

Annual Report 2024

(**inCLusive SA**)

State Disability Inclusion Plan
2019–2023



Government
of South Australia

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Acknowledgement of Country

The Government of South Australia acknowledges and respects Aboriginal peoples as the state's first people and recognises Aboriginal peoples as traditional owners and occupants of lands and waters in South Australia.

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

Language

We acknowledge that language is a personal preference, and that different language and terminology preferences exist within the disability community. For the purposes of this annual report, we use both identity-first and person-first language.

The term 'Aboriginal' has been used throughout this annual report to reference all Aboriginal and Torres Strait Islander peoples. We acknowledge and respect the preference of the South Australian Aboriginal community to use 'Aboriginal' in both written and spoken word.

Minister's message

As we bring Inclusive SA, South Australia's first State Disability Inclusion Plan, to a close, we celebrate our achievements and the steps we've taken toward building a more inclusive and accessible South Australia. This is not just the end of a plan, it's a time to reflect on how far we've come and to ask ourselves: *What more can be done and what further improvements can be made?* While we have made meaningful strides in creating opportunities for people with disability, our work is far from complete.

The following activity represents just a sample of the work we've undertaken over the past 12 months.

Key highlights include:

- distribution of over 4,300 sports vouchers totalling \$433,800 to children with disability, an 85% increase from 2023
- construction of 241 new public housing homes in line with the National Construction Code's Silver level of the Livable Housing Australia standard to enhance accessibility and usability for all occupants

- opening of the Flinders Chase National Park Visitor Centre, featuring inclusive wayfinding, interpretive signage, and amenities tailored to accommodate visitors with disability
- celebration of inclusivity and the power of dance through the inspiring 'EveryBody Dance' project and the launch of the Disability Visibility video series to challenge misconceptions about disability and promote a more inclusive community
- promoting the legal rights of people with disability by improving access to legal information through an expanded range of Easy Read resources (including translations into 16 community languages) and supporting videos, including in Auslan.

I want to express my sincere gratitude to the individuals, organisations, and communities who dedicated their time and insights to advancing access and inclusion for people with disability and helping build a more inclusive South Australia.

To the lived experience networks, namely the Disability Minister's Advisory Council and the Disability Engagement Group, whose guidance and leadership have been pivotal in shaping and implementing the first plan of its kind in this state. Your insights have ensured that the voices of people with lived experience were at the centre of this work, driving meaningful and lasting change.

I also wish to thank all South Australians with disability. Your resilience, advocacy, and contributions are the backbone of our progress. You inspire us to work harder and dream bigger for an inclusive society.

As we transition to a new State Disability Inclusion Plan, we carry forward the lessons and successes of Inclusive SA.

This is not the end, it's the beginning of a renewed commitment to building a fairer, more accessible, and truly inclusive South Australia for everyone.

Together, we will keep moving forward to achieve a South Australia where no one is left behind.

Hon Nat Cook MP

Minister for Human Services

Minister for Seniors and Ageing Well



About this report

Under the *Disability Inclusion Act 2018 (SA)* (the Act), state government agencies and local councils (state authorities) are required to provide annual updates on activities related to the actions outlined in Inclusive SA and their Disability Access and Inclusion Plan (DAIP), and how they are addressing the specific needs of the following priority groups:

- Aboriginal and Torres Strait Islander peoples with disability
- people with disability from culturally and linguistically diverse (CALD) backgrounds
- women with disability
- children with disability.

Additionally, the following priority groups were added during the 2024 reporting period:

- people with disability who identify as LGBTIQ+
- people with significant intellectual disability or who have high levels of vulnerability due to disability
- people with disability who live in regional communities.

This annual report highlights the activities and status of the 23 actions (of 34 in total) that remained active from 1 January 2024 to 31 December 2024.

Each remaining action is led by one or more state authorities responsible for its overall delivery, as detailed in this report. We have recorded the status of each action using the following reporting method:

- ✓ **Completed and ongoing:** This action has been finalised and is now being implemented on an ongoing basis.
- ⚙️ **In progress:** Activities to respond to this action have commenced but have not yet been finalised.
- ✗ **Not yet started:** Activities to respond to this action have not yet commenced.

This report fulfills the requirements of Sections 14 and 17 of the Act.

Previous annual reports are available at inclusive.sa.gov.au



Photo credit: Darren Clements

Inclusive SA: Progress with purpose

Inclusive SA has officially concluded, marking the completion of a significant statewide effort to improve access and inclusion for people with disability. Its legacy will continue through the new State Disability Inclusion Plan 2025–2029 (State Plan), which builds on this progress and reinforces the commitment to inclusivity as a whole-of-government priority for South Australia.



Stronger engagement with people with lived experience through groups like the Disability Minister's Advisory Council (DMAC) and Disability Engagement Group (DEG)



Increased disability awareness training for government and local council staff, building a more inclusive, accessible, safe and informed public sector



More children and young people with disability enjoying the benefits of recreation through the distribution of Sports Vouchers and access to the VACSWIM program

Through targeted actions and collaborations, Inclusive SA has addressed key barriers and improved the community's understanding of inclusivity. Below, we highlight some of the achievements and ongoing impact of its work.

We have seen:



Universal Design (UD) improvements: better parking, building access and public spaces

SEE ME FOR ME

Shifting community attitudes through community awareness campaigns like 'See Me for Me'



Fee-free Auslan training to help build accessibility skills and promote inclusive communication through TAFE SA



The development and implementation of a smartphone app, Pavely, to showcase existing and upcoming inclusive and accessible services and facilities across South Australia, including Changing Places facilities



A focus on making Women's Information Service hubs safer and more accessible for women with disability



All new Adelaide Metro buses built with accessible features, such as 'next stop' information systems, that announce the upcoming stops, making it easier for passengers to know when to alight



The development and implementation of a supported decision-making project to document the wishes of Office of the Public Advocate clients who have impaired decision-making capacity



Enhanced coordination between health and disability support services through system-level initiatives and dedicated roles within Local Health Networks



Improvements to walking trails and upgraded accessibility facilities to support inclusive access for visitors to our recreational parks, reserves and visitor centres



More accessible information provided in print and online through the use of Easy Read documents, accessible formats, and Auslan videos



The review of the *Disability Inclusion Act 2018 (SA)* with amendments made to strengthen accountability of state authorities when reporting on their disability inclusion outcomes

2024 annual reporting data

Total state authorities

 **97**

Total state authorities

 **93**

Reported number total
(previous report: 97)

 **28/29**

Reported state government
agencies
(previous report: 31/31)

 **65/68**

Reported state government
agencies
(previous report: 31/31)

 **4**

State authorities that did not report
(previous report: 2)

Inclusive SA actions

 **34**

Total actions in Inclusive SA

 **23**

Total actions **active** in the 2024
reporting period

 **18 (53%)**

Total actions **completed** at the
end of 2024

 **16¹ (47%)**

Total actions **commenced** and **in
progress** at the end of 2024

1 It is important to note that up to 97 state authorities share responsibility for seven of the 23 actions. These actions can only be marked as complete once all state authorities have completed the action; as such, all seven shared actions remain in progress as at the end of 2024.

Disability Access and Inclusion Plan (DAIP) actions



3,085

Total actions
(previous report: 3,096)



24%

Total actions **in progress**
(previous report: 42%)



64%

Total actions **completed and ongoing**
(previous report: 58%)



12%

Total actions **not yet started**

Over the life of Inclusive SA, state authorities completed more than half of the 34 actions (53%), an increase from 32% in 2023.

The remaining 47% of actions are still underway, with some continuing beyond the life of Inclusive SA. These will be reviewed and, if appropriate, carried into future initiatives to ensure continued progress toward greater inclusion.

Outcome area	Inclusive SA actions	Completed and ongoing	In progress
Outcome 1 - Employment and financial security	1-5	40%	60%
Outcome 2 - Inclusive homes and communities	6-14	56%	44%
Outcome 3 - Safety, rights and justice	15-18	75%	25%
Outcome 4 - Personal and community supports	19-22	75%	25%
Outcome 5 - Education and learning	23-27	40%	60%
Outcome 6 - Health and wellbeing	28-30	67%	33%
Outcome 7 - Community attitudes	31-34	25%	75%
OVERALL		53%	47%

Priority groups



Children with disability

Across South Australia in 2024, **local councils** delivered a broad range of inclusive programs, infrastructure upgrades, and community partnerships to improve the lives of children with disability and their families. This collective effort demonstrates strong local leadership in creating inclusive environments where children with disability can play, learn, connect, and thrive.

Inclusive sports and play

A variety of councils supported inclusive sporting initiatives such as Unified Basketball, Special Olympics events, inclusive sports academies, and Sport4All programs. Councils also developed inclusive youth activities like Dungeons and Dragons groups and upgraded play spaces through co-design with families. Enhanced play accessibility was achieved by incorporating sensory elements, communication boards, and accessible surfaces.

Library and inclusive initiatives

Public libraries across multiple council areas offered sensory storytimes, Auslan sessions, dyslexia-friendly materials, and dedicated visits for children with disability. Inclusive initiatives were introduced to better support young people with diverse needs, including expanding participation in the Mayors' Short Story Challenge.

Community events and awareness

Inclusive events such as discos, awareness days, and immersive experiences like Dining in the Dark were hosted to build understanding and community connection. Significant celebrations were held in partnership with disability service providers to mark events like the International Day of People with Disability.



Social connection and mental health

Councils supported social inclusion and mental health through initiatives like Autism Inclusion coffee groups, accessible youth advisory committees, and play and library services in remote areas. Tailored programs for neurodiverse youth included social clubs, wellness sessions, and adaptive recreational activities like Slice N Dice, yoga with dogs (DOGA) and Wibit sessions at the SA Aquatic and Leisure Centre.

Infrastructure and accessibility

A number of councils improved accessibility through upgraded footpaths, inclusive playground elements (for example: wheelchair-friendly mud kitchens, supportive swings), and enhancements to community facilities. Holiday programs were also adapted to increase accessibility and participation for children with disability.

Creative and cultural participation

Inclusive arts and cultural initiatives included art and design competitions for students with intellectual disability and collaborative arts projects celebrating Aboriginal culture (for example: Aboriginal Bush Beads project).



Women with disability

Strengthening support for women with disability

In 2024, the **Office for Women (OFW)** continued its work to address the specific challenges faced by women with disability, as part of the State Government's Women: Safety, Wellbeing and Equality policy framework. A significant area of focus has been raising awareness about domestic, family, and sexual violence (DFSV) among women with disability.

To support this, the OFW released the Women's Information Service Easy Read Brochure, which provides clear, accessible information on DFSV and available support services. In addition, the OFW is developing a dedicated webpage specifically for women with disability experiencing violence, ensuring better access to vital information and services.

Preventive Health SA (PHSA) has established, through its screening team, a partnership with SHINE SA, which provides women with disability access to free cervical screening in person, via the SHINE SA clinics. Staff at these clinics are experienced in offering person-centred, trauma-informed services and can provide longer consults where needed. Another option offered as part of this initiative is self-collection following a telehealth consult, which increases accessibility of cervical screening for people with mobility issues and other disabilities that reduce their ability to access usual clinics.

Housing for women with disability in 2024

- » 17.7% of public housing allocations were to women with disability as head tenants.
- » 14.0% of social housing registrations were women with disability.
- » 7.1% of applicants supported through private rental services were women with disability.



Aboriginal peoples with disability

Culturally safe and inclusive services

The newly completed Yitpi Yartapuultiku Aboriginal Cultural Centre in the **City of Port Adelaide Enfield** includes a Changing Places facility. The centre enhances access to cultural, inclusive and accessible services for Aboriginal peoples, including those with disabilities.

The **Department for Correctional Services** (DCS) newly established Mirnu Units at Yatala Labour Prison are purpose-built for Aboriginal inmates with complex needs, including disabilities. These units provide culturally appropriate rehabilitation programs alongside life skills training.

Department for Environment and Water

(DEW) partners with Traditional Owners in park management, ensuring inclusive engagement through programs such as Park of the Month. These programs feature activities such as cultural walks that are accessible to people with disability.

The **City of Tea Tree Gully's**

Reconciliation River Walk launched in Highbury features Braille, Kaurna language, and QR-coded videos of local Elders. The walk offers an inclusive and educational experience about Aboriginal heritage, both on-site and online.

Housing for Aboriginal peoples with disability in 2024

- » 5.5% of public housing allocations were to Aboriginal peoples with disability as head tenants.
- » 4.2% of social housing registrations were Aboriginal peoples with disability.
- » 1.5% of applicants supported through private rental services were Aboriginal peoples with disability.



Culturally and linguistically diverse (CALD) communities with disability

Championing inclusion for CALD people with disability

In 2024, the **City of Adelaide** continued its commitment to inclusive representation by supporting the involvement of the Multicultural Communities Council of South Australia (MCCSA) on its Disability Access and Inclusion Panel.

Sisaleo Philavong, MCCSA's Representative Member, is a passionate disability advocate and qualified Developmental Educator who brings valuable lived experience. He offers important perspectives on the challenges faced by CALD people with disability, particularly in areas like employment, housing, transport, and education. His ongoing advocacy supports the **City of Adelaide** to build stronger connections with CALD communities and promote inclusive participation in civic life.

As a founding member of the Disability Minister's Advisory Council and member of the Department of Human Services Disability Engagement Group, Sisaleo has also contributed to shaping and delivering Inclusive SA from the beginning. His involvement has helped strengthen cultural responsiveness and inclusive community engagement.

Supporting equity for African-Australian communities

In 2024, the **Department for Correctional Services** (DCS) developed the Ubuntu Strategic Framework and Action Plan, led by the Principal Advisor for African-Australian Services. The plan acknowledges the unique challenges faced by justice-involved people and staff of African heritage, particularly those with disability, including language barriers, racism, and stigmatisation. In alignment with the SA Multicultural Charter and the Anti-Racism Strategy 2023–2028, the Action Plan outlines targeted interventions to address these systemic disadvantages and promote a more inclusive and equitable justice system.



Making equal opportunity laws more accessible

In 2024, the **Attorney-General's Department** (AGD), through Equal Opportunity SA, took significant steps to make legal information more accessible and inclusive. Following direct consultation with people living with disability, the agency developed Easy Read guides to help individuals better understand their rights under South Australia's Equal Opportunity laws.

To further support access across diverse communities, these guides were translated into 16 community languages, ensuring people from CALD backgrounds, including those with limited English literacy, can engage with and understand their legal protections.



People with disability who identify as LGBTIQ+

Supporting LGBTIQ+ people with disability in correctional services

The **Department for Correctional Services** (DCS) continues to support the needs of LGBTIQ+ people in custody and the community, including those with disability. Individual case plans are developed with consideration for disability-related needs and are reviewed annually to ensure responsive support.

In 2024, DCS engaged with the LGBTIQ+ Minister's Advisory Council to inform current initiatives and improve inclusion. Additionally, insights from the ANROWS SpeakingOut@Work study, highlighting the experiences of LGBTIQ+ people with disability, are being incorporated into workforce development and training to enhance inclusive practice.

Celebrating diversity and connection

One of the stallholders at the 2024 **City of Burnside's** Disability and Inclusion Expo showcased their inclusive approach to friend-pairing and speed-dating events for LGBTIQ+ people with disabilities. Inspired by the positive impact of their work, **City of Burnside** has secured grant funding to partner with them and deliver a series of these inclusive events locally. This collaboration will create meaningful social opportunities and help build stronger, more connected communities.

TAFE SA (TAFE) established a Pride Network for staff who identify as part of the LGBTIQ+ community. An intersectional approach is taken to this work. Many of the network members are people with disability and provide important input and feedback into the network.



People with significant intellectual disability or who have high levels of vulnerability due to disability

Preventative health initiatives for people with intellectual disability

In 2024, **Preventive Health SA** (PHSA) partnered with Cara to upskill support workers in assisting people with intellectual disability to access bowel cancer and cervical cancer screenings. A total of 24 support workers were trained to help clients participate in these screenings, with a focus on ensuring informed consent and working with families. Additionally, through the partnership with SHINE SA, people with intellectual disability are eligible for free cervical screening services, offered in-person or via self-collection following a telehealth consultation.

The South Australian Council on Intellectual Disability (SACID) received a grant for its project, *It's My Turn: An Inclusive Movement Game for Everyone*, aimed at promoting the physical and mental wellbeing of South Australians with intellectual disability.

Supporting connection, wellbeing and rights

The **Department of Human Services** (DHS) is working to expand the Community Visitor Scheme (CVS) an independent, legislated body that monitors disability-related facilities and programs through regular inspections. The CVS advocates for vulnerable clients, particularly those with high levels of intellectual disability. In 2024, the CVS conducted 753 visits to disability and mental health facilities, with a growing focus on non-verbal residents and those with severe intellectual disabilities.



People with disability who live in regional communities

Inclusive events and programming

Renmark Paringa Council has begun offering sensory options at events. This includes quiet times, low lighting sensory times and areas which are slightly removed from the epicentre of the event to ensure there is space for families to regulate away from crowds. The Connected and Active Communities Officer role which is funded through the **Office for Recreation, Sport and Racing (ORSR)** commenced in April 2024. The Officer has created the 'Inclusive Sports Academy' in the Riverland and seeks to provide children and young people living with disability with opportunities and access to sporting clinics.

The SAPOL Disability Road Safety Awareness Information Session, hosted by the **Rural City of Murray Bridge**, was specifically delivered for those living with disability in the community to address regional road safety issues. Additionally, the 14th Mental Health and Wellbeing Expo in October continued to bring a well-attended and much needed event to this regional community and featured nationally recognised speakers. The collaborative working group established to deliver the event was led by Genuine Support Services Australia (GSSA) who are a for-purpose organisation assisting those living with disability and mental health.



Supporting inclusion through community transport and participation

Kingston District Council has supported community transport for over 20 years by providing and maintaining a Red Cross Community Passenger Transport Vehicle (CPTV) to help isolated and disadvantaged residents attend medical appointments and social activities. During 2024, the Red Cross CPTV service through 17 volunteers assisted 55 Kingston residents with 97 trips, totalling 17,501 kilometres and 293 volunteer hours. Similarly, **Port Pirie Regional Council** contributes funding to Care in Motion – Community Care and Transport to assist people with disabilities in regional areas, and also runs inclusive programs such as art classes, library sessions, movie nights, and local celebrations, creating welcoming spaces for all.

The Murray Bridge Wellbeing Hub, a joint project between the **Rural City of Murray Bridge (RCMB)**, **Preventive Health SA** (PHSA) and the Murray Bridge Community Centre, successfully delivered their Walking Netball program in collaboration with The Haven. This innovating initiative brought the community together by offering a fun, accessible version of netball that's open to everyone, no matter their age, ability, or experience. This initiative also won the 2024 Walking for Health award with Walking SA.

Promoting disability visibility in our community

In March 2024, the **City of Charles Sturt** launched the Disability Visibility video series to address one of the biggest barriers faced by people with disabilities: misunderstanding and negative attitudes. The series features three local individuals sharing their personal experiences and challenging common misconceptions about disability, with the goal of promoting inclusivity and fostering a greater understanding within the community.

On 28 November 2024, **Mount Barker District Council** proudly supported the premiere of the EveryBody Dance documentary, a heartwarming celebration of inclusivity and self-expression. The film captures the inspiring journey of local community members with disabilities who took part in a transformative six-week dance program. The program culminated in a breathtaking performance at Ukaria Cultural Centre. In partnership with Australian Dance Theatre and Community Living Australia, the Council provided a platform for these participants to shine, showcasing their talents and reinforcing the importance of a truly inclusive community.

EveryBody Dance Performance at Ukaria Cultural Centre – 31 July 2024



Photo credit: Darren Clements

Autism inclusion in action

South Australia's first Autism Strategy 2024–2029 was launched on 19 June 2024, following extensive co-design with the Autistic and autism communities. Led by the **Department of Human Services** (DHS), this strategy aims to improve the lives of children, adults, and carers within the autistic community. It includes 25 commitments across seven focus areas, prioritising better access to mainstream services, early diagnosis, and improved education outcomes. With increasing autism diagnoses, particularly among NDIS participants under 18, DHS plans to reduce barriers by creating clearer diagnostic pathways, cutting waiting times and costs, and ensuring better access to information and resources.

The Office for Autism within the **Department of the Premier and Cabinet** (DPC) supported the ability of families with neurodivergent children to attend major community events through funding and/or staffing sensory spaces.

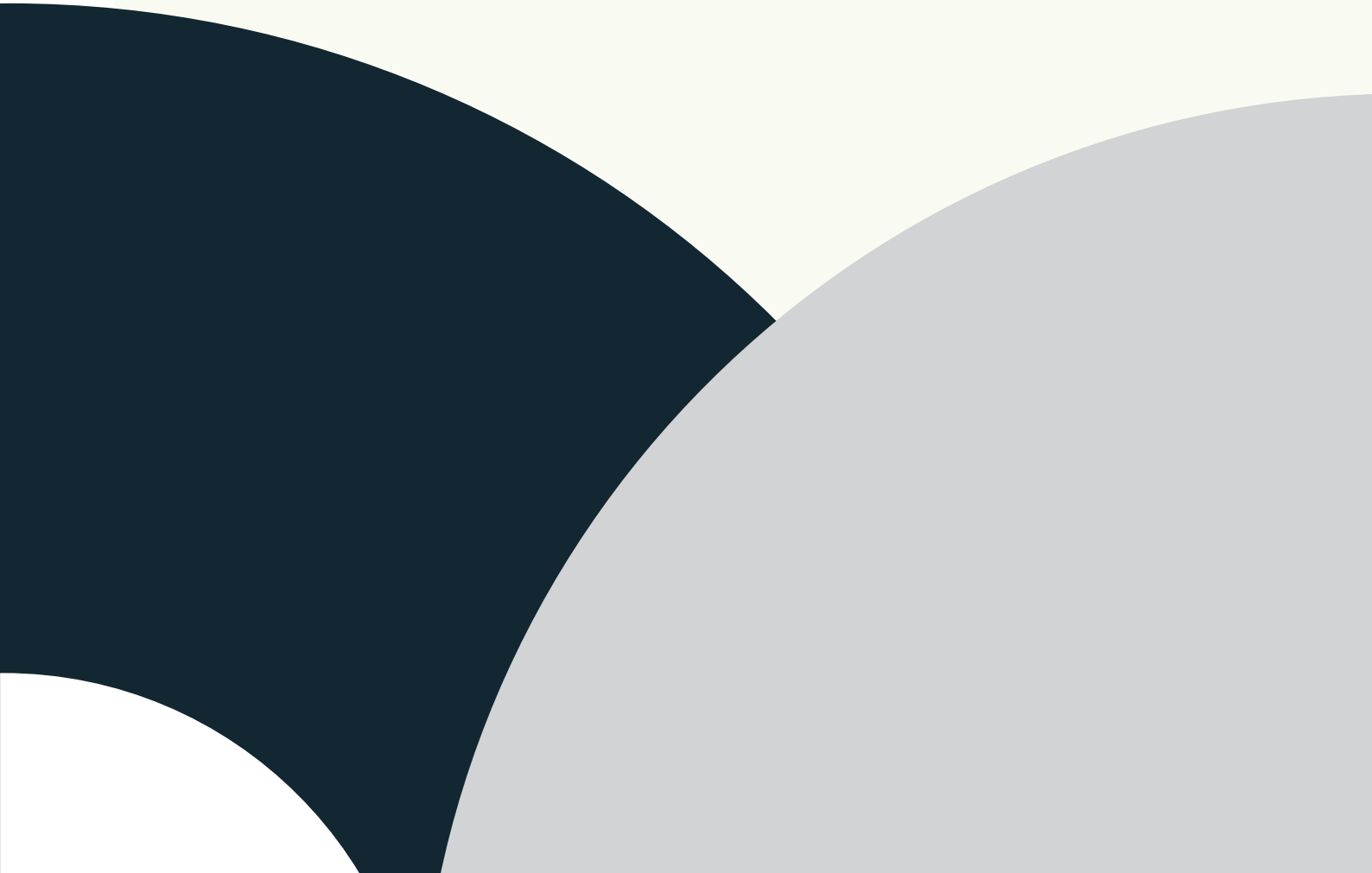
The **Office for Autism** was awarded a three-year grant from the Australian Government Department of Social Services to deliver a pre-emptive early intervention pilot program, Inklings. The Inklings program will help parents and carers better understand the needs of infants between the ages of six to 18 months who are showing early signs of developmental difference. The program builds the capacity of families to more effectively support the child.

Over the past 12 months, the **Office for Autism** has developed a pilot service model, convened a steering committee, facilitated training for the first cohort of practitioners, and delivered the Inklings program to the first cohort of babies. They also launched the first 'Autism works in the community' grants program, worth \$250,000, which supported 17 diverse projects focused on knowledge and understanding, wellbeing, connection and belonging, employment, and opportunity.



The **Art Gallery of South Australia** (AGSA) through AGSA Education regularly supports homeschool groups with customised learning experiences. It also offers a specialised Sensory Tour that uses tactile objects to enhance engagement for young people with disability.

TAFE SA (TAFE) has developed a pilot project to improve the orientation and transition experience to vocational education and training (VET) for commencing secondary school students with autism, their families and carers. An intersectional approach has been developed, with consideration for LGBTIQ+ students, CALD students and students from regional communities.



Summary of activity

This summary outlines Inclusive SA's actions and progress throughout 2024. Some actions were completed in earlier reporting years, others remain ongoing, and several will continue beyond the timeframe of this plan.

Outcome areas

1 Employment and financial security

People with disability have economic security, enabling them to plan for the future, and exercise choice and control over their lives.

→ **Action:** 2, 4, 5

*Action 1 and 3

2 Inclusive homes and communities

People with disability live in inclusive, accessible, and well-designed homes and communities.

→ **Action:** 6, 8, 9, 10, 11, 12, 14

*Action 7, 13

3 Safety, rights and justice

The rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

→ **Action:** 17, 18

*Action 15, 16

4 Personal and community supports

People with disability have access to a range of supports to assist them to live independently and engage in their communities.

→ **Action:** 20

*Action 19, 21 and 22

5 Education and learning

People with disability achieve their full potential through education and learning.

→ **Action:** 23, 24, 25, 26, 27

6 Health and wellbeing

People with disability attain the highest possible health and wellbeing outcomes throughout their lives.

→ **Actions:** 28, 29

*Action 30

7 Community attitudes

Community attitudes support equality, inclusion and participation in society for people with disability.

→ **Actions:** 32, 33, 34

*Action 31

* Action previously completed - excluded from this annual report.



Photo credit: Darren Clements

Outcome area

Employment and financial security

1

People with disability have economic security, enabling them to plan for the future, and exercise choice and control over their lives.

Action 2

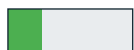
Implement the South Australian Public Sector Disability Strategy 2019–2023* and develop new strategies to create a more inclusive, accessible, safe, and informed public sector.

***Note:** for 2024 annual reporting this was updated to the Diversity, Equity and Inclusion (DEI) Strategy 2023–2026.

All state government agencies lead this action.



This action is currently in progress.



25% completed and ongoing



71% in progress



4% not yet started

Progress in 2024

The **Department of Treasury and Finance** (DTF) Disability Inclusion Network (DIN) was re-established in 2024, with membership predominately made up of people with lived experience of disability. It offers a safe, inclusive space to share workplace experiences and give advice on improving work and service environments. The DIN receives education and resources on various disabilities, in 2024 this included an Autism Awareness session delivered by a DIN member.


The **South Australia Fire and Emergency Services Commission** (SAFECOM) developed a DEI Strategy aligned with the public sector DEI Strategy. Initial consultation occurred in 2024, with final consultation underway. SAFECOM engaged Autism SA for neurodivergence workshops and created DEI resources for managers and staff. The **South Australian State Emergency Service** (SASES) has been offering courses in partnership with SBS focusing on disability and neurodiversity which have been rolled out to staff and volunteers in the agency.



The **Attorney-General's Department** (AGD) has been working with [Job Access and Disability Works Australia](#) to recruit people with disability and support managers. A Guide for Leaders – Supporting Employees Living with Disability has been developed and made available on the department's intranet. In addition, six dedicated posts promoting these resources and supports were shared in 2024.

The **Office for Autism** established the SA Neurodivergent Public Sector Employee Network for employees who identify as neurodivergent to connect, learn, share and grow. 100 employees attended the first meeting and 48 completed a survey to establish the network implementation model.


The **Department of Human Services** (DHS) Pre-Employment Declaration form now uses inclusive language with broader definitions of disability and neurodiversity. Diversity and inclusion statements have been added to job advertisements, role descriptions, and policies. A new Workplace Adjustments Procedure is under review to help staff with disabilities. Mandatory Disability Awareness and Inclusion Training reached 79% completion as of January 2025.



Action 4

Continue to work collaboratively with the Commonwealth Government and the National Disability Insurance Agency to develop strategies to support a diverse disability workforce, including within regional South Australia.

The Department of Human Services leads this action.

 This action is currently in progress.

Progress in 2024

The **Department of Human Services** (DHS) continued working collaboratively to address the recommendations of the NDIS Review. The Working together to deliver the NDIS report (NDIS Review Final Report) was released on 7 December 2023 and included recommendations on attracting, retaining, and training a responsive workforce, as well as reforms to NDIS pricing, provider and worker registration, and worker screening. DHS is actively engaging with the disability community and sector to ensure these reforms support provider viability and a sustainable NDIS market.

Action 5


Develop data measures to track the percentage of people living with disability who are employed in South Australian Government and local councils.

The Office of the Commissioner for Public Sector Employment and local councils lead this action.

 This action is currently in progress.

 28% completed and ongoing

 36% in progress

 36% not yet started

Progress in 2024

In December 2023, a minimum disability employment target of 3% across the South Australian public sector by December 2026 was introduced. The **Office of the Commissioner for Public Sector Employment** (OCPSE) reported as of June 2024 that 1,584 people reported a disability in the public sector, representing 1.3% of the workforce.



However, a total of 2,295 of survey respondents to the anonymous 2024 People Matter Employee Survey (PMES) disclosed a disability, representing 5.7% of responses. The PMES allowed employees to share more than what is captured through payroll data, leading to an underrepresentation of actual disability employment when relying solely on formal disability disclosures. OCPSE will continue to look at ways to make disability reporting more robust, including ensuring employees feel comfortable to share their disability status, to better support their career development and overall employee experiences in the public sector.

In 2024, 25% of local councils tracked disability in their workforce to support inclusion, address barriers and promote equal opportunity.

Clare and Gilbert Valleys Council

only collects data on employees with disabilities when voluntarily disclosed for workplace support. Information sessions are held to help staff understand how common disability is in the workplace and the wider community.

Copper Coast Council gathers disability-related workforce data through HR processes based on voluntary self-identification, following a merit-based hiring approach. Policies supporting access, inclusion, diversity, and equal employment opportunities, such as recruitment and selection guidelines and equal opportunity policies, are in place. Employees with disabilities are supported through reasonable workplace accommodations, with supervisors providing ongoing assistance.

Wattle Range Council is implementing a new HR Software ELMO which will allow employees and applicants to enter data relating to disability and access needs.

Outcome area

Inclusive homes and communities

2

People with disability live in inclusive, accessible, and well-designed homes and communities.

Action 6

Explore opportunities to increase the involvement of children with disability in sports and cultural activities, including:

- expanding the Sports Voucher program
- providing extra support for children to participate in VACSWIM
- promoting the availability of arts programs.

The Office for Recreation, Sport and Racing and Department of the Premier and Cabinet lead this action.



This action is currently in progress.

Progress in 2024

Office for Recreation, Sport and Racing (completed and ongoing)

The **Office for Recreation, Sport and Racing** (ORSR) issued 4,338 vouchers, totalling \$433,800 to children identified as living with disability as part of the Sports Voucher program.

This represents approximately 4% of the vouchers issued in 2024 (98,138 vouchers) and is an 85% increase from 2023. The State Government invested an additional \$54.6 million over four years in this initiative to address cost of living pressures for families and added eligibility for scouts and guides activities under the program. Additionally, 298 registrations from children with disability were received for the VACSWIM program in 2024.

Department of the Premier and Cabinet (in progress)

The **Department of the Premier and Cabinet** (DPC) provided sensory spaces, staffed by Office for Autism at the Multicultural Festival 2024 and the VAILO Adelaide 500, to increase attendance and improve the enjoyment for children and young people who identify as neurodivergent and their families.

DPC Cultural Institutions continue to provide accessible community education programs, such as Audio-described tours, Auslan-interpreted video tours and Autism and sensory friendly events. The **South Australian Museum** continues to offer free loan sensory packs for children and young people and deliver a sensory-friendly stream within its quarterly school holiday programs.

Action 8

Consider UD principles across state government residential and commercial infrastructure, including:

- sport and recreation infrastructure projects to support family-friendly and accessible features
- infrastructure upgrades and redevelopment of significant public access buildings
- infrastructure maintenance across Department for Environment and Water managed land and parks
- residential construction and maintenance specifications of South Australian Housing Trust houses (and adopting the Livable Housing Australia design guideline for all new build social housing stock).

The Department for Infrastructure and Transport, Department for Environment and Water², South Australian Housing Trust² and the Office for Recreation, Sport and Racing lead this action.



This action is currently completed and ongoing.

Progress in 2024

Office for Recreation, Sport and Racing (completed and ongoing)

The new Adelaide Aquatic Centre construction has been planned with a range of inclusive amenities and changing rooms, including the addition of pool access ramps. In addition, all internal signage at the new South Australian Sports Institute (SASI) contains braille for people who are blind or have low vision. At the agency's venue, the SA Athletics Stadium, an office space has been repurposed as a sensory room. It is available to all hirers and users of the facility at no additional charge.

² Action previously completed and ongoing.

Action 9

Local council access and inclusion planning to consider consultation outcomes including:

- incorporating UD principles in criteria for all new building and public projects and planning for programs, services and events
- developing UD training plans for staff and contractors
- reviewing availability for accessible car parks in identified areas.

All local councils lead this action.



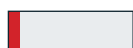
This action is currently in progress.



40% completed and ongoing



52% in progress




8% not yet started

Progress in 2024

In 2024, local councils collectively reported 1,575 accessible carparks.

The **Yankalilla Council** implemented various accessibility upgrades across community facilities and events. Improvements included accessible cabins at Normanville Caravan Park, disability legislation compliant pathways, ramps, and lifts at the Surf Life Saving Club and library, and UD benches. The Opening the Door to Nature program enhanced trail access via eTrikes and increased use of the all-terrain MTe-push wheelchair, helping more people with mobility challenges enjoy nature.

The **City of Burnside** promoted UD principles in key planning documents, including the Draft Greater Adelaide Regional Plan and the State Transport Strategy. Accessibility audit recommendations were also actioned, with upgrades to street and reserve toilets and a Town Hall access ramp completed. Council works with expert consultants to ensure compliance with the UD principles and accessibility standards, with approximately \$682,000 spent on these initiatives.



The **City of Port Adelaide Enfield** is a founding member of the national Local Government Universal Design Network, with staff actively involved. The network promotes understanding and adoption of UD principles in local government, supports professional development, and advocates for stronger legislation. Council integrates UD principles into infrastructure and planning projects, as seen in developments like the Largs Bay Foreshore toilets, Yitpi Yartapuultiku, and other new facilities.

UD principles are being incorporated into public facilities in the **Rural City of Murray Bridge** for toilets, car parks, playgrounds, and furniture in new and upgraded projects. The Magpie Drive playground now includes wheelchair-accessible features such as a carousel, disc swing, trampolines, and low play activity boards for inclusive play.

Action 10

Consider the installation of multi-media devices and inclusive signage at service outlets and at the front of public buildings to accommodate people with disability.

All state government agencies and local councils lead this action.



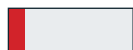
This action is currently in progress.



31% completed and ongoing



42% in progress



19% not yet started



8% not applicable

Progress in 2024

The **Courts Administration Authority** (CAA) upgraded inclusive signage in the Supreme Court Building 1 to improve accessibility in areas like the entry, foyer, and courtrooms. This follows earlier enhancements, including multimedia devices and Hearing Augmentation signs in the Sir Samuel Way building.

The **Department for Environment and Water** (DEW) officially opened the new Flinders Chase National Park Visitor Centre in July. The centre is thoughtfully designed for accessibility, featuring inclusive wayfinding, interpretive signage, and amenities tailored to accommodate visitors with disabilities. Additionally, a new Changing Places facility was opened in Glenthorne National Park in November, ensuring that everyone, regardless of their accessibility needs, can fully enjoy the park.

The **City of Burnside** installed communication boards at Hazelwood Park and Kensington Wama Burnside Adventure Playground based on community feedback. Two-Way Street non-verbal signs were used at events like Carols in the Park to promote inclusive engagement. The Council also adopted new signage guidelines in December to ensure clear and accessible communication across public spaces, prioritising disability inclusion and community safety.

Action 11

Contribute to the Australian Building Code Board's Accessible Housing Project for potential minimum accessibility standards for housing.

The Department for Housing and Urban Development leads this action.



This action is currently completed and ongoing.

Progress in 2024

South Australia adopted the National Construction Code (NCC) Livable Housing Design (LHD) provisions on 1 October, applying to new homes only. Data is being collected from this date and is based on LHD compliance assessed at the building consent stage (during development approval).

Action 12

Undertake a supported decision-making project to document the wishes of **Office of the Public Advocate** clients who have impaired decision-making capacity.

The Attorney-General's Department leads this action.



This action is currently completed and ongoing.

Progress in 2024

The My Life My Wishes project and research report were completed in June and a suite of forms, a user guide and wellbeing resource videos for people with disability and their supporters were published on the **Office of the Public Advocate** (OPA) website. The My Life My Wishes document was completed for approximately 820 Public Advocate clients during 2024 and all OPA staff undertake induction training in the use of My Life My Wishes at the commencement of employment with refresher training offered to existing staff.

Action 14

Contribute to the National Accessible Transport Taskforce and Steering Committee to reform the Disability Standards for Accessible Public Transport 2002.

The Department for Infrastructure and Transport leads this action.



This action is currently in progress.

Progress in 2024

The Australian Government convened five working groups, including membership from people with disability, to progress unresolved areas of the Disability Standards for Accessible Public Transport (DSAPT) reform. The **Department for Infrastructure and Transport** (DIT) representatives contributed as subject-matter experts, supporting development of a prioritisation tool, framework, and guidance materials to support transport operators and providers improve DSAPT compliance and to promote functional accessibility outcomes. DIT continued its participation in the National Accessible Transport Steering Committee to advance national reform efforts.

Outcome area

Safety, rights and justice

3

The rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

Action 17

Develop new community engagement programs, and enhance existing programs delivered by SAPOL to ensure they safely and effectively engage people with disability, including those at risk of harm.

The South Australia Police leads this action.



This action is currently completed and ongoing.

Progress in 2024

South Australia Police (SAPOL) continued to engage with the community through multiple activities, including the Variety Kids Christmas Disco where the police band, Public Engagement Unit, and Dog Operations Unit joined Blue Light volunteers and SAPOL cadets to create a highlight event for children who are sick, disadvantaged, or living with disability.

The Whyalla Road Safety Centre hosted a visit from the Disability Why Day community group and a Cyber Safety Awareness Community Presentation was delivered to the Country Health Connect group at Oronga Centre.

Action 18

Improve accessibility for people living with disability to connect with existing safeguarding agencies in South Australia.

The Department of Human Services leads this action.

 This action is currently in progress.

Progress in 2024

The **Department of Human Services** (DHS) continued progressing the expansion of the Community Visitor Scheme (CVS) to ensure all people with disability, including those under the NDIS, have access to visitation and outreach. This expansion is guided by national initiatives, including responses to the [NDIS Review Final Report](#) and the South Australian Government's response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission).

Work on a nationally consistent CVS, as recommended in the [Disability Royal Commission Final Report](#) has begun in collaboration with the Commonwealth and state and territory governments.

Additionally, the Adult Safeguarding Unit developed an [Easy Read booklet](#) that explains how the unit can support people, how to recognise abuse or mistreatment, and what abuse might look and feel like. The booklet has been shared at community events and is used by Adult Safeguarding Practitioners during visits with people with disability.

Outcome area

Personal and community support

4

People with disability have access to a range of supports to assist them to live independently and engage in their communities.

Action 20

Increase access to assistance technology, including the implementation of the State Government Online Accessibility Policy and related guidelines, to address barriers to appropriate support.

All state government agencies lead this action.



This action is currently in progress.



57% completed and ongoing



36% in progress



7% not yet started

Progress in 2024

The **Attorney-General's Department** (AGD) expanded its Easy Read document collection to cover new topics like renting rights, rooming houses, tattoo regulations, and used car sales, with more documents planned for conversion. Equal Opportunity SA also released an Easy Read guide and a Sign Language video on discrimination, victimisation, and sexual harassment.

These resources are available through the Office of the Public Advocate, Public Trustee, Consumer and Business Services, Equal Opportunity SA and AGD.

The **Department of Human Services** (DHS) enhanced accessibility across its websites and social media, ensuring compatibility with assistive technologies. DHS introduced a plain text Word template to improve public content accessibility and updated internal procedures to mandate accessible formats for all published documents. Additionally, the department's Digital Accessibility Officer presented on disability inclusion at the national Social Media for Government Summit.

The **Department for Infrastructure and Transport** (DIT) through **Adelaide Metro**, trialled an app to help people who are blind or visually impaired to catch public transport. The 'See Me' app uses spoken, visual or haptic (buzz buzz!) notifications to let passengers know that their bus is coming, or that their stop is approaching. The app also notifies bus drivers that a passenger is waiting at a stop, so the passenger does not need to physically hail the bus and ensures no one gets left behind.

Outcome area

Education and learning

5

People with disability achieve their full potential through education and learning.

Action 23

State education and training sectors to support inclusive education culture and practice.

The Department for Education³ and TAFE SA lead this action.



This action is currently completed and ongoing.

Progress in 2024

TAFE SA (TAFE) released an organisational Inclusive Education Roadmap with development and implementation of resources, training, professional development, and community of practice groups supporting the framework.

UD principles are embedded in the online learning platform base template and model activities. Software applications are used for automatic creation of alternate formats, course accessibility reports, instructions to improve accessibility of material and organisational level reporting on accessibility and identification of common areas for improvement.

³ Action previously completed and ongoing.

Action 24

State education and training sectors to work in partnership with children, students, parents/carers, industries and the community to provide curriculum and learning opportunities that are personalised and tailored to the individual and prepare students for life beyond school.

The Department for Education and TAFE SA lead this action.



This action is currently in progress.

Progress in 2024

Department for Education (in progress)

The **Department for Education** (DfE) released the Career Education and Pathways Strategy in June 2023, which included expanding the Transition Program for students with disability in 2024. The program features six pilot pathways offering tailored learning and support for students with disability beyond school. The pilots have continued throughout 2024 and will continue to be monitored.

The Student Pathways and Careers division completed four programs in 2024 to test different delivery models of career education and vocational learning. Two other programs commenced and will continue for testing in 2025. Through the VET Quality and Capability Team, a Quality Access Program commenced that will identify Registered Training Organisations (RTOs) capable of providing a quality delivery service to students with disability.

Additionally, 14 Pathways Advisors support schools in delivering quality VET options, with five Disability Transition Advisors offering specialised guidance to them.

TAFE SA (completed and ongoing)

399 individualised access plans were developed to support reasonable adjustments in training and assessment, available at any stage of enrolment.

TAFE SA (TAFE) is also introducing a new tool (YuJa), enabling students to access digital learning content in preferred and tailored formats.

Additionally, the support planning process was enhanced to develop a unified approach involving the school, student, parents/carers and TAFE. This was provided to 300 secondary school students, representing around 10% of the enrolled cohort in 2024.

TAFE continues to work closely with employers, Australian Apprenticeships Support Networks, and internal Apprenticeship Liaison Officers to deliver case-managed support for apprentices and trainees with disability, helping them access the Disabled Australian Apprentice Wage Support (DAAWS) scheme and achieve their employment goals.



Photo credit: Darren Clements

Action 25

Improve access to pathway options and transition support from school to tertiary education and/or employment for people with disability.

The Department for Education⁴ and TAFE SA lead this action.



This action is currently completed and ongoing.

Progress in 2024

Following consultation with secondary schools and stakeholders, improvements were made to the VET Readiness and Orientation (VETRO) program to streamline referral, application, and onboarding for students transitioning to **TAFE SA** (TAFE). New resources and a data tracking tool were developed to support reasonable adjustments for secondary students with support needs undertaking Language, Literacy, and Numeracy (LLN).

The Enrolment Improvement Project redesigned processes to offer more communication options, better self-service, improved in-person support and stronger connections to available services during enrolment and onboarding.

TAFE has partnered with specialist disability, health, and mental health services as well as industry and employers to activate on-campus engagement and participation at both career and orientation activities and events in both metropolitan and regional campuses.

⁴ Action previously completed and ongoing.

Action 26

Determine data required to measure and track the percentage of people living with disability participating and achieving in education and training.

The Department of Human Services⁵, Department for Education and TAFE SA lead this action.



This action is currently in progress.

Progress in 2024

Department for Education (in progress)

A total of 7,346 students with disability received individually supported adjustments under the Inclusive Education Support Program (categories 4-9) or special education option.

Additionally, the **Department for Education** (DfE) measures the percentage of employees who identify as living with disability through self-reported data from the Employee Information Kiosk (EIK) and the myWellbeing Survey. In 2024, 953 employees identified via the EIK, over 200 more than in 2023, while the myWellbeing Survey recorded 1,163 employees (7.5% of respondents) identifying as living with a disability.

To improve data accuracy and consistency, the department will launch a dedicated program in 2025 to develop a comprehensive workforce diversity data strategy, building on existing systems and functionality.

TAFE SA (completed and ongoing)

The introduction of Fee-Free TAFE has strengthened access to training for priority cohorts, including people with disability. To better support students with disability, organisational reporting systems now capture both participation and completion rates. Enhanced completion reporting enables more targeted support for students at risk of non-completion.

Improvements to the Enterprise Customer Relationship Management System have also strengthened engagement with secondary school students and stakeholders. A centralised system for individual support plans improves access for educators and support staff and identifies support needs for students with disability when they commence vocational training.

⁵ Action previously completed and ongoing.

Action 27

State authorities to facilitate meaningful volunteering opportunities for people living with disability and to identify clear pathways to transition from volunteering to work placement.

All state government agencies and local councils lead this action.



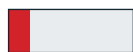
This action is currently in progress.



41% completed and ongoing



38% in progress

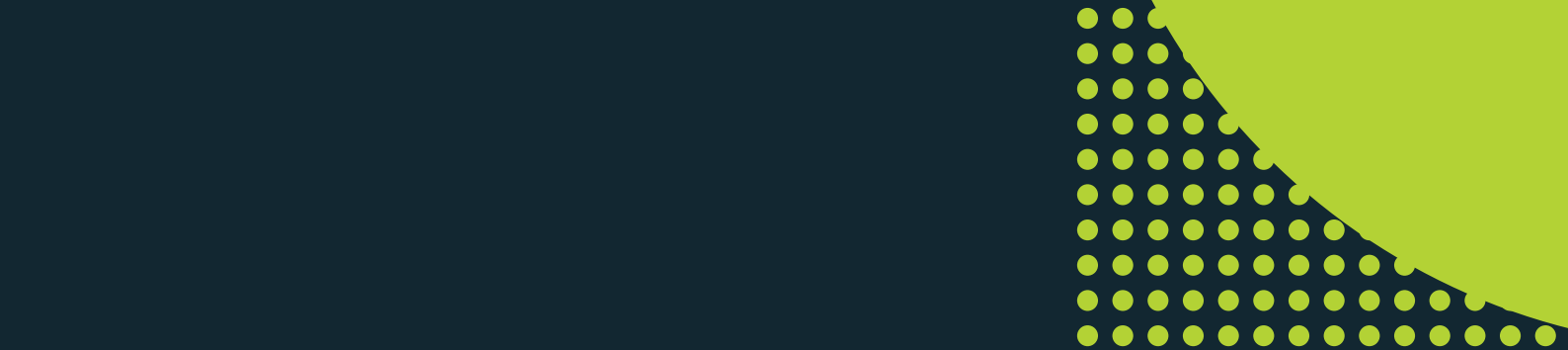


21% not yet started

Progress in 2024

The **City of Mitcham** collaborates with Autism SA, Barkuma, and Catherine House to offer supported volunteer placements through its library program. All volunteers receive induction and staff support to build confidence and workplace skills, helping them move toward future employment. In 2024, one library volunteer used their experience to successfully apply for a role with the **City of Holdfast Bay**. A volunteer at the Pasadena Community Centre gained the confidence to lead sewing classes and was recognised as Council's Young Citizen of the Year in 2023 for their contributions.

The **City of Holdfast Bay** placed 17 people living with disability across various programs, including gardening (1), environment (3), aged care (4), library (2), community centres (4), youth program (1), veterans shed (1), and a transport program (1). Council collaborates with job providers to offer volunteering opportunities that help individuals build skills, experience and confidence.



The **Department of Human Services** (DHS) runs two main volunteer programs: the Community Visitors Scheme (CVS) and the Women's Information Service (WIS). In 2024, 18% of CVS volunteers reported mental ill health and 11% disclosed a disability, while 19% of WIS volunteers disclosed a disability. Both programs promote inclusivity through tailored support and accessible practices, helping some volunteers move into paid employment. Additionally, Volunteering SA&NT delivered specific training for organisations on disability inclusive volunteering. Work was also done to refresh the Volunteering Strategy for SA 2021–2027 to identify and improve inclusivity and accessibility of volunteer opportunities.

Since launching the Volunteering Action Plan 2023–2026, the **Department for Correctional Services** (DCS) volunteering team has continued to explore ways to provide accessible volunteering opportunities. In 2024, they partnered with a Disability Employment Service to create accessible recruitment pathways and support volunteers with disabilities, leading to new placements. DCS also assists volunteers in gaining experience to transition into paid roles and is exploring additional training opportunities, such as Certificates in Active Volunteering, to support volunteer development.

Outcome area

Health and wellbeing

6

People with disability attain the highest possible health and wellbeing outcomes throughout their lives.

Action 28

Promote liaison and communication links between health services and disability support services and improve the continuity of supports, including psychosocial supports, during hospitalisation.

The Department for Health and Wellbeing leads this action.



This action is currently completed and ongoing.

Progress in 2024

The **Department for Health and Wellbeing** (DHW) in partnership with Local Health Networks (LHNs), has continued to promote links between health services and disability support services. Each metropolitan LHN has established a lead Clinical NDIS/Disability role which specialises connecting NDIS participants with suitable disability support services and provides expert advice to other clinicians in complex cases.

The Integrated Care Systems (ICS) Directorate within DHW provides expert advice and system leadership to strengthen links between health services and disability supports. ICS works closely with disability service providers and the National Disability Insurance Agency (NDIA) to improve coordination across the public health system. In partnership with LHNs, DHW supports continuity of care during hospital stays and collaborates with the NDIA to help NDIS participants maintain regular supports while hospitalised.

Action 29

Engage and consult with people with disability, their families and carers to identify their safety needs in the event of a disaster or emergency.

The South Australia Police leads this action.



This action is currently in progress.

Progress in 2024

Members from the **South Australia Police** (SAPOL) Emergency Management Section undertook the Person-Centred Emergency Planning (P-CEP) training course from the University of Sydney and have been working on communication changes to the SAPOL website to increase support.

Additionally, the Australia New Zealand Policing Advisory Agency Incident and Emergency Management Training Guidelines were launched and include provisions around Public Information – communication, this includes vulnerable and/or at-risk members of the community including people with physical disability and/or mental disability.

Outcome area

Community attitudes

7

Community attitudes support equality, inclusion and participation in society for people with disability.

Action 32

Provide opportunities to arts organisations, cultural institutions, sporting organisations and community clubs to run disability training to promote active participation and inclusion of people with disability.

The Office for Recreation, Sport and Racing and Department of the Premier and Cabinet lead this action.



This action is currently in progress.

Progress in 2024

Office for Recreation, Sport and Racing (completed and ongoing)

The **Office for Recreation, Sport and Racing** (ORSR) promotes a number of courses available online to support coaches including Play by the Rules Inclusive Coaching Course, co-funded by state and territory governments and the Inclusive Sport Academy online learning portal with Special Olympics Australia to further their knowledge so that sport is inclusive to all abilities.

Department of the Premier and Cabinet (in progress)

The **Office for Autism** delivered its inaugural grants program, 'Autism works in the community' grants. With a program value of \$250,000, the grants program delivered 17 diverse projects with benefits across South Australia. A key highlight of this program was bringing all grant recipients together to undertake Autism Awareness and Understanding training. This ensured that all projects were based on solid foundations of mutual understanding of autism and inclusive principles. Funded projects delivered benefits to Autistic people in the areas of knowledge and understanding, wellbeing, connection and belonging, and employment and opportunity.

The **Create SA 2023–2026 Arts Organisations Program** funding agreements include a clause requiring all funded organisations to have an active Disability Access and Inclusion Plan (DAIP), which encourages those organisations to provide training, improve awareness and promote active participation and inclusion for people with disability.



Photo credit: Darren Clements

Action 33

Provide opportunities for active participation in decision-making for people living with disability, with particular focus on the identified priority groups:

- Aboriginal people
- culturally and linguistically diverse communities
- women
- children (and young people).

All state government agencies and local councils lead this action.



This action is currently in progress.



48% completed and ongoing



44% in progress



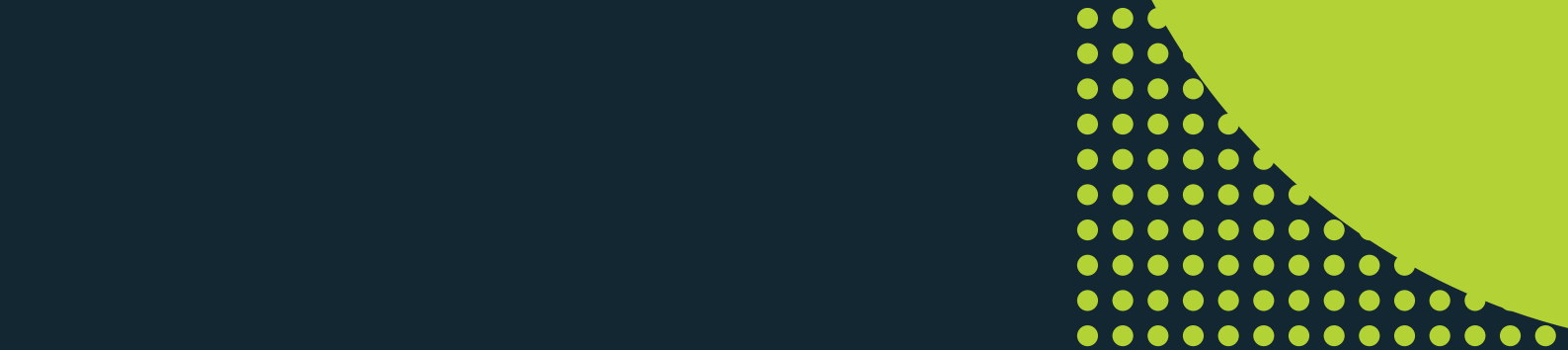
8% not yet started

Progress in 2024

The **SA Housing Trust** (SAHT) worked with the SACID Reference Group to create Easy Read brochures for better service delivery. It also enhanced partnerships with the Aboriginal Advisory Committee and the South Australian Aboriginal Community Controlled Organisation Network, aiming to include Aboriginal and Torres Strait Islander people in decision-making.

Additionally, a revised Terms of Reference for the Diversity, Equity and Inclusion Advisory Group is being developed, focusing on including people with disabilities, Aboriginal peoples and CALD groups, with the group expected to form in 2025.


The **Attorney-General's Department** (AGD) released a video - [Supporting your rights when living with disability](#) - to raise awareness about the services the department provides to support the legal rights of people living with disability in many aspects of daily life, including buying disability goods and services; vulnerable witness provisions; assistance with decision making; disability discrimination and disability employment in the South Australian public sector. Feedback was sought from the disability community when developing the video, and it was launched to coincide with Physical Disability Awareness Day on 4 February 2024.



The **Whyalla City Council** regularly engages with people living with disability through groups like WhyDay, an Inclusive Reference Group, and youth reference groups. Council also advocates at the state level for services such as housing and the National Disability Insurance Scheme.

The **Kingston District Council** worked with the National Trust of SA Kingston Branch and First Nations of the Southeast on the Telling the Whole Story, Rewriting the Maria Monument project, which highlighted Indigenous history and included accessible features like a sensory native garden and interpretive signage. Council also engaged the community through various channels, including events, social media, kiosks and radio, and consulted with Kingston Community School students, including those with disabilities, on the Pumptrack Project, with their input directly influencing the track's design and location.

The **City of Onkaparinga** runs a disability program, which had 59 participants in 2024. All participants are surveyed each year with data used to deliver social and recreational services. Additionally, the Onkaparinga Youth Committee is an active decision-making group made up of members aged 12–25 with 60% of members identifying with a disability (predominately neurodivergence). This group contributes to government consultations and advocates to local leaders. Additionally, 5.6% of council volunteers identify as living with disability and contribute to decision-making through debriefs, evaluations, and anonymous feedback.



Action 34

Work with the Commonwealth Government to develop data indicators that measure changes in community attitudes about the rights and needs of people living with disability.

The Department of Human Services leads this action.



This action is currently in progress.

Progress in 2024

The Australian Government, state and territory governments and the Australian Local Government Association worked together in 2024 to review and update Australia's Disability Strategy 2021–2031 (ADS). This review found a need to reaffirm government's commitment to improve outcomes for people with disability relating to their inclusion and participation in Australian society, which governments responded to with the release of a new Community Attitudes Targeted Action Plan 2025–2027.

As part of this work under the ADS, the Australian Government and state and territory governments are continuing to work together to deliver new measures of community attitudes towards people with disability, through the Australia's Disability Strategy Survey (ADS Survey). Outcomes from the ADS Survey have been included in the ADS Outcomes Framework: 3rd annual report, which provides an overview of the progress being made on outcomes for people with disability in 2024. This report and other documents can be found on the [ADS Hub](#).



Inclusive SA website

In 2024, the Inclusive SA website attracted more than 48,720 page views from over 24,600 users. Just under half of the views (21,000) were from new users who had not visited the website before.

Resources were downloaded from the website more than 4,600 times and included 1,076 downloads for the Autism Strategy 2024–2029, 553 downloads for the State Plan and 335 downloads for the State Plan Easy Read.

Overall, the 2024 period showed a 13% increase in traffic, and 7% increase in users from the year prior.

The State Disability Inclusion Plan, Inclusive SA can be found at inclusive.sa.gov.au.

If you are interested in how your community is supporting access and inclusion for people with disability, you can explore each state authority's DAIP, also available at inclusive.sa.gov.au



Looking to the future

The new State Plan will build on the foundations of Inclusive SA, shifting from a focus on targeted actions to a broader commitment to continuous, long-term improvement and change. A key development is the introduction of an outcomes framework, designed to track and measure progress across five newly defined domains, streamlining the focus from the previous seven outcome areas.

The State Plan closely aligns with other major initiatives, including the ADS, South Australia's Autism Strategy 2024–2029 and outcomes from the Disability Royal Commission, ensuring a coordinated and consistent approach across policy instruments.

The new State Plan will initiate the realignment of each state authority's DAIP, driving actions and activities that respond to State Plan outcomes.

Through this enhanced structure and focus, the State Plan is positioned to drive meaningful change for people with disability across the state in our efforts to build a South Australia where no one is left behind.



Glossary

Auslan

Australian Sign Language (Auslan) is the sign language of people in the Australian deaf community.

Australia's Disability Strategy (ADS)

The ADS is a national plan that aims to improve the life experiences of Australians living with disability, their families and carers.

Changing Places

Changing Places provide suitable facilities for people who cannot use standard accessible toilets. Changing Places toilets are larger than standard accessible toilets which provide people with disability and high support needs access to suitable, safe, and private bathroom facilities.

Children

Children includes young people of different ages. Children and young people have needs and wants that are separate to and different from adults.

Commonwealth

The Commonwealth of Australia, commonly referred to as the Australian Government or the Federal Government.

Disability Access and Inclusion Plan (DAIP)

Disability Access and Inclusion Plans are prepared by state authorities for their own agency, department, or local council area. A DAIP aligns with the State Plan and includes actions specific to the State Plan and local environment.

Disability Engagement Group (DEG)

The DEG is a 12-member group with lived experience of disability and represents diverse cultural backgrounds, gender identities and Aboriginal peoples. They also represent the interests of people living in metropolitan and regional locations. The DEG provides advice on future directions of the State Plan to contribute to improving access and inclusion for people with disability.

Disability Minister's Advisory Council (DMAC)

A group of people with lived experience of disability that provide advice to the Minister for Human Services on relevant issues. There are three MACs: Disability, LGBTIQ+ and Youth. Members of the MACs provide advice to inform government strategies, policies, and legislative reform.

Disability Royal Commission

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) was a government inquiry established to improve safety and rights for people with disability.

Government agencies

A government agency is responsible for the oversight and administration of specific functions across the state and is established by legislation. Government agencies can also be referred to as government departments.

Local councils

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

Mainstream

Products and services that are readily available to the public, as opposed to being applicable only to a very specific subset of the general population.



Priority groups


The *Disability Inclusion Act 2018 (SA)* sets out principles to ensure the specific needs of people living with disability who are Aboriginal and Torres Strait Islander, from Culturally and Linguistically Diverse backgrounds, women and children are considered when designing and delivering services and plans. The following additional priority groups were added in 2024: people with significant intellectual disability or who have high levels of vulnerability due to disability, people with disability who identify as LGBTIQ+ and people with disability who live in regional communities.

State authorities

As defined in the *Disability Inclusion Act 2018 (SA)*: an administrative unit (within the meaning of the *Public Sector Act 2009 (SA)*, or a local council established under the *Local Government Act 1999 (SA)*.

Universal Design (UD)

Universal Design involves creating facilities, built environs, products and services that can be used by people of all abilities to the greatest extent possible without adaptations.



Online references

➤ **Art Gallery of South Australia - Programs**

<https://www.agsa.sa.gov.au/whats-on/ongoing-programs>

➤ **Australia's Disability Strategy 2021–2031 (ADS Hub)**

<https://www.disabilitygateway.gov.au/ads>

➤ **Changing Places**

<https://changingplaces.org.au>

➤ **Create SA - Arts Organisations Program 2023-2026**

<https://create.sa.gov.au/funding-and-grants/arts-and-culture-grants-program/arts-organisations-program-2023-2026>

➤ **Disability Engagement Group**

<https://dhs.sa.gov.au/about-us/our-department/inclusion-engagement-and-safeguarding/disability-engagement-group>

➤ **Disability Inclusion Act 2018 (SA)**

<https://www.legislation.sa.gov.au/lz?path=/c/a/disability%20inclusion%20act%202018>

➤ **Disability Minister's Advisory Council**

<https://dhs.sa.gov.au/about-us/our-department/inclusion-engagement-and-safeguarding/ministers-advisory-councils/disability-ministers-advisory-council>

➤ **Disability Pathways Transition Programs**

<https://www.education.sa.gov.au/parents-and-families/student-health-and-disability-support/support-services-for-students/students-with-disability-transition-to-work-program#:~:text=Support%20for%20students%20with%20disability%20to%20transition%20from,school.%20The%20school%20will%20progress%20the%20application.%20>

➤ **Disability Royal Commission**

<https://disability.royalcommission.gov.au>

➤ **Disability Visibility - Charles Sturt Council**

<https://www.charlessturt.sa.gov.au/council/news-and-media/latest-news/2024/disability-visibility>

➤ **Disability Works Australia**

<https://www.dwa.org.au>

➤ **EveryBody Dance documentary**

<https://www.mountbarker.sa.gov.au/services/disability-access-and-inclusion/everybody-dance>

➤ **Flinders Chase National Park Visitor Centre**

<https://www.parks.sa.gov.au/park-management/new-in-sa-national-parks/flinders-chase-national-park-visitor-centre>

➤ **Inclusive SA website**

<https://inclusive.sa.gov.au>

➤ **Inklings**

<https://inklings.org.au>

➤ **Job Access**

<https://www.jobaccess.gov.au>

➤ **My Life My Wishes**

<https://www.opa.sa.gov.au/sdm/supported-decision-making-pilot-project>

➤ **National Construction Code — Livable Housing Design Standard**

<https://ncc.abcb.gov.au/resource/standard/livable-housing-design-standard>

➤ **Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability: Final Report**

<https://disability.royalcommission.gov.au/publications/final-report>

- **SA Autism Strategy 2024-2029**
<https://autismstrategy.sa.gov.au/>
- **See Me For Me Campaign**
<https://www.seemeforme.sa.gov.au/>
- **South Australia's first Autism Strategy 2024-2029**
<https://inclusive.sa.gov.au/our-work/sa-autism-strategy>
- **Supporting your rights when living with disability**
<https://www.agd.sa.gov.au/about-us/strategies/disability-access-and-inclusion>
- **The Diversity Equity and Inclusion Strategy 2023-2026**
<https://www.publicsector.sa.gov.au/Employment/diversity,-equity-and-inclusion>
- **Women's Information Service**
<https://officeforwomen.sa.gov.au/womens-information-service>
- **Working together to deliver the NDIS | NDIS Review**
<https://www.ndisreview.gov.au/resources/reports/working-together-deliver-ndis/>
- **Yitpi Yartapuultiku Aboriginal Cultural Centre**
<https://www.cityofpae.sa.gov.au/about/major-projects/yitpi-yartapuultiku>

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