Shire of Cranbrook

Great Southern's Finest

Disability Access and Inclusion Plan (DAIP) 2026 -2031

This plan is available in alternative formats such as large print, electronic and audio format (USB or emailed), on request.



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Foreword

In the 2025 -2035 Shire of Cranbrook Strategic Community Plan, 4 key aspirations are identified as;

- ***SOCIAL - Be respected for our friendly, vibrant, connected and safe community***
- ***ECONOMIC - Be an innovative, diverse, prosperous, and growing economy***
- ***ENVIRONMENT – To enhance, maintain, protect and promote natural environment and built infrastructure***
- ***LEADERSHIP – To demonstrate and partake in strong governance and leadership***

Providing an accessible and inclusive community is fundamental to achieving Shire's strategic objectives. To support this commitment, the Shire has developed a Community Engagement Policy that promotes meaningful participation and ensures all members of the community can contribute to consultation and decision-making processes.

This Disability Access and Inclusion Plan (DAIP) forms part of Cranbrook's broader vision of being a proactive, sustainable, safe, friendly, and prosperous community. The DAIP recognises that access and inclusion extend beyond physical access to buildings. It also encompasses equitable participation in community life, access to information and services, and opportunities for everyone to engage fully in civic, social, cultural, and economic activities.

The DAIP provides a framework to guide Council's planning, decision-making, and delivery of strategies and projects that support the aspirations of the community. Together with the Strategic Community Plan, it aims to create positive outcomes that enhance the quality of life for all residents and visitors, particularly people with disabilities, whose participation is essential to the social, cultural, and economic wellbeing of the Shire.

The Shire acknowledges that barriers to access and inclusion can affect anyone at different stages of life. This includes parents and carers with prams, young children, youth, people recovering from illness or injury, individuals experiencing mental health challenges, people with low literacy or limited English proficiency, and older or frail community members. Creating an accessible and inclusive environment benefits the entire community by enabling greater participation, independence, and connection.

Linda Gray
Chief Executive Officer

1.0 Shire of Cranbrook Overview

The Shire of Cranbrook is located in the Great Southern region of Western Australia, approximately 325 kilometres south of Perth and one hour north of Albany, the region's major service centre. The Shire covers a predominantly rural area comprising the townships of Cranbrook, Frankland River and Tenterden and is bordered by the Shires of Plantagenet, Kojonup, Manjimup, Boyup Brook, Broomehill–Tambellup and Gnowangerup.

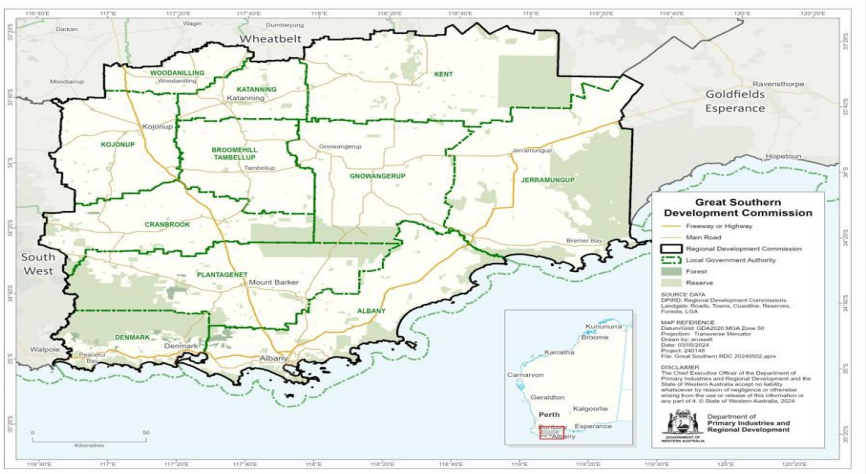
According to the 2021 Australian Bureau of Statistics Census, the Shire has a population of approximately 1,100 people. The community is characterised by its strong agricultural base, close-knit rural lifestyle and significant natural and tourism assets.

Cranbrook, the Shire's administrative centre, is located approximately 39 kilometres north-north-east of Mount Barker. Agriculture, including grain production, sheep farming and wool, remains the cornerstone of the local economy. Known as the "Gateway to the Stirlings", Cranbrook is a popular destination for visitors exploring the Stirling Range National Park, renowned for its spectacular landscapes, internationally recognised biodiversity and seasonal displays of native wildflowers.

Frankland River, located approximately 47 kilometres west of Cranbrook, is recognised as one of Western Australia's premium cool-climate wine regions. In addition to viticulture, the area supports olive production and broadacre agriculture, contributing significantly to the local economy. The district is also valued for its natural landscapes, forests and diverse native flora, attracting visitors throughout the year.

Tenterden, situated approximately 11 kilometres south of Cranbrook, is a small rural community that provides a lifestyle centered on agriculture and rural residential living. The township is home to a strong local sporting community, including an active tennis club, and a small industrial precinct that supports local employment and business activity.

The Shire's dispersed population and rural geography present both opportunities and challenges in ensuring equitable access to facilities, services and community participation. Through this Disability Access and Inclusion Plan, the Shire is committed to improving accessibility and inclusion so that all residents and visitors, regardless of ability, can participate fully in community life.



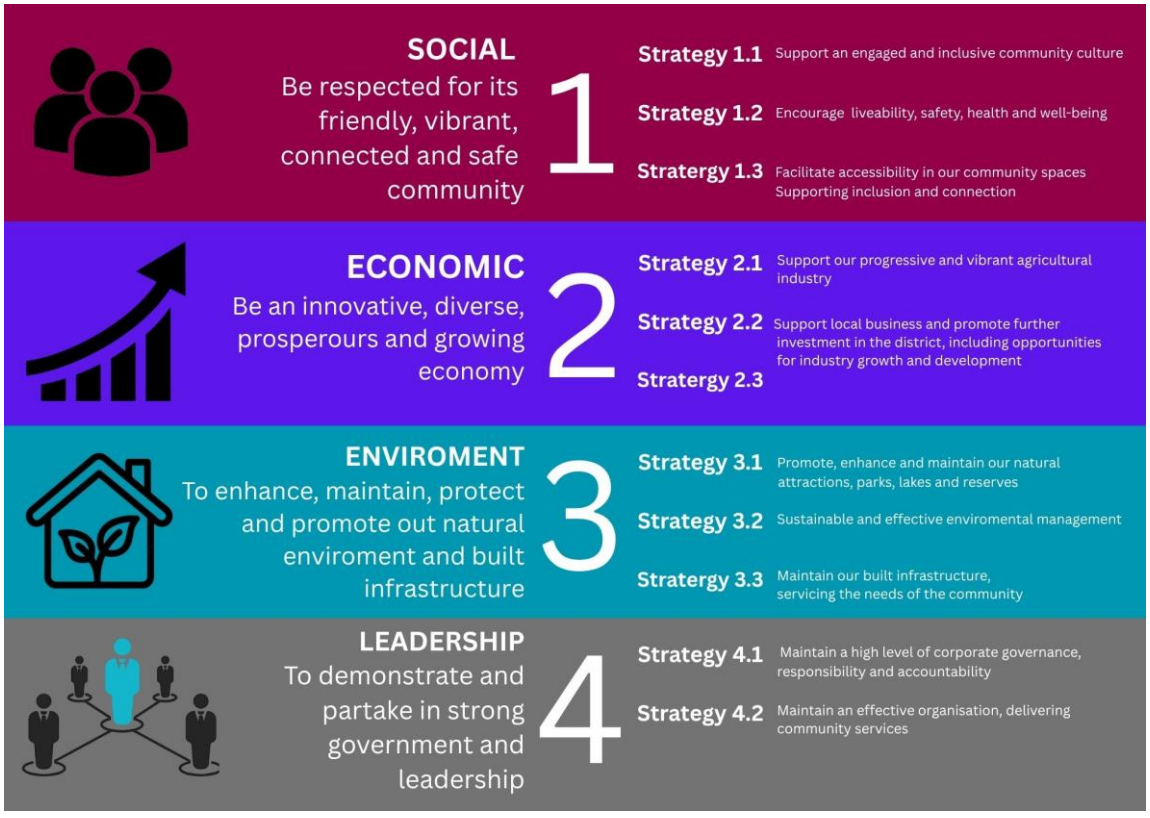
1.1 Links with Strategic Planning

The Shire of Cranbrook has embraced the integrated planning process and engaged with members of the community to develop the 2025–2035 Strategic Community Plan. This document reflects the aspirations and priorities of the community and reinforces the Shire's commitment to ensuring that all residents, particularly people with disability, are supported to fully participate in a positive, inclusive and growing community.

The Strategic Community Plan clearly articulates the community's vision that "The Shire of Cranbrook is a proactive, sustainable, safe, friendly and prosperous place to be."

Following extensive community feedback, the Shire of Cranbrook has established four key objectives to guide the delivery of services and activities for the community. An objective has been developed for each of the four key themes: social, economic, environment and leadership. Each objective identifies a range of desired outcomes that the Shire aims to achieve over the life of the Plan.

The following section summarises the desired outcomes that support the achievement of Shire's strategic objectives and overall vision. The tables on the following pages outline the strategies developed to achieve these outcomes, together with the strategic performance indicators that will be used to measure progress, monitor performance and report on Shire's success in delivering its objectives.



1.2 Shire of Cranbrook's Functions, facilities and services

The Shire of Cranbrook manages and maintains public infrastructure as well as various community facilities within the Shire. The Shire provides services to the community through: -

- Construction and maintenance to Shire owned buildings, roads, footpaths etc.
- Construction and maintenance to play areas, parks, gardens, reserves and facilities for sporting groups, community groups, residents and tourists.
- Regulatory Services including planning, building and environmental health services
- General Administration including general information in a variety of sources, payment of local government accounts as well as additional state government requirements
- Processes of Government through Council and Elected Members

2.0 Disability demographic profile

2.1 Defining a Disability

A disability is any condition that restricts a person's mental, sensory or mobility functions. It may be caused by accident, trauma, genetics or disease. A disability may be temporary or permanent, total or partial, lifelong or acquired, visible or invisible.

2.2 Disability Demographics'

Over 4 million people in Australia have some form of disability. That's 1 in 5 people.

- 18.6% of females and 18.0% of males in Australia have disability.
- The likelihood of living with disability increases with age, 2 in 5 people with disabilities are 65 years or older.
- 1.8 million or 50.7% of Australians aged 65 and over have disability, compared to 1 in 8 (12.5%) aged under 65.
- 2.1 million Australians of working age (15 – 64 years) have disability.
- 35.9% of Australia's 8.9 million households include a person with disability.

With the increase in the ageing population this percentage may typically increase across the spectrum of disability conditions defined above.

2.3 Disabilities in the Shire of Cranbrook

The Australian Bureau of Statistics data from the 2021 census, estimates the population of the Local Government Area of the Shire of Cranbrook to have a population of 1100. Approximately 44 of these people or 4.0% are people who have identified they have a need for assistance.

With the recent move to the National Disability Insurance Scheme (NDIS), the latest data shows that 2.73% of the population have been determined eligible and have an approved plan, within the Shire of Cranbrook, (Q3 FY 25/26). Reviewing the data annually will assist with the planning of services and strategies in the future.

3.0 Development of the 2026-2031 DAIP

The seven desired outcomes located in the implementation plan have been used to provide a descriptive framework outlining the objective and relevant strategies for improving access and inclusion for people with disability in the Shire of Cranbrook.

3.1 Evaluation

In accordance with the legislation the access and inclusion plan will be reviewed at least every five (5) years. The Disability Access and Inclusion Plan may be amended on a more regular basis to reflect progress and any access and inclusion issues which may arise.

Whenever the access and inclusion plan is amended, a copy of the amended plan will be lodged with the Department of Communities and endorsed internally through the Council of the Shire of Cranbrook.

3.2 Consultation

3.2.1 Community Engagement Process

- An online survey was developed to address the seven outcomes of the plan. It was designed to be quick and easily accessible via the Cranbrook Social Media Pages.

- The availability of a hard copy was advertised in all documentation as being available from the Administration Office.

- A Council briefing note (17 June 2026) informed the council members of the consultation process that was occurring and why, to ensure they were able to assist with community questions and encourage discussion.

- Distribution via emails included local health providers, community groups and schools, individuals and service providers.

- All staff were informed of the DAIP consultation process and survey and encouraged to stimulate conversations to increase participation.

- In person communication was made with community groups, providing information about the DAIP review and the link to the survey, along with providing hard copies and answering community member questions.

3.2.2 Community Consultation Findings

The review and consultation found that whilst some of the initial objectives in the existing DAIP had been achieved, others remained outstanding. The review and consultation also identified a variety of remaining barriers to access and inclusion, to be addressed in the DAIP Action Plan.

The access barriers identified in the consultation process were:

- Wayfinding – Footpaths and Kerbing
- Improve Public Facilities Access
- Continued Medical Services and Programs
- Improvement of Communication and Access to Information

3.2.3 Communication

The communication strategy for the review and preparation of the new plan included:

- Advise community of impending review;
- Provide opportunity to comment through a variety of means; and
- Holding discussions with community members/ groups;

The DAIP will be accessible from the Shire of Cranbrook website or e-mailed on request. Hard copies of the report are also available at the Frankland River Community Centre and the Shire of Cranbrook, Administration Centre in Cranbrook or upon request.

The finalised DAIP will be communicated through local media outlets, for example the Cranbrook Newsletter and the Franklander, this will occur following the endorsement of the DAIP by the Council.

4.0 Implementation, review and evaluation mechanisms

Implementation of the DAIP is the responsibility of all areas of the Shire. The Western Australian Disability Services Act 1993 (amended 2004) requires all public authorities to take all practical measures to ensure that the DAIP is implemented by its officers, employees, agents and contractors. The Shire of Cranbrook will ensure that the implementation plan for the DAIP is included in the Community Strategic Plan review and that where possible budget provisions are made to undertake the recommendations in the plan.

4.1 Responsibility for implementing the DAIP

The Executive Management Team have the responsibility to oversee the development, implementation, review and evaluation of the DAIP. The final plan is endorsed by Council and it is the responsibility of nominated officers and all employees to implement and participate in the relevant actions.

4.2 Review the DAIP

The *Disability Services Act 1993 (WA)* sets out the minimum review requirements for public authorities in relation to DAIPs. The Shire's DAIP is reviewed at least every five years, in accordance with the Act. The DAIP will be reviewed annually to reflect progress and the changing needs of community. Whenever the DAIP is amended, it will be endorsed by Council and lodged with the Department of Communities, Disability Services.

4.3 Reporting on the DAIP

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

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

The Shire of Cranbrook, as the public authority responsible for the DAIP, will report as required under Part 5 of the *Financial Management Act 2006*, in its annual report about the implementation of the plan.

The Shire of Cranbrook, as the public authority responsible for the DAIP, will report as required under section 5.53 of the *Local Government Act 1995* a report about the implementation of the plan. The Shire will report annually on the progress of the plan to Department of Communities.

Shire of Cranbrook

Disability Access and Inclusion

Implementation Plan 2026-2031

The Implementation Plan details the task, timelines and responsibilities for each broad strategy to be implemented in 2026-2031 to progress the strategies of the DAIP.

It is intended that the Implementation Plan will be updated annually to progress the achievement of all the strategies over the duration of the five-year plan.

Outcome 1 People with disability have the same opportunity as other people to access the service of and any event by the Shire of Cranbrook			
Strategy		**Action/s**	**Timeline**
1.1	Encourage all local events to consider access and inclusion strategies to ensure they meet the above objective	Provide an "Accessible Events" Checklist to the community event holders and for the Shire itself.	Ongoing
1.2	The Shire of Cranbrook's policies, procedures and governance documents align with the outcomes and strategies of the DAIP	Ensure all staff are kept up to date with DAIP policy, procedures and governance changes and or amendments	Ongoing
1.3	Provide all agents /contractors engaged by the Shire to ensure they deliver services that are inclusive and accessible	Provide all agents and contractors with the Accessible Events Checklist and create a "Information Sheet" for inclusive services for them to be able to use	Ongoing

Outcome 2 People with disability, have the same opportunity as other people to access the buildings and other facilities of the Shire of Cranbrook			
Strategy		**Action/s**	**Timeline**
2.1	Wayfinding and streetscapes will be improved within the Shire.	Complete a path, kerbing, tactile, street handrail crossings and signage review	Annually
2.2	Implement an annual Works Program that reviews and identifies maintenance required on ACROD Parking	Annual Inspection	Annually
2.3	Review access to all public buildings	Public Building Accessibility Review	Annually
2.4	Improve access to Shire owned facilities such as: Cemeteries Public walks Lakes	Investigate options to improve access	Annually

2.5	All tenders, contracts and designs include DAIP requirements	Provide all successful tenderers and contractors with a contractor induction package.	Ongoing

Outcome 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**			
Strategy		**Action/s**	**Timeline**
3.1	Continued development of Shire website, documents and other communication tools	Continue to investigate possible improvements to communication methods	Ongoing
3.2	Shire information is available in alternative formats on request	Continue to provide alternative formats when requested	Ongoing

Outcome 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 the Shire of Cranbrook**			
Strategy		**Action/s**	**Timeline**
4.1	Ongoing Disability Awareness Training for all staff and councillors	Complete Disability Awareness Training at appropriate times	Ongoing
4.2	Provide Staff with information that supports the provision of excellent customer service	Include information during induction and appropriate staff meetings	Ongoing

Outcome 5 People with disability have the same opportunity as other people to make complaints to a public authority			
Strategy		**Action/s**	**Timeline**
5.1	Ensure that concerns mechanisms are in place for all	Review and update policies where required to be current.	Ongoing
5.2	As part of Outcome 4, staff to use skills and knowledge to identify people who need assistance	Knowledge gained through training and education	Ongoing

Outcome 6 People with disability have the same opportunity as other people to participate in any public consultation by the Shire of Cranbrook			
Strategy		**Action/s**	**Timeline**
6.1	Community engagement processes will be well-promoted to all stakeholders across a wide selection of the community	a) Ensure these engagements are promoted through a variety of platforms and promotions are available in various sources b) Ensure that the Shire of Cranbrook Community Engagement Policy is kept updated to align with the Shire's DAIP	Ongoing

Outcome 7 People with disability have the same opportunity as other people to obtain and maintain employment with the Shire of Cranbrook			
Strategy		**Action/s**	**Timeline**
7.1	People with disability will be encouraged and supported to apply for roles at the Shire.	Ensure advertisements are inclusive	Ongoing
7.2	Ensure recruitment processes are transparent, consistent and fair for all people with disability and diverse backgrounds	Ensure Human Resources employment policies are updated and current to align with the Shire's DAIP and Equal Employment Opportunities	Ongoing