



City of Port Lincoln

DISABILITY ACCESS AND INCLUSION PLAN 2021-2025

Adopted by Council 19 April 2021
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We acknowledge the Barngarla People, the Traditional Owners of the land on which the City of Port Lincoln rests and their continuing connection to land, sea, culture and community. We pay our respects to Elders past, present and emerging, and we extend that respect to other Aboriginal and Torres Strait Islander people in our community.

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1. Statement from the Chief Executive Officer

The City of Port Lincoln's vision is to be an 'inclusive and connected community committed to excellence in lifestyle, culture, industry and innovation'.

This Disability Access and Inclusion Plan (DAIP) demonstrates Council's commitment to improving the participation of people living with disability in the community, including by facilitating access to amenities and services provided by Council.

In implementing the Disability Access and Inclusion Plan, Council specifically recognises that there are barriers that exist in the community, which serve to limit people's ability to fully participate in all facets of community life.

Accordingly, through various initiatives and the application of universal design principles, Council is committed to progressively upgrading, replacing or providing new infrastructure and services.

This is with the aim of promoting inclusivity and accessibility for all residents and visitors to the area, as well as to ensure, so far as reasonably practicable, equal access to facilities and services provided by Council.

The initiatives to be implemented by Council under this Plan will assist residents, as well as visitors, living with a disability, to contribute and feel welcome and have access to services.

Matthew Morgan
Chief Executive Officer

2. Access to the DAIP

This Disability Access and Inclusion Plan is available on Council's [website](#).

If you require a copy in an alternative format, (such as Easy Read, large font, electronic format (disk or emailed), audio or Braille), please contact the Council:

- **In Person:** Level One, Civic Centre, 60 Tasman Terrace,
PORT LINCOLN 5606 SA
- **By Post:** PO Box 1787, PORT LINCOLN 5606 SA
- **By Phone:** (08) 8621 2300
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3. Introduction

The *Disability Inclusion Act 2018* (the Act) was established with the intention:

to promote the full inclusion in the community of people with disability; to assist people with disability to achieve their full potential as equal citizens; to promote improved access to mainstream supports and services by people with disability; to provide for the screening of persons who want to work or volunteer with people with disability and to prohibit those who pose an unacceptable risk to people with disability from working or volunteering with them; to provide for a community visitor scheme; to provide for responsibilities of the State during and following the transition to the National Disability Insurance Scheme; and for other purposes.

In achieving this, the Act requires that there is to be a Disability Access and Inclusion Plan (DAIP) for each State authority. The term ‘*State authority*’ is defined under the Act as including, amongst other things, ‘*a local council constituted under the Local Government Act 1999.*’

Council has developed this DAIP in accordance with its responsibilities under the Act, and with reference to the Department of Human Services’ (DHS) *Disability Access and Inclusion Plan (DAIP) Guideline* (the Guideline).

In doing so, Council recognises the key role we play in providing supportive and accessible environments to our community and visitors, and this DAIP sets out our commitment to ensuring our community is accessible to, and inclusive of, people living with a disability.

This DAIP sets out our strategic implementation of the disability inclusion framework, consisting of the:

- Disability Inclusion Act 2018;
- *Disability Inclusion Regulations 2019*;
- *Disability Inclusion (Transitional Arrangements) Regulations 2018*;
- *Inclusive SA: State Disability Inclusion Plan 2019–2023* (the State Plan);
- *National Disability Strategy 2010–2020* (the NDS); and
- *United Nations Convention on the Rights of Persons with Disabilities* (the UNCRPD).

4. Definitions

The Disability Discrimination Act 1992 defines ‘disability’ as meaning:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;

and includes a disability that:

- presently exists; or
- previously existed, but no longer exists; or
- may exist in the future (including because of a genetic predisposition to that disability); or
- is imputed to a person.

The UNCRPD defines persons with disability as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various barriers in the community to hinder full and effective participation in society on an equal basis.

This broader understanding recognises that social, attitudinal, economic and cultural barriers can limit participation, as can a person's individual circumstances such as the nature and degree of impairment, capacities and skills.

The UNCRPD defines ‘discrimination’ on the basis of disability to mean:

... any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

It is against this framework, that the particulars of our community must be considered, in working towards improving, and providing, a supportive and accessible environment.

5. About the City of Port Lincoln

The City of Port Lincoln is located on the Eyre Peninsula and is situated on the shore of Boston Bay. It is the largest City in the West Coast region.

The Council area incorporates approximately 30.4 square kilometres and has a population of 14,064 (Australian Bureau of Statistics, *Census Data* 2016).

Council is an Equal Employment Opportunity employer and strives to provide a workplace free of discrimination where each person can progress to the extent of their ability as opportunities arise.

This is demonstrated in the following policy and procedure documents:

- the *Human Resources Management Manual* refers in detail to Council's commitment to being an equal opportunity workplace, confirming that:

Council supports a workplace free from discrimination, harassment and bullying and promotes equal employment opportunity in the workplace by ensuring that no discriminatory policies, practices or procedures exist in any aspect of employment or the delivery of its services;

- Council's recruitment information package includes a statement regarding Council's aim to be an '*Equal Employment Opportunity workplace*' priding itself in '*providing a workplace free of discrimination where each person can progress to the extent of their ability as opportunities arise*'; and
- The *Volunteer Management Policy* includes a statement regarding a volunteer's right '*to be recruited in accordance with equal opportunity and anti-discrimination legislation*'.

6. Demographic Profile

Within the Eyre Peninsula region, the City of Port Lincoln is recorded as having the highest proportion of persons living with a severe or profound disability, and the highest proportion of older people living with a disability. This is reflective, no doubt, not only of the relative size of the population in our Council area, but also of residents choosing to live closer to support services.

Indeed, the 2016 Census indicated that 5.5 % of Council's population identified as having a profound or severe disability. In addition to this, 1.9% of people aged 18 years and over identified as having difficulty accessing healthcare in the community, compared to Regional South Australia's average of 1.2%.

In the same Census, 6.1% of persons living within our Council area identified as needing assistance with core activities, and 11.8% of Council's population identified as having provided unpaid assistance to a person with a disability.

Accordingly, Council understands there are a number of residents living with a disability, or otherwise providing assistance to people with a disability, in its community.

Council acknowledges that it, as well as the community generally, has a responsibility to seek to ensure these members of its community have improved opportunities for participation across a range of areas so that they can participate more fully in an inclusive society.

7. Aims and Objectives of the DAIP

Council recognises that ensuring the rights of people living with disability are upheld is the responsibility of the whole community. People with disability should be able to access and participate in all aspects of community life. Social inclusion is fundamental to one's quality of life and critical to achieving positive life outcomes.

The DAIP recognises the importance of ensuring that our community is inclusive and accessible to all, has a welcoming attitude and well-informed residents who recognise the needs of people with disability.

The aim of the DAIP is to assist Council to consider and, where possible, meet the needs of people with disability who live, work, volunteer and visit the area.

To achieve that objective, Council undertakes to seek to:

- promote and improve access for people with disability to Council services and facilities through focusing on practical and achievable initiatives that enhance access to services, infrastructure and public places;
- promote and increase awareness in Council employees of the rights and needs of people with disability through internal training and information sessions, and, where appropriate, through the engagement of external training providers;
- encourage participation by people, regardless of ability, in Council activities, strengthening the relationship between Council and all of its community;
- continue to ensure that all persons within its community are afforded equal opportunity to access services, resources and facilities provided by Council in its role as a representative, responsible and informed decision maker; and
- identify how the Council will, in an ongoing manner, give effect to the State Disability Inclusion Plan.

8. Strategic Context

Council has considered the following documents in the development of the DAIP, and in consideration of its role within the broader State strategic framework:



9. Inclusive SA - Vision

Under the *State Disability Inclusion Plan 2019 - 2023*, Inclusive SA has expressed its vision of *'an accessible and inclusive South Australia based on fairness and respect.'*

To achieve this vision, Inclusive SA has determined to focus on the following themes:

9.1 Inclusive Communities for All:

Social inclusion is a priority for people living with disability as it affects all aspects of their lives.

Under this theme, each community member should be able to feel that:

- I am understood and valued
- I am included in the community
- I know my rights

It is Council's aim that the contributions and rights of people living with disability are valued and understood by all members of the community, and that their rights are promoted, upheld and protected.

9.1.1 Priorities

To inform its decision making to support Inclusive SA's theme, Inclusive Communities for All, Council will consider the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators¹
Priority 1: Involvement in the community	People living with disability actively participate in welcoming and inclusive communities	Proportion of people with disability participating in community support/social groups ² Proportion of people with disability participating in common cultural and recreational activities groups
Priority 2: Improving community understanding and awareness	The community is aware of and understands the barriers to access and inclusion faced by people living with disability	For future development as part of the outcomes framework
Priority 3: Promoting the rights of people living with disability	People living with disability have their rights promoted, upheld and protected	For future development as part of the outcomes framework

9.2 Leadership and Collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making.

Under this theme, each community member should be able to feel that:

- I am truly valued
- I can take action

¹ The trend indicators are taken from the ABS *General Social Survey* and *Survey of Disability, Ageing and Carers*. Further indicators will be established as part of the development of the outcomes' framework for the National Disability Strategy for beyond 2020.

² Community support or social groups refer to active involvement in a service club, welfare organisation, education and training, parenting/children/youth, sport or physical recreation group, arts or heritage group, religious or spiritual group, craft/recreation/special interest group or social club.

- I can make my own life choices

It is Council's aim that the perspectives of people living with disability are actively sought and they are supported to participate meaningfully in leadership and decision-making, community consultation and engagement activities.

9.2.1 Priorities

To inform its decision making to support Inclusive SA's theme, Leadership and Collaboration, Council will consider the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
Priority 4: Participation in decision-making	The perspectives of people living with disability are actively sought and they are supported to participate meaningfully in government and community decision-making	Percentage of people living with disability actively involved in governance/civic groups ³
Priority 5: Leadership and raising profile	People living with disability hold positions of leadership and responsibility across all sectors	For future development as part of the outcomes framework
Priority 6: Engagement and consultation	Consultation and engagement practices support people living with disability to influence decisions that affect their lives	For future development as part of the outcomes framework

9.3 Accessible Communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life.

Under this theme developed by Inclusive SA, each community member should be able to feel that:

- I can live the life I want in my community
- I am included and can access everything I need
- I can access the information I need

³ Civic participation refers to involvement in Council's decision-making process as an elected member, committee member, or stakeholder, professional association, political party, environmental or animal welfare group, human and civil rights group, or body corporate or tenant's association.

It is Council's aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

9.3.1 Priorities

To inform its decision making to support Inclusive SA's theme, Accessible Communities, Council will consider the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
Priority 7: Universal Design across South Australia	Built environments and public spaces are accessible to people living with disability	For future development as part of the outcomes framework
Priority 8: Accessible and available information	People living with disability can access available information that is inclusive and accessible	For future development as part of the outcomes framework
Priority 9: Access to services	People living with disability have access to the services and supports they need	Access to general practitioners, dental and other primary healthcare professionals for people with disability

9.4 Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging.

Under this theme developed by Inclusive SA, each community member should be able to feel that:

- I can make the most of my abilities
- I can contribute and know my contribution is valued
- I can have a fair go

It is Council's aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

9.4.1 Priorities

To inform its decision making to support Inclusive SA's theme, Learning and Employment, Council will consider the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
Priority 10: Better supports within educational and training settings	People living with disability have access to inclusive education and training opportunities	Educational achievement of people with disability
Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning	People living with disability have opportunities to develop their skills through volunteering, learning and employment	Proportion of people aged 15–64 with disability with non-school qualification Proportion of people with disability with post-school qualifications
Priority 12: Improved access to employment opportunities and better support within workplaces	People living with disability have opportunities to develop and succeed in flexible and sustainable employment	Proportion of people with disability participating in the labour-force Proportion of people with disability in both private and public sector employment

10. Inclusive SA Vision and Council's Strategic Objectives

Council's DAIP is structured in accordance with the requirements of the Act, and in consideration of the themes and priority areas under the State Disability Inclusion Plan. Council's [Strategic Directions Plan 2021 - 2030](#) aligns with the Inclusive SA vision and priority areas, through its application of the Vision for:

An inclusive and connected community committed to excellence in lifestyle, culture, industry and innovation.

Council's commitment to the Vision is demonstrated by its Mission under its *Strategic Direction Plan 2019 – 2030* for:

- Engaging and empowering the community
- Providing best value and timely services and infrastructure
- Creating a safe and inclusive place to live, work and visit
- Improving environmental sustainability.

In implementing Council's Mission, the following Strategic Goals are relevant to the application of this DAIP:

Relevant Strategic Goal	Relevant Key Focus:	Relevant Strategic Actions
<p>Goal 2. Liveable and Active Communities <i>We will be a healthy, safe, inclusive and empowered community</i></p>	<ul style="list-style-type: none"> • Community and individual physical and mental health and well-being • Community safety and liveability • Empowered, inclusive, connected, diverse and resilient community • Opportunity for children and young people to reach their potential, older people to be valued and all people to participate fully 	<p>2.3 Support and collaborate in programs that benefit all diversity groups in our community</p> <p>2.4 Develop and implement a Disability Access and Inclusion Plan</p> <p>2.5 Investigate and implement improvements to community safety</p>
<p>Goal 5: Community Assets and Placemaking: <i>We will be a welcoming, liveable and accessible city</i></p>	<ul style="list-style-type: none"> • Public places and infrastructure meeting economic and community needs • Community facilities and open spaces for recreation, leisure and health and well-being • Foreshore, CBD and Marina Precincts public realm activation • Safe, inclusive and sustainable public places and Council facilities • Local and regional accessibility and connectivity 	<p>5.1 Develop and implement a Footpaths and Trails Strategy</p> <p>5.2 Develop and implement a Trails and Wayfinding Strategy including future development options for the Parnkalla Trail</p> <p>5.3 Complete and implement the Open Space Strategy</p> <p>5.4 Deliver key elements of CBD, Foreshore and Marina Precincts Master Plan</p> <p>5.5 Progress development of a civic and community hub</p> <p>5.6 Investigate options for neighbourhood renewal in appropriate precincts of the city</p>

Council's strategic goals include accessibility and inclusivity considerations for all ages and abilities, whilst promoting a welcoming and cohesive community. Accordingly, Council is striving to address issues of disability access and inclusion in its planning, events and decision-making processes.

Council also takes this opportunity, in preparing its DAIP, to consider new strategies to further address barriers and promote positive action.

11. Strategies to Promote Disability Access and Inclusion

Council previously adopted the *Disability Access and Action Plan 2008* that was developed by its Disability Access Advisory Committee. It is acknowledged that many of the proposed actions from that plan still remain relevant.

Additionally, in accordance with section 16(3)(d) of the Act, Council also intends to focus on preparing strategies for supporting people with disability in the following areas:

11.1 Access to Built Environments, Events and Facilities

Council recognises the need to ensure community spaces are more accessible for people with disability, and takes this into account when considering the provision of new, upgraded or replacement infrastructure in its area.

In order to make built environments accessible, Council will consider the principles of universal design in all new builds and, where possible and affordable, improve existing accessibility using universal design principles.

'*Universal Design*' involves creating facilities, built environments, products and services that can be used by people of all abilities to the greatest extent possible without adaptations.

Council has previously achieved, and continues to support, the following initiatives in supporting access and inclusivity in built environments, events and facilities:

- purchase of the Leisure Centre and refurbishment, including a hydrotherapy facility, hoist and lift;
- Library Healthy Brain Hub supporting community members with dementia and brain injury;
- the upgrade of the Nautilus Arts Centre to facilitate improved access for people with disability, with the installation of sliding doors;
- tactile indicators installed at road crossing locations; and
- the extension of disability parking on London Street, to service the Library.

Future projects that have been progressed to concept stage, and that will take into consideration universal design principles, include:

- The [Library and Visitor Centre](#) project that will include a “Changing Places” facility;
- The [Foreshore Redevelopment Plan](#) concept which will have a focus on accessibility and incorporate universal design principles; and
- the Puckridge Park redevelopment with a focus upon accessibility, diversity, and flexible design, as demonstrated by the [Puckridge Park Concept Plan](#)

Additionally, Council commits to the following further actions and principles as part of its standard operations:

- conducting an audit of Council’s buildings, footpaths and facilities, assessing the condition, utilisation, functionality and accessibility in the context of disability inclusion in the community, based upon the requirements of the *Disability Discrimination Act 1992*;
- seeking external expert advice when developing built environment project plans, to ensure improved accessibility is considered, particularly for priority groups. This includes parks, playgrounds and toilets;
- Assessing adequacy and extent of the provisions of disability parking across the CBD; and
- researching best practice for modifying outdoor recreation areas for improved access as part of the Open Spaces Strategy development.

11.2 Access to Information and Communications

Council is committed to ensuring that all of its public information and documentation is accessible to all residents, ratepayers and visitors.

Accordingly, all public information prepared by Council is available both online and in hard copy at the Council offices.

In addition, to ensure that Council information is accessible to all, Council employees are available and willing to assist residents and ratepayers in reading, and explaining documents as required.

Proposed activities in relation to access to information and communications, include:

- researching options for more inclusive information sharing within the community, in particular the potential for offering alternative methods for access; and
- considering the use of ‘*Easy English*’ and alternative text in Council social media posts.

11.3 Addressing the specific needs of people with disability in its programs and services

Council understands the need to ensure the specific needs of people with a disability are addressed in its programs and services, and takes this into account when reviewing or providing the same.

Council will continue to consider the specific needs of those living with disability in its community, when making decisions which have the potential to impact accessibility to programs and services in its community.

Council's commitment in this regard is demonstrated by projects including, but not limited to:

- the creation of Library diverse collections including audio, AV, PC access, ESL/Community Languages, LP, Dyslexic Font, literacy packs, games, and digital collections such as Lynda, Ancestry, eBooks, eAudio, digital magazines;
- providing a Library home delivery service;
- providing accessibility tools, available at the Library, including:
 - free Wi-Fi;
 - free computer access;
 - unisex disabled toilets equipped with change table;
 - drop box on London Street adjacent the disabled parking space for returning books when mobility is an issue;
 - accessibility tools including text size, contrast, language, audio, and speed optimisation on services provided such as the photocopier, printer, computers, self-serve kiosk, and microfilm reader;
- developing and providing Library Tech Savvy Classes; and
- supporting visits to the Library, and offering inclusive displays and resources.

Key activities in relation to addressing the specific needs of people with disability in its programs and services, also include:

- advocating for accessible transport options, such as '*Dial-A-Ride*', in the community,
- providing a collection of sensory activities and toys to the community via the Library service, and seeking advice from local disability service providers and school disability officers in developing the collection; and
- increasing funding and support for the Library collection to develop diversity and inclusiveness, continuing to enhance the digital collections, audio books, large format print collection and games, to support access, and cater to, the resource needs of all community members.

11.4 Employment

Council is an equal opportunity employer and does not discriminate against any person on any grounds, pursuant to its statutory obligations under relevant legislation.

Council continually reviews its recruitment processes to ensure employees are supported with relevant education and training for access and inclusion, and ensures its volunteer program supports disability access and inclusion in recruitment processes.

Familiarisation on the DAIP will be provided to all employees and Elected Members, and will be incorporated as part of future orientation packages for new employees.

12. Priority Groups Living with Disability

Pursuant to the Principles of the Act, this DAIP acknowledges the specific risks relating to the following priority groups living with disability:

12.1 Women with disability

Council recognises that many women with disability are potentially more vulnerable to risk of abuse or exploitation and acknowledges the need to provide support services which recognise and seek to address such disadvantage and vulnerability.

12.2 Children with disability

Council recognises the need to ensure that children with disability have the opportunity to live full and enriched lives, in a manner which ensures the child's dignity, self-reliance and active and full participation in family, cultural and social life.

The inclusion and accessibility of facilities and services for children with disability are considered by Council when making decisions that have the potential to impact the same.

12.3 Aboriginal and Torres Strait Islander people with Disability

The Council has identified that many Aboriginal and Torres Strait Islander people with disability face multiple disadvantage. Accordingly, the Council recognises the need to provide support and services which seek to address this disadvantage.

In circumstances where the Council engages with stakeholders who identify as an Aboriginal or Torres Strait Islander person with disability, the Council

will take the appropriate steps to ensure that effective, constructive communication can be undertaken in a culturally-appropriate manner.

12.4 People with disability from culturally and linguistically diverse backgrounds

Council understands that cultural, language and other associated factors can create barriers to providing effective support and services to people with disability who also identify with culturally and linguistically diverse backgrounds.

Council recognises the need to provide supports and services to people with disability from culturally and linguistically diverse background and seeks to address those barriers.

In circumstances where Council engages with stakeholders who identify as being from a culturally and linguistically diverse background with disability, Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken in a culturally-appropriate manner.

13. Public Consultation

A targeted consultation process was undertaken with the community and Council staff to inform development of the draft DAIP in October 2020. The staff survey results revealed that at least four staff consider themselves to have a disability and at least one staff member is an unpaid carer for someone with disability. The community survey results revealed the following common themes:

- issues experienced with disability car parking and public realm accessibility
- barriers to employment have been experienced by people with disability
- improved consultation with people with disability is needed regarding council projects
- a need to increase community awareness regarding issues confronting people with disability

In accordance with section 16(4) of the Disability Access and Act 2018, and consistent with Council's community engagement policy, International Association for Public Participation (IAP2) spectrum and Section 50 of the Local Government Act 1999, Council is required to undertake public consultation on the draft DAIP.

The Draft DAIP was released for community consultation from Thursday 18 March 2021 to Monday 12 April 2021 and feedback could be provided via an online survey or via written submissions. Additionally, Council's A/Manager Community, Culture and Recreation also visited Bedford Industries and Cara Inc.'s United We Made It to hear feedback in person.

A consultation report N211729 has been prepared that summarises feedback received on the draft DAIP. From the submissions received, the majority of responses demonstrated strong support for the principles and proposals included in the DAIP,

were constructive and included practical suggestions for supporting the actions identified within the DAIP Implementation Plan.

14. Application and Review

All stakeholders, people living with disability, their families and representatives will be actively involved in the ongoing implementation, monitoring and review of the DAIP.

It is intended that the DAIP is reviewed every four years along with Council's Strategic Management Plans.

15. Implementation Plan

15. Implementation Plan

Theme 1: Inclusive Communities for All			
Priority 1: Involvement in the Community			
People living with disability actively participate in welcoming and inclusive communities			
Trend Indicators:			
Proportion of people with disability participating in community/support social groups			
Proportion of people with disability participating in common cultural and recreational activities			
	Action	Responsible Team	Timeframe
1.1	Incorporate consideration of accessibility measures into the planning of all Council run events	Community, Culture & Recreation	2021/22
1.2	Review community event application forms and templates to encourage applicants to consider incorporating accessibility measures into the planning of all community events	Community, Culture & Recreation	2021/22
1.3	Incorporate accessibility measures into the Community Grant Funding Program eligibility criteria	Community, Culture & Recreation	2021/22
1.4	Encourage and support sport and recreation clubs to improve access and inclusion for people with a disability	Community, Culture & Recreation	Ongoing
1.5	Consider the provision of visual and audio aids and equipment to support participation in council meetings where possible	Properties and Facilities	2023/24

Priority 2: Improving community understanding and awareness			
The South Australian community is aware of and understands the barriers to access and inclusion faced by people living with disability			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
2.1	Regular contact with disability organisations to ensure understanding and awareness of current trends and gaps for people with a disability	Community, Culture and Recreation	Ongoing
2.2	Council induction programs to include information to create awareness about the rights and needs of people with a disability	People, Governance & Communication	2021/22
Priority 3: Promoting the rights of people with a disability:			
People living with disability have their rights promoted, upheld and protected			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
3.1	Promote disability days such as the UN International Day of People with Disability to celebrate and promote the rights of people with disability	People, Governance & Communication	Ongoing
3.2	Review Council website to promote information on external disability advocacy and support services	People, Governance & Communication	2021/22

Theme 2: Leadership & Collaboration			
Priority 4: Participation in Decision Making:			
The perspectives of people living with disability are actively sought and they are supported to participate meaningfully in government and community decision-making			
Trend Indicators:			
Percentage of people living with disability actively involved in governance/civic groups			
	Action	Responsible Team	Timeframe
4.1	Develop a register of interested residents with a lived experience of disability who are interested in engaging with Council on disability and access matters	Community, Culture & Recreation	2022/23
4.2	Encourage the local Youth Advisory Committee to consider the needs of young people with a disability and communicate to Council	Community, Culture & Recreation	2022/23
Priority 5: Leadership and Raising profile			
People living with disability hold positions of leadership and responsibility across all sectors			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
5.1	Investigate opportunities to support leadership development for people with disability in the community	Community, Culture & Recreation	2022/23
Priority 6: Engagement and Consultation:			
Consultation and engagement practices across State Government support people living with disability to influence decisions that affect their lives			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
6.1	Investigate and implement processes to support people with a disability to participate in Council community consultation activities	People, Governance & Communication	Ongoing

Theme 3: Accessible Communities			
Priority 7: Universal Design Across South Australia:			
Built environments and public spaces are accessible to people living with disability			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
7.1	Consider universal design principles in development and review of Open Space, Footpath Strategy, Trails and Wayfinding Strategies and other relevant strategies and documents	Major Projects/Infrastructure and Assets	Ongoing
7.2	Consider universal design principles in future Council building and facility developments	Major Project/Infrastructure and Assets	Ongoing
7.3	Review Business use of Footpath Policy to reflect universal design principles	Environment & Community Safety	2022/23
7.4	Monitor vegetation along footpaths to maintain clearance for pedestrians and wheelchair users	Infrastructure & Assets	Ongoing
7.5	Consider the Inclusive Play Guidelines when developing new or reviewing existing playgrounds	Infrastructure & Assets	Ongoing
7.6	Review availability of accessible car parks	Infrastructure & Assets/Environment & Community Safety	2021/22
7.7	Consider accessibility as a key factor as part of Council owned buildings, properties and facilities audits	Properties & Facilities/Infrastructure & Assets	2021/22
7.8	As facilities are upgraded, consider the installation of signs and infrastructure to inform the community of accessible assets	Properties & Facilities/Major Projects	Ongoing

Priority 8: Accessible and available information:			
People living with disability can access available information that is inclusive and accessible			
Trend Indicators:			
For future development as part of the outcomes framework			
	Action	Responsible Team	Timeframe
8.1	Ensure people with disability have access to Council information during emergency situations	Environment & Community Safety	Ongoing
8.2	Review Council's websites against relevant accessibility guidelines	People, Governance & Communication	2021/22
8.3	Review Council information about parks, reserves and other facilities to include details regarding accessibility features where relevant	Infrastructure & Assets	2022/23
Priority 9: Access to Services:			
People living with disability have access to the services and supports they need			
Trend Indicators:			
Access to general practitioners, dental and other primary healthcare professionals for people with disability			
	Action	Responsible Team	Timeframe
9.1	Assess gaps in library collection in regards to diversity, inclusivity and accessibility	Library Services	2021/22
9.2	Investigate implementing specific Library programs for other priority groups living with disability, including women, Aboriginal and Torres Strait Islander peoples, and culturally/linguistically diverse community members	Library Services	2022/23
9.3	Ensure Council application forms and processes are accessible to all users	Community, Culture & Recreation	2022/23

9.4	Promote organisations providing disability services in the community	Community, Culture & Recreation	2021/22
9.5	Advocate to State and Federal Government for the provision of accessible, connected transport services	Community, Culture & Recreation	Ongoing
9.5	Changing Places facilities to be incorporated into future community facility development (new Library and Visitor Centre)	Major Projects	2022/23
9.6	Advocate for access to respite care for local residents	Community, Culture & Recreation	Ongoing
Theme 4: Learning & Employment			
Priority 10: Better supports within educational and training settings			
People living with disability have access to inclusive education and training opportunities			
Trend Indicators			
Educational achievement of people with disability			
Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning			
People living with disability have opportunities to develop their skills through volunteering, learning and employment			
Trend Indicators			
Proportion of people aged 15–64 with disability with non-school qualification			
Proportion of people with disability with post-school qualifications			
	Action	Responsible Team	Timeframe
11.1	Identify ways to improve volunteering in council programs for those with disability	Community, Culture & Recreation	2022/23

Priority 12: Improved access to employment opportunities and better support within workplaces			
People living with disability have opportunities to develop and succeed in flexible and sustainable employment			
Trend Indicators:			
Proportion of people with disability participating in the labour-force			
Proportion of people with disability in both private and public sector employment			
	Action	Responsible Team	Timeframe
12.1	Review employment processes to maximize opportunities for people with a disability and to ensure removal of barriers to inclusion	People, Governance & Communication	2022/23
12.2	Consider providing disability awareness training to Council staff	People, Governance & Communication	2021/22
12.4	Consider all reasonable modifications to staff facilities to ensure inclusion of employees with a disability	Properties & Facilities	Ongoing



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