

DISABILITY ACCESS AND INCLUSION PLAN

2026-2030





Acknowledgement of Country

The Shire of Chittering wishes to acknowledge the traditional custodians of the land within the Shire of Chittering, the Yued and Whadjuk peoples.

We would like to pay respect to the Elders of the Nyoongar nation, past and present, who have walked and cared for the land.

We acknowledge and respect their continuing culture, and the contributions made to this region.

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Accessing our Disability Access and Inclusion Plan

The plan is accessible on our Shire’s website www.chittering.wa.gov.au. Hard-copies are available at our Administration Office and Library located at 6177 Great Northern Highway, Bindoon, WA 6502.

Alternative formats

This report is available in alternative formats and languages upon request. Please contact the Shire at 08 9576 4600 or email us at chatter@chittering.wa.gov.au for any of the above-mentioned requests.

For non-English speakers, please contact us through the National Translating and Interpreting Service (TIS) at 13 14 50.

For hearing impaired and deaf people contact us through the National Relay Service at 1300 555 727.

Feedback and Questions

We are confident that this report will provide you with detailed information about the broad range of services our Shire provides to the community and to various other stakeholders. Please email us at: chatter@chittering.wa.gov.au to provide any feedback or if you require any further information.

Background

The Shire of Chittering

The Shire of Chittering’s boundary is approximately 55 km north of the Perth CBD, with the Shire’s Administration Office located in Bindoon (approximately 83 kilometres from the Perth CBD). The Shire of Chittering is located in the Wheatbelt region and covers an area of approximately 1,220 square kilometres. There are currently 2,413 dwellings and 6,753 residents within the Local Government area, with the population forecast to increase by approximately 12.2% to around 7,576 residents by 2046.

According to the 2021 Census, 275 people (4.6% of the population) in the Shire of Chittering reported needing assistance in their day-to-day lives due to disability. This represents a 1.2% increase since 2016 and is consistent with trends seen across regional Western Australia.

There are three gazetted townships in Chittering: Bindoon (where the Shire offices and main shopping area are located), Muchea to the south of Bindoon, and Wannamal to the north. Three localities are scattered south of Bindoon, being Lower Chittering, Chittering and Upper Chittering, while the locality of Mooliabeenee is located just north of Bindoon.

Chittering offers a range of recreational, leisure and community facilities which complement the natural beauty of the area and contribute to the infrastructure required to meet the needs and expectations of people who choose to live and work within the Shire of Chittering.



Functions, Facilities and Services

Both in-house and contracted, provided by the Shire of Chittering.

The Shire of Chittering is responsible for a range of functions, facilities and services including:

Services To Property

Construction and maintenance of Shire-owned buildings, roads, footpaths; drainage, land 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 centres, public library and information 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 animal 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, dog and cat licenses.

Processes Of Government

Ordinary and special Council and committee meetings; electors' meetings and election of Council Members; community consultations



People with a Disability in the Shire of Chittering

A disability, as explained by the WA Government’s Office of Disability, which sits within Department of Communities, is any continuing condition that restricts everyday activities. Disabilities can affect a person’s capacity to communicate, interact with others, learn and get from place to place independently. Disability is usually permanent but may be episodic.

Disabilities can be:

Sensory - Affecting vision and / or hearing

Neurological - Affecting a person’s ability to control their movements, for example, cerebral palsy

Physical - Affecting mobility and/or a person’s ability to use their upper or lower body

Intellectual - Affecting a person’s judgement, ability to learn and communicate

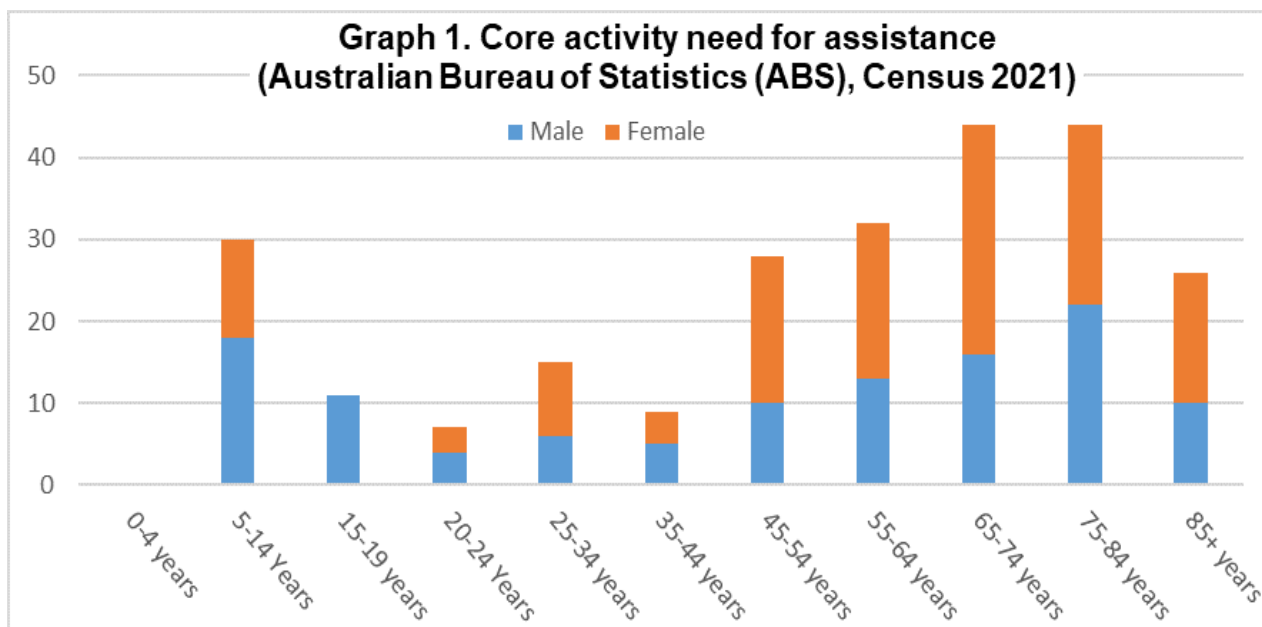
Cognitive - Affecting a person’s thought processes, personality and memory resulting, for example, from an injury to the brain

Psychiatric - Affecting a person’s emotions, thought processes and behaviour, for example, schizophrenia and manic depression

According to the Australian bureau of statistics, in 2018 there were 1107 people in the Shire of Chittering’s population were living with have a disability. Persons with a profound or severe core activity limitation represented 4.2% and persons with a moderate of mild core activity limitation were 10.9%.¹

Referring to the ABS 2021 Census from this point onwards, there are approximately 275 people (or 4.64% of the Chittering population) requiring assistance, which represents an increase from 3.5% in 2016 and 2.5% in 2011.

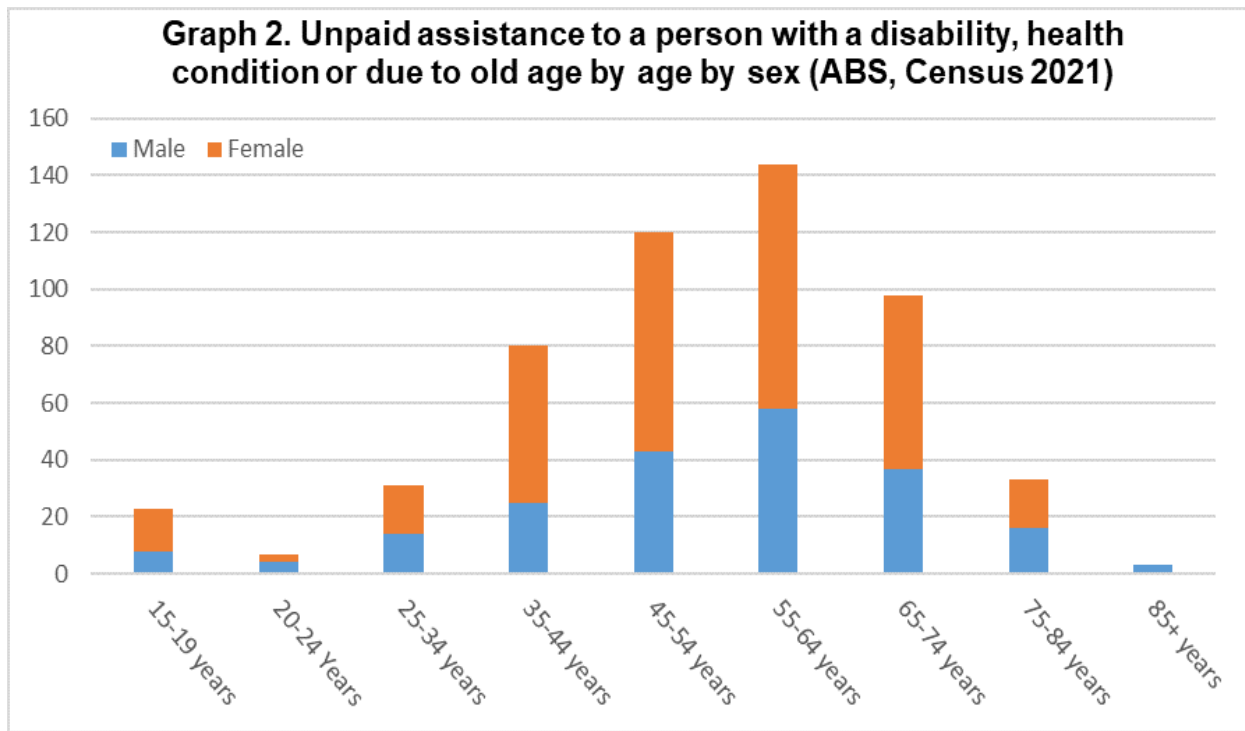
Graph 1 demonstrates that the age group with the greatest core need for assistance is 65 to 84 years.²



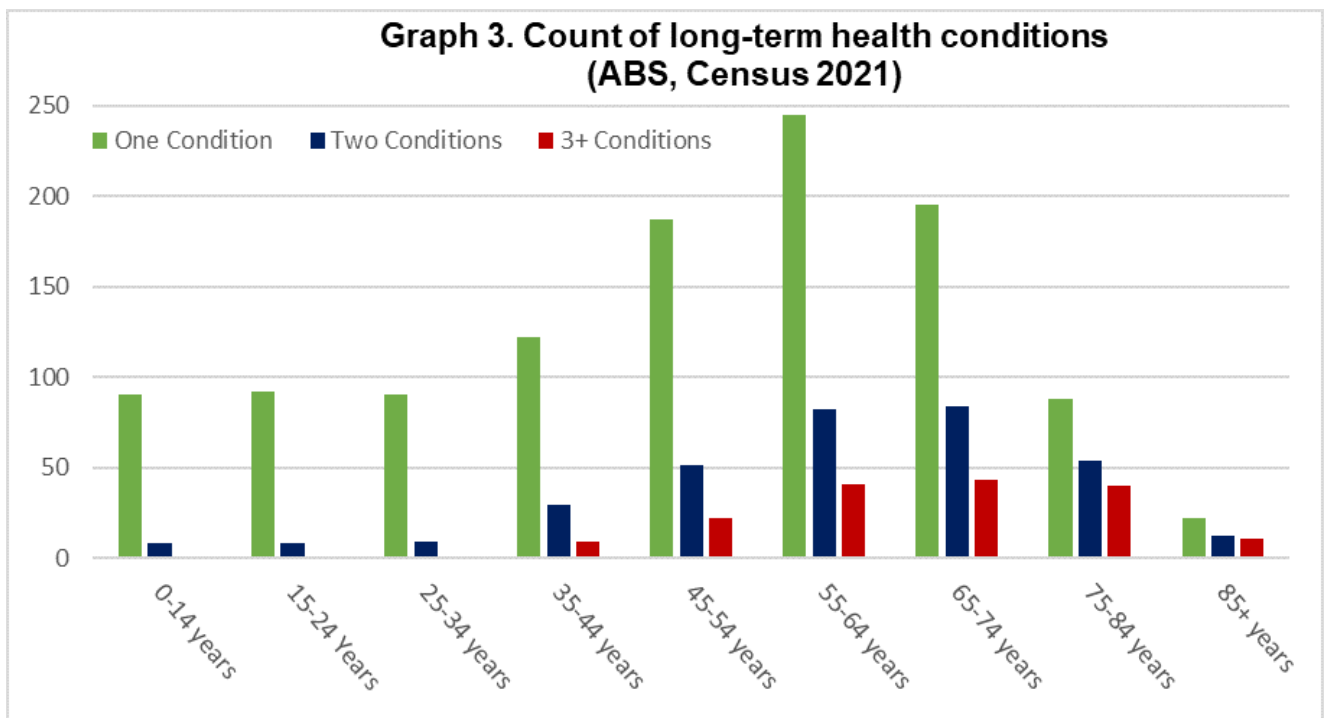
¹ (Australian Bureau of Statistics, 2018, Region Summary: Chittering – Health and Disability, <https://db. abs.gov.au/region.html?lyr=sa2&rgn=509021236>, accessed 23 January 2023).

² (Australian Bureau of Statistics, 2021, Chittering – General Community Profile, <https://www.abs.gov.au/census/find-census-data/community-profiles/2021/LGA51680>, January 2023)

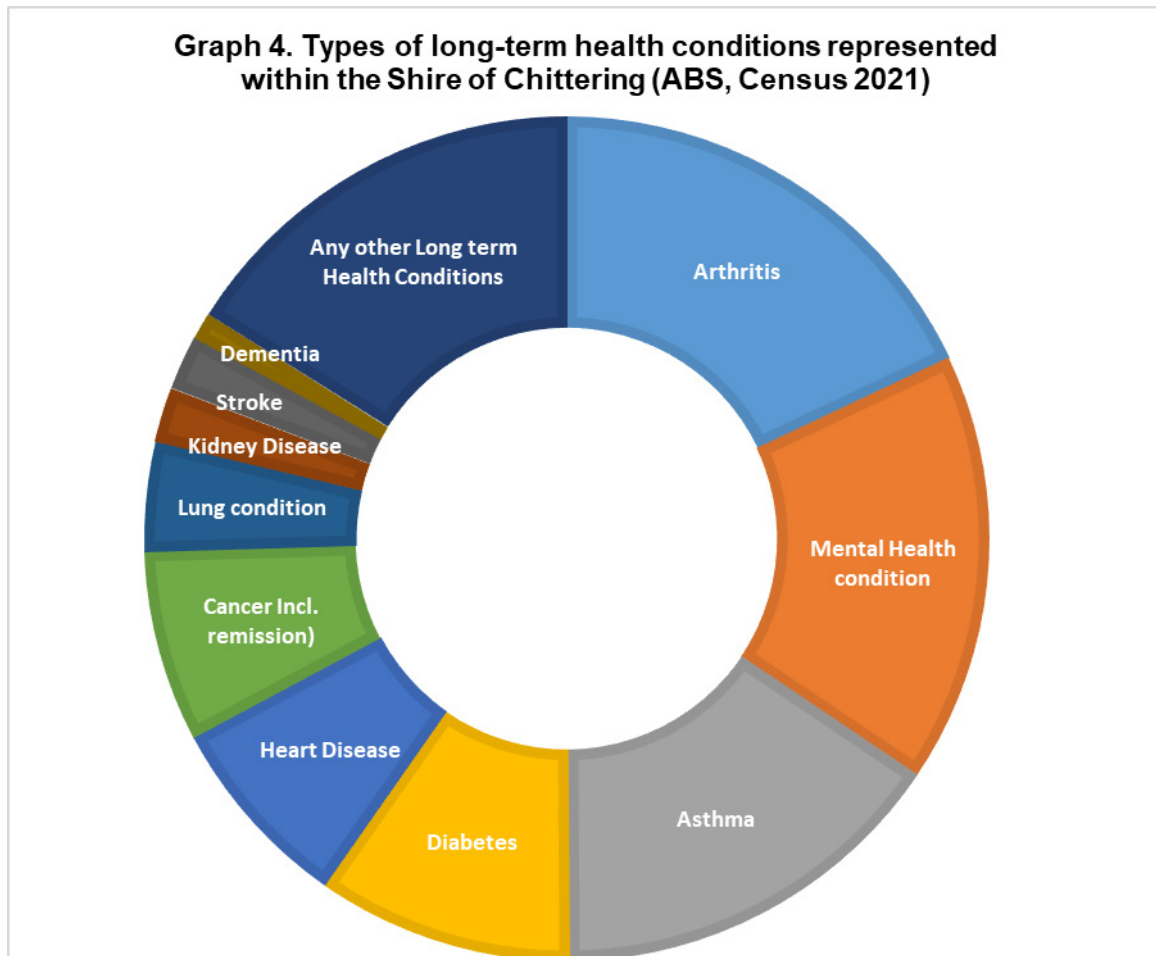
Graph 2 provides an overview of unpaid carers who reside within the Shire and provide ‘assistance to a person with a disability, health condition or due to old age’. Of the 539 people who represent 9.09% of the Shire’s population, 38.59% were male and 61.41% were female.



Graph 3 provides an overview of the people impacted by a long term health condition with 19.073% impacted with one condition, 5.68% with two conditions and 2.8% with three or more. The number of conditions in an individual are congruent with the older the age group, noting that long-term health conditions can ‘restrict everyday activities.’ Overall, the Shire’s population is represented by 41.8% of people with one or more long-term health conditions.



Graph 4 illustrates that the two main long term health conditions where people required assistance with core activities are arthritis (8.6%) and mental health condition (7.9%).



Planning for Better Access

The Western Australia Disability Services Act (1993) requires all Local Governments to develop and implement a Disability Access and Inclusion Plan (DAIP) to ensure that people with disability have equal access to its facilities and services.

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

The Shire of Chittering is committed to facilitating the inclusion of people with disability through the improvement of access to its information facilities and services. Towards this goal the Shire adopted its first Disability Service Plan (DSP) in 1995 to address the access barriers within the community. The current plan supersedes the most recent DAIP being for the period 2023 - 2026.

Some of the key outcomes include upgrades and access improvements to facilities, providing varied mechanisms for engaging and communicating to people; and connection of vulnerable people during emergencies.

Access and Inclusion Statement

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

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

The Shire of Chittering:

- Recognises that people with disability are valued members of the community;
- Believes that a community that recognises its diversity and supports the participation and inclusion of all of its members makes for a richer community life;
- Believes that people with disability, their families and carers should be supported to remain in the community;
- Is committed to consulting with people with disability, their families and carers and disability organisations in addressing barriers to access and inclusion;
- 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 and inclusion of people with disability; and
- Is committed to achieving the seven desired outcomes of its DAIP.

Desired Outcomes	Description
Events and Services	People with disability have the same opportunities as other people to access the services of, and any events organised by, the Shire of Chittering.
Buildings and Facilities	People with disability have the same opportunities as other people to access buildings and other facilities.
Information	People with disability receive communications in a format that enables them to access information as readily as other people.
Service Quality	People with disability receive the same level and quality of services as other people.
Complaints	People with disability have the same opportunities as other people to make complaints.
Consultation	People with disability have the same opportunities as other people to participate in any public consultation.
Employment	People with disability have the same opportunities as other people to obtain and maintain employment.

The Shire of Chittering is also committed to a realistic and achievable DAIP and actions while factoring in the Shire's resourcing, capacity constraints and competing priorities. This does not mean that the various needs raised/identified are not important but rather that the Shire works towards realistic goals that are meaningful and make an impact.

Development of the Disability Access and Inclusion Plan

Responsibility for the Planning Process

The Shire's Community Facilities Officer has responsibility to oversee the development, implementation, review, and evaluation of the DAIP plan. These steps are supported by a project team made up of representatives from the each of the Services Areas including Office of the CEO (Economic and Community Development; Communications); Corporate Services (Library); Development Services (Planning) and Technical Services (Building).

The final plan is endorsed by Council and it is the responsibility of all officers to implement the relevant actions.

Community Consultation Process

In February 2026, the Shire undertook to review its Disability Access and Inclusion Plan (DAIP) engaging stakeholders and drafting a new DAIP to guide further improvements to access and inclusion.

The process included:

- Examination of the initial DSP and subsequent progress reports to see what has been achieved and what still needs work;
- Consultation with key staff; and
- Consultation with the community.

The Disability Services Act Regulations (2004) set out the minimum consultation requirements for public authorities in relation to Disability Access and Inclusion Plans (DAIPs). Local Governments must call for submissions (either general or specific) by notice in a newspaper circulating in the Local Government area and on any website maintained by or on behalf of the Local Government. Other mechanisms may also be used.

The following consultation methods were used:

A community consultation period was held from February to March 2026 to gather both feedback on the previous Disability Access and Inclusion Plan 2023-2026, and input to inform the development of the new DAIP.

The community was advised that the Shire was seeking their views to help identify existing barriers to access and inclusion for people with disability and their families, and to guide improvements in the new plan.

Promotion of the consultation included:

- Northern Valley News – March 2026 edition
- Facebook event promoted throughout February and March 2026
- Shire website in February 2026

Direct outreach by the Community Development team to local community groups in February 2026

- Community and stakeholders were invited to a morning tea on the 10th of March to provide input to the 2026-2030 DAIP review

Findings of the Consultation

The external consultation would suggest that the DAIP 2023-2026 objectives have been achieved in most part.

Access Overview

From those that provided feedback, the Shire of Chittering was deemed to be adequately accommodating disability access and inclusion with regards to community/public events and shire buildings.

Comments in regard to recreational facilities, pathways and car parks were mostly positive including pathways that were not impeded by signage or trees and that there was a wide access entry into local businesses.

There were also some suggestions for improvement.

- Concerns were raised about pedestrian and vehicle movement through crowded events, which may reduce the sense of safety for people with mobility challenges, and those requiring additional support. It was also highlighted that events should incorporate considerations for the specialised needs of people with autism or other sensory processing disorders, to ensure their full inclusion and comfort.
- Requirement for accessible parking for people with a mobility or other health issue that are not eligible for ACROD parking in major public parking areas.
- Improving access to therapy support services within the Shire of Chittering such as speech or occupational therapist, psychologists etc.

Strategy and Implementation Response

The internal project team acknowledged additional areas that may require improvement or which could be identified and prioritised through a deliberate and informed assessment (prioritisation denoting both non-discretionary and discretionary requirements). This would build on consultation findings and ensure that the Shire of Chittering has a forward plan (based on the assessment outcomes) which is realistic, achievable and provides deliverables that have an annual focus for accountable delivery. This forward plan would be integrated into the Capital Works and Asset Management Plan and other Integrated Planning and Reporting documents.

Further to this, the DAIP Implementation Plan will provide the specific actions over four years which will provide measures (evidence) for progress reporting and where applicable, evaluation for continuous improvement. The determination of these measures has been informed through engagement with the employees responsible for their implementation.

Responsibility for Implementing the DAIP

Implementation of the DAIP is the responsibility of all areas of the Shire. The Western Australian Disability Services Act (1993) requires all public authorities to take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors.

Communicating the Plan to Staff and People with Disability

As per the requirement of the Western Australian Disability Services Act (1993), Disability Access and Inclusion Plans are public documents and must be made available on request:

- In electronic or audio format or as a hard copy, including large print;
- On the Shire's website; and
- Promoted in the local press.

The following strategies will be undertaken to ensure clear communication of the DAIP to the community and Shire staff and others:

- Promotions via social media, the Shire's website and displayed material at the Administration Office and Library, will inform the community that copies of the DAIP are available upon request. Copies can also be requested in alternative formats or channels such as a hard copy in standard and large print and/or electronic format by email.
- As the DAIP is amended, Shire staff and the community will be advised of the availability of updated plans, using the above methods.
- A copy of the DAIP be made available to employees via the internal Intranet portal.

Shire contractors and agents who deliver a public service on behalf of the Shire of Chittering will be provided access to the DAIP 2026-2030 and are to factor in applicable and/or potential requirements with any tender processes.

Review and Evaluation Mechanisms

The Western Australian Disability Services Act (1993) requires that DAIPs be reviewed at least every four years and ideally will be reviewed in conjunction with the major Strategic Community Plan. Whenever the DAIP is amended, a copy of the amended plan must be lodged with the Disability Services Commission. The Implementation Plan can be updated more frequently if desired.

Monitoring and Reviewing

The Community Facilities Officer will be responsible for the development of the DAIP annual progress report (with responsible officers input) which will be provided to Executive Management and Council. Any recommended amendments will be considered and changed in the Implementation Plan respectively.

The Shire's DAIP will next be reviewed and submitted to the Office of Disability in 2030.

Evaluation

- An evaluation will occur as part of the four-yearly review of the Disability Access and Inclusion Plan.
- The community and Shire representatives will be consulted as per the endorsed consultation strategies, as part of any evaluation.

Reporting on the DAIP

The Western Australian Disability Services Act (1993) requires the Shire to report on the implementation of its DAIP in its annual report outlining:

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

The Shire is also required to report on progress in the prescribed format to the Office of Disability by 31 July each year



What we achieved from the DAIP from 2023-2026

Outcome 1: People with disability have the same opportunities as other people to access the services of, and any events organised, by the Shire of Chittering.

- **1.1** Regular Annual Disability Access and Inclusion (DAI) assessments ensure Shire owned and managed facilities, assets, and public spaces are accessible and continuously improved.
- **1.2** External event organisers have access to, and are encouraged to use, the Accessible Events Checklist available on the website to ensure all events held on Shire land are inclusive and accessible to people with disability. The Shire staff are informed of the 'Accessible Events Checklist' for Shire, public, community and stakeholder events. All staff are to complete the Accessible Events Checklist and add to Event Coordination records e.g. Taste of Chittering.
- **1.3** DAIP strategies and actions are integrated into broader Shire plans, strategies, and operational processes to ensure accessibility and inclusion are considered across all areas of service delivery. The Shire staff are informed of the 'Accessible Events Checklist' for Shire public, community and stakeholder events. All staff are to complete the Accessible Events Checklist and add to Event Coordination records e.g. Taste of Chittering. The Shire informs and encourages event applicants (external parties/organisations) to complete an 'Accessible Events Checklist' by making it available via the Shire's website.

Outcome 2: People with disability have the same opportunities as other people to access the buildings and other facilities of the Shire of Chittering.

- **2.1** All Shire-owned and managed buildings and facilities—including the Landfill and Volunteer Fire Brigade facilities—are inspected annually to ensure they meet minimum accessibility standards and identify areas for improvement.
- **2.2** The Shire ensures that all new or redevelopment works incorporate accessible design features wherever practicable, ensuring long-term accessibility across the Shire's
- **2.3** ACROD parking bays across Shire facilities meet the needs of people with disability in both quantity and location. Recent upgrades at Sandown Park and Lower Chittering Hall are complete, with additional sites scheduled through the Shire's 10-year maintenance plan.
- **2.5** Recreational areas are inspected annually to ensure accessibility. Identified modifications are recorded and incorporated into the Shire's 10-year maintenance plan to support continuous improvement.

Outcome 3: People with disability receive information from the Shire of Chittering in a format that will enable them to access the information as readily as other people are able to access it.

- **3.1** The community is informed that Shire information can be provided in alternative formats upon request. Additional accessible formats will be introduced as part of the Shire's planned improvements in 2026–2027. The website currently offers read aloud option by clicking the A from your browser menu or pressing Ctrl+Shift+U. Contrast options and Font sizes are available at the top of the websites page.

Outcome 4: People with disability receive the same level and quality of service from the employees of the Shire of Chittering as other people receive.

- **4.1** Management, Council members, and employees participate in annual Disability Access and Inclusion (DAI) awareness training to ensure staff have the knowledge and skills to provide inclusive, equitable, and respectful service to people with disability.
- **4.2** The Shire promotes greater community understanding of disability and access issues through awareness initiatives, including hosting the first International Day for Persons with Disabilities event in 2025. Attendees from this event have formed the basis of a new disability consultation working group to support ongoing community engagement.

Outcome 5: People with disability have the same opportunities as other people to make complaints to the Shire of Chittering.

- **5.1** Staff and community members are supported with clear information about Disability Access and Inclusion (DAI) complaint processes, including the availability of alternative formats. The Shire's complaint handling policy and procedures have been updated to allow complaints to be made in multiple ways—such as by phone—and information about these options is available on the Shire's website.

Outcome 6: People with disability have the same opportunities as other people to participate in any public consultation by the Shire of Chittering.

- **6.1** People with disability are actively consulted during the development, review, and implementation of the DAIP and other significant Shire planning processes. An Easy Read Disability and Inclusion Toolkit is available on the Shire's website and at the front desk to support accessible engagement. The current DAIP review has included consultation with the Disability Consultation Group to ensure lived experience informs decision-making
- **6.2** People with disability are supported to participate in Shire consultation processes through clear communication and targeted engagement. The Shire has commenced forming a Disability Working Group from attendees of the International Day of Persons with Disabilities event, ensuring individuals with lived experience are informed of, and invited to contribute to, ongoing public consultation opportunities
- **6.3** The Shire has conducted a DAIP review in conjunction with major review of council Plan formerly known as the Strategic Community Plan.

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

- **7.1** Employees are supported through annual reminders to update their Employee Medical Information, including any changes to disability status or support needs. This ensures the Shire can provide appropriate workplace adjustments and maintain a safe, inclusive working environment.
- **7.2** The Shire's recruitment information—available on the website and within Position Information Packages—is reviewed and updated annually to ensure accessibility.

Our Plan for the DAIP 2026-2030

The Implementation Plan details the task, time lines and responsibilities for each broad strategy to be implemented in 2026-2030 to progress the strategies of the DAIP.

It is intended that the Implementation Plan will be reported on annually with consideration to update progress the achievement of all the strategies over the duration of the four year plan.

Outcome 1: Accessible Services and Events

People with disability have the same opportunities as others to access Shire services and events.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Where possible, provide sensory-friendly options at major events (quiet zones, low-stimulus sessions at major events).	2026-2030	Economic and Community Development Officers, Environmental Health Officer	Sensory supports available; community feedback
Where provided, quiet zone areas are identified on the event map and event application.	2026-2030	Economic and Community Development Officers, Environmental Health Officer	Sensory supports available; community feedback
Ensure there is priority seating for the viewing and participation of activities for persons with disabilities at major events.	2026-2030	Economic and Community Development Officers, Environmental Health Officer	Seating provided; Community feedback
Ensure all Shire services offer alternative access options (phone, online, in-person, assisted-person, assisted).	2026-2027	All Departments	A range of access options are available.
Provide inclusive event management training for Shire event staff and volunteers, and local community groups around disability awareness.	2026-2028	Economic and Community Development Officers, Environmental Health Officer	Training completion rates

Outcome 2: Accessible Buildings and Facilities

People with disability have the same opportunities as others to access Shire buildings and facilities.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Conduct a comprehensive accessibility audit of all Shire buildings, parks, playgrounds, and public spaces.	2026-2030	Infrastructure; Community Facilities Officer	Audit completed; priority list established
Increase accessible and mobility priority-parking in key public areas	2026-2030	Infrastructure, Parks; Community Development	Number of bays added; compliance with standards
Consider and include where possible, improved accessibility of outdoor spaces (inclusive play equipment, accessible paths, shaded rest area) when redeveloping or constructing new play spaces.	2026-2028	Infrastructure, Parks; Economic and Community Development	Upgrades completed; user feedback
Inform applicants of the requirement for, and the benefit flowing from, the provision of accessible venues during the development application process.	2026-2027	Development Services and Communications	Checklist completed and added to the website.

Outcome 3: Accessible Information

People with disability receive information in a format that enables equal access.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Provide information in alternative formats (large print, audio, easy-read, accessible PDF), website to have link to access convert text to Auslan and NRS.	2026-2029	Communications; Customer Service; Economic and Community Development	Requests fulfilled; community feedback
Upgrade website to meet WCAG 2.1 AA standards.	2026-2028	Communications	Website audit completed; compliance achieved
Produce easy-read versions of key documents.	2026-2030	Communications, Library	Number of easy-read documents
Train staff in accessible communication and plain language-writing.	2026-2028	HR; Communications,; Economic and Community Development	Training completion rates

Outcome 4: Equal Service Quality

People with disability receive the same level and quality service as others.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Deliver bi-annual disability awareness and inclusive customer service training. Provide role-specific training for front-line staff.	2026-2030	HR; All Departments	Training completion rates
Ensure staff can assist people to access interpreters or alternative formats by providing the appropriate contact details, such as links or phone numbers for relevant services.	2026-2030	HR; Relevant Managers, Economic and Community Development	Number of supported interactions
Provide information in alternative formats (large print, audio, easy-read, accessible PDF), website to have link to access covert text to Auslan and NRS.	2026-2030	Communications, All Departments	Number of supported interactions

Outcome 5: Accessible Complaints Processes

People with disability have equal opportunity to make complaints.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
The Shire will provide multiple accessible options for lodging complaints—including online, by phone, in person, Easy Read formats, and assisted lodgement. A comprehensive complaints-handling policy and procedure will be implemented to support this process	2026-2027	Governance; Customer Service	Range of options available
Ensure that the complaints webpage and all associated forms comply with current accessibility standards.	2026-2028	Communications	Accessibility audit results
Provide staff training to ensure they can effectively support people with disability throughout the complaint-lodgement process.	2026-2030	HR; Customer Service	Training completion
Actively promote accessible complaint pathways across all Shire communication platforms to ensure community members are aware of inclusive and accessible options for lodging complaints.	2026-2027	Communications	Community awareness
Track accessibility-related complaints to identify patterns and systemic issues.	2026-2030	Governance	Trends reported annually

Outcome 6: Accessible Public Consultation

People with disability can participate fully in public consultation.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Where possible ensure all consultation venues are fully accessible, including the provision of quiet spaces, step-free access, and designated accessible parking to support inclusive community participation.	2026-2030	Infrastructure; Economic and Community Development	Venue compliance
Investigate partnering with disability organisations to reach under-represented groups	2026-2030	Economic and Community Development	Partnerships established
Provide extended consultation periods to ensure community members, including those who may need additional time or support, can participate meaningfully in the engagement process.	2026-2030	All Departments	Consultation timelines reflect accessibility needs
Develop and maintain a disability consultation contact list and hold quarterly catch-ups to support ongoing engagement with people with disability and representative community groups.	2026-2030	Community Development and Library	Monitor both the number of contacts and the diversity of participant representation
Provide an Easy Read toolkit for the complaints process, available on the Shire’s website and as a hard copy resource at the front desk.	2026-2030	Community Development and Library	Materials

Outcome 7: Equal Employment Opportunities

People with disability have equal opportunity to obtain and maintain employment.

Action (2026–2030)	Timeframe	Responsibility	Performance Measures
Review recruitment processes to identify and remove accessibility barriers.	2026-2027	Human Resources, communications	Recruitment process updated
Ensure all job advertisements clearly communicate the availability of reasonable adjustments throughout the recruitment process, supporting equitable access for applicants with disability.	2026-2028	Human Resources, communications	Inclusion statements in all ads
Provide accessible interview options to ensure applicants with disability can participate equitably in the recruitment process.	2026-2030	HR; Hiring Managers	Adjustments provided
Provide training for hiring managers on inclusive recruitment practices and unconscious bias to ensure fair, equitable, and accessible hiring processes.	2026-2028	HR; ICT; Infrastructure	Training completion
Improve workplace accessibility by ensuring adaptive equipment, accessible digital systems, and flexible work arrangements are available to support employees.	2026-2030	HR; Economic and Community Development	Adjustments provided
Promote inclusive employment across the Shire and local businesses by sharing best-practice guidance on disability and employment, including adding the JobAccess Employment Toolkit.	2026-2030	Communications	Number of placements



**6177 Great Northern Highway,
Bindoon WA 6502**

08 9576 4600

chatter@chittering.wa.gov.au

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