



NOTICE

of

ORDINARY COUNCIL MEETING

Pursuant to the provisions of Section 84(1) of the Local Government Act 1999

TO BE HELD IN

**COUNCIL CHAMBERS
PLAYFORD CIVIC CENTRE
10 PLAYFORD BOULEVARD, ELIZABETH**

ON

TUESDAY, 25 NOVEMBER 2025 AT 7:00 PM

THIS MEETING WILL ALSO BE VIEWABLE AT
<https://www.youtube.com/user/CityOfPlayford>

**SAM GREEN
CHIEF EXECUTIVE OFFICER**

Issue Date: Thursday, 20 November 2025

MEMBERSHIP

MAYOR GLENN DOCHERTY – PRINCIPAL MEMBER

Cr Akram Arifi
Cr Andrew Craig
Cr David Kerrison
Cr Jane Onuzans
Cr Tanya Smiljanic

Cr Marilyn Baker
Cr Shirley Halls
Cr Clint Marsh
Cr Peter Rentoulis
Cr Katrina Tarr

Cr Zahra Bayani
Cr Chantelle Karlsen
Cr Misty Norris
Cr Gay Smallwood-Smith
Cr Rebecca Vandepeear

**City of Playford
Ordinary Council Meeting**

AGENDA

TUESDAY, 25 NOVEMBER 2025 AT 7:00 PM

1 ATTENDANCE RECORD

1.1 Present

1.2 Apologies

1.3 Not Present

2 CONFIRMATION OF MINUTES

RECOMMENDATION

The Minutes of the Ordinary Council Meeting held 28 October 2025 be confirmed as a true and accurate record of proceedings.

3 DECLARATIONS OF INTEREST

4 MAYOR'S REPORT

Cr Marilyn Baker - 40 Years of Service

5 REPORTS OF REPRESENTATIVES OF COUNCIL ON OTHER ORGANISATIONS

6 REPORTS BY COUNCILLORS

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7 REPORTS OF REPRESENTATIVES (CONFERENCES & TRAINING PROGRAMS)

8 QUESTIONS ON NOTICE

Nil

9 QUESTIONS WITHOUT NOTICE

10 PETITIONS

Nil

11 DEPUTATION / REPRESENTATIONS

Nil

12 MOTIONS ON NOTICE

Nil

13 MOTIONS WITHOUT NOTICE**14 COMMITTEE REPORTS****Strategy and Services Committee - 11 November 2025***Matters which cannot be delegated to a Committee or Staff*

- 14.1 Disability Access & Inclusion Plan 2025-2029 (Attachments)8

Matters which can be delegated to a Committee or Staff but the Council has decided not to delegate them

- 14.2 Community Support and Grant Program - 2025/26 Community Development Grant (Round 1) (Attachments)136

15 STAFF REPORTS*Matters which cannot be delegated to a Committee or Staff*

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Matters for Information

- 15.2 Budget Update Report (Attachment)175

16 INFORMAL DISCUSSION

Nil

17 CONFIDENTIAL MATTERS

Nil

18 CLOSURE

Reports by Councillors

6.1 INFORMATION SESSION RECORD OF ATTENDANCE

Contact Person: Sarah Schutz

Information Session Record of Attendance

- The Information Session Record of Attendance for November 2025 is provided below.

	11 November 2025		18 November 2025	
	Attendance	Attendance Comment	Attendance	Attendance Comment
Mayor Glenn Docherty	✓		✓	
Cr Akram Arifi	Did not attend		✓	
Cr Andrew Craig	✓		✓	
Cr Chantelle Karlsen	✓		✓	
Cr Clint Marsh	Did not attend		Apology	
Cr David Kerrison	✓		✓	
Cr Gay Smallwood-Smith	✓		✓	
Cr Jane Onuzans	✓		✓	
Cr Katrina Tarr	✓		Apology	
Cr Marilyn Baker	✓		Apology	
Cr Misty Norris	✓		✓	
Cr Peter Rentoulis	✓		Apology	
Cr Rebecca Vandeppear	✓		✓	
Cr Shirley Halls	✓		✓	
Cr Tanya Smiljanic	✓		✓	
Cr Zahra Bayani	✓		✓	Arrived at 7:08pm

COMMITTEE REPORTS

STRATEGY AND SERVICES COMMITTEE

***Matters which cannot be
delegated to a Committee or Staff***

14.1 DISABILITY ACCESS & INCLUSION PLAN 2025-2029

Responsible Executive Manager : Tina Hudson

Report Author : Amy Godfrey

Delegated Authority : Matters which cannot be delegated to a Committee or Staff

Attachments :

1. Disability Access & Inclusion Plan What We Heard Report July 2025
2. Draft Disability Access and Inclusion Plan 2025–2029

PURPOSE

To seek Council's endorsement for the City of Playford's Draft Disability Access and Inclusion Plan 2025–2029 (Attachment 2) to be released for public consultation.

STAFF RECOMMENDATION

1. Council receives the City of Playford Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) and endorse its release for public consultation for a period of 28 days from 12 January 2026 to 8 February 2026.
2. Council authorises the CEO to make further minor amendments to the Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) that does not alter the intent.

COMMITTEE RECOMMENDATION

1. Council receives the City of Playford Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) and endorse its release for public consultation for a period of 28 days from 12 January 2026 to 8 February 2026.
2. Council authorises the CEO to make further minor amendments to the Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) that does not alter the intent.

EXECUTIVE SUMMARY

The City of Playford Draft Disability Access and Inclusion Plan 2025–2029 (Attachment 2) (the DAIP) has been prepared in line with the *Disability Inclusion Act 2018* (the Act), which requires all councils in South Australia to develop a Disability Access and Inclusion Plan. The DAIP sets out the actions Council will take over the next four (4) years to remove barriers, improve access, and ensure people with disability can participate fully in community life.

The DAIP aligns with the State Disability Inclusion Plan 2025–2029. The Act requires all State authorities to publish their Disability Access and Inclusion Plan within six (6) months of the State Disability Inclusion Plan release date (14 August 2025). Council has progressed the DAIP within a condensed timeframe.

Given the tight timeframe, the Department of Human Services has informed State authorities that if they cannot meet the publishing deadline, they can request an alternative date, as long as it is no later than 30 June 2026.

The DAIP has been shaped by consultation with people with disability, families, carers, service providers, and staff. Feedback collated in the Disability Access & Inclusion Plan What We Heard Report July 2025 (Attachment 1) identified priorities such as safe and accessible infrastructure, inclusive programs and events, greater disability awareness, and services that reflect community diversity.

Council endorsement is now requested to release the DAIP for public consultation, ahead of finalising the plan in early 2026. Alternate accessible formats of the DAIP will also be made available during consultation including Easy English and screen-reader friendly versions.

1. BACKGROUND

The DAIP provides Councils roadmap for action over the next four (4) years, outlining practical steps to improve access, remove barriers, and ensure people with disability can participate fully in Council services, programs, employment and decision-making.

The DAIP aligns with the State Disability Inclusion Plan 2025–2029, which focuses on five (5) domains; inclusive environments and communities, education and employment, personal and community support, health and wellbeing, and safety, rights and justice.

Engagement activities in mid-2025 invited feedback from people with disability, carers, families, service providers and staff on priorities for the next Disability Access and Inclusion Plan.

The top five (5) themes identified were:

1. Universal design and improving physical access.
2. Supporting active participation in community life.
3. Disability awareness and education.
4. Strengthening cultural inclusion and safety.
5. Creating more inclusive events and activities for all ages.

Consultation materials were provided in multiple accessible formats, ensuring the DAIP reflects lived experience, local priorities, and State directions.

2. RELEVANCE TO STRATEGIC PLAN

The DAIP directly supports the City of Playfords Strategic Plan 2025–2028, ensuring that disability access and inclusion are embedded across Council priorities.

Community Theme 1: Improving safety, accessibility and ease of movement around our city.

Council's Strategic Plan highlights the importance of safety, accessibility and ease of movement, which aligns with the DAIP's focus on safe footpaths, accessible parking and public spaces. The DAIP also strengthens the City of Playfords Strategic Plan 2025-2028 (the Strategic Plan) emphasising city appearance and inclusive environments by ensuring that parks, facilities and built structures are not only attractive but are usable by everyone.

Community Theme 3: Fostering collaboration and connection to each other.

Through its priorities on inclusive events, programs and public education, the DAIP builds community connection and supports the Strategic Plan's goal of creating a welcoming and connected city.

Community Theme 4: Activating and facilitating welcoming community spaces and events.

The DAIP supports the activation of Council spaces and welcomes all of the community into Council spaces and events.

Finally, the DAIP reflects Council's commitment to responsibility and good governance by meeting legislative obligations, aligning with the State Plan, and embedding accountability, inclusiveness, and transparency in how Council plans and delivers services.

3. PUBLIC CONSULTATION

Council utilises its Community Engagement Policy and Procedure and the International Association of Public Participation (IAP2) Spectrum to guide how we involve the community in engagement opportunities. The community engagement level for the DAIP was determined to be involved.

The Community Engagement Procedure states that:

"Where public consultation and community engagement is not mandated by the Local Government Act 1999 and is undertaken at the discretion of Council, the minimum period for Consult, Involve or Collaborate Level will be 21 days from the date of notice."

Public consultation requirements for State authorities preparing a Disability Access Inclusion Plan are stipulated by the Act and further outlined in the *Disability Inclusion Regulations 2019* (the Regulations) which states:

For the purposes of Section 16(4)(b) of the Act, a State authority must consult with people with disability, their families and carers, and persons or bodies representing the interests of people with disability, in accordance with the following provisions:

- The State authority must prepare a draft disability access and inclusion plan.
- The State authority must publish the draft disability access and inclusion plan on a website determined by the State authority and cause public notice of that fact to be circulated in a form that is accessible to people with disability.
- The State authority must, in accordance with any guidelines published under Section 12(1)(a) of the Act, undertake public consultation in relation to the draft plan.
- The State authority must have regard to any submissions made during such consultation and within the period specified by the State authority.
- For the purposes of Section 16(4)(c) of the Act, a State authority must (while acting under sub regulation one (1) or otherwise) call for public submissions in relation to its draft Disability Access and Inclusion Plan to be made in a manner and form determined, and within the period specified, by the State authority.

- A State authority's Disability Access and Inclusion Plan has effect from the day on which it is published on a website in accordance with Section 16(7) of the Act.
- A State authority must, on publishing its Disability Access and Inclusion Plan, prepare and provide to the Chief Executive a report setting out such information as may be required by the Chief Executive in relation to the preparation of the plan (including information relating to the number of submissions made, and any recommendations that were adopted by the State authority, in the course of preparing the plan).

For the purposes of Section 16(4)(d) of the Act, a draft Disability Access and Inclusion Plan must be prepared and published in a form that is accessible to people with disability.

It is important to note that there is no reference to a required period of time that consultation must be open for in the Act or Regulations.

4. DISCUSSION

- 4.1 There are 8,734 (8.4%) people living in the City of Playford with a disability, which is a higher proportion compared to Greater Adelaide (6.6%). Twice as many children with disability live in the City of Playford (1.7%) compared to Greater Adelaide (0.8%). 8% of Council's workforce identify as living with disability.
- 4.2 The State Disability Inclusion Plan sets the overall vision and priority areas for disability inclusion for South Australia. The DAIP details how we will work towards these goals within the City of Playford.
- 4.3 Phase One of engagement activities to help shape the DAIP ran from 16 June to 13 July 2025. Residents, service providers, Council staff, elected members, and other stakeholders were asked to share their big and small ideas to improve disability access and inclusion across Playford. The engagement approach was designed to be flexible, respectful and accessible, recognising that people with disability have diverse preferences, communication styles, and varying levels of time and energy to participate.
- 4.4 During engagement activities, different methods were used to reach a broad mix of voices: surveys, workshops, an Idea Wall, and activities in accessible formats. More than 2,600 people visited the project page, over 4,500 saw social media posts, and nearly 1,700 opened project emails. In total, 240 people gave feedback through surveys, dotmocracy activities, face-to-face sessions, and other channels.
- 4.5 The top five (5) priorities identified by the community included:
 1. Universal design and improving physical access.
 2. Supporting active participation in community life.
 3. Disability awareness and education.
 4. Strengthening cultural inclusion and safety.
 5. Creating more inclusive events and activities for all ages.
- 4.6 The DAIP prepared by Council staff, ensures alignment with the State Disability Inclusion Plan 2025–2029. Proposed actions include mandated measures for local government as outlined by the State Disability Inclusion Plan 2025-2029 and address the unique challenges faced by the priority groups outlined in the Act who may experience multiple forms of disadvantage.

These priority groups include:

- Aboriginal people with disability.
 - Culturally and linguistically diverse people with disability.
 - Women with disability.
 - Children with disability.
 - LGBTQIA+ people with disability.
 - People with significant intellectual disability.
 - People with disability who live in regional communities.
- 4.7 Alternate accessible formats of the DAIP will also be made available during consultation including Easy English and screen-reader friendly versions.
- 4.8 The Act requires all State authorities to publish their Disability Access and Inclusion Plan within six (6) months of the State Disability Inclusion Plan release (14 August 2025). Given the tight timeframes, the Department of Human Services has informed State authorities that if they cannot meet the publishing deadline, they can request an alternative date, as long as it is no later than 30 June 2026.

5. OPTIONS

Recommendation

1. Council receives the City of Playford Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) and endorse its release for public consultation for a period of 28 days from 12 January 2026 to 8 February 2026.
2. Council authorises the CEO to make further minor amendments to the Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) that does not alter the intent.

Option 2

1. Council receives the City of Playford Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) and endorse its release for public consultation for a period of 21 days from 5 January 2026 to 25 January 2026.
2. Council authorises the CEO to make further minor amendments to the Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) that does not alter the intent.

Option 3

1. Council receives the City of Playford Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) and endorse its release for public consultation for a period of 40 days from 1 December 2025 to 9 January 2026.
2. Council authorises the CEO to make further minor amendments to the Draft Disability Access and Inclusion Plan 2025-2029 (Attachment 2) that does not alter the intent.

6. ANALYSIS OF OPTIONS

6.1 Recommendation Analysis

6.1.1 Analysis & Implications of the Recommendation

The Act requires all State authorities to develop and publish their Disability Access and Inclusion Plan within six (6) months of the State Disability Inclusion Plan's release. The State Disability Inclusion Plan was released on 14 August 2025; therefore, State authorities are required to publish their plan by 14 February 2026.

Six (6) months is considered a short timeframe to meaningfully consult, analyse community needs, consider actions that align with the State Disability Inclusion Plan, develop a draft, conduct public consultation and seek final endorsement from Council. Staff have progressed the DAIP within this condensed timeframe to try to meet these requirements, while still ensuring a quality outcome for Council and community.

The recommended consultation dates have been suggested to avoid the Council shut-down, Christmas and New Year period, which is generally not conducive to effective community engagement.

The staff recommendation will result in the City of Playford not meeting the requirement under the Act for publishing the final Disability Access and Inclusion Plan by 14 February 2026. Required deadlines for Council reports would result in the final Disability Access and Inclusion Plan endorsement being presented to Strategy and Services Committee and Council in March 2026.

Under this option, the CEO would write to the Minister for Human Services to advise of City of Playford's planned publishing date of the final Disability Access and Inclusion Plan.

Risk Appetite

Reputation

Council has a low appetite for negative perceptions that compromise its credibility and reputation, achievement of its long term vision (Playford Community Vision 2043) and strategic objectives, or ability to maintain its status as a progressive and major growth Council.

This decision will ensure that the community have a genuine opportunity to review the DAIP and provide meaningful feedback, reducing the potential for negative perceptions from the community.

6.1.2 Financial Implications

There are no financial or resource implications associated with endorsing this DAIP for public consultation. Some actions documented in the DAIP are currently not resourced; however, they will go through appropriate resourcing request pathways where required.

6.2 Option 2 Analysis

6.2.1 Analysis & Implications of Option 2

The condensed consultation period in Option 2 could provide sufficient time for staff to make any required amendments to the DAIP post-consultation and meet Council report timeframes to present the final Disability Access and Inclusion Plan for endorsement to Strategy and Services Committee and Council in February 2026.

As mentioned earlier in this report, there is no minimum requirement for a consultation period under the Act and Council's Community Engagement Procedure allows for a 21-day consultation for this level of engagement as engagement is not mandated under the *Local Government Act 1999*.

This would still result in the City of Playford not meeting the requirement under the Act for publishing the final Disability Access and Inclusion Plan 2025-2029 by 14 February 2026, as staff would not be able to publish the DAIP on our website until after the Ordinary Council meeting on 24 February 2026.

Under this option, the CEO would write to the Minister for Human Services to advise of City of Playford's planned publishing date of our final Disability Access and Inclusion Plan 2025-2029.

6.2.2 Financial Implications

As with the recommended option, there are no financial or resource implications associated with endorsing this DAIP for public consultation. Some actions documented in the DAIP are currently not resourced, however they will go through appropriate resourcing request pathways where required.

6.3 Option 3 Analysis

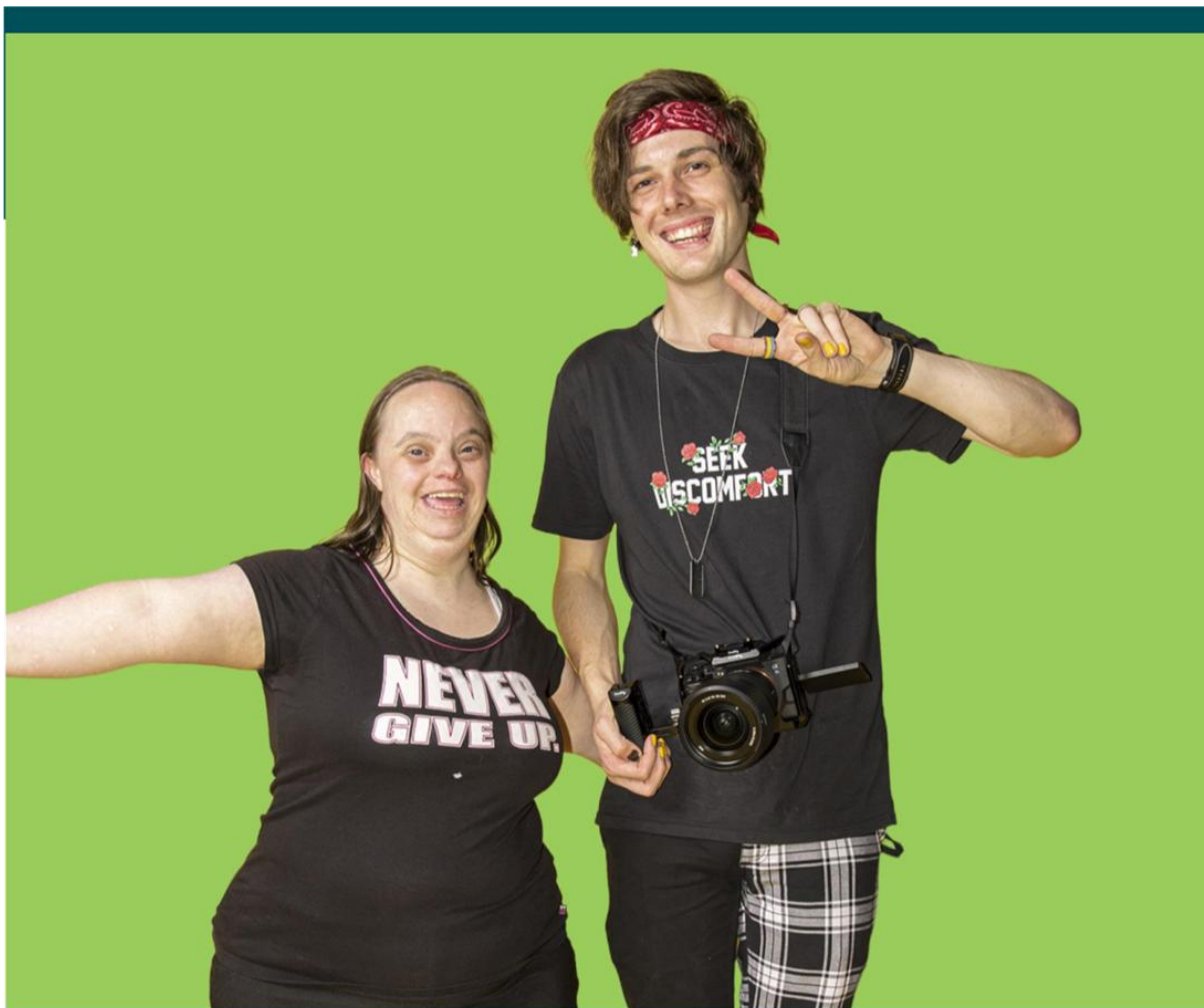
6.3.1 Analysis & Implications of Option 3

The consultation period in Option 3 provides a longer consultation period as it incorporates Council's 2025-26 Annual Shutdown. It is important to note that Council staff will not be available to the community during the closure period within this consultation timeframe.

Option 3 may allow the City of Playford to meet the publishing date requirements under the Act. However, it is important for Council to note that as there is no Strategy and Services Committee meeting scheduled for January 2026 which will result in the report with the final Disability Access and Inclusion Plan for endorsement being presented straight to the Ordinary Council meeting for review and endorsement.

6.3.2 Financial Implications

As with the recommended option, there are no financial or resource implications associated with endorsing the DAIP for public consultation. Some actions documented in the DAIP are currently not resourced, however they will go through appropriate resourcing request pathways where required.



Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report July 2025



Disability Access & Inclusion Plan Shaping the Plan with Our Community **What We Heard Report**

Purpose of report

This report outlines the findings from phase 1 community engagement on the Disability Access Inclusion Plan (DAIP) – shaping the plan with our community. It provides a summary of community sentiment and feedback to support Council in delivering the next steps of Council's next draft plan.

The insights gathered through the engagement will ensure the new DAIP reflects lived experiences, aligns with community needs, meets requirements in the Disability Inclusion Act 2018 (SA) and guides Council's decision-making to enhance accessibility and inclusion across the city.



Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

Executive summary

The City of Playford is updating its Disability Access and Inclusion Plan (DAIP). This new plan will build on the current DAIP (2020–2024), which helped raise awareness and improve inclusion across our city.

Our city is home to people whose families have lived here for generations, people moving into new growth areas, and newly arrived communities from overseas. City of Playford has South Australia's largest Aboriginal population (4.2%), around 15% of residents who speak a language other than English at home, and 8.4% of people who need help with daily activities because of disability.

Guided by Council's Community Engagement Policy and Procedure, we aimed to make engagement on our next DAIP as accessible and inclusive as possible. This meant using clear language, choosing accessible venues and formats, and offering different ways for people to get involved so everyone had the chance to share their views.

What we heard about our current DAIP (2020-2024):

People told us the current DAIP helped start important conversations and raise awareness about disability inclusion. But they also said more needs to be done to remove physical barriers, build cultural safety, and make sure people feel genuinely listened to, not just consulted.

Top 5 priorities for our next DAIP identified by the community:

1. Universal design and improving physical access
2. Supporting active participation in community life
3. Disability awareness and education
4. Strengthening cultural inclusion and safety
5. Creating more inclusive events and activities for all ages

We received the most detailed ideas and "big ideas" under the themes of **urban design** and **active participation**, confirming these remain top priorities for our disability community in Playford.

About the engagement approach:

We used different methods to reach a broad mix of voices: surveys, workshops, an Idea Wall, and activities in accessible formats. More than 2,600 people visited the project page, over 4,500 saw social media posts, and nearly 1,700 opened project emails. In total, 240 people gave feedback through surveys, dotmocracy activities, face-to-face sessions, and other channels.

What next?

All of this feedback will help shape the draft DAIP. Later this year, we'll check back with the community to make sure the draft reflects what people told us. By doing this together, we aim to create a plan that not only meets legal requirements, but also makes a real difference, so everyone in Playford feels welcome, supported, and included.

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

1. Engagement background and objectives

Council is reviewing and updating its Disability Access & Inclusion Plan (DAIP) for 2025–2028, as required by the Disability Inclusion Act 2018 (SA). This new plan will build on our previous DAIP (2020–2024), which was shaped by input from our community, Council's Access and Social Inclusion Advisory Group, and Council staff.

The State Government helps guide this process through the State Disability Inclusion Plan. This means:

- The State Plan sets the overall vision and priority areas for South Australia.
- Our DAIP explains how we'll work towards these goals here in Playford.

By working together in this way, we help create a consistent, statewide effort to improve access and inclusion for people living with disability.

For City of Playford, one of South Australia's fastest-growing areas and with higher rates of disability and caring needs than the metro average, it's especially important to align with these state priorities so we can plan well for both today and the future. We also use local data and state-level resources like the *Inclusive SA* discussion paper, so the DAIP reflects what matters to our community as well as broader state goals.

As part of this update, we're running a two-stage engagement process with our community:

- **Phase 1: 'Shaping the Plan with our Community'** — where we've asked residents, service providers and stakeholders to share their big and small ideas to improve disability access and inclusion across Playford. This input will help shape the first draft of our new DAIP.
- **Phase 2: 'Check In'** — when we'll come back to the community to share the draft plan and make sure it reflects what you told us before finalising and formally adopting it.

The updated DAIP will act as a roadmap for the next four years, closely linked to Council's new Strategic Plan 2025–2028. It will include measurable goals to help track progress, identify gaps and make sure resources are directed where they're needed most. This also keeps us aligned with national and state strategies and recommendations, like Australia's Disability Strategy, the upcoming State Disability Inclusion Plan, the Disability Royal Commission findings, the SA Autism Strategy, the National Agreement on Closing the Gap, and updates to the NDIS Act.

Most importantly, through this process and ongoing conversations, Council is committed to creating a DAIP that not only meets legal requirements but also makes a real difference — helping everyone in our growing community feel welcome, supported and included.

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

1.1 Community engagement objectives

- Inform and educate by raising awareness of Council's DAIP, Council's role and how the community can be involved in shaping it.
- Inform the community about Council's direction and work to date regarding the DAIP, what has been achieved and what we are still working on.
- Involve the community by seeking feedback on the previous DAIP's successes and areas for improvement, while collaborating with priority groups to understand their priorities, barriers, and risks. This will inform the development of localised actionable strategies aligned with the State Disability Inclusion Plan.

As a Council, we also wanted to

- Be accessible and inclusive in our engagement and communication approach i.e., we proactively reached out to those who usually would not come into contact with Council such as those who are Culturally and Linguistically Diverse (CALD), Aboriginal & Torres Strait Islander people, people with disability, children and older people.
- Demonstrate Council's aspirations to genuinely involve the community in meaningful and high-quality community engagement, that goes above the minimum approach required by legislation.
- Continue to build ongoing and strong relationships with the people who live, work and visit the City of Playford.

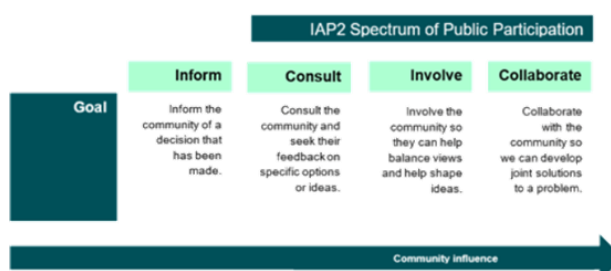
1.2 Community engagement level

Community engagement level: **Involve**

Council uses its Community Engagement Policy & Procedure and the International Association of Public Participation (IAP2) Spectrum to guide how we involve the community. These tools help clarify the community's role and how much influence they have in decisions.

In Phase 1 of our DAIP community engagement, we used a mix of *Inform* and *Involve* levels. At the *Involve* level, we worked directly with the community so their ideas and feedback would meaningfully shape the draft DAIP. This means the community's input isn't just collected, it's actively considered and directly influences the draft plan's content and priorities.

By engaging this way, we make sure the DAIP reflects the real experiences, needs and ideas of the people who live, work and access services in Playford.



Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

2. Being accessible and inclusive in our engagement

City of Playford is home to people whose families have lived here for generations, new residents moving into growth areas, and newly arrived communities from overseas. We also have South Australia's largest Aboriginal population (4.2%), 15% of residents who speak a language other than English at home, and 8.4% of people need assistance with daily activities due to disability.

Guided by Council's Community Engagement Policy and Procedure, we **strive to be accessible and inclusive**. This means using clear language, making it as easy as possible for people to get involved, choosing accessible venues and formats, and considering other barriers so everyone can take part meaningfully.

With this in mind, we planned engagement activities that were relevant and inclusive, using different methods to reach a broad mix of voices from across Playford.

2.1 Our approach

To make participation as easy and accessible as possible, we offered information in accessible formats, provided helpful tools, and created multiple ways for people to share their feedback.

Accessible information	We offered consultation materials in multiple formats to support participation for people with different needs. This included Easy English and screen-reader-compatible versions of the survey, as well as information provided in clear, plain language. Share your BIG idea here Easy English Version Screen Reader Version
Digital accessibility	The Playford Engagement Hub featured the UserWay accessibility widget and a built-in language translator to support people with diverse abilities and language needs. A short video tutorial explained how to use these tools.
Enabling choice	People could provide feedback in a way that suited them best, including: • Online surveys • Face to face sessions • Social media interactions • Audio/video recordings or drawings • Ideas wall on Engagement Hub • Email submissions • "Your Big Idea" proposals • Dotmocracy voting activities • Phone conversations

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

Reaching a diverse audience	Importantly, the survey and activities were designed so that participants could share their ideas without needing to disclose personal or demographic details. This low-barrier approach helped ensure that everyone felt safe and comfortable to take part.
	We identified and reached out to key stakeholders and service providers to encourage participation across a broad cross-section of the community. This included targeted outreach to our Access and Social Inclusion Advisory Group (ASIAG) and local disability service providers.

2.2 Targeting Priority Groups

We specifically targeted key priority groups to ensure that voices often underrepresented in broader engagement were heard, especially on issues that uniquely affect them.

During the draft State Disability & Inclusion Plan 2025-29 consultation, community feedback emphasised the importance of better understanding and addressing the unique challenges faced by priority groups, particularly those experiencing multiple forms of disadvantage. In response, Council's next Disability Access and Inclusion Plan (DAIP) focuses on engaging meaningfully with people with disability from these priority groups/communities with a disability. These groups are:

- People with significant intellectual disability
- Women with a disability
- Children with a disability
- Culturally & Linguistically Diverse (CALD) with a disability
- Aboriginal and Torres Strait Islander Peoples with a disability
- LGBTQIA+ people with disability
- People with disability who live in regional communities

3. What we asked

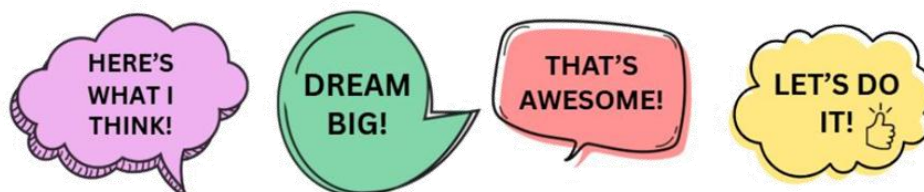
Community engagement sought feedback on:

- What worked well in the DAIP (2020–2024) and what could be improved
- Their top priorities for disability, access and inclusion in City of Playford
- Their big ideas on what they would like to see in Council's next DAIP

To make this conversation feel approachable and relevant, we launched a marketing campaign inviting the community to share their **BIG IDEA** on accessibility and inclusion, asking: *“What would make Playford more inclusive for you, your family, or your community?”*

Our engagement approach was designed to be flexible, respectful and accessible, recognising that people with disability have different preferences, communication styles, and levels of time and energy to participate.

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Your BIG (and small) Ideas!

We encouraged people to share what mattered most to them, whether that was a thought, a story or a single idea, through both face to face and online engagement methods. This open, low-pressure approach meant everyone could have their say without needing to complete a detailed survey.

Dotmocracy

We also ran a dotmocracy activity. A simple, visual way for community members to vote on their top priorities for Council over the next four years.

This was tailored to different audiences and delivered at events like the Club Unity Disco and BBop's Dance Party, both attended mainly by people with intellectual disability.

We also ran the activity with our Friends Group (adults with intellectual disability) and the Kawanta Pirkuitya Group (Aboriginal people with disability and their families/carers) to ensure Aboriginal voices and perspectives were included.

Dotmocracy Activity Board



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Survey – online and hard copy

For those wanting to provide more detailed feedback, we offered a survey with questions about:

- Awareness of the DAIP (2020–2024) and its progress
- Top priorities for Council over the next four years
- Preferred ways to receive updates, stay involved, and feel confident Council will act
- Opportunities to share personal stories and lived experiences

To better understand who we heard from, we also asked about age, gender, household type, disability status and cultural background.

This approach respected people’s choices and made it easier to participate, whether through a quick comment or a deeper conversation. It also helped us gather meaningful insights in an authentic and accessible way.

Everyone who gave feedback (whether it be face to face or online) had the option to leave their contact details and enter a draw to win a gift voucher. This incentive helped encourage participation by recognising and valuing people’s time and contributions.

4. How we asked it

The community were invited to get involved through a broad marketing campaign and targeted outreach, including:

- The City of Playford Engagement Hub project page
- A promotional video shared on City of Playford social media
- Posters distributed in the community (both hard copy and online)
- Council promotion at community events and programs
- Direct engagement with key stakeholders such as ASIAG and disability service providers

These activities ran from **16 June to 13 July 2025** and community members could share their feedback in several ways:

Feedback Options	Description
Engagement Hub	Dedicated online platform with surveys, resources, and an Ideas Wall. Engagement Hub will be updated with outcomes to show the community how their feedback shaped the plan.
Survey	Available online, in hard copy, Easy English, and by phone
Face to Face	Community discussions and drop-in sessions for staff and advisory group members.

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Other channels	Email, phone, social media, Dotmocracy activity board, and creative submissions – audio/video/drawing
Email to Connected Community Database	A targeted email invitation was sent to community members listed in Council's Connected Community database, inviting them to participate in the engagement activities.

5. How did we go?

5.1 Overview of community engagement and performance

To measure community engagement performance over the engagement period, Council tracked the number of aware, informed and engaged community members. These are defined in the table below with their performance measures.

Community engagement generated moderate awareness, with 866 unique views of the Engagement Hub and over 4,532 views of the related social media posts. However, interaction on social media was low, with 92 engaged visitors over two posts.

Active participation was strongest through direct face to face engagement, with 125 participants engaging in the dotmocracy activity at targeted events and providing feedback via surveys. Overall, while awareness reached a broad audience, deeper engagement occurred primarily through face-to-face and survey-based channels, highlighting the value of direct outreach in this community.

Description	Channels	Performance
Aware visitors Number of those who visited the Engagement Hub page, saw the social media posts or opened direct email	Engagement Hub page views Engagement Hub unique views Social media reach Connected Community emails sent Connected Community emails opened	2,643 866 4,532 3,459 1,673
Informed visitors Number of those who downloaded DAIP documents, read FAQ's or engaged with social media posts	Engagement Hub document downloads Social media – engaged visitors (i.e. reacted, clicked, posted a comment or shared information)	113 92
Engaged Visitors Number of those who provided feedback in some way	Dotmocracy activity Full Survey responses Easy English survey version Screen Reader survey version Idea submissions Engagement Hub Idea Wall Video submission (via Positive Futures/BBops dance party) Face to Face Email Phone Total	125 60 18 2 19 4 9 1 1 1 240

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6. Who we heard from

To understand who we heard from, we invited community members to voluntarily share details like age, cultural background, gender, disability status, and caring roles. This helps us see whether we reached a diverse cross-section of the community and where we might need to gather further insights. Sharing this information was completely optional, so people could participate in a way that felt safe and respectful.

In total, we received 80 survey responses and their demographic information is summarised below (noting, only 36 disclosed their age and gender with us).

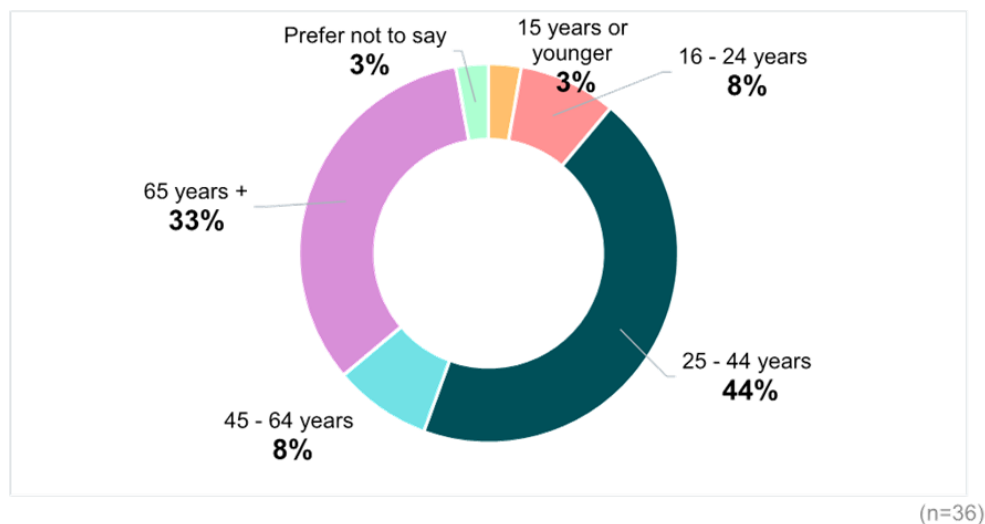
6.1 Location of participants

Suburb	No. of participants
Andrews Farm	4
Angle Vale	1
Blakeview	7
Buckland Park	1
Craigmore	3
Davoren Park	5
Elizabeth	2
Elizabeth Downs	5
Elizabeth East	1
Elizabeth Grove	1
Elizabeth North	1
Elizabeth Park	4
Elizabeth South	4
Elizabeth Vale	5
Eyre	1
Hillbank	6
Munno Para	5
Munno Para West	4
One Tree Hill	1
Penfield	1
Sampson Flat	1
Smithfield	1
Smithfield Plains	3
Outside of Playford	8
Total	76

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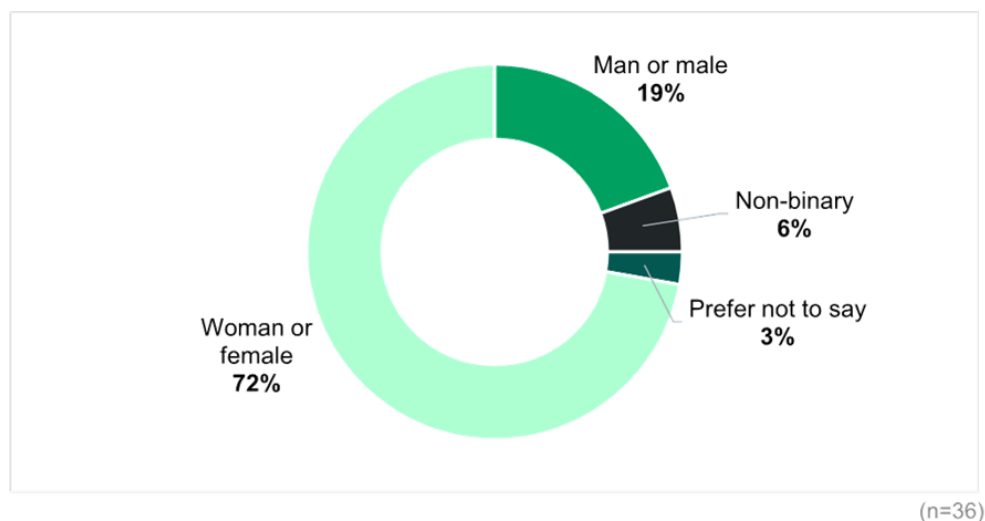
6.2 Age of participants

Age groups were well represented, with the majority being 25-44 years and 65 years and older.



6.3 Identified gender of participants

Females comprised nearly three quarters of all participants.



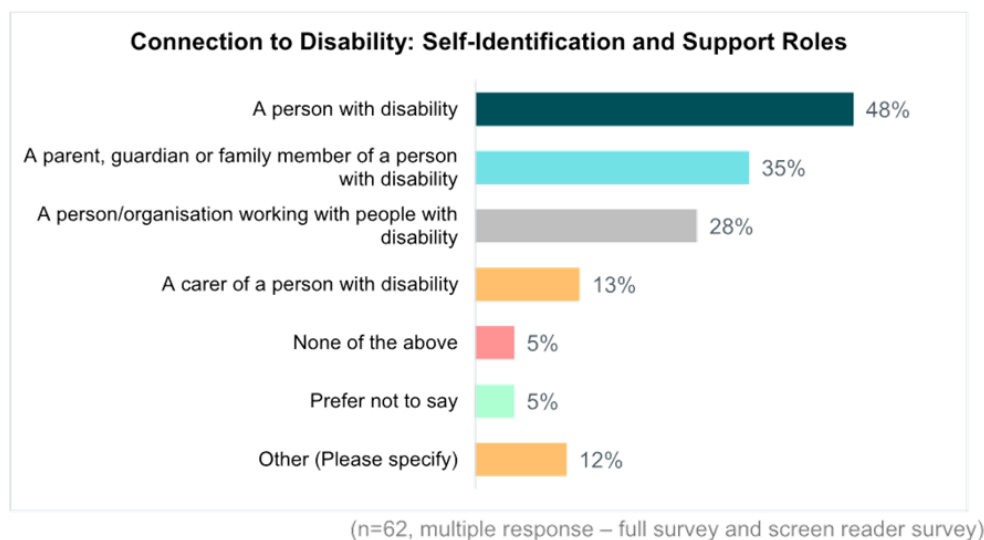
Disability Access & Inclusion Plan

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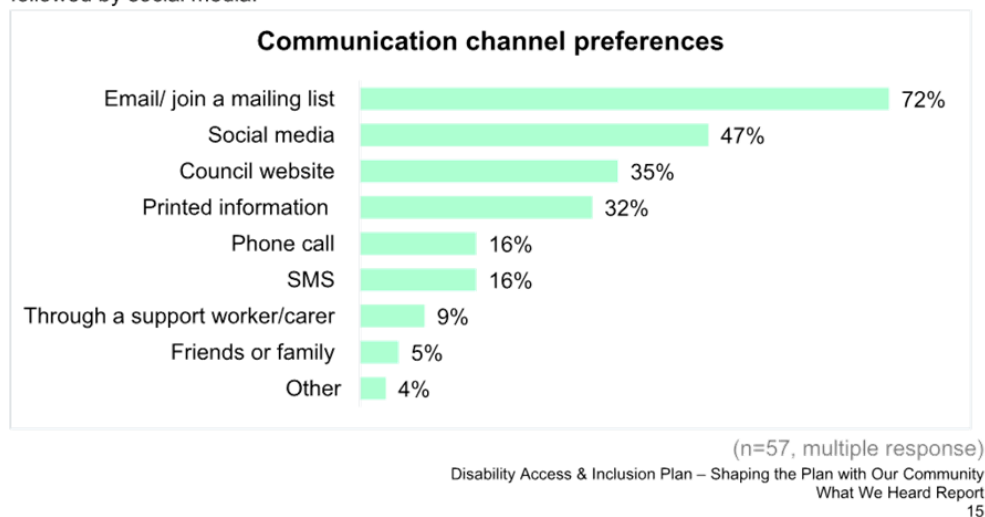
6.4 Participants with a connection to disability

Nearly half of survey participants identified as having a disability, while 35% reported being a parent, guardian or family member of a person with a disability. The Easy Read survey question was asked differently and identified an additional 11 of the 18 respondents with disability.



6.5 Communication preferences

Direct communication by email is the most preferred way to receive information from Council, followed by social media.



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6.6 Priority groups

The table below shows the priority groups we reached through this engagement, including people who shared their own experiences and those who spoke on behalf of others as carers, advocates, or community representatives. Both perspectives help us better understand community needs. We have identified people we have engaged with the following ways:

- **Direct participants:** those who self-identified as belonging to a priority group and shared their own experiences.
- **Indirect participants:** those who spoke on behalf of or represented these groups, offering insights from their roles as advocates, carers, or community representatives.

Priority Group	Result
People with significant intellectual disability	120 direct participants
Women	21 direct participants
Children	While we didn't engage directly with children, we did receive feedback from parents and caregivers.
Culturally and Linguistically Diverse (CALD) Communities	30 indirect participants
Aboriginal and Torres Strait Islander Peoples	5 direct participants, plus contributions through Dotmocracy activities and Kawanta Pirkuitya (Aboriginal people with disability and their families/carers) co-design advisory group.
LGBTQIA+ Community	8 direct participants

7. What we heard

Results have been grouped into three sections:

- **The last 5 years:** What our community told us about how Council has performed under the current DAIP over the past 4–5 years.
- **The next 5 years:** The key priorities the community identified for Council to focus on over the next 4-5 years.
- **Your BIG (and small) ideas:** The big ideas the community shared both big and small, which have been grouped under the State Government's new priority areas. By organising the feedback this way, we can more easily shape our next DAIP to reflect what really matters to our community.

Disability Access & Inclusion Plan

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What We Heard Report

7.1 The last 5 years: What we've heard about where we are now

In this section we explore what our community told us about how Council has performed under the current DAIP over the past 4–5 years. We asked their level of awareness of Council having a DAIP, levels of agreement when it came to Council's performance on goals and priorities listed in the current plan.

Most of the results in this section are combined results of all three survey formats.

80 Survey participants	Survey format	Participants
	Full Survey	60
	Easy Read survey	18
	Screen reader survey	2

7.1.1 Awareness of Council's Disability, Access & Inclusion Plan

35%

35% of participants were aware of Council's Disability Action and Inclusion Plan, while 52% were not aware and 13% were unsure. Those aware were more likely to be parents and guardians, and people who worked with a person with disability or organisation.

(n=62, full survey and screen reader survey)



Disability Access & Inclusion Plan

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7.1.2 Top areas of agreement and disagreement

Participants were asked to rate their agreement levels on a series of statements under each goal in Council's current DAIP. The statements with the strongest agreement and the strongest disagreement are in the table below.

Overall, participants recognised Council's efforts to make facilities and events more inclusive, with around half noticing improvements and finding information accessible.

However, many still find it hard to get around their neighbourhood (46% disagreed), don't know how to get involved in Council decisions (39%), and aren't aware of programs supporting skills or employment for people with disability (36%).

This points to a need for better promotion of opportunities, clearer pathways to participation, and ongoing work to improve everyday physical accessibility.

Top areas of agreement and disagreement	
Highest agreement	
I can easily access Council facilities, such as libraries, parks and community centres	61%
I believe Council is making an effort to include people with disability in community life, for example through accessible events, services or public spaces	56%
Council information is provided in formats that suit my needs (e.g. clear language, easy-read, Auslan or translations available)	54%
I've noticed positive changes in how Council includes people with disability over the past four years	54%
Highest disagreement	
It is easy to get around my neighbourhood including using footpaths, crossings, or parking	46%
I know how to get involved in Council decisions or consultations	39%
I am aware of Council programs that support people with disability to build skills or gain employment experience	36%

Disability Access & Inclusion Plan

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What We Heard Report

This next section looks at our participants perception of how well Council has performed under each goal area in Council's current DAIP (2020-2024).

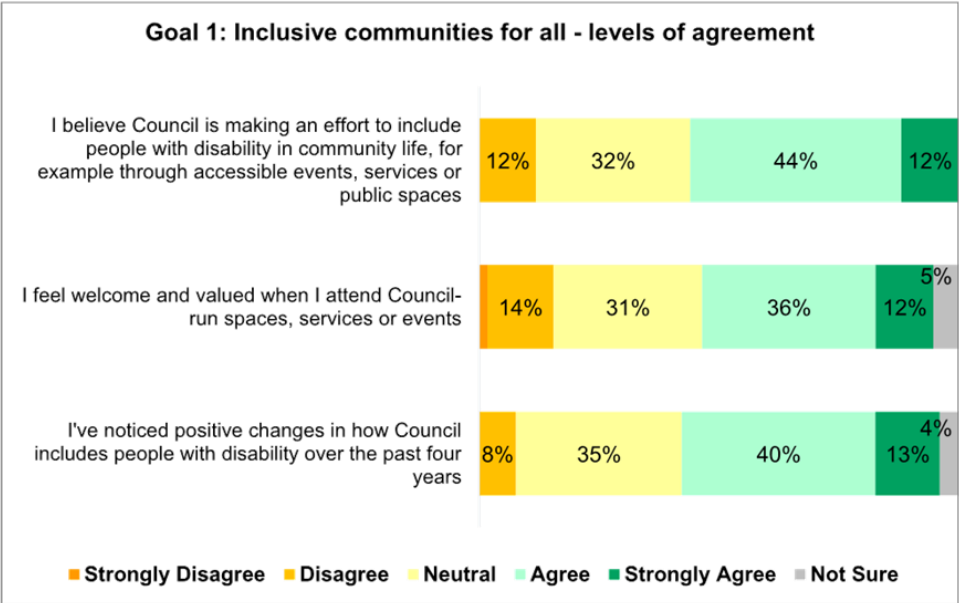
7.1.3 Goal 1: Inclusive communities for all



Inclusive communities for all

Social inclusion is about improving opportunities for people with disability to participate fully in society through removing barriers and enhancing access to opportunities and resources. It also is about ensuring people with disability are supported to advocate for their own rights.

Agreement with Goal 1 was moderate, with approximately half of participants (between 48% and 56%) expressing agreement across the statements. On average, one third of respondents remained neutral.



(n=52-59)

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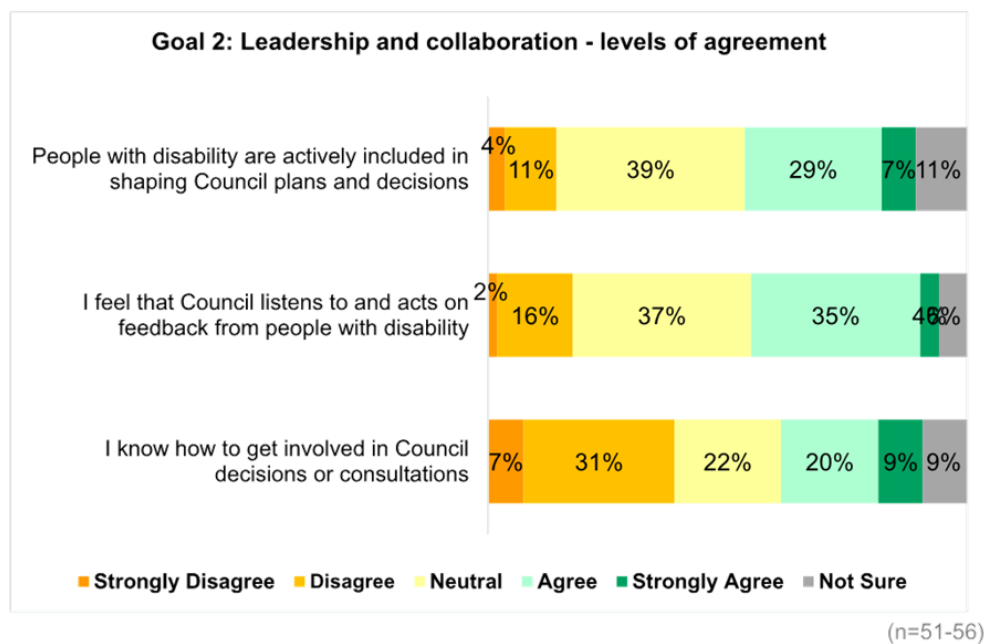
7.1.4 Goal 2: Leadership and collaboration



Leadership and Collaboration

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

Goal 2 received relatively lower levels of agreement, particularly regarding awareness of how to participate in Council decision-making. The proportion of neutral responses was nearly equal to those who agreed.



Disability Access & Inclusion Plan

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7.1.5 Goal 3: Accessible communities

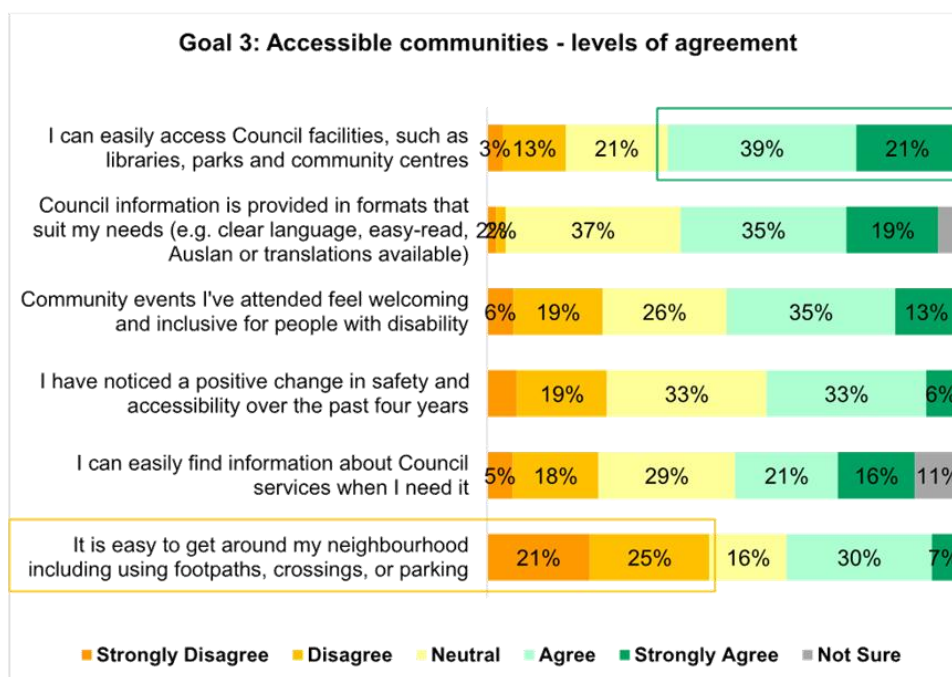


Accessible Communities

The accessibility of the built environment, sport and recreation facilities, Council services and community information allows people with disability to have the opportunity to equally participate in all aspects of community life.

While most people feel they can easily access Council facilities (60% agreement), navigating neighbourhoods using footpaths, crossings, and parking is perceived as more challenging, with only 37% agreeing and 46% disagreeing. This statement recorded the highest level of disagreement across all 15 survey items.

Information is generally seen as being provided in accessible formats for most people; however, there is less confidence in the ability to locate that information when needed.



Disability Access & Inclusion Plan

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What We Heard Report

(n=48-61)

7.1.6 Goal 4: Learning and employment

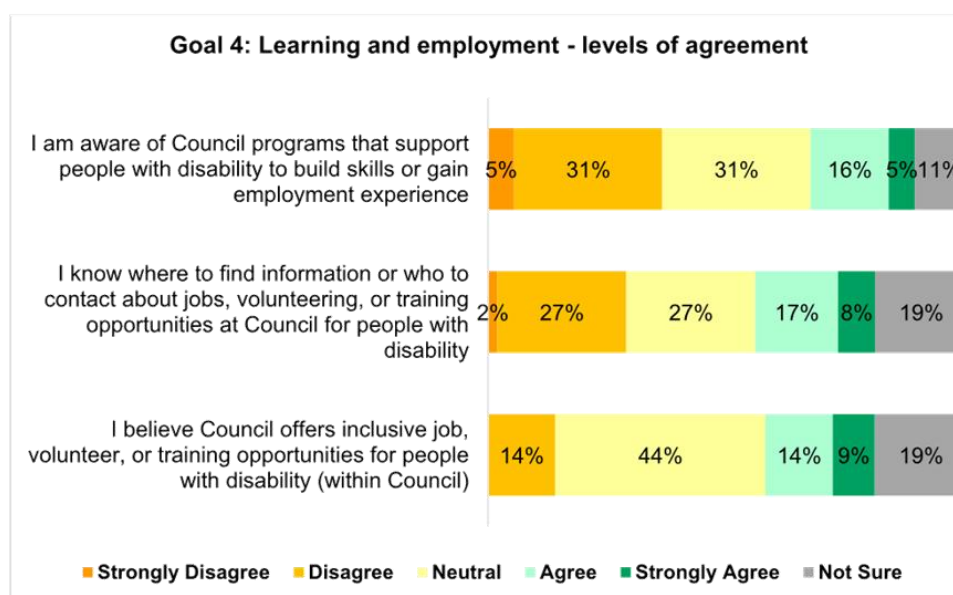


Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. People with disability require equitable access to work, traineeship and volunteering opportunities within the City of Playford.

Goal 4 had the highest proportion of respondents who were unsure about the statements, particularly in relation to whether the Council offers inclusive employment, volunteering, or training opportunities for people with disability.

Awareness of Council programs was also relatively low, highlighting an opportunity to enhance information sharing and promote these initiatives more effectively.



(n=52-57)

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What We Heard Report

7.2 The next 5 years: Your top 5 priorities

In this section, we explored what our community's top 5 priorities should be for Council over the next five years. These were our participants collective top 5 priorities:

- 1 Safe accessible footpaths, parking and crossings**
- 2 Accessible public buildings and spaces**
- 3 Public education on disability awareness***
- 4 Inclusive events and programs**
- 5 Programs and services for diverse community groups**

**This was the top priority identified by the 125 people we engaged who have an intellectual disability.*

Overall, the feedback shows that true inclusion means fixing physical barriers and changing attitudes, so everyone can take part and feel like they belong.

Results show that our disability community want more than just better footpaths and buildings - although making public spaces safer and easier to use is still very important. They also want the wider community to better understand disability, so everyone feels respected and included. Many people said it's important to have events and programs where everyone can join in, and to support young people and those who want to work or volunteer.

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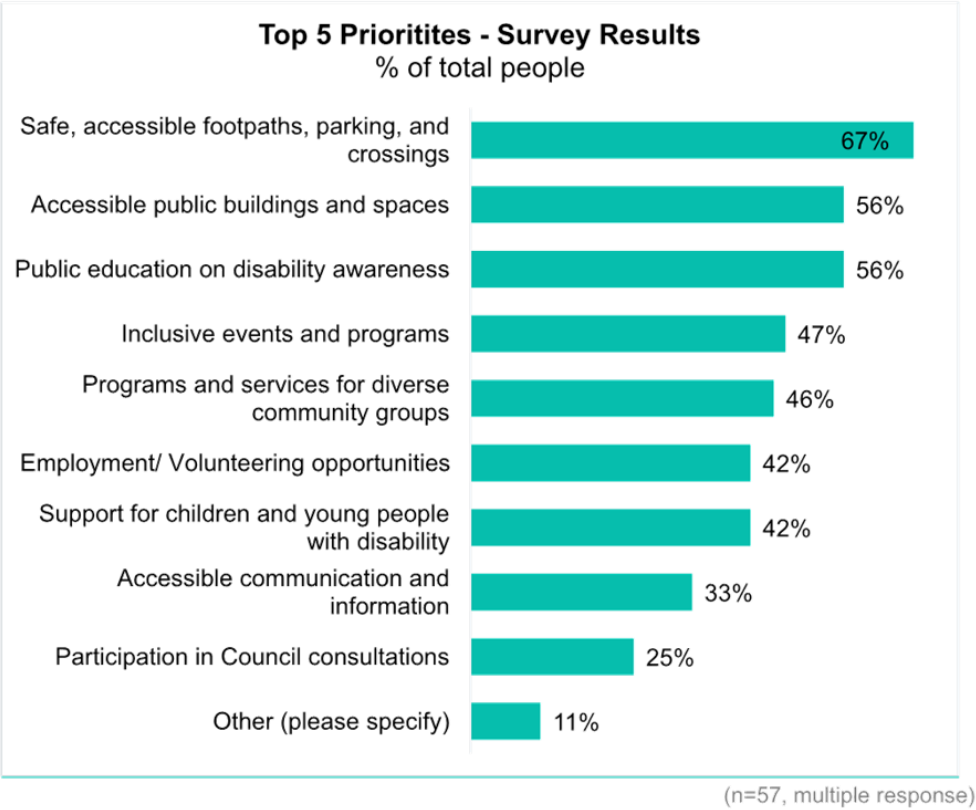
What We Heard Report

Priorities

The graphs below show the top five priorities identified through both our survey and the ‘Dotmocracy’ activity. Survey participants were asked to select their top 5, with results shown in the first graph below.

The Dotmocracy activity received 125 responses, mostly from people with an intellectual disability. In this activity, participants were asked to select just their single top priority to make it simpler and more accessible for the group and the setting in which the engagement took place.

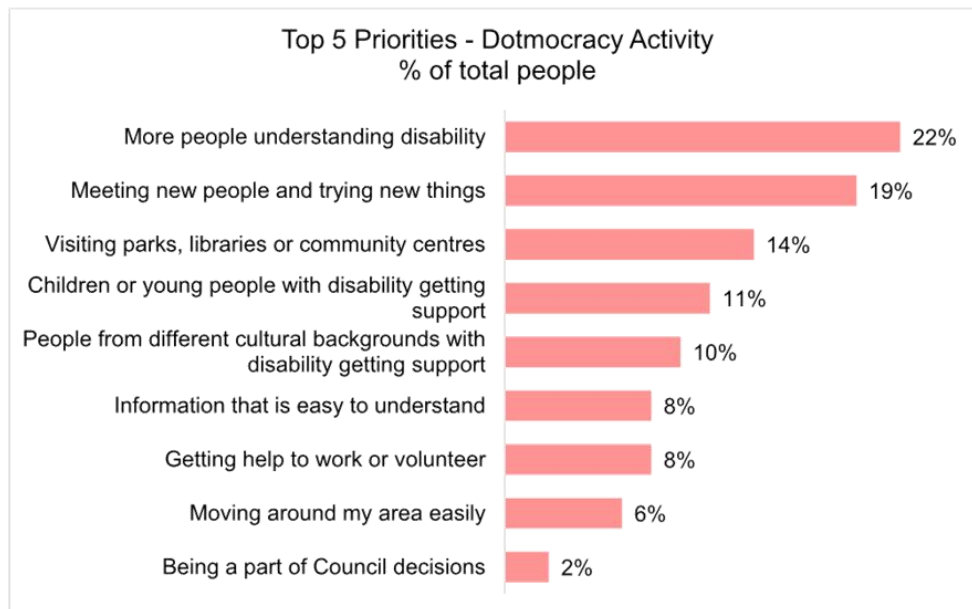
This insight is especially important, as people with an intellectual disability are recognised as a priority group under the State Government’s framework. It’s vital that we listen to their feedback and ensure it informs our next DAIP.



Disability Access & Inclusion Plan

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What We Heard Report



(n=125)



**Club Unity participant Pete engaging in the dotmocracy activity to contribute feedback.
Thanks Pete!**

Disability Access & Inclusion Plan

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What We Heard Report

7.3 Looking to the future – your BIG (and small) Ideas!

People with disability, families, carers, and community members shared what inclusion means to them – in the way you live, work, and connect every day.

Everyone's ideas were practical, personal, and grounded in what makes a real difference locally: Feeling welcome, being able to get around safely, accessing services that work for you, and having meaningful opportunities to take part in community life.

"Community gardens. I love growing fruit and vegetables as do many others. People can participate to their own abilities." - Elizabeth Park

"I would love more community groups for socialising doing things like playing chess scrabble monopoly and cards we don't have anything like that!" – Elizabeth Vale

"I would like to see more and wider pathways to just enjoy the surroundings." – Davoren Park

To keep the focus on action, we've organised your ideas under the State Government's Disability Access and Inclusion priorities for local government. Each priority is listed below, along with the number of ideas you shared for each.

- Universal design (49 ideas)
- Active participation (43 ideas)
- Collaboration, consultation and innovation (30 ideas)
- Targeted transitional supports (30 ideas)
- Accessibility (11 ideas)
- Inclusive community and attitudes (8 ideas)
- Communication and information (5 ideas)
- Accessible facilities (2 ideas)
- Inclusive working environment (2 ideas)
- Access to employment opportunities (5 ideas)
- Programs (0 ideas)

Some ideas fit across multiple priorities; where this happened, we've placed them where they fit best while noting their broader relevance.

We also saw more detailed feedback on some priorities, like universal design and active participation, and fewer comments on others. This shows where your focus is strongest now and where we could spark more conversation in future. Even with less feedback, these areas remain important, and we see them as chances to keep listening.

To give a fuller picture, we've also included insights from all engagement activities.

Disability Access & Inclusion Plan

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What We Heard Report

7.3.1 Universal design

What this priority is about: Universal design means creating public spaces that work for everyone, people of all ages, abilities, and life circumstances. We want everyone in our community to access and enjoy inclusive and accessible natural and built environments.

What you told us:

- You want places that are easy to navigate, safe, welcoming, and thoughtfully designed to support independence and everyday participation.
- Practical accessibility improvements matter a lot, from wider accessible carparks and smooth, continuous paths to safer pedestrian crossings, and well-maintained footpaths connecting homes, shops, and transport.
- Parks and playgrounds need to be inclusive and safe, with fenced areas, sensory-friendly spaces, accessible play equipment, and plenty of shaded seating that supports families, children with disabilities, and older adults.
- You told us safety is a big concern, especially at busy crossings near schools and community hubs. You called for more accessible crossings with audible signals, pedestrian refuges, slower traffic, and better lighting to make everyone feel secure.
- Beyond physical access, you want public spaces that invite social and cultural connection - places like community kitchens, green streets, upgraded venues, and inclusive events that help people engage with one another and feel a sense of belonging.

Together, these ideas reflect a shared vision for public spaces that are not only accessible but also welcoming and empowering for the whole community.

49

of your ideas were
about this priority!

***We need smoother,
wider paths and safer
ramps—places where
people using mobility
aids can move
confidently and feel
welcome.” — Elizabeth
Grove***

Your BIG Ideas!

- Wider accessible parking and smooth, sheltered paths
- Accessible seating and inclusive cafés/social spaces
- Charging stations for mobility devices and more drop-off zones
- Fully fenced, sensory-friendly playgrounds with accessible equipment
- Regular maintenance of footpaths and removal of obstacles
- Better links between housing, services, and public transport
- Safer pedestrian crossings with audible signals and traffic calming
- Green, welcoming streets with seating, art, and community spaces
- Accessible ramps and upgraded venues for full participation

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What We Heard Report

7.3.2 Active participation

What this priority is about: People with disability being active, included, and connected in their communities.

What you told us:

- More variety and family-friendly options: such as creative workshops, craft sessions, expos, gentle movement classes, discos, community gardens, games groups, and youth-focused activities like dirt bike parks and maintenance workshops.
- Stronger cultural inclusion: More programs and spaces for Aboriginal people with disabilities, better representation, culturally inclusive events, partnerships with multicultural organisations, and shared spaces like a community kitchen to learn from each other.
- Better sensory accessibility: Activities and venues that cater to both sensory avoidant and sensory seeking needs, quiet spaces to take breaks, sensory-friendly planning at large events, and hands-on, nature-focused programs.
- Addressing barriers: Uneven ground and lack of accessible spaces at large events, limited promotion, cost, gaps in event locations across northern suburbs, and mobility challenges. Calls for Council to audit programs to help close these gaps.

Together, you shared ideas for inclusive programs, highlighted the need for cultural inclusion and sensory-friendly spaces, and identified barriers that need to be removed.

43

of your ideas were
about this priority!

***"More multicultural
events and community
activities supported by
the council to assist the
CALD living with
disability."** - Elizabeth
Vale*

Your BIG Ideas!

- Creative maker workshops
- A giant community 'crafting' session
- Expos
- Gentle movement classes for coordination and fun
- Daytime discos and dance classes
- Community gardens
- Game groups
- Coffee/chat meetups
- Inclusive sport and recreation activities
- Skating, table tennis and special inclusion event days
- Youth focused opportunities for safe dirt bike parks and learning about motorbike maintenance

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7.3.3 Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

What you told us:

- Some community members are new to consultations and want to stay involved.
- Closing the loop matters. You told us you want to hear how your feedback is used, with clearer communication and visible changes reflecting your input.
- Feelings of being unsafe or unwelcome, especially among LGBTQIA+ and gender-diverse participants, remain barriers to participation.
- Offering multiple participation options (online and in-person), using plain language, and having Council staff engage directly in community spaces, are needed to improve access.
- There were calls for greater involvement of people with disabilities and those with lived experience in decision-making roles.
- Experiences with Council consultations were mixed: some praised openness and honesty, while others felt dismissed or frustrated.

30

of your ideas were
about this priority!

"I would love to see more simple, welcoming opportunities to participate — for example, outreach in plain language, visits to local community centres, or personal invitations to share feedback." — Elizabeth South

Your BIG Ideas!

- Make it easier to know when and how to participate in Council decisions.
- Provide clear, accessible information using plain language.
- Personally invite people to consultations and engage in community spaces (e.g., Facebook groups, local centres).
- Offer multiple ways to participate, including online and in-person options.
- Provide regular updates on consultation outcomes and progress.
- Show progress on visible changes that reflect community feedback (e.g., improved paths, seating at bus stops).
- Involve more people with disabilities and lived experience in decision-making.
- Collaborate with inclusive service providers and local organisations.

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7.3.4 Targeted transitional supports

What this priority is about: People with disability have supportive environments to learn, grow, and transition throughout their life.

What you told us:

- You told us that volunteering provides a pathway to build skills, confidence, and connection but opportunities often feel hard to find or hard to access. You want clearer information about what's available, more flexible options for people with fluctuating health, and practical support to help you get involved.
- Volunteering should feel welcoming and achievable for everyone, and you said that creating low-pressure "drop-in" opportunities could make a big difference for people who can't commit to regular schedules.

16

of your ideas were
about this priority!

*"Create opportunities
(employment/volunteering)
for people with disability to
contribute and utilise their
abilities." – Elizabeth East*

Your BIG Ideas!

- Clearer advertising and outreach about volunteering opportunities.
- Drop-in volunteering options for people with changing health needs.
- One-on-one support
- Celebrating success stories of people with disability volunteering through Council programs

Disability Access & Inclusion Plan

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7.3.5 Accessibility

What this priority is about: People with disability can easily access community supports and services.

What you told us:

- While no formal initiatives were named, many of you shared ideas and experiences that highlight opportunities to make this easier.
- This feedback often crossed over with other priority areas, including Communications & Information (better promotion of services), Universal Design (improved footpaths, crossings, and parking), and Active Participation (inclusive community programs and events).

11

of your ideas were
about this priority!

***"The best thing is to make
sure these services are
always available."*** –
Davoren Park

Your BIG Ideas!

- Maps or guides to help people using mobility aids navigate shopping precincts, public spaces, and public transport.
- Dedicated online spaces, such as Facebook groups, to share disability-related services, promote events, and connect people with providers.
- Inclusive workshops through NDIS providers to build skills, confidence, and connections.
- Improved physical access including safer footpaths, more accessible crossings, and better-designed parking to make community services easier to reach.
- Community kitchens, communication boards, and special inclusion event days that foster connection, cultural exchange, and belonging.
- Community bus for people without access to transport to go to libraries, op shops, community events etc to help combat social isolation.

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7.3.6 Inclusive community and attitudes

What this priority is about: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

What you told us:

- You want to live in a community where inclusion is the norm, where people understand different experiences, and where actions not just words, show that everyone belongs.
- Ideas included awareness tools like the Hidden Disabilities Sunflower Lanyard, promoting service dog rights, lived experience storytelling, and celebrating inclusion champions.
- You also suggested increasing visibility in schools and events and using interactive education to build empathy and independence.

8

of your ideas were
about this priority!

"I want to live in a community where inclusion is the norm, where people understand different experiences, and where actions not just words show that everyone belongs."
- Elizabeth Park.

Your BIG Ideas!

- Adopting programs like the Hidden Disabilities Sunflower Lanyard
- Promoting service dog access rights
- Using lived experience storytelling to build understanding and reduce stigma
- Increasing visibility of people with disability in schools, events, and local initiatives
- Celebrating inclusion advocates through awards or public acknowledgment
- Using interactive education tools to build empathy and support independence

Disability Access & Inclusion Plan

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What We Heard Report

7.3.7 Communication and information

What this priority is about: People with disability can find the information they need in the format(s) they need it in.

What you told us:

- You told us that staying informed is essential for feeling included. You want communication that is accessible, inclusive, and truly connected — helping people with disability navigate services, know what's happening, and take part in community life.
- Staying well informed is vital for inclusion, with communication needing to be accessible, inclusive, and connected.
- People want both digital and physical tools that are easy to use and shaped by the community to ensure no one is left out.
- You said this means having both digital and physical tools that are easy to use, relevant, and shaped by the community, so no one is left out of the loop.
- Suggested ideas include mobility-friendly maps, dedicated online groups for sharing and connecting, communication boards for non-verbal community members, and wider promotion through social media and newsletters.

5

of your ideas were
about this priority!

***"More information
through the newsletter.
As a relatively newcomer
to this area, from
interstate, it has been
difficult to learn about
the services available."*** –
Munno Para West

Your BIG Ideas!

- A mobility-friendly map or guide to help people using wheelchairs or other mobility aids plan the safest and most direct routes to key destinations like shopping precincts and public transport
- A dedicated Facebook group or similar online space for individuals with disability to share information, ask questions, recommend services, and connect with providers or local faith/community groups
- Communication boards placed in public areas to support non-verbal or neurodivergent community members
- More promotion of accessible services and community opportunities via social media and television
- A monthly email newsletter or forum that shares ideas, updates, and opinions from people with disability

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

7.3.8 Accessible facilities

What this priority is about: People with disability can access public toilet facilities that meet their needs when they are out in the community.

What you told us:

- There was one mention of the need for more public toilets in key areas such as bus stops, especially for people with health conditions.
- One respondent raised concerns about the condition of Master Locksmiths Access Key (MLAK) - accessible toilets at Fremont Park, noting they were often not fit for use.
- This highlights the importance of not only providing accessible facilities, but ensuring they are well-maintained and reliably available.

2

of your ideas were
about this priority!

Your BIG Ideas!

- More public toilets in high traffic areas like bus stops
- Fit for purpose MLAK for accessible toilets.

"If you build facilities for people with disability, please maintain them! The MLAK accessible and disabled toilets at Fremont Park, for example, are often not in a state that is fit for use." - Elizabeth North

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

7.3.9 Inclusive working environments

What this priority is about: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

What you told us:

- A truly inclusive workplace doesn't just provide jobs it provides opportunities for belonging, growth, and purpose.
- You said that sharing real life success stories of people with disability thriving in Council roles could inspire others and normalise inclusive employment.
- You also want practices that support people to stay in work, including outcome-based approaches that focus on what people can achieve, not just hours worked.

2

of your ideas were
about this priority!

Your BIG Ideas!

- Celebrating and sharing success stories of people with disability in Council roles or programs
- Workplace practices that help people stay in employment (e.g., outcome-based employment models)

"I believe the council can improve in this area by making opportunities for jobs, volunteering, and training more visible, accessible, and easier to understand, especially for people with disability or serious illness." – Elizabeth South

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

7.3.10 Access to employment opportunities

What this priority is about: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

What you told us:

- You told us that pathways into work need to be more inclusive, tailored, and flexible.
- You called for part-time or trade-focused roles, tailored recruitment approaches that recognise individual strengths, and collaboration with local businesses and disability service providers to create more meaningful opportunities

5

of your ideas were
about this priority!

Your BIG Ideas!

- Tailored roles and inclusive recruitment practices to match people's strengths
- Part-time and trade-focused pathways for those unable to access traditional employment options
- Council collaboration with local businesses and disability service providers to create job opportunities

7.3.11 Programs

What this priority is about: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

What you told us:

- While engagement did not capture specific information on this priority, several participants highlighted financial barriers and the need for targeted support.
- One respondent requested assistance with housing repairs, underscoring the importance of financial aid for low-income people with disability.
- Another described the cost of relocating during loud public events due to sensory sensitivities, pointing to the need for inclusive event planning. Suggestions also included subsidised programs, such as driving simulators and inclusive community hubs, to reduce financial barriers and support participation.
- These insights present clear opportunities for Council to consider grants, subsidies, and financial initiatives that promote access and inclusion.

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

7.3.12 Aboriginal voices

Through our co-designed Kawanta Pirkuitya program, Aboriginal people with disability and their families/carers shared their experiences:

- **Navigating complex systems:** Many carers (often grandparents) face cultural safety gaps, inaccessible language, tech barriers, and limited decision-making power when dealing with the NDIS and other services.
- **Gaps in culturally safe, family-friendly services:** Transport barriers, changing equipment needs, and a lack of Aboriginal staff make access harder. Programs rarely foster cultural connection or cater for all ages in families, leaving some members excluded.
- **The emotional toll:** Having to retell personal stories to multiple providers without seeing change creates fatigue and frustration.
- **Language and cultural framing:** Many prefer the term "impairment" rather than disability, showing a need to bridge clinical and cultural views.
- **Co-design fatigue:** Repeated consultation without visible outcomes leaves people feeling unheard.
- **What culturally safe systems look like:** Aboriginal-led, culturally safe services that shift power, enable truth-telling, and embed cultural values in design and delivery.

8. Next steps

In the coming months, Council will use your feedback to help develop our next Disability Access and Inclusion Plan (DAIP). Once we feel the draft reflects what we've heard, we'll invite the community to review it again as part of phase 2 engagement to make sure we've captured your ideas correctly. We plan to share this draft later this year.

After phase 2, we'll consider all feedback and make any necessary changes to the draft plan. The final draft will then go to Council for approval. Once endorsed, our new DAIP will be officially in place.

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

9. Appendix

9.1 Survey



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

City of Playford - Disability Access and Inclusion Plan 2025 Community Survey
How can we make Playford more accessible and inclusive?

We're reviewing our Disability Access and Inclusion Plan (DAIP). Your feedback will help us understand what's working, what could be better, and how we can align with the State Disability Inclusion Plan while focusing on what matters most to our community.

Who do we want to hear from?

- People with disability
- Carers, support workers, and families
- Disability service providers, advocates, and interested community members.
- Anyone who cares about making Playford more inclusive and accessible.

Share your feedback for a chance to win 1 of 5 gift vouchers!

1. Complete the first part of the survey (your 1 big idea) = 1 entry
2. Complete the full survey = 2 entries!

Ask City of Playford staff for competition terms and conditions.

💬 Let's start with something simple:

💡 **Your Big Idea for Inclusion** 💡

Everyone deserves to feel welcome, supported, and able to join in. That's what inclusion is all about and your ideas can help shape a better Playford for everyone.

What's one idea that could make a difference? What would make life in Playford more inclusive for you, your family, or your community?

💡 **My big idea for inclusion is...** (Not sure what to write? You could talk about a place, a feeling, something you wish existed, or a change you'd love to see.)

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

Thanks for your big idea!



If you're finished – please go to the last page to enter the prize draw.
Then hand this survey to a City of Playford staff member.



If you'd like to complete the full survey – please continue below.

Completing this survey

- The survey takes around 10 - 15 minutes to complete.
- You can skip questions you don't want to answer.
- All responses are anonymous, unless you choose to share your contact information for follow-up.
- You can complete it for yourself or you can complete it on behalf of someone else, like a family member, friend, or person you support
- You can send audio/video responses by visiting playford.engagementhub.com.au
- If you're answering for someone else, please try to reflect their thoughts and experiences.
- We will use all feedback in our analysis—even if you don't finish the survey. Every bit counts!
- Your input can help shape a more inclusive, accessible, and welcoming city for everyone.

For any questions or assistance completing the survey contact Roxanne Withers via email connected@playford.sa.gov.au or call 8256 0333.

What suburb do you live in? _____

Are you... (Tick ✓ all which apply to you):

- ☐ A person with disability
- ☐ A parent, guardian or family member of a person with disability
- ☐ A carer of a person with disability
- ☐ A person/organisation working with people with disability
- ☐ None of the above
- ☐ Prefer not to say
- ☐ Other (Please specify) _____

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

If you are a person with a disability, please share your disability below:

What is your age? _____

What is your gender? _____

Do you identify as... (Tick ✓ all which apply to you):

☐ an Aboriginal and / or Torres Strait Islander person

☐ Culturally and linguistically diverse

☐ LGBTQIA+

☐ Other (please specify) _____

☐ None of these

Are you aware that Council has a Disability Access and Inclusion Plan (DAIP)?
(Even if you haven't, we'd still love to hear your thoughts and experiences.)

☐ Yes

☐ No

☐ Not sure

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

From 2020–2024, our DAIP set out goals based on what the community told us was important. Now we're checking in on how we're going.

1. Our goal: For people with disability to feel welcome and engaged in community life.
Please tell us how much you agree with the following statements:

	 Strongly Disagree	 Disagree	 Neutral	 Agree	 Strongly Agree	 Not Sure
I believe Council is making an effort to include people with disability in community life, for example through accessible events, services or public spaces	☐	☐	☐	☐	☐	☐
I feel welcome and valued when I attend Council-run spaces, services or events	☐	☐	☐	☐	☐	☐
I've noticed positive changes in how Council includes people with disability over the past four years	☐	☐	☐	☐	☐	☐

Is there something Council could do to help you feel more included?

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

2. Our goal: For people with disability to have opportunities to participate in Council decision making.

Please tell us how much you agree with the following statements:

	 Strongly Disagree	 Disagree	 Neutral	 Agree	 Strongly Agree	 Not Sure
People with disability are actively included in shaping Council plans and decisions	☐	☐	☐	☐	☐	☐
I feel that Council listens to and acts on feedback from people with disability	☐	☐	☐	☐	☐	☐
I know how to get involved in Council decisions or consultations	☐	☐	☐	☐	☐	☐

Is there anything you'd like to share about how included you feel in Council decisions or consultations?
We're keen to know what helps you feel heard—or what's getting in the way.

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

3. Our goal: People with disability have equitable access to community services, facilities, events and information.

Please tell us how much you agree with the following statements:


Strongly
Disagree


Disagree


Neutral


Agree


Strongly
Agree


Not Sure

I can easily access Council facilities, such as libraries, parks and community centres	☐	☐	☐	☐	☐	☐
Community events I've attended feel welcoming and inclusive for people with disability	☐	☐	☐	☐	☐	☐
I can easily find information about Council services when I need it	☐	☐	☐	☐	☐	☐
Council information is provided in formats that suit my needs (e.g. clear language, easy-read, Auslan or translations available)	☐	☐	☐	☐	☐	☐
It is easy to get around my neighbourhood including using footpaths, crossings, or parking	☐	☐	☐	☐	☐	☐
I have noticed a positive change in safety and accessibility over the past four years	☐	☐	☐	☐	☐	☐

Do you have feedback about local access, safety, or how Council information is shared?

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

4. Our goal: People with disability have access to employment, traineeships and volunteering opportunities to build capacity and pathways to employment.

Please tell us how much you agree with the following statements:

	 Strongly Disagree	 Disagree	 Neutral	 Agree	 Strongly Agree	 Not Sure
I believe Council offers inclusive job, volunteer, or training opportunities for people with disability (within Council)	☐	☐	☐	☐	☐	☐
I know where to find information or who to contact about jobs, volunteering, or training opportunities at Council for people with disability	☐	☐	☐	☐	☐	☐
I am aware of Council programs that support people with disability to build skills or gain employment experience	☐	☐	☐	☐	☐	☐

Is there anything Council could improve in this area?

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

Looking back over the last four years, was there anything council implemented that made a positive difference for you or someone you know living with disability?

What are your top 5 priorities for Council to focus on over the next four years?
(Tick ✓ up to 5 choices below):

☐ Accessible public buildings and spaces

☐ Inclusive events and programs

☐ Safe, accessible footpaths, parking, and crossings

☐ Accessible communication and information

☐ Employment/ Volunteering opportunities

☐ Participation in Council consultations

☐ Support for children and young people with disability

☐ Programs and services for diverse community groups

☐ Public education on disability awareness

☐ Other (please specify) _____

Thinking about your top five, what actions would you like to see Council take?

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

What's the best way for Council to connect with you or hear your views?

What are your top three preferred ways to receive information?
(Tick ✓ up to 3 choices below):

☐ Council website

☐ Social media

☐ Email/ join a mailing list

☐ Printed information

☐ Through a support worker/carer

☐ Friends or family

☐ SMS

☐ Phone call

☐ Other (please specify) _____

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



City of Playford's Disability Access and Inclusion Plan 2025 Community Survey

What would make you feel confident that Council will follow through on this plan? E.g. regular updates on progress, opportunities to continue giving feedback, summary of how feedback has been used to shape the plan.

Is there anything else you would like us to know about your experiences or ideas to help make Playford more accessible and inclusive?

Would you like to stay updated about the DAIP or be involved in future discussions?
(Tick ✓ all that apply)

☐ Yes, I'd like to receive updates about Council's DAIP

☐ Yes, I'd like to be involved in future discussions (e.g. interview, focus groups, co-design)

☐ No, I don't wish to be contacted about the DAIP

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



**City of Playford's Disability Access and Inclusion Plan
2025 Community Survey**

If you would like to take part in a consultation, do you need any of the following?

☐ Auslan interpreter

☐ Easy Read or Plain English materials

☐ Hearing loop

☐ Wheelchair access

☐ Other (please specify) _____

Would you like to enter the prize draw?

☐ Yes

☐ No

If you have elected to enter the prize draw or stay updated about the DAIP, please provide your contact details:

☐ Name _____

☐ Email _____

☐ Phone _____

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

9.2 Easy-Read Survey

Playford Disability Access and Inclusion Plan

Easy Read Survey



Want some help to do the survey?

Talk to Roxanne:



Phone: 8256 0333



Email: connected@playford.sa.gov.au



Web: playford.engagementhub.com.au

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Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report

About this survey



The City of Playford wrote this survey.

When you see the word "we" it means the City of Playford.

When you see the word "Council" it means the City of Playford.



This survey is written in an easy to read way.

We use pictures to explain some ideas.

Word

Hard word



The first time we write a hard word, the word is in **bold**.

We will explain what the word means.

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



You can ask for help to fill in the survey.

A friend, family member or Council worker may be able to help you.



We are writing a new **Disability Access and Inclusion plan**.

This plan tells Council how to help people with disability feel welcome and happy.

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



To write the plan we talk to lots of people who live and work in **Playford**.

Playford is a group of suburbs that the Council looks after.



We want to know how to make Playford better for people with disability.



We will listen to what you say.

Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report



We will think about all the ideas.



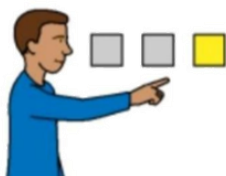
We will then write a new plan.

Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report



You can help us to write the plan by doing this **survey**.

A survey is set of questions.



You can tell us what you think.



You must finish the survey before Sunday the 13th of July 2025.

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Shaping the Plan with Our Community

What We Heard Report

Next we will ask some questions

When you see a  draw a tick in a circle to choose your answer

When you see a  write your answer on the lines



What one thing would make you feel welcome and happy in Playford? 

It can be a place, event, feeling, or a something new you want

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Disability Access & Inclusion Plan

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What We Heard Report



What suburb do you live in?



Do you have a disability?



☐ Yes

☐ No

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Disability Access & Inclusion Plan

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What We Heard Report



How old are you?





What is your gender?



☐ Male

☐ Female

☐ Non-binary

☐ Other _____

Disability Access & Inclusion Plan

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What We Heard Report



Are you an Aboriginal and / or Torres Strait Islander Person? ✓

- ☐ Yes
- ☐ No



What language do you speak at home? ✓

- ☐ English
- ☐ Different language

Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report



Do you belong to the **LGBTQIA+** community? 

This means you are gay, lesbian, bisexual, transgender, queer, intersex, asexual, or something else.

☐ Yes

☐ No

The Council does different things to help people with a disability.

We want to know what things we do well, and what things we could do better.

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



Do you feel welcome at Council events, buildings, or services? 

- ☐ Yes
- ☐ Sometimes
- ☐ No



What can Council do to help you feel more welcome? 

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Disability Access & Inclusion Plan

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What We Heard Report



Do you know how to tell Council what you think? 

☐ Yes

☐ No



How could Council listen to you better? 

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Disability Access & Inclusion Plan

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What We Heard Report



Is it easy to visit Council places like libraries, parks, and events? ✓

- ☐ Yes
- ☐ Sometimes
- ☐ No



Is it easy to use the footpaths or roads near your house? ✓

- ☐ Yes
- ☐ Sometimes
- ☐ No

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



Do you know where to find information about Council services, programs and buildings? ✓

- ☐ Yes
- ☐ Sometimes
- ☐ No



How could Council share information in a better way? 

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report



Do you know Council can help you learn new things and find jobs? ✓

- ☐ Yes
- ☐ No



Do you think there are enough places in Playford for people with a disability to work or get the training they need? ✓

- ☐ Yes
- ☐ Sometimes
- ☐ No

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Disability Access & Inclusion Plan

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What We Heard Report

Thinking about the things Council does to help people with disability...



What is important to you?

- ☐ Visiting parks, libraries or other places
- ☐ Going to events and programs
- ☐ Moving around easily (walking, using a wheelchair, driving, riding a bike)
- ☐ Information that is easy to understand
- ☐ Being able to work or volunteer
- ☐ Being a part of Council decisions
- ☐ Children or young people getting disability support
- ☐ People from different cultures getting disability support
- ☐ More people understanding disability

Is there anything else you want to tell us that could help us write our next plan?



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What We Heard Report

Do you want to talk to Council about how they can help people with disability?



☐ Yes

☐ No

Thank you for doing the survey.

When everyone has finished, five people who did the survey will win a gift voucher.

Do you want the chance to win a voucher?



☐ Yes

☐ No

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Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report

What is your name and phone number or email address? 

You can ask someone to help you if you aren't sure.



Name _____



Phone Number _____



Email Address _____

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Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

9.3 Playford Engagement Hub Project Site

Playford's New Disability Access and Inclusion Plan (DAIP)

Project Overview



Inclusion doesn't just happen, it's built together.

We're updating our Disability Access and Inclusion Plan (DAIP) to help make Playford a place where everyone feels welcome and can enjoy everything our growing community has to offer!

We want this plan to be shaped by you and your ideas - because your voice matters.

Engagement is open Monday 16 June to Sunday 13 July 2025 for you to share your ideas.



Need a hand?
Click the **UserWay** icon (top left corner of the page) to make this page easier to view. [CLICK HERE](#) - To watch a short video on how to use UserWay.

Your Language

To translate this page into another language, use the 'Select Language' dropdown below. Please note, automatic translations are provided as a guide only and may not be accurate.

Select Language

Project Document Library

- Share your BIG Idea Survey Printable
- Easy English Survey Printable
- Competition Terms and Conditions
- Frequently Asked Questions Printable

FAQ

General Information - DAIP

View all

Project Timeline

- Phase 1 - Community Engagement
16 June to 13 July 2025
- Phase 1 - What We Heard Report
August 2025
- Developing the draft DAIP
August to September 2025
- Phase 2 - Community Engagement
October 2025 (TBC)

Share Your BIG Idea!

Why Your Ideas Matter

Get Involved, Your Way!

What's your BIG (or small!) Idea for Inclusion?

What would make Playford more inclusive for you, your family, or your community?

Share your BIG idea here

Easy English Version

Screen Reader Version

You don't need to have the perfect answer — we just want to know what's important to you. Your idea could be:

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

You don't need to have the perfect answer — we just want to know what's important to you. Your idea could be:

- 🏡 A place that feels welcoming to everyone
- 🔄 A change you'd love to see
- 📍 Something that doesn't exist yet
- ❤️ A feeling you wish everyone could experience

Who do we want to hear from?

- People with disability
- Carers and families
- Support workers
- Service providers
- Anyone passionate about inclusion.

Whether you've given feedback before or it's your first time your input will help us see the bigger picture!

How to get involved

👉 **Quick survey**

- Share your big idea via our short survey (it takes 1-2 minutes)
- Do the full survey if you have time (around 10 minutes)
- Everyone who shares an idea will go in the draw to win 1 of 5 gift vouchers - complete the full survey for **2 chances to win!**
- View competition terms in the document library on this page.

👉 **Ideas Wall**

- Post your idea below and see it live right away!
- But first, you need to sign up. (You'll also have a chance to win a prize.)
- To sign up, go to the Playford Engagement Hub and click 'Join Our Connected Community.'

👉 **Other ways to share**

- Head to **Get involved - Your Way!** section on this page for options.

Where do the ideas go?

Your ideas will help us decide what actions to take over the next four years—like how we design public spaces, provide services, share information, and make sure everyone can enjoy the opportunities in Playford.

... Phase 2 - Community Engagement
October 2025 (TBC)

... Phase 2 - What We Heard Report
November 2025

... DAIP endorsed by Council, published on website and notification to Department of Human Services (DHS)
December 2025 to January 2026 (TBC)

Who's Listening



Roxanne Withers
Community Engagement
City of Playford

Contact our friendly staff member **Roxanne** if you have any questions.
Phone: 8256 0333
Email: connected@playford.sa.gov.au



Cyndi Neuzerling
Quality Coordinator Disability Inclusion
City of Playford

Contact our friendly staff member **Cyndi** if you have any questions.
Phone: 8256 0333
Email: connected@playford.sa.gov.au

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

Share Your BIG Idea!

Why Your Ideas Matter

Get Involved, Your Way!

Inclusion looks different for everyone, and every voice shapes the full picture

Here's what inclusion means to some people:

- "Inclusion is ramps, yes - but also attitudes"
- "Inclusion is having a place to chill out at events when things get overwhelming"
- "Inclusion is being able to get the information I need"

From your feedback on our last Disability Access & Inclusion Plan (DAIP), as well as other community input like our Strategic Plan, you've told us that inclusion means feeling welcome, being able to get into places and find information easily, and knowing that your opinions help what Council delivers and shape the future of Playford

Inclusion isn't a one-off project-- it's something we're building together, every day

How will your ideas be used?

Your ideas and feedback will help us take real, practical steps to keep improving:

- Access to buildings, services, and events
- Clear and accessible information and communication
- Jobs and volunteering for everyone
- Programs that meet different people's needs

Your feedback also helps us focus on what matters most, so we put our resources where it will make the biggest difference.

HERE'S WHAT I THINK! **DREAM BIG!** **THAT'S AWESOME!** **LET'S DO IT!**

What you have helped us do so far...

We've been listening to you through our last Disability Access & Inclusion Plan, community chats, and other ways of hearing from you. Your feedback has helped us make real changes. Here are some examples:

Inclusive events: Sensory zones now feature at major events. Playford Libraries offer sensory kits and accessibility tools.

Safer movement around Playford: A city-wide footpath and road audit to make sure we are compliant with the Disability Discrimination Act (DDA) and identify improvements. We want to make sure public spaces are accessible and usable by everyone!

Facility upgrades: We're auditing Council buildings, toilets, and carparks for easy open doors, lifts, signage, and quiet spaces.

Building independence: Our Everyday Money Skills platform supports financial literacy for people with intellectual disability.

Accessible communication: We make sure our branding and communication follow WCAG 2.1 (AA) guidelines, so information is easy for everyone to access. Our Engagement Hub also includes a UserWay tool to help make community engagement more accessible and user-friendly.

Accessible and inclusive community engagement: Our Community Engagement Policy says we must make it easy for everyone to take part. We use simple language, choose accessible places and formats, and work to remove barriers so everyone can join in meaningfully.

Inclusive project design: All new Council projects must consult with our Disability Access and Inclusion Coordinator.

Staff awareness: Disability awareness training is now part of Council staff and Elected Member development.

Disability Access & Inclusion Plan

Shaping the Plan with Our Community

What We Heard Report

Share Your BIG Idea!	Why Your Ideas Matter	Get Involved, Your Way!	
			
Inclusion starts with flexibility <i>We've made it easy and flexible to share your feedback. You can:</i>			
Complete the survey <i>Available online, including Easy Read and Screen Reader friendly versions. You can also download a hard copy from the Document Library section on this page.</i>			
Share your BIG idea on our Engagement Wall <i>Just register with Engagement Hub and join our connected community first using this link!</i>			
Upload your BIG idea video, photos or drawing by clicking here!			
Join a small discussion group <i>Share your lived experience in a safe, inclusive space.</i>			
Online <i>Thursday 3 July, 6pm - 7pm. A teams link will be sent to you when you register.</i>			
In-person <i>Wednesday 9 July, 4pm - 5pm</i> <i>Playford Civic Centre, Playford Boulevard, Elizabeth</i> <i>Register your interest to attend online or in person by contacting us using the details below.</i>			
Get in touch your way <i>Chat to us or send an email (we love hearing from our community!)</i>			
• Phone: 8256 0333 - just ask to speak to a staff member about this project and we will get back to you. • Email: connected@playford.sa.gov.au			
☐ <i>You can even contribute anonymously or through an advocate.</i>			
<i>Need a hand or want to chat? Details of our friendly staff are listed under the Who's Listening section on this page.</i>			
			

Disability Access & Inclusion Plan Shaping the Plan with Our Community **What We Heard Report**

9.4 Poster

**What's your BIG
(or small!)
Idea for inclusion?**

We're starting with one simple but powerful question:
**What would make Playford more inclusive
for you, your family, or your community?**

We're updating our Disability Access and Inclusion Plan (DAIP) to help make Playford more accessible, inclusive and welcoming for everyone.

Your experiences, challenges, and ideas will help shape this plan – because your voice matters.

You don't need to have the perfect answer – just tell us what's important to you. It could be:

- A place that feels inclusive
- A change you'd love to see
- Something that doesn't exist (yet!)
- A feeling you wish everyone could experience

How to get involved:

- Scan the QR code
- Call us on **8256 0333**
- **playford.engagementhub.com.au**

CITY OF
Playford

**NEVER
GIVE UP**

**WEEK
DISCOUNT**

QR code

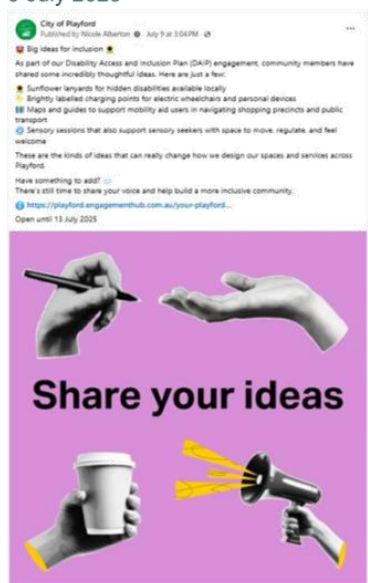
Disability Access & Inclusion Plan Shaping the Plan with Our Community What We Heard Report

9.5 Social Media Post/s

23 June 2025



9 July 2025





City of Playford

Disability Access and Inclusion Plan 2025-2029



Acknowledgement of Country

The City of Playford acknowledges that we are situated on the traditional land of the Kurna people and that we respect their spiritual relationship with their country.

The City of Playford would also like to pay respects to Elders past, present and emerging.



Recognition of Forebears

The City of Playford also acknowledges the people, our forebears, that have contributed to building and defending our great nation and way of life.



Message from the Mayor and CEO

The City of Playford is committed to being welcoming, inclusive and accessible for everyone. Our Disability Access and Inclusion Plan 2025–2029 outlines how we will break down barriers, create opportunities, and strengthen connections so that people with disability can fully participate in all aspects of community life.

Playford is home to a diverse and growing population, and with growth comes both challenges and opportunities. We recognise that all people with disability, including those from Aboriginal and Torres Strait Islander, culturally and linguistically diverse, LGBTQIA+, and regional communities, bring unique strengths and perspectives to our city. This plan is about ensuring those voices are heard and reflected in how we design our places, programs, and services.

In developing this plan, we listened carefully to people with disability, their families, carers, and support networks, as well as service providers and advocates. Their insights and experiences have guided our priorities and actions. The result is a plan that aligns with the South Australian Disability Inclusion Plan and provides a local roadmap for building an accessible, inclusive city.

Our commitment is both practical and aspirational: from improving physical access to facilities and infrastructure, to shaping attitudes, policies, and programs that remove barriers and support participation. This plan represents a partnership between Council and our community — a shared effort to create a city where every person feels valued, connected, and able to thrive.

We thank all who contributed their time, ideas, and lived experience to the development of this plan. Together, we will continue to shape a Playford that is inclusive by design and welcoming for all.

Mayor Glenn Docherty



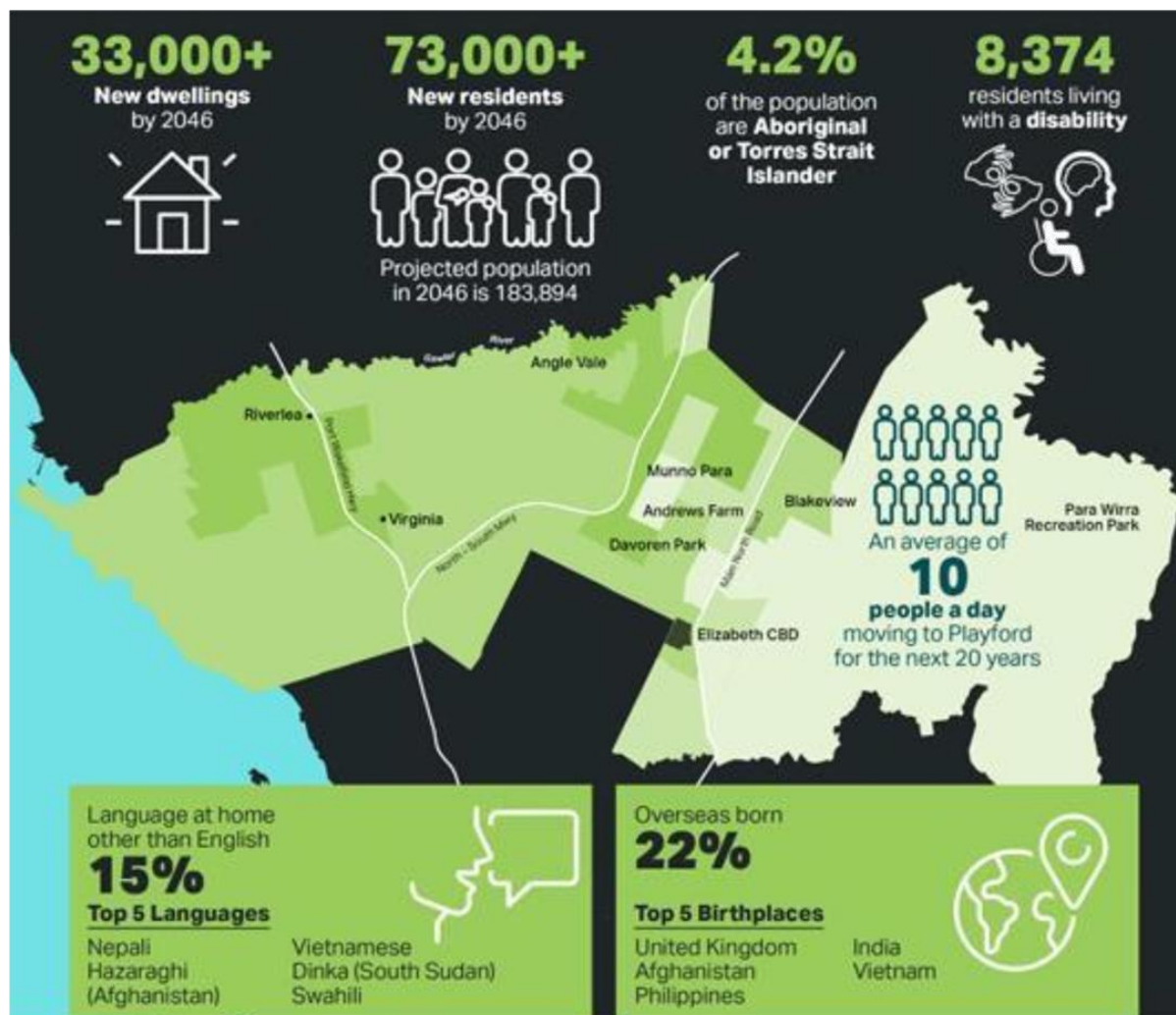
CEO Sam Green





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City of Playford





About the City of Playford

The City of Playford is a local government area in the north of Greater Adelaide.

It covers an area of 345 km² and includes the suburbs of: Andrews Farm, Angle Vale, Bibaringa, Blakeview, Riverlea, Craigmore, Davoren Park, Elizabeth, Elizabeth Downs, Elizabeth East, Elizabeth Grove, Elizabeth North, Elizabeth Park, Elizabeth South, Elizabeth Vale (part), Elizabeth West, Evanston Park (part), Gould Creek (part), Hillbank, Hillier (part), Humbug Scrub (part), MacDonald Park, Munno Para, Munno Para Downs, Munno Para West, One Tree Hill, Penfield, Penfield Gardens, Port Gawler (part), Sampson Flat, Smithfield, Smithfield Plains, St Kilda (part), Uleybury (part), Virginia, Waterloo Corner (part) and Yattalunga.

Local government role in disability access and inclusion

Local governments (councils) provide a diverse range of services and facilities to their communities. Councils work to improve disability access and inclusion relating to:

- Council buildings, parks and facilities (e.g. libraries, community centres, sports facilities, playgrounds)
- Public footpaths, roads, and on street parking
- Information (e.g. website, signage) and services (e.g. customer service)
- Proposed developments (e.g. new buildings)
- Community events, training and activities
- Employment and volunteer work at the Council
- Consultation (e.g. providing input to a Council plans or projects) and community representation opportunities (e.g. being elected to Council or a Committee).

Across Australia, commitment to improving disability access and inclusion has grown over time. There were long periods when standards and expectations around accessibility were not adequately met. As a result, many councils still manage older infrastructure that is not fully accessible, and continue to review and improve their programs, systems, and organisational practices to better support inclusion.

Councils are working within their budgets to progressively make improvements in relation to disability access and inclusion. They are providing awareness training to staff and elected members, and are engaging with people with disability, carers and the disability sector to identify how to best remove barriers.



Inclusion Through Understanding





Let's talk about disability

Language matters

Every person with disability is different, with unique qualities, strengths, weaknesses and support needs.

Every disability is different, and some may not be visible.

We all play an important role in changing the way we think and talk about disability. From the conversations we have, to the documents we write, it is our collective responsibility to make important choices that support long lasting change.

There are many misconceptions and misunderstandings in the community about what it means to have a disability. This is why the use of accurate and respectful language is so important.

We acknowledge that language is a personal preference, and that different language and terminology preferences exist within the disability and neurodivergent community.

Based on feedback during statewide consultations, we have adopted 'person-first language (i.e. person with disability) for this Strategy, rather than identity-first language (i.e. disabled person).

Creating a more inclusive community begins with listening, learning and reflecting on assumptions we may hold about disability. While many people with disability generously share their experiences, fostering broader understanding is a responsibility we must all share.

The most important thing is to ask the person with disability how they would like to be referred to and represented, and to respect their wishes.

(Source: South Australian Disability Inclusion Plan 2025-2029)



Let's talk about disability

Defining disability

Disability is diverse and experienced by people of all ages, backgrounds and cultures. It can include physical, sensory, cognitive, intellectual, psychosocial and invisible disabilities.

This Strategy is underpinned by both the social and human rights models of disability, which recognise that disability is not caused by an individual's impairment, but by the physical, attitudinal and systemic barriers created by society.

These models emphasise the importance of removing those barriers to create a more inclusive and equitable community - one where people with disability have the same opportunity to participate, contribute and thrive as everyone else.

The human rights model further reinforces this by affirming the inherent dignity, autonomy and equal rights of people with disability, as outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It places responsibility on society to uphold and protect these rights across all areas of life.

The Disability Inclusion Act 2018 (SA) defines disability as:

In relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

(Source: South Australian Disability Inclusion Plan 2025-2029)



Let's talk about disability

Facts at a glance

- In 2022, 5.5 million Australians (21.4%) had a disability.
- Indigenous Australians are 1.9 times more likely to have a disability than non-Indigenous Australians.
- Each year, the Australian Human Rights Commission receives more complaints about disability discrimination than about any other form of discrimination.
- In 2022-23, 46% of all complaints received were about disability discrimination.
- In 2022, 12.1% of children and young people aged 0-24 years (946,300 people) had disability, up from 8.3% in 2018.
- In 2022, 37.5% of children aged 0-14 years with disability had a parent with disability.
- In 2022, 52.3% of people aged 65 years and over had a disability, compared with just 15% of people aged 0-64.
- In 2022, the proportion of South Australian people aged 20-64 with disability who had completed year 12 or equivalent was 46%, compared with 58% of people with disability nationally.
- In 2022, 6.3% of South Australian people with disability were unemployed in comparison to 3.8% of people without disability.
- The Disability Royal Commission reported that 43% of women with disability have experienced physical violence after age 15, compared with 25% of women without disability.
- Women with disability are also twice as likely to experience sexual violence as women without disabilities.
- People with disability have higher health risk factors than those without disability. In 2022, 64% of adults with disability in South Australia said their health was excellent or very good, compared with 94% of adults without disability in South Australia.
- In 2025, there are an estimated 35,000 South Australians living with dementia, including 2,100 people under the age of 65 living with younger onset dementia.
- Almost two in five carers (38.6%) have a disability themselves.

(Source: Australian Bureau of Statistics, AIHW & National Indigenous Australians Agency and Dementia Australia in South Australian Disability Inclusion Plan 2025-2029)



Let's talk about disability

Intersectionality

Intersectionality is about recognising that people with disability are diverse. A person with a disability may also be subject to discrimination or disadvantage relating to their race, religion, age, gender, sexual orientation, social or financial capacity. For instance, an Aboriginal and Torres Strait Islander person with disability may experience discrimination relating to their race and disability. This compounds the impacts experienced by people with disability.

Groups of people with disability who may face additional or compounded barriers include:

1. Aboriginal and Torres Strait Islander people with disability
2. Culturally and linguistically diverse (CALD) people with disability
3. Women with disability
4. Children with disability
5. LGBTIQ+ people with disability
6. People with significant intellectual disability or who have high levels of vulnerability due to disability.
7. People with disability who live in regional communities
8. Older people with disability
9. Carers of people with disability
10. People experiencing socio-economic disadvantage

The *Disability Inclusion Act 2018 (SA)* lists the groups numbered 1-7 and requires councils to tailor actions to address the diverse and intersecting needs of these groups. In addition, the South Australian Disability Inclusion Plan 2025-2029 also acknowledges the intersectionality of older people with disability and carers. This DAIP also acknowledges the compounding barriers of socio-economic disadvantage.



Council's Commitment to Inclusion





Council's role in access and inclusion

Council's plans

Community Vision

The Playford Community Vision 2043 is built around three core themes:

1. Prosperity
2. Liveability
3. Happiness

Strategic Plan 2025-28

The City of Playford's Strategic Plan 2025–2028 sets out a clear direction for building a stronger, more connected, and inclusive community. Through four key themes, the plan reflects the voices of local residents and aims to create a city where everyone regardless of age, ability, or background can thrive.

Strategic Plan Theme	Outcome
Theme 1 Our Foundations Improving safety, accessibility and ease of movement around our city.	- Ensures footpaths, crossings, and public buildings are accessible for people with mobility aids or vision impairments. - Reduces barriers to participation by addressing safety concerns like poor lighting or uneven surfaces. - Supports inclusive design in all new infrastructure.
Theme 2 Our Foundations Lifting city appearance	- Encourages co-design with people with disability to ensure places are welcoming for all. - Supports wayfinding and signage that is easy to understand and navigate.
Theme 3 Building Connections Fostering collaboration and connection to each other	- Encourages accessible communication formats (e.g., Easy Read, Auslan, captions). - Builds stronger support networks for people with disability and their carers.
Theme 4 Building connections Activating and facilitating welcoming community spaces and events	- Promotes social inclusion by ensuring events and programs are accessible to people with disabilities. - Ensures events and programs are planned and designed with an inclusion and accessible lens.

Disability Access and Inclusion Plan (DAIP) 2025-2029

This 2025-2029 DAIP will be Council's second DAIP. It sets out the actions Council will deliver to contribute to the domains, priority areas, and mandatory measures identified for Council's in the South Australian Disability Inclusion Plan 2025-2029.



Council's role in access and inclusion

Inclusion in Action

At the City of Playford, we're working alongside people with disability to build a more inclusive, accessible and connected community. Here are some of the milestones we're most proud of:

Positive Futures Expo

Opening doors to opportunity

Every year, hundreds of people with disability, families, carers and services come together at our Positive Futures Expo. The event showcases opportunities in education, employment, health, housing, sport, the arts and more. It's about connections, inspiration and building brighter futures together.

Changing Places at Fremont Park

Access that changes lives

The Changing Places facility at Fremont Park means people with complex support needs can fully enjoy one of Playford's most popular parks. With features like a height-adjustable adult change table and hoist, it provides dignity, safety and true inclusion for the whole community.

Projects that Build Everyday Skills

Confidence in the kitchen, at the shops, and in life

Our community projects focus on the everyday skills that build independence, inclusion and joy. Highlights include:

- Look 'n Cookbook – a step-by-step accessible recipe book designed by and for people with disability
- Everyday Money Skills – practical workshops supporting budgeting, banking and financial confidence
- Right Track Toolkit – co-designed with Aboriginal and Torres Strait Islander people and culturally and linguistically diverse communities, these resources support people to build confidence in understanding disability and navigating the NDIS.





Disability Snapshot





Disability Snapshot

Our community

Disability in our Community

Our community is vibrant and diverse, made up of people of all ages, genders, background and abilities.

There is no single statistic that perfectly measures the number of people living with disability in a council area. The Australian Census only records the number of people who need assistance with core activities such as self-care, mobility or communication.

However, we know disability is very diverse and not always visible. While many people need supports, not all people living with disability do, and some may not identify as having a disability. For instance, older people may see changes in their physical or cognitive changes as part of ageing, rather than as a disability.

Similarly, some autistic people may view their neurodivergence as a difference rather than a disability.

The statistics below provide some insight into the impact of disability in the City of Playford:

8,373 people or 8.4% of our community need assistance with core activities.

Of these people,



- 43 % are women
- 20 % are children
- 35 % are aged over 65
- 6 % are Aboriginal and Torres Strait Islander peoples
- 12 % do not speak English at home



10% of our community provide unpaid care to people with a disability, health condition or due to old age

Source: ABS Census 2021



Disability Snapshot

Our workforce

The City of Playford values and celebrates the diversity within its workforce, which reflects the vibrant community we serve. According to the 2024 Workforce Diversity Survey, our staff represent a wide range of backgrounds, cultures, and lived experiences.

• **Cultural and Linguistic Diversity:**

17% of our workforce identify as being from culturally and/or linguistically diverse backgrounds. Staff speak a variety of languages other than English, including Serbian, Italian, Cambodian, Marathi, Kannada, Hindi, Mandarin, German, Filipino, Chinese, Vietnamese, Thai, Russian, Ateso, Luganda, Dinka, Auslan, Greek, Punjabi, Japanese, South Sudanese, Afrikaans, Sinhala, and Khmer.

17%

• **Disability Inclusion:**

8% of respondents identify as a person living with disability or as disabled, highlighting the importance of ensuring our workplace is accessible and supportive for all.

8%

• **Aboriginal and Torres Strait Islander Representation:**

3% of staff identify as Aboriginal, contributing valuable cultural knowledge and perspectives to our organisation.

3%

• **LGBTQIA+ Inclusion:**

7% of respondents identify as part of the LGBTQIA+ community, reflecting our commitment to a safe and welcoming environment for people of all sexual orientations and gender identities.

7%

• These results demonstrate the City of Playford’s ongoing commitment to diversity, equity, and inclusion. A diverse workforce strengthens our organisation and enhances our ability to deliver accessible, responsive services to the community.

• **Gender Diversity:**

Our workforce is 51% female, with representation across a spectrum of gender identities, including non- binary and agender staff.

Female	91	51%
Female: She/Her	2	1.5%
Female & Assigned female at birth	1	0.5%
Cisgender Female	3	2%
Male	58	32%
Male: He/Him	1	0.5%
Agender	1	0.5%
Non-Binary	1	0.5%
XY	1	0.5%
Not Stated	20	11%



Policy and Legislative Framework





Policy and Legislation

The Disability Access and Inclusion Plan (DAIP) is shaped by a range of international, national, state, and local commitments. These frameworks guide how Council supports people with disability, ensuring our actions are aligned with broader efforts to promote inclusion, uphold human rights, and respond to emerging reforms.

International

United Nations Convention on the Rights of Persons with Disabilities

Acknowledges that people living with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights.

National

These national laws and strategies establish the legal and policy framework that Councils must operate within. They also set expectations for inclusive practices and continuous improvement in access and participation.

Disability Discrimination Act 1992 (Australian)

Makes it unlawful to discriminate against a person, in many areas of public life, because of their disability.

Australia's Disability Strategy 2021-2031

Sets out a plan for all levels of government to continue to improve the lives of people with disability in Australia.

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

The report made 222 recommendations on how to improve laws, policies, structures and practices to ensure a more inclusive and just society that supports the independence of people with disability.

National Reform Agenda

Extensive reforms to the National Disability Insurance Scheme (NDIS) and the Australian Disability Strategy are reshaping how disability services are delivered across Australia. These changes will influence how Councils plan for access and inclusion, requiring greater flexibility and responsiveness and alignment with evolving priorities.



Policy and Legislation

South Australian

Disability Inclusion Act 2018

Acknowledges the equal human rights and promotes the independence and social and economic inclusion of people with disability.

Requires all State authorities (including Councils) to prepare and report on Disability Access and Inclusion Plans.

South Australian Disability Inclusion Plan 2025-2029

Identifies 5 domains of action for the state and local governments to achieve the vision of a South Australia where no one is left behind. Council DAIPs must align to the State Plan and include the measures assigned to local government.

South Australian Autism Strategy 2024-2029

NDIS data indicates that autism remains the largest disability group in South Australia, followed by intellectual disability. This Strategy sets out a five-year roadmap for the government to help improve the lives of Autistic people of all ages and their families



Shaping the DAIP





Shaping the DAIP

What is the Disability Access and Inclusion Plan?

This Disability Access and Inclusion Plan has been prepared by the City of Playford (Council). All councils in South Australia are required by legislation (law) to prepare a Disability Access and Inclusion Plan (DAIP).

A DAIP says what a council will do to enable people with disability to access and be included in council places, services, events, employment and government representation. The Disability Access and Inclusion Plan (DAIP) 2025–2029 sets out the City of Playford's commitment to creating a community where people with disability have equal opportunity to participate in all aspects of life.

This DAIP is Council's roadmap for action over the next four years. It outlines the practical steps we will take to remove barriers, improve access, and ensure people with disability are included in the design and delivery of Council places, services, programs, employment opportunities, and decision-making.

The DAIP reflects the aspirations of our community and is shaped by the voices of people with disability, their families, carers, and support networks. It is not just a plan on paper - it is a statement of shared responsibility and a call to action across Council to embed access and inclusion into everything we do.

By delivering on this DAIP, the City of Playford will:

- Build on the progress achieved through our first DAIP (2020–2024).
- Contribute to the statewide vision of "a South Australia where no one is left behind."
- Support our local community vision of prosperity, liveability, and happiness for all.

This DAIP represents Council's ongoing commitment to creating an inclusive city where every person can contribute, belong, and thrive.



Shaping the DAIP

How to use this Plan

This Disability Access and Inclusion Plan (DAIP) is designed to be a practical tool for Council, our partners, and the community. It outlines clear actions that will guide the City of Playford in removing barriers, creating opportunities, and embedding access and inclusion in all aspects of Council business.

The DAIP can be used in the following ways:

- **Council staff and Elected Members** to inform decision-making, service delivery, infrastructure planning, and community engagement. The DAIP acts as a whole-of-organisation commitment that ensures access and inclusion are considered across all programs, policies, and projects.
- **People with disability, families, and carers** to understand Council's priorities and hold us accountable to delivering meaningful improvements. The DAIP also highlights opportunities for people with disability to be involved in shaping our city.
- **Partners, service providers, and community organisations** to support collaboration and alignment with Council's work. The DAIP provides a shared framework for building an inclusive community together.
- **The wider community** to promote awareness, celebrate diversity, and encourage collective responsibility in making Playford accessible, welcoming, and inclusive for all.

The DAIP is not a static document. Council will report annually on progress and review actions regularly to ensure they remain relevant, achievable, and responsive to community needs.



Shaping the DAIP

DAIP Implementation

The City of Playford is committed to ensuring that the actions and strategies outlined in this plan are effectively delivered, monitored, and continuously improved. Implementation is a shared responsibility, involving Council, community leaders, stakeholders, and people with disability.

Group	Role	Membership
SA Department for Human Services	Oversees the implementation of the Disability Inclusion Act 2018 and the State Disability Inclusion Plan. Ensures Councils develop, implement, report on, and review DAIPs in accordance with the Act.	Chief Executive of the Department for Health
City of Playford Council (Elected Body)	Endorses the DAIP and approves budget allocations for its delivery. Tracks progress through the Council's Annual Report.	City of Playford Elected Members
Council Staff – Disability Access and Inclusion Responsibilities	Deliver, report, and review Council actions that support access and inclusion. Collaborate across departments and consult with the community to ensure initiatives meet needs. Coordinate and track progress through the Quality Coordinator, Disability Inclusion.	Nominated staff from all Council departments responsible for delivering actions. Staff contribute to planning, implementation, and reporting of inclusion initiatives.
Access & Inclusion Community Leaders (e.g., Access & Social Inclusion Advisory Group)	Provides guidance and advice on Council plans, projects, programs, services, and events from an access and inclusion perspective. Meets regularly to review initiatives and provide feedback during development phases.	People with disability, carers, family members, and service providers. Includes State Plan priority groups such as women, children, and people of Aboriginal and Torres Strait Islander and culturally and linguistically diverse (CALD) backgrounds
Stakeholders	Collaborates with Council to support delivery of DAIP actions, including promotion of opportunities, consultation, and awareness.	Service providers and organisations representing women, children, and people of Aboriginal and Torres Strait Islander and culturally and linguistically diverse (CALD) backgrounds



Shaping the DAIP

How we will plan, deliver and report on progress

Each year Council will identify and plan for actions to be delivered. Actions requiring new resources will be subject to approval as part of Council's Annual Business Plan and Budget process.

Progress will be reported annually to Elected Members and the Department for Human Services.

An interim review will be conducted to ensure consistency with any changes to the State Plan, legislation or law. Every 4 years the DAIP will be reviewed and updated in consultation with people with disability, the community and stakeholders.

Council will consistently monitor and adjust DAIP actions through:

- Consultation and feedback from Council staff, Elected Members, Access & Inclusion Community Leaders and stakeholders.
- Continuous improvement based on community feedback and emerging best practices.

This approach ensures accountability, transparency, and ongoing engagement with the people and communities the DAIP is designed to support.





Shaping the DAIP

Developing this DAIP

Steps undertaken to prepare the DAIP:

1. Background Paper (May 2025)

We prepared a background paper that outlined key information about our community, disability and how other levels of governments are planning for access and inclusion.

2. Community Engagement -Phase 1–Shaping the Plan (June - July 2025)

We invited community members, service providers, and stakeholders to help shape the Plan by sharing what worked well in the previous DAIP, what could be improved, and what priorities should guide the next one. Their feedback directly informed the draft DAIP.

3. Drafting the Disability Access and Inclusion Plan (August – September 2025)

Following the release of the South Australian Disability Inclusion Plan 2025-2029 (August 2025) we began drafting our draft Disability Access and Inclusion Plan.

Our strategy aligns with the guidelines, template, goals and measures for Councils in the South Australian Disability Inclusion Plan 2025-2029.

4. Community Engagement -Phase 2- Checking In (October – November 25)

We will return to the community to share the draft DAIP and check that it reflects what we heard. Feedback from this phase will help finalise the Plan.

5. Finalise Disability Access and Inclusion Plan (Early 2026)

We will revise the DAIP based on community feedback and present to Council for formal adoption. Once endorsed, both the full Strategy and an Easy Read version will be published on Council's website.

6. Close the Loop'

We will share the endorsed DAIP with the community and outline the next steps for implementation and reporting.



Shaping the DAIP

Listening to People with Disability

How we engaged

In June and July 2025 we reached out to people with disability their carers, families, service providers and other key stakeholders for feedback on:

- What worked well and what could be improved in the DAIP (2020–2024)
- Their top priorities for disability, access and inclusion in City of Playford
- Their big ideas on what they would like to see in the next DAIP (2025-2029)

To support participation for people with different needs, consultation materials were available in multiple formats. The Playford Engagement Hub also featured accessibility tools, including the UserWay accessibility widget, a built-in language translator, and a short video tutorial.

People provided feedback in a way that suited them best, including:

- Online surveys
- Face to face sessions
- Social media interactions
- Audio/video recordings or drawings
- Ideas wall on Engagement Hub
- Email submissions
- “Your Big Idea” proposals
- Dotmocracy voting activities
- Phone conversations

This mix of methods, offered in accessible formats, helped ensure a broad range of voices were heard.

- More than 2,600 people visited the project page
- Over 4,500 people saw social media posts
- Nearly 1,700 people opened project emails
- In total, 240 people provided direct feedback through these channels



Shaping the DAIP

What we heard

The feedback received shaped the following Top 5 priorities for our next DAIP:

1. Safe accessible footpaths, parking and crossings
2. Accessible public buildings and spaces
3. Public education on disability awareness
4. Inclusive events and programs
5. Programs and services for diverse community groups

A detailed summary of community feedback is available in the What We Heard report, which can be accessed on Playford Engagement Hub [City of Playford | Playford's New Disability Access and Inclusion Plan \(DAIP\)](#)





Shaping the DAIP

Action Plan: Domains, Priorities and Measures

Our DAIP is aligned to the State Plan, representing our local community needs and contributing to creating an accessible and inclusive South Australia

The State Plan domains and outcomes we will work towards are:



Inclusive environments and communities

All people with disability can participate as equal citizens and feel connected to their communities



Education and employment

All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security



Personal and community support

All people with disability can access quality, tailored personal and community supports addressing their individual needs



Health and wellbeing

All people with disability can attain the highest possible health and wellbeing outcomes throughout their lives



Safety, rights and justice

All people with disability feel safe, have their rights upheld and have full and equal protection before the law

The following section follows the State Plan template required for Councils to use for their DAIP.

For each domain it lists the actions Council will deliver, when and how each action will be measured.

The State Plan includes compulsory measures that Councils must collect data for, to enable reporting on certain measures at a statewide level. These compulsory measures are shown with a State Plan reference number (e.g. State Plan 1.1.2).



DAIP actions table

Domain 1: Inclusive environments and communities



DAIP Actions table

Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

- | | | | |
|---|-------------------------------------|---|--|
| 1 | Active participation | 5 | Communications and information |
| 2 | Inclusive communities and attitudes | 6 | Transportation |
| 3 | Universal Design | 7 | Collaboration, consultation and innovation |
| 4 | Accessible facilities | 8 | Housing |

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No	Action	Measure	Timeframe	Responsibility
1	Provide social and recreation programs, events and activities that are accessible and inclusive of people with disability including children, young people and adults of diverse cultural, social, and community backgrounds.	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles (State Plan 1.1.2)	Ongoing	Connection & Inclusion
2	Develop and follow accessible event guidelines to enable the inclusion of people with disability in all City of Playford events.		Year 1	Connection & Inclusion Events
3	Identify the factors that enable people with disability, from diverse ages, cultures, and gender identities, including LGBTQIA+ communities, to participate in community programs and events, and apply these learnings in practice.		Year 1	Connection & Inclusion
4	Provide information about the accessibility features of all City of Playford events and programs and ask questions about access and cultural needs in registrations.		Ongoing	Connection & Inclusion Events



DAIP actions table

Domain 1: Inclusive environments and communities



Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	Measure	Timeframe	Responsibility
5	Provide disability access and inclusion training to Council members, staff, and volunteers.	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:	Ongoing	Organisational Development
6	Support local businesses and community groups and organisations to become more accessible and inclusive for people with disability.	- The number of staff and volunteers participating in disability awareness training, including Universal Design. - The number of workplace initiatives promoting disability inclusion.	Ongoing	Economic Development Connection & Inclusion
7	Collaborate with Aboriginal and Torres Strait Islander community organisations to identify and implement ways Council can support Aboriginal people with disability and their families, ensuring inclusion is part of everyday community life. Respect, empathy, advocacy, and the promotion of independence are prioritised so that everyone feels valued, engaged, and able to participate and contribute.	The number of actions embedded in our DAIP working towards Closing the Gap targets. (State Plan 1.2.3)	Ongoing	Connection & Inclusion
8	Facilitate opportunities for the community to connect, learn about, and celebrate disability through inclusive events and educational workshops, fostering awareness, understanding, and participation for all.	Feedback and reflections from participants on increased awareness, understanding, and sense of inclusion following events/workshops. Documented examples of how events or workshops contributed to community awareness and positive attitudes toward people with disability.	Ongoing	Connection & Inclusion Events & Activation



DAIP actions table

Domain 1: Inclusive environments and communities



Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	Measure	Timeframe	Responsibility
9	Follow universal design principles in the upgrade, construction and maintenance of buildings, facilities, public realm and open space in-line with community needs and Council budgets.	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.	Ongoing	Assets & Delivery Operations
10	Build, upgrade and maintain Council footpaths, paths, trails and crossings to be accessible and safe in-line with community needs and Council budgets.	The number of upgrades to parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility.	Ongoing	Assets & Delivery
11	Provide or make improvements to Council on- street and facility accessible parking spaces and drop-off zones.	The number of new council developments that incorporate Universal Design.	Ongoing	Assets & Delivery
12	Prioritise accessibility upgrades at Council owned community venues to enable participation.	(State Plan 1.3.2)	Ongoing	Assets & Delivery
13	Educate developers about the benefits and opportunities of incorporating universal design into commercial or housing developments	Description of outcomes delivered	Ongoing	Assets & Delivery



DAIP actions table

Domain 1: Inclusive environments and communities



Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	Measure	Timeframe	Responsibility
14	Upgrade or install new accessible toilets or changing places facilities in-line with community needs and Council budgets.	The number of public council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility. (State Plan 1.4.1)	Ongoing	Assets & Delivery

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No	Action	Measure	Timeframe	Responsibility
15	Ensure Council venue information, including access features and visual stories, is available in accessible formats online and in hard copy to support inclusion.	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. (State Plan 1.5.1)	Year 1	Marketing & Communications Connection and Inclusion
16	Continue to provide accessible communication through plain language, different formats and assistive tools		Ongoing	Marketing & Communications
17	Introduce visual communication supports at Council service points, including libraries, community centres, and customer service desks, to facilitate inclusive engagement for people with diverse communication needs.		Year 1	Connection & Inclusion



DAIP actions table

Domain 1: Inclusive environments and communities



Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

No.	Action	Measure	Timeframe	Responsibility
18	Advocate for improved and inclusive transport options that meet the needs of people with disability, ensuring they can travel safely, affordably, and independently to access employment, education, services, and community activities.	The number and quality of Council advocacy actions undertaken to improve inclusive transport options for people with disability.	Ongoing	Assets & Delivery + Advocacy Executive

Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	Measure	Timeframe	Responsibility
19	Undertake community engagement activities using accessible information and tools, promote it to disability networks and share outcomes	The number of public consultations that included and sought input from people with disability. (State Plan 1.7.1)	Ongoing	Community Insights
20	Sustain and enhance the Access and Social Inclusion Advisory Group, providing meaningful engagement for members and leveraging their input in the planning and design of major Council projects and programs.	The number of people with disability, including parents and carers, serving on committees and working groups. (State Plan 1.7.2)	Ongoing	Connection & Inclusion
21	Ensure questions about disability access and inclusion are in Council's annual community survey.	Community perceptions of Council's progress on disability access and inclusion, are reflected in survey responses and themes. Qualitative feedback from survey respondents on barriers and opportunities for improving inclusion.	Ongoing	Community Insights



DAIP actions table

Domain 2: Education and employment



Domain 2: Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

- | | | | |
|---|--|---|------------------------------------|
| 1 | Targeted knowledge, understanding and support | 4 | Access to employment opportunities |
| 2 | Supports and resources for children and young people | 5 | Inclusive working environments |
| 3 | Targeted transitional supports | 6 | Data and reporting |

Priority Area 3: Targeted transitional supports

People with disability have supportive environments to learn, grow, and transition throughout their life

No.	Action	Measure	Timeframe	Responsibility
22	Develop diverse and meaningful volunteering opportunities through accessible and inclusive promotion, administration, support.	The number of initiatives taken to encourage people with disability to volunteer. (State Plan 2.3.5)	Ongoing	Connection & Inclusion
23	Strengthen lifelong learning opportunities by ensuring Council's spaces and programs are accessible and inclusive of people with disability including children, young people and adults of diverse cultural, social, and community backgrounds	Examples of participation outcomes showing people with disability are supported to engage, learn, and transition throughout life.	Ongoing	Library Services



DAIP actions table

Domain 2: Education and employment



Priority Area 4: Access to employment opportunities

People with disability have opportunities to achieve, develop and succeed in their chosen fields

No.	Action	Measure	Timeframe	Responsibility
24	Adopt accessible and inclusive recruitment guidelines and build the capacity of human resources staff and hiring managers to implement them effectively.	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives. (State Plan 2.4.3)	Year 1 and Ongoing	Organisational Development
25	Deliver community "expo" events that promote opportunities for participation, leadership and employment for people with disability.	Highlighting improvements or adjustments made to the events based on participant feedback or sector collaboration.	Ongoing	Connection & Inclusion Economic Development



DAIP actions table

Domain 2: Education and employment



Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	Measure	Timeframe	Responsibility
26	Adopt universal design principles in the upgrade or construction of new workplace environments.	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. (State Plan 2.5.1)	Ongoing	Assets & Delivery, Asset Operations
27	Explore and put in place practices that promote inclusive employment for staff with disability through assistive technologies, flexible or outcome-based work arrangements, and appropriate workplace supports.		Year 1 and Ongoing	Organisational Development
28	Support staff in leading inclusive teams by providing targeted guidance, mentoring, and development opportunities focused on disability inclusion.		Year 1 and Ongoing	Organisational Development



DAIP actions table

Domain 3: Personal and community support



Domain 3: Personal and community support.

Outcome statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas for Domain 3

1. Accessibility

2. Advocacy and supports

3. Information sharing

4. Family and carer support

5. Programs

Priority Area 1: Accessibility
Outcome: People with disability can easily access community supports and services.

No.	Action	Measure	Timeframe	Responsibility
29	Connect people with disability to Council and local services by maintaining accessible information across digital and print channels.	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. (State Plan 3.1.1)	Ongoing	Marketing & Communications
30	Engage with community and sector experts to inform, design, and deliver targeted programs and services that are inclusive and responsive to the needs of people with disability.		Ongoing	Connection & Inclusion



DAIP actions table

Domain 3: Personal and community support



Priority Area 2: Advocacy and supports

People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights

No.	Action	Measure	Timeframe	Responsibility
31	Maintain dedicated staff resources to advocate for disability inclusion and provide clear contact points for the community.	Description of outcomes delivered through Council advocacy and accessible contact points for people with disability.	Ongoing	Connection & Inclusion

Priority Area 3: Information sharing

People with disability receive more coordinated and effective support when services work together and share information

No.	Action	Measure	Timeframe	Responsibility
32	Participate in the Local Government Access and Inclusion Network.	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP. (State Plan 3.3.1)	Ongoing	Connection & Inclusion
33	Partner with the Sunflower Project to acknowledge and support people with hidden or invisible disabilities.		Year 1 and ongoing	Connection & Inclusion
34	Be responsive to new partnerships to improve disability access and inclusion.		Ongoing	Connection & Inclusion



DAIP actions table

Domain 3: Personal and community support



Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	Measure	Timeframe	Responsibility
35	Review Council grant programs to make them more inclusive, enabling people with disability to participate fully and equally in opportunities that deliver positive outcomes.	The number of council grants and funding amount distributed to enhance disability inclusion. (State Plan 3.5.1)	Year 1 and ongoing	Connection & Inclusion



DAIP actions table

Domain 4: Health and wellbeing



Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

1. Inclusive infrastructure
2. Targeted knowledge, understanding and support
3. Supports and interventions

Priority Area 2: Targeted knowledge, understanding and support

People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

No.	Action	Measure	Timeframe	Responsibility
36	Engage with government agencies, health providers, and disability sector experts to advocate for accessible and inclusive health and wellbeing services that respond to the diverse needs of people with disability.	Description of outcomes delivered through Council advocacy, including improvements in accessibility, inclusiveness, and responsiveness of health and wellbeing services for people with disability, and increased sector awareness of diverse needs and carer perspectives.	Ongoing	Advocacy Executive Connection & Inclusion



DAIP actions table

Domain 4: Health and wellbeing



Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	Measure	Timeframe	Responsibility
37	Collaborate with community organisations and health providers to design and deliver inclusive, accessible health and wellbeing programs and supports for people with disability.	Description of outcomes delivered through Council-led collaborations, including increased accessibility, inclusiveness, and responsiveness of health and wellbeing programs and supports, and enhanced participation and engagement of people with disability.	Ongoing	Connection & Inclusion
38	Partner with dental institutions, practitioners, and disability stakeholders to strengthen access to oral health care and promote improved dental hygiene for people with intellectual disability.	Description of outcomes delivered highlighting examples of resources, pathways, or programs developed to address barriers and improve oral health outcomes.	Year 1 and ongoing	Connection & Inclusion



DAIP actions table

Domain 5: Safety, rights and justice



Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 5

- 1. Targeted knowledge, understanding and support
- 2. Responding to emergencies
- 3. Support and navigating the justice system
- 4. Consultation and collaboration
- 5. Safeguarding

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	Measure	Timeframe	Responsibility
39	Embed Person-Centred Emergency Preparedness (P-CEP) into council emergency planning, and train staff to support 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. (State Plan 5.2.1)	Year 1 and ongoing	Work Health & Safety



DAIP actions table
Domain 5: Safety, rights and justice



Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	Measure	Timeframe	Responsibility
40	Apply appropriate safeguards, checks and accreditation for staff or volunteers working with vulnerable people with disability.	Ongoing use, maintenance, and improvement of safeguarding policies, procedures, and compliance measures for staff and volunteers supporting people with disability.	Ongoing	Organisational Development



Glossary and Definitions

Include definitions of key terms, abbreviations and explanation of terminology that may be unfamiliar.

Access and Inclusion – Ensuring that people with disability can participate fully, equally, and independently in community life by removing physical, social, cultural, and systemic barriers.

Accessible Formats – Information provided in ways that suit different needs, such as Easy Read, Auslan, captions, large print, Braille, or screen-reader compatible digital documents.

Carer – A person who provides unpaid support to a family member or friend who has a disability, health condition, mental illness, or who is ageing.

Changing Places – Fully accessible public toilet facilities with specialised equipment such as hoists and adult change tables for people with high support needs.

Co-design – A collaborative process where people with lived experience, including people with disability, work alongside organisations to design, plan, and deliver projects, programs, or services.

Culturally and Linguistically Diverse (CALD) – Refers to people who identify as having a cultural heritage and/or language background other than English.

Disability Access and Inclusion Plan (DAIP) – A legislated plan prepared by South Australian councils and other State authorities under the Disability Inclusion Act 2018, setting out actions to improve access and inclusion for people with disability.

Intersectionality – Recognising that people may experience overlapping forms of disadvantage or discrimination based on disability, race, gender, sexuality, culture, socio-economic status, or other identities.

Neurodivergent – A term used to describe people whose brain functions differ from what is considered typical, such as autistic people or people with ADHD, dyslexia, or Tourette's syndrome.

Person-Centred Emergency Preparedness (P-CEP) – An approach that ensures the needs and capabilities of people with disability are included in emergency management planning.

Person-first language – Language that places the person before their disability (e.g. "person with disability"), emphasising individuality and humanity.

Priority Cohorts – Groups of people with disability who may experience additional barriers, such as Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, women, children, older people, LGBTQIA+ people, or carers.

Universal Design – A design approach that creates buildings, environments, products, and services usable by all people, to the greatest extent possible, without the need for adaptation.

UNCRPD – The United Nations Convention on the Rights of Persons with Disabilities, an international treaty affirming the rights and dignity of people with disability.



Acknowledgments

Acknowledge the individuals, groups and organisations who contributed to the development and implementation of your DAIP.

The City of Playford gratefully acknowledges the invaluable contributions of individuals, groups, and organisations who supported the development of this Disability Access and Inclusion Plan 2025–2029. Their insights, lived experiences, and dedication have been essential in shaping a plan that reflects the needs, aspirations, and diversity of our community.

We extend our sincere thanks to:

- Members of Council's Access & Social Inclusion Advisory Group, for their ongoing guidance, advice, and commitment to ensuring community voices are central to Council decision-making.
- People with disability, their families, carers, and loved ones, whose lived experiences provided critical insights into the barriers, opportunities, and priorities for inclusion in our community.
- Disability service providers, who contributed their expertise, shared sector perspectives, and supported engagement with people with disability across the City.
- Community members and volunteers, who provided feedback, participated in consultations, and helped to shape initiatives that make the City of Playford more welcoming and accessible for everyone.

We also acknowledge Urban & Regional Planning Solutions, whose professional facilitation of consultation activities, research, and support throughout the DAIP development process ensured a robust, inclusive, and evidence-informed plan.

The City of Playford thanks all contributors for their generosity, expertise, and dedication. This plan reflects a shared commitment to building a more accessible, inclusive, and thriving community.



Contact Details

City of Playford

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playford@playford.sa.gov.au

12 Bishopstone Road Davoren Park SA 5113

This Disability Access and Inclusion Plan (DAIP) is available on the City of Playford website www.playford.sa.gov.au . Including versions in alternative formats, (such as Easy Read and screen reader word files).

For any further accessibility requests please contact Playford@playford.sa.gov.au or 08 8256 0333

COMMITTEE REPORTS

STRATEGY AND SERVICES COMMITTEE

***Matters which can be delegated
to a Committee or Staff but the
Council has decided not to
delegate them***

14.2 COMMUNITY SUPPORT AND GRANT PROGRAM - 2025/26 COMMUNITY DEVELOPMENT GRANT (ROUND 1)

Responsible Executive Manager : Tina Hudson

Report Author : Amy Godfrey

Delegated Authority : Matters which can be delegated to a Committee or Staff but the Council has decided not to delegate them

Attachments :

1. Community Support and Grant Program Policy
2. Community Support and Grant Program Procedure - Community Development Grant
3. Community Support and Grant Program - Community Development Grant Guidelines
4. Grant Applications Recommended for Funding
5. Grant Applications Not Recommended for Funding

PURPOSE

This report seeks approval for the allocation of funding to the successful applicants for Round One of the 2025/26 Community Development Grant.

STAFF RECOMMENDATION

Council approves the provision of funding for Round One of the 2025/26 Community Development Grant applications as follows:

Applicant	Amount Requested	Amount Recommended
Recommended for funding:		
Andrews Farm Soccer and Community Club	\$4,000	\$4,000
Burundian Community of SA Inc	\$5,000	\$4,800
Geocaching SA Inc	\$3,500	\$3,500
Hands of Hope Foundation Inc	\$5,000	\$5,000
The Village Co SA Ltd	\$5,000	\$4,350
Threads of Many Lands Sewing Group	\$5,000	\$5,000
Not recommended for funding:		
International Humanitarian Provision Care	\$5,000	NIL
Little Mumin Inc	\$5,000	NIL
Lyell Indian Malayalees Cultural Association (LIMCA) Inc	\$5,000	NIL
Midway Road Community House	\$2690.53	NIL
Smithfield Sports and Social Club	\$5,000	NIL
SA Bhutanese Disability Association Inc	\$5,000	NIL
	\$55,190.53	\$26,650

COMMITTEE RECOMMENDATION

Council approves the provision of funding for Round One of the 2025/26 Community

Development Grant applications as follows:

Applicant	Amount Requested	Amount Recommended
Recommended for funding:		
Andrews Farm Soccer and Community Club	\$4,000	\$4,000
Burundian Community of SA Inc	\$5,000	\$4,800
Geocaching SA Inc	\$3,500	\$3,500
Hands of Hope Foundation Inc	\$5,000	\$5,000
The Village Co SA Ltd	\$5,000	\$4,350
Threads of Many Lands Sewing Group	\$5,000	\$5,000
Not recommended for funding:		
International Humanitarian Provision Care	\$5,000	NIL
Little Mumin Inc	\$5,000	NIL
Lyell Indian Malayalees Cultural Association (LIMCA) Inc	\$5,000	NIL
Midway Road Community House	\$2690.53	NIL
Smithfield Sports and Social Club	\$5,000	NIL
SA Bhutanese Disability Association Inc	\$5,000	NIL
TOTAL	\$55,190.53	\$26,650

EXECUTIVE SUMMARY

The Community Development Grant category within the Community Support and Grant Program - Community Development Grant Guidelines (Attachment 3) aims to encourage and develop local community projects and assists a range of community groups to make a positive contribution to community and cultural life in the City of Playford. The Community Development Grant offers financial support to non-profit community organisations, local groups, and incorporated associations, and are assessed by a cross-functional staff panel.

There are two (2) rounds of the Community Development Grant available in each financial year, with \$32,226 available in each round, for a maximum of \$5,000 available per application. There are specific eligibility and priority criteria against which applications are assessed by the Grant Assessment Panel as outlined in the Community Support and Grant Program Policy (Attachment 1), Community Support and Grant Program Procedure - Community Development Grant (Attachment 2) and Community Support and Grant Program - Community Development Grant Guidelines (Attachment 3).

Round One of the 2025/26 Community Development Grant opened on Monday 11 August 2025 and closed on Friday 19 September 2025. A total of 12 grant applications were received, two (2) applications were submitted by SA Bhutanese Disability Association Inc for the same project and were considered as one application.

The Grant Assessment Panel have recommended six (6) successful grant applications, with a reduction on some of the requested funding. This recommendation has been made with the aim to support as many applications as possible that meet eligibility and priority criteria within the available budget.

This report outlines the Grant Assessment Panel's recommendation for successful applicants for Round One of the 2025/26 Community Development Grant, for Council's endorsement.

1. BACKGROUND

There are two (2) rounds of the Community Development Grant program available in each financial year and there are specific eligibility and priority criteria against which applications are assessed as contained in attachments 1, 2 and 3.

Where groups communicate with us about their application, the Grants Officer also offers one-on-one sessions to discuss their project or event proposal, to assist in the application process. The Grants Officer took a proactive approach to supporting the groups in preparing their application by offering support at every stage of the application writing process. There were several applicants in this round who didn't utilise this resource and will be followed up accordingly to provide clear feedback to strengthen future grant applications.

2. RELEVANCE TO STRATEGIC PLAN

Community Theme 3: Fostering collaboration and connection to each other.

The Community Development Grant offers financial support to community organisations, groups or associations to deliver activities, programs and events across the Playford region that increase social inclusion, build community capacity and strengthen connections.

Community Theme 4: Activating and facilitating welcoming community spaces and events.

Through the Community Development Grant, community organisations, groups or associations are supported in activating venues and spaces in Playford.

3. PUBLIC CONSULTATION

There is no requirement to consult the community on this matter.

4. DISCUSSION

- 4.1 The Connection and Inclusion team works in partnership with the Sport and Property, Marketing, and Communications and Events teams to promote the availability of the Community Development Grants throughout the course of each year.

A targeted marketing approach included the following:

- An email to over 200 Playford community groups and sporting clubs;
- Facebook social media posts; and
- Information available on Council's website

- 4.2 The Grants Officer is available to answer questions and provide guidance during the application process. It is an organisation's responsibility to determine whether the Grants Officer's advice is taken into consideration when applying.

- 4.3 In accordance with the current Procedures and Guidelines, all applications were assessed by a panel of staff (the Panel) consisting of:

- Senior Manager - Ageing and Inclusion;

- Manager - Connection and Inclusion;
- Manager - Youth; and
- Senior Financial Analyst

4.4 12 Applications totalling \$55,190.53 were received by Council.

4.5 The Panel's recommendation for allocation of funding to six (6) applicants is detailed in the Grant Applications Recommended for Funding (Attachment 4), including justification for recommending a reduction in awarded funding where relevant.

4.6 The remaining six (6) applications have been documented in the Grant Applications Not Recommended for Funding (Attachment 5), including the Panel's comments as to why they have not been recommended and what alternate options are available for funding these applications.

4.7 The total Community Development Grant funding available in the 2025/26 financial year is \$64,452. The staff recommendation would see \$26,650 allocated to successful grant recipients in this round, leaving \$37,802 to be allocated to the final Community Development Grant round for the 2025/26 financial year.

4.8 From the applications received that were not recommended to be funded, there were a number that have the potential to deliver strong community development outcomes. However, these applications did not provide evidence to demonstrate key eligibility requirements and therefore could not be recommended for funding this round. The Grant Assessment Panel suggest the Grants Officer to provide clear feedback on missing information and recommend these community groups reapply in the next available funding round.

5. OPTIONS

Recommendation

Council approves the provision of funding for Round One of the 2025/26 Community Development Grant applications as follows:

Applicant	Amount Requested	Amount Recommended
Recommended for funding:		
Andrews Farm Soccer and Community Club	\$4,000	\$4,000
Burundian Community of SA Inc	\$5,000	\$4,800
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Smithfield Sports and Social Club	\$5,000	NIL
SA Bhutanese Disability Association Inc	\$5,000	NIL

	\$55,190.53	\$26,650
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Option 2

Council approves the provision of funding for Round One of the 2025/26 Community Development Grant applications as per (Attachment 4), with the following amendments:

- _____
- _____
- _____

6. ANALYSIS OF OPTIONS

6.1 Recommendation Analysis

6.1.1 Analysis & Implications of the Recommendation

Applications have been individually assessed by a panel of staff, with recommendations made after thorough assessment and analysis against current criteria and guidelines. Where relevant, the knowledge and expertise of other staff has also been sought.

The recommended applications align with the endorsed 2024 Community Support and Grant Program Policy, Community Support and Grant Program Procedure, and Community Support and Grant Program - Community Development Grant Guidelines (Attachments 1, 2 and 3).

Risk Appetite

Financial Sustainability

Council has a low appetite for short-term financial risk that adversely impacts on the delivery of the long term financial plan and the Council's overall stability and sustainability.

This decision alleviates financial risk associated with the funding decisions as the recommendation aligns with the associated Policy, Procedures and Guidelines (Attachments 1, 2 and 3).

6.1.2 Financial Implications

There are no financial or resource implications as the total amount of funding recommended will be resourced within the current budget.

There is a total of \$64,452 allocated to this grant category for the 2025/26 financial year and a maximum amount of \$32,226 to this round.

The total amount of funding sought and recommended in the Community Development Grant round is detailed below.

Total Budget (current round)	Total Funding Recommended	Budget Deficit / Surplus
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\$32,226	\$26,650	\$5,576 surplus
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Endorsement of the recommendation will leave a total of \$37,802 available in this category in the second round of Community Development Grants (opening in February 2026).

6.2 Option 2 Analysis

6.2.1 Analysis & Implications of Option 2

This option provides Council the opportunity to make amendments to the staff recommendation. However, it should be noted that the staff recommended applications align with the associated Policy, Procedure and Guidelines (Attachments 1, 2 and 3).

Any changes to the recommendation would potentially be inconsistent with the Policy, Procedure and Guidelines as applied in this instance.

6.2.2 Financial Implications

Increasing an applicant's funding or including additional recipients could create a deficit in the 2025/26 budget which could leave less funding available in the next round.

Community Support and Grant Program Policy



Policy Author	General Manager City Services
Date of next review	April 2027

1. Statement of Intent

The Council is committed to delivering a Community Support and Grant Program that ensures fairness, transparency and consistency when assessing, recommending, and approving applications using defined criteria as set out in the guidelines.

The Community Support and Grant Program offers financial and in-kind support, partnership opportunities and subsidized or no cost accommodation in an identified Council community facility to community organisations, groups and associations which contribute to creating a vibrant and stimulating place for people to live, work or visit. Grants are also offered to individuals who are residents and who have made an outstanding achievement in their chosen field of endeavour, and young people who find cost a barrier to participating in club or organised sport to encourage sport and social recreation.

2. Scope

This Policy applies to eligible incorporated community groups and individuals who are residents.

3. Legislation and References

This Policy is to be read in conjunction with the Community Development Support Grant Procedure.

Related documents include:

- *Local Government Act 1999* – Section 137, 7(c) and 7(h)
- Community Support Grant Program Procedure – Community Development Grant
- Community Support Grant Program Procedure – Individual and Equipment Grant
- Community Support Grant Program Procedure – Building Spaces Support
- Community Support Grant Program Procedure – Financial Support
- Community Support Grant Program Procedure – Program and Event Support
- Building Spaces Support Program Guidelines
- Club Participation Sponsorship Grant Guidelines
- Community Development and Event Grant Guidelines
- Equipment Grant Guidelines
- Outstanding Achievement Grant Guidelines
- Program and Event Sponsorship Guidelines
- Program and Event Sponsorship Tracking Tool
- City of Playford Strategic Plan

- City of Playford Global Glossary

This Policy should not be considered as the only document that may relate to community development grants, other tiers of government, agencies or organisations may have legislation or policies that also apply.

4. Application

Council Members	Ensure the Policy and Procedure are adhered to when endorsing Community Development and Event Grants and Building Spaces and Financial Support applications.
Chief Executive Officer	Delegate to appropriate staff to ensure compliance with this Policy.
General Manager City Services	Approve requests from Grants Officers to reallocate budgeted funds from an undersubscribed grant category into an oversubscribed grant category to provide flexibility across categories based on community need.
Senior Manager Ageing and Inclusion	Ensure the Policy and Procedure are adhered to across the application of the Community Support Grant Program.
Manager Connection and Inclusion	Ensure the Policy and Procedure are adhered to in the assessment of Council's Community Development and Event Grant, Equipment Grant, Outstanding Achievement Grant and Club Participation Sponsorship applications.
Grants Officer	Implement the Policy and ensure it is adhered to when supporting applicants in the assessment of Community Development and Event Grant, Equipment Grant, Outstanding Achievement Grant and Club Participation Sponsorship applications. Council Members be invited to attend a celebration to recognise successful Community Development and Event Grant recipients.
Grant Assessment Panel Members	Ensure the Policy and Procedure are adhered to in the assessment of the Community Development and Event Grant, Financial Support Program, Building Spaces Support Program and relevant Programs and Events Support applications.
Employees	May be requested to assist the assessment panel on an as-needs basis and offer specialised knowledge in relation to a particular topic or applicant.

5. Relevance to Risk Appetite Statement

Financial Sustainability

The City of Playford has a **LOW** appetite for short-term financial risk that adversely impacts on the delivery of the Long Term Financial Plan (LTFP) and the City of Playford's overall financial stability and sustainability, as such, this Policy will try to enforce consistency on funding allocations and predetermining the maximum amount of funding an organisation can receive per grant application.

Reputation

The City of Playford has a **LOW** appetite for negative perceptions that compromise its credibility and reputation, and as such, this Policy outlines the parameters for administering the Community Development Grant Program to ensure it is fair, transparent and consistent.

6. Feedback

Your feedback on this Policy is invited and can be directed to the Manager Governance via email to governance@playford.sa.gov.au or by calling the Customer Contact Team on 8256 0333.

Administration use only

ECM document set no.	3948694
Version no.	4
Procedure link	Community Support Grant Program Procedure
Policy author	General Manager City Services
Endorsed by	Council
Resolution no.	5868
Legal requirement	N/A
Review schedule	3 Years - per Grant Review Cycle
Date of current version	May 2024
Date of next review	May 2027

Version history

Version no.	Approval date	Approval by	Change
1	17 April 2018	Ordinary Council Resolution No. 3132	New Policy
2	28 May 2019	Ordinary Council Resolution No. 3575	Amended Policy
3	27 April 2021	Ordinary Council Resolution No 4535	Procedural content removed and added to separate procedure.



			New policy statement outlines City of Playford commitment to a Community Development Grants Program.
4	28 May 2024	Ordinary Council Resolution No 5868	Amended Policy

Community Support and Grant Program Procedure – Community Development Grant



Procedure Author	General Manager – City Services
Date of next review	May 2027

1. Purpose

Council recognises that community funding and partnerships can provide a significant opportunity to work collaboratively with community groups, organisations and individuals to deliver activities that increase social inclusion, build community capacity and strengthen connections within the community.

This Procedure details the Community Development Grant category of the Community Support and Grant Program offered by the City of Playford and references the tools used to assess and approve applications for this category.

2. References and Supporting Documentation

This Procedure is to be read in conjunction with the Community Support and Grant Program Policy and relevant documents referenced.

3. Application

Council Members	Adoption of the Procedure. Endorse successful applicants in adherence with the Procedure and associated documents.
Mayor	Acknowledge and recognise successful grant recipients by attending a celebration and providing a certificate of achievement.
Chief Executive Officer	Ensure the Procedure is implemented and subject to periodic evaluation and review. Approval of changes to the associated Guidelines.
General Manager City Services	Approve requests from the Grants Officer to reallocate budgeted funds from an undersubscribed grant category into an oversubscribed grant category to provide flexibility across categories based on community need.
Manager Connection and Inclusion	Prepare a Council Decision Report with recommendation from Grant Assessment Panel on successful applicants for Council Member consideration and endorsement.

Grants Officer	Provide guidance to applicants to support their understanding in meeting eligibility criteria in the Procedure and associated documents. Ensure Council Members are invited to attend a celebration to recognise successful grant recipients.
Grant Assessment Panel Members	Assess applications in accordance with the Procedure and associated documents and make a recommendation on successful applicants to Council Members.
Employees	Other employees may be requested to assist the assessment panel on an as needs basis and offer specialised knowledge in relation to a particular topic or applicant.

4. Procedure

4.1 Category Description

The Community Development Grant offers financial support to community organisations, local groups and associations for proposals which:

- Deliver innovative, creative or new opportunities for the Playford community to become involved in their local community.
- Encourage and support arts, cultural development, physical activity, health and wellbeing.
- Demonstrate collaboration between organisations and the local community to maximise community benefit.
- Develop and initiate locally based events, exhibitions and/or performances which make a positive contribution to community and cultural life in Playford.

4.2 Assessment and Endorsement

Applications can be submitted throughout the year but will be assessed twice a year during the assessment round process.

- Round One will formally open in August and is assessed by Council at the November Strategy and Services Committee and Ordinary Council meetings, or a meeting prior to caretaker period (in Council election years).
- Round Two will formally open in February and is assessed by Council at the May Services Committee and Ordinary Council meetings.

Groups can consist of as little as two people to larger, community organisations and must involve the local community (e.g. residents, community groups and organisations, shops, businesses, etc.).

Applications must be submitted using the application form published by the Council on its website or by such other means as detailed in the associated Guidelines.

Applications will be assessed against detailed criteria outlined in the associated Guideline by a Grant Assessment Panel of employees within the Ageing and Inclusion, Child and Family Wellbeing, Sport and Property and Finance Departments. and other relevant Departments as required. Other employees may be requested to assist on the Grant Assessment Panel on an as needs basis and offer specialised knowledge.

Final endorsement of successful applicants will occur via a Council Decision Report which will include the Grant Assessment Panel members and justification for recommendation to Council.

Successful applicants in this category will be ineligible if they have also received support within the Program and Event Support category for the same event in the same year.

To meet eligibility criteria, applicants must contact Council before submitting an application in the subsequent year. This is to support applicants in reducing their risk of not meeting eligibility criteria prior to submitting their application.

Council will endeavour to support as many eligible proposals as possible within available budget.

4.3 Auspicing

Community Development Grant applicants must be a community group or organisation and legally constituted or can demonstrate that they are auspiced by a legally constituted organisation, such as an incorporated organisation, who will agree to take legal and financial responsibility for any grant monies received from the Council.

4.4 Acknowledgements

City of Playford is to be formally recognised as a sponsor/partner on all publicity and promotional material. Successfully funded organisations will be provided with a copy of the logo and Brand Guidelines to ensure appropriate application.

4.5 Reporting and Acquittals

Projects or initiatives funded under the Community Development Grant category must be completed and funding acquitted within twelve months of completion.

4.6 Debt Collection Process

Any funding that has not been successfully acquitted within the allocated timeframe (either outstanding or incomplete acquittals) will be invoiced for the return of funds.

If the funds are not returned within 90 days, Council will begin debt recovery proceedings.

Entities that have been through the debt recovery process in any Community Support and Grant category will be ineligible until funds are returned.

4.7 Caretaker Period

Council will not endorse any Decision Reports requiring Council assessment during a caretaker period.

Any assessments for the Community Development Grant category will be assessed by Council at a meeting prior to a caretaker period (in Council election years).

5. Feedback

Your feedback on this Procedure is invited and can be directed to the Manager Governance via email to governance@playford.sa.gov.au or by calling the Customer Contact Team on 8256 0333.

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ECM document set no.	4449306
Version no.	2
Policy link	Community Support and Grant Program Policy

Procedure author	General Manager – City Services
Endorsed by	Council
Resolution no.	5868
Legal requirement	N/A
Review schedule	3 Years – per Grant Review Cycle
Date of current version	May 2024
Date of next review	May 2027

Version history

Version no.	Approval date	Approval by	Change
1	27 May 2021	Ordinary Council (Resolution 4535)	New Procedure
2	28 May 2024	Ordinary Council (Resolution 5868)	Amended Procedure



Community Support and Grant Program

Community Development Grant Guidelines

Purpose

The Community Development Grant offers financial support to community organisations, local groups and associations for proposals which:

- deliver innovative, creative or new opportunities for the Playford community to become involved in their local community.
- encourage and support arts, cultural development, physical activity, health and wellbeing.
- demonstrate collaboration between organisations and the local community to maximise community benefit.
- develop and initiate locally based events, exhibitions and/or performances which make a positive contribution to community and cultural life in Playford.

Timeline

Round 1 2024/25

For projects, programs, activities and community events scheduled after 30 November 2024:

Action	Dates
Grant Round Opens	Monday, 12 August 2024 at 9am
Grant Round Closes	Friday, 20 September 2024 at 5pm
Acknowledgement of Outcome	Friday, 29 November 2024

Endorsement will usually occur at the November 2024 Ordinary Council Meeting.

Round 2 2024/25

For projects, programs, activities and community events scheduled after 31 May 2025:

Action	Dates
Grant Round Opens	Monday, 10 February 2025 at 9am
Grant Round Closes	Friday, 21 March 2025 at 5pm
Acknowledgement of Outcome	Friday, 30 May 2025

Endorsement will usually occur at the May 2025 Ordinary Council Meeting.

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Application Process

Two funding rounds are offered each financial year.

Applications can be submitted at any time throughout the year but will be assessed twice a year.

Grants are available to an organisation every second year within this category, i.e., if an organisation received funding in Round 1 of 2024, they will be eligible for funding again in Round 1 of 2026.

Applications will initially be assessed by a Grant Assessment Panel of Council staff against weighted criteria in conjunction with current Policy, Procedure and Guidelines. The Grant Assessment Panel will make a recommendation, and the final decision on the successful applications will be determined by Council at the Ordinary Council meetings outlined above.

To apply, complete and submit the application form with required attachments available on Council's [website](#). Other options for submitting applications may be available upon discussion with Council's Grants Officer. All applicants should contact Council's Grants Officer to discuss their application prior to submission to support applicants in reducing their risk of not meeting eligibility criteria. The Grants Officer can provide support and advice on applications received prior to grant round closing.

Your application will be viewed as incomplete, and will be ineligible for funding, if you fail to submit all information as requested within the application form.

One application per organisation will be accepted.

All correspondence from Council, including confirmation of outcome, will be emailed in the first instance.

Funding

Applications for funding up to the value of \$5,000 (excluding GST) can be submitted. Council will endeavour to support as many eligible proposals as possible within available budget.

This funding program is very popular, and meeting the eligibility and priority criteria does not necessarily guarantee success due to funding limits. The grant amount awarded to a successful applicant may also vary from the amount requested on the application form during the grant assessment process.

Grant offers by Council in no way implies any ongoing funding commitment or obligation by Council.

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playford.sa.gov.au/stayconnected			



Criteria

Priorities

If proposals meet the eligibility criteria they will then be assessed against the following priorities:

- will be initiated by, or rely on, considerable involvement of stakeholders (i.e., residents, businesses, key visitors, community groups and organisations);
- will be innovative and have the capacity to engage the Playford community;
- activate and increase participation in the use of community spaces and open space;
- support and strengthen community groups and organisations and encourage volunteering;
- encourage partnerships that build a safe community;
- deliver significant community benefit and create vitality within the City of Playford.
- generate a positive image of Playford to residents of the City and South Australia, interstate and overseas visitors;
- attract new projects, activities and/or events to be staged in the City of Playford;
- ensure equity of access to projects, activities and events by residents and visitors.
- facilitate and encourage community involvement and participation in free or low-cost community projects, activities and events;
- projects, activities or events held in publicly accessible spaces; and
- entities who have received limited or no support through Councils Community Support and Grant Program.

Eligibility

Proponents must meet the following eligibility criteria:

- be a not-for-profit, non-government community group or organisation, or a newly-formed group consisting of a minimum of two people;
- be legally constituted, or can demonstrate that they are auspiced by an incorporated organisation who will take legal and financial responsibility for any grant monies received from the City of Playford;
- based within the City of Playford, or proposing an activity that will take place within the City of Playford boundary (priority will be given to organisations and community groups located within the City of Playford boundary);
- have the appropriate management structure to effectively manage financial and accounting requirements;
- have limited capacity to raise funds;

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- have a relatively high volunteer-to-paid-staff ratio;
- attracts new projects, activities and/or events to the City of Playford;
- does not duplicate an existing project, activity, event or service. Grants can be used to increase or enhance a current project, activity or event (priority will be given to applications which are new, one-off projects, activities or events);
- can demonstrate that the project, activity or event has clear aims and objectives, is achievable and will benefit the community;
- complies with key principles of access and equality, diversity, participation and innovation;
- can demonstrate own contribution and match the amount of the grant with cash, material, volunteer hours or other in-kind support; and
- can demonstrate capability, ability and expertise in delivering the project, activity or event.

Ineligibility

Funding will **not** be provided for:

- proposals which have already commenced or have been completed, or for costs that have already been incurred.
- organisational operational costs such as utility bills, rent or ongoing salary costs. Grants are not intended to supplement the day to day operations of a group or facility such as consumables or facility maintenance.
- application for funds to upgrade the interior of a privately-owned building, or minor capital works such as installing fences, air conditioning, fixed pergolas, fixed shade structures, etc.
- application for funds to purchase a vehicle.
- applications from public or private educational institutions.
- applications from organisations which receive significant funding from a State or Federal Government source.
- applications to fund regular maintenance or repairs to property where the responsibility is with a private entity or local Council, State or Commonwealth Department.
- applications for interstate or overseas travel.
- applications for academic research or conference costs.
- applications for gift vouchers or the purchase of items which are then donated to a third party.
- applications for funding to be used for sponsorship or fundraising.

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- events such as an organisation's birthday or anniversary celebrations, or other events that are exclusive to group members and are not open to the general public.
- proposals that limit or restrict accessibility or use of public spaces.
- applicants who are yet to acquit a grant, complete and submit an outcomes report or who have been through the debt recovery process in any City of Playford Community Support and Grant category.
- applications from organisations that have received a grant in the previous 12 months. Grants are available every second calendar year within this category (if an organisation received funding in Round 1 of 2024, they will be eligible for funding in Round 1 of 2026).
- applicants in this category will be ineligible if they have also received support within the Program and Event Support category for the same event in the same year.
- applications from groups or organisations that receive poker machine revenue.
- applications to purchase tobacco or alcohol as part of their project, program or community event.

Auspecting Arrangements

If you are not incorporated, you have not been audited, or you are unable to submit a copy of your most recent audit, certified financial statement, or a copy of the minutes of your last AGM together with a copy of your treasurer's report, you will need to be auspected by an incorporated body who will take legal and financial responsibility for any grant monies received from the City of Playford.

An auspice organisation will agree to take on the responsibility to acquit the grant on behalf of your group. This means that the other organisation would agree to act as a 'banker' for the grant. The organisation will need to complete part of the application form and sign an agreement confirming that the grant will be used for the purposes that you have stated in the application. This needs to be completed before you lodge your application.

Please note that Council is not able to find an auspice organisation on your behalf.

Acknowledgement of Outcome

All proponents will be informed of the outcome within one week of Council's resolution.

Once an application has been approved, your organisation (or your auspice organisation) will be required to submit the following:

- declaration by Auspice Organisation (if applicable);
- tax invoice;
- copy of public liability insurance or certificate of currency;

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- copy of completed Australian Taxation Office 'Statement by a Supplier' form (only if you do not have an ABN); and
- letter of support from auspicing body (only if you are not incorporated or you have not been audited due to being a new group formed for less than a 12 month period).

Failure to submit this information in a timely manner will cause Council to withdraw approval.

City of Playford is to be formally acknowledged as a sponsor on all publicity and promotional material for the project, activity or event. Successfully funded organisations will be provided with a copy of the logo and Brand Guidelines to ensure appropriate application.

Acquittal and Evaluation of Grants

The program, project or community event must commence after successful notification has been received and be completed and funding acquitted within 12 months of Council endorsement of funding.

Applicants will be asked to return funds if the program/activity does not eventuate or meet the conditions of funding.

On completion of the project, activity or event recipients will be required to:

- expend the grant monies on the approved project, activity or event as outlined in the successful proposal. The organisation must seek prior authorisation from Council for any modification to the original grant purposes. Any unspent funds must be returned to Council at the end of the grant period unless prior approval has been sought to redirect funds related to the funded project, activity or event.
- complete and submit a grant acquittal and outcomes report. Please note, you will need to provide approved documentation (i.e., receipts) specifying that the grant was spent for the purpose for which it was received.

Failure to successfully complete the grant acquittal and outcomes report or return unspent funds in accordance with agreed terms and conditions may jeopardise future funding applications.

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Grant Applications Recommended for Funding



Total Funding Available	\$32,226	
	Amount requested	Amount recommended
Andrews Farm Soccer & Community Club	\$4,000	\$4,000
Burundian Community of SA Inc	\$5,000	\$4,800
Geocaching SA Inc	\$3,500	\$3,500
Hands of Hope Foundation Inc	\$5,000	\$5,000
The Village Co SA Ltd	\$5,000	\$4,350
Threads of Many Lands Sewing Group	\$5,000	\$5,000
Total	\$27,500	\$26,650
Difference	-\$4,726	-\$5,576

Applicant	Andrews Farm Soccer and Community Club		
Amount requested	\$4000	Amount recommended	\$4000
Project and expected outcomes	All Abilities Soccer Program. The Club has been invited by the South Australian Amateur Soccer League (SAASL) to submit an expression of interest to join the new All-Abilities League in 2026. This represents a significant step forward in creating inclusive pathways for all participants and players across the northern suburbs. Furthermore, this will culminate in potentially extending the program to local primary schools, such as Swallowcliffe Primary School. The project aims to provide a safe, inclusive, and supportive environment where participants of all abilities can enjoy soccer, develop skills, build friendships, and strengthen community connections. It also aims to create a template to enhance community and volunteer involvement in playing a part to support increased participation of people with disability in soccer at Kalara Reserve. Expected outcomes: - ensure participants of all abilities feel welcome, valued, and supported. - adapt soccer drills to individual needs, focusing on movement, coordination and teamwork. - encourage friendships, teamwork, and family/community involvement. - promote physical activity, confidence, and enjoyment. - provide opportunities for continued involvement in sport (social, competitive, or volunteer roles).		
% of current membership in Playford (approx)	90%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	90		
Additional panel comments			

Applicant	Burundian Community of SA Inc		
Amount requested	\$5000	Amount recommended	\$4800
Project and expected outcomes	Drums of Unity Workshops The group seeks support to facilitate 12 x youth focussed drumming workshops in Elizabeth South, for people from all backgrounds. The group aim to utilise traditional drumming to empower youth, celebrate heritage and build community connection in Playford. Each session will include cultural education, practical drumming skills, group discussions, team building opportunities and skills/confidence for preparing for public performances. Expected outcomes: • strengthen cultural pride. • engage and empower Burundian youth. • promote social connection in Playford. • encourage intercultural understanding. • support mental wellbeing. • build skills through music, performance, and community involvement.		
% of current membership in Playford (approx)	85%	% of current services delivered in Playford (approx)	96%
No of Playford residents who will benefit (approx)	300		
Additional panel comments	Applicant requested \$5,000 to fund hall hire, the drummer and training materials but the quotes provided total \$4,800. Therefore the amount of funding recommended was reduced accordingly.		

Applicant	Geocaching SA Inc		
Amount requested	\$3500	Amount recommended	\$3500
Project and expected outcomes	The Silver Magpie Social Block Party Geocaching is an outdoor recreational activity where participants use a GPS receiver or mobile device to find containers (called geocaches), at specific locations made by coordinates. The Silver Magpie Social Block Party is a special and rare Geocaching event that provides members of the South Australian Geocaching community the chance to gather in the City of Playford to undertake mental and physical activities. The event is planned to be celebrated over 5 days across planned locations including a Holdens Museum at Lionsgate, Mofflin Reserve and many others they can't give away yet! A Block Party event requires special permission from Geocaching headquarters in America and is available for the first time in the calendar year of 2025. The event will feature a range of geocaching-related activities such as finding new and existing physical geocaches, attending group workshops, socializing and		

	more with a view to stimulate physical and mental well-being. It generates enthusiasm for locals and others to pursue this positive outdoor activity. The event will bring focus for individuals and groups to experience new activities and adventures, and to create lifelong friendships. Expected outcomes: • provide a free, inclusive, and highly accessible community event for Playford residents. • stimulate physical and mental wellbeing. • explore history in the Playford region. • activate local venues.		
% of current membership in Playford (approx)	10%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	300		
Additional panel comments	While Playford membership appears low, their program outcome is to reach a wide cross-section of Playford's population as evidenced in their chosen event locations (Playford Baptist Church, Lionsgate, Mofflin Reserve and Fremont Park) with the hope to increase Playford membership.		

Applicant	Hands of Hope Foundation Inc		
Amount requested	\$5000	Amount recommended	\$5000
Project and expected outcomes	Community Lunch and Lifeskills Program Community Lunch and Lifeskills Program involves the following: • A weekly lunch held at Northern Communities of Hope (NCOH) in Davoren Park. The lunch will be prepared and served initially by volunteers from the Foundation. As the project develops, opportunities will be available to attendees to be involved in lunch preparation (including 'learning to cook' classes), in addition to the setting up, packing up, and serving components to the lunch. The aim will be to utilise the lunch process to 'upskill' attendees in skills that would be helpful in obtaining work in the hospitality industry. • After lunch each week, there will be 'life skills' seminars/talks/discussion groups held on varying topics (e.g., budgeting/managing finances, managing mental health challenges and other life skills courses, including nutrition 101, parenting 101, caring for your physical health, and living with a person with a disability). The aim of the project is to build a safe space for vulnerable people to gather and be connected. The Foundation has an existing relationship with Northern Communities of Hope, with some of the Foundation's trauma and recovery groups currently being run at the NCOH base in Davoren Park. The Foundation has engaged extensively with the local Playford community since the Foundation's inception in 2019. The idea for		

	this project has come directly from the work that the Foundation has been undertaking in the local Playford community since 2019, working with vulnerable and marginalised people. The proposed topics for the 26 x life skills seminars have been determined by a survey that the Foundation has been recently distributing in the local community, including through its partner organisations such as Northern Communities of Hope. Expected outcomes: • create a safe space for individuals/families in the local community to gather each week over a shared meal. • discussion groups/seminars that will be held after lunch also creates a safe space for difficult issues to be discussed, while encouraging the sharing of an individual's story (if comfortable). • a place to belong, a place to be included, a place to be welcomed, a place to be valued, a place to be connected, and a place where resilience and well-being can be built.		
% of current membership in Playford (approx)	90%	% of current services delivered in Playford (approx)	90%
No of Playford residents who will benefit (approx)	260		
Additional panel comments	This group has been approved for three years of support under the Financial Support category to deliver domestic and family violence workshops for the Playford community. While the panel initially noted that the Guidelines prioritise "entities who have received limited or no support through Council's Community Support and Grant Program," this application was particularly strong. It met all eligibility criteria and aligned well with all the other the program's priorities. Given the limited number of other applications that met the requirements in the Guidelines, the panel recommends funding this project.		

Applicant	The Village Co SA Ltd		
Amount requested	\$5000	Amount recommended	\$4350
Project and expected outcomes	The Village Co Mobile Lounge - Playford Pilot The Village Co. supports mothers from pregnancy to 12 months post-birth who are experiencing vulnerability (e.g., family violence, homelessness, mental health challenges and financial stress). The North of Adelaide has been identified as an area with high levels of vulnerability among new mothers, including financial hardship, food insecurity, and a higher prevalence of domestic violence and homelessness. The Village Co Mobile Lounge - Playford Pilot is a free, 12 month pop-up maternal wellbeing program delivered in publicly accessible		

	Playford locations. Each session offers a welcoming space for peer connection, short health/parenting education, and on-the-spot one-to-one guidance from a registered midwife/lactation consultant. A small dignity "pop-up shop" provides limited essentials so mums can care for themselves and their babies. Trained volunteers support delivery. They partner with local venues and services to run fortnightly sessions, meeting mothers where they are and linking them into local supports. The Village Co Mobile Lounge is a mobile service designed to bring essential support directly to vulnerable mothers in their communities, removing barriers that often prevent them from accessing vital resources. Many vulnerable mothers face significant challenges that make attending fixed-location services difficult. Expected Outcomes: • optimise the well-being of expecting and new vulnerable mothers by providing these women with a safe and supportive space to connect with each other, learn from highly skilled health professionals, and be nurtured. • increased social inclusion and participation: regular, welcoming pop-ups where Playford mums connect, share experiences, and form ongoing friendships, reducing isolation and building a supportive peer network. • improved health and wellbeing: access to brief education and one-to-one guidance with health professionals lowers risk of prenatal/postnatal anxiety and depression, supports safer infant care, and improves maternal health literacy. • barrier-free local access: a free, mobile format in publicly accessible Playford spaces removes transport, cost, and confidence barriers so more residents can participate. A Shebah driver will be available to transport women and babies to and from each session (with car seats), removing transport, cost and confidence barriers. • cultural inclusion and reduced stigma: space for culturally sensitive parenting conversations and sharing traditions fosters belonging and a more inclusive community.		
% of current membership in Playford (approx)	30%	% of current services delivered in Playford (approx)	30%
No of Playford residents who will benefit (approx)	260		
Additional panel comments	While Playford membership appears low, their program outcome is to extend services into Playford, therefore increasing membership over time. Applicant requested \$5,000 to fund both first aid and mental health first aid training for volunteers and staff but the quotes provided in the application total \$4,350. Therefore the amount of funding recommended was reduced accordingly. Staff will also connect the group with the Families and Young People team to link them with other additional opportunities for support and promotion.		

Applicant	Threads of Many Lands Sewing Group		
Amount requested	\$5000	Amount recommended	\$5000
Project and expected outcomes	Threads of Many Lands Sewing Group This multicultural sewing group brings together people from diverse cultural backgrounds to learn, share, and connect through weekly sewing at St Mary Magdelene's School in Elizabeth South. The program provides a welcoming and inclusive space where members can build friendships, celebrate cultural traditions, and gain practical sewing and craft skills. By encouraging members to share their own cultural techniques and stories, the group fosters cross-cultural understanding and mutual respect. Funding would be used to upgrade sewing machines and provide supplies to the group. Funding would also be used to hire a skilled tutor to increase the skill levels of the group and to hire a facilitator to provide child-minding in a separate room, so that parents with small children can attend. The group are hoping these improvements help to bring new members to the group. Once the funding period is complete, the group should be upskilled and can become the volunteer tutors to new members or other community groups. The group have a goal of developing a large patchwork blanket that could be displayed at the Civic Centre or library to showcase their group and how the funding has supported them to achieve their goals. Expected outcomes: • encourage and support members to be creative, build connections, reduce social isolation, and celebrate diversity. • empower members with new skills, fosters cross-cultural friendships, and strengthens community inclusion and resilience. • increase membership. • access to quality skill building and materials.		
% of current membership in Playford (approx)	100%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	20		
Additional panel comments	While current group membership is low, the panel felt the group have the foundations of a strong community-led development outcome and felt this funding would support the further growth and opportunities for new members to the group.		

Grant Applications Not Recommended for Funding



Total Funding Available	\$32,226
	Amount requested
International Humanitarian Provision Care	\$5,000
Little Mumin Inc	\$5,000
Lyell Indian Malayalees Cultural Association (LIMCA) Inc	\$5,000
Midway Road Community House	\$2,690.53
Smithfield Sports and Social Club	\$5,000
SA Bhutanese Disability Association	\$5,000
Total	\$27,690.53

Applicant	International Humanitarian Provision Care
Amount requested	\$5,000
Project and expected outcomes	Community Social Inclusion Event The group seek support to hold a community gathering in Elizabeth South in January 2026 that includes cultural performances, music, food, workshops, information stalls, storytelling, and interactive activities. Workshops and information stalls will connect residents with local services and resources and create opportunities for local artists, youth, and community leaders to showcase talents and share experiences. Expected outcomes: - strengthen social inclusion, belonging and community connections. - create opportunities for residents from diverse backgrounds to meet. - promote intercultural respect, understanding and appreciation. - encourage positive interactions that reduce prejudice and build harmony. - encourage residents to participate in local activities, services and volunteer opportunities beyond the event. - improve health and wellbeing. - empower youth and community. - increase awareness and access to services. - lay the foundation for future events, partnerships, and community initiatives. - contribute to a more inclusive, vibrant, and resilient Playford community. - create a safe, family-friendly space. - involve residents in the planning, volunteering, performing and delivery of event.

	• awareness and engagement with local services, grassroots organisations and service providers.		
% of current membership in Playford (approx)	95%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	95		
Panel comments	The submitted application requires further detail to have met eligibility criteria to be considered achievable or a benefit to the community. In particular, the applicant needs to provide the following: • further details on what the event looks like, how the event will be structured and when the event will be held. • audited financial statement or a copy of AGM minutes with a Treasurer's Report attached. • quotes for all expenditure costs.		
Feedback	Feedback will be provided and the group will be encouraged to re-apply in a future funding round, with support available from Council's Grants Officer.		

Applicant	Little Mumin Inc		
Amount requested	\$5,000		
Project and expected outcomes	The Little Mumin Playgroup The group seeks support to facilitate a 10 week playgroup for new parents from a migrant background , supporting up to 20 families across the program. provide a welcoming, supportive space where young children aged 0-5 years can learn and play while parents and caregivers access practical wellbeing workshops. Each session will combine fun, developmentally appropriate play activities for children with short workshops for adults on topics such as adjusting to life in Australia, healthy family routines, stress management and accessing local services. Sessions will be held at a local community venue in Playford, ensuring accessibility, safety, and familiarity for families. This project is for families in the City of Playford with children aged 0–5 years, particularly those experiencing social isolation, financial stress, or barriers to accessing community services. Expected outcomes: • children develop confidence, play skills, and early socialisation. • parents gain practical wellbeing strategies and settlement knowledge. • families form friendships, reducing isolation. • greater engagement with Playford's community spaces and services. • stronger sense of belonging and inclusion in Playford.		
% of current membership in Playford (approx)	50%	% of current services delivered in Playford (approx)	20%
No of Playford residents who will benefit (approx)	50		

Panel comments	Eligibility criteria in the guidelines has not been met in this instance. The project start date is listed as 1 September 2025 and the guidelines state funding will not be provided to proposals which have already commenced or have been completed, or for costs that have already been incurred. Further to this, the submitted application requires further detail to be considered achievable or a benefit to the community. In particular, the applicant needs to provide the following: • quotes for all expenditure costs as costs included were unclear as the expenses listed match are also listed as in-kind contribution. • venue confirmation
Feedback	Feedback will be provided and the group will be encouraged to re-apply in a future funding round once their application has addressed the issues noted, with support available from the Grants Officer. Staff will also connect the group with the Families and Young People team to potentially link them with other opportunities for support.

Applicant	Lyell Indian Malayalees Cultural Association (LIMCA) Inc
Amount requested	\$5000
Project and expected outcomes	New Year Cultural Celebration 2026 The group seek support to deliver a New Year Cultural Celebration at Spruance Hall in January 2026 that aims to showcase cultural performances, music and storytelling to enhance cultural awareness and appreciation among residents, fostering a deeper understanding of the diverse traditions that form the community's social fabric. The group aims to engaging youth in these activities to help preserve cultural knowledge and encourage younger generations to take pride in their heritage. The event also aims to create opportunities for families, local artists, and community members to interact and connect through the offering of a shared free meal. Furthermore, the event will support personal growth and skill development among participants, particularly young people. Through performances, speeches, and collaborative activities, they will gain confidence, public speaking skills, and teamwork experience. Collectively, these outcomes contribute to a more engaged, culturally aware, and empowered Playford community, enhancing both social wellbeing and community pride. Expected outcomes: • promote and preserve cultural heritage across generations. • foster strong community engagement and inclusivity. • support youth development and skill building.

% of current membership in Playford (approx)	90%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	120		
Panel comments	The submitted application requires further detail to have met eligibility criteria to be considered achievable or a benefit to the community. In particular, the applicant needs to provide the following: • audited financial statement or a copy of AGM minutes with a Treasurer's Report attached • quotes for all expenditure costs • demonstrate own contribution towards the project that matches the amount of the grant with cash, material, volunteer hours or other in-kind support.		
Feedback	Council may also consider offering free or supported venue hire through the Program and Event Support program for the day of the event, subject to availability and standard Council processes. This support would further enable the organisation to maximize community participation and engagement while ensuring responsible use of grant funds.		

Applicant	Midway Road Community House
Amount requested	\$2,690.53
Project and expected outcomes	Program Resources Funding is requested to purchase equipment and resources for programs delivered at the Community House. These initiatives will enable inclusive participation for local families. Children and families will experience positive outcomes, with opportunities to enhance social skills, language development, and confidence. Parents and adults will also benefit through reduced isolation, expanded social networks, access to peer support, and stronger connections to essential community resources and services. These outcomes will be achieved in an environment that provides both practical information and personal support, stimulating engagement and strengthening community relationships. The initiative will provide innovative and creative opportunities for the Playford community to engage within a welcoming and secure setting. This approach fosters cultural development, encourages physical activity, and supports the health and wellbeing of families, while creating pathways for connection with the wider community, services, and other families. Expected outcomes: • enhance social skills, language development, and confidence in young people, while benefiting parents and adults by reducing isolation, providing social networks, offering support, and connecting families to essential community resources and services.

% of current membership in Playford (approx)	100%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	50		
Panel comments	Eligibility criteria in the guidelines has not been met in this instance. Midway Road Community House received Community Development funding in April 2024 to undertake a mural at their community centre. The guidelines state that grants are available every second calendar year within this category. Therefore they are eligible to apply for further funding in the 2026 rounds.		
Feedback	This criteria does not affect other categories within the Community Support and Grant Program and they will be encouraged to apply for an Equipment Grant of up to \$1,000 for the purchase of equipment as detailed in their Community Development Grant Application.		

Applicant	Smithfield Sports and Social Club		
Amount requested	\$5000		
Project and expected outcomes	Cultural Awareness & Inclusive Events Funding is requested to run a range of programs and events in 2026 to encourage multicultural engagement within the Playford community, directed at all ages and ethnic backgrounds. Expected outcomes: • local engagement • positive relationships built within the local community • encourage cohesion and minimising diversity		
% of current membership in Playford (approx)	80%	% of current services delivered in Playford (approx)	100%
No of Playford residents who will benefit (approx)	300		
Panel comments	Eligibility criteria in the guidelines has not been met in this instance. The submitted application requires further detail to be considered achievable or a benefit to the community. In particular, the applicant needs to provide the following: • a budget (showing expenditure costs, expected income and relevant quotes). • demonstrate own contribution towards the project that matches the amount of the grant with cash, material, volunteer hours or other in-kind support. • further details on what the events look like, how the events will be structured and when the events will be held.		
Feedback	The group will be encouraged to re-apply once their application has addressed the issues noted, with support available from Council's Grants Officer.		

Applicant	SA Bhutanese Disability Association Inc		
Amount requested	\$5000		
Project and expected outcomes	International Day of Persons with Disability Event The seeks support to hold an event at Spruance Hall on 3 December to promote understanding of disability issues and mobilise support for the dignity, rights, and wellbeing of people with disabilities among the Bhutanese and wider community. The event will bring together people with disability, their families, caregivers, service providers and the broader community and will include a skills showcase of people with disability, cultural performances, story-sharing, information stalls, recreation activities and networking opportunities. Expected outcomes: - increased awareness of disability issues and the importance of inclusive communities. - greater visibility of the talents and contributions of people with disability. - Bhutanese people with disabilities will have the opportunity to integrate into society, benefit from - opportunities to showcase their skills through cultural activities, art and music. - stronger peer and family networks within the Bhutanese disability community. - improved collaboration between community organisations, service providers, and stakeholders.		
% of current membership in Playford (approx)	80%	% of current services delivered in Playford (approx)	80%
No of Playford residents who will benefit (approx)	80		
Panel comments	Eligibility criteria in the guidelines has not been met in this instance. The submitted application requires further detail to be considered achievable or a benefit to the community. In particular, the applicant needs to provide the following: - quotes for all expenditure costs. - demonstrate own contribution towards the project that matches the amount of the grant with cash, material, volunteer hours or other in-kind support.		
Feedback	The group will be encouraged to re-apply in a future funding round for the 2026 event, with support available from Council's Grants Officer.		

STAFF REPORTS

***Matters which cannot be
delegated to a Committee or Staff***

15.1 APPOINTMENT OF DEPUTY MAYOR

Responsible Executive Manager : Sam Green

Report Author : Kiraly Gosnell

Delegated Authority : Matters which cannot be delegated to a Committee or Staff

PURPOSE

For Council to determine the position, term, and appointment of a Deputy Mayor.

STAFF RECOMMENDATION

1. In accordance with Section 51(3) of the *Local Government Act 1999*, Council resolves to appoint a Deputy Mayor.
2. A Deputy Mayor will be appointed from 1 December 2025 until the result of the November 2026 Local Government elections is declared.
3. In accordance with Section 51(4) of the *Local Government Act 1999*, Council appoint Cr _____ to the position of Deputy Mayor.
4. If required, the Private Ballot process outlined in the Code of Practice for Council and Committee Meetings – Section 16 will be utilised to elect the Council Member as Deputy Mayor with the results of the ballot determining the outcome.

EXECUTIVE SUMMARY

In accordance with Section 51(3) of the *Local Government Act 1999* (the Act), Council can resolve to appoint a Deputy Mayor. Whilst there is no legislative requirement to appoint a Deputy Mayor, the appointment of a Deputy Mayor provides the opportunity for a Councillor to support the Mayor and act on the Mayor's behalf when required.

At the Ordinary Council meeting held on 26 November 2024, Council resolved (Resolution 6067) to appoint Councillor Chantelle Karlsen as Deputy Mayor for a period of 12 months.

The term of the current Deputy Mayor, Councillor Chantelle Karlsen, is due to expire on 30 November 2025 at which time the position will be vacant.

1. BACKGROUND

In accordance with Section 51(3) of the Act, Council can resolve to appoint a Deputy Mayor.

In accordance with Section 51(4) of the Act, the term of office of the Deputy Mayor must not exceed four (4) years (and for a period not exceeding the next general election, in November 2026).

The term of the current Deputy Mayor, Councillor Chantelle Karlsen, is due to expire on 30 November 2025 at which time the position will be vacant.

2. RELEVANCE TO STRATEGIC PLAN

Community Theme 3: Fostering collaboration and connection to each other.

The appointment of a Deputy Mayor provides for effective and efficient decision-making and engagement with each other and the community with the fulfillment of official roles and duties in the absence of the Mayor.

3. PUBLIC CONSULTATION

There is no requirement to consult with the community on the appointment of the Deputy Mayor.

4. DISCUSSION

- 4.1 At the Ordinary Council meeting held on 26 November 2024, Council resolved (Resolution 6067) to appoint Councillor Chantelle Karlsen as Deputy Mayor for a period of 12 months. The term of the current Deputy Mayor is due to expire on 30 November 2025 at which time the position will be vacant.
- 4.2 In accordance with Section 51(3) of the Act, Council can resolve to appoint a Deputy Mayor.
- 4.3 Section 51(4) of the Act states that if there is to be a Deputy Mayor, they will be chosen by members of the Council and will hold office for a term determined by the Council, not exceeding four (4) years and for a period not exceeding the next general election, in November 2026.
- 4.4 In accordance with Section 51(5) of the Act, on the expiration of a term of office, a Deputy Mayor is eligible to be chosen for a further term.
- 4.5 An annual review of the Deputy Mayor's term of office provides an opportunity for Councillors to experience the development and leadership opportunities that come with the Deputy Mayor role.
- 4.6 In the absence of the Mayor, a Deputy Mayor may act in the office of Mayor. This includes, but is not limited to, the following duties:
 - Chairing and attending meetings as required
 - Attending civic functions
 - Assuming the role of spokesperson for Council
 - Other duties as required by existing policies and procedures
- 4.7 The position of Deputy Mayor also fulfills the following responsibilities:
 - Supporting the Mayor in the leadership of the Elected Member body
 - Attending regular debriefing sessions prior to Council meetings with the Chief Executive Officer (CEO) and Mayor
 - Participating as a Member of the Chief Executive Officer Review Committee
 - Supporting the Mayor in the delivery of Citizenship Ceremonies
 - Exercising other functions of the Council as the Council determines

- 4.8 The annual allowance for the Deputy Mayor will be equal to one and a quarter (1.25) times the annual allowance for Councillors, as determined by the Remuneration Tribunal of South Australia.

5. OPTIONS

Recommendation

1. In accordance with Section 51(3) of the *Local Government Act 1999*, Council resolves to appoint a Deputy Mayor.
2. A Deputy Mayor will be appointed from 1 December 2025 until the result of the November 2026 Local Government elections is declared.
3. In accordance with Section 51(4) of the *Local Government Act 1999*, Council appoint Cr _____ to the position of Deputy Mayor.
4. If required, the Private Ballot process outlined in the Code of Practice for Council and Committee Meetings – Section 5.16 will be utilised to elect a Deputy Mayor, with the results of the ballot determining the outcome.

Option 2

1. In accordance with Section 51(3) of the *Local Government Act 1999*, Council resolves to appoint a Deputy Mayor.
2. A Deputy Mayor will be appointed for a term of _____.
3. In accordance with Section 51(4) of the *Local Government Act 1999*, Council appoint Cr _____ to the position of Deputy Mayor.
4. If required, the Private Ballot process outlined in the Code of Practice for Council and Committee Meetings – Section 5.16 will be utilised to elect a Deputy Mayor, with the results of the ballot determining the outcome.

Option 3

1. Council resolves to not appoint a Deputy Mayor on this occasion.

6. ANALYSIS OF OPTIONS

6.1 Recommendation Analysis

6.1.1 Analysis & Implications of the Recommendation

The recommendation to appoint a Deputy Mayor supports service delivery in the absence of the Mayor. Council have previously resolved for the term of office to be for a period of 12 months.

If more than one (1) nomination is received for the position of Deputy Mayor, the private ballot process outlined in Section 16 of the Code of Practice for Council and Committee Meetings will be utilised to elect a Deputy Mayor, with the results of the ballot determining the outcome.

Risk Appetite

Service Delivery

Council has a moderate appetite for supporting and enhancing existing services and programs to improve the social, recreation and health and wellbeing outcomes for residents; and driving social and economic transformation through a number of major projects and Council initiatives, which will create jobs and act as a catalyst for private investment into Northern Adelaide to support the growing population.

This decision will maintain the position of Deputy Mayor, a supporting role to assist in the delivery of roles and responsibilities required to be carried out by the Mayor. It removes the requirement for Council to resolve a proxy representative each time the Mayor is unavailable.

Regulatory Compliance

Council has a zero tolerance for non-compliance with applicable legislation including but not limited to: Local Government Act (LGA) 1999; Independent Commissioner Against Corruption (ICAC) Act 2012; Work Health & Safety (WHS) Act 2012; Environment Protection Act (EPA) 1993; Development Act 1993; Equal Employment Opportunity legislation; and Public Consultation legislation.

This decision will meet the legislative process for Council to appoint a Deputy Mayor. While there is no legislative requirement to appoint a Deputy Mayor, there are regulatory functions and requirements if a Deputy Mayor is appointed.

6.1.2 Financial Implications

The Deputy Mayor receives an annual allowance, equal to one and a quarter (1.25) times the annual allowance for Councillors, as determined by the Remuneration Tribunal of South Australia.

The associated allowance for the position of a Deputy Mayor has been included in the 2025/26 budget.

Under Section 76(9), this allowance is adjusted on the anniversary of the periodic election to reflect Consumer Price Index. Accordingly, the annual allowance for the role of the Deputy Mayor will reflect 1.25 times the adjusted annual allowance for Councillors.

6.2 Option 2 Analysis

6.2.1 Analysis & Implications of Option 2

Council may elect to vary the length of the term, for a period no longer than four (4) years, in accordance with Section 51(4) of the Act. The term of office is limited to not being any longer than the next Local Government General Election in 2026.

The associated allowance for the position of a Deputy Mayor has been included in the 2025/26 budget.

6.2.2 Financial Implications

The Deputy Mayor receives an annual allowance, equal to one and a quarter (1.25) times the annual allowance for Councillors, as determined by the Remuneration Tribunal of South Australia.

The associated allowance for the position of a Deputy Mayor has been included in the 2025/26 budget.

Under Section 76(9), this allowance is adjusted on the anniversary of the periodic election to reflect Consumer Price Index. Accordingly, the annual allowance for the role of the Deputy Mayor will reflect 1.25 times the adjusted annual allowance for Councillors.

6.3 Option 3 Analysis

6.3.1 Analysis & Implications of Option 3

Council may resolve to not appoint a Deputy Mayor on this occasion.

Council should consider what support is required for conducting official duties should the Mayor be absent for a period of time. Council could appoint a member to act in the office of the Mayor for the period of absence by following the processes outlined in Sections 51(7) and 51(8) of the Act.

6.3.2 Financial Implications

This decision will result in a budget saving.

STAFF REPORTS

Matters for Information

15.2 BUDGET UPDATE REPORT

Responsible Executive Manager : Luke Culhane

Report Author : Janey Yang

Delegated Authority : Matters for Information

Attachments : 1 [↓](#). Budget Update Report

Purpose

To inform Council on the organisation's financial performance to the end of October 2025.

STAFF RECOMMENDATION

Council notes the Budget Update Report (Attachment 1) for the period ending 31 October 2025.

Relevance to Strategic Plan

Decision-making filter: We will ensure that we meet our legislative requirements and legal obligations.

This item ensures Council meets its legislative requirements under the *Local Government (Financial Management) Regulations 2011* and Section 123(13) of the *Local Government Act 1999*. It also provides transparent financial reporting to the community by illustrating how our Finance Strategy is achieving long term financial sustainability.

Relevance to Community Engagement Policy

There is no requirement to consult the public on this matter.

Background

Council has a responsibility under the *Local Government (Financial Management) Regulations 2011* and Section 123(13) of the *Local Government Act 1999* to consider financial reports on the Council's financial performance and budget position.

Current Situation

Budget Position

A Revised Budget was adopted by Council on 28 October 2025 following the First Budget Review (Resolution 6421). There was an increase of \$0.4M to the overall operating surplus to \$11.1M, and a decrease of \$0.3M to the structural surplus to \$1.7M. Unfavourable movements included decreased Federal Assistance Grant allocation for 2025/26 and increased operating costs associated with additional approved capital. These were offset by an increase in grant funding for Special Local Roads (SLR) not included in the Annual Business Plan.

The table below summarises the impact of budget review:

Operating Position 2025/26	Operating \$000's (Unfav)/Fav	Structural \$000's (Unfav)/Fav
Original Budget	10,682	2,040
Grant Funding (Financial Assistance Grant)	(87)	(87)
Grant Funding (Identified Local Roads Grant)	(77)	(77)
Grant Funding (Special Local Roads Grant)	720	-
Additional Operating Expenses associated with increased Capital	(130)	(130)
Total Value of Changes	426	(294)
Revised Budget Surplus	11,108	1,746

The Net Capital budget decreased in the First Budget Review by \$42.5M to \$60.7M as detailed in the table below:

Capital Budget 2025/26	Revenue \$000's	Expense \$000's	Net Capital \$000's
Original Budget	13,481	116,724	103,243
BR1 Amendments			
Realignment of project budgets	(4,430)	(47,053)	(42,623)
Additional budget request on existing projects	902	677	(225)
New Projects	-	265	265
Total Value of Changes	(3,528)	(46,111)	(42,583)
Revised Capital Budget	9,953	70,613	60,660

Operating Position

Year to Date

The result on 31 October 2025 is an operating surplus of \$2.6M compared with a budgeted surplus of \$1.7M, \$0.9M favourable. This comprises operating income being favourable to budget by \$2.4M mainly due to \$0.3M additional planning application fees, \$0.2M reimbursements, \$1.9M other income and contributions offset by unfavourable operating expenditure of \$1.5M.

The structural deficit of \$0.2M compares with a budgeted structural deficit of \$0.4M for the period. The structural surplus excludes the one-off operating grants/contributions which will fund future infrastructure projects and other one-off items.

Full Year Forecast

As of 31 October 2025, the forecast is an operating surplus of \$3.8M compared with a budgeted operating surplus of \$11.1M, unfavourable by \$7.3M and structural deficit of \$6.6M compared with a budgeted structural deficit of \$1.7M.

This largely reflects the timing difference of the \$9.2M Financial Assistance Grants being received in advance in the prior financial year (June 2025) and higher developer contributions offset by additional material and contractor costs.

Capital Position

As of 31 October 2025, the full year net capital forecast of \$58.5M is \$2.1M less than the net capital budget of \$60.6M.

This is the result of a retiming of capital expenditure due to multiyear projects from 2024/25 that have carried over into 2025/26 and projects that will be continued into 2026/27.

Further detail in relation to this Budget Update Report can be found in (Attachment 1).

Debt Position

On 28 October 2025 Council adopted the 2025/26 First Budget Review (Resolution 6421) and approved in accordance with Section 134 of the *Local Government Act 1999*, a maximum borrowing facility of \$150M.

Actual borrowings as of 31 October 2025 were \$70.8M, well below the approved maximum debt facility.

Future Action

Further updates to be provided on a monthly basis.

YTD Result as at October 2025

The table below shows the year to date position for income and expense with a year to date net Deficit of \$0.2M (excluding non-structural items) which is favourable to YTD Budget by \$0.2M.

	YTD Actual \$'000	YTD Budget \$'000	Variance Fav/(Unfav) \$'000	%	Explanation of variance where considered material
Income					
RATES REVENUES	41,311	41,207	104	0%	
STATUTORY CHARGES	1,811	1,491	320	21%	Planning application fees, Section 7 searches and parking fines
USER CHARGES	1,387	1,391	(4)	0%	
INVESTMENT INCOME	22	29	(7)	(24%)	Interest revenue
REIMBURSEMENTS	500	257	243	95%	Tree Services, court booking system, Aquadome electricity and Planning Services legal fees reimbursements
OTHER INCOME	370	242	128	53%	NAWMA additional bin income, NAIDOC in the North, Career Expo sponsorship and insurance reimbursements
GRANTS, SUBSIDIES, CONTRIBUTIONS	7,787	6,173	1,614	26%	Uni Study Hub and Special Local Roads grant
Total Income	53,188	50,790	2,398	5%	
Expense					
EMPLOYEE COSTS	19,534	19,340	(194)	(1%)	
MATERIALS CONTRACTS OTHER EXPENSES	17,907	16,183	(1,724)	(11%)	Uni Study Hub, Aquadome subsidy, Youth Hub trial, Strategic Projects and Kerbside Waste
FINANCE COSTS	924	1,521	597	39%	Lower debt balance
DEPRECIATION, AMORTISATION & IMPAIRMENT	12,250	12,052	(198)	(2%)	
Total Expense	50,615	49,096	(1,519)	(3%)	
Net Surplus/(Deficit)	2,573	1,694	879		
Non-Structural Items ¹	2,782	2,117	665		
Net Structural Surplus/(Deficit)	(209)	(423)	214		

Notes:

1. Developer contributions, operating grants used for capital projects, reserves & one off investment decisions not part of recurrent base budget or for future use on infrastructure projects

Full Year Forecast Result as at October 2025

The table below shows the full year forecasted result for income and expense with a net Deficit of \$6.6M (excluding non-structural items) which is unfavourable to Budget by \$8.4M.

	Full Year Forecast \$'000	Full Year Budget \$'000	Variance Fav/(Unfav) \$'000	%	Explanation of variance where considered material
Income					
RATES REVENUES	123,950	123,772	178	0%	
STATUTORY CHARGES	3,978	3,443	535	16%	Planning application fees, Section 7 Searches, parking fines and Building and Compliance fines
USER CHARGES	4,373	4,518	(145)	(3%)	Reduced Food Co-op user charges
INVESTMENT INCOME	54	89	(35)	(39%)	Lower forecast to reflect actuals
REIMBURSEMENTS	1,054	663	391	59%	Reimbursements for Aquadome electricity , tree services, planning Services legal fees and TAFE SA external work
OTHER INCOME	567	258	309	120%	NAWMA additional bin income, NAIDOC in the North, Career Expo sponsorship and insurance reimbursements
GRANTS, SUBSIDIES, CONTRIBUTIONS	26,464	33,667	(7,203)	(21%)	Prepayment of Financial Assistance grant offset by additional grants
NET GAIN - JOINT VENTURES & ASSOCIATES	635	635	-	0%	
Total Income	161,075	167,045	(5,970)	(4%)	
Expense					
EMPLOYEE COSTS	56,393	55,998	(395)	-1%	Grant funded positions are not budgeted
MATERIALS CONTRACTS OTHER EXPENSES	58,860	56,234	(2,626)	(5%)	Uni Study Hub, Aquadome subsidy and Youth Hub trial, Condition Monitoring, Strategic Projects, Kerbside Waste
FINANCE COSTS	4,521	6,241	1,720	28%	Lower debt balance
DEPRECIATION, AMORTISATION & IMPAIRMENT	37,282	37,268	(14)	(0%)	
NET LOSS- JOINT VENTURES & ASSOCIATES	196	196	-	0%	
Total Expense	157,252	155,937	(1,315)	(1%)	
Net Surplus/(Deficit)	3,823	11,108	(7,285)		
Non-Structural Items ¹	10,468	9,362	1,106		
Net Structural Surplus/(Deficit)	(6,645)	1,746	(8,391)		
For comparative purposes only					
Adjustment for advance payment of FA Grants	9,181		9,181		
Adjusted Net Structural Surplus/(Deficit)	2,536	1,746	790		

Notes:

1. Developer contributions, operating grants used for capital projects, reserves & one off investment decisions not part of recurrent base budget or for future use on infrastructure projects

Budget Update Report

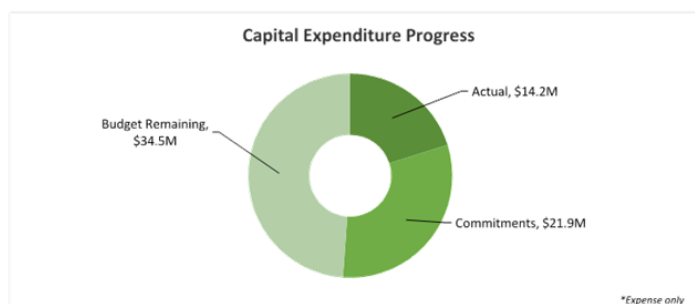
October 2025

Capital Full Year Movement (2025/2026)

The table below shows the full year forecasted net capital expenditure of \$58.5M which is less than Budget by \$2.1M.

	Full Year Forecast \$'000	Full Year Budget \$'000	Variance Less/ (Greater) \$'000	Explanation of variance where considered material
Revenue	(6,126)	(9,953)	3,827	Multiyear projects: Playford Water Business Expansion and Munno Para Sportsground to continue in 26/27
Expenses	64,675	70,613	5,938	AMP Kerbs and Reseal - one road on hold; roads still being scoped. Multiyear projects: Dwight Clubrooms and Changerooms now gated to detail design and construction will continue into 2026/27, Developer to carry out work on Stebonheath Rd, Eyre, Renewal vehicles to be ordered, Angle Vale Road West Upgrade stormwater works has an interdependency to DIT road upgrade and forecast savings in Sheedy Road Upgrade
Total Net Capital Expenditure	58,549	60,660	2,111	

	Full Year Forecast \$'000	Full Year Budget \$'000	Variance Less/ (Greater) \$'000	Explanation of variance where considered material
Buildings	5,483	5,957	474	Multiyear projects: Dwight Clubrooms and Changerooms now gated to detail design and construction will continue into 2026/27
Fleet	2,587	3,489	902	Vehicles to be ordered
IT	1,284	1,359	75	
Northern CBD	75	118	43	
Other	2,277	2,093	(184)	
Playford Alive	3,251	2,955	(296)	
Parks	8,165	7,779	(386)	Multiyear projects: Munno Para Sportsground to continue in 2026/27
Stormwater	2,193	2,491	298	Carry in for BR1
Streetscapes	10,113	11,079	966	Developer to carry out work on Stebonheath Rd, Eyre
Transport	22,336	23,139	803	Angle Vale Road West Upgrade stormwater works has an interdependency to DIT road upgrade and forecast savings in Sheedy Road Upgrade
Wetlands	785	201	(584)	Multiyear projects: Playford Water Business Expansion to continue in 26/27
Total Net Capital Expenditure	58,549	60,660	2,111	

Capital Expenditure Progress as at October

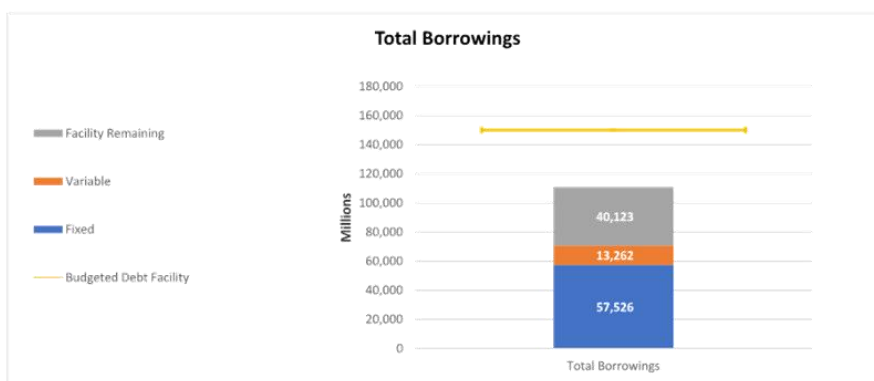
Borrowings/Investment Summary (2025/2026)**Debt Mix:**

As at October 2025 the balance of Council's short-term investments is \$0.2M.

Council's total borrowings as at the end of October 2025 are \$70.8M, comprising \$57.5M in fixed rate borrowings and \$13.3M of variable rate borrowings; total facilities accumulate to \$110.9M.

Total borrowings, net of repayments, have increased by \$4.6M from \$66.2M in the prior month. This is consistent with Council's capital spend timing and receipts.

The LTFP has a budgeted debt facility of \$150.0M based on the assumption of full delivery of capital programs and an allowance for Treasury cash flow management. These borrowings fall within the approved budget, Council's adopted financial indicators and the LTFP. Forecasted Debt as at 30 June 2026 is \$89.0M.

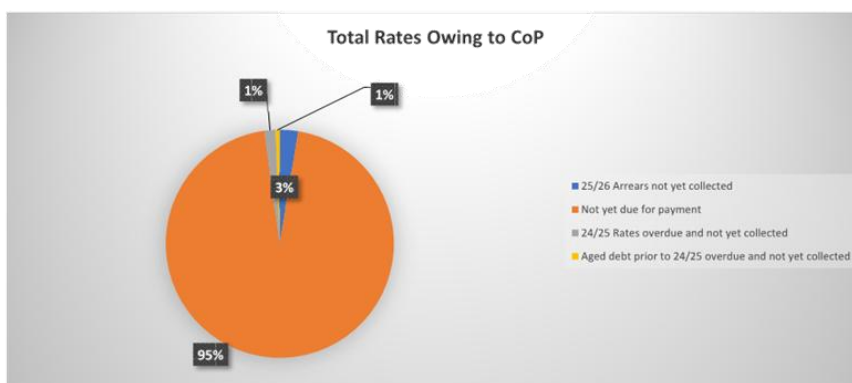
**Rates Recovery:**

Rates recovery has a direct impact on positive cash flow which then correlates to borrowings. By maximising cashflows, less borrowings are required to fund operational expenditure.

Total rates owing of \$80.6M (62.7%) as at October 2025 reflects a decrease of 0.8% compared to October 2024.

7.7% of ratepayers are proactively utilising Council's bill smoothing options including direct debit and centrepay.

0.9% of council ratepayers have arrangements in place under council's hardship policy.



Budget Update Report

October 2025

Reserves

The reserves are a collation of developer contributions received over a number of periods and are managed as a cash offset against Council's debt. Under legislation, Council is required to apply interest income to the balance in reserves using the RBA average cash rate.

The forecasted balance of reserves as at 30 June 2026 is \$21.3M.

Below is a summary of the forecasted contributions, expenditure and estimated interest as at October 2025.

Reserve	Opening Balance	Forecasted Developer Contributions & State Govt Grants	Forecasted Expenditure	Estimated Interest	Forecasted Closing balance
	\$'000	\$'000	\$'000	\$'000	\$'000
Open Space Reserve	6,269	1,411	(362)	268	7,586
Stormwater Infrastructure Deed - Virginia	(171)			(6)	(177)
Stormwater Infrastructure Deed - Angle Vale	3,044	1,456		165	4,665
Stormwater Infrastructure Deed - Playford North Extension	(662)			(24)	(686)
Social Infrastructure Deed - Virginia	238	28		10	276
Social Infrastructure Deed - Angle Vale	2,288	240		92	2,620
Social Infrastructure Deed - PNE	1,545	433		72	2,050
Supplementary Local Roads	2,437	716	(606)	93	2,640
Playford Alive Initiative Fund	671	368	(27)	38	1,050
Urban fund tree	94	7		4	105
Gawler Rail Vegetation Offset	223			8	231
Other one-off Reserves	1,230		(295)	34	969
	17,206	4,659	(1,290)	754	21,329

Financial Indicators

Financial sustainability is achieved when Council can deliver the services it provides to the community at an agreed and consistent standard across a long period, without the need for significant rate increases or significant service reductions, whilst maintaining inter-generational equity.

Financial sustainability enables Council to:

- Deliver and maintain intergenerational equity
- Maintain a solid and healthy financial position
- Maintain a degree of stability and predictability for future rate increases
- Manage its debt levels

Council has six financial indicators used to measure its financial sustainability.

Financial Indicator	Explanation	Target	Forecast	Adjusted Forecast	Budget	Points to note on indicators outside of target range
Operating Surplus Ratio	Gives an indication of Councils ability to service its operations from expected income, while maintaining long term financial sustainability.	Between 1% and 10%	✓ 2.4%	✓ 7.6%	✓ 6.6%	Adjusted \$9.2M Financial Assistance grant prepaid in June 2025
Structural Surplus Ratio	Operating Surplus Ratio excluding one off grants, contributions, reserves and investments	Between 1% and 4%	✗ -4.4%	✓ 1.5%	✓ 1.1%	Adjusted \$9.2M Financial Assistance grant prepaid in June 2025
Cash Flow from Operations Ratio*	Measures whether Council is generating enough cash from its operations to cover the replacement of assets over time.	Between 90% and 110%	✓ 91.1%	✗ 118.3%	✗ 115.8%	Adjusted \$9.2M Financial Assistance grant prepaid in June 2025 and capital grants/contributions recognised as income
Asset Renewal Funding Ratio	Shows whether or not Council is replacing assets at the rate as required in the Asset Management Plan.	Between 90% and 110%	✓ 99.6%	✓ 99.6%	✓ 99.1%	
Net Financial Liabilities Ratio**	Shows the extent to which Council is managing its debt.	Between 50% and 160%	✓ 55.0%	✓ 55.7%	✓ 56.1%	Adjusted \$9.2M Financial Assistance grant prepaid in June 2025 and capital grants/contributions recognised as income
Interest Expense Ratio	Shows how much discretionary income is used to pay interest on borrowings	Between 0% and 8%	✓ 3.7%	✓ 3.7%	✓ 5.0%	
Adjusted Forecast corrects the distortion created due to accounting treatment of the advance payment of FA Grants allocation, and creates a more accurate basis for comparison.						