Community Services Governance	Events	Ongoing

Outcome 2 - Buildings and Facilities

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

Strategy	Task	Responsible	Budget	Timeline
Continue to upgrade Shire of Dardanup facilities and infrastructure to comply with minimum access standards as required by Australian Standards on Access and Mobility (i.e. AS 1428 suite and BCA) and are physically accessible: particularly pedestrian facilities such as footpaths, bus stops, parks, reserves, etc.	Conduct an ongoing assessment and disability audits of all Shire facilities and make improvements where and as necessary. Conduct engagements and direct consultation with members of the disability community at planning stages for new facilities to gain understanding of needs prior to construction. (Consultation in planning stages was rated as a high community priority DAIP Survey 2023)	Engineering & Development Services Corporate & Community Services Governance		Ongoing
Encourage local businesses and community groups to increase their awareness and become more accessible and inclusive.	Provide information on access and inclusion to local businesses in the form of a developed brochure and checklist. Provide feedback from community to the relevant businesses about access and inclusion when recieved. (Consultation with local businesses and providing education was rated as a high community priority DAIP Survey 2023)	Corporate & Community Services Engineering & Development Services		Ongoing
Ensure that relevant Shire of Dardanup staff, contractors and agents are aware of and comply with minimum access standards as required by Australian Standards on Access and Mobility (ie: AS 1428 suite and BCA).	As part of the induction for contractors ensure there is a component ensuring that contractors have an effective working knowledge of disability awareness and the DAIP.	Engineering & Development Services Corporate & Community Services Governance		Ongoing

Outcome 2 - Buildings and Facilities continued

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

Strategy	Task	Responsible	Budget	Timeline
Maintain and include provisions to access transport and ACROD parking facilities.	Maintain and include provisions for ACROD parking facilities.	Engineering & Development Services	Road Maintenance	Ongoing
Maintain and develop Shire managed roads and footpaths to enhance accessibility where necessary. Work in partnership with other organisations to ensure that relevant pedestrian infrastructure complies with the Accessible Public Transport Standard.	Continue to provide pedestrian access which is relevant to the needs of the community. (Creating accessible pathways and entrances to buildings and facilities was rated as a high community priority DAIP Survey 2023)	Engineering & Development Services	Road Maintenance	Ongoing
Provide accessible toilets in any development or re-development.	Aim to provide facilities which are above access standard.	Engineering & Development Services	Building Maintenance	Ongoing

Outcome 3 - Information

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

Strategy	Task	Responsible	Budget	Timeline
Ensure that Shire of Dardanup's information, communication, internet and social media policies and procedures are consistent with the DAIP.	Ensure that all Shire documents and publications include a notation that it is available in alternative formats upon request. Conduct regular review of Shire documents and forms and ensure they are formatted clearly with appropriate font. Ensure all online communications are positive and inclusive. Content should be written in plain language, aiming for a reading level of grade 8 to ensure understanding of all community members.	Governance Corporate & Community Services Communication Officer	DAIP Budget	Ongoing
Develop and maintain the Shire website and all sub-websites (ERC and Library Services) to meet good practice in accessibility.	Review and update website to meet the needs of people with disabilities. Ensure that key Shire documents are available on the website. Continue to develop the Shire of Dardanup's use of social media as a source of providing information and receiving feedback.	Communication Officer	Corporate Services	Ongoing
Ensure that Shire of Dardanup staff and contractors are aware of and use appropriate communication methods when providing information to people with disability.	As part of the induction for contractors ensure there is a component ensuring that contractors have an effective working knowledge of disability awareness and the DAIP.			Ongoing

Outcome 4 - Quality Customer Service

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

Strategy	Task	Responsible	Budget	Timeline
Improve staff, Councillor's and contractor's awareness and DAIP competency to aid in their interactions with people with disability.	Provide interactive training session for all Shire staff and Councillors. Provide DAIP inductions to all new Shire employees. Ensure that DAIP information is included in Shire Tender documents and that reporting is clearly stated as a compulsory requirement. (Staff training was rated as a high community priority DAIP Survey 2023)	Governance Human Resources	Training Budget	Ongoing
Ensure all Shire of Dardanup's policies and procedures relevant to customer service are consistent with the DAIP.	Conduct a biennial review of Council Policies and Procedures	Governance		Ongoing

Outcome 5 - Complaint Mechanisms

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

Strategy	Task	Responsible	Budget	Timeline
Ensure that there are alternative methods of providing feedback or making a complaint to the Shire.	Ensure that all premises offered for the lodgement of complaints are physically accessible. Increase the awareness and skills of staff in dealing with a complaint. Promote alternative methods of communication including interpreters, assistive technology and National Relay Service within the Shire's newsletters and online platforms.	Engineering & Development Services Corporate Services Governance	DAIP Budget	Ongoing

Outcome 6 - Consultation Processes

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

Strategy	Task	Responsible	Budget	Timeline
Promote public consultations opportunities widely and appropriately to encourage participation by people with disability.	Ensure public meetings are held in an accessible location. Ensure that any public consultation information are consistent with DAIP and includes details of who to contact regarding specific requirements. Ensure that consultation processes are widely advertised using a range of promotional methods where possible.	All Staff		Ongoing
Ensure that all consultation processes are provided in such a way that all community members have an opportunity to provide feedback.	Utilise a range of formats for providing feedback. Provide an Auslan interpreter when required. Make provision for personal meetings with individuals/ groups where required.	All Staff	DAIP Budget	

Outcome 7 - Employment

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

Strategy	Task	Responsible	Budget	Timeline
To make provision for any employee with disability.	Identify any needs of employee with disability and implement necessary changes	Governance Human Resources		Ongoing
Meet compliance with all relevant legislation and recruitment processes.	Ensure the following laws are met: WA Equal Opportunity Act 1984 Racial Discrimination Act 1976 Sex Discrimination Act 1984 Human Rights and Equal Opportunity Commission Act 1987 Disability Discrimination Act 1992	Governance Human Resources All Staff		Ongoing





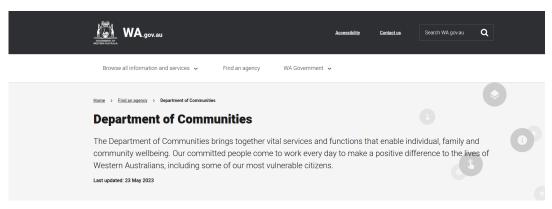






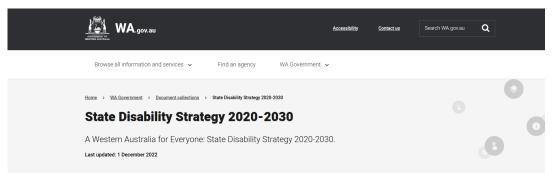
Further Information

For further information on DAIP and Department of Communities, please visit: https://www.wa.gov.au/organisation/department-of-communities



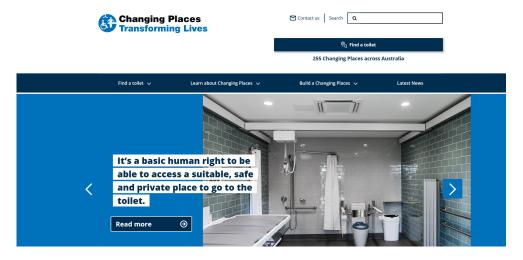
On 3 December 2020, the State Government launched a 10-year whole-of-community vision to protect, uphold and advance the rights of people with disability living in Western Australia.

A Western Australia for Everyone: State Disability Strategy 2020-2030 (the Strategy) sets the foundation for building a more inclusive Western Australia, empowering people with disability to participate meaningfully in all parts of society and to have the resources to do so. For more information or to read the strategy in full, please visit: https://www.wa.gov.au/government/document-collections/state-disability-strategy-2020-2030



Public Services

Changing Places toilets are larger than standard accessible toilets which provide people with disability and high support needs access to suitable, safe, and private bathroom facilities. The online map can be found here: https://changingplaces.org.au/find



There is a national public toilet facilities map that show locations of public and accessible toilets. This map can help community find access to a public toilet anywhere in the country. The online map can be found here: https://toiletmap.gov.au

