

DISABILITY ACCESS AND INCLUSION PLAN 2020-2024





We acknowledge and pay our respects to the Kurna people, the traditional custodians whose ancestral lands we gather on. We acknowledge the deep feelings of attachment and relationship of the Kurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs.

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ABOUT THIS PLAN

This Disability Access and Inclusion Plan (DAIP) describes the actions to improve the equitable access to opportunities and support for people with disability in the City of Playford.

All State Authorities including local government are required to develop a DAIP under the *Disability Inclusion Act 2018 (SA)*. This DAIP is structured around the priority areas and actions of State Disability Inclusion Plan **Inclusive SA** and its development has followed the process identified in the DAIP Guidelines¹. This will be City of Playford's fifth DAIP since 1998, which demonstrates Council's commitment to access and inclusion within the City.

This DAIP reflects community feedback resulting from consultation with Council's Access and Social Inclusion Advisory Group, Council staff and the broader community.

¹ Government of South Australia (2020) Disability Access and Inclusion Plan (DAIP) Guidelines for State Authorities, <https://dhs.sa.gov.au/services/disability/inclusive-sa/daips>

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ABOUT CITY OF PLAYFORD

City of Playford

City of Playford is a local government area in Adelaide's outer northern suburbs, about 30 kilometres from the Adelaide CBD. It covers an area of 34,497 hectares (345km²) and the main land use is primary production (60%) followed by parkland (15%) and residential (10%).

Playford is one of the fastest growing local government areas in the State and is projected to grow to attract an additional **30,000 people by 2036**.

It is therefore important that Playford is creating communities that are welcoming and accessible for all.

The City of Playford has a strong role in shaping the built environment and ensuring its venues and services are accessible and inclusive as well as fostering awareness and social inclusion for people with disability.

Council provides very important services and programs that contribute to social inclusion, health and well-being. Council provides and manage libraries, community centres, open spaces for active recreation, parks and gardens for relaxation and social interaction.

Council is often the first point of contact for local residents and businesses, highlighting the importance of appropriate information provision and customer service and support.

The City of Playford is a significant employer in the region and improved inclusive policies and practices can create a more disability-friendly working environment and act as a model for other businesses. It is also important that people with disability are empowered to contribute to Council decision making.

Council has a strong volunteer involvement which is another important way for people living with disability to contribute to community life and gain job related skills and experience.

Whilst Council does not have a direct role in providing services such as health, education, housing and public transport, it is well-placed to advocate to State and Federal government agencies on behalf of people with disability.

Disability

The choices people make about language relating to disability have a big impact on the way people with disability, or disabled people, feel and are perceived in society. People with disability have individual preferences for how they choose to identify with their disability. Some people identify with identity first language (eg. Disabled person), whereas others refer to person first language (eg. Person with disability). This DAIP will be identifying with disability using person first language.

Council recognises that a person's impairment or difference is only disabling if the environments they live, work, learn and play in fail to accommodate them. The environments we create and our processes, cultures and attitudes play a big part in determining the extent to which people with disability are able to live happy and productive lives.

The *Disability Inclusion Act 2018 (SA)* defines disability as including long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which may hinder the person's full and effective participation in society on an equal basis with others.

This broader understanding of disability recognises that social, attitudinal, economic and cultural barriers can limit participation as much as a person's individual circumstances.

People living in City of Playford are more likely to need help in their day to day lives due to disability, than for Greater Adelaide as a whole. In 2016 nearly 8% of people living in City of Playford needed help, compared to nearly 6% for Greater Adelaide.

As people age, their need for assistance generally increases. More than 50% of people living in City of Playford aged 85 and over people require assistance.

Women, children and CALD and Aboriginal and Torres Strait Islander (ATSI) communities are priority populations for the State Disability Inclusion Plan. Compared to Greater Adelaide there are a slightly larger proportion of women, children and ATSI people in City of Playford that need assistance with core activities.

Strategic Context

Figure 1 summarises the policy context that has informed local disability access and inclusion planning. The following section provides further information on each of the legislation and strategies outlined in the diagram, and has largely been adapted from the South Australian Department of Human Services, Disability Access and Inclusion Plan Tool Kit.

INTERNATIONAL	United Nations Convention on the Rights of Persons with Disabilities			
NATIONAL	Disability Discrimination Act 1992	National Disability Strategy 2010-2020	National Disability Insurance Scheme	National Disability Agreement
	Equal Opportunity Act 1984	Disability Inclusion Act 2018	State Disability Inclusion Plan 2019-2023	Disability Access and Inclusion Plan 2020-2024
STATE	Required for each State Agency			
LOCAL	Disability Access and Inclusion Plan 2020-2024			

Figure 1 The policy landscape for Disability Access and Inclusion

United Nations Convention on the Rights of Persons with Disabilities

The development of DAIPs aligns with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009.

The Convention acknowledges the value of existing and potential contributions made by people with disabilities to the overall wellbeing of their communities.

The purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights by all persons with disabilities.

Federal Disability Discrimination Act

The Federal *Disability Discrimination Act 1992 (DDA)* provides protection for everyone in Australia against discrimination based on disability.

Disability discrimination happens when people with a disability are treated less fairly than people without a disability. Disability discrimination also occurs when people are treated less fairly because they are relatives, friends, carers, co-workers or associates of a person with a disability.

National Disability Strategy

Inherent in Australia's commitment to the *United Nations Convention on the Rights of Persons with Disabilities* is an obligation to continually improve the lived experience of people with disability.

For government, that not only means improving outcomes through the specialist disability service system but also ensuring that mainstream services, programs and infrastructure are responsive to their needs.

On 13 February 2011, the Council of Australian Governments (COAG) endorsed the *National Disability Strategy 2010–2020* (NDS). The NDS provides a shared agenda to help achieve the vision of an inclusive Australian society that enables people with disability to achieve their full potential as equal citizens.

National Disability Agreement

The National Disability Agreement is an agreement between the Australian and state and territory governments for the provision of disability services for people with disability and identifies clear roles and responsibilities for each level of government.

National Disability Insurance Scheme

The National Disability Insurance Scheme (NDIS) was launched in July 2013 by the Federal Government in a trial phase. Full national rollout commenced in July 2016.

The NDIS provides funding packages to people under the age of 65 who have a permanent impairment that substantially reduces their intellectual, cognitive, neurological, sensory, physical, psychological and social functioning.

People can opt in to continue in the scheme post the age of 65 or access aged-care services. The NDIS provides a determined level of funding to an eligible individual to meet their goals. That individual can then choose providers for their required services.

South Australian Equal Opportunity Act

The *South Australian Equal Opportunity Act 1984* promotes the equality of opportunity, to prevent discrimination and to facilitate participation regardless of sex, race, age or disability.

The Equal Opportunity Commission is an independent statutory body that was established under the Act. The functions of the Commission include to resolve complaints, educate about rights, undertake independent reviews of workplaces and support culture change, undertake research and to advise government.

South Australian Disability Inclusion Act

The *Disability Inclusion Act 2018* promotes the full inclusion in the community of people with disability. It reflects the South Australian Government's commitment to the NDIS and aims to provide safeguards in relation to the delivery of all supports and services for people with disability.

The Act requires the State to prepare a State Disability Inclusion Plan and for each State authority (including Councils) to prepare Disability Access and Inclusion Plans.

Inclusive SA: State Disability Inclusion Plan 2019-2023

Inclusive SA is the South Australian Government's first State Disability Inclusion Plan. It is a commitment to create an accessible and inclusive South Australia based on fairness and respect. It brings State Government agencies and local councils together to reduce the barriers faced by people with disability.

Inclusive SA sets out state priorities and actions for four years under the following themes:

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

Disability Access and Inclusion Plans

The *Disability Inclusion Act 2018* requires State authorities (including local councils) to prepare Disability Access and Inclusion Plans (DAIPs).

These plans must include measures to ensure that people with disability can access the mainstream supports and services provided by or on behalf of the State authority. The plans must include strategies to support people with disability in the following areas:

- access to built environs, events, and facilities
- access to information and communications
- address the specific needs of people with disability in programs and services
- employment.

DAIPs must be developed in consultation with people with disability and people or bodies representing the interests of people with disability. DAIPs should take into account the extra disadvantage experienced by children, women, Aboriginal and Torres Strait Islander peoples and culturally and linguistically diverse communities.

City of Playford Strategic Plan

Our Strategic Plan guides all phases of our Strategic Planning Framework. It states Council's four year goals for the city and provides direction for decision-making and how we prioritise our resource allocation.

Our Draft Strategic Plan 2020 - 2024 prioritises the foundational needs of our community. The five community themes that make up our foundations are:

1. Improving safety and accessibility
2. Lifting city appearance
3. Connecting with our community and each other
4. Supporting local employment opportunities
5. Using money wisely

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OUR VISION

Our vision for access and inclusion in City of Playford is represented by the following four goals which align with key focus areas in Council's Draft Strategic Plan 2020-2024:

- 1** People with disability feel welcome and engaged in community life.
- 2** People with disability have opportunities to participate in council decision making.
- 3** People with disability have equitable access to community services, facilities, events and information.
- 4** People with disability have access to employment, traineeships and volunteering opportunities to build capacity and opportunities for employment.

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ACTIONS

This action plan is structured around the priority areas of the *Inclusive SA: State Disability Inclusion Plan*:



**Inclusive
communities
for all**



**Leadership &
collaboration**



**Accessible
communities**



**Learning and
employment**

For each priority area this action plan outlines:



What we heard



Our goal



Our actions



Targets

Council recognises that to effectively implement the actions listed below, we need to engage with our community, particularly people with disability, and work cross departmentally to enhance our delivery.

We will promote and welcome opportunities for input from people with a lived experience of disability on the implementation of these actions and work closely with Council's community reference groups including the Access and Social Inclusion Advisory Group, Aboriginal Reference Group and Youth Advisory Committee.

We will facilitate cross departmental collaboration on actions through the development of an internal Disability Access and Inclusion Working Group.



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.

State priorities

The Disability Inclusion Plan describes three priority themes for action under inclusive communities for all:

Priority 1:	Priority 2:	Priority 3:
Involvement in the community	Improving community understanding and awareness	Promoting the rights of people living with disability



Our goal

Our goal for this area is for people with disability to feel welcome and engaged in community life.

This reflects Council's Draft Strategic Plan Focus Area 3: Connecting with Community and Each Other.



What we heard

- People want to feel welcome when they visit City of Playford and participate in our events and activities.
- Services and facilities should cater to a range of disabilities as there is no "one size fits all".
- Targeted promotion of Council activities will encourage higher participation from people with disability, i.e. connecting through disability service providers and "reaching out" directly to people with disability.
- Increased understanding of people with disability and celebration of all abilities will help people with disability to participate in and feel part of the community.



Targets

- Disability awareness training is incorporated into the induction package for new Council employees.
- Disability awareness information provided to at least 20 local businesses each year.



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 1: Involvement in the community				
1.1	Implement an events checklist for accessible and inclusive planning of Council and community services, programs, events and hire arrangements that considers Universal Design Principles ²	Community Inclusion	Years 1-2	Existing
1.2	Celebrate and promote diversity in Council communications	Engagement & Insights	Ongoing	Existing
1.3	Promote local events, services and programs through providing information directly to local disability service providers	Community Inclusion	Ongoing	Existing
1.4	Plan and deliver community events that facilitate participation for people with disability	Community Inclusion	Ongoing	Existing
State Priority 2: Improving community understanding and awareness				
2.1	Provide information and/or training to encourage and support local businesses and sporting clubs to be inclusive of people with disability	Community Inclusion	Years 1-4	Existing
2.2	Acknowledge and recognise local employers who are making a positive contribution to participation or employment opportunities for people with disability through Council's communication channels	Community Inclusion	Ongoing	Existing

² Relates to Action 19 in the State Inclusion Plan



	Action	Lead responsibility	Timing	Resource Requirements
State Priority 3: Promoting the rights of people living with disability				
3.1	Provide staff and volunteer disability awareness training (eg. using tools such as the online disabilityawareness.com.au) as part the induction process and/or as regular awareness training sessions ³	Organisational Development	Ongoing	Existing
3.2	Provide Universal Design training to staff ⁴	Community Inclusion	Ongoing	New
3.3	Provide disability awareness training to Elected Members ⁵	Community Inclusion	Ongoing	Existing
3.4	Support people with disability who are receiving Council inclusion supports and services to understand and exercise their rights and choice	Community Inclusion	Ongoing	Existing
3.5	Maintain a contemporary regulatory approach to the administration of legislation which supports the rights of people with disabilities to participate in community life	Regulatory Services	Ongoing	Existing

³ Relates to Action 9 in the State Inclusion Plan

⁴ Relates to Action 19 in the State Inclusion Plan

⁵ Relates to Action 9 in the State Inclusion Plan



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.

State priorities

Inclusive SA describes three priority themes for action under leadership and collaboration:

Priority 4:	Priority 5:	Priority 6:
Participation in decision-making	Leadership and raising profile	Engagement and consultation



Our goal

Our goal for this area is for people with disability to have opportunities to participate in Council decision making.

This reflects Council's Draft Strategic Plan Focus Area 3: Connecting with Community and Each Other.



What we heard

- People want to see that Council is being responsive to community issues and concerns.
- People with disability are better supported to have a say in Council decision making.
- Awareness and understanding of disability needs to be strengthened at a Council level and community level.
- The Access and Social Inclusion Advisory Group and Council's Access and Inclusion Coordinator are highly valued by our community.



Targets

- Hold a minimum of 6 meetings or workshops with people with lived experience of disability to discuss local issues and provide advice to Council per year.
- Provide information to disability service providers and community groups about how to nominate for Council and/or vote in the 2022 Local Government elections.
- Establish an Access and Inclusion Register (a list of service providers and people with disability who are interested in Council programs, events and consultation activities).



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 4: Participation in decision-making				
4.1	Actively promote the Disability Coordinator as the primary contact point (internally and in the community) for matters relating to accessibility and inclusion	Engagement & Insights/ Community Inclusion	Ongoing	Existing
4.2	Provide information to disability service providers, community and advocacy groups about how to nominate for Council and/or vote in the 2022 Local Government elections	Community Inclusion	Years 1-2	Existing
State Priority 5: Leadership and raising profile				
5.1	Establish a leadership development model for identifying and developing and supporting people with disability to be Community Leaders, who can advocate for inclusion within the community ⁶	Community Services	Years 1-4	Existing
5.2	Partner with the Local Government Association in the Information Linkages and Capacity Building funded leadership program for people with disability (including young people) ⁷	Community Inclusion & Community Development	Years 1-2	Existing

⁶ Relates to Action 11 in the State Inclusion Plan

⁷ Relates to Action 11 in the State Inclusion Plan



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 6: Engagement and consultation				
6.1	Involve the Access & Inclusion Coordinator on project teams, and connect Community Leaders with lived experience of disability, in the early stages of planning of significant projects	City & Corporate Planning/Asset Delivery	Ongoing	Existing
6.2	Establish Access and Inclusion register – a list of service providers and people with disability who are interested in Council programs, events and consultation activities	Community Inclusion	Years 1-2	Existing
6.3	Develop an Engagement Framework to ensure Council is reaching a range of people as part of its consultation and engagement activities, including people with disabilities, from CALD backgrounds and different gender identities and ages ⁸	Engagement & Insights	Years 1-4	Existing

⁸ Relates to Action 11 in the State Inclusion Plan



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.

State priorities

Inclusive SA describes three priority themes for action under accessible communities:

Priority 7:	Priority 8:	Priority 9:
Universal Design across South Australia	Accessible and available information	Access to services



Our goal

Our goal for this area is for people with disability to have equitable access to community services, facilities, events and information.

This reflects Council's Draft Strategic Plan *Focus Area 1: Improving Safety & Accessibility* and *Focus Area 3: Connecting with our Community*.



What we heard

- The accessibility of Council-managed buildings, car parks, toilets and footpaths need to be improved so that people with disability can get around independently and with ease.
- People with disability need improved access to transport services to participate in community life. Transport can be very expensive and challenging for those without a car.
- Council communications need to be more accessible to make things easier to read and understand for people with disability.
- The promotion of accessible programs, events, resources and facilities needs to be improved. People want to easily find information, know what's on or available, where and how easy will it be to attend or use.



Targets

- Council facilities accessibility content provided to Google Maps.
- Accessibility information protocol established for all communications about events, programs, facilities and services.



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 7: Universal Design across South Australia				
7.1	Prioritise locations for improving the quality and continuity of the pedestrian network, with regards to locations of pram ramps, road crossing points, lighting and linkages to transport and community destinations	Engineering Services	Ongoing	New
7.2	Renew existing Council assets including buildings, car parking, pram ramps, pedestrian crossings to meet current DDA standards, where possible	Asset Management & Asset Operations	Ongoing	New
7.3	Inclusion of Universal Design Principles in new Council building projects, where possible ⁹	Major Projects	Ongoing	New
7.4	Undertake an audit of Council's key community facilities including buildings, public toilets and car parks to identify priorities for access upgrades. This includes consideration of signage, non-physical disabilities (sensory/ quiet spaces), easy to open doors and space for ramps and lifters in car parks ¹⁰	Community Inclusion	Years 1-4	New
7.5	Encourage the use of Universal Design principles in planning assessments of commercial development applications and major projects to support outcomes that improve the accessibility of private developments, including entrances and parking, and connection with the adjacent public realm ¹¹	Development Services	Ongoing	Existing
7.6	Utilise the Inclusive Play Guidelines to promote accessible play spaces when developing new or replacing existing play spaces ¹²	City & Corporate Planning/ Developmental Services	Ongoing	New

⁹ Relates to Action 19 in the State Inclusion Plan

¹¹ Relates to Action 19 in the State Inclusion Plan

¹⁰ Relates to Action 19 & Action 26 in the State Inclusion Plan

¹² Relates to Action 19 & Action 31 in the State Inclusion Plan



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 8: Accessible and available information				
8.1	Provide information on local accessibility and inclusion features of Council facilities to Apps and websites including Google Maps, the National Public Toilet Register and the Blue Bays App	Community Inclusion	Years 1-2	Existing
8.2	Provide information in accessible formats regarding emergency situations, such as pandemics, and what to do during bushfire season etc.	Engagement & Insights/ Community Inclusion	Ongoing	Existing
8.3	Develop a Website Channel Strategy that incorporates Web Content Accessibility Guidelines 2.1 Level AA compliance	Engagement & Insights	Years 1-4	Existing
8.4	Review Brand Guidelines and Style Guidelines to include best practice processes for Council communications, documents and signage that considers easy read documents, symbols, audio and visual aids, social media audio captions, AUSLAN, digital and non-digital means	Engagement & Insights/ Community Inclusion	Years 1-4	Existing
State Priority 9: Access to services				
9.1	Undertaking advocacy for people with disability in our community around accessible and connected transport services and funding avenues for individuals and local government	Advocacy Specialist	Ongoing	Existing
9.2	Continue to acquire large print and audio collections and provide assistive technologies at libraries	Library Services	Ongoing	Existing
9.3	Actively explore and facilitate hire or co-location opportunities for disability service providers to utilise Council venues for connection to services and information and support businesses growth	Community Inclusion/Sport & Property/ Stretton Centre	Ongoing	Existing



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.

State priorities

Inclusive SA describes three priority themes for action under learning and employment:

Priority 10:	Priority 11:	Priority 12:
Better supports within educational and training settings	Skill development through volunteering and support in navigating the pathway between learning and earning	Improved access to employment opportunities and better support within workplaces



Our goal

Our goal for this area is for people with disability have access to employment, traineeships and volunteering opportunities to build capacity and opportunities for employment.

This reflects Council's Draft Strategic Plan *Focus Area 4: Supporting Local Employment Opportunities*.



What we heard

- Employing more people with disability will not only provide opportunities for people with disability but it will create greater understanding and drive improved outcomes from within Council.
- People with disability need support to undertake volunteering, training and work experience opportunities with Council.
- Council needs to understand and remove barriers to recruitment (such as unnecessary requirements) and increase flexibility.



Targets

- Co-facilitate at least four Career Jumpstarts training sessions for people with disability each year.
- Positive Futures Expo event held for people with disability to connect with local employment and education providers for future pathway opportunities.



Actions

	Action	Lead responsibility	Timing	Resource Requirements
State Priority 10: Better supports within educational and training settings				
10.1	Collaborate with local disability training and employment agencies to place people in employment, work experience, volunteering or traineeships at Council	Community Services	Ongoing	Existing
State Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning				
11.1	Deliver, partner or participate in events and programs that support education, training, volunteering or employment outcomes for people with disability, such as Positive Futures Expo, AccessAbility Day and Career Jumpstart	Community Services	Ongoing	Existing
11.2	Increase support for people with disability to become Council volunteers as a way to gain skills and experience for employment ¹³	Community Inclusion	Ongoing	Existing
State Priority 12: Improved access to employment opportunities and better support within workplaces				
12.1	Develop skills within human resources to implement inclusion recruitment and retention training for managers and supervisors and promote the opportunities and workplace adjustments funding available, and support recruitment and positive work environments for people with disability	Organisational Development	Years 1-2	Existing
12.2	Provide business development support to assist people with disability to start their own businesses	Stretton Centre	Ongoing	Existing
12.3	Respond to the recommendations of the audit of Council's employee recruitment and retention processes to make them more inclusive	Organisational Development	Years 1-4	Existing

¹³ Relates to Action 36 in the State Inclusion Plan

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DISABILITY ACCESS AND INCLUSION PLAN DEVELOPMENT

Issues and opportunities paper

An issues and opportunities paper was prepared to present background information and identify key considerations to inform the development of this DAIP.

The report assessed information about City of Playford's demographic profile, the prevalence of disability in the community, the disability legislative and policy context, and the findings of previous engagement about disability access and inclusion as well as a review of delivery of Council's last DAIP.

A copy of the issues and opportunities paper can be viewed on Council's website.

Consultation

This DAIP has been developed in consultation with people with a lived experience of disability to understand the barriers and opportunities to improve disability access and inclusion in City of Playford. Engagement was undertaken in May and June 2020 and included:

- Workshop with Council's Access and Social Inclusion Advisory Group. The workshop was attended by 6 standing members of the advisory group who either live with disability, care for someone living with disability or work in an area that supports people with disability.
- A survey promoted through Council's social media pages, community centres and libraries and through emails to Council's disability networks and past engagement participants. 67 responses were received.
- A survey conducted with Elected Members to seek insights of any feedback they receive from the community related to Access and Inclusion.
- Access and inclusion ambassadors who were engaged to assist in getting a good reach and diversity of people participating in the survey including people with disability, carers and people working to supporting people with disability.
- Workshop with a cross section of Council staff to clarify Council's roles in access and inclusion and what activities could be undertaken to address each of the State Inclusion Plans priority areas

The engagement was undertaken during COVID-19 restrictions and as such a large public forum was not appropriate to be held.

An engagement summary report was prepared which can be viewed on Council's website.

Key themes of feedback from the engagement have been highlighted in this DAIP under the "what we heard" heading of each action section.

Examples of previous achievements

City of Playford has been actively delivering improved access and inclusion outcomes for many years. This is Council's fifth DAIP and leverages off the success achieved so far.

Many areas of Council have been actively working to improve access and inclusion for the community: from asset management, to community services to marketing. Recent achievements of Council across a range of themes include:

- **SKILLS & EMPLOYMENT:** volunteering, work experience and training opportunities within Council Community (training) Café, positive futures Expo for people with disability, Stretton Centre Business Development Project and workshops supporting people with disability to start their own business.
- **COMMUNICATIONS:** updating Council's website above the standards of the Web Content Accessibility Guidelines, including text and audio descriptions on social media posts, incorporating accessibility considerations in Council's style guide.
- **SECTOR REFORMS:** Strategic Project dedicated to researching disability and aged sector reforms and Council's response.
- **LIBRARIES & COMMUNITY CENTRES:** enhancing the accessibility of libraries and their collections, variety of services and programs for all community members to participate in.
- **COMMUNITY REACH:** forming partnerships with external stakeholders including with the ATSI and CALD communities through the Information, Linkages and Capacity building (ILC) Project, Wyatt Trust, Feros Care and Job Prospects.
- **INFRASTRUCTURE:** new infrastructure and footpath upgrades meeting DDA standards, the involvement of the Access and Inclusion Coordinator in major projects, 86% of Council owned buildings have an accessible toilet; and the installation of an adult change facility and all-abilities play space in Fremont Park.
- **INTEGRATION IN COUNCIL SERVICES:** Access and Inclusion Coordinator provides advice to Council projects and programs.
- **COMMUNITY AWARENESS:** disability awareness training provided to local organisations through ILC grant, inclusion awareness workshops provided to local sporting clubs. Also undertook awareness raising campaigns to address illegal blocking of footpath access.

- **EVENTS:** major council events have included access matting, AUSLAN interpreters and wheelchair viewing areas, annual hosting of events such as Positive Futures Expo and Carnival in the North to provide information on services to people with disability and Council is a Companion Card affiliate.
- **ORGANISATIONAL DEVELOPMENT:** disability and inclusion training and inductions delivered for staff, and a Job Access audit of employment and recruitment processes.
- **ENGAGEMENT:** establishing a youth position on the Disability and Social Inclusion Advisory group, Engagement Hub website has key accessibility features including language selection and large font, participants of Council's disability services targeted in Council's Customer Satisfaction Survey and Inclusive Play Survey.

6

IMPLEMENTATION PROCESS – DELIVERING OUR PLAN

How we will organise for success



Group	Role	Membership
SA Department of Human Services	<p>Oversee the implementation of the <i>Disability Inclusion Act 2018</i> and the State Disability Inclusion Plan.</p> <p>Responsible for ensuring that Councils develop, report on and review DAIPs in accordance with the Act.</p>	Chief Executive of the Department of Health
Playford Council (Elected Body)	Endorse the DAIP and budget allocations for its delivery. Tracking delivery through Council's Annual Report.	City of Playford Elected Members
Disability Access and Inclusion Working Group	<p>Oversee the delivery, reporting and review of the DAIP.</p> <p>Will meet regularly to establish and monitor work programs.</p> <p>Led by the Manager Community Inclusion. The lead will be responsible for calling, chairing and recording actions from meetings.</p>	A staff member from each area of Council responsible for delivering actions in the DAIP.
Access & Inclusion Community Leaders (i.e. Access & Social Inclusion Advisory Group)	<p>To provide an access and inclusion perspective regarding the development of Council plan, projects, programs, services and events.</p> <p>Meet regularly to comment on specific Council activities in the development phase.</p> <p>Coordinated by Coordinator Disability Access & Social Inclusion</p>	People with disability, carers or family members, service providers. Include State Plan priority groups: women, children and people of Aboriginal and Torres Strait Islander and culturally and linguistically diverse (CALD) backgrounds
Stakeholders	To collaborate with Council in the delivery of actions such as promotion of opportunities and consultation.	Service providers and organisations representing women, children and people of Aboriginal and Torres Strait Islander and culturally and linguistically diverse (CALD) backgrounds

Planning, delivery and review cycle

All actions requiring new resources will need to be subject to Council approval as part of Council's resource prioritisation process.



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ACKNOWLEDGEMENTS

City of Playford would like to thank everyone in the community who contributed to the development of this DAIP including:

- Members of Council's Access and Social Inclusion Advisory Group
- Disability service providers
- Members of the local community living with disability, their loved ones or carers
- The wider community committed to making our City an accessible and inclusive place

City of Playford would also like to thank Urban & Regional Planning Solutions who facilitated the consultation activities and supported the development of this DAIP.