

## Exmouth a Welcoming Community

The Shire believes that everyone in the community has a right to fully participate. Whether they are a parent with a pram, an individual with a disability or people from a culturally and linguistically diverse background.

We believe that the entire community benefits from well planned, designed and universally accessible facilities and we work to ensure access and inclusion for both community members and visitors to Exmouth alike.

This newsletter details some new initiatives the Shire has implemented in relation to access and inclusion, provides information about services and outlines the community consultation process we are undertaking to ensure we are an equal opportunity employer.

## New Access & Inclusion Section of Shire Website

Demonstrating the value the Shire places on Access & Inclusion we have created a new Access & Inclusion Space on our website.

In this section you will find the Shire of Exmouth Disability Access & Inclusion Plan, but also important information about accessible parking, and support for people with a disability.

We would like to hear from you: is there something missing from our webpage? Please let us know by contacting us on 9949 3000 or send us an email at [reception@exmouth.wa.gov.au](mailto:reception@exmouth.wa.gov.au)

## Flexible Complaints Policy

Community feedback is important to the Shire, but submitting a complaint can sometimes be daunting or cause some people to feel anxious. The Shire encourage people to submit complaints in written form, however we recognise that this might not be possible for some people. Therefore, we accept complaints in various formats including written (letter, email) and verbally.

## Accessing the water with a disability

A disability should not necessarily stop you from heading for the water and enjoy a day out at the beach. You can borrow one of the community beach wheelchairs, or immerse yourself at the water spray park or have a dip in the pool when the pool season starts again.

Community members, visiting family members and friends and basically all tourist to town who need assistance to access the water for a swim or a cool down can use one of the following options:

Beach Wheelchairs can be accessed by contacting:

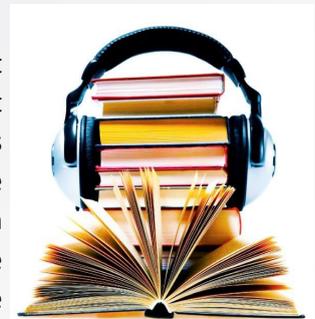
- The Exmouth Yacht Club: 0427 492 455
- Milyering Visitor Centre: 08 9949 2808

The Water Spray Park wheelchair can be accessed by contacting the Shire on 08 9949 3000.

The pool has a lifting devise and special steps to assists people getting in and out of the water.

## Library Services

The library has a great collection of large print books and Audio Books which may assist people who have vision impairment or who are blind. Library staff are also able to assist you



with sourcing books from elsewhere if you have a special interest which we currently don't have in our collection.

## Newsletter delivery information

This newsletter is distributed to all PO Boxes in Exmouth, and is available for pick-up at the post office, shire offices and the Public Library. This newsletter and other information (for example grant information, upcoming events etc) can also be emailed electronically and via Exmouth Info. Send an email to [cdo@exmouth.wa.gov.au](mailto:cdo@exmouth.wa.gov.au) to register your interest and let your friends know about this opportunity.

Newsletters are available in alternative formats on request.

## Disability Access and Inclusion Plan

With over eighty staff, the Shire of Exmouth is a significant employer in the community. The Shire recognise a responsibility to ensure we are an equal opportunity employer and identify and remediate barriers people with disability could face when gaining employment with us.

To do this the Shire are including a seventh Objective in our Disability Access & Inclusion Plan which states:

***People with Disability have the same opportunities as other people to obtain and maintain employment with a public authority***

We have undertaken internal consultation to create the following draft strategies and tasks we could adopt in order to implement Objective 7 and to ensure we support future applicants and existing staff with disability to gain and maintain employment with us.

**We value your input in this**, so please have a read of the below and provide us with any suggestions for consideration you may have.

You can email [emce@exmouth.wa.gov.au](mailto:emce@exmouth.wa.gov.au) or contact Rogé Kempe at the Shire (08) 9949 3000 or see him at the Shire offices at Maidstone Crescent.

Comment needs to be received by **4pm on 23 July 2015**.

STRATEGY	TASK
7.1 Use inclusive recruitment practices	<ul style="list-style-type: none"> <li>• Make sure job advertisements are in an accessible format (either 12-14pt Arial or include a notation that advertisements are available in alternative formats/ font sizes upon request)</li> <li>• Include Equal Employment Opportunity Statement in the advertisement</li> <li>• Make sure the interview is held in a accessible location</li> <li>• Update employment application form to include question regarding whether applicant has any additional access requirements for the interview.</li> </ul>
7.2 Improve methods of attracting, recruiting and retaining people with disability	<ul style="list-style-type: none"> <li>• Examine current methods of recruitment</li> <li>• Annually assess current percentage of people with disability and discuss ways to improve access</li> </ul>
7.3 Work with key Disability Employment Support provider(s) when recruiting and employing individuals with disability	<ul style="list-style-type: none"> <li>• Send local Disability Employment Service all vacancies so that they can discuss them with any service users with Disability</li> <li>• Seek assistance to develop flexible working conditions as needed</li> </ul>
7.4 Promote organisational work culture that messages to employee's that the Shire of Exmouth are an Equal Opportunity Employer and value diversity and inclusion	<ul style="list-style-type: none"> <li>• Post resources on notice board relating to the vocational support available for people with disability.</li> </ul>