



(INCLUSIVE SA)

**State Disability
Inclusion Plan**

2019-2023

**Interim review
2022**



**Government
of South Australia**



Acknowledgment of Country

The Government of South Australia 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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From the Minister for Human Services

It has been three years since the delivery of our State Disability Inclusion Plan – Inclusive SA, established as part of the *Disability Inclusion Act 2018 (SA)*.

Inclusive SA is our path forward for a whole-of-government approach to access and inclusion and our State's commitment to addressing the barriers faced by people living with disability and promoting positive action. I congratulate all involved for their ongoing commitment to this important priority.

We have had many achievements since the introduction of Inclusive SA, including:

- the inclusion of accessible amenities, lifts, ramps, spatial designs, wayfinding signage and hearing loops in the Supreme Court Complex (within the courtrooms), ensuring unimpeded access to justice for all court users as part of the Higher Courts Redevelopment project
- the launch of the [Public Sector Disability Employment Strategy](#) by the Office of the Commissioner for Public Sector Employment
- the release of [four accessible and inclusive toolkits](#), which provide practical support to help drive positive actions that deliver the economic and social benefits of a more inclusive state
- improvements to the visitor experiences at Department for Environment and Water locations, including Goondooloo Ridge water and picnic area, which provides an opportunity for people with disability to enjoy the Deep Creek Conservation Park and take in the amazing view of Kangaroo Island
- the opening of the [Freemont Park all-abilities play space](#), which features the City of Playford's first Changing Places public toilet and many inclusive design features
- the release of [Pavely](#), a smartphone app that displays accessible and inclusive venues around South Australia to support people living with disability and lived experience plan visits to accessible venues that meets their needs.

The COVID-19 pandemic has seen incomparable challenges for our community. How we adapt to and manage these challenges requires a collective effort if we are to continue our commitment to delivering economic and social benefits of a more inclusive state.

During the development of Inclusive SA, we acknowledged that it was to be a living document that would respond to shifting priorities and new information as governments across Australia worked together to design the new national disability strategy for 2020 and beyond.

With the launch of Australia's Disability Strategy 2021-2031 (ADS), we now have an opportunity to look ahead at what improvements Inclusive SA needs to better reflect the social, political and environmental changes in South Australia that affect South Australians living with disability.

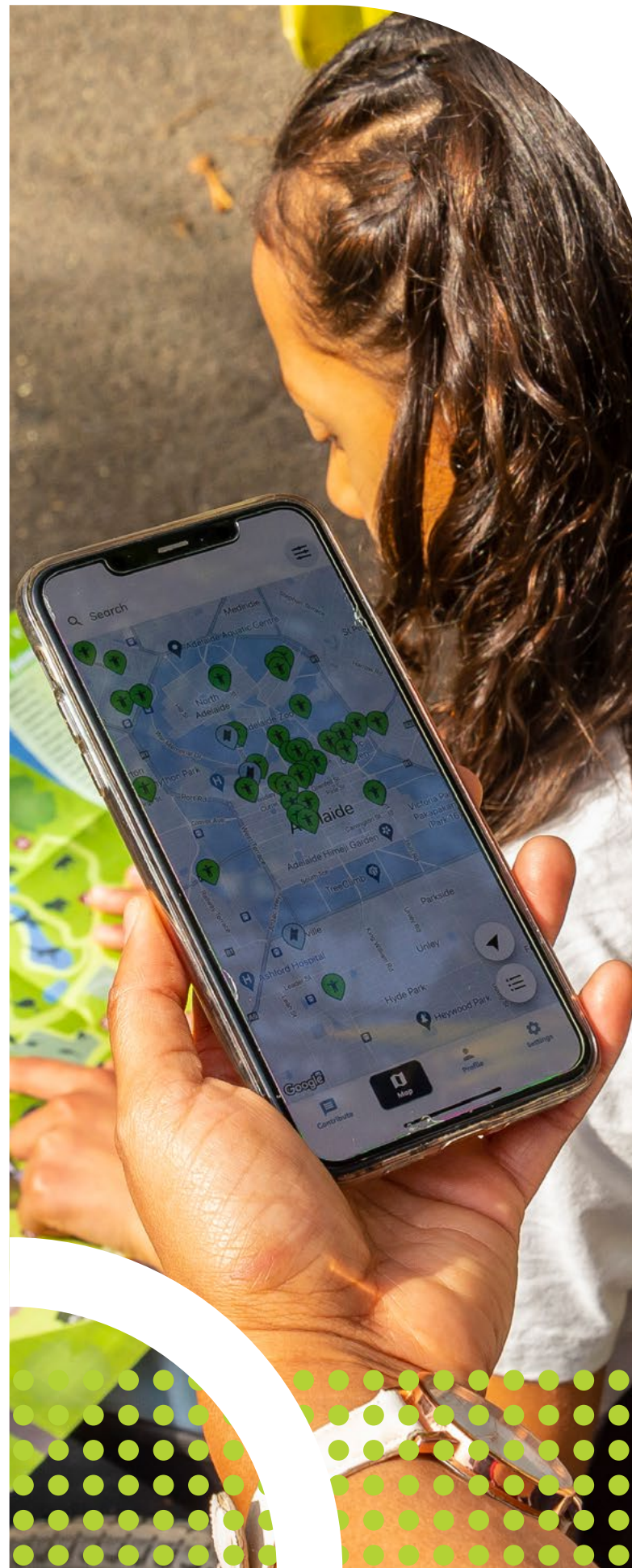
This interim review of Inclusive SA sets the foundations for our State by:

- commencing the alignment to the new ADS
- responding to the health and wellbeing challenges of the COVID-19 pandemic
- improving existing actions to better reflect community need.

Our commitment continues and I look forward to furthering our efforts in access and inclusion for all South Australians living with disability.



Hon Nat Cook MP
Minister for Human Services



What is in this interim review?



Inclusive SA 2019-2023 set out whole-of-government actions and measures for State Government agencies and local councils to improve access and inclusion for South Australians living with disability.

Implementation of these actions is critical in helping us achieve the State Government's vision for an accessible and inclusive South Australia based on fairness and respect – an important vision for the 1 in 5 South Australians living with disability.

The original 39 actions within Inclusive SA were categorised under four key themes and reflected what we heard during the extensive, wide-ranging consultation. These four themes were:

- Inclusive Communities for All
- Leadership and Collaboration
- Learning and Employment
- Accessible Communities.

With the launch of Australia's Disability Strategy 2021-2031 (ADS), Inclusive SA has seen these 39 actions be realigned to better reflect shifting priorities and support the outcomes and deliverables of the State's Targeted Action Plans (TAPs), which have been designed to help drive better implementation and accountability of the new ADS.

The realignment of actions has included reclassifying them under the new ADS Outcome Areas:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes.

Some actions have been refined while others have been removed and replaced by more meaningful actions that more closely align to the Outcome Areas. We have also responded to identified gaps in the Outcome Areas of Safety, Rights and Justice and Health and Wellbeing.

There are now 34 Inclusive SA actions for State Government agencies and local councils to consider as part of their individual Disability Access and Inclusion Plan (DAIP) reviews.

This interim review aims to support our transition to the new ADS and set the foundation for the next iteration of Inclusive SA beyond 2023.

You can find a copy of the original Inclusive SA [here](#).

You can find more information on Australia's Disability Strategy 2021-2031 [here](#).

What is disability?

When a person lives with disability it does not completely or wholly define who they are. Disability is a natural and ordinary part of human diversity and people living with disability live full lives with interests, desires and dreams – just like anyone living without disability.

Sadly though, what it means to live with disability is often misunderstood by the general public.

Through the implementation of the *Disability Inclusion Act 2018 (SA)*, the South Australian Government is shifting the narrative:

“... movement from viewing persons with disabilities as ‘objects’ of charity, medical treatment and social protection towards viewing persons with disabilities as ‘subjects’ with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.”

United Nations Convention of the Rights of Persons with Disabilities

Disability, in relation to a person, includes long-term physical, psychosocial, intellectual, cognitive, neurological, or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person’s full and effective participation in society on an equal basis with others (*Disability Inclusion Act 2018 (SA)*).

People with disability are diverse and many disabilities are not always visible or apparent. Some people live with a wide range of disabilities while others have one disability. Some people live with disability from birth, while other disabilities may develop later or are associated with ageing.

People with disability are not responsible for the limitations imposed on them by outside forces. Social change is needed to provide equality, inclusion and justice for people with disability and this is done by removing barriers arising from:

- ✓ the physical environment
- ✓ attitudes
- ✓ law, regulations, and policy.

Intersectionality of inclusion

As Inclusive SA has evolved, the intersectionality between a person's disability and other forms of structural discrimination has become clearer. Intersectionality is about recognising that people living with disability are diverse and may belong to different population groups and may therefore be subject to overlapping disadvantage or discrimination. This includes the priority cohorts identified below, but also other groups such as people with disability who identify as LGBTIQ+, are older and/or who are living regionally and remotely.

Ensuring South Australia has genuine access and inclusion for people with disability, State Government agencies and local councils must design policies, programs and services with diverse groups in mind. The *Disability Inclusion Act 2018 (SA)* specifies that priority groups need to be acknowledged and considered when working with people living with disability. These groups (Aboriginal and Torres Strait Islander people, culturally and linguistically diverse communities, women and children) are highlighted as having significant overlapping barriers to access and inclusion.





Aboriginal and Torres Strait Islander people

Aboriginal and Torres Strait Islander people with disability have a right to respect as the first people of Australia and acknowledgment of their unique history, culture and kinship relationships and connection to their traditional land and waters.

Many Aboriginal and Torres Strait Islander people with disability face multiple disadvantages.

People from Aboriginal or Torres Strait Islander backgrounds may have a very different understanding or concept of what it means to live with disability and disability in general.



Culturally and Linguistically Diverse communities

Culture, language, and other differences create barriers to providing supports and services to people with disability from culturally and linguistically diverse backgrounds.

Cultural perceptions of what it means to live with disability influence understanding and attitudes towards people with disability within diverse communities.

As an example, within some communities, cultural understandings of disability invoke a stigma that can increase barriers to full and equal participation of people with disability in their community.



Women

Many women with disability face multiple disadvantages and on average, experience higher rates of abuse and exploitation than women without disability.

The invisibility of women with disabilities in the workforce and lack of empowerment and capacity development of women with disabilities in leadership positions and/or participation in decision-making creates an ongoing barrier to respecting their valuable contributions to society.



Children

Children with disability have the right to a full life in conditions that ensures the child's dignity, promotes self-reliance and facilitates the child's active and full participation in family, cultural and social life. The voice of children and young people is of significant importance when developing programs and initiatives that relate to young people.

Children with disability are more vulnerable to risk or abuse and exploitation and have a higher rate of entering the youth justice system.

The developmental needs of children with disability must be considered, with particular focus on critical periods in their childhood and adolescence.

What are our principles?

Our principles guide our behaviour and create a shared understanding about what is important. Inclusive SA is based on the following principles for people living with disability:

- ✓ Fundamental human rights, responsibilities and autonomy
- ✓ Individual worth and dignity
- ✓ Participation in social economic life
- ✓ The right to realise physical, social, sexual, reproductive, emotional and intellectual capacities
- ✓ The right to make decisions, including supported decisions and to take risks
- ✓ Access to information in appropriate forms
- ✓ Respect for cultural and linguistic diversity, age, gender, sexual orientation and religious beliefs
- ✓ Rights to privacy and confidentiality
- ✓ Live free from neglect, abuse and exploitation
- ✓ Rights to pursue complaints and access justice
- ✓ Acknowledge and respect the crucial role of families, carers and friendship
- ✓ Respect the needs and rights of children as they develop
- ✓ Acknowledge and respect the abilities, strengths, goals and needs of people living with disability.



How can we make a difference?

We want Inclusive SA to generate meaningful change and we also recognise there is still a lot of work ahead. Achieving our vision will take time, extensive consultation and ongoing reflection. Therefore, consultation with the community will continue throughout the life of Inclusive SA, giving us the opportunity to adapt to the evolving needs of people living with disability.

In 2020, each State Government agency and local council was required to publish their individual Disability Access and Inclusion Plans (DAIPs) and establish actions to improve access and inclusion within their own context. These DAIPs were aligned to the 4 themes and 12 priority areas set out in the first Inclusive SA.

As of 2021, progress made by State Government agencies and local councils include:

86%	74%	72%	70%
Ensuring induction of new employees includes information about working with people with disability	Supporting young people with disability to actively participate in decision-making	Progressing upgrades to signage and/or installation of multi-media devices to improve accessibility	Facilitating meaningful volunteer opportunities for people with disability
62	60	64	58
State authorities have actions targeted to Aboriginal and Torres Strait Islander people living with disability	State authorities have actions targeted to people with disability from culturally and linguistically diverse communities	State authorities have actions targeted to women living with disability	State authorities have actions targeted to children and young people living with disability

The *Disability Inclusion Act 2018 (SA)* requires all State authorities to undertake a review of their DAIP at least once in each four-year period, and upon doing so, will align their actions to the new Outcome Areas outlined in this review.

Aligning our actions

Australia's Disability Strategy 2021-2031 (ADS) outlines a vision for a more inclusive and accessible Australian society where all people with disability can fulfil their potential as equal members of the community. The ADS recognises that all levels of government are responsible for setting priorities and plans within their context to work with the community, businesses, and people with disability to implement and realise its vision in a coordinated and targeted way.

The Inclusive SA Interim Review aims to commence the realignment of existing Inclusive SA actions under the targeted outcome areas identified in the ADS and by doing so ensures that our plan drives improvements for people with disability that is consistent with agreed national outcomes and policy priorities.

Targeted Actions Plans (TAPs)

The ADS identifies that there are specific areas, like increasing employment of people with disability, or improving health and wellbeing outcomes, where more work is needed. TAPs have been developed to make sure additional work is done over the life of the ADS to improve outcomes in these areas and will continue to evolve as living documents to respond to community priorities.

Although Inclusive SA already goes far to responding to these outcomes, identified gaps in health and wellbeing and safety have presented an opportunity to link specific actions to existing TAP deliverables to ensure consistency and alignment, and streamline state and national reporting requirements. As a result, some TAP deliverables have been adopted and included in the Inclusive SA Interim Review and highlighted accordingly in the following sections.





Outcome Area 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.

ACTIONS

1

Office of the Commissioner for Public Sector Employment

Ongoing

Originally Action 38, Priority 12

Increase employment opportunities across all levels in the South Australian public sector through the targeting of job opportunities for people with disability under Section 65 of the *Public Sector Act 2009 (SA)* which provides for employment opportunity programs.

2

All State Government agencies

Ongoing

Originally Action 37, Priority 12

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

3

Department of the Premier and Cabinet

Ongoing

Originally Action 12, Priority 5

Encourage an increase in the number of people living with disability on South Australian Government boards and committees through the implementation of the Boarding Call Communication Strategy.

4

Department of Human Services

Ongoing

Originally Action 23, Priority 9

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.

5

Office of the Commissioner for Public Sector Employment, Local Councils

Ongoing

Originally Action 39, Priority 12

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

[highlighted action constitutes a Targeted Action Plan deliverable]



Outcome Area 2:

Inclusive Homes and Communities

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

ACTIONS

6

Office for Recreation, Sport and Racing, Department of the Premier and Cabinet

Dec 2023

Originally Action 5, Priority 1

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.

7

Department for Environment and Water

Dec 2023

Originally Action 31, Priority 9

Commence an assessment into the establishment of minimum standards for priority parks and reserves that will improve access and inclusion for people with disability and consider the feasibility of implementing any recommendations.

8

Department for Infrastructure and Transport, Department for Environment and Water, South Australian Housing Authority, Office for Recreation, Sport and Racing

Ongoing

Originally Action 17, Priority 1

Consider Universal Design principles across State Government residential and commercial infrastructure, including:

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

ACTIONS

9

Local Councils

Ongoing

Originally Action 19, Priority 7

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

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

10

All State Authorities

Ongoing

Originally Action 26, Priority 9

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.

11

Attorney-General's Department

Dec 2023

Originally Action 18, Priority 7

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

12

Attorney-General's Department

Dec 2023

Originally Action 10, Priority 4

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

13

Department for Infrastructure and Transport

Dec 2023

Originally Action 29, Priority 9

Improve the accessibility of public transport services and infrastructure, including:

- passenger notifications and 'next stop' information for bus services
- provisioning of accessible parking spaces at public transport locations.

14

Department for Infrastructure and Transport

Ongoing

Originally Action 28, Priority 9

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



Outcome Area 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.

ACTIONS

15

Attorney-General's Department

Ongoing

Originally Action 13, Priority 5

Safeguard the rights of people with disability through the provision of consistent, accurate and relevant information pertaining to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability through the Royal Commission Response Unit.

16

Attorney-General's Department

Dec 2023

Originally Action 27, Priority 9

Progress the Canine Court Companion pilot project to provide increased practical support and assistance to vulnerable victims of crime and prosecution witnesses involved with the Office of the Director of Public Prosecutions.

17

South Australia Police

Dec 2023

NEW ACTION

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.

18

Department of Human Services

Dec 2023

NEW ACTION

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

[highlighted action constitutes a Targeted Action Plan deliverable]



Outcome Area 4:

Personal and Community Support

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

ACTIONS

19

Department of Human Services

Ongoing

Originally Action 2, Priority 1

Support the enhancement of Pavelly, the smartphone app that displays existing and future services and facilities that are considered inclusive and accessible around South Australia.

20

All State Government agencies

Dec 2023

Originally Action 22, Priority 8

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

21

Department for Innovation and Skills

Dec 2023

Originally Action 24, Priority 9

Consider opportunities for further developing Auslan interpreter capacity within South Australia.

22

Department of Human Services

Dec 2023

Originally Action 24, Priority 9

Work with relevant State authorities to improve community understanding and awareness that complements and leverages the national effort under Australia's Disability Strategy 2021-2031.



Outcome Area 5:

Education and Learning

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

ACTIONS

23

**Department for Innovation and Skills,
Department for Education and TAFE SA**

Ongoing

Originally Action 32, Priority 10

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

24

**Department for Innovation and Skills,
Department for Education and TAFE SA**

Ongoing

Originally Action 33, Priority 10

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.

25

**Department for Innovation and Skills,
Department for Education and TAFE SA**

Ongoing

Originally Action 35, Priority 10

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

26

**Department of Human Services
Department for Education and TAFE SA**

Dec 2023

Originally Action 34, Priority 10

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

27

All State Authorities

Ongoing

Originally Action 36, Priority 11

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



Outcome Area 6:

Health and Wellbeing

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

ACTIONS

28

Department for Health and Wellbeing

Ongoing Originally Action 30, Priority 9

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

29

South Australia Police

Ongoing NEW ACTION

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

30

Department for Health and Wellbeing

Ongoing NEW ACTION

Increase health and wellbeing early intervention services and supports for people with disability, including:

- determining improvements to the planning and accessibility of drug and alcohol services to support those at risk
- update (where required) the model of care to ensure effective access to treatment services.

[highlighted action constitutes a Targeted Action Plan deliverable]



Outcome Area 7:

Community Attitudes

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

ACTIONS

31

Office of the Commissioner for Public Sector Employment

Ongoing

Originally Action 8, Priority 3

Provide updates and advice on the content of disability awareness and inclusion training packages available to State Government agencies to maintain best practice approaches and support inclusive workplaces and communities.

32

Office for Recreation, Sport and Racing, Department of the Premier and Cabinet

Ongoing

Originally Action 4, Priority 1

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.

33

All State Authorities

Ongoing

Originally Action 11, Priority 4

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

- Aboriginal and Torres Strait Islander people
- Culturally and Linguistically Diverse communities
- Women
- Children (and young people).

34

Department of Human Services

Dec 2023

Originally Action 7, Priority 2

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.

Summary of lead authorities

Each action within Inclusive SA has been assigned a lead authority, either a State Government agency or local council (or a combination thereof). Each State authority is required to monitor, implement and report on their assigned actions annually and must have them included in their individual Disability Access and Inclusion Plans (DAIPs). The following provides a summary of each agency's assigned actions:

Attorney-General's Department	Department for Education & TAFE SA	Department for Environment and Water	Department for Infrastructure and Transport
11, 12, 15, 16	23, 24, 25, 26	7, 8	8, 13, 14
Department for Innovation and Skills	Department of Human Services	Department of the Premier and Cabinet	Office for Recreation, Sport and Racing
21, 23, 24, 25, 26	4, 18, 19, 22, 26, 34	3, 6, 32	6, 8, 32
Office of the Commissioner for Public Sector Employment	Department for Health and Wellbeing	South Australia Police	South Australian Housing Authority
1, 5, 31	28, 30	17, 29	8
Local Councils	State Government Agencies		
5, 9, 10, 27, 33	2, 10, 20, 27, 33		



What have we achieved so far?

In updating Inclusive SA to guide the next stage of our commitment to access and inclusion, we reflect on those actions that have now been implemented and as a result, have been removed from our active plan.

ACTIONS

1

Develop an event toolkit to promote accessible and inclusive practices for State authorities in community events.

3

Develop and promote Inclusive Play guidelines to guide local councils and other community groups in the development of accessible and inclusive playgrounds and play spaces.

14

Develop a toolkit that supports State authorities to consult and engage with people living with disability when developing policies and programs, which:

- promotes and explains co-design principles
- focuses on supports for consultation within regional South Australia.

15

Review the function of the Disability Engagement Group (DEG) to:

- ensure membership is focused on people living with disability and carers
- increase membership in rural and regional areas
- increase the use of the DEG members in decision-making and policy initiatives
- support members to develop advisory and leadership skills.

20

Create the Inclusive SA website (and consider other communication mediums) to provide key resources for people living with disability and the community to raise awareness about disability.

21

Develop a toolkit to support State authorities to ensure communication about their services is available in a range of accessible formats. These may include Easy read, Auslan, pictorial forms, large font, audible options, braille, closed captions and voice over.

25

Develop and promote a toolkit for signage, wayfinding and multi-media devices for State authorities to support deaf, hard of hearing, blind, vision or hearing-impaired persons.

Where to from here?

This interim review of Inclusive SA is the South Australian Government's next stage in progressing actions and developing new strategies to improve access and inclusion for people with disability.

It is important that Inclusive SA provides a strong link between the new national strategy and State authority DAIPs and can continue to adapt to the changing environment in which they operate.

Now that State Government agencies and local councils have established their DAIPs, it is anticipated that the release of this interim review will encourage new conversations about how DAIPs can be reshaped to better align to the priorities and outcomes within the ADS and the Targeted Action Plans within their unique context.

A more fulsome review of Inclusive SA will commence in mid-2023 with a view to establish a stronger framework for South Australia in the areas of access and inclusion for people with disability, which builds on the foundations laid by Inclusive SA 2019-2023.



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