



City of Port Lincoln

# DISABILITY ACCESS AND INCLUSION PLAN

2026-2030



# ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Barngarla People, the Traditional Custodians 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 all other Aboriginal and Torres Strait Islander peoples in our community.

## TABLE OF CONTENTS

3	Mayor's Message
4	About us
5	Our vision
6	Our workplace/staff
7	Strategic context
7	Disability Access and Inclusion Plan development
10	DAIP actions
18	DAIP implementation
18	Acknowledgments
19	Glossary and Definitions

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This **Disability Access and Inclusion Plan (DAIP)** is available on [www.portlincoln.sa.gov.au](http://www.portlincoln.sa.gov.au).

If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version)

Please call: **8621 2300** or  
Email: [plcc@plcc.sa.gov.au](mailto:plcc@plcc.sa.gov.au)



## MAYOR'S MESSAGE

As Mayor of the City of Port Lincoln, I am proud to present our Disability Access and Inclusion Plan (DAIP) 2026–2030, a plan that reflects our City's ongoing commitment to being an inclusive, welcoming, and connected community for all.

This DAIP builds on the strong foundation laid by our previous DAIP, and sets out clear goals to remove barriers, improve access, and foster meaningful participation for people living with disability. Whether through inclusive communication, accessible programs, or Universal Design, we are focused on creating a City where everyone, residents and visitors alike, can contribute, participate and thrive.

We recognise that inclusion is not just about physical access, but also about changing attitudes, listening to lived experiences, and co-designing solutions that work for everyone. This DAIP has been shaped by the voices of South Australians living with disability, as part of the broader consultation undertaken for the State Disability Inclusion Plan. We are also committed to consulting with our own local community to ensure people with disability, their families, carers, advocates, and community organisations have been able to share their lived experiences, priorities and aspirations. We are proud to reflect those insights in our local DAIP and to stand alongside other councils in advancing the vision of a more accessible South Australia.

Through the initiatives outlined in this DAIP, we commit to improving access to facilities, services, and information, promoting inclusive community participation and embedding Universal Design principles in our planning and decision-making.

I would like to thank all those who contributed to the consultation process and to the development of this DAIP. Your voices are essential to the progress we aim to make.

Together, we will continue working to ensure that Port Lincoln is a place where all people, regardless of ability, feel valued, supported, and empowered to live life to the fullest.

**Diana Mislov**  
Mayor



## ABOUT US

Port Lincoln is located on the Eyre Peninsula and situated along the shores of Boston Bay. The City of Port Lincoln (Council) area spans approximately 30.4 square kilometres and is home to a population of 14,404 people (*Australian Bureau of Statistics, Census 2021*).

Within the Eyre Peninsula region, 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 disability. This is reflective, not only of the relative size of the population in our Council area, but also of residents choosing to live closer to support services.

According to the 2021 Census, **6.5% of residents** in the Council area identified as needing assistance with core activities, and **12.1% of the population** aged 15+ years reported providing unpaid assistance to a person with disability, long term illness or old age. Modelled estimates from the Australian Bureau of Statistics (2018) for persons living in households in Port Lincoln also show:

- 5.9% Persons with **profound or severe core activity limitation**
- 11.9% Persons with **moderate or mild core activity limitation**
- 8.7% Persons with disability who need assistance or have difficulty with **personal/health care**
- 7.2% Persons with disability aged 16 years and over who need assistance or have difficulty with **private transport**

Council acknowledges that many members of our community either live with disability or provide ongoing support and care to others who do.

Council recognises its responsibility, alongside the broader community, to create an inclusive society, where people living with disability have equitable opportunities to access services, participate in community life, and feel welcomed and supported.

# OUR VISION

Council shares the State Disability Inclusion Plan 2025-2029 (State Plan) vision, 'A South Australia where no one is left behind', and believes that all people, regardless of ability, should be able to participate fully in all aspects of community life. Council recognises that upholding the rights of people living with disability is not only a legislative obligation, but a shared community responsibility, central to building a truly inclusive and equitable society.

Social inclusion is essential to individual wellbeing and quality of life. It is also critical to achieving positive life outcomes in areas such as health, education, employment, and community participation. Through this Disability Access and Inclusion Plan (DAIP) 2026-2030, Council reaffirms its commitment to ensuring Port Lincoln is a place that is welcoming, accessible, and responsive to the diverse needs of all people.

The aim of the DAIP is to guide Council's efforts in identifying, understanding, and meeting, where possible, the needs of people living with disability who live, work, volunteer or visit our City. This DAIP seeks to promote both access and inclusion, not just in physical infrastructure, but in attitudes, policies, and day-to-day operations.

**To achieve this vision, Council will continue to:**

- **Promote and improve access** to Council services and facilities through practical and achievable initiatives that enhance usability and accessibility of infrastructure, public spaces and services
- **Raise awareness among Council employees and Elected Members** of the rights and needs of people with disability, through ongoing training and development opportunities
- **Encourage participation** by all members of the community in Council activities and decision-making processes
- **Consider Universal Design principles** in Council infrastructure projects and developments
- **Align local actions with the priorities** of the State Plan to ensure consistency and leadership in disability access and inclusion across South Australia





## OUR WORKPLACE/ STAFF

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:**

- Our Human Resources Policy framework details 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'.

# STRATEGIC CONTEXT

Council has reviewed and updated its Disability Access and Inclusion Plan 2021-2025 in accordance with its responsibilities under the Disability Inclusion Act 2018 (SA). This legislation requires state authorities and local councils to develop and implement DAIPs to promote the full inclusion of people with disability in all aspects of community life.

In developing this DAIP, Council has also considered the following key frameworks:

- Disability Inclusion Act 2018 (SA)
- State Disability Inclusion Plan 2025–2029
- Australia’s Disability Strategy 2021–2031
- United Nations Convention on the Rights of Persons with Disabilities

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 disability.

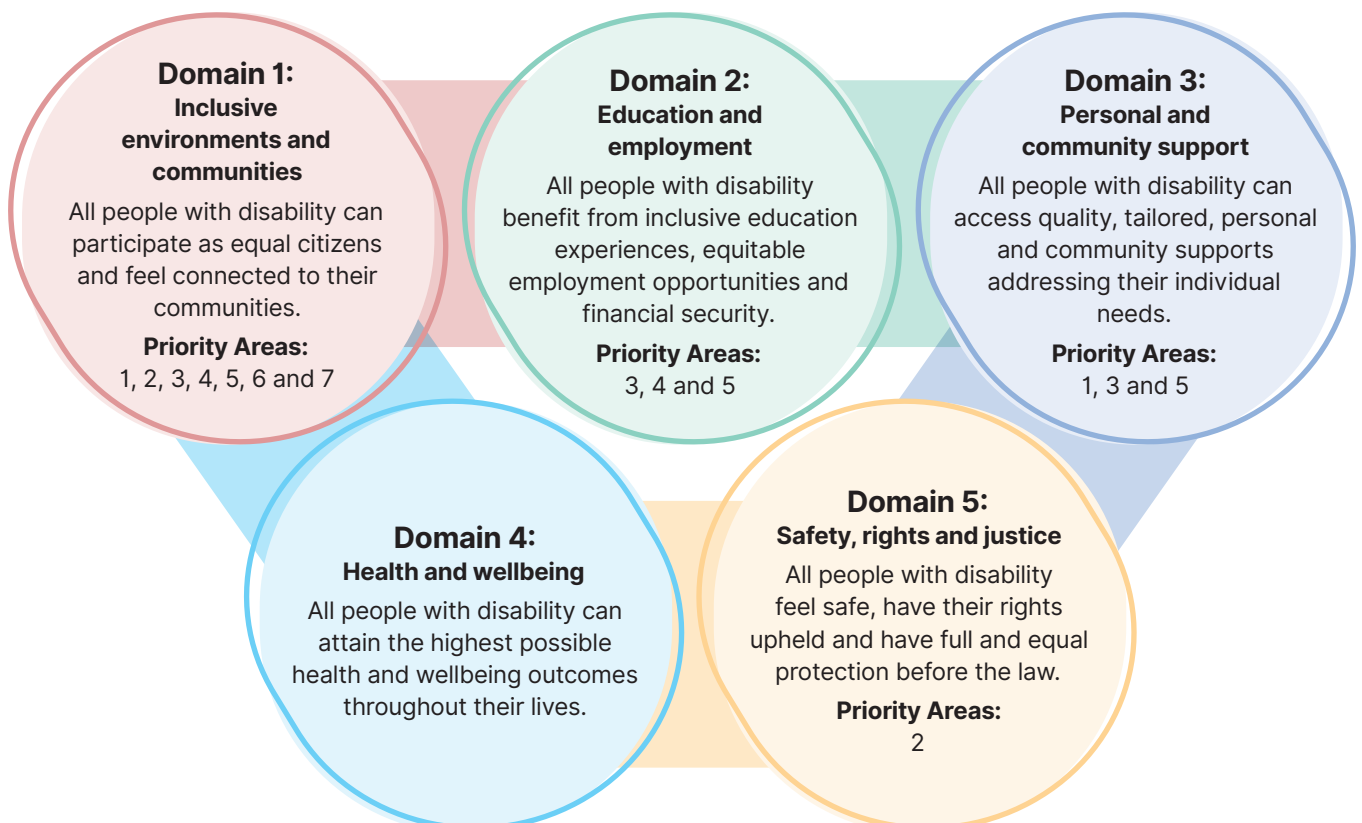
Feedback from the State Plan consultation participants highlighted that people with disability continue to face significant barriers across five identified areas which are referred to as the Domains in the State Plan. Addressing these challenges remains a priority at both the state and

local level, and we are committed to taking meaningful action to drive lasting change. All Domains are listed below along with the Priority Areas that Council, as a local government or state authority, are required to address. (Refer Actions Table for full details on Domains, Priority Areas and Outcomes).

# DISABILITY ACCESS AND INCLUSION PLAN DEVELOPMENT CONSULTATION

The consultation process undertaken for the development of the State Plan captured extensive feedback from people with disability, their families and carers, service providers, advocacy groups and the broader community. This feedback informed the development of the Domains, Priority Areas and mandatory Measures that underpin the State Plan which Council’s DAIP is aligned with.

This consultation process underpinned the development of Council’s draft DAIP. Following endorsement of the draft DAIP, a community consultation process was undertaken. Feedback received as a part of the consultation process was considered and incorporated into the draft DAIP where applicable.





## RELATIONSHIP TO OTHER POLICIES, STRATEGIES, FRAMEWORKS

### Strategic Directions Plan 2025 - 2034

Council's DAIP directly links to the Council's Strategic Directions Plan 2025-2034, aligning with the following goals:

#### Goal 1 – Economic Growth and Opportunity

We are an innovative, diverse and growing local economy

- ※ 1.3 – Continue to implement Council's Housing Strategy to expand fit for purpose housing options, including through the release of Council land and reassessing Council's City masterplan and associated zoning.

#### Goal 2 – Liveable and Active Communities

We are a healthy, safe, inclusive and empowered community

- ※ 2.3 – Improve accessibility and inclusion by continuing the review and implementation of Council's Disability Access and Inclusion Plan and associate actions.

#### Goal 5 – Community Assets and Placemaking

We are a welcoming, liveable and accessible City

- ※ 5.1 – Develop and implement a footpath and cycling Strategy to improve walking and cycling options, including improving broader pedestrian and community access.
- ※ 5.6 – Continue to implement and keep under review Council's Open Space Strategy to ensure open spaces, parks gardens and sporting facilities meet the needs of the community.

### Annual Business Plan

Consideration of projects and programs to support disability access and inclusion will be undertaken as part of the development of Council's Annual Business Plans throughout the life of our DAIP.

### Human Resource Framework

Equal opportunity policies and supportive HR practices are available to staff via Council's Human Resources Framework.

Other key Council strategies and frameworks that link to this DAIP include:

- Southern Eyre Peninsula Regional Public Health Plan
- Reconciliation Action Plan
- Cycling and Walking Strategy
- Volunteer Management Plan
- Customer Service Charter
- Empowering our elders Strategy



## ACHIEVEMENTS

Key achievements arising from Council's 2021 - 2025 DAIP are listed below, confirming Council's commitment to disability access and inclusion:

- Consideration of accessibility measures being incorporated into the planning of Council led events
- Incorporating accessibility measures and considerations into Council's Community Grant Funding program eligibility criteria
- Reviewing community event application forms and templates to encourage applicants to consider incorporating accessibility measures into the planning of community led events
- Modifying our volunteer application process to support people with disability to apply and volunteer with Council at the Port Lincoln Library
- Hosted celebratory events on International Day of People Living with Disability
- Completion of the Port Lincoln Foreshore redevelopment project with Universal Design principles in mind. Key outcomes include:
  - \* An inclusive nature and adventure playspace with all-abilities access to slides, tunnels, and elevated walkways, as well as features like basket swings and trampoline mats;
  - \* Refurbished public toilets now compliant with the Disability Discrimination Act (DDA), along with accessible parking and a dedicated drop-off zone;
  - \* An accessible beach ramp (DDA compliant) adjacent to the Town Jetty, and the installation of Mobi-Matting in partnership with the Red Cross to improve access to the water.



- Adoption of the Walking and Cycling Strategy that will guide the development of safer, more accessible and more connected transport pathways for all users including pedestrians, cyclists, and those using mobility devices, scooters and prams
- Continued improvements to its footpath network to enhance accessibility and address community concerns. New footpaths have been installed at various locations across the City, and targeted upgrades have been completed to improve connectivity and safety.

# DAIP ACTIONS

No.	Action	Measure	Manager	Role	Timeframe				
					2025/26	2026/27	2027/28	2028/29	2029/30
<b>Domain 1: Inclusive environments and communities</b> Priority Area 1: Active participation Outcome: People with disability are active participants in accessible and inclusive communities.									
1	Encourage and support sport and recreation clubs to improve access and inclusion for people with disability via the Connected and Active Communities Program	Proportion of people with disability participating in cultural, recreation and sporting activities	Manager Community, Culture & Recreation	Advocate	within operational budget				
2	Continue to provide an inclusive and welcoming space at the Port Lincoln Library, inclusive of maintaining Dementia Friendly Accreditation		Manager Library Services	Implement	within operational budget	\$2,500	\$2,500	\$2,500	\$2,500
3	Investigate and implement specific Council led programs (e.g. library, arts and culture) for priority groups living with disability		Manager Community, Culture and Recreation	Implement	within operational budget	\$2,500	\$2,500	\$2,500	\$2,500
4	Ensure all Council event related communications use inclusive language and clearly communicate access information		All Managers	Implement	within operational budget				
5	Ensure all Council events for 50 or more people implement best practice event management principles	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit	Manager Community, Culture & Recreation Manager Tourism & Economic Development	Implement	within operational budget				

No.	Action	Measure	Manager	Role	Timeframe				
					2025/26	2026/27	2027/28	2028/29	2029/30
<b>Priority Area 2: Inclusive communities and attitudes</b> <b>Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.</b>									
6	Promoting and supporting community engagement initiatives such as celebrating International Day of People with Disability and other awareness events	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: <ul style="list-style-type: none"> <li>The number of staff and volunteers participating in disability awareness training, including Universal Design</li> </ul>	Manager Community, Culture and Recreation	Facilitate	within operational budget	\$500	\$500	\$500	\$500
7	Embed disability awareness and inclusion across Council by: <ul style="list-style-type: none"> <li>Inclusion in Employee inductions programs</li> <li>Delivery of disability awareness training to employees and elected members</li> <li>Delivery of Universal Design training to relevant staff</li> <li>Delivery of dementia awareness training to relevant staff</li> </ul>		Executive Manager People and Culture Manager Community, Culture and Recreation	Implement	within operational budget	\$3,000	\$3,000	\$3,000	\$3,000
8	Embed disability awareness and inclusion into volunteer induction and training programs		Manager Community, Culture and Recreation	Implement				within operational budget	
9	Undertake annual assessments of community grant funding applications to evaluate disability measures being incorporated	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: <ul style="list-style-type: none"> <li>The number of workplace initiatives promoting disability inclusion</li> </ul>	Manager Community, Culture and Recreation	Facilitate				within operational budget (internal staff resource)	
10	Undertake assessment of Closing the Gap targets when implementing DAIP and Council RAP initiatives to ensure alignment where applicable. Seek feedback and collaborate with Council's RAP Working Party and stakeholder groups such as PLACC and PLAHS on culturally safe engagement	The number of actions embedded in our DAIP working towards Closing the Gap targets	Manager Community, Culture and Recreation	Facilitate				within operational budget (internal staff resource)	

No.	Action	Measure	Manager	Role	Timeframe				
					2025/26	2026/27	2027/28	2028/29	2029/30
<b>Priority Area 3: Universal Design</b>									
<b>Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.</b>									
11	Consider Universal Design principles as part of modification to Council owned buildings, properties and facilities. Record and report on accessibility modifications to public-facing Council buildings, including details such as the type of modification (e.g. signage installation, door widening)	The number of public-facing Council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors	Manager Places and Presentation Manager Grants and Projects	Implement	in line with project scope				
12	Continue to review the Business Use of Footpath Policy to reflect Universal Design principles		Manager Places and Presentation	Implement	within operational budget (internal staff resource)				
13	Undertake a review of accessible carparking spaces in Council's CBD and across the wider Port Lincoln area		Manager Civil and Operations	Implement	\$15,000			\$15,000	
14	Undertake an accessibility audit of Council owned facilities to identify existing barriers that reduce access and inclusion for consideration in Council's Capital Works Program		Manager Places and Presentation	Implement				\$50,000	
15	Review Council's Community Infrastructure Investment Policy framework to incorporate the requirement for consideration of Universal Design principles for applicants		Manager Places and Presentation						within operational budget (internal staff resource)
16	Consider Universal Design principles in future Council building and facility developments. Record and report on new Council-built developments, including how Universal Design principles were incorporated	The number of new Council developments that incorporate Universal Design	Manager Places and Presentation Manager Grants and Projects	Implement	in line with project scope				

No.	Action	Measure	Manager	Role	Timeframe			
					2025/26	2026/27	2027/28	2028/29
17	Consider the Inclusive Play Guidelines and Universal Design principles when developing new or reviewing existing playgrounds	The number of parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility	Manager Places and Presentation Manager Grants and Projects	Implement	in line with project scope			
18	Continue to monitor vegetation along footpaths to maintain clearance for pedestrians and wheelchair users		Manager Places and Presentation	Implement	within operational budgets			
19	Consider Universal Design principles in development and implementation of relevant Council strategies and documents and associated actions such as the Open Space Strategy and the Walking and Cycling Strategy		Manager Places and Presentation Manager Grants & Projects Manager Civil Assets & Operations	Implement	in line with project scope			
<b>Priority Area 4: Accessible facilities</b>								
<b>Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.</b>								
20	Record how many Council owned toilets within the Council area meet relevant accessibility standards or are a designated Changing Places facility	The number of public Council owned toilet facilities across the Council area that meet accessibility standards and/or a designated Changing Places facility	Manager Places and Presentation	Implement	within operational budget (internal staff resource)			
21	Ensure new public toilet builds meet accessibility standards		Manager Places and Presentation	Implement	in line with project scope			
<b>Priority Area 5: Communications and information</b>								
<b>Outcome: People with disability can find the information they need in the format(s) they need it in.</b>								
22	Review Council website against relevant accessibility guidelines	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents	Manager Governance and Communications	Implement	\$5,000			
23	Continue to assess gaps in library collection in regards to diversity, inclusivity and accessibility		Manager Library Services	Implement	within operational budgets			
24	Investigate development of Easy Read versions of Council Plans and Strategies		Manager Governance and Communications	Implement	\$5,000			

No.	Action	Measure	Manager	Role	Timeframe				
					2025/26	2026/27	2027/28	2028/29	2029/30
25	Work collaboratively with the Port Lincoln Special School and other community stakeholders to design communication boards for installation at Council facilities and spaces such as the Port Lincoln Library, Port Lincoln Leisure Centre and parks and reserves. Advocate to local supermarkets and businesses to install communication boards	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents	Manager Community, Culture and Recreation	Implement	within operational budgets	\$2,000	\$2,000	\$2,000	\$2,000
<b>Priority Area 6: Transportation</b>									
<b>Outcome: People with disability can get to where they need to go safely.</b>									
26	Continue to advocate to state and federal governments for accessible and connected public transport services	Total number of initiatives undertaken to promote enhanced access and safety for people with disability while using public transport	Manager Community, Culture and Recreation	Advocate	within operational budget (internal staff resource)				
<b>Priority Area 7: Collaboration, consultation and innovation</b>									
<b>Outcome: People with disability are actively involved in government decisions that affect their lives.</b>									
27	Ensure regular contact with disability stakeholder groups to identify challenges and barriers relative to participation in consultation processes by people with disability	The number of public consultations that included and sought input from people with disability	Manager Community, Culture and Recreation	Facilitate	within operational budget (internal staff resource)				
28	Investigate and implement processes to reduce barriers impacting participating in Council consultation by people with disability		Manager Governance and Communications	Implement					
29	Develop a register of interested residents with lived experience of living with disability who are interested in engaging with Council	The number of people with disability, including parents and carers, serving on committees and working groups. Note: Committees are formal groups set up by councils to provide strategic advice or make decisions on disability inclusion	Manager Community, Culture and Recreation	Implement	within operational budget (internal staff resource)				
30	Consider accessibility when upgrading AV in Council facilities and meeting rooms to support participation of people living with disability		Manager ICT & Innovation	Implement	in line with project scope				

No.	Action	Measure	Manager	Role	Timeframe			
					2025/26	2026/27	2027/28	2028/29
<b>Domain 2: Education and employment</b>								
<b>Priority Area 3: Targeted transitional supports</b>								
<b>Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.</b>								
31	Continue to identify ways to improve and encourage volunteering in Council programs for people with disability	The number of initiatives taken to encourage people with disability to volunteer	Manager Community, Culture and Recreation	Implement				within operational budget
<b>Priority Area 4: Access to employment opportunities</b>								
<b>Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.</b>								
32	Review employment processes to maximise opportunities for people with disability and to ensure removal of barriers to inclusion	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives	Executive Manager People and Culture	Implement				within operational budget
33	Engage in active collaboration with key stakeholders to secure grant funding that enables people with disability to participate in work placement initiatives at Council. In addition to pursuing these funding opportunities, continue to facilitate meaningful work experience placements both within Council and through partnerships with Council-affiliated organisations and contractors		Executive Manager People and Culture	Implement				within operational budget
<b>Priority Area 5: Inclusive working environments</b>								
<b>Outcome: People with disability have access to supportive places to earn.</b>								
34	Consider all reasonable modifications to staff facilities to ensure inclusion of employees with a disability	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs	Manager Places and Presentation	Implement				
35	Review human resourced focused workplace policies and procedures to support people with disability to have equal opportunities for growth and success		Executive Manager People and Culture Manager Governance, Risk and Communication	Implement				within operational budget

No.	Action	Measure	Manager	Role	Timeframe			
					2025/26	2026/27	2027/28	2028/29
<b>Domain 3: Personal and community support</b>								
<b>Priority Area 1: Accessibility</b>								
<b>Outcome: People with disability can easily access community supports and services.</b>								
36	Continue to develop partnerships and initiatives with service providers and community organisations to promote support and services for people with disability. For example through the Lower Eyre Leadership Group and Youth Collective	The number of Council initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations	Manager Community, Culture and Recreation	Advocate	within operational budget	\$1,000	\$1,000	\$1,000
37	Continue to promote community supports and services available via Council's community e-newsletter		Manager Community, Culture and Recreation	Advocate	within operational budget (internal staff resource)			
<b>Priority Area 3: Information sharing</b>								
<b>Outcome: People with disability receive more coordinated and effective support when services work together and share information.</b>								
38	Continue to participate in LGAIN and CoP meetings and with external disability service providers	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP	Manager Community, Culture and Recreation	Advocate	within operational budget (internal staff resource)			
<b>Priority Area 5: Programs</b>								
<b>Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.</b>								
39	Continue to assess Community Grant Funding applications received against key criteria which includes ensuring access and inclusion considerations have been identified	The number of Council grants and funding amount distributed to enhance disability inclusion	Manager Community, Culture and Recreation	Facilitate	within operational budget (internal staff resource)			
40	Modify the Community Grant Funding Program acquittal process to assess actual implementation of access and inclusion measures		Manager Community, Culture and Recreation	Implement	within operational budget (internal staff resource)			

No.	Action	Measure	Manager	Role	Timeframe				
					2025/26	2026/27	2027/28	2028/29	2029/30
<b>Domain 5: Safety, rights and justice</b>									
Priority Area 2: Responding to emergencies									
Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.									
41	Recommend to Emergency Response lead agencies to update and develop resources and systems that consider people with disability	The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach	Manager Development and Regulatory	Advocate				within operational budget (internal staff resource)	
<b>TOTALS</b>						<b>\$31,500</b>	<b>\$11,500</b>	<b>\$76,500</b>	<b>\$16,500</b>

# DAIP IMPLEMENTATION

The successful implementation of the DAIP will be a shared responsibility across Council, with specific actions allocated to relevant Managers and the teams they lead as outlined in the DAIP Actions Table. Oversight and coordination of the DAIP will be managed by the Community, Culture and Recreation team, ensuring that actions are progressed in a timely and effective manner. To ensure transparency and accessibility, the DAIP will be shared with staff, stakeholders, and the wider community through a media release, Council's website, social media platforms and e-newsletters. Accessible formats and printed copies will be made available upon request to support broad engagement.

Disability access and inclusion will be embedded in Council's day-to-day operations by incorporating inclusive

principles into policy and procedure reviews, project planning, service delivery and community engagement processes. Staff will be supported through relevant training and resources to ensure inclusive practices are upheld across all areas of work. Progress on the implementation of the DAIP will be monitored through regular internal reviews, with annual reporting provided to the Department of Human Services. People with disability will continue to be involved through ongoing collaboration, community consultation, and partnerships with relevant organisations to ensure lived experience informs the DAIP's delivery. To raise awareness and build support for the DAIP, Council will share regular updates through its communication channels and promote key inclusion initiatives and significant events throughout the year.

## ACKNOWLEDGMENTS

Council acknowledges that this DAIP builds on the foundations of our previous DAIP, and we recognise the work of those who contributed to its development and implementation over past years. This updated DAIP reflects our continued commitment to access and inclusion, informed by past experience and ongoing community needs.

We would like to thank all individuals and organisations who contributed to the development of this updated DAIP, particularly those who participated in the consultation process for the State Plan. The insights gained through this broader consultation have been invaluable in shaping our local priorities and ensuring alignment with state-wide goals.

Council also recognises the contribution of people with disability, their families, carers and advocates whose voices remain central to this work. We extend our appreciation to staff, community stakeholders and partner organisations for their continued support and collaboration in working toward a more accessible and inclusive community.

# GLOSSARY AND DEFINITIONS

## Advocacy

Support that helps people with disability speak up, understand their rights, and make decisions. This includes independent advocacy (support from someone not connected to a service) and microboards (a small group that supports one person to take control of their life).

## Best practice

A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better than those achieved by other means, or because it has become a standard way of doing things.

## Built environment

Man-made structures, features and facilities viewed collectively as an environment in which people live and work.

## Civil law

A branch of law that deals with disputes between individuals, groups, or organisations. It covers areas such as contracts, property, family matters and personal injury.

## Closing the Gap

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

## Disability Access and Inclusion Plan

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific context of the organisation and their community, outlining practical actions to remove barriers, promote participation and support the goals of the State Plan.

## Department of Human Services

The Department of Human Services (DHS) is the South Australian Government agency responsible for delivering strategies, programs and services that improve the wellbeing, safety and inclusion of South Australians, particularly those who are vulnerable or disadvantaged.

## Disability Inclusion Act 2018 (SA) (The Act)

A South Australian law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan (State Plan) and local Disability Access and Inclusion Plans and promotes choice, control, and the removal of barriers.

## Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

## Domains

The key priority areas of the DAIP, shaped by emerging themes identified during state-wide consultation of the State Plan. Domains guide the focus of actions to improve access and inclusion for people with disability.

## Inclusion

The intentional, ongoing effort to ensure that all people can fully participate in all aspects of life.

## Initiatives

Activities or efforts aimed at creating change, improving outcomes, or meeting specific needs. This can include actions, responses, systems and services designed to support individuals or communities.

## Intersectionality

How different aspects of a person's identity, such as their gender, race, class, sexuality and disability can interact to create experiences of discrimination and marginalisation. Intersectionality helps us to understand how these experiences can overlap and intersect, and how they can be challenged and addressed.

## Justice system

The laws, services and processes that address legal issues and disputes. This includes the criminal justice system (for people accused of breaking the law), the civil justice system (for resolving problems like housing, family or discrimination), and the youth justice system, which responds to children and young people who come into contact with the law

## LGBTIQA+

An inclusive term for people whose sexual orientation, gender identity or sex characteristics differ from the majority. It stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other diverse identities. The + acknowledges that there are many other ways people may describe their identity and experiences.

## Lived experience

The personal knowledge and understanding a person gains through direct, first-hand experience of disability.

## Local councils

A system of government in South Australia under which elected local government bodies (councils) are constituted under the Local Government Act 1999 (SA).

## Measures

A way to track progress and understand if things are improving over time. Measures use numbers and data and are supported by stories or feedback (qualitative data) in reporting.

## Priority areas

Specific areas of focus within each domain that were identified as most important by people with disability during consultation.

## Priority groups

The Act highlights seven priority groups of people that may experience overlapping disadvantage. Their needs will be considered and embedded across all State Plan measures and within DAIPs. The seven priority groups are: Aboriginal peoples with disability, culturally and linguistically diverse (CALD) people with disability, women with disability, children with disability, LGBTIQA+ people with disability, people with significant intellectual disability or who have high levels of vulnerability due to disability and people with disability who live in regional communities.

## State authority

As defined in *the Disability Inclusion Act 2018 (SA)* to include a government department, an agency or instrumentality of the Crown, a local Council constituted under *the Local Government Act 1999 (SA)* or any other person or body declared by regulations to be included.

## United Nations Convention on the Rights of Persons with Disabilities

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

## Universal Design

Universal Design is defined by the [Australian Human Rights Commission](#) as designing environments so they can be accessed, understood and used by everyone regardless of age, size, ability or disability—and encompassing the creation of facilities, products, services and environments usable by all people without adaptations.

# CONTACT DETAILS

## Council Administration

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This **Disability Access and Inclusion Plan (DAIP)** is available on [www.portlincoln.sa.gov.au](http://www.portlincoln.sa.gov.au). If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version)

Please call: **8621 2300** or

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