

Annual Report 2021–22

(**inclusive SA**)

State Disability Inclusion
Plan 2019–2023



Government
of South Australia



Acknowledgement 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.



**State Disability Inclusion
Plan 2019–2023**

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**Government of
South Australia**

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Minister's Message



Inclusive SA continues to drive positive change in our community for people living with disability. I am incredibly proud of the efforts our State has made to date in disability access and inclusion as we work towards a South Australia based on fairness and respect.

This government recognises that an inclusive society enables full and authentic participation of people living with disability and will also have positive social and economic impacts for the State.

The *Disability Inclusion Act 2018 (SA)* (the Act), which provides the legislative basis for Inclusive SA, has recently been reviewed to ensure it adequately promotes the essential human rights of people living with disability in South Australia. In particular alignment with the principles of the United Nations Convention on the Rights of Persons with Disabilities and with Australia's Disability Strategy 2021–2031 (ADS).

In this annual report, we provide an update on what State authorities have achieved over the 2021–22 financial year and our plans, goals and new initiatives for 2023. Some of these include:

- The Department of Human Services established a Disability Engagement Group made up of a diverse group of people with lived experience of disability, providing opportunities for them to be directly involved in influencing community attitudes and government practices
- Wellbeing SA facilitated nine lived experience workshops throughout South Australia to explore solutions with the intellectual disability community to improve access to cancer screening
- The Office of the Commissioner for Public Sector Employment consulted with Disability Advocacy & Complaints Service of South Australia to review existing disability awareness training packages, highlighting the importance of acknowledging the compounding barriers faced by First Nations people living with disability.

We have had many achievements to date, but there is still more that can be done. Our commitment continues, and I look forward to achieving more outcomes that improve the lives of people living with disability and builds a more inclusive community for all South Australians in the years ahead.

A handwritten signature in blue ink that reads "Nat Cook".

Hon Nat Cook MP
Minister for Human Services

Introduction

The *Disability Inclusion Act 2018 (SA)* (the Act) was passed in 2018 and it has been three years since the delivery of our State Disability Inclusion Plan (Inclusive SA), which was established as required by the Act.

Inclusive SA commits the Government of South Australia to improving access and inclusion for South Australians who are living with disability. We want Inclusive SA to generate meaningful change, therefore we will continue to consult with the community and people living with disability throughout the life of Inclusive SA.

Inclusive SA is a cross-government initiative which is led by 99 State authorities, made up of 31 government agencies and 68 local councils. State authorities are driving disability access and inclusion through delivering specific Inclusive SA actions in addition to targeted actions in their own Disability Access and Inclusion Plans (DAIPs). These DAIPs provide a localised context for quality access and inclusion improvements.

Inclusive SA and DAIP actions support the implementation of both the Act and Australia's Disability Strategy 2021–2031 (ADS), along with the principles agreed in the United Nations Convention on the Rights of Persons with Disabilities. Actions also support children and young people through the implementation of recommendations in the 2022 [From Checkbox to Commitment](#) report.

Inclusive SA was revised in 2022 to align with the seven outcome areas of ADS and the associated Targeted Action Plans. A more fulsome review will be undertaken in 2023 when the current plan expires.

This year's annual report:

- provides an update on the progress of the 39 actions in Inclusive SA over the 2021–22 financial year
- presents highlights and showcases the achievements by State Government agencies and local councils through their DAIPs
- includes a supplementary Inclusive SA report
- outlines our plans, goals and new initiatives for 2023.



Nothing About Us Without Us

State authorities have reported how they draw upon the lived experience of people living with disability in a range of ways. Some of these include:

Advisory committees

Multiple local Councils have Committees dedicated to improving disability access and inclusion that are either partially or entirely comprised of people with lived experience. For example, Campbelltown City Council's Disability Access and Inclusion Advisory Committee brings together community representatives with lived experience of disability, representatives from disability organisations, elected officials and the Mayor. In 2021/22, the Committee provided important feedback on a number of Council's planned building improvements and redevelopments.

Consulting in urban planning

The City of Victor Harbor has a similar lived experience Committee that contributes to planning decisions. They ensure all planning and design considerations are in consultation with dedicated lived experience focus groups. This has included people with mobility and sight considerations accompanying the infrastructure team in navigating Victor Harbor's city centre. The feedback provided has then contributed directly to the Council's redevelopment plans to ensure best practice in making the city centre more accessible.

Co-designing documents

Co-design and consultation also play an important role when developing documents and policies. The Electoral Commission of SA embarked on a co-design process with people with lived experience of disability to ensure resources for the 2022 elections were more accessible. The South Australian Housing Authority also developed an Easy English Guide to ensure tenants in public housing were more aware of their rights and obligations. This guide was developed by a specialist third-party provider that hosted focus groups and then further refined the guide through engagement with people with lived experience of disability to ensure it met their needs.

Utilising the lived experience of staff

The Department for Environment and Water's (DEW) Diverse Abilities working group comprises employees with lived experience of disability. They provide feedback on issues experienced in the workplace and offer valuable insights to decision making within the department. DEW also employs people with lived experience of disability in key roles such as the Coordinator of their Access for All project, who is responsible for helping to improve disability access in national parks.

Priority groups

Aboriginal and Torres Strait Islander people ~ People from culturally and linguistically diverse backgrounds ~ Women ~ Children

Inclusive SA recognises the intersectional nature of people's lived experience, as a person living with disability may also be a member of a diverse range of population groups. Key achievements in the past 12 months include:

Office of the Commissioner for Public Sector Employment (OCPSE) conducted consultation with the Disability Advocacy & Complaints Service of South Australia when reviewing disability awareness training packages available to the public sector. This consultation highlighted the importance of acknowledging the compounding barriers faced by Aboriginal and Torres Strait Islander People who live with disability.

OCSPE also acknowledges the importance of workplace flexibility. During the pandemic this became even more important, especially for women with disability and for people who are carers. OCPSE is reviewing guidelines to better support the public sector workforce, which will allow for greater flexibility for employees living with disability in particular.

District Council of Grant has designed a new playground at Port MacDonnell which offers an inclusive carousel, interactive sensory panel and age-friendly exercise equipment. Local Aboriginal groups were engaged prior to finalising the design of the playground.

The **Mid Murray Council** established a new Toy Library in two locations which is accessible and inclusive of children with a disability, including inclusive toys, such as dolls with disabilities, and a range of toys for different abilities. Families and children are also provided with regular opportunities to provide feedback on what is available within the library.

The **Local Government Association of South Australia** was funded to develop a council-led peer support coaching and mentoring program for young people living with disability in rural and regional South Australia; providing young people with disability opportunities that will enable them to become stronger and more confident community leaders.

The **Alexandrina Council** held Lolly Jar Circus, skill-building workshops during the school holidays and provided opportunities for all children to be engaged with activities. Lolly Jar Circus is the only circus school in South Australia that is fully inclusive of children and young people with disability or at social risk, where the trainers are educated in disability and understand different learning styles and sensory needs.

SA Housing Authority supports vulnerable South Australians with housing need, including for those living with disability. Under the SA Housing Authority's DAIP, a commitment was made to provide housing services to people living with a disability.

Of all public housing allocated in 2021/22:

- 15.90% were to women who self-identified as living with disability
- 5.62% were to Aboriginal and Torres Strait Islander people who self-identified as living with disability
- 35.6% (11,253 tenancies) of all public and Aboriginal housing tenancies as at 30 June 2022 had at least one occupant receiving a disability payment (Disability Support Pension (DSP) and/or Youth Disability Support Pension (YDSP)).

(INCLUSIVE SA) Summary

Actions

State Authorities



27

in progress

12

completed

2020-21

2021-22

Total authorities

99

99

Total reporting

87

93

Reported - Local councils

58

63

Reported - State Government
agencies

29

30

Authorities still to report

12

6

Disability Access and Inclusion Plans



**REPORTS
SUBMITTED**



**TOTAL
ACTIONS**



**ACTIONS
IN PROGRESS**



**ACTIONS
COMPLETED**



**ACTIONS
NOT STARTED**

TOTAL

93

2988

1302

1108

578

**STATE GOVT
AGENCIES**

30

901

359

461

81

**LOCAL
COUNCILS**

63

2087

943

647

497

Theme 1

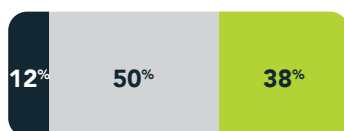
Theme 2

Theme 3

Theme 4

INCLUSIVE COMMUNITIES FOR ALL

2020-21



2021-22

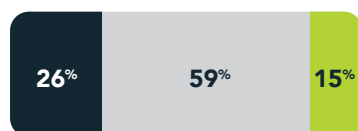


HIGHLIGHT:

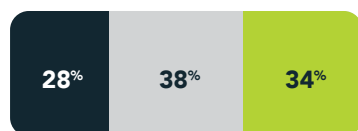
76 State authorities have undertaken awareness raising and/or education initiatives in relation to disability inclusion.

LEADERSHIP AND COLLABORATION

2020-21



2021-22

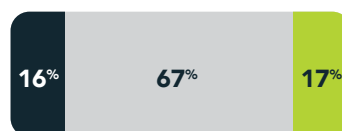


HIGHLIGHT:

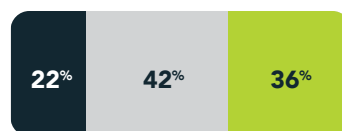
72 State authorities have consulted or engaged with people with lived experience of disability to inform their decision making.

ACCESSIBLE COMMUNITIES

2020-21



2021-22



HIGHLIGHT:

69 State authorities have changed internal policies, planning or procedures to improve accessibility for people living with disability.

7 State authorities took action to improve accessibility in housing.

52 State authorities took action to improve accessibility in built environment and accessibility of public spaces.

15 State authorities took action to improve accessibility in transport.

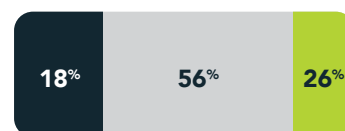
45 State authorities took action to improve accessibility in information and communication.

39 State authorities took action to improve accessibility in health, wellness & community connection.

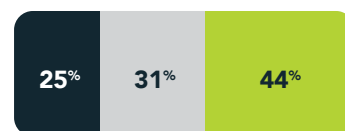
39 State authorities took action to improve accessibility in access/support services.

LEARNING AND EMPLOYMENT

2020-21



2021-22



HIGHLIGHT:

43 State authorities provided targeted employment, education and/or training programs for people living with disability.

47 State authorities are tracking staff inclusiveness.

Not started

In progress

Completed/ongoing

Priority group decision making and/or co-design of activities

Aboriginal and Torres Strait Islander people **40%**

Culturally and linguistically diverse backgrounds **34%**

Women **48%**

Children/young people **55%**

Other groups **31%**

*Percentage of authorities who engaged in priority group decision making and/or co-design of activities.



Government of South Australia

Reporting on Themes

Theme 1: Inclusive communities for all



Priority 1: Involvement in the community

Actions:

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

Completed in Inclusive SA 2020–2021 Annual Report.

- 2 Explore the redesign or creation of an app (or other medium) that displays existing and future services and facilities (such as toilets, eateries, sports and recreation facilities, parks and trails, arts organisations and cultural institutions, transport services, beaches that are wheelchair and disability-access friendly).

The Pavely smartphone app was released in both Apple and Android stores on 1 April 2022, and it was officially launched by the Minister for Human Services on 24 May 2022. Negotiations are now underway to scope the funding and service arrangements for the next two years with the supplier.

- 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.

Completed in Inclusive SA 2019–2020 Annual Report.

- 4** Collaborate with relevant organisations to run disability access and inclusion awareness training for arts organisations, cultural institutions, sporting organisations and clubs.

Arts South Australia (Arts SA) continues to support the Arts Organisations Program that funds a diverse portfolio of small-to-medium organisations that contribute to a sustainable and thriving arts and cultural sector in South Australia. (dpc.sa.gov.au/responsibilities/arts-and-culture/grants/arts-organisation-program)

Office of Recreation Sport and Racing (ORSR) held a Club Development Conference for the sport, recreation, and racing sectors to educate delegates on how their clubs and associations can become more inclusive.

From 2022–23, the State Government has committed \$200,000 per annum for the next three years to Active Inclusion to deliver inclusion training to the sport and recreation sector.



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

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

The **South Australian Museum** has delivered several accessible community education programs, including an audio-described tour of the Wonders exhibition; Auslan-interpreted video tours featuring the Museum Director Brian Oldman; a guided tour program of the Biodiversity Gallery for Years 7–12 students from Guide Dogs SA/NT; and autism and sensory friendly events held across the entire Museum. The Museum partnered with Studio Go Go to present Volo: Dreams of Flight, a virtual reality swing experience that included a wheelchair-accessible swing.

Arts SA funded the Restless Dance Theatre and Tutti Arts and other arts-based organisations to provide arts and performance programs for children living with disability.



Credit: No Strings Attached



Credit: Tutti Arts



Confidence through Arts

Department of the Premier and Cabinet

The Department of the Premier and Cabinet has provided funding for Restless Dance Theatre and Tutti Arts.

Restless Dance Theatre is made up of a touring dance company and runs an emerging artists program, an annual program of in-house classes, an intensive company training program, speciality workshops, a residency program, an education outreach program, and a variety of classes for all neuro-divergent, learning and physical differences.

Tutti Arts runs a range of out of school hours arts programs where young people with disability can develop their creativity through the arts.

The City of Playford

City of Playford worked in partnership with No Strings Attached, a world-class theatre company that proudly works exclusively with performers living with disability. They produce award-winning productions with local, national and international tours that deeply move audiences to the point where disability disappears.

Tutti Arts and No Strings Attached performed at the Australian of the Year Luncheon held on 19 October 2022.



Priority 2: Improving community understanding and awareness

Actions:

- 6 Work with relevant State authorities to improve community understanding and awareness that complements and leverages the national effort under the National Disability Strategy 2010–2020 and the emerging National Disability Strategy for beyond 2020.

DHS will continue to promote Australia's Disability Strategy 2021–2031 (ADS) which was launched on 3 December 2021, through the International Day of People with Disability, internal Community of Practice events, the Disability Engagement Group, and share updates and learnings with relevant groups and committees.

- 7 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.

Data indicators were released as part of the ADS Outcomes Framework and DHS will support the collection of relevant data. DHS will continue to participate in any Commonwealth-led activity to promote the ADS.



Priority 3: Promoting the rights of people living with disability

Actions:

- 8 Review disability awareness training packages within State Government agencies, including public health settings, to establish best practice and implement for new and existing employees.

Department for Health and Wellbeing (DHW) has a dedicated Diversity and Inclusion Coordinator who is reviewing the Disability Awareness and Inclusion training module, in conjunction with those living with disability.

Office of the Commissioner for Public Sector Employment (OCPSE) developed a report identifying contemporary best practice principles and recommendations on sector implementation to improve disability inclusion and awareness training is being developed.

- 9 Ensure induction of new State authority employees includes information about working with people living with disability.

90% (4% increase from 2020–21) of **State authorities** are in the process of ensuring that induction of new employees is inclusive of information about working with people with disability. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.



Zoos SA

Adelaide Zoo and Monarto Safari Park

During 2022, the Adelaide Zoo hosted meetings of the DHS Disability Engagement Group (DEG). The group heard about the Zoo's Diversity, Equity, Accessibility and Inclusion Charter which focuses on how the Zoo 'can do better' in the disability access and inclusion space and is also developing an Action Plan.

Zoos SA kiosk, cafes and ticket office counters are all wheelchair accessible and many visitor areas at both Adelaide and Monarto have better pathways, gender neutral toilets and Auslan compliant event signage. An exciting initiative is the climbing platform in the nature playground precinct which has disability accessible platforms to allow children with different abilities to explore and enjoy.

Relaxed Zoo Mornings on Saturday mornings offer a sensory/autism friendly experience for people by reducing unnecessary noise from maintenance crews and eliminate radio chatter.

Australian zoos are one of a few venues that are exempt from the *Disability Discrimination Act* because of biosecurity risks associated with assistance animals visiting zoos. Zoos SA is working with the Royal Society for the Blind to host assistance dogs to assess interactions with animals, such as the big cats and primates. The goal is to allow assistance animals to accompany people with disability to visit the zoo.

A member of the DEG who has an assistance dog, has not been able to visit the Adelaide Zoo in 20 years, commended the trials to enable assistance dogs to visit the Adelaide Zoo.

Reporting on Themes

Theme 2: Leadership and collaboration



Priority 4: Participation in decision-making

Actions:

- 10** Share the learnings of the improved supported decision-making approach for people living in State Government accommodation services with State authorities.

The **Office of the Public Advocate (OPA)** Supported Decision-Making project activities include: delivering Supported Decision-Making training to OPA Guardianship staff; piloting the My Life My Wishes form with 40 people under Guardianship; partnering with JFA Purple Orange to coordinate a co-design process for people with decision support needs; and producing a Supported Decision-Making promotional video suite for SA Health.

- 11** State authorities to support young people living with disability to actively participate in decision-making.

81% (7% increase from 2020–2021) of **State authorities** are supporting young people with disability to actively participate in decision-making. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.



Active participation in decision making

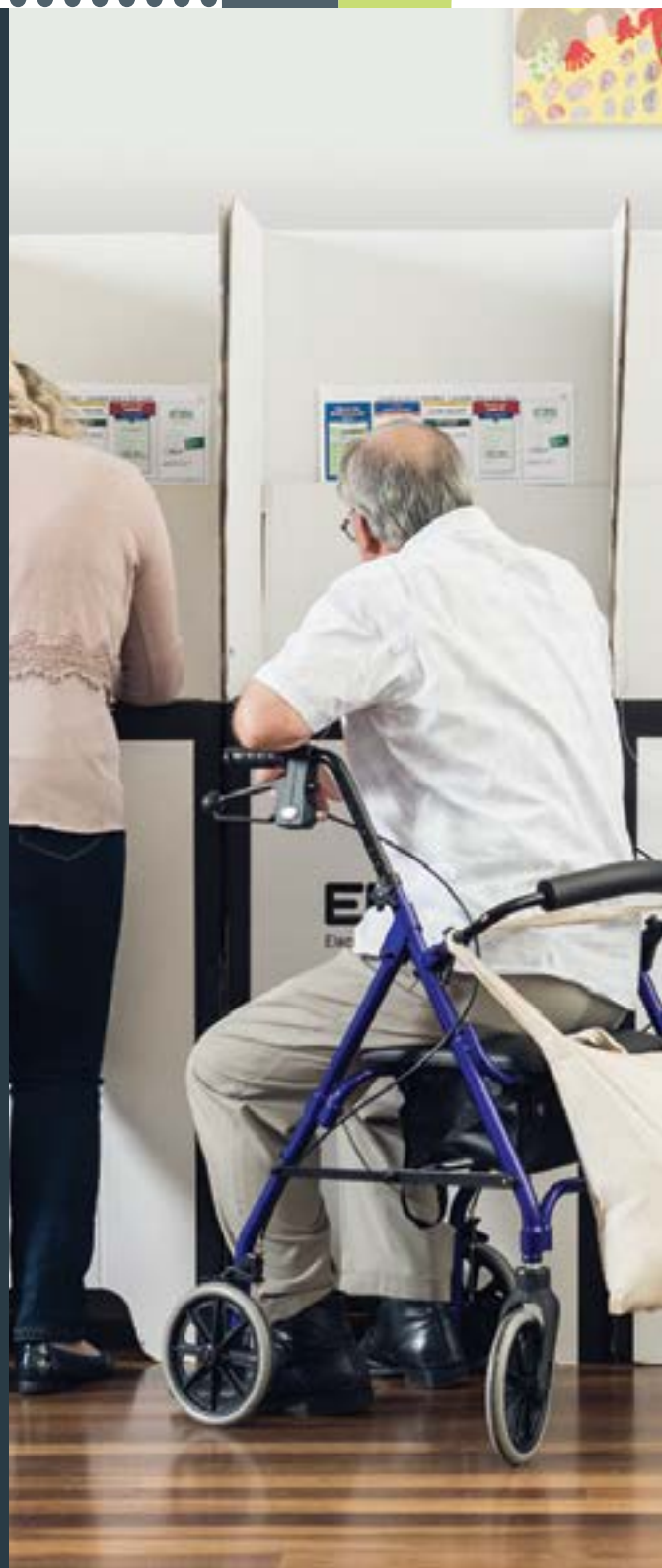
Electoral Commission SA (ECSA)

Voting is a powerful right and an obligation, and the Electoral Commission SA (ECSA) assists people who live with disability to ensure all South Australians are respectfully included in the democratic processes in our state.

In the 2022 **state election** all staff at voting booths received disability training as part of their induction, with further training around polling booth accessible toolkits and how they can help voters vote more independently.

ECSA staff also asked voters if they required assistance to vote and what to look out for when vulnerable people are attending the polling booth.

Community members have told us they 'noticed the difference from previous elections' and 'staff are considerate and respectful and spoke to me directly about the best access.'





Priority 5: Leadership and raising profile

Actions:

- 12** Develop a communications strategy to promote BoardingCall, the Government of South Australia recruitment register for boards and committees, to ensure it is promoted to people living with disability.

Department of the Premier and Cabinet engaged Vision Australia to audit the BoardingCall website to ensure it met accessibility requirements and identified changes have been implemented. Following final testing, BoardingCall will be promoted to people living with disability.

- 13** Ensure high quality and co-ordinated engagement with the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, including providing consistent, accurate and relevant information, through a dedicated response unit led by the Attorney-General's Department.

The Royal Commission Response Unit continues to provide high quality and co-ordinated engagement with the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.



Priority 6: Engagement and consultation

Actions:

- 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.

Completed in Inclusive SA 2020–2021 Annual Report.

- 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.

Completed in Inclusive SA 2020–2021 Annual Report.



A voice of lived experience

Disability Engagement Group (DEG)

"We're a mixed bunch in the Disability Engagement Group. Some of us use wheelchairs, others have guide dogs, some care for a loved one with a disability and others have disabilities that are not so visible. We come from different backgrounds, have different experiences, live in different areas and range in age from teenagers to retirees.

We have one vision, however. A common bond. A passion to improve the lives of people living with disability. At the time of reporting the group had met three times - twice via Zoom and most recently face-to-face. We're still getting to know each other and the lived experiences we bring to the table. But we're keen and committed.

So far, we've been asked to comment on a legislative review, contribute to community consultations and provide feedback on the Disability Access and Inclusion Plans (DAIPs) delivered in the past 12 months. It's encouraging to see progress in tangible on the ground initiatives outlined in the DAIPs.

It takes time to deliver on ambitious plans, particularly those that involve raising awareness, improving community understanding and changing behaviours. The DEG is keen to contribute and up for the challenge."

Reporting on Themes

Theme 3: Accessible communities



Priority 7: Universal Design across South Australia

Actions:

- 16** Elevate the design quality of South Australia's built environment and public realms through promoting design quality policy and the principles of Universal Design.

South Australia's Principles of Good Design are available at Office for Design and Architecture SA website: odasa.sa.gov.au. The principles underpin the State Design Review program, the Local Design Review Scheme, the Open Space Grants Program, and design for government services (architecture and infrastructure projects).

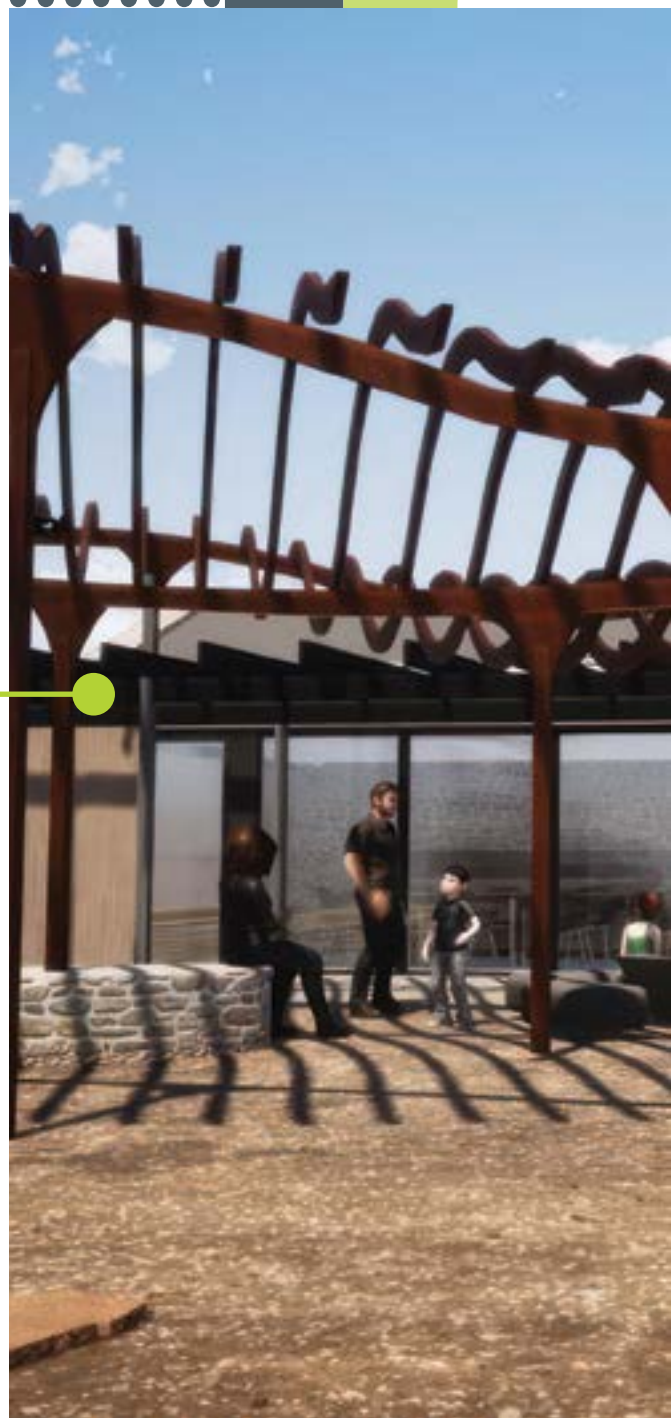
- 17** Explore the feasibility of adopting Universal Design procedures across State Government (as currently used by the Department of the Premier and Cabinet) in the design, construction, maintenance and procurement of all workplace environments, customer environments, systems, intranets and websites, and programs and policies. This will include:

- applying Universal Design principles to sport and recreation infrastructure projects to support family friendly and accessible facilities
- considering Universal Design principles in infrastructure works and maintenance across the Department for Environment and Water managed land, infrastructure and parks
- adopting Livable Housing Australia Design Guidelines for all new build social housing stock
- considering incorporating Universal Design principles in residential construction and maintenance specifications for SA Housing Authority houses

- improving access for people living with disability in the redevelopment of the Sir Samuel Way and Supreme Court buildings.

Department for Environment and Water's latest investment initiatives consider Universal Design in the concept plans, design phase and construction. The Nilpena Ediacara National Park Visitor Hub is currently being constructed and will contain a fossil bed enabling people with vision impairment to touch and feel Ediacaran fossils.

SA Housing Authority Silver Level of the Livable Housing Australia Design Guidelines are being used for the Authority's new builds and, the 400 new builds (as at 2021-22) to be delivered through the Public Housing Improvement Program.



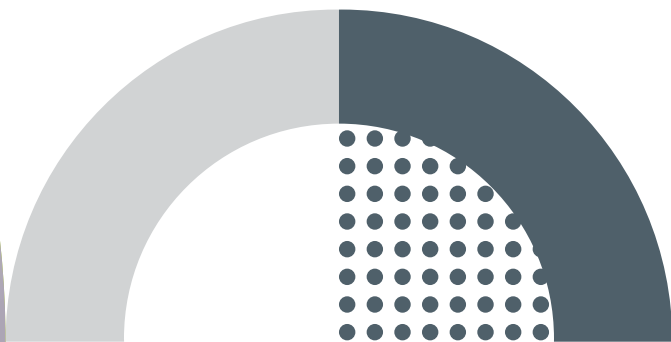
- 18** Contribute to the national conversation on the possibility of introducing Silver or Gold level Livable Housing standards for all new housing to be applied through the National Construction Code from 2022.

Planning and Land Use Services participated in an extensive consultation process with the **Department of Treasury and Finance** and the **SA Housing Authority** to support the development of the 2022 Edition of the National Construction Code due to take effect in States and Territories from 1 September 2022.

- 19** 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
- review of availability of accessible car parks.

95% (4% increase from 2020–21) of all **local councils** are including access and inclusion within their consultation and planning, incorporating Universal Design principles and training and review of accessible car parks. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.





Priority 8: Accessible and available information

Actions:

- 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.

Completed in Inclusive SA 2020–2021 Annual Report.

- 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 VoiceOver.

Completed in Inclusive SA 2020–2021 Annual Report.

- 22** Improve online accessibility of State Government websites, including through implementation of the Online Accessibility Policy and related guidelines.

100% (3% increase from 2020–21) of all **State Government agencies** have improved online accessibility of State Government websites. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.



Priority 9: Access to services

Actions:

- 23** 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.

DHS is partnering with the **Department for Education** to increase the disability workforce and will work with national and state and territory colleagues on the incoming Commonwealth Government's pre-election commitment to develop a comprehensive NDIS Workforce Strategy.

DHS continues to work through the Closing the Gap Partnership to deliver on the Disability Sector Strengthening Plan which supports Priority Reform Two – to build the Aboriginal community-controlled disability sector and enhance inclusivity and accessibility for Aboriginal people with a disability, including within regional areas to improve outcomes.

- 24** Further develop Auslan interpreter capacity (by drawing on people with lived experience).

Skills SA have increased their training accounts from 1200 to 1364 in their Certificate II Diploma level Auslan courses.

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

Completed in 2020–2021
Inclusive SA Annual Report.

- 26** State authorities to consider including in their infrastructure maintenance and upgrade schedules the installation of signs on the front of public buildings indicating disability access (where this has been assessed by an accredited access consultant) and installation of multimedia devices in queues at service outlets to include people who are deaf, hard of hearing, vision-impaired or blind.

80% (8% increase from 2020–21) of all **State authorities** have upgraded signage and/or installed multimedia devices as part of their infrastructure maintenance and upgrade schedules. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.

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

Zeb, a two-year-old Labrador, is the **Office of the Director of Public Prosecution's (DPP)** new Canine Court Companion (CCC), after the sad passing of South Australia's inaugural CCC, Zero, in early 2022. The CCC project is a joint initiative between the ODPP and Guide Dogs SA/NT.

- 28** Continue to work with the Commonwealth Government to reform the Disability Standards for Accessible Public Transport 2002.

Department for Infrastructure and Transport contribute to the National Accessible Transport Taskforce (NATT) Working Groups and Steering Committee providing South Australia's jurisdictional contribution to progressing NATT objectives.

- 29** Ensure the state-owned bus fleet is accessible, including disability awareness training for frontline public transport staff and the consideration of voice systems in buses that notify people of the next stop.

Department for Infrastructure and Transport continue to ensure all new buses are accessible with improved passenger next stop information systems for bus services, enhancing accessibility and inclusion for people with disability.

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

Department of Health and Wellbeing coordinates with government and non-government service providers, during patient hospitalisation and upon discharge, to ensure patients experience a smooth and safe pathway out of hospital. Dedicated Disability Coordinator Leads have working relationships with the SA Intellectual Disability Health Service, many other Non-Government Organisations and community organisations.

- 31** Consider establishing minimum standards for priority parks and reserves (including coasts, heritage places and Crown land) that improve access and inclusion for people living with disability and implement a program of priority actions, including exemplar visitor experiences.

Department of Environment and Water have developed Accessibility Guidelines to ensure that all new infrastructure and upgrades include disability access and inclusion. A tiered system of accessibility has been developed to help project managers and rangers determine what level of accessibility a site requires.

Reporting on Themes

Theme 4: Learning and employment



Priority 10: Better supports within educational and training settings

Actions:

- 32** State education and training sectors to support inclusive education culture and practices.

The **Department for Education** are developing One in Four Reforms capability building packages to support mainstream leaders and teachers in the use of inclusive practices, providing resources and guidance around how to implement in sites and classrooms.

- 33** State education authorities to work in partnership with children, students, parents or carers, industries and the community to provide curriculum and learning opportunities that are personalised and tailored to the individual and prepare for life beyond school.

Department for Education is developing a model of support that leads to improved learning and development outcomes for children and students with functional needs in Government of South Australia schools and preschools. Ten key projects will be delivered under these reforms by 2024.

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

Department for Education is developing an approach to track and report on a series of priority measures at system, partnership, and site level. The initial work includes a focus on the Inclusive Education Support Program, reporting on outcomes for students with disability.

Skills SA continues to manage and administer the states **National Centre for Vocational Education Research (NCVER)** contribution to the national collection on students living with disability. NCVER **Total Vocational Education Training (VET)** activity figures for 2021 show there were 13,405 South Australian VET students that reported they had a disability.





Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Actions:

- 35** Explore how pathways can be improved from education and training settings to post learning.

Department for Education Student Pathways and Careers division provide high quality, industry-endorsed pathway options as part of an engaging senior secondary program that leads to meaningful post-school transitions for students with disability.

Skills SA invest in a range of student supports to assist with the transitions from education to training and pathways to employment, including integrated system of student supports. These supports incorporate individualized learning plans and access to Learner Support Services and customized foundation skills, determined by an upfront assessment of need to ensure students are best positioned for success.

In 2021, NCVER reported the following student outcomes for South Australians who participated in VET and reported as having a disability:

64.7% employed after training (up 10.6 points on 2020).

22% enrolled in further study after training (up 0.1 points on 2020).

70.9% employed or in further study after training (up 4 points on 2020).

- 36** State authorities to facilitate meaningful volunteering opportunities for people living with disability.

82% (12% increase from 2020–21) of State authorities are continuing to facilitate meaningful volunteer opportunities for people with disability. Further information can be found in State authorities' DAIPs. All DAIPs can be accessed on the Inclusive SA website: inclusive.sa.gov.au/daips.





Priority 12: Improved access to employment opportunities and better support within workplaces

Actions:

- 37** Support and promote the implementation of the Office of the Commissioner for Public Sector Employment's Public Sector Employment Strategy across the public sector.

OCPSE established working groups to promote and implement the Employment Strategy. These working groups have addressed three priorities of the Strategy and have shared resources and learnings for implementation at agency level.

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

OCPSE continues to promote the resources available for public sector agencies, with specific information including how to advertise targeted public sector vacancies, disability employment opportunity programs and how Disability Employment Services providers can assist with employment of people with disability.

- 39** Develop data measures to track the percentage of people living with disability employed and retained in State authorities.

South Australia's Education to Employment National Disability Data Asset Test Case Pilot was completed in December 2021. The Commonwealth Government plans to publish Test Case findings from each jurisdiction on the National Disability Data Asset website.

OCPSE have made changes to the South Australian Pre-Employment Declaration with the aim to encourage greater disclosure of employees with disability.





Pathways to Employment

Campbelltown City Council

Campbelltown City Council piloted a Vision Impaired Work Experience Program in partnership with the SA School for Vision Impaired which has a Vision Support Program based at the local Charles Campbell College. As part of the pilot, Council's Community Services & Social Development (CSSD) team hosted Year 12 student Mr T every Friday for ten weeks as part of his subject Workplace Practices, to participate in a tailor-made program to complete his required 60 hours of work experience. Mr T is a 17-year-old male from Cambodia with low vision (for example, he requires minimum font size 44), living in Australia for the past three years during which he began learning English.

The program commenced with orientation and a Mobility Assessment with Mr T, his two teachers, a Mobility Guide and Council's Community Development Officer (Social Inclusion), which involved walking around the Council building and office area to identify any challenges and support that he might need. Mr T's Mobility Guide did a practice run with him of how to get from Charles Campbell College to the Council and back, via public bus, and accompanied him for the first two weeks. Following this, Mr T travelled on his own, building his capacity and skills in navigation, what to do if he misses the bus, time management and independence.

Following orientation, the program consisted of induction to the Council and a rotation between the CSSD team, Library and Depot where Mr T gained experience in areas such as office administration, social programs, library tasks and depot/outdoor tasks.

Campbelltown City Council

City of Playford held the Positive Futures Expo on 1 June 2022 with an aim to showcase future pathway options including employment, volunteering, study and social options available to people with disability in the Playford region. Over 300 people attended the event, ranging from school students to adults looking for future opportunities. 50 stall holders were in attendance providing information and networking opportunities to attendees.

Department for Education

Department for Education are supporting Aboriginal and Torres Strait Islander young people with disability within The Workabout Centre, South Australian Secondary Training Academy and Transition Program for students with disability. The Workabout Centre offers a range of programs and services to support Aboriginal students to make a successful transition from school to work, higher education or further training.

2,096 students with disability completed SACE. This equates to 13.4 % of all students who completed SACE in 2021.

Supplementary Report

1 July 2022 to 31 December 2022

Achievements to date

The Department of Human Services has lead responsibility for administering the *Disability Inclusion Act 2018 (SA)* (Act). It is a legislative requirement that a review of the operation of the Act is to be undertaken by the fourth anniversary of the Act commencing. Mr Richard Dennis AM PSM undertook this review on behalf of the Government of South Australia.

One of the recommendations of the review was for Inclusive SA reporting timeframes to be realigned to calendar years from 1 January 2023. Therefore, this supplementary report is provided to highlight achievements in the six month period from 30 June 2022 to 31 December 2022.

Community Living Australia in partnership with the Kangaroo Island Council gained grant funding to purchase and install a Mobi-Mat at the tidal pool. Mobi-Mats provide access to coastline locations and improve beach access for people with disabilities or mobility challenges. The 10-metre Mobi-Mat was installed at the tidal pool in September 2022.

The Kangaroo Island Mayor said, "this project is an example of Council working toward achieving outcomes of its Disability Access and Inclusion Plan in partnership with industry representatives from the local community. Beach access is something many people take for granted with access limited and sometimes impossible for people who have mobility requirements."



"I'm tired
of feeling
judged."

Charles,
Nickelback's
number one fan.

On 1 July 2022, DHS launched 'See Me For Me' – an advertising campaign designed to encourage South Australians to see people with a disability for their whole self rather than just for their disability. For example, seeing someone as a Nickelback fan or a motorsports enthusiast rather than focusing on their disability. The campaign was co-designed with people living with disability and spanned television, radio and social media. See Me For Me has been highly acclaimed, winning several awards.

*More than 3 in 4 Australians
(78 per cent) are unsure how to
act towards people with disability
([Attitudes Matter](#), 2021)*

Under ADS, the Community Attitudes TAP aims to improve community attitudes towards people with disability to influence behaviour. In South Australia, a **Community Attitudes** post campaign consultation was conducted to gauge the shift in community attitudes towards people with disability.

Two focus groups were conducted at the conclusion of the campaign, in which a positive change in understanding what it means to live with a disability was reported by 53.3% of people living without a disability. Following the campaign, a sentiment survey was undertaken in which 51.61% of participants say the campaign made them think differently about what it truly means to live with disability.

Wellbeing SA has partnered with the Summer Foundation to develop video resources for Local Health Networks (LHNs) about how to support people living with disability to navigate and access the NDIS when they are in hospital. The videos have been shared with stakeholders and will be published for the broader SA LHNs.

Wellbeing SA is also partnering with SA Health, the Adelaide Primary Health Network (PHN) and Country SA PHN to implement Health Pathways across South Australia. Health Pathways is an online portal that provides general practitioners and other health professionals easy access to comprehensive, evidence-based assessment, management and referral resources for specific health conditions. This allows GPs and other health professionals to better manage patient care in the community. Wellbeing SA has ensured that information and education that supports people living with disability has been included in Health Pathways.

The State Government has committed an additional \$450,000 per year over four years (total \$1.8 million) to expand the state disability **Community Visitor Scheme (CVS)**. An expansion of the CVS will ensure that the service can operate in non-government disability support services, and where necessary, private homes, ensuring a consistent approach to safeguarding for South Australians with disability.

The Department of Human Services is currently working with the NDIS Quality and Safeguards Commission to support a coordinated approach and options to deliver on the CVS commitment will be considered over the coming months in consultation with people with disability and their carers.

Outcomes from the Royal Commission into Violence, Neglect and Exploitation of People with disability, and Commonwealth Government views in developing a national CVS will form a significant part of implementing this recommendation.

Next steps

Disability legislation

An independent review completed by Mr Richard Dennis AM PSM, which detailed 50 recommendations (to be implemented through legislation, policy and operations) was tabled in Parliament on 6 September 2022.

In addition to amending the reporting timeframes, other recommendations were made.

- The principles outlined in the United Nations Convention on the Rights of Persons with Disabilities to underpin the development and delivery of services, and highlight how important it is to remove barriers from society that prevent access and inclusion.
- Set out whole-of-government policies and strategies for applying the principles and purposes of relevant international human rights instruments affecting people with disability.
- Ensure the needs of people with disability who are women, children, Aboriginal and Torres Strait Islander, or culturally and linguistically diverse are properly addressed by the State Disability Inclusion Plan and DAIPs.
- Ensure the Act is explicitly applied to all people with disability, regardless of age.
- Ensure documents prepared for consultation in relation to Inclusive SA or DAIPs are available in an accessible format for people with disability.
- Add definition of “barrier” because our definition of disability recognises that disability is a result of societal structures and attitudes.
- Ensure people living with disability will get to provide input into the design and delivery of inclusive policies and programs through co-design and collaboration.
- Ensure State authorities take reasonable steps to assist people with disability to learn about their rights and develop ways in which they, or their families/guardians, can report violations of those rights.
- Provide additional recognition to people who have heightened vulnerability due to significant intellectual disability and may face additional barriers or may need additional protections or assistance as they lead their lives.
- Add specific function for the Chief Executive to advise the Minister on systemic or emerging accessibility and inclusion issues.



Autism Strategy - coming soon!

The development and delivery of the State's first Autism Strategy is an election commitment of the current government and responds to years of advocacy by the autistic and autism communities. It will support a dedicated whole-of-government approach to create a fairer and more inclusive society.

Through a consultation and co-design approach, led by the Department of Human Services, the autistic and autism communities will shape the scope and content of the State's first Autism Strategy and Charter.

To date, Department of Human Services has achieved the following key milestones.

- Held a roundtable discussion with 19 autistic people on 30 September 2022. The workshop was facilitated by JFA Purple Orange and focused on finalising the draft discussion paper prior to broad public consultation.
- The discussion paper and YourSAy survey was launched on 25 November 2022 to commence a 12 week consultation period with the autistic and autism communities.

Changing Places

As part of the 2022–23 Budget, the Australian Government has committed to invest in more 'Changing Places' facilities around Australia, by offering one third of the funding required to build a Changing Places facility in each of the 400 Local Government Areas (LGAs) currently without one by 2025–26. Changing places are specialised disability toilets for people with high support needs, or those not accommodated by standard accessible toilets.

The Department of Social Services is leading this initiative, and currently working closely with State Governments and relevant organisations to leverage current interest and funding opportunities. Working collaboratively, this will expand the availability of Changing Places facilities nationally and help to ensure no person with disability is left behind.

Changing Places toilets provide:

- height-adjustable adult-sized change table
- constant-charging ceiling track hoist systems
- centrally-located peninsula toilets
- automatic doors
- privacy screens.

South Australia currently has 17 Changing Places Facilities. To find a toilet: [Find Changing Places Toilet - Changing Places](#).

Changing Places facilities at Henley Beach and James Place, Adelaide and further facilities in Mount Gambier and the City of Salisbury are all due for completion in 2023.



Glossary

Auslan

Australian Sign Language (AUSLAN) is the sign language of people in the Australian Deaf community.

Australia 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.

Best practice

A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better to those achieved by other means or because it has become a standard way of doing things.

Built environments

Artificial structures, features, and facilities viewed collectively as an environment in which people live and work.

Changing Places

Changing Places provide suitable facilities for people who cannot use standard accessible toilets.

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

DAIP

Disability Access and Inclusion Plan prepared by State authorities for their own agency, department, or local council area.

Disability Engagement Group (DEG)

The DEG is a 12-member disability engagement group whose members have lived experience of disability and represent diverse cultural backgrounds, gender identities and Aboriginal and Torres Strait Islander people. They also represent the interests of people living in metropolitan and regional locations. The DEG provides advice on future directions of the State Disability Inclusion Plan, Inclusive SA contribute to improving access and inclusion for people with disability.

Disability Talk

An email subscription service about disability access and inclusion initiatives or consultations or relevant information on behalf of Disability Talk subscribers.

Government agencies

A government agency is responsible for the oversight and administration of specific functions across the state and are established by legislation.

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.

Ministers Advisory Council (MAC)

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

Priority Groups

The *Disability Inclusion Act 2018* 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 young people are considered when designing and delivering services and plans.

State authorities

As defined in the *Disability Inclusion Act 2018*: 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).

Targeted Action Plans (TAPs)

TAPs are a key part of the ADS and help apply an intensive focus to achieve specific deliverables for people living with disability. There are 5 TAPS.

Toolkit

A suite of information documents that may include guidelines, templates and procedures to assist in the completion of a task.

Universal Design

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.

YourSAy

An online consultation hub where you can find and provide feedback on consultations open across the Government of South Australia. On YourSAy, you can take part in online discussions, complete a survey or vote in polls, depending on the topic.



Online references

- [Inclusive Play Guidelines](#)
- [Inclusive SA](#)
- [South Australian Public Sector Disability Employment Strategy](#)
- [State Planning Policies for South Australia](#)
- [Changing Places](#)
- [Find Changing Places Toilet](#)
- [Interactions between autistic people and police – Autism Spectrum Australia \(Aspect\)](#)
- [Disability Rights in Real Life Handbook – Equality Lawyers](#)
- [2022 Australian of the Year Luncheon](#)
- [Pavely app](#)
- [Disability through lived experience series](#)
- [Grants SA](#)
- [Accessible wineries in Langhorne Creek](#)
- [Walk the Yorke](#)
- [Off-road wheelchairs and mountain trikes](#)

Inclusive SA website

The **State Disability Inclusion Plan**, **Inclusive SA** can be found here:



If you would like to know what your community is doing to support access and inclusion for people with disability, we encourage you to check out **State authorities Disability Access and Inclusion Plans**.

You can also find useful **resources** to support better services, programs and assist in creating more inclusive spaces. On this page you will find guidelines, toolkits, links, plans and reports.



Contact Inclusive SA



dhsdisabilityinclusion@sa.gov.au



(08) 8415 4383