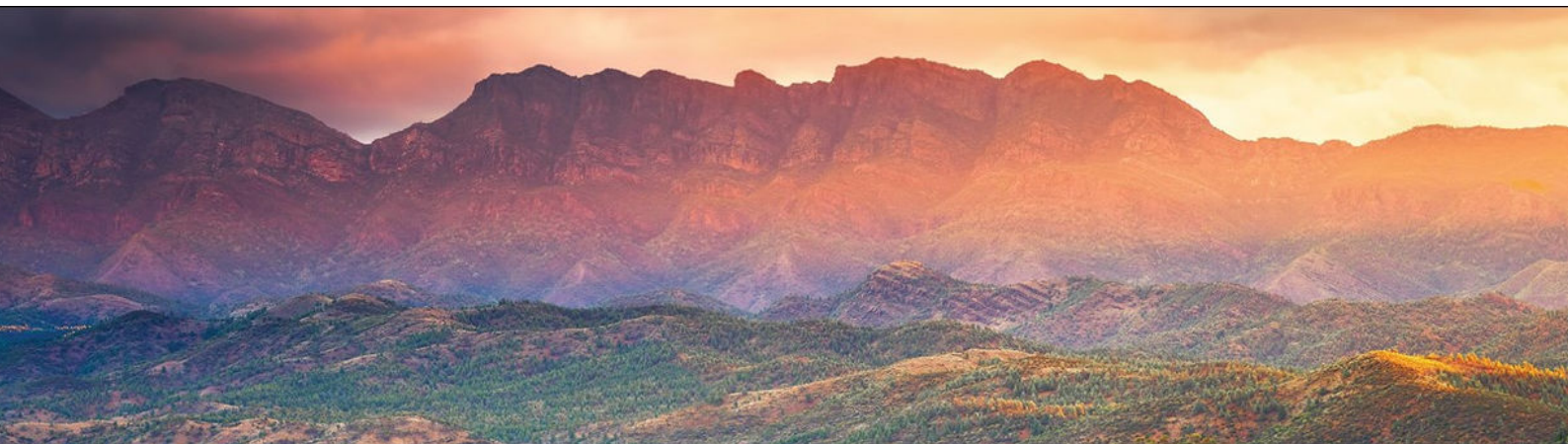




The Flinders
Ranges Council

DISABILITY ACCESS AND INCLUSION PLAN

2020 - 2024



This Disability Access and Inclusion Plan (DAIP) will help provide inclusive equity and access to all Council services, facilities and functions.

Any person with a disability has the right to inclusion and equality by accessing and participating in all aspects of community life and over many years, Council has undertaken a number of initiatives to create opportunities for people with disability and their carers.

This DAIP process involved comprehensive community consultation, and talking to relevant stakeholders, it has shown Council that more still needs to be done.

Council fully supports this Plan as part of the Council's commitment to accessibility and inclusion and we encourage all staff, community members and visitors to embrace and participate in the implementation and further develop our dynamic and ever improving Plan.

Peter Slattery

Mayor

Flinders Ranges Council

Acknowledgement of Country

The Flinders Ranges Council acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

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PART 1 – Developing a Disability Access and Inclusion Plan

1.1 Introduction

This Disability Access and Inclusion Plan (DAIP) demonstrates the Flinders Ranges Council’s strategic commitment to improving the participation of all people with a disability across a range of areas, so they can enjoy the rights and opportunities provided to all citizens and reach their full potential.

It provides Council with a systematic approach to identify and address barriers, not just only to ‘inclusion’ but also to ‘accessibility’. Strategies are then created to meet the participation and service needs of people with a disability. The Plan is a dynamic document which recognises community and cultural diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our society.

It was prepared in collaboration with the community, and utilizes the SA Government’s DAIP reporting template.

The font used in this document is Arial, which is the preferred font of Vision Australia and the Australian Royal Society for the Blind, to assist some people who have a visual impairment. This report is set at their recommended minimum size of 12pt. Their recommended ideal is 18pt; however, this is subject to the preferences of each individual.

1.2 About the Council of Flinders Ranges

The Aboriginal people of the Northern Flinders Ranges at the time of European settlement were the Wailpi, Guyani, Jadiaura and Pilatapa. Generally, these four language groups are now collectively referred to as the Adnyamathanha. In 2009 the Federal Court recognised that the Adnyamathanha hold Native Title over much of the area around Hawker. The majority of land in the Flinders Ranges Council area has now been recognised as Nukunu land through a recent Native Title determination, particularly the area around Quorn.

European settlement in the Flinders Ranges area, began during the early 1840s and by the end of the 1860s almost all of the land in the region was taken up by pastoralists.

The Flinders Ranges Council was created on 1 January 1997 following the merger of the District Council of Kanyaka-Quorn (1969 to 1997) and the

District Council of Hawker (1888 to 1997). It has a total area of 4,198 square kilometres.

The main towns within the council are Hawker and Quorn; it also includes the localities of Barndioota, Kanyaka and Stephenston, and part of Bruce, Cradock, Flinders Ranges, Mookra, Saltia and Yarrah.

The area's economy is traditionally agriculture, based on sheep, grains and beef cattle production, and whilst it remains an important contributor to economic activity in the region, tourism and its supporting businesses have evolved as the principal economic drivers, employing local residents across a diversity of sectors.

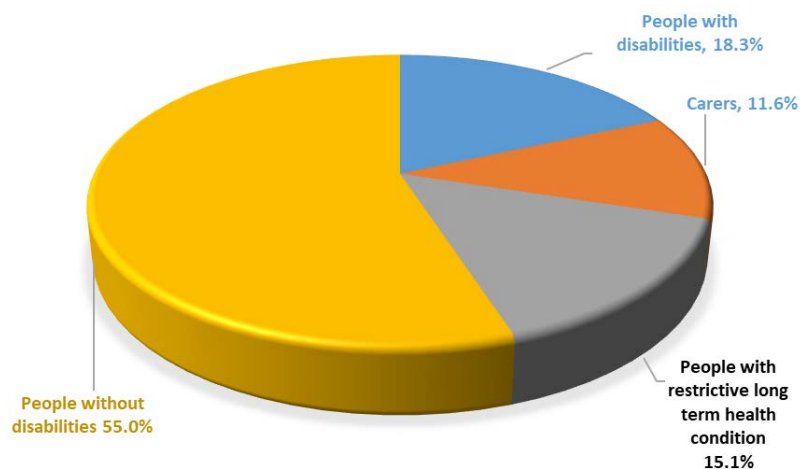
1.3 Council Area Relevant Population Demographics

Council uses credible demographic data to provide valuable insights about the community's future infrastructure needs, resource allocation, policies, plans and demand for Council and other services.

The Australian Bureau of Statistics 'Estimated Resident Population 2018', the Australian Federation of Disability Organisations (AFDO) Statistics 2020 and the 2015 Census - Survey of Disability, Ageing and Carers (SDAC) was used for this DAIP, which was developed to align with the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health 2001 (ICFDH).

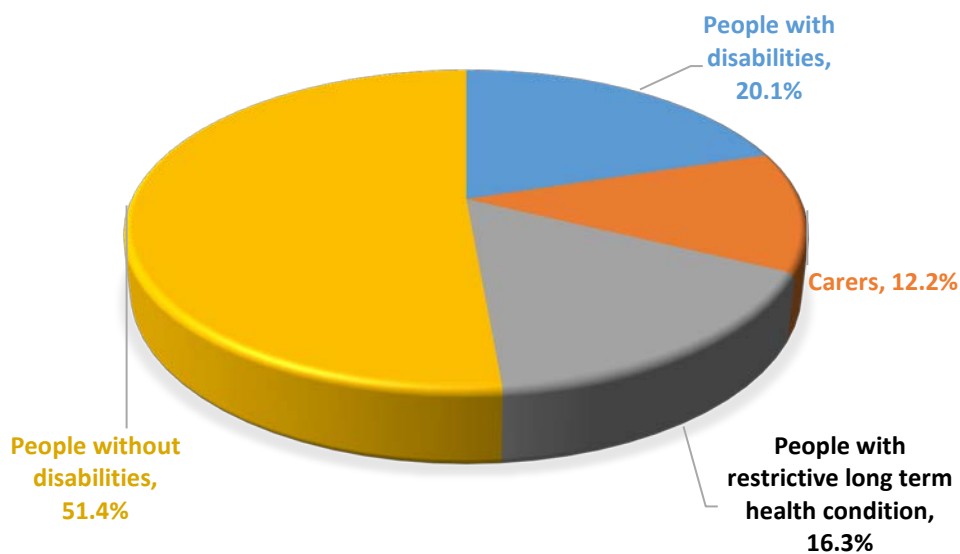
The WHO survey defines disability as any limitation, restriction or impairment which restricts everyday activities and has lasted, or is likely to last, for at least six months. The survey differentiates between those who have long-term health conditions that limit their activities (that is, those with a disability) and those who have long-term conditions without restrictions and limitations.

1.3.1 National Population Demographics



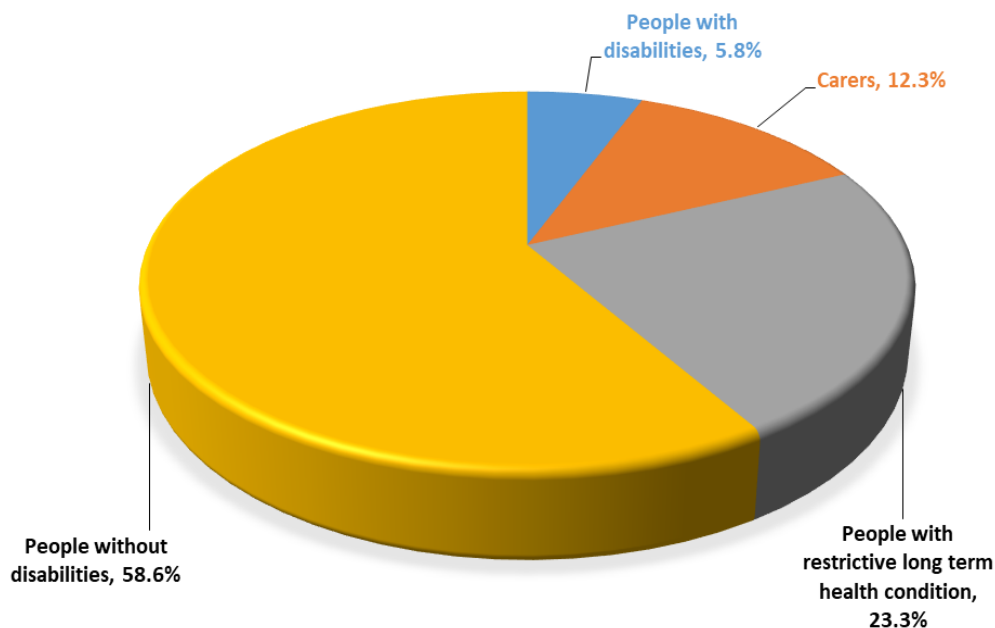
NB: 45% of the total population requires some form of accessibility and inclusive supports.

1.3.2 South Australia Population Demographics



NB: 48.6% of the total population requires some form of accessibility and inclusive supports.

1.3.3 Flinders Ranges Council Population Demographics



NB: With a total population of 1,693 people, statistics indicate that 41.4% of the population requires some form of accessibility and inclusive support. This equates to approximately 700 people, excluding visitors to the Council – Refer 1.3.4.

1.3.4 Flinders Ranges Council Visitor Information

In addition to the residential population of the Flinders Ranges Council, the area also attracts people to it by way of the many varying unique natural and historical attractions. The SA Tourism Dec 2019 'Flinders Ranges and Outback' report suggested that during the 2017 and 2019 period, in the order of 796,000 visitors spent 3,570,000 nights in the region. This incorporates 69% Intrastate, 31% Interstate and 6% International visitors.

Utilising the National figure of people needing care, their carers and people with restrictive long-term health conditions being 45% this may suggest that a potential of 119,400 people per annum might benefit from the Council DAIP.

1.3.5 Council Population Demographic Assumptions

Statistically, the Flinders Ranges Council area has less people with a disability and primary carers than currently demonstrated in the National and State population demographics, however it does identify a higher percentage of people with restrictive long-term health conditions. Various reasons for this may incorporate the areas potential number of pre-retirees, retirees and those in independent living, as well as aged care supported tenancy.

The reasons for this can vary from housing affordability, lifestyle, family support, the area socio-economic demographic, service availability and environmental conditions.

1.4 Flinders Ranges Council Statement of Commitment

The Flinders Ranges Council is committed to:

- Maintaining a dynamic culture that promotes this DAIP to its officers, key stakeholders, contractors and volunteers, and ensures that this information is regularly updated;
- Undertaking actions to ensure that people living with a disability can access mainstream supports, programs and services, access to built-environments, events and facilities, information, communications, and employment;
- Continuously reviewing its DAIP, to identify, and implement opportunities and improvements, enabling the same opportunities for all people with a disability, their families and carers to access its services, information and facilities, without any discrimination;
- Ensuring that people with a disability can participate in shaping its services and objectives through a consultative process;
- Mitigating any disability discrimination by complying with all relevant legislative and statutory requirements, standards and codes.

1.5 DAIP Strategic Context

There are a number of Federal and State Government obligations in addition to legislative requirements which relate to disability discrimination, accessibility, inclusion and equity and the items in this section (which are not exclusive) provide a brief overview of the key items which establish the basis of a DAIP.

1.5.1 Disability Discrimination Act 1992 (Fed)

The Disability Discrimination Act 1992 defines "disability" as meaning:

- a) total or partial loss of the person's bodily or mental functions;
- b) total or partial loss of a part of the body; or
- c) the presence in the body of organisms causing, or capable of causing disease or illness; or
- d) the malfunction, malformation or disfigurement of a part of the person's body; or
- e) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- f) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;
- g) and includes a disability that:
 - h) presently exists; or
 - i) previously existed but no longer exists; or
 - j) may exist in the future (including because of a genetic predisposition to that disability); or
 - k) is imputed to a person.

It also outlines:

- what an action plan must include (Part 3, Sections 59 to 64); and
- the function of the Australian Human Rights Commission with regard discrimination and the complaint process along with outlining offences for disability discrimination.

1.5.2 Disability Inclusion Act 2018 (SA)

This Act ensures that mainstream services are accessible to all South Australians with a disability, enabling them to fully participate in their community without barriers to equal access and inclusion.

Under the Act local government is required to develop and implement Disability Access and Inclusion Plans, in full consultation with people with a disability and their communities.

1.5.3 The Disability Services (Rights, Protection and Inclusion) Amendment Act 2013 (SA)

Important provisions introduced in this Act include:

- Referencing the United Nations Convention on the Rights of People with Disabilities;
- Ensuring the right of people with a disability to exercise choice and control in relation to decision-making in their lives;
- Accessible and well publicised complaints and grievance procedures;
- Protecting those who complain;
- Referencing state and national discrimination legislation;
- Mandate the safeguarding of policies in all government and government-funded disability service providers;
- New powers to make regulations requiring the sector to report on outcomes for clients.

1.5.4 Equal Opportunity Act 1984 (SA)

The purpose of the Equal Opportunity Act 1984 (SA) is to promote equality of opportunity for all South Australians. It aims to prevent discrimination against people and to give them a fair chance to take part in economic and community life.

1.5.5 Development Act 1993 (SA)

This invokes the Disability (Access to Premises - Buildings) Standards 2010, which refers to the AS1498 Standards etc. Part 1 Sec 3 (f) (g) to regulate the design and construction of buildings and the Australian National Construction Code (previously the Building Code of Australia).

1.5.6 United Nations Convention on the Rights of Persons with Disabilities

The development of DAIPs also 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. It is underpinned by eight guiding principles based on respect, equality and non-discrimination.

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

This broader understanding recognises that a disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can limit participation as can a person's individual circumstances (ie the nature and degree of impairment, capacities and skills).

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

1.5.7 State Disability Inclusion Plan (DIP) 2019 - 2023

The State Disability Inclusion Plan brings State Government agencies (which include all local Councils) together to reduce the barriers faced by people living with disability. Inclusive SA sets out our priorities and actions for the next four years under the four themes stated in the State DIP Vision 2019 – 2023.

1.5.8 State DIP Vision 2019 - 2023

The South Australian Government's vision is 'an accessible and inclusive South Australia based on fairness and respect'.

To achieve this vision, Inclusive SA focuses on the following themes:

- Inclusive communities for all;
- Leadership and collaboration;
- Accessible communities;
- Learning and employment.

1.5.9 National Disability Strategy 2010 - 2020

The Council of Australian Governments (COAG) endorsed the National Disability Strategy 2010–2020 (NDS). The Australian Local Government Association also assisted in the development of the NDS, which provides a shared policy framework that enables people with a disability achieve their full potential as equal citizens.

1.5.10 Universal Design

Developed by a working group of architects, product designers, engineers and environmental design researchers, the seven 'Principles of Universal Design' provide a baseline framework for designing any building, open space, product, service provision (including digital), or document.

They are:

1. Equitable Use;
2. Flexibility in Use;
3. Simple and Intuitive to Use;
4. Perceptible Information;
5. Tolerance for Error;
6. Low Physical Effort;
7. Size and Space for Approach and Use.

This has been further expanded with eight 'Goals of Universal Design' to focus on social participation and health, being:

1. Body Fit
2. Comfort
3. Awareness
4. Understanding
5. Wellness
6. Social integration

7. Personalisation
8. Cultural appropriateness

1.6 Developing this Disability Access and Inclusion Plan

Local Government in South Australia, has many key roles, which incorporate a varied range of service provision and infrastructure, environmental, civic and recreational facilities.

The development of a Disability Access and Inclusion Plan represents a commitment by the Council which will help ensure social inclusion and access for all our residents and visitors.

This can provide many benefits including increased opportunities for social inclusion, improved physical access to facilities and buildings, enhanced community and individual wellbeing and a greater recognition of the diversity of the residents and visitors.

A range of factors go into creating a DAIP, some of which encompass the following:

1.6.1 DAIP Project Facilitation

The development of this Council's DAIP was coordinated by Kathy Diener, Drought and Grants Support Officer at the Flinders Ranges Council. The Plan is fully supported by the Elected Members and Executive Management Team.

The services of a qualified and experienced "Action Planner" (Disability Discrimination Act 1992 Part 3, Section 59) consultant were sought through Council's approved procurement process. Consultant to Council was EnvironArc Pty Ltd, with Team Leader - Michael Galea (IAAP, ACAA, GAATES Internationally Certified Access Consultant and DAIP Action Planner), and David Stewart (ACAA Certified Access Auditor).

1.6.2 Aim of this Disability Access and Inclusion Plan

The aim of this Plan is to assist Council identify and remove barriers in policies, programs and services which exclude people with a disability, and to meet its obligations under relevant disability statutes, including both South Australian and Federal Legislation and Building Standards.

In addition to this, the Plan process shall:

- Promote and improve access for all;
- Build an inclusive community for all people which respects the dignity, and values the diversity of, individuals;
- Strengthen our community;
- Ensure the protection of equal rights, the right to participate in all aspects of community life and ensure the right of equal access to services, resources and facilities provided by Council, in its role as purchaser, service provider, policy adviser, planner, regulator and responsible employer.

1.6.3 Objectives of this Disability Access and Inclusion Plan

The objectives of this Plan are to:

- Assist Council to better meet the needs of people with a disability who live, work and visit the area;
- Assist Council to meet its statutory requirements under relevant disability legislation, both South Australian and Federal;
- Foster a region where people with a disability are afforded the same opportunities as the broader community;
- Improve access for people with a disability to Council's services and facilities;
- Encourage participation by people, regardless of ability, in Council's activities;
- Promote positive and inclusive images of people with a disability within Council and the community;
- Develop the relationship between Council and people with disabilities in the area;
- Promote and increase awareness of Council staff and the broader community of the rights and needs of people with disabilities;
- Focus on practical, achievable and deliverable initiatives to enhance access to services, physical infrastructure and public places.

1.6.4 Elements Considered within this Disability Access and Inclusion Plan

In creating this Plan, the following was included, but not limited to:

A Review of Current Activities:

- Collection of Council documentation and information;
- The development and promotion of a survey throughout the Council area;
- Interviewing relevant Council Managers where required;
- Interviewing selected people who have a disability and their carers;
- The range of potential service users and employees in the Council area;
- The varying profile of the local community;
- Numbers of people and their types of disabilities.

Identify Various Physical Barriers for action (but not limited to):

- Areas to which service users and employees should be entitled to have access;
- Physical structures which may act as barriers to people with limited mobility;
- Structures designed to deliver services, such as customer information counters and display units;
- Décor which may be confusing or disorientating to people with a visual disability;
- Non visual guides to assist people with a disability in using Council premises;
- Ways of assisting people with a disability move through a space in times of emergency and evacuation, including such things as visual fire alarms for people who are deaf or hearing impaired.

Communication Barriers:

- Alternatives for the advertising of Council services in ways that ensure accessibility for people with disabilities;
- Alternative presentation of standard Council forms;
- Access to computer technology in ways which can be used by people with disabilities;

- Use of current technology to ensure that groups who attend Council meetings and functions have access to the visual and audio enhancements.

Attitudinal Barriers:

- Commit to a process for the understanding by all staff and elected members, of the implications of the Disability Discrimination Act, (DDA) Action Plan;
- Ensure all relevant Council Policies are DDA inclusive;
- Set realistic, measurable goals and targets with achievable timelines based on collected data and completed outcomes.

1.6.5 Disability Access and Inclusion Plan Outcomes

The Council's DAIP helps to ensure that the rights of people living with a disability are upheld, and that this is the responsibility of the whole community. Most people take the ability to go about their daily life for granted. People with a disability should also be able to access and participate in all aspects of our society, including using 'mainstream' services and programs. Social inclusion is fundamental to quality of life and critical to achieving positive life outcomes across all domains.

The outcomes will also align with the South Australian Government's State Disability Inclusion Plan, the National Disability Strategy and the relevant legislative requirements.

1.6.6 Community and Stakeholder Consultation

Interactive workshops were held for Council elected members, employees, volunteers and people with a disability, their carers, and local community disability service organisations, together with interested members of the public.

A Community Survey was developed, specific to the Council area and was open to the public and promoted through Council email contacts, website, posters on community notice boards etc. Access to the survey was available for on-line completion or the provision of hard copies.

The Survey was well responded to, with many actions noted, for Council to prioritise, program and resource in upcoming budgets.

This comprehensive community, staff and stakeholder consultation process was undertaken in accordance with Council's general 'Community Engagement' processes, the SA Government Community Engagement Charter. The outcomes of this consultation, formed the basis for actions and timelines incorporated in this DAIP.

Copies of this survey are available on request to the Council CEO.

1.6.7 Implementation of this Disability Access and Inclusion Plan

Following Council's adoption of the Plan it will be:

- Distributed to elected members, relevant Management Staff and any appropriate Council advisory committee for action;
- Published in the Council website;
- Provided to the CEO of the SA Department of Human Services;
- Registered with the Australian Human Rights Commission;
- Notified to the public and made available at the Council office, as well as a hard copy and online.

Responsibilities of implementation:

The Council is responsible for:

- Facilitating the development of the Plan;
- Endorsing the Plan;
- Overseeing the implementation of the Plan;
- Supporting an equitable allocation of resources to fund the Plan;
- Ensuring that relevant Council decisions reflect the Plan's principles and priorities;
- Ensuring that all Elected Members are aware of the Plan as part of their induction.

Management is responsible for:

- Facilitating the provision of information about the Plan and its implementation, to all staff and to the community;
- Coordinating the implementation of the Plan within their areas of responsibilities;
- Support selected employees to undertake disability awareness and training programs;
- Monitoring the ongoing implementation of the Plan as required;

- Ensuring that people with disabilities are engaged with and effectively consulted;
- Ensuring that budgets are prioritised on a needs-based planning;
- Provide reports to meetings (as required) on the achievement of the goals;
- Evaluate the effectiveness of the Plan and recommend improvements and additions to the elected members.
- Council will annually communicate action outcomes in Council's website, Council's Annual Report and to the SA Government Department of Human Services, CEO.

1.6.8 Evaluation and Review

The Plan will be evaluated through the following processes:

- The management assessing what actions in the DAIP have been either fully or partially addressed;
- Engaging with the communities and stakeholders, and seek feedback in relation to the progress of the Plan;
- All feedback will be recorded and reviewed for any future Plan adjustments and actions;
- Community members throughout the term of the Plan can lodge comments to the Council about its progress. Council's response will be made according to the Correspondence received and any relevant Customer Services policies and processes in place at the time;
- On or before 31 October in each year, Council will provide a report, summarising the operation and implementation of the DAIP over the past financial year, to the CEO of the Department of Human Services SA.

1.6.9 Actions Already Undertaken by Council

Prior to this DAIP, Council has developed compliant access ramps to facilities, has improved many footpaths, has improved access to playgrounds, parks and reserves and has improved many administrative processes and policies against discrimination.

Council still has much more to achieve and like most other Local Government Agencies, their budgets are spread across an extensive range of community works and services, however this DAIP will assist in the identification and prioritisation of barriers and gaps, to make Council's infrastructure and business more accessible and inclusive to all.

Part 2 - Council Specific Plan for Action

Basis for the required report pursuant to regulation 9(4) of the Disability Inclusion Regulations 2019 (SA).

Measurable Target 2.1 - Inclusive communities for all				
Priority 1	Involvement in the community			
1	Actions	Responsibility	Timeframe	Targets
1.1	Investigate technology for inclusive access to publicly accessible Council meetings, including digital recordings of Council meetings for public access available on website etc.	DFA	December 2020	Council meetings more inclusive and accessible.
1.2	Develop inclusive and accessible guidelines for council events.	EA	December 2021	New guidelines developed
1.3	Integrate accessibility and inclusiveness in all new relevant Council policies, procedures and plans.	CEO/Policy Review Reference Committee	Ongoing	Relevant Council Governance more inclusive.
1.4	Consider ways of engaging more with women and children, Aboriginal, Torres Strait Islander and CALD community people who live with challenging mental conditions and/or disabilities.	SLT/Council	Ongoing	Opportunities for minority groups increased.
Priority 2	Improving community understanding and awareness			
2	Actions	Responsibility	Timeframe	Targets
2.1	Improve employee and elected member empathy and awareness of the rights of persons with disability (including front line employees).	CEO	August 2021	Awareness workshops
2.2	Ensure compliant and convenient signage of facilities for the disabled is in place throughout the Council area.	DOW	December 2021	Signage scoped and planned for action.

2.3	Inform ratepayers of acceptable roadside vegetation over footpaths (Tree Management Policy); and driveway designs over footpaths.	EA/DOW	June 2021	Ratepayers informed through Flinders Ranges Council Newsletter and Quorn Mercury.
2.4	Inform the community of the DPTI Information Sheet 8 guidelines for Motorised mobility scooters.	EA/DOW	June 2021	Ratepayers informed through Flinders Ranges Council Newsletter and Quorn Mercury.
Priority 3	Promoting the rights of people living with a disability			
3	Actions	Responsibility	Timeframe	Targets
3.1	The induction of all new Elected Members, employees and volunteers, to include an awareness of and commitment to the DAIP	DFA	January 2021	Revise Induction processes.
3.2	Wherever resources permit, patrol the improper use of access carparks on Council properties and roadsides, and issue infringement notices as appropriate.	GI	Ongoing	Access carparks more available.
3.3	Liaise with relevant authorities or agencies to advocate for grant funds and more accessible and inclusive facilities and services, then inform the community of outcomes.	CEO/DOW	December 2020 and ongoing	Improve networks and relationships for accessible opportunities and grant funds.
3.4	Consider Council local grant applications, which benefit people with a disability, to have a higher rating value.	Community Grants Committee/ Council	Ongoing	More community grant funds used for disability access and services.

3.5	Ensure disability requirements are included in Planning applications for new commercial developments.	DO/BO/EA	Immediate and ongoing	New works more inclusive and compliant.
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Measurable Target 2.2 – Leadership and collaboration

Priority 4 Participation in decision-making				
4	Actions	Responsibility	Timeframe	Targets
4.1	Consider the establishment of a Disability Access and Inclusion Advisory Committee	CEO	December 2023	People living a disability assisting Council with actions.
4.2	Ensure promotional material is easily available for people with a disability seeking to nominate for Council.	CEO	December 2023	Councillor nomination documents accessible.
Priority 5 Leadership and raising profile				
5	Actions	Responsibility	Timeframe	Targets
5.1	Regularly promote the DAIP and its completed actions, opportunities and stories.	CEO	Ongoing	Flinders Ranges Council Newsletter and Quorn Mercury utilised
Priority 6 Engagement and consultation				
6	Actions	Responsibility	Timeframe	Targets
6.1	Consult with disability, carer, aged care service providers and businesses as appropriate, for proposed new Council access and inclusion initiatives.	SLT	Jun 2022	Networks developed and opportunities made available.
6.2	Encourage the local business sector to become more aware of how inclusive facilities may generate more business.	SLT	Jun 2022	Awareness information included in Council Newsletter and Quorn Mercury
6.3	Review Council's Fair Treatment Policy and Customer Complaints Policy	SLT	Jun 2022	Policies reviewed and changes made

to include the Australian Human Rights Commission legislative framework, so it is proactive with any discriminatory complaints.

then complains acted upon quickly.

Measurable Target 2.3 – Accessible communities				
Priority 7	Universal Design across Council			
7	Actions	Responsibility	Timeframe	Targets
7.1	Encourage relevant Council officers, to undertake the free <i>Introduction to Universal Design</i> e-course through the Centre for Universal Design Australia.	DOW	March 2023	Course completed by relevant Council officers.
7.2	Establish a Universal Design policy for future Council facilities, services, assets and design initiatives.	DOW	December 2022	Policy Developed and approved
7.3	Promote a Universal Design culture throughout Council.	SLT	Jun 2023	UD evolving as a Council culture.
7.4	Consider membership of the Centre for Universal Design Australia, to make use of their many resources.	SLT	Jun 2023	Opportunity Considered.
Priority 8	Accessible and available information			
8	Actions	Responsibility	Timeframe	Targets
8.1	Ensure Council website complies with the WCAG 2.0AA Policy.	DFA	June 2024	Website Compliant and useable.
8.2	Investigate and provide more accessible and inclusive improvements to Council Website.	DFA	December 2023	Website improved.
8.3	Ensure all Council public documentation, incorporates simplicity, consistency, and Visual acuity for people with visual and colour-blind impairments.	SLT	Ongoing	Printing material more inclusive.

8.4	Investigate installing technology for people with visual impairments i.e.: the installation of screen readers, large print, captioning, social media and contrasting colour software, to Council computers which are accessed by the public.	DFA	June 2023	Inclusive technology made available.
8.5	Maintain Councils input to the National public toilet register.	DOW	January 2021	Access to public toilet locations improved.
8.6	Consider the development of mobility access maps for Hawker and Quorn which identify accessible facilities and are on the Council website.	DOW	March 2022	Mobility maps concept for consideration.
Priority 9	Access to services and facilities			
9	Actions	Responsibility	Timeframe	Targets
9.1	Promote the use of the 'Companion Card' for access to all Council facilities and events.	EA	Ongoing	Council events more affordable.
9.2	Audit Council offices, halls and associated buildings to identify any barriers and uninterrupted paths of travel which may preclude persons with disabilities from utilising those facilities.	DOW	December 2021	Council buildings audited and modifications scheduled.
9.3	Undertake an access audit of Council disability public toilets to identify any restrictions that will preclude persons with disabilities from utilising those facilities.	DOW	December 2021	Council access public toilets audited and modifications scheduled.
9.4	Consider the provision of additional accessible public toilets where necessary.	DOW	Ongoing	More access toilets provided.
9.5	Undertake a condition inspection of all Council ramps and footpaths to identify and prioritise areas that require attention.	DOW	June 2022	Council footpaths audited and modifications scheduled.

9.6	Review existing location, number and compliant positioning of public disability access carparks so they are appropriate and adequate.	DOW	June 2023	Public access carparks reviewed for action.
9.7	Undertake an access audit of all parks and gardens, children play space designs, heritage information and wayfinding signage, to ensure accessibility.	DOW	December 2022	Council parks and gardens audited and modifications scheduled.
9.8	Consider pedestrian crossing at Hawker School	DOW	June 2021	Safe crossing of road at Hawker school assessed
9.9	Provide appropriate security and pictograph signage for Council play areas as required, to mitigate risks and improve experiences of those with autism.	DOW	March 2021 (Hawker in line with funded works)	Council parks and gardens safer.
9.10	Review survey results and consider budgeting for items not listed elsewhere in this plan.	Council	As part of the annual capital budget process.	Survey responses assessed and planned for where required.
9.11	Consider disability access compliance for all new Urban Design Streetscape planning	DOW, Streetscape and Public Arts Reference Committee	Ongoing	Planning for better designed streetscapes.

Measurable Target 2.4 - Learning and employment

Priority 10 Better supports within educational and training settings				
10	Actions	Responsibility	Timeframe	Targets
10.1	Investigate the SA Public Sector Disability Employment Strategy and Toolkit, for a better understanding of opportunities.	DFA	March 2022	Processes better understood.

10.2	Investigate mentoring, training and career opportunities for employees with a disability.	DFA	December 2021	Opportunities available and utilised.
10.3	Ensure work environments for employees with a disability, comply with AS1428 and jobs are designed to be flexible, and all reasonable adjustments are taken into account.	DFA	December 2021	Workplaces compliant and jobs accessible.
Priority 11	Skill development through volunteering and support in navigating the pathway between learning and earning			
11	Actions	Responsibility	Timeframe	Targets
11.1	Liaise with the NDIS LAC and appropriate disability service provider organisations for potential volunteering opportunities with Council.	DFA	March 2022	Networks established and opportunities made available.
11.2	Investigate the creation of a Council Volunteer Policy, ensuring volunteering opportunities are inclusive and accessible to people with a disability.	CEO	March 2021	Policy reviewed and more inclusive.
Priority 12	Improved access to employment opportunities and better support within workplaces			
12	Actions	Responsibility	Timeframe	Targets
12.1	All job recruitment materials to incorporate an inclusion and equity diversity statement.	DFA	June 2021	Diversity statement developed and used.
12.2	Inform the NDIS LAC and appropriate Disability Employment Agencies of new available jobs.	DFA	June 2021 and ongoing	Jobs promoted through disability networks.
12.3	Investigate NDIS and grant funding opportunities which would support the employment of people with a disability.			NDIS and grant funding secured.



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Please do not hesitate to contact us if you require a copy in an alternative format, such as easy read, large font and electronic format (disk or emailed), audio or braille.

We would appreciate any feedback on our DAIP, so please Email us with your comments: council@frc.sa.gov.au