SHIRE OF RAVENSTHORPE

Disability Access and Inclusion Plan 2026-2031

An accessible, inclusive and welcoming community for people with disability, their families, carers, staff, volunteers and visitors.









Document Overview

Item	Detail
Document title	Shire of Ravensthorpe Disability Access and Inclusion Plan 2026-2031
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Responsible area	Office of the Chief Executive Officer, with implementation across all Shire service areas
Primary contact	Chief Executive Officer, Shire of Ravensthorpe
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Contact and Alternative Formats

This document is available on request in alternative formats, including large print, electronic Word, accessible PDF, audio, Easy Read summary or by assistance through the National Relay Service.

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Acknowledgement of Country

The Shire of Ravensthorpe acknowledges the Traditional Custodians of the lands and waters across the Shire, and pays respect to Elders past and present. The Shire recognises the continuing connection of Aboriginal people to Country, culture and community.



Message from the Shire President



The Shire of Ravensthorpe is committed to making its services, facilities, information, employment practices, events and community engagement accessible and inclusive. This Plan builds on the Shire's Disability Access and Inclusion Plan 2019-2024, current public feedback mechanisms and contemporary practice across Western Australian local government.

The Plan recognises that access and inclusion are not only about compliance. They are about enabling people with disability, their families and carers to participate in community life, to use local facilities safely and confidently, to receive information in accessible formats, to be heard in local decision-making, and to have equitable opportunities to work with the Shire.

The Shire's approach is practical and place-based. It reflects the realities of a large regional local government area with dispersed communities including Ravensthorpe, Hopetoun, Munglinup, Jerdacuttup, Fitzgerald and surrounding localities. It also recognises that improvements often benefit many community members, including older people, young families, visitors, people recovering from injury, people with temporary disability and people with language or communication barriers.



Message from the CEO



This Disability Access and Inclusion Plan 2026-2031 sets out the strategies and actions the Shire of Ravensthorpe will pursue so that people with disability have the same opportunities as other people to access Shire services, events, buildings, facilities, information, complaints systems, consultation processes and employment opportunities.

The Plan is intended to:

- guide Shire decision-making, service design, project planning and asset renewal;
- support compliance with Western Australian disability access and inclusion planning requirements;
- embed access and inclusion into the Shire's Integrated Planning and Reporting Framework;
- create practical annual work programs that can be budgeted, implemented and reported;
- support the Shire's contractors and funded community organisations to contribute to access and inclusion outcomes; and
- provide a clear framework for feedback, continuous improvement and community accountability.

Through the 2026 -2031 DAIP the Shire of Ravensthorpe will establish a community access and inclusion working group or reference mechanism; embed access audits into asset management and capital works prioritisation; making accessible events practices routine for Shire-run and Shire-funded events;

The Shire is committed to ensuring we have accessible digital documents and web content, including alternative formats on request and Easy Read summaries for major plans and using annual implementation plans with clear responsibilities, timeframes and budget pathways

The Shire is committed to inclusive employment through reasonable adjustments, flexible work and accessible recruitment; and using procurement and grant conditions to encourage access and inclusion by contractors, agents and community partners.



1. Legislative and Strategic Context

Western Australian public authorities, including local governments, are required to develop, implement and maintain a current Disability Access and Inclusion Plan under the Disability Services Act 1993. The Department of Communities identifies DAIPs as a key driver of positive change to eliminate discrimination and provide inclusive facilities, information, services and workplaces.

The Plan has been prepared with reference to the following instruments and frameworks:

- Disability Services Act 1993 (WA) and Disability Services Regulations 2004 (WA);
- Disability Discrimination Act 1992 (Cth);
- Equal Opportunity Act 1984 (WA);
- United Nations Convention on the Rights of Persons with Disabilities;
- Australia's Disability Strategy 2021-2031;
- State Disability Strategy: A Western Australia for Everyone 2020-2030;
- Shire of Ravensthorpe Integrated Planning and Reporting documents, asset planning, workforce planning, customer service standards and community plans; and
- the Shire of Ravensthorpe Disability Access and Inclusion Plan 2019-2024.

1.1. DAIP outcome framework

The seven statutory outcome areas provide the core framework for this Plan. The Shire has also retained and strengthened an eighth local outcome focused on partnerships, community leadership and advocacy, consistent with the previous Shire DAIP.

Outcome	Area	Outcome statement
1	Services and events	People with disability have the same opportunities as other people to access Shire services and events.
2	Buildings and facilities	People with disability have the same opportunities as other people to access Shire buildings and facilities.
3	Information	People with disability receive information in formats that enable access as readily as other people.
4	Quality of service	People with disability receive the same level and quality of service from Shire staff as other people.
5	Complaints	People with disability have the same opportunities as other people to make complaints to the Shire.
6	Consultation	People with disability have the same opportunities as other people to participate in Shire public consultation.
7	Employment	People with disability have the same opportunities as other people to obtain and maintain employment with the Shire.
8	Partnerships and community inclusion	The Shire encourages inclusive community leadership, advocacy, partnerships and local capacity building.

2. About the Shire of Ravensthorpe

The Shire of Ravensthorpe is a regional local government in the Goldfields-Esperance region. Its communities include Ravensthorpe, Hopetoun, West River, Munglinup, Jerdacuttup and Fitzgerald, with residents, workers and visitors accessing a wide range of Shire facilities and services across a large geographic area.

The access and inclusion context for the Shire includes:

- long travel distances between settlements and service centres;
- coastal and bushland environments that require careful accessible design for recreation, trails, beaches and public facilities;
- an ageing population and growing need for age-friendly, dementia-friendly and mobility-friendly environments;
- seasonal tourism and event activity that increases the importance of accessible visitor information and infrastructure;
- emergency management responsibilities where accessible evacuation, communications and recovery are essential;
- a limited local market for specialist disability services, which increases the value of partnerships and clear referral information; and
- the opportunity to embed universal design into asset renewal, streetscapes, recreation precincts, civic buildings and digital services.

2.1. Functions, facilities and services

Function area	Examples relevant to access and inclusion
Governance and civic participation	Council meetings, local laws, public consultation, community engagement, advocacy and public notices.
Community services	Community development, libraries, youth, seniors, volunteers, grants, events and community partnerships.
Buildings and public facilities	Administration offices, halls, recreation centres, public toilets, playgrounds, parks, cemeteries, pools, sporting facilities and community venues.
Transport and public realm	Roads, footpaths, kerbs, parking, ACROD bays, signage, lighting, pedestrian connectivity and streetscape assets.
Environment and coastal access	Reserves, beaches, foreshore areas, trails, natural areas, waste facilities and visitor facilities.
Regulatory services	Planning, building, environmental health, ranger services, emergency management and compliance.
Employment and procurement	Recruitment, workforce planning, contracts, tenders, grants and supplier relationships.

3. How this Plan was Developed

This draft has been developed using the Shire's current published DAIP 2019-2024, the Shire's current Disability Access and Inclusion webpage and feedback channels, the Shire's 2025 DAIP review survey, the 2026 Community perception survey and WA Government DAIP guidance.

Engagement was undertaken in two stages: the October–November 2025 review survey and wider planning evidence informed development of the draft, results of the Catalyse Survey which ran in mid-2026 was then utilized to finalise the draft. Formal public comment on the draft DAIP was then undertaken after it was endorsed by Council in August 2026 for the purposes of public advertising.

Stage 1:
The Shires Disability Access and Inclusion Survey ran from 2 October–12 November 2025 with 18 responses. The survey was promoted through the Shire's website and online survey platform, supported by the availability of paper copies from Shire offices, via word of mouth and Shire ran communication channels. Results are summarised below.

Survey measure	Result (n = 18)	Interpretation
Entrances and doorways	Excellent 3 (16.7%) Good 9 (50.0%) Poor 5 (27.8%) Very poor 1 (5.6%)	12 respondents (66.7%) were positive; one-third reported poor or very poor access.
Accessible parking locations	Yes 10 (55.6%) No 1 (5.6%) Other / qualified 7 (38.9%)	Most did not reject the locations, but seven responses raised conditions about bay width, safety, markings, enforcement, shade or the path from the bay.
Website content	Good 14 (77.8%) Poor 2 (11.1%) Unsure 1 (5.6%) Other / no comment 1 (5.6%)	The website result was strong overall, with improvement opportunities in navigation, information retrieval and printer-friendly presentation.
Public consultation question	9 answered (50.0%)	Responses called for non-digital promotion, direct contact, representatives, noticeboards, posters and multiple ways to participate.

Employment question	7 answered (38.9%); one response was “not applicable”	Substantive comments focused on reasonable adjustments, inclusive recruitment, flexible or task-specific roles, supported pathways and practical application support.

Stage 2

The Shire undertook further community consultation from 18 May to 12 June 2026 with a community scorecard which generated 380 responses across residents, local businesses, Council affiliates and other respondents. The main report is based on the weighted results of 283 resident respondents.

The Shire of Ravensthorpe used a broad, multi-channel approach to promote the Community Scorecard and provide residents across the district with an opportunity to participate.
A printed scorecard was delivered by Australia Post to all households with a residential post office boxes within the Shire. This ensured that residents in Ravensthorpe, Hopetoun, Munglinup, West River, Jerdacuttup, Fitzgerald and surrounding rural areas could receive information about the survey directly, including residents who may not regularly access online communication.

An online version of the scorecard was also made available, providing residents with the option of completing the survey electronically. The Shire promoted the survey through its own communication channels during the consultation period including the website, Facebook, the Shire enewsletter and it the local community spirit. Copies were also available at Shire locations.

The combination of residential post office box delivery, online access and supporting Shire communications was intended to maximise community awareness and enable participation through both printed and digital formats.

A summary of results that have influenced the development of the 2026 – 2031 DAIP are:

- Universal access and inclusion achieved a performance index score of 51, improving from 46 in 2018. It remained two points below the industry average of 53, with 73% of respondents rating performance as okay, good or excellent.
- People with disability recorded a score of 40 for universal access and inclusion.
- The disability subgroup rated community buildings, halls and toilets (80), library services (80), sport and recreation (77), and parks, playgrounds and reserves (75) strongly. These are important strengths to preserve and extend.
- Community comments called for mobility-scooter-suitable paths, accessible beach access, and better links to key destinations, including the silos and coastal locations such as Starvation Bay and Mason Bay.

Overall performance. The 2026 score of 51 was five points higher than the 2018 score of 46. It was two points below the industry average of 53 and 13 points below the industry high of 64.

Rating distribution. 5% rated performance excellent, 29% good, 39% okay, 19% poor and 8% terrible. The positive rating was therefore 73%. The detailed dashboard was based on 185 respondents after excluding unsure and no response results.

The scorecard's qualitative comments identify practical access issues that sit behind the quantitative results. The clearest themes were:

- Footpaths and mobility: requests for safer, better-maintained and more extensive footpaths and cycleways, including surfaces suitable for mobility scooters.
- Accessible destinations: improved links between town centres, the Ravensthorpe silos, beaches and other key destinations.
- Beach access: maintenance and improvement of paths that enable people with moderate disability to reach and enjoy coastal locations, specifically including Starvation Bay and Mason Bay.
- Health access: stronger local access to GPs, community nursing, allied health, dental care, hospital and emergency care, reducing the need to travel to Esperance or Albany.
- Ageing population: health, community and transport planning that supports older residents and people whose disability or mobility makes long-distance travel difficult.

Stage 3:

The draft was adopted for advertising in August 2026. The Shire website notice was published 26 August 2026; the item was also covered in the Community Spirit, Thursday 27 August 2026, page 12, within the Shire President's Report. Submissions were invited until 16 September 2026 and accessible paper and online response channels were made available. The submission period was extended until the end of October 2026, in discussion with community members. A social media campaign was also conducted through out this time. The Shire also spoke with residents about the DAIP and Council Plan at the Hopetoun Markets and at Ravensthorpe Tai Chi.

Ten substantive submissions were received. Responses supported the direction of the Plan while seeking more practical, measurable delivery in physical accessibility and consultation.

The most frequently identified priority was improving footpaths, kerbs and accessible paths of travel (8 respondents; 80%). Accessible parking was selected by four respondents (40%). Shire buildings and facilities, public toilets, access to parks and beaches, and inclusive consultation were each selected by three respondents (30%). Respondents also called for clear, measurable delivery actions, direct involvement by people with disability in identifying barriers, and visible reporting on improvements.

Community consultation has directly impacted the development of the 2026-2031 priorities areas.



3.1. Key themes carried forward from the 2019-2024 DAIP

- Maintain regular consultation with people with disability, families and carers;
- ensure Shire events are planned with accessible event checklists and risk management considerations;
- continue improving access to Shire buildings, public toilets, recreation areas, beaches, paths, playgrounds and ACROD parking;
- improve signage, circulation and wayfinding across Shire environments;
- provide information in clear language and alternative formats upon request;
- maintain contemporary good practice for website accessibility;
- build staff awareness and capability to provide equitable customer service;
- ensure complaint and feedback pathways are accessible;
- make consultation processes accessible through multiple channels; and
- improve recruitment and employment practices so that people with disability can obtain and maintain employment with the Shire.





4. Access and Inclusion Principles

Principle	Meaning for the Shire
Human rights and dignity	People with disability are equal citizens with the right to participate in community life with dignity and autonomy.
Universal design	Services, places, information and systems should be designed to be usable by as many people as possible from the start.
Nothing about us without us	People with disability, families and carers should be involved in decisions that affect them.
Practical regional delivery	Actions should be realistic for a regional local government and built into budgets, capital works, maintenance and service planning.
Intersectionality and cultural safety	The Shire will consider the diverse experiences of Aboriginal people, older people, children and young people, carers, visitors, people from culturally and linguistically diverse backgrounds, and people with invisible or episodic disability.
Continuous improvement	Access and inclusion improvements will be monitored, reported and refined over the life of the Plan.





5. Outcomes and Strategies 2026-2031

Outcome 1 - Services and events

- Maintain accessible service planning across Shire services, programs, events and funded activities.
- Use accessible event planning checklists for Shire events and encourage their use by funded or partnered community events.
- Publish accessible event information, including venue access, parking, accessible toilets, seating, sensory considerations and assistance options.
- Improve access to sport, recreation, culture, library, youth, seniors and community development programs.

Outcome 2 - Buildings and facilities

- Undertake progressive access audits and improvements of priority buildings, public toilets, parks, playgrounds, recreation facilities, beaches, trails and civic spaces.
- Integrate access improvements into asset renewal, capital works, maintenance programs and grant applications.
- Improve continuous accessible paths of travel, kerb ramps, surfaces, crossings, ACROD parking, lighting, seating, shade, signage and wayfinding.
- Apply universal design and relevant access standards to new works and redevelopment, where practicable.

Outcome 3 - Information

- Provide Shire information in clear language and alternative formats upon request.
- Maintain accessible website content and digital documents, in line with current web accessibility standards.
- Include an alternative formats statement on major documents, public notices and engagement materials.
- Improve staff capability to prepare accessible documents, forms, maps, newsletters and social media content.

Outcome 4 - Quality of service

- Build staff and elected member awareness of disability access, inclusion, communication and reasonable adjustments.
- Review customer service standards to ensure they reflect access and inclusion expectations.
- Provide practical guidance to staff, contractors, volunteers and agents on assisting people with disability respectfully and effectively.
- Investigate opportunities to join the Hidden Disability Sunflower Program

Outcome 5 - Complaints

- Ensure complaints, requests and feedback can be made by accessible methods including online, phone, written, in person and assisted communication.
- Promote the Shire's disability access and inclusion feedback channel.
- Track access-related feedback to identify trends and inform annual implementation priorities.
- Provide responses in accessible formats where requested.

Outcome 6 - Consultation

- Make public consultation processes accessible through multiple engagement methods.
- Invite people with disability, families, carers and service providers to contribute to major plans, projects and facility designs.
- Provide accessible venues, documents, online options, plain English information and adequate notice for consultation activities.
- Report back to participants on how feedback has influenced decisions.

Outcome 7 - Employment

- Ensure recruitment processes are accessible and include clear information about reasonable adjustments.
- Support employees with disability through workplace adjustments, flexible work, assistive technology and inclusive supervision.
- Review induction, training, work health and safety, emergency procedures and volunteer arrangements through an access and inclusion lens.
- Promote the Shire as an equal opportunity and inclusive employer.

Outcome 8 - Partnerships and community inclusion

- Work with local service providers, schools, community groups, businesses and neighbouring local governments to build inclusive community capacity.
- Use Shire grants, sponsorships and partnerships to encourage accessible and inclusive community activities.
- Promote good practice in access and inclusion across the community.
- Advocate for improved regional access to disability, transport, health, aged care, communications and emergency services.



6. Implementation Plan 2026-2031

The following implementation plan should be reviewed annually and translated into service-level work plans, capital works programs and operational budgets. Timing is indicative: Year 1 = 2026/27, Year 2 = 2027/28, Year 3 = 2028/29, Year 4 = 2029/30 and Year 5 = 2030/31.

Outcome 1 : Services and Events

Action	Lead	Timing	Budget / notes
Adopt an Accessible Events Checklist for all Shire-run events and provide it to funded/partner events.	Community Development / Governance	Year 1, ongoing	Operational
Create an event accessibility template for public event listings, including parking, toilets, seating, path of travel, sensory or quiet space information and contact for assistance.	Communications / Community Development	Year 1-2	Operational
Review Shire community grants and sponsorship guidelines to include access and inclusion expectations for applicants.	Community Development / Finance	Year 1-2	Operational
Review sport, recreation, culture and library programs for practical accessibility improvements.	Community Development / Library / Recreation	Year 2-5	Operational / grant opportunities



Outcome 2 – Building and Facilities

Action	Lead	Timing	Budget / notes
Prepare a priority access audit schedule for Shire facilities, public toilets, halls, recreation assets, playgrounds, paths, ACROD bays, beaches and high-use public spaces.	Infrastructure / Projects / Community Development	Year 1	Operational; informs capital program
Undertake access audits and develop a prioritised register of barriers, risk ratings, indicative costs and funding pathways.	Infrastructure / Projects	Year 1-3	Capital works planning
Embed universal design and access compliance review into project briefs, design reviews, procurement and handover for new and renewed assets.	Projects / Infrastructure / Regulatory Services	Year 1, ongoing	Operational
Develop and publish accessibility information for key Shire venues, beaches, parks and reserves.	Infrastructure / Communications	Year 1-4	Operational
Progress high-priority improvements such as kerb ramps, path links, ACROD bays, beach access, accessible toilets, tactile/visual contrast, seating, shade and wayfinding.	Infrastructure / Projects	Ongoing	Subject to budget and grants



Outcome 3 – Information

Action	Lead	Timing	Budget / notes
Adopt a standard alternative formats statement for major documents, public notices and engagement materials.	Governance / Communications	Year 1 -2	Operational
Provide staff guidance for accessible Word, PDF, forms, maps, images, social media and website content.	Communications / Records	Year 1-3	Operational
Review priority web pages for accessibility, including contact, emergencies, venues, events, grants, public notices, feedback and consultations.	Communications / IT	Year 1-3	Operational
Prepare an Easy Read or plain English summary for the adopted DAIP and major community plans where appropriate.	Communications / Community Development	Year 2, ongoing	Operational / minor production cost



Outcome 4 – Quality of Service

Action	Lead	Timing	Budget / notes
Deliver practical disability awareness and inclusive customer service training to frontline staff, supervisors and relevant contractors.	Human Resources / Community Development	Year 1-3, refresher ongoing	Training budget
Review the Customer Service Charter and staff induction materials for consistency with DAIP commitments.	Governance / HR	Year 1-2	Operational
Create an request workflow so staff can record, escalate and respond to access barriers or adjustment requests.	Governance / Customer Service	Year 2	Operational
Investigate opportunities to join the Hidden Disability Sunflower Program	Customer Service	Year 1	Operational
Share case studies, outcomes and improvements	Communications	Ongoing	Oper

Outcome 5: Complaints

Action	Lead	Timing	Budget / notes
Review complaint, request and feedback forms to ensure they are available in accessible formats and can be completed with assistance.	Governance / Customer Service	Year 1	Operational
Promote the disability access and inclusion feedback form and provide non-digital options.	Communications / Customer Service	Year 1, ongoing	Operational
Report de-identified access-related themes to the executive team annually to inform budget and service planning.	Governance / Executive	Annual	Operational



Outcome 6: Consultation

Action	Lead	Timing	Budget / notes
Prepare an Accessible Consultation Guide for Shire engagement activities, including accessible venues, online options, plain English materials and reasonable notice.	Governance / Community Development	Year 1-2	Operational
Establish an Access and Inclusion Reference Group or advisory panel mechanism, proportionate to local capacity.	CEO / Community Development	Year 1-2	Operational
Require major facility and public realm projects to include targeted access and inclusion engagement at concept design stage.	Projects / Infrastructure / Community Development	Year 1, ongoing	Project budget
Provide feedback to participants on consultation outcomes and actions taken.	Communications / Responsible officers	Ongoing	Operational



Outcome 7: Employment

Action	Lead	Timing	Budget / notes
Review recruitment templates and advertisements to include a clear reasonable adjustment statement.	Human Resources	Year 1	Operational
Review onboarding, work health and safety, emergency procedures and performance processes for inclusive practice.	Human Resources / WHS	Year 1-3	Operational
Develop a practical reasonable adjustments procedure for applicants, employees, volunteers and work experience placements.	Human Resources / Governance	Year 2	Operational
Consider disability employment partnerships, traineeships, volunteering pathways and supported work experience where feasible.	Human Resources / Community Development	Year 2-5	Operational / external programs



Outcome 8: Partnerships

Action	Lead	Timing	Budget / notes
Maintain a local access and inclusion stakeholder list including disability, aged care, health, Aboriginal, youth, volunteer and community organisations.	Community Development	Year 1, ongoing	Operational
Use Shire communications to promote accessible community events, services, grants and inclusive good practice.	Communications / Community Development	Ongoing	Operational
Advocate to State and Commonwealth agencies for regional access priorities, including transport, health, aged care, disability services, emergency management and telecommunications.	Council / CEO	Ongoing	Advocacy
Share annual DAIP progress with community and invite feedback on next-year priorities.	CEO / Governance / Communications	Annual	Operational



7. Governance, Monitoring and Reporting

7.1. Responsibilities

Role	Responsibility
Council	Adopts the DAIP, considers budget implications and receives progress information through normal reporting processes.
Chief Executive Officer	Provides executive leadership, ensures DAIP responsibilities are allocated and reports progress.
Executive Management Team	Integrates DAIP actions into service planning, asset planning, workforce planning, procurement and budgets.
Managers and Coordinators	Implement actions relevant to their services and maintain evidence of progress.
All staff, contractors, agents and volunteers	Apply access and inclusion principles in day-to-day services, events, projects and customer interactions.
Community and access stakeholders	Provide feedback, participate in consultation and help identify practical priorities.

7.2. Annual reporting

The Shire will report annually on implementation progress through its Annual Report and through the required progress reporting process to the Department of Communities. Annual reporting should include:

- progress against each outcome area and implementation action;
- major access improvements completed or underway;
- community engagement and feedback received;
- how contractors, agents and funded bodies were advised of access and inclusion expectations;
- barriers, risks or resourcing issues affecting delivery; and
- priorities for the next financial year.



7.3. Review and evaluation

The Plan will be reviewed annually for implementation progress and fully reviewed within five years, or earlier if required by legislative change, significant community feedback, organisational change or Council resolution.

The annual review of the Plan will:

- ✓ Confirm actions are producing the desired measures;
- ✓ Ensure implementation is progressing to schedule;
- ✓ Review key data
- ✓ Identify need for adjustments/amendments to meet any changes in community need
- ✓ Report and celebrate achievements;
- ✓ Reconsider strategic direction and priorities;
- ✓ Influence resource allocation;
- ✓ Identify new networks and partnerships.

7.4. Performance measures

Measure area	Indicator examples
Accessible events	Percentage of Shire events using the Accessible Events Checklist; number of events that publish accessibility information.
Access audits	Number of priority facilities audited; percentage of high-priority barriers costed and assigned to a works pathway.
Infrastructure improvements	Number and type of completed access improvements, such as paths, kerbs, ACROD bays, toilets, seating, signage or beach access.
Information	Number of major documents with alternative format statements; priority web pages reviewed; staff trained in accessible documents.
Customer service	Staff trained; access requests received and resolved; customer service materials updated.
Complaints and feedback	Number of access-related items received; themes identified; actions taken.
Consultation	Number of engagement processes with accessible options; participation by people with disability, carers or relevant organisations.
Employment	Recruitment materials updated; reasonable adjustment requests supported; inclusive employment initiatives undertaken.



8. Appendices

Appendix A - Access checklist for Shire projects and services

- Have people with disability, families, carers or relevant organisations been invited to comment?
- Is there a continuous accessible path of travel?
- Are accessible parking, set-down areas and public transport connections considered?
- Are entrances, circulation spaces, counters, seating, toilets, lighting, signage and wayfinding accessible?
- Is information available in clear language and alternative formats?
- Have digital forms, PDFs, maps, images and webpages been checked for accessibility?
- Are emergency evacuation, communication and recovery needs considered?
- Have procurement documents specified access and inclusion expectations?
- Is budget allocated or identified for access improvements?
- Will the Shire report back to participants and users about the outcome?

