



Disability Access and Inclusion Plan (DAIP)

Progress Report

2021 - 2022





Strategic context

The South Australian Disability Inclusion Act 2018 (the Act) provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the United Nations Convention on the Rights of Persons with Disabilities and with the Australian National Disability Strategy 2010-2020. It required the creation of the South Australian Disability Inclusion Plan, which came into effect on 30 October 2019.

The Act also mandates the development of DAIPs for each State authority, defining a “State authority” to include “a local council constituted under the Local Government Act 1999”. The Act sets out the requirements for a DAIP and allows, with the Minister for Human Service’s approval, for Councils to share a single DAIP

About Alexandrina

The Alexandrina Council region is a scenic and diverse Local Government Area spanning rural farmland, commercial vineyards, riverside, lakeside and coastal settlements. Alexandrina covers 1860 square kilometres of the Fleurieu Peninsula and is renowned for its environment, heritage and lifestyle.

The Alexandrina community encompasses many townships, villages and rural areas and is one of the fastest growing regional areas in South Australia – experiencing peri-urban trends while also noted for its high-quality agricultural production (the second largest industry in the region).

Defining disability

Alexandrina Council supports the social model of disability, which recognises that a person’s impairment or difference is only disabling if the environments they live, work, learn and play in fail to accommodate them. Council wants to ensure that future planning in Alexandrina Council is done with the needs of all ages and abilities in mind. When the barriers or obstacles that can limit their ability to participate fully in society are removed, people with disability can be independent and equal in society.

A person with disability may experience restricted mental, sensory or mobility functions. An impairment can be caused by accident, trauma, genetics or disease. The experience of disability may be temporary or permanent, total or partial, lifelong or acquired, visible or invisible.

Over the course of their lives, around 20% of Australians will experience a disability, while 36% of Australia’s households include a person with disability. The rate of disabilities is higher among older people and as the population ages, the proportion of people with a disability is also increasing.

Alexandrina Quick Stats

- 28,730 population in 2021
- 36,907 population by 2041
- 9,407 people aged over 65 (33% of population)
- 53 is the median age
- 3,339 people live alone
- 2,270 people need help in their day-to-day lives due to disability, age or illness.
- 28.5% of our residents live with some form of disability
- 14.4% of residents are managing two or more long-term health conditions
- 3,684 carers providing unpaid assistance to a person with a disability, long-term illness, or old age
- 1,145 people 16-64 years receive Disability Support Pension in Alexandrina

Sources: ABS 4430.0 - Disability, Ageing and Carers, Australia; ABS Census Data 2021; profile.id; forecast.id; DSS Payment Demographic Data, Australian Network on Disability; People with Disability Australia





The Alexandrina Council's Disability Access and Inclusion Plan is aligned with the four goals and twelve priority areas of the State Disability Inclusion Plan 2019–2023.

GOAL 1: Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

State priorities

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

GOAL 2: Leadership and collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

State priorities

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation



GOAL 3: Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

State priorities

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

GOAL 4: Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

State priorities

Priority 10: Better supports within educational and training settings

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

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

Our Plan

Table 1- Ongoing Actions 2012-2024

Ongoing Actions 2021-2024	Status	Comments
<p>1.1 Implement disability awareness training for Council staff and Elected Members, including online delivery and experiential exercises that simulate the experience of those living with a disability.</p> <p>Ensure induction of new employees includes information about working with people living with disability.</p>	In progress	<p>The People and Safety department are investigating options to provide 'Disability Awareness' training workshops. One option is to draft and design content informed by the online training provided by Disability Awareness (disabilityawareness.com.au). Waiting on the provision of the training software to commence creating content.</p> <p>Staff are also investigating the option for Disability Awareness training through the Local Government Association (LGA).</p> <p>Staff participated in Accessible Events training provided by Purple Orange and presented by people with lived experience of disability.</p>
<p>1.3 Investigate opportunities and develop partnerships to provide inclusive social activities, recreation and sport programs in Council facilities and reserves.</p>	Ongoing	<p>Two sessions of Lolly Jar Circus, skill-building workshops were held during the April 2022 school holidays with 26 children attending. Lolly Jar Circus is the only circus school in South Australia that is fully inclusive of children and young people with disabilities or at social risk, where the trainers are educated in disability and understand different learning styles and sensory</p>

		<p>needs and where the environment is accepting and not overwhelming. All children and young people are welcome and valued. These inclusive sessions provided an opportunity for all children to be engaged with activities.</p> <p>Community wellbeing grants 2021-22 were awarded to three organisations to deliver disability focused outcomes (as detailed in the highlights section).</p>
<p>1.5 Contribute to community awareness of disability access and inclusion, e.g. celebrate International Day of People with a Disability, and support other community education initiatives.</p>	<p>Ongoing</p>	<p>An event is being planned in partnership with Mission Australia and others to celebrate International Day of people with Disability – Saturday 3rd December 2022.</p> <p>Several community groups participated in the Accessible Events workshop with Purple Orange.</p>
<p>1.7 Include people with disability in Councils promotional materials, and profile people with disability</p>	<p>Ongoing</p>	<p>See Highlights section below for International Day of People with Disability profile and Australia Day – Young Citizen Award which was presented to a young person living with disability.</p> <p>The Community Wellbeing Plan 2022-2026 has images of people living with a disability integrated into the document. Stock images are being created using local people for use in future</p>

		Alexandrina Council documents and promotional material.
3.3 Integration of Universal Design principles and goals into new and renewal capital works programs including footpaths, car parks, buildings, recreation and open space and other major projects.	Ongoing	All new project designs include the requirements to meet Universal Design principles; these include all current footpath works, streetscape upgrades and beach access improvements. Current works include Strathalbyn Streetscape, Goolwa Beach and Councils footpath upgrade program.
4.2 Continue to ensure that Council recruitment and employment processes are transparent and accessible for all.	Ongoing	<p>All job ads state:</p> <p><i>Alexandrina Council embraces diversity and inclusion. We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace.</i></p> <p><i>If you have any support or access requirements, we encourage you to advise us at the time of application. We will then work with you to identify the best way to assist you through the recruitment process.</i></p> <p><i>All personal information will be kept confidential in compliance with relevant privacy policies.</i></p>

4.3 Continue to engage with NDRC (National Disability Recruitment Coordinator) by advertising all vacancies through them.	Not yet started	Not currently taking place, however this will be included in future recruitment process
4.4 Review advertisement of volunteer roles to ensure they are sent to NDRC.	Not yet started	<p>To also include in Volunteer collateral:</p> <p><i>Alexandrina Council embraces diversity and inclusion. We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace.</i></p> <p><i>All personal information will be kept confidential in compliance with relevant privacy policies.</i></p>

Table 2 Actions 2021-2022

Actions 2021-2022	Status	Comments
1.2 Develop 'sensory friendly' library programs and events e.g. silent disco, calming sensory areas, fidget toys, low lighting, specific library sessions that promote and encourage socialisation opportunities for young people and families living with a disability.	In progress	Library staff ran an autism awareness book launch on 9 May 2022 at the Strathalbyn Library and will seek further opportunities to obtain library program needs for parents of children with a disability, including advice and assistance from professionals in the region.
1.4 Demonstrate inclusive community events through a pilot project.	In progress	See Highlights section for details.

<p>2.1 Ensure people with disabilities and the disability services sector are included in the Community Wellbeing Advisory Forum and other relevant advisory groups.</p>	<p>In progress</p>	<p>Including people living with disabilities in any Council advisory groups is encouraged. Relationships are being developed in the Disability sector to improve promotion of opportunities and participation.</p>
<p>3.1 Deliver an accessible version of Alexandrina Council's 2040 Community Plan and the Disability Access and Inclusion Plan.</p>	<p>In progress</p>	<p>The Easy English version of the DAIP has been uploaded to the Council's website. The A2040 Community Strategy is available as an audio version. Council's strategic document A2040 and Community Wellbeing Action plan are both due to be completed being translated into Easy English versions in 2022-23.</p>
<p>3.5 Develop Village Innovation Plans and urban design projects that incorporate disability access and universal design.</p>	<p>In progress</p>	<p>The Village Innovation plans are currently being developed and will include disability access and universal design principles in projects.</p>

<p>3.6 Prepare strategic reviews and access audits of Council assets (including footpaths, public toilets, playgrounds, community buildings, and the availability of accessible car parks).</p>	<p>In progress</p>	<p>Auditing Kerb Ramps/Pathways as part of Road and Pathways Audit (in progress). Reviewing Alignment, Design Compliance, Tactile's etc. Report due November 2022</p> <p>Open Spaces Audit (to commence September 2022) will include access pathways/ramps, inclusive toilets, inclusive playgrounds/play equipment, car bays. Report due March 2023.</p> <p>Have added "Mobility Access" as Major criteria in the Pathways Prioritisation model for determining where paths should be installed. This is still in DRAFT and to be accepted by Council at the 15 Aug 2022 Council meeting.</p>
<p>4.1 Increase employment, volunteering and work experience opportunities for people living with disability.</p>	<p>In progress</p>	<p>Current status</p> <p>Employees</p> <p>12 out of 210 have indicated a disability/impairment, representing 5.7%.</p> <p>Volunteers</p> <p>29 out of 188 that have indicated 'Yes' to this question, representing 15.42%.</p>

Table 3 Actions 2022-2023

Actions 2022-2023	Status	Comments
1.6 Provide accessible and inclusive arts programming for artists with disability. Partner with organisations that provide professional development opportunities and outcomes for artists with disability.	In progress	See Highlights section for details.
2.2 Investigate opportunities and methods for increasing the participation of people with disability in Council's community engagement processes and decision making, including the options for a reference group for people with disability	Ongoing	Working with a Community of Practice group from the LGA; meetings are scheduled to work with other LGA's to discuss the types of reference groups and what works well and some of the challenges. People with lived experience will be involved in conversations and provide valuable advice and input.
3.2 Review Council's website against accreditation standards and benchmarks in the local government sector and undertake user testing when making improvements	In progress	See Highlights section for details
3.4 Improve beach access and pedestrian movements through the Goolwa Beach Master Plan and investigate other opportunities for accessible beaches and river access.	In progress	<p>Identified key stakeholders with lived experience invited to be involved in further consultation for the Goolwa Beach project.</p> <p>Port Elliot - Extra access bay installed at Horseshoe Bay Car Park</p> <p>Review and redesign of access car bay at Commodore Reserve. Recommendation to add an extra access bay being put forward to the</p>

		Elected Members for approval. This will also include connecting a pathway to the Toilet block in 2022-23.
3.7 Investigate demand, identify locations and conduct community consultation for 'Changing Places' - Adult Change Facility.	Not yet started	Not resourced at this stage
3.9 Work with local tourism operators to develop and promote itinerary of accessible experiences and attractions.	Ongoing	<p>Two Inclusive Tourism/Responsible workshops with 21 attendees from local businesses.</p> <p>Seven businesses in our mentoring program for the SA Tourism Awards are required to answer a question about 'responsible tourism'</p> <p>Partnership with Tourism Industry Council who now have an accreditation for accessible tourism -marketed to local businesses.</p> <p>Major festival- SA Wooden Boat Festival has had the website updated to allow for greater accessibility.</p> <p>Local wine area has information about accessibility of wineries in the area and this resource is used as an example to other business.</p> <p>Accessible Wineries in Langhorne Creek</p>

<p>3.10 Investigate available technologies for customers including SMS, web accessibility, and workplace modifications to accommodate people with a range of disabilities.</p>	<p>In progress</p>	<p>Space re-design project undertaken early 2022 included consultation with those living with a disability and review/input to concept design plans by Consultant specialising in this area. To be considered in future plans/development.</p> <p>Investigations are ongoing into suitable technologies to be made available in the Library and Customer Experience (CX) spaces with disability awareness training planned for September 2022.</p> <p>Library and Events Coordinators attended the RSB Techfest in June to look at potential accessible devices.</p> <p>Investigation into any assistive technologies for all digital projects CX are about to embark on i.e. online venue booking system, digital displays, public consultation touchscreen, self-service kiosk.</p> <p>Hearing Australia engaged to undertake a review of workspace of a CX staff member with hearing difficulties. This will take place in August 2022 to identify if any assistive Technologies can be implemented.</p>
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3.11 Include the requirements for access issue complaints handling in the new Enterprise Resource Planning (ERP) system.	In progress	The Tech One system is being implemented across sections of the Council and in the future, this will include the ability to record and action access issue complaints in an effective manner.
3.12 Develop Universal Design training plans for staff	In progress	<i>Equal Opportunity Training</i> is automatically included as part of the initial Training Needs Analysis for new employees. As we explore the functions of our new training software, we can further compliment this with other modules.

Table 4 Actions 2023-2024

Actions 2023-2024	Status	Comments
2.3 Explore ways to develop leadership of people with a disability in partnership with stakeholders, including supporting young people living with disability to actively participate in decision-making.	Not yet started	This action not yet commenced.
3.8 Deliver the range of events and activities designed to attract visitors to the new Goolwa Wharf Precinct to be accessible to everyone.	Not yet started	This project is not yet commenced.

Highlights 2021- 22

Community grants – 2021-2022. Funding of \$8,700 was awarded in 2021-22 financial year to provide support for the delivery of three projects with a disability focus.

These projects are to be delivered between July 2022- June 2023.

YMCA and Mission Australia joint project. With a disability (ASD) and youth focus, this project is aimed at delivering a specifically designed experience, to accommodate the need for an accessible community program to a targeted audience. The project will provide an hour long, low light, low sensory experience in a hydrotherapy pool for children with ASD between the ages of 5-15 years old. Using gentle music and projected imagery on the ceiling of the space, while the participants float in a hydrotherapy pool. The projected outcomes will be to increase accessibility in the community and strengthen participant social connection, health and wellbeing.

Goolwa Community Centre The project offers a series of Auslan workshops for people living with a disability, which affects, or will affect in the future, their communication. The workshops will be offered to people living with a disability, carers, their extended care teams and other community members wishing to learn Auslan and offer participants the tools to adapt to living life with a communication disability. The architect of this initiative is Kym Watson; a man living with multiple systems atrophy, a degenerative condition stemming from Parkinson's disease.

Community Living Australia (CLA) offer Respite Services as part of their Client Services Department for people living with a disability, operating a respite accommodation house in Strathalbyn, The Young Weekenders Skills Building Program has been operating as a trial program since October 2021. The Skill Building Program offers a two-night respite at Myranth House whilst supporting clients to reach their goals and develop independent living skills through a specialised activity program, included in respite weekend program. To continue the growth of this program after the successful trial CLA will receive additional funding to provide the program with skill building equipment and tools to improve the capacity of the program and benefit to their clients.

1.4 Demonstrate inclusive community events through a pilot project.

The Regions Champions for Accessible Destinations in the Southern and Hills Local Government Association- supported two local Alexandrina Council residents to be involved as co-design members of the project. With varied lived experience of accessibility they developed and delivered an Accessible Events training package based on their experiences and access needs Thirty event organisers attended the two training sessions in the Alexandrina Council region The training focused on Models of disability, motivations for accessibility and inclusion, plus actions for pre, during and post the event.

The training has empowered Event organisers to make well-informed decisions around access and inclusion and demonstrated that improvement is not only essential but can be simple, cost effective and doable. Training included Council staff, volunteer, not for profit and professional event organisers who deliver a range of events - surfing festivals, library events, music, horse riding events, food, nature play, and Christmas and performance events.

The 2022 Strathalbyn Australia Day awards included Auslan interpreter, hearing loop, access mats and adjustable lectern to support the accessible event. [Australia Day Award 2022](#) .



1.6 Provide accessible and inclusive arts programming for artists with disability. Partner with organisations that provide professional development opportunities and outcomes for artists with disability.

Two artists from the Goolwa Community Centre have been invited to exhibit as part of Alexandrina Councils visual art calendar in 2023. Both artists are registered with the National Disability Insurance Scheme.

Part of the South Coast Regional Art Centres remit is to bring emerging artists through the process of showing in a professional context for the first time. This support will be offered to the two artists as they are invited as peers amongst local and state based artists and selected based on artistic merit. Both artists have been invited to exhibit based on the uniqueness and excellence of the work they produce.

One of the artists is supported through a successful application to the Richard Llewellyn Arts & Disability Program to receive one on one support from a locally based professional artist with experience in working in the field of disability support, specialising in the arts sector. The Alexandrina Council Arts & Cultural Development Officer keeps in regular contact with the artists to encourage and give advice where needed in the development of the exhibition.



1.7 Include people with disability in Councils promotional materials, and profile people with disability

Facebook post - [International Day of Disability](#) Kym Watson was profiled to promote Alexandrina Council's adoption of the Disability Access and Inclusion Plan in November 2021.

Australia Day Award 2022 – Young Citizen of the Year – Rory Tyrrell. Rory was recognised in the Alexandrina Council's Australia Day 2022 awards for his contributions to community.

[Rory Tyrrell Australia Day Award recipient media release](#)





3.2 Review Council's website against accreditation standards and benchmarks in the local government sector and undertake user testing when making improvements.

Alexandrina Council is working with the LGA to audit and make improvements in the accessibility of the Councils website. Older people with lived experience of disability will be involved in co designing content for Alexandrina Councils website as a result of an external grant of \$38,000 received through the Office for Ageing Well – Age Friendly Grants. This project aims to include older people in user testing, support with website navigation and accessing information.

Summary

Alexandrina Council's DAIP plan was endorsed in November 2021 and is in the early stages of implementation but is making progress in all areas.

Future actions for 2022-23 will include investigating the various options for a disability reference group and the best model to be used in Alexandrina Council.

In addition, access to information, which is easy to understand, was considered important and will continue to be a focus area.

Feedback though consultation demonstrated the community felt it was important to provide progress reports and be informed about the progress of the plan actions.

Nigel Morris

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Date...5/9/2022.....

Chief Executive Officer

Alexandrina Council