City of Greater Geraldton
a vibrant future

Access and Inclusion Plan
2024 - 2029

ACKNOWLEDGEMENT OF COUNTRY

The City of Greater Geraldton would like to respectfully acknowledge the Yamatji Peoples who are the Traditional Owners and First Nation's People of the land on which we stand. The Wilunyu, Nhanhagardi, Naaguja. We would like to pay our respect to the Elders past, present and future for they hold the memories, the traditions, the culture and hopes of the Yamatji Peoples.

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Foreword from the Mayor

I am proud to present the City of Greater Geraldton Access and Inclusion Plan – a document which guides our endeavours to make the community accessible and inclusive to everyone.

This carefully constructed document outlines the City's strategies and plans of action to improve access within public places and spaces, projects, events and engagements for all users. This is underpinned by working towards several key outcomes aimed at increasing the liveability of the Greater Geraldton community.

The Plan was developed from deliberative consultations and a community workshop that are underpinned by best practice principles and are a major component in making the community more inclusive and integrated.

Our aim is for all seven outcomes to be implemented and reviewed annually over a five-year period as we continually strive to meet the needs of our growing population and respond to the needs of people experiencing and living with disability. It is imperative to provide equitable access to the City's facilities and services to build capacity, support and respond to the current and future identified needs.

As an outcome of the City's efforts, an internal Access and Inclusion Working Group will be formed and meet regularly to review the progress, policy, and processes of the plan and to evaluate new initiatives and make recommendations.

We look forward to implementing the plan for 2024-2029 and seeing our commitment to providing equitable access to residents and visitors across all areas of our vibrant community.

City of Greater Geraldton Mayor Jerry Clune

Message from the CEO

I'm delighted to see the City of Greater Geraldton's priorities and actions towards inclusivity and equitability outlined in this important Plan.

A culmination of much hard work from City officers, key stakeholders and community members – the City of Greater Geraldton Access and Inclusion Plan 2024-2029 will guide the organisation's efforts with tangible and effective outcomes.

It is our goal as a local government to provide a community for both our residents and those visiting, which is accessible and inclusive. We have an extremely diverse population and it is a top priority for Council to cater for everyone's day-to-day life. This includes access to buildings, facilities, public open spaces, important information and quality service.

All in all, it is our aim for people with disability to have the same access, support, and opportunities so they can reach their full potential and shine.

We have seen some extremely positive achievements from our previous Access and Inclusion Plans, and I am confident our new Plan will not only build on this success, but aid in reaching even more goals and outcomes.

I would like to thank all those people who had their say in the future of access and inclusion in Geraldton – and I look forward to seeing the outcomes and actions come to fruition.

City of Greater Geraldton CEO Ross McKim

INTRODUCTION

The City of Greater Geraldton Access and Inclusion Plan is a major component in the City's commitment to facilitating the inclusion of people with disability through developing and improving its access to services, facilities, programs and events.

The whole community benefits from better designed communal spaces and adopting the principles of universal access design. Our commitment is to administer best practice principles through the Access and Inclusion Plan to continually develop accessibility to a high standard.

The creation of this plan was made possible with the valuable contribution and feedback through an internal survey and a community survey followed by a community workshop to identify priority areas. We value and appreciate everyone's time in identifying the barriers they face every day.

City of Greater Geraldton

Located 419 kilometres north of Perth, Greater Geraldton is a thriving regional capital city with a population of over 41,000 (REMPLAN 2024 data). The city and the Midwest are recognised as having the most diversified economy in the state through industries including mining, fishing, aquaculture, agriculture, manufacturing, construction, retail and tourism.

As one of Western Australia's top places to live, work, study or invest, Geraldton is the capital of the Midwest. With the best of coastal and rural living, and stunning weather all-year round, Greater Geraldton makes a truly perfect place to visit and to make home. Geraldton's coastline is a huge tourist attraction and has beautiful Foreshores to match.

Other attractions include the iconic Point Moore Lighthouse, the HMAS Sydney II Memorial and the Houtman Abrolhos Islands which are located 80km off the coast of Geraldton.

Greater Geraldton also incorporates the towns of Mullewa, Walkaway and Greenough settlement. World renowned as an extensive host of water sports, Geraldton lends itself to some of the most spectacular kite surfing, windsurfing, fishing and diving conditions.

NATIONAL STATISTICS

Source: 1 Disability, Ageing and Carers, Australia: Summary of Findings, 2018 | Australian Bureau of Statistics (abs.gov.au)
2 State-Disability-Strategy-2020-2030.pdf (www.wa.gov.au) 3 Disability statistics - Australian Disability Network

Over 4.4 million
people in Australia have some form of disability [1]

2.65 million
people in Australia are unpaid carers for people with disability [1]

2.1 million
Australians of working age (15-64 years) have disability [1]

411,500
people in Western Australia have a disability [1]

68,000
Western Australians are the primary carer for a friend or family member [2]

17.7% [2]
of the Australian population are people with disability

10.8% [1]
of the Australian population are unpaid carers for people with disability

16.4% [1]
of the Western Australian population are living with a disability

17.8%
of females in Australia have a disability [3]

17.6%
of males in Australia have a disability [3]

5.7% [1]
of all Australians had a profound or severe disability

35.9% [3]
of Australia's 8.9 million households include a person with disability

City of Greater Geraldton Disability Statistics

As one of Western Australia's top places to live, work, study or invest, Greater Geraldton is the capital of the Midwest region. Home to 41,495 people, the median age estimate age is 40.

Wellbeing and need for assistance refers to people who report a need for assistance due to a profound or severe disability. That is, people needing help or assistance in one or more of the three core activity areas of self-care, mobility and communication because of a disability, long term health condition (six months or more) or old age.

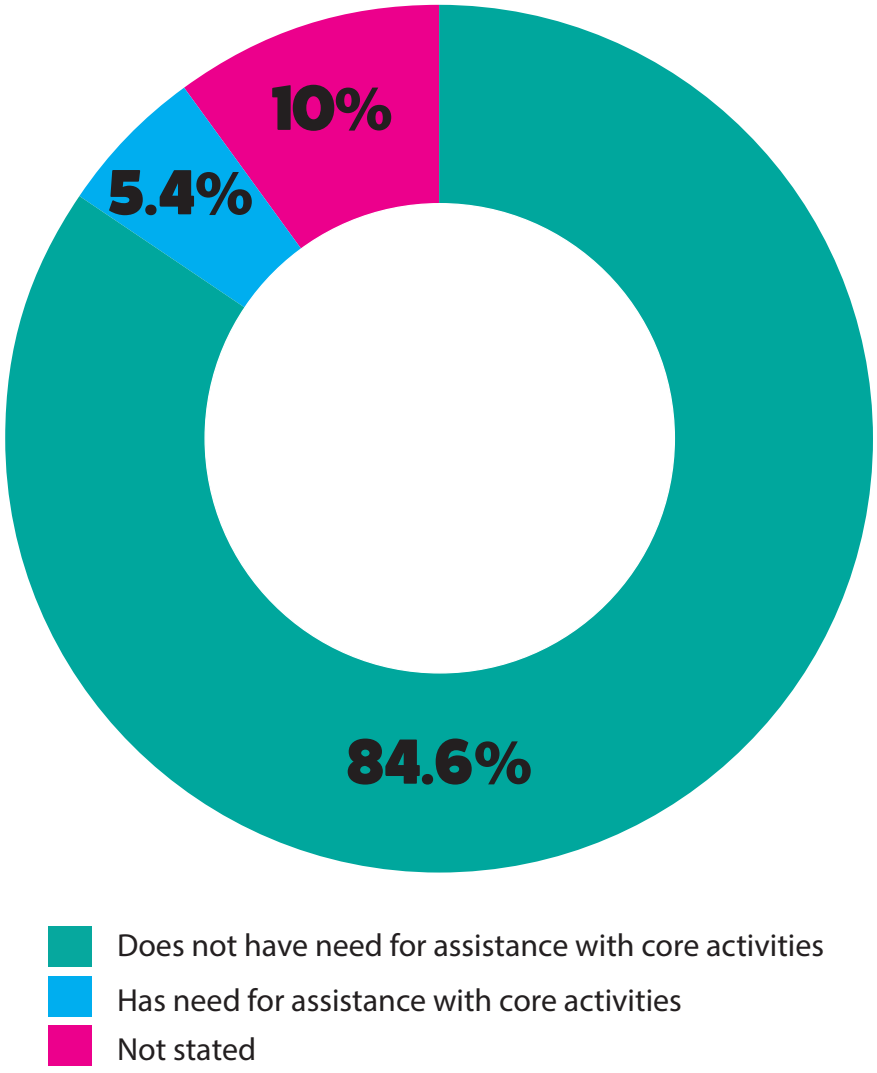
Of the 39,489 residents in Greater Geraldton in 2021:

- 84.6% did not have a need for assistance with core activities
- 5.4% had a need for assistance with core activities

This variable identifies people who report a need for assistance due to a profound or severe disability.

People with a profound or severe disability are defined as those people needing help or assistance in one or more of the three core activity areas of self-care, mobility and communication, because of a disability, long term health condition (lasting six months or more) or old age. This data provides an indication of the characteristics of people who report a need for assistance as opposed to the total population prevalent of people with a profound or severe disability. Data on people who need assistance due to a severe or profound disability is required for developing Federal and State government policies, community-based programs, and programming and service delivery funding allocation. Detailed data at the small area level and for small population groups are particularly useful for this topic. This variable is applicable to all persons.

Need for Assistance corresponds with the ABS Census variable 'ASSNP Core Activity Need for Assistance.



Source: REMPLAN Community / Greater Geraldton Community Profile | Need for Assistance, Wellbeing | REMPLAN
Australian Bureau of Statistics 2021 Census of Population and Housing / Census of Population and Housing | Australian Bureau of Statistics (abs.gov.au)

What is Access and Inclusion?

Access and inclusion aims to ensure that communities are liveable for everyone, allowing people to participate in community life without barriers. Access and inclusion considers physical access needs to buildings, facilities and outdoor spaces, as well as the development of inclusive, welcoming communities where people are treated with respect, have a sense of belonging and have the opportunity to contribute to their community.

Access and Inclusion Plan Explained

The City of Greater Geraldton Access and Inclusion Plan (AIP) 2024 – 2029 is for all people living, working in, or visiting the City of Greater Geraldton. The Plan aims to empower the community by being more inclusive and improving access not only for people with disability, their families, and carers - but also for older people, parents and guardians, people from culturally linguistic diverse backgrounds, people experiencing mental health issues, tourist and visitors.

The Plan ensures that people with disability can access services provided by the City, in a way that promotes their independence, allowing opportunity and participation in the workplace and community. The Plan strives to:

- Ensure people with disability can engage with services provided by the City, fostering their independence, workplace opportunities and community participation
- Provide access for individuals of all abilities to City's services and events
- Work towards making more accessible City buildings and facilities
- Ensure access to information through various accessible formats
- Deliver high-quality customer service with equal opportunities for feedback
- Design services tailored to the needs of intended users
- Aid those from culturally and linguistically diverse backgrounds with easy-to-understand information
- Assist tourists and visitors with clear and visible signage
- Support all community with amenities such as handrails on stairs
- Cater to individuals with mental health issues by providing information on services and support

Legislative Requirements for Better Access

It is a requirement of the Disability Services Act (WA) that all local government authorities develop and implement a Disability Access and Inclusion Plan. This Plan outlines the ways in which the authority will ensure people with disability have equal access to its facilities and services. Each authority is also required to lodge its Disability Access and Inclusion Plan with the WA Disability Services Commission. The legislative requirements of the Disability Services Act (WA) 1993 (amended 2004), also frame and include the Disability Discrimination Act (Cth) 1992, and the Equal Opportunity Act (WA) 1984 (amended 1988).

The Disability Services Act (WA) requires that the Disability Access and Inclusion Plan addresses seven outcome principles and recommends developing strategies for each. The listed outcomes provide a framework for translating the principles and objectives of the Act into tangible and achievable results. Schedule 3 of the Act references the Disability Services Regulations, 2004, setting out the seven outcomes for a Disability Access and Inclusion Plan as follows.

The City of Greater Geraldton is committed to:

1. **Access to Services and Events:**
   People with disability have the same opportunities as other people to access the services of, and any events organised by a public authority.
2. **Access to Buildings and Facilities:**
   People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.
3. **Access to City Information:**
   People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.
4. **Access to Quality Service:**
   People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.
5. **Access to City Complaints Procedures:**
   People with disability have the same opportunities as other people to make complaints to a public authority.
6. **Participation in Public Consultation:**
   People with disability have the same opportunities as other people to participate in any public consultation by a public authority.
7. **Obtain and Maintain Employment:**
   People with disability have the same opportunities as other people to obtain and maintain employment with the City of Greater Geraldton.

Key Achievements of the 2019 - 2023 Access and Inclusion Plan

2019-2020

- The City received the award for Most Accessible Community in Western Australia for both Regional City and overall, in 2019. The City continues to work with local organisations and service providers. (Outcome 1 / 2020)
- The City delivered its first Disability Employment Mobile Outreach (DEMO) program. Working in partnership with the Mid West Chamber of Commerce and Industry, local Disability Employment Service providers, Central Regional Tafe, and local industries and businesses. (Outcome 1 / 2019)
- City initiated an engagement campaign, "The Community Voice – Shaping our Future Project." This project offered residents with all abilities the chance to have their say on the services the City provides, and future capital works projects. (Outcome 6 / 2019)
- The City provided people with disability the opportunity for work experience in various departments, including ICT and Media and Marketing. This initiative proved invaluable for both staff and participants. (Outcome 7 / 2019)

2020-2021

- The City collaborated with local service providers and organisations to jointly fund the purchase and installation of a variety of accessible equipment including a pool hoist, mobile hoist, and several slings for the Aquarena. (Outcome 2 / 2021)
- The new facility at the HMAS Sydney Memorial Site includes a unisex fully accessible toilet, along with male and female ambulant toilets. It features smooth, level concrete pathways and utilises existing ramps and ACROD parking bays in the parking area. (Outcome 2 / 2021)
- The City has enabled an app called Snap Send Solve, which allows the community to easily draw attention to potential hazards. (Outcome 5 / 2021)
- The City's mandatory Key Services Induction face-to-face training for all new and existing staff has been running for several years. The induction has proven informative and receives valuable, ongoing feedback regarding access and inclusion which assists the facilitators with the content delivered. (Outcome 7 / 2021)

Key Achievements of the 2019 - 2023 Access and Inclusion Plan (cont)

2021-2022

- The City purchased an additional beach access wheelchair making a total of three, which are located at Champion Beach and the changing places facilities at Town Beach. (Outcome 1 / 2022)
- The City has acquired its own beach access matting which is situated at Town Beach, right across from the Geraldton Yacht Club. This new addition complements the existing beach access matting at Champion Bay Beach. (Outcome 1 / 2022)
- The City continues to celebrate International Day of People with Disability at QEII Centre. The event raises awareness and promotes inclusion for all community. (Outcome 1 / 2022)
- The City works with local volunteers to provide space for Dance Days Disco, which creates an opportunity for people with disability, their family and support workers to get together and have fun in a friendly and safe environment at QEII Centre. (Outcome 1 / 2022)
- The City in collaboration with Rocky Bay, produced Communication Boards designed to assist and promote inclusion for those who identify as nonverbal. The boards are placed in Foreshore and Beresford playgrounds. (Outcome 1 / 2022)

2022-2023

- Accessible matting is installed at events when required to ensure those with mobility issues have access to all areas. (Outcome 1 / 2023)
- Passport to Employment Program (P2E), is a nine-week program for year 11 and 12 students with disability, that supports the participants transitioning from school into employment or further education. The program is now on its fifth year. (Outcome 1 / 2023)
- In collaboration with Disability in Art, Disadvantage in Art Australia (DADAA), the City hosted an exhibition called "Individuals", aimed at promoting access to arts and culture for people living with a disability or experiencing mental health difficulties. (Outcome 1 / 2023)
- The City runs a splash inclusive aqua fitness class at the Aquarena, specially designed for people with disabilities or special needs. The instructor creates a welcoming and supportive environment, encouraging each participant to reach their potential whilst having fun. (Outcome 2 / 2023)
- The City was been nominated as a finalist by the WA Disabled Sports Association for the 2023 WADSA Community Service Provider Award. The nomination recognised the City's achievements in the access and inclusion space over the last 12 months which has increased inclusivity at the Aquarena. (Outcome 3 / 2023)
- The City's outdoor pool underwent major renovations and now includes an 18-metre ramp that meets the principles of the City's Access and Inclusion Plan. (Outcome 2 / 2023)
- Previous P2E graduates engaged in work experience during the All Ability Day Event and support the City at these events as ambassadors and keynote speakers. (Outcome 7 / 2023)

Planning for Better Access

The City of Greater Geraldton, through its Strategic Community Plan, has committed to fostering democratic representation, social inclusion and community engagement. Under its Community Engagement Policy and Framework, it is required to obtain meaningful input from the community.

The City held an Access and Inclusion Community Workshop in August 2023, where the community had the opportunity to discuss improvements for access and inclusion.

Attendees discussed what access and inclusion meant to them and identified what the City should prioritise in the 2024-2029 Access and Inclusion Plan. The result was a co-design workshop between community members and City staff, aiming to create accessible areas within Geraldton and to encourage open communication between the City and the community.

To ensure the aspirations of the community regarding access and inclusion were understood a visioning exercise was undertaken. The draft statement was later presented to the group, discussed and finalised. The following vision was agreed upon:

"An accessible and inclusive community where diversity is valued, everyone belongs, feels safe, is supported, and can participate in the life they choose"

Consultation Feedback and Findings

The City of Greater Geraldton, through its Strategic Community Plan, has committed to fostering democratic representation, social inclusion and community engagement.

Government, organisations, and service providers need to work together in partnerships to improve access and inclusion.

Upgrades to ACROD bays to meet current standards where possible and increased availability of bays near the CBD.

Improved communication between the community and the City staff is needed to break barriers, understand community needs and work towards common goals.

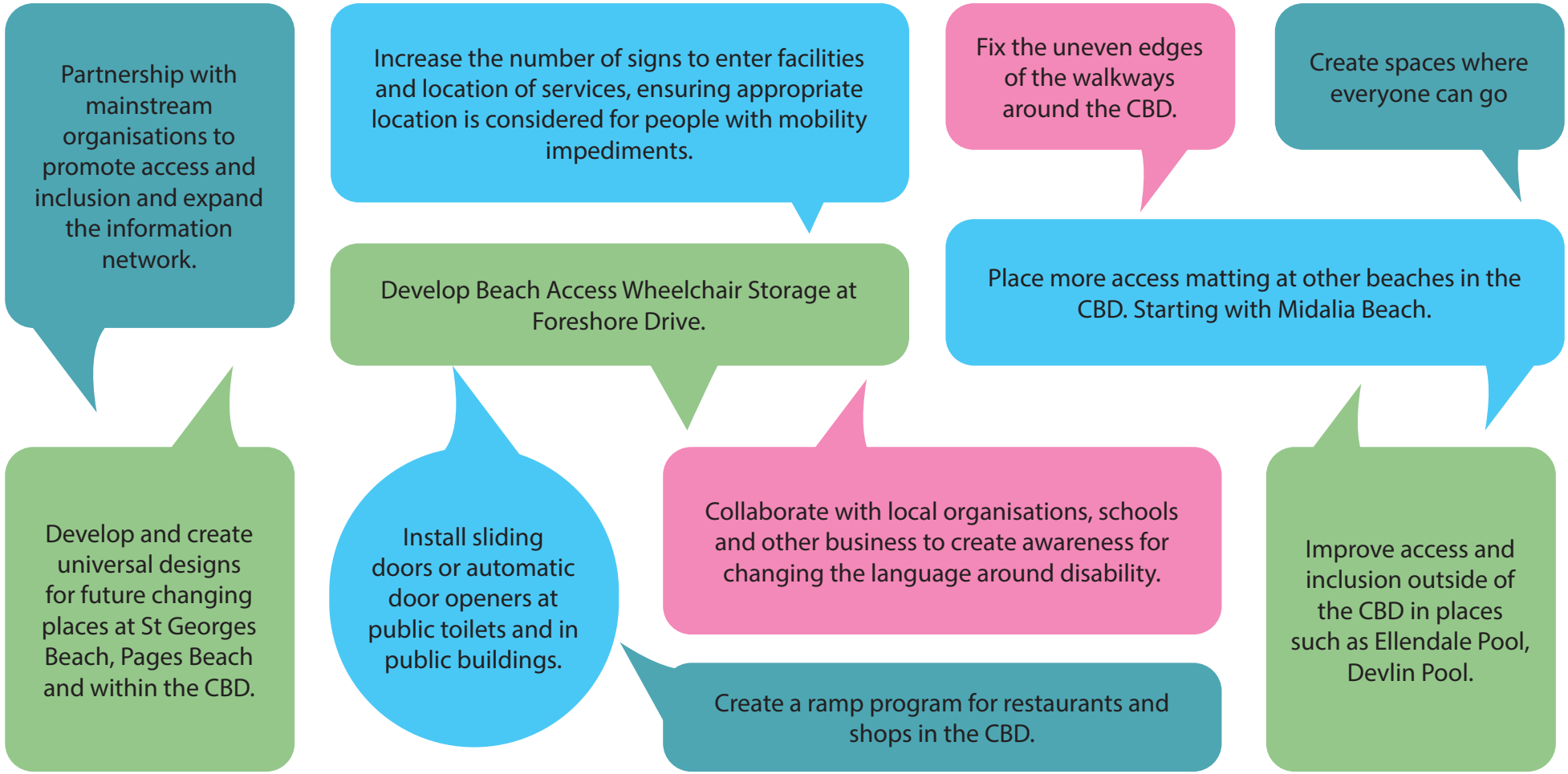
Improved availability and distribution of information, including City events, services, venues and facilities.

A comprehensive plan for access and inclusion should be included in the public health and environment plan.

Upgrades of access ramps and tactile plates to the passenger side of ACROD parking bays at the QEII Centre, Stow Gardens and Foreshore Drive.

Develop an Accessible Tourism Accreditation for accommodation in the CBD, to ensure it follows and meets the access and inclusion guidelines.

Continued need to improve City footpaths, including those in the CBD and surrounding areas.

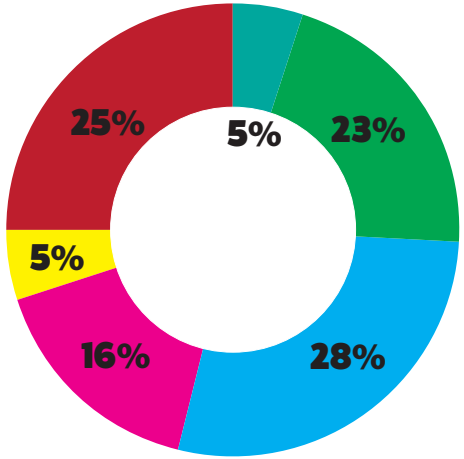

Partnership with mainstream organisations to promote access and inclusion and expand the information network.
Increase the number of signs to enter facilities and location of services, ensuring appropriate location is considered for people with mobility impediments.
Fix the uneven edges of the walkways around the CBD.
Create spaces where everyone can go
Develop Beach Access Wheelchair Storage at Foreshore Drive.
Place more access matting at other beaches in the CBD. Starting with Midalia Beach.
Develop and create universal designs for future changing places at St Georges Beach, Pages Beach and within the CBD.
Install sliding doors or automatic door openers at public toilets and in public buildings.
Collaborate with local organisations, schools and other business to create awareness for changing the language around disability.
Create a ramp program for restaurants and shops in the CBD.
Improve access and inclusion outside of the CBD in places such as Ellendale Pool, Devlin Pool.

Consultation Feedback and Findings (cont)

In addition to the community workshop, 81 people participated in the consultation process via the community and staff survey available online and at the Civic Centre and QEII Seniors and Community Centre, (70% responded online). The majority were women between the ages of 26 and 64.

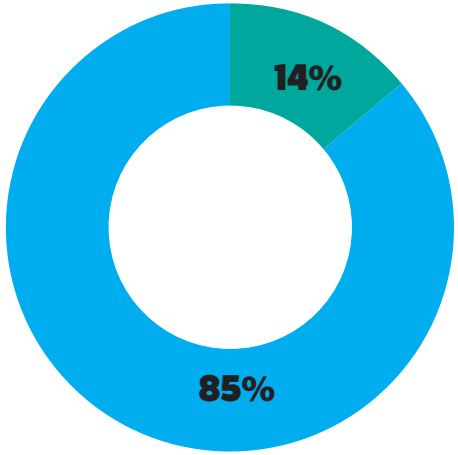
Overall, most of the responses and comments made by community members were positive and indicated the projects, programs and events the City has delivered in the past five years have improved access and inclusion.

Community



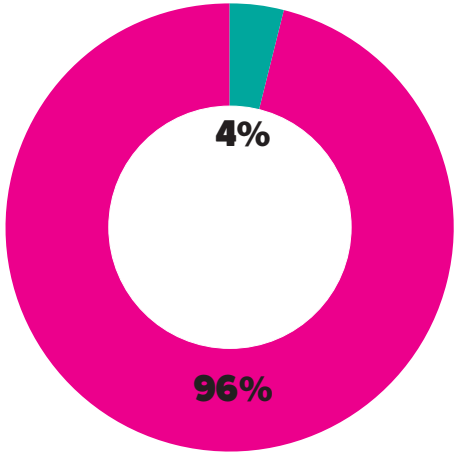
- Person with disability
- Family member of person with disability
- Carer for a person with disability
- Disability service provider
- Interested person
- None of the above

Gender



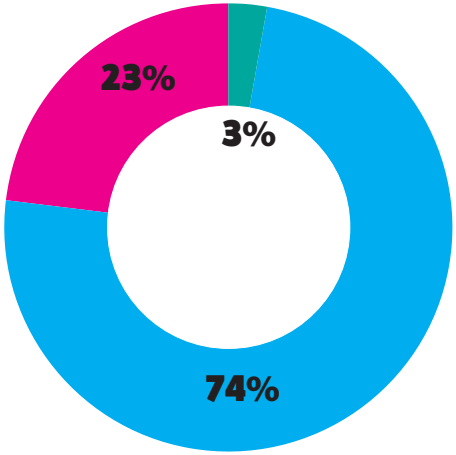
- Male
- Female

Aboriginal or Torres Strait Islander



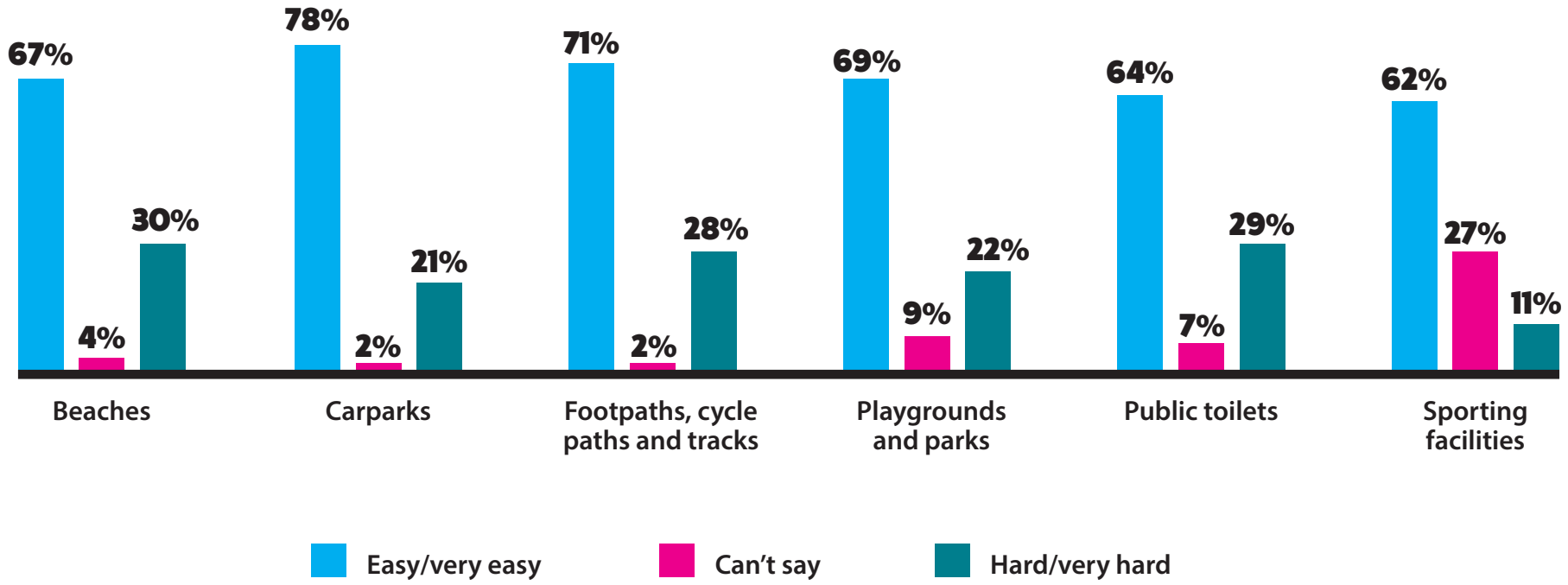
- Yes
- No

Age



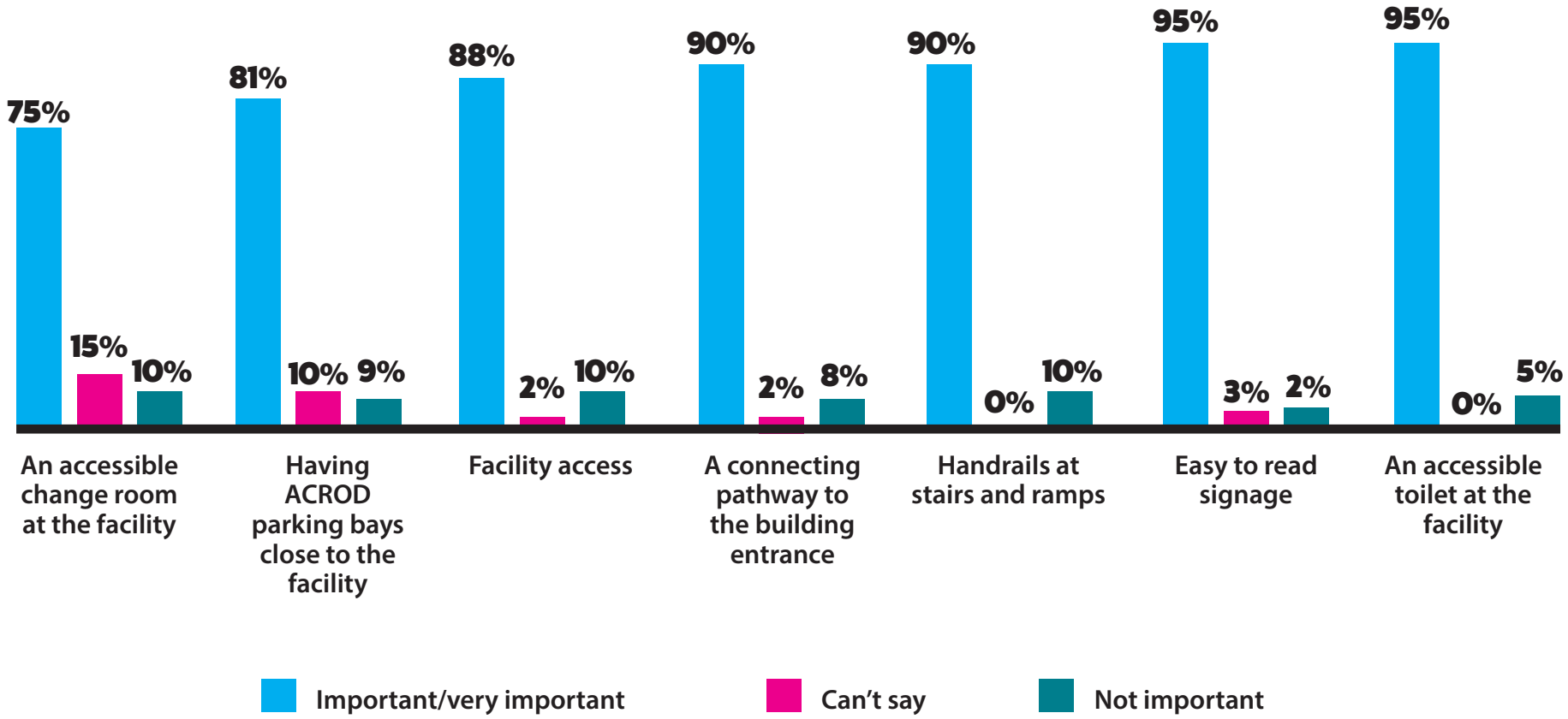
- 25 or under
- 26 - 64
- 65+

Although the majority of respondents, 62% - 78%, said it is easy/very easy to get into and move around public open spaces. Access to these public open spaces remains problematic for up to 30% of respondents.



Consultation Feedback and Findings (cont)

The majority of respondents, 75% - 95%, agreed features such as accessible toilets, easy to ready signage and connecting pathways to building entrances were important.



Strategies for Better Access

Based on the insights gathered during the community survey and workshop, key themes and priority areas were identified. These include the creation of additional ACROD bays for parking, connecting pathways to building entrances, installing handrails on stairs and ramps, providing easy-to-read signage, accessible toilet facilities, and enhancing access to public open spaces such as beaches, parks, playgrounds, toilets, and sporting facilities.

To ensure an effective implementation of the Access and Inclusion Plan 2024-2029, the City has developed an Action Plan for better access detailing key targets, timeframes, and responsibilities for each outcome area and associated strategies. The Action Plan will be updated annually by the City's Community Development Team to maintain accountability, identify completed actions, add new actions and amend actions where required.

In addition, the City will apply best practice access principles to services, facilities, programs and events and will regularly review policies and procedures to ensure functional implementation of the Access and Inclusion Plan. The strategies within the Plan will remain throughout the five year period and the City is required to submit an annual progress report to the Department of Communities to evaluate the effectiveness of the actions from each strategy.

Access and Inclusion Plan 2024-2029

The City has developed the following strategies to direct the planning and implementation of the Access and Inclusion Plan, and each is allocated to one of the appointed seven outcomes by the WA Disability Services Regulations.

"An accessible and inclusive community where diversity is valued, everyone belongs, feels safe, is supported, and can participate in the life they choose"

OUTCOME 1

People with disability have the same opportunities as other people to access services and events organised by City of Greater Geraldton.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
1. Access to City of Greater Geraldton Services and Events	1.1 Ensure events organised by the City are budgeted, planned, delivered and evaluated in accordance with best practice accessibility guidelines, checklist and investigate inclusion of more sensory-friendly options.	Coordinator Events & Venues	✪	✪	✪	✪	✪
	1.2 Encourage external event stakeholders to advertise and promote accessible aspects of their events.	Coordinator Events & Venues	✪	✪	✪	✪	✪
	1.3 Advocate and promote Accessible Tourism to increase understanding of the needs of travellers with disabilities within the City of Greater Geraldton.	Coordinator Communications & Tourism			✪	✪	✪
	1.4 Actively collect and systematically evaluate feedback from people with disabilities regarding City events, programs, and activities, by attending focus groups meetings and distributing feedback forms after events and programs.	Community Development Officer	✪	✪	✪	✪	✪

OUTCOME 2

People with disability have the same opportunities as other people to access buildings and other facilities of City of Greater Geraldton.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
2. Access to City Buildings and Facilities	2.1 Engage independent audit company to undertake Disability Access Audits (DDA) to council buildings (QEII, GMC, Library and Civic Centre).	Manager Land, Facilities & Property Management Community Development Officer				✪	✪
	2.2 Consider the implementation of Disability Access Audit (DDA) recommendations to improve accessibility to council buildings for people with disability (QEII, GMC, Library and Civic Centre)	Manager Land, Facilities & Property Management Community Development Officer				✪	✪
	2.3 Plan for ongoing disability access improvements to City assets, aligning with the City's Capital Works Program.	Manager Project Delivery & Engineering			✪	✪	✪
	2.4. Continue to investigate opportunities to broaden accessibility of beach access points and playgrounds throughout the city to support children and families of all abilities.	Coordinator Parks, Maintenance Operations City Precinct Team Community Development Officer			✪	✪	✪

OUTCOME 3

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

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
3. Access to City information	3.1 Regularly update directory of local disability service providers and organisations on the City website.	Coordinator Communications & Tourism Community Development Officer	✪	✪	✪	✪	✪
	3.2 Ensure the Access and Inclusion Plan and reports are made available to all local disability service providers and organisations.	Coordinator Communications & Tourism Community Development Officer	✪	✪	✪	✪	✪
	3.3 Continue to allocate inclusive Communication Boards in the CBD playgrounds where appropriate and expand their presence beyond these areas.	Manager Project Delivery & Engineering	✪	✪	✪	✪	✪

OUTCOME 3 (cont)

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

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
3. Access to City information	3.4 Continue to support the community to access digital information through technology assistance sessions (Switch on seniors) at the QEII Seniors and Community Centre.	Seniors Programming Officer Coordinator Community Development	✪	✪	✪	✪	✪
	3.5 Create and update a webpage on Visit Geraldton (link from the City website) to provide a single source of information for accessible tourism in Greater Geraldton.	Coordinator Communications & Tourism			✪	✪	✪
	3.6 Create and conduct a marketing campaign to enhance awareness of Greater Geraldton's accessible tourism options.	Coordinator Communications & Tourism Community Development Officer			✪	✪	✪

OUTCOME 4

People with disability receive the same level and quality of service from the staff of City of Greater Geraldton as other people receive from the staff.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
4. Access to Quality Service	4.1 Improve the ability of resources to assist people with disability by endeavouring to provide Auslan interpreters and offering training opportunities for staff in effective communication strategies.	Coordinator Customer Experience	✪	✪	✪	✪	✪
	4.2 Conduct an annual review and ongoing monitoring of the AIP and its implementation to ensure continuous relevance and responsiveness to the needs and interests of people with disabilities, reflecting the City's commitment to service and inclusivity.	Coordinator Community Development Community Development Officer	✪	✪	✪	✪	✪
	4.3 Administer and coordinate an internal working group to monitor and review the effectiveness of the Access and Inclusion plan.	Community Development Officer	✪	✪	✪	✪	✪
	4.4 Provide information and raise awareness via City communication channels to community and City staff to inform and promote Access and Inclusion initiatives.	Coordinator Community Development Community Development Officer		✪	✪	✪	✪
	4.8 Organise and host annual All Ability Day Event, to celebrate International Day of People with Disability, promoting community engagement and awareness.	Community Development Officer			✪	✪	✪

OUTCOME 5

People with disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
5. Access to City Complaints and Procedures	5.1 Continue to monitor and improve City complaints and feedback processes to ensure they are accessible and inclusive to everyone.	Coordinator Customer Experience			✪	✪	✪
	5.2 Improve feedback and complaint responses for people with disability by undertaking analysis of data via City internal reporting mechanisms.	Coordinator Customer Experience			✪	✪	✪
	5.3 Review complaints and feedback received to identify common themes, issues and barriers for people with a disability.	Coordinator Customer Experience			✪	✪	✪

OUTCOME 6

People with disability have the same opportunities as other people to participate in any consultation by the City of Greater Geraldton.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
6. Participation in Public Consultation	6.1 Ensure all City consultations take into consideration access to maximise inclusive engagement.	Community Engagement Officer	✪	✪	✪	✪	✪
	6.2 Provide a variety of options that enable submissions to be received and are accessible for people with disability.	Coordinator Communications & Tourism Community Development Officer Communications Officer – Engagement	✪	✪	✪	✪	✪
	6.3 Ensure interpreter services, such as Auslan or language translation are available upon request for public City consultations.	Community Engagement Officer		✪	✪	✪	✪

OUTCOME 7

People with disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.

			Delivery			
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
7. Obtain and Maintain Employment	7.1 Explore and implement strategies to make the City's job application process more accessible for people with disabilities, such as reviewing and adjusting current procedures to ensure they accommodate the diverse needs of all potential applicants.	Manager Organisational Development Coordinator Human Resources		✪	✪	✪	✪
	7.2 Develop and maintain a database of disability employment services and establish strong partnerships with these entities to provide focused and efficient guidance on job opportunities in Geraldton for people with disabilities. Or partner with disability employment services to enhance job opportunity guidance in Geraldton, ensuring focused and effective support for job seekers with disabilities.	Manager Organisational Development Community Development Officer		✪	✪	✪	✪

OUTCOME 7 (cont)

People with disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.

			Delivery				
Strategy	**Action**	**Responsibility**	**24/25**	**25/26**	**26/27**	**27/28**	**28/29**
7. Obtain and Maintain Employment	7.4 Explore opportunities to expand and/or improve volunteer opportunities within the City for people with disability through community programs.	Manager Organisational Development Coordinator Human Resources		✪	✪	✪	✪
	7.5 Conduct training for Wardens on managing Personal Emergency Evacuation Plans for people with disability.	Manager Corporate Compliance and Safety		✪	✪	✪	✪
	7.6 Continue delivering Passport to Employment Program for year 11 and 12 students to support their transition from school to employment.	Community Development Officer	✪	✪	✪	✪	✪

City of Greater Geraldton
a vibrant future

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