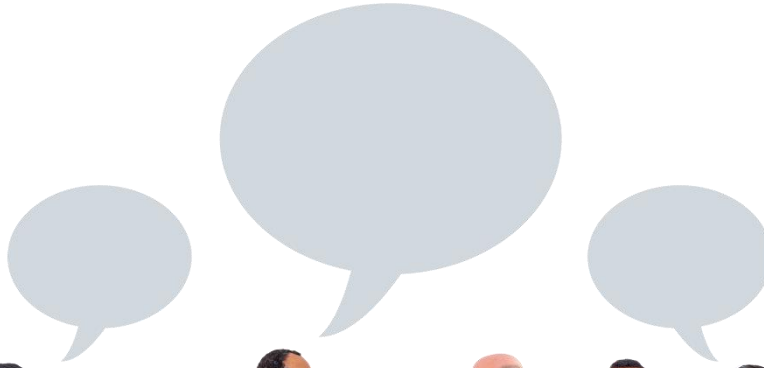




Easy Read



# State Disability Inclusion Plan

## Consultation Report 2024

### Part 2: Key themes



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# About this report



This is Part 2: Key themes.

It tells you about the **key themes** that came up during the consultation.

Key themes are the ideas that came up a lot of times during the consultation.



We suggest reading Part 1: Summary first.

It tells you more about the consultation.

**bold**

Some words are written in **bold**.

We explain what those words mean.



# Key themes



The consultation told us that people with disability continue to face barriers to access and inclusion in South Australia.



There were 8 key themes that came up.



We will go through each of the key themes and what people told us about:

- The challenges.
- Their ideas to make it better.



1

Diversity and intersectionality of disability.

2

Justice, safety and emergencies.

3

Learning and supports.

4

Transport and buildings.

5

Workplaces and employment.

6

Health and mental health supports.

7

Being a part of the community.

8

The next State Disability Inclusion Plan.



# 1

## Diversity and intersectionality of disability



**Diversity** means including people of different:

- Sex.
- Age.
- Gender.
- Disability.
- Culture.
- Beliefs.



**Intersectionality** is when people face more barriers because of different things about them.





## Diversity and rights

People told us that State Government and local councils need to think more about:



- Aboriginal people with disability.
- Culturally and linguistically diverse people with disability.
- Women with disability.
- Children with disability.
- LGBTIQ+ people with disability.
- People with disability living in regional and remote areas.





These groups can face more **barriers** and **discrimination** than others.

Barriers are things that stop you from doing something.

Discrimination means a person is treated unfairly because of who they are.



## Aboriginal people with disability

People told us:

- There should be more support and services for Aboriginal people that are culturally OK.







- Aboriginal people should be included in how policies and programs are made.



## **Culturally and linguistically diverse people with intellectual disability**



**Culturally and linguistically diverse** people are people who:

- Come from a different country.
- Speak another language that is not English.





People told us they want:

- Interpreters to be available.



- Information and supports to be in different languages.

- Supports that celebrate and understand cultural needs.



- Understanding of the important role of families.



- Specific supports that help with different barriers at the same time.





## Women with disability

People told us about these challenges for women with disability:



- People do not understand female health and age needs and how they are sometimes different to disability needs.
- Not enough information about how disability and **neurodivergence** can be different for women.

Neurodivergence is when a person learns and works differently than others.





- Not enough extra support during pregnancy when people might need to stop some medications.



- Unkind behaviour from others.
- Low workforce participation.



## Children with disability

People told us about these barriers for children with disability:



- Not enough events that are inclusive of children.



- Not enough sensory friendly spaces at local and big events.

People said the State Plan needs to think about:

- Early intervention supports and services.



- More input from children and young people in the design of things they might need.



- Supporting the changing needs of children as they go from childhood to adulthood.



- Focus on the United Nations Convention on the Rights of the Child.





## LGBTIQA+ people with disability

LGBTIQA+ stands for:

- Lesbian.
- Gay.
- Bisexual.
- Transgender.
- Intersex.
- Queer or questioning.
- Asexual.



LGBTIQA+ people with disability keep facing barriers and experiencing discrimination.





People said they want:

- LGBTIQ+ people to be represented in the State Plan.

- Better supports and services for health, wellbeing, inclusion and rights.



- More training and awareness of the added discrimination they can experience.



- LGBTIQ+ people to be a part of creating services and supports.





## People with disability living in regional and remote communities

People told us about these challenges:



- Not many local services and supports.
- Not many transport options.
- Not many employment options.
- Not enough funding for access and inclusion.
- Communication problems when people do not have access to internet.
- People not wanting their disability to be known to the rest of the community.





## 2

## Justice, safety and emergencies



### Understanding and awareness of police and corrections staff



**Corrections staff** are people who work in roles that give protection and care for other people such as:

- Correction staff in prisons.

People told us:



- Often police and corrections staff do not understand disability and think people are not following rules.





- People with disability may have bad experiences with police and corrections staff.

This is more likely to happen if the disability is not obvious.



- Police and corrections staff need better disability awareness training.

This includes using a **trauma informed approach.**



Trauma informed approach means understanding how past trauma might affect people's behaviour.





## Emergency response management



People want to improve the safety of people with disability when there is an emergency.

People told us about these challenges:



- Calling emergency services can be hard.



- Not enough training for emergency workers to support people with disability.



- Not enough Auslan interpreters for public emergency announcements.



People said this is what could make it better:



- Use different ways to communicate with people.



- Help people to make their own emergency plans.



- Emergency response staff to have disability awareness training.



- Build relationships with key support networks in the community to find at-risk people.



- Have more information about emergency management planning.





## Navigating the justice system

The justice system is a group of organisations that make sure people follow the law.



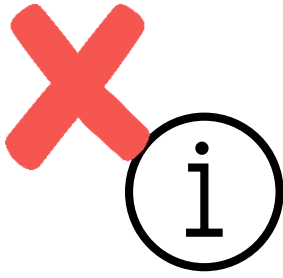
This includes:

- Police.
- Court system.
- Corrections such as prisons.



People told us that people with disability are not treated fairly in the justice system.





People told us about these challenges:

- They do not have information that is easy to find or understand.
- It is hard to get support and services for communication needs.

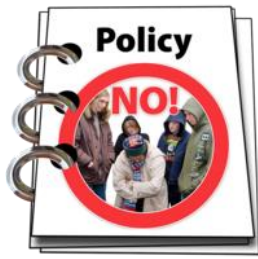


- Not enough **advocacy** services.

Advocacy is when someone helps you to speak about something.

- Not enough supports and services that are culturally ok.





- There is lots of discrimination in policies and programs.



- It is hard to report a crime.



## Too many people with disability in custodial settings



There are a lot of people with disability in jail and prison as:

- Victims.
- **Perpetrators.**

Perpetrators are people who do the crime.





There are also a lot of Aboriginal people with disability in these settings.

People want custodial settings to have more awareness of disability to help support these people.

People told us these ideas:



- Look at and address why there are so many people with disability in this system.



- Provide more community supports and services that are culturally safe and follow disability rights.







- Review and update the current policies and laws to make the system more inclusive.

Include people with disability in this process.



## Better safeguarding systems

People want a better process to help people with disability to be free from:



- Violence.
- Abuse.
- Neglect.

This is called safeguarding.





People said it can be confusing and hard to know where to go for help and support.

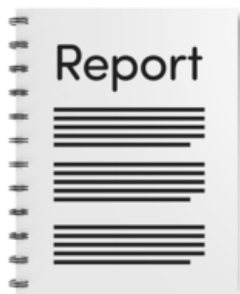


People told us these ideas:

- More funding for advocacy services.
- Have safeguarding supports ready for children with disability and their carers.



This includes people who live in foster or kinship care.



- Respond to the recommendations in the Disability Royal Commission.

<https://dhs.sa.gov.au/drc-response>



## 3 Learning and supports



### **Knowledge and understanding of teachers and educators**

People want educational settings to have better understanding and awareness of disability.

People told us they want:



- Ongoing training for teachers to understand diverse learning needs.



- To create a culture of acceptance from a young age.





- Children with and without disability to be together.



## Transitions

People want better support for children when they:



- Start school.
- Start high school.
- Finish school.
- Go from childhood to adulthood.
- Have changes in living or care situations.



People told us these ideas:



- Have better connections between schools and other learning places, like universities.



- Have more options for traineeships and graduate programs.



- Have more and easier transition programs for children with disability.



- Support children with and without disability to build connections.





## School exclusions, suspension and segregations



People told us there are a lot of challenges that children face around:

- **Exclusion.**

Exclusion means to be left out and not included.

- **Suspension.**

Suspension means to not be allowed to do something for a short period of time.

- **Segregation.**

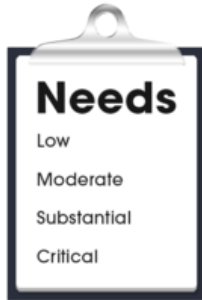
Segregation means someone being put by themselves and not be with other people.





People told us these ideas:

- Better support for educators and leaders to understand behaviours.



- Look at health and education needs.  
This includes early intervention and assessment.

- Think about other impacts on wellbeing and safety of children.



- Try not to use exclusion for behaviour management.





## Early interventions, supports and services

People told us that inclusive education needs to start in the early years.



People said students with disability should be treated the same across:

- Ages.
- Schools.
- Areas.



People told us they want:

- A disability advocate and resources in every school.







- A support network for educators to get information and support to manage the needs of students.



- Focus on social and emotional wellbeing.
- Have physical spaces to support different learning and sensory needs.



- Make sure funding is used properly and in a helpful way.



- Look at the barriers for child development checks.



- Improve how services, families, schools and the student work together.



# 4

## Transport and buildings



### Accessible transportation

Access to transport is very important for people with disability to be involved in their community.

People told us these ideas:



- Check the policies about transport standards to make sure people with disability are included.
- Have better communication methods.





- Have better physical access and safety.
- Make the **subsidy scheme** better and easier.

The subsidy scheme means that some people can pay less for some transport options.



- All transport staff should have disability awareness training.
- Think about regional and remote areas.





## Accessible buildings

People want to see the **Universal Design Principles** continue to be used.



Universal Design Principles are rules for places to make them accessible by the most amount of people.



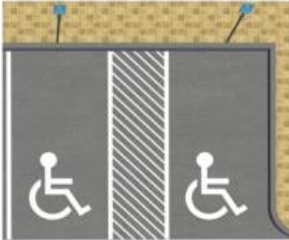
People told us these ideas:

- Better accessibility of buildings.
- Create accessible play spaces for all children.





- Have safe and accessible footpaths and road crossings.



- Have more accessible parking spaces, ramps and public seating.

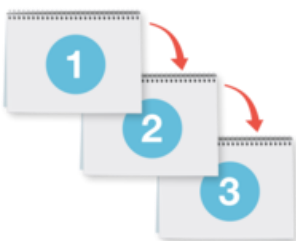


## Engaging with the experts

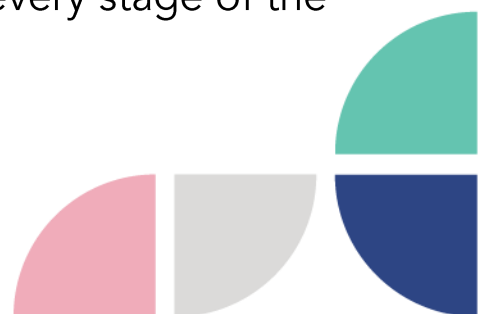
People told us **co-design** with people with disability is very important to make an accessible and inclusive community.



Co-design means different people in the community are involved in creating something.



People want co-design at every stage of the process.



# 5

## Workplaces and employment



### Knowledge and acceptance

People want employers to have better understanding and awareness about employing people with disability.

People told us they want:



- Public awareness campaigns that share the good things about employing people with disability.





- Have more supportive workplaces where people are supported to reach their career goals and feel ok to disclose their disability.



- Employers to know that hiring people with disability does not cost more money.



- People with disability to have more opportunity to build leadership skills.





People told us these ideas:



- Have reasonable adjustments, this includes flexible work.



- Have on the job training.

- Use peer group networks.



- Celebrate all contributions from all employees.



- Make sure that any employment supports are talked about with the person with disability.





## Creative recruitment

People told us **recruitment** processes are a barrier for people with disability.



Recruitment means finding the right person for a job.



Accessible employment starts at the beginning.



This includes how jobs are advertised.



People told us these ideas:



- Help people get jobs by looking after their accessibility needs.

- Have options for how to interview, this includes online or in person.

**Questions**

1. What do you think about it?

Good

Bad

Not sure

- Give interview questions and a summary of the process before the interview.



- Think about the environment of where the interview will be and make sure it supports accessibility and sensitivities.





## Making a liveable wage

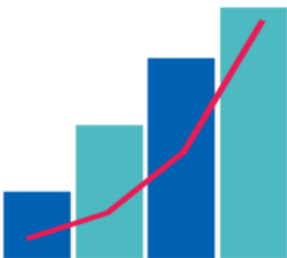


A **liveable wage** is important to give people choice and control in their life.



A liveable wage is making enough money for what you need in your life.

People told us these ideas:



- Have better reporting and data to show the employment outcomes of people with disability.



- Have diverse people in workplaces.





- Pay people fairly and give opportunities to progress in their career.

- Have different pathways available for people with disability to achieve their goals.



## **Different pathways to employment**

People want young people with disability to have the chance to have meaningful jobs.





There should be supports and services in schools to help this.

People told us these ideas:



- Have different options for people finishing school, like mentorships and trade options.



- Have work experience or work shadowing to help people learn about a job.



- Think about the supports and services for people with disability in school, university or TAFE.



- Talk about different employment options, like self-employment.



- Have culturally appropriate supports and services.



# 6

## Health and mental health supports



### Inclusive buildings in healthcare

People told us that lots of healthcare settings in South Australia do not support people with disability well.



People told us these ideas:

- Include people with disability in the decisions about new buildings.







- People need to know about the accessibility problems at an appointment before they go.

Have clear signs.

- Think about all types of disability when creating new buildings.

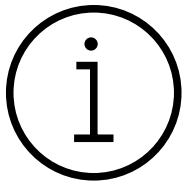


## **Personal and community supports**

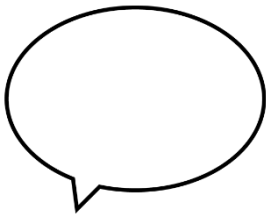
People told us that finding and using supports and services can be hard.



People told us about these challenges:



- It is hard to find information about accessing supports that is easy to understand.



- There are not enough communication options.



- Supports can cost a lot of money and there are long wait lists.



- It is hard to find the right support worker.



- It is hard to get to appointments.





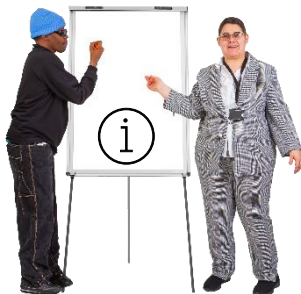
## Healthcare and medical support

People said people with disability need to get:



- The right healthcare.
- At the right time.

People told us these ideas:



- More ongoing training for medical staff.
- Better information sharing between healthcare settings.





- Shorter wait times and more options with how appointments can be done.

- Understand different support needs.



- Think about the costs of accessing healthcare.



- Services should work better together to provide health supports.





## Mental health support



People often think that mental health symptoms are just a part of a person's disability.

This means that people:



- Get diagnosed wrong.
- Get the wrong treatment.
- Have to wait a long time for treatment.
- Have worse health outcomes and trauma.



People told us they want:

- More public awareness on mental health.



- More peer support options.

- More inclusive neighbourhoods.

- Mental health services that can support people with disability who have other barriers, for example Aboriginal people.



- More training for mental health staff.





## Carers and caregivers



People told us how important the role of carers and caregivers are in supporting people with disability.

People told us they want:



- More respect for the role of carers and caregivers.



- Respite options for carers.  
Respite means having a break.



- Flexible working options for carers.



- Better supports for older carers and make sure plans are in place if they can no longer be the carer.



## Supporting the family



People told us 1 of the best **safeguards** for people with disability is to have family involved in their lives.



Safeguards are things that help to protect people.







There should be more supports and services available for families.

People told us these ideas:



- Think about how families will be supported including respite.



- Include family when creating new supports and services.

- Have more resources and tools for family.



- Think about peer groups.



- Help family members to live their own full lives.



- Understand the important connection of siblings.



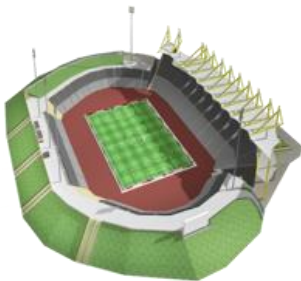
# 7

## Being a part of the community



### Inclusive events and cultural activities

South Australia is known for its events and festivals.

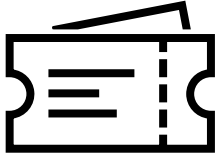


People said that the events could be more accessible.

People told us these ideas:

- Talk to people with disability to make sure events are accessible and inclusive.



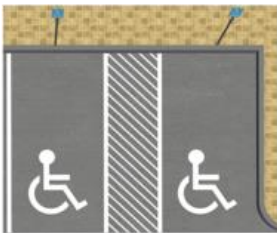


- There needs to be better ticket and seating systems.



- Accessibility should be thought about at the start of event planning.

- There should be sensory spaces at all events.



- Make sure there are enough accessible toilets, transport and parking spots.



- Make sure ramps and pavements are good for wheelchair use.

- Have clear signs.





- Use Auslan interpreters.
- Have audio descriptions and other communication options available.



- Remove the negative ideas of cost barriers to allow more people with disability to participate at events.



## **Sports and activities**



Sporting clubs and community groups should be more inclusive of people with disability.



People told these ideas:



- There should be more disability awareness training for clubs.



- Share the benefits of an inclusive club and create a welcoming environment.

- Make sure sporting venues are accessible.



- Make the Sport Voucher program better so more people can join in.

[www.sportsvouchers.sa.gov.au](http://www.sportsvouchers.sa.gov.au)



# 8

## The next State Disability Inclusion Plan



### Reporting, governance and accountability



People said they want to hear about what **State authorities** are doing.

State authorities are groups that can make and apply laws, for example:

- Government departments.
- Local councils.



People told us these ideas:



- Be clear about how State authorities will report on their activities.



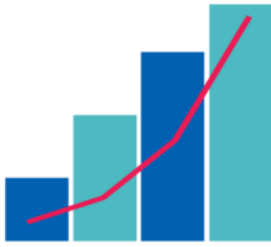
- Share what State authorities are doing on social media and other easy to find places so that people can stay updated.



- Have a stronger focus on the United Nations Convention on the Rights of Persons with Disabilities.







## Data, milestones and goals

People want to know what happens from the State Plan.



They want the State Plan to have goals.

We can then check we are reaching the goals.



They want the community, local and State Governments to see and care about the State Plan.





## Co-design and collaboration

People want more participation of people with disability.

They want people who:

- Have lived experiences.
- Are from different backgrounds.
- Are family members, carers and guardians.
- Are from regional and remote areas.



## Resourcing



Local and State Government Chief Executives should lead the way.



Local and State Governments need to have the resources and funding before committing to things.



# Conclusion



The feedback from the consultations will be used to create the new State Plan for 2024 and beyond.



DHS will work with other State Government agencies and local councils to create the new State Plan.



We will also have more consultation with people with disability.





There will be a draft of the new State Plan before it is finished.



We want to make sure the new plan is right for people with disability in South Australia.

To get more information about the State Disability Inclusion Plan go to



<https://yoursay.sa.gov.au/disability-inclusion-plan>



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**Government of  
South Australia**

