



Revised Disability Access and Inclusion Action Plan - 2020-2023

September 2020



REVISED Disability Access and Inclusion Action Plan – 2020-2023

The Adelaide Plains Council *Disability Access and Inclusion Action Plan* contains proactive actions for improving Council policies, practices, services and facilities to ensure equitable access for all members of the community and visitors to the area. In Australia, over 18% of people live with disability (*Survey of Disability, Ageing and Carers 2019*) and 9 out of 10 of these people have invisible impairments (intellectual, psycho-social, hearing, vision, neurological and learning).

Council's previous Action Plan was identified in the *Barossa, Light & Lower Northern Regional Public Health and Wellbeing Plan* and was approved by Council in 2018, following community consultation.

People living with disability have the same rights as other citizens to be part of the social, cultural, economic and political life of the community. This is supported by the Federal *Disability Discrimination Act 1992* (DDA), which provides protection for everyone in Australia against discrimination based on disability

The *Disability Inclusion Act 2018* (SA) requires that all state authorities develop a Disability Access and Inclusion Plan (DAIP) by 31 October 2020. The State Government published its own DAIP – *Inclusive SA: State Disability Inclusion Plan 2019-2023*. All DAIPs are required to demonstrate their alignment with the *State Disability Inclusion Plan (SDIP)*. However State authorities with an existing DAIP are not required to produce a new DAIP but to undertake a review and identify how to align it with the themes, priority areas and actions of the *SDIP*.

This revised DAIP is now consistent with the themes and priority areas listed under the *State Government Inclusion Plan (SDIP)*.

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and Employment

Additionally, this revised document reflects the principles of the *United Nations Convention on the Rights of Persons with Disability* and the *National Disability Strategy*. The principles and objectives of the South Australian Act 2018 are also supported, which includes:

- abilities, not disabilities
- fundamental rights for all

- genuine dialogue and participation
- improved access and inclusion for all
- prudent utilisation of resources
- the benefits of working across sectors
- universal design principles

Consultation with Priority Groups

The *SA Disability Inclusion Act* requires that DAIPs must contain provision setting out strategies to ensure the needs of persons referred to in Section 9 of the 'Act' are properly addressed by the DAIP, ie: culturally and linguistically diverse, Aboriginal and Torres Strait Islanders, women and children.

Council's consultation process undertaken in the development of the first Disability Access and Inclusion Plan in 2018 did not specifically target these priority groups; therefore further and more targeted consultation with these priority groups will need to take place to ensure that future plans meet their specific needs.

This Plan is intended to be implemented in line with available budget and resourcing opportunities, over a five year period.

In addition to ongoing implementation, the actions contained in the plan are divided into short, medium and long term timeframes, as follows:

Short Term:	1 year
Medium Term:	2-3 years
Long Term:	4-5 years

This Revised Disability Access and Inclusion Action Plan 2020-2023 is available on the Adelaide Plains Council's website – www.apc.sa.gov.au.

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

All enquiries regarding Council's DAIP should be directed to the Manager Library and Community on (08) 8527 0200 or by email – info@apc.sa.gov.au.

SDIP THEME 1 – Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Access Issues	Actions	Timeframe	Responsibility
No current Disability Access & Inclusion Plan (DAIP) – disability access and inclusion historically a low priority	Develop the DAIP and ensure regular monitoring and review	Ongoing	GM Development & Community
	Facilitate specific and regular public consultation to identify opportunities – work with the community to find financial and viable solutions	Ongoing	GM Development & Community
	Promote importance of actions to staff, elected members and the community	Short Term & Ongoing	GM Governance & Executive Office & GM Development & Community
	Ensure the DAIP is available in hard copy format at Council Offices and on the Adelaide Plains Council website	Short Term & Ongoing	GM Governance & Executive Office
	Support the continuation of the DAIP regional workgroup to meet on an ongoing basis to investigate opportunities for regional collaboration and information sharing	Ongoing	GM Development & Community
	Incorporate elements of the DAIP into the Strategic Planning Process	Medium Term & Ongoing	GM Development & Community

	Incorporate the promotion of the DAIP and associated actions into a new or existing staff role	Medium Term & Ongoing	GM Development & Community
Lack of policy and procedures referencing disability access and inclusion	Improve policies, procedures and guidelines to ensure capture of disability access requirements	Short Term & Ongoing	GM Governance & Executive Office
	Ensure complaints regarding disability access and inclusion are dealt with promptly and transparently	Ongoing	GM Governance & Executive Office
Event management	Include access checks in the assessment of event applications	Ongoing	GM Governance & Executive & GM Development & Community

SDIP THEME 2: Leadership and Collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

Priority 4: Participation in decision making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Access Issues	Actions	Timeframe	Responsibility
Lack of experienced resources and funding	Improved and appropriate training for Council staff, Council members and volunteers across the organisation e.g. in communicating and engaging with people with disability and understanding their needs and rights. Ensure staff, elected members and volunteers have an understating of the DAIP and DDA obligations.	Short Term & Ongoing	GM Governance & Executive Office & GM Development & Community
	Incorporate disability access and inclusion into the annual business plan and budget process, ie: encourage thinking and budgeting in this area	Short Term & Ongoing	GM Finance & Business
	Include DAIP awareness during staff member inductions	Short Term & Ongoing	GM Governance & Executive Office
	Ensure induction of new State authority employees includes information about working with people living with disability (Action 9)	Ongoing	GM Governance & Executive Office & GM Development & Community

Young people	State authorities to support young people living with disability to actively participate in decision making (Action 11)	Ongoing	GM Development & Community
Council decision making processes and meetings	Investigate the provision of microphones to enable members of the public to hear Council members	Short to Medium Term	GM Finance & Business
	Ensure access to Council meetings is available for all including methods of participation	Ongoing	GM Governance & Executive Office
	Facilitate access to Council meeting agendas and minutes	Ongoing	GM Governance & Executive Office
Community engagement	Ensure community engagement and public consultation programs provide suitable access opportunities, including location, print and online information	Ongoing	GM Development & Community
	Council venues to be promoted as accessible, including to motorised wheelchairs/gophers wherever possible	Ongoing	GM Development & Community

SDIP THEME: Accessible Communities

The accessibility of the build 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. It is our aim to increase accessibility to public and community infrastructure, transport, service, information, sport and recreation and the greater community.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Access Issues	Actions	Timeframe	Responsibility
Disability access to and within Council owned/leased buildings and spaces.	Undertake an access audit of Council owned/leased buildings and spaces, including footpaths and reserves, to determine improvements/modifications needed	Short Term	GM Infrastructure & Environment
	Provide improved access to Council owned/leased buildings and public open spaces as required and in accordance with legislative requirements	Short Term	GM Infrastructure & Environment
	Lowering of office front counters, e.g. similar to Two Wells Library	Short Term	GM Infrastructure & Environment
	Provide suitable access aids/rails in public toilets and toilets in Council owned buildings	Short Term	GM Infrastructure & Environment
	State authorities to consider including in their infrastructure, maintenance and upgrade schedules the installation of signs on the front of public buildings indicating disability access (where this has been assessed by an accredited access consultant) and installation of multi-media devices in queues at service outlets to include people who are deaf, hard of hearing, vision impaired or blind. (Action 26)	Medium Term	GM Infrastructure & Environment

	Provide support and information regarding disability access to groups leasing Council property	Short Term	GM Governance & Communications
	All new park/reserve and other recreational facilities to provide adequate access for all	Medium Term & Ongoing	GM Infrastructure & Environment
	Consider establishing minimum standards for priority parks and reserves (including coasts, heritage places and Crown land) that improve access and inclusion for people living with disability and implement a program of priority actions, including exemplary visitor experiences (Action 31)	Medium Term	GM Infrastructure & Environment
	Improve signage for people with disability throughout the Council area and particularly in Council buildings and open spaces	Short Term	GM Infrastructure & Environment
	Leases held with Council to be reviewed in relation to DDA provisions	Medium to Long Term	GM Governance & Communications
	Provide playground equipment that caters for children with disability	Short to Medium Term	GM Infrastructure & Environment
Lack of pedestrian crossings and disability parking in towns and settlements	Provide pedestrian crossings and more disabled parking in main townships	Short Term	GM Infrastructure & Environment
	Provide assistance to clubs and organisations to provide disabled car parking areas, e.g. line/logo marking	Short Term	GM Infrastructure & Environment
Lighting and car park surfacing	Improve lighting to and surfacing of Oval car parks	Short Term	GM Infrastructure & Environment
	Provide suitable lighting in public spaces and Council facilities	Medium Term	GM Infrastructure & Environment

Pedestrian access	Ensure regular weed control to ensure adequate access to Council owned and managed cemeteries	Ongoing	GM Infrastructure & Environment
	Removal of seagrass if practicable to coastal recreational facility access points and car parks in accordance with Coast Protection Board advice	Medium Term	GM Infrastructure & Environment
	Investigate opportunities to provide pedestrian walkways along roadways within towns and settlements	Medium Term	GM Infrastructure & Environment
	Review Council walking trails to incorporate access for all	Medium Term	GM Infrastructure & Environment
	Ensure signs directing disabled people to public access ramps are visible at all times	Short Term & Ongoing	GM Infrastructure & Environment
	Conduct an audit of footpaths and establish priorities for upgrading to Australian Standards	Short Term	GM Infrastructure & Environment
Line of sight issues at roadway intersections, driveways, foreshore access points, etc	Clearance of native vegetation to improve line of sight with approval of Native Vegetation Council, and revegetation with suitable species	Short to Medium Term	GM Infrastructure & Environment
Capital Works	All capital works projects to include a review of issues relating to disability access and inclusion, including legislative requirements	Short Term & Ongoing	GM Infrastructure & Environment
	Ensure works undertaken by external contractors are DDA compliant	Short Term & Ongoing	GM Infrastructure & Environment
	Contractor management documentation to reflect DDA requirements	Short Term & Ongoing	GM Governance & Communications

Signage and street furniture	Improve disability signage throughout the Council area and at all Council facilities to ensure compliance with Australian Standards	Short Term & Ongoing	GM Infrastructure & Environment
	Review street furniture and ensure access to people with disability is not restricted	Short Term & Ongoing	GM Infrastructure & Environment
Waste management options	Provide waste collection assistance measures including information relating to waste management options	Medium to Long Term	GM Infrastructure & Environment
Limited information from Council to community regarding services/resources for people with disability	Provide more information, e.g. in Communicator newsletter and on Council website, to ensure no group is marginalised through communication methods	Ongoing	GM Governance & Executive Office
	Review information and publication processes and formats to comply, where possible, with disability access standards, and make available at Council offices	Ongoing	GM Governance & Executive Office
	Develop a mobility/access map for townships and settlements	Medium Term	GM Governance & Executive Office
	Establish a committee/panel to work with the community to highlight needs/concerns	Medium Term	GM Development & Community
	Provide information brochures for interpreter services, hearing, etc, in different languages	Medium Term	GM Governance & Executive Office
	Investigate opportunities for audio information on website	Medium Term	GM Finance & Business
	Incorporate appropriate checks in safety inspections and audits	Short Term	GM Governance & Executive Office

Identification of issues in workplace inspections	Ensure evacuation plans and procedures consider people with disability	Short Term & Ongoing	GM Governance & Executive Office
Council Information Technology	Ensure Council website meets government accessibility guidelines and provides opportunity for comments and feedback	Medium Term	GM Finance & Business
	Investigate opportunities for utilisation of voice activated and hearing technology, and other relevant technology as available	Medium Term	GM Finance & Business
	Provide internet access at main offices	Medium Term	GM Finance & Business
Lack of public transport to/from Adelaide and within the district	Advocate for public transport options that include disability access	Ongoing	GM Development & Community
Limited social activities for people living with disability	Encourage community organisations to include opportunities for people with disability	Ongoing	GM Development & Community
	Advocate for service providers to develop opportunities for social events in the district	Short to Medium Term	GM Development & Community
Housing for disabled people	Investigate the provision of increased housing opportunities for people with disability	Medium to Long Term	GM Development & Community
Access to contacts for relevant service providers	Develop a list of representative organisations and contact persons for distribution to the community	Short Term	GM Development & Community
Access to Library services	Organise library home visits for people who cannot attend the district libraries	Medium to Long term	GM Development & Community
	Provide accessible materials and services and review new technology as available	Ongoing	GM Development & Community

	Provide alternative media where possible and investigate new opportunities to enhance the distribution of library materials to all	Ongoing	GM Development & Community
General service provision	Investigate grant funding opportunities to assist local community groups with service provision where relevant	Ongoing	GM Development & Community
	Ensure disability access is considered and promoted in Council run events	Ongoing	GM Development & Community
	Provide promotional support to events involving people with disability, including recreational events and programs	Ongoing	GM Development & Community
Tourism	Ensure tourism information, including signage, is accessible and available to people with disability	Ongoing	GM Development & Community
Disability access to and within Council owned buildings and spaces	Assist Infrastructure staff to ensure capital works and building upgrades meet relevant Australian standards regarding disability access	Ongoing	GM Development & Community
	Improved urban design and public infrastructure	Ongoing	GM Development & Community
Limited consideration of disability access in planning assessments	Promote consideration of disability access and DDA requirements in review of development application plans and information, including the provision of preliminary advice	Ongoing	GM Development & Community
	Investigate opportunity to incorporate disability access provisions into planning policy, including Council's	Short to Medium Term	GM Development & Community

	Development Plan, particularly in relation to retail, commercial and industrial development		
	Local council access and inclusion planning to consider consultation outcomes including: Incorporating Universal Design principles in criteria for all new building and public projects and planning for programs, services and events Developing Universal Design training plans for staff and contractors Review of availability of accessible car parks (Action 19)	Ongoing	GM Development & Community
Vehicle encroachment on footpaths	Take appropriate action to facilitate the removal of vehicles from footpaths within townships and settlements in a timely manner	Ongoing	GM Development & Community
Signage	Review Council by-laws relating to 'A' frame signage to ensure access and safety considerations are taken into account	Short Term	GM Development & Community
	Use of 'A' frame signage to be monitored and enforced where necessary	Short Term & Ongoing	GM Development & Community

SDIP THEME 4: LEARNING & EMPLOYMENT

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

Priority 10: Better supports within educational and training settings

Priority 11: Staff development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

Access Issues	Actions	Timeframe	Responsibility
Volunteering	State authorities to facilitate meaningful volunteering opportunities for people living with disability (Action 36)	Ongoing	GM Development & Community
Equal opportunity workplace	Review recruitment processes to ensure areas of possible discrimination are eliminated, ie: in interviews, advertisements, job descriptions, and to ensure compliance with best practice guidelines	Short Term & Ongoing	GM Governance & Executive Office
	Provide opportunities for work experience and training for people with disabilities	Medium Term & Ongoing	General Managers
	Ensure worksites, where practicable, are accessible and usable for people with disability	Medium Term & Ongoing	GM Governance & Executive Office



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