

# DISTRICT COUNCIL OF LOWER EYRE PENINSULA

## Disability Access & Inclusion Plan - DRAFT



“Working with our Rural & Coastal Communities”

	<b>DISABILITY ACCESS AND INCLUSION PLAN</b>	<b>Version No:</b>	0.1
		<b>Issued:</b>	November 2020
		<b>Next Review:</b>	September 2022

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## 1. Statement from the Chief Executive Officer

The District Council of Lower Eyre Peninsula (the Council) is committed to ensuring that its residents, ratepayers, volunteers, employees and visitors can, in an inclusive manner, participate fully in the community.

As a regional Council, it is of fundamental importance that members of the community can access public facilities and services, and participate in social events. Indeed, it is this participation which fosters inclusion and contributes to the creation of a close and supportive local community.

Accordingly, through various initiatives and the application of universal design principles, the Council is committed to progressively upgrading, replacing or providing new infrastructure and services, to promote inclusivity and accessibility for all, and to ensure, so far as reasonably practicable, equal access to facilities and services provided by the Council.

This Plan is focused on meeting the Council's obligations to ensure the district develops as a community that is more accessible for, and inclusive of people living with a disability. It will help people living with a disability both within the community, and who visit the area, to contribute and feel welcome, have access to services, and participate in everyday activities.

**Rodney Pearson**  
Chief Executive Officer

## 2. Access to the DAIP

This Disability Access and Inclusion Plan (DAIP) is available on the Council's [website](#). Persons requiring a copy in an alternative format, such as Easy Read, large font or electronic format (disk, USB or emailed) are invited to contact the Council as follows:

- **In Person:** 32 Railway Terrace, CUMMINS SA 5631
- **By Post:** PO Box 41, CUMMINS SA 5631
- **By Phone:** (08) 8676 0400
- **By Fax:** (08) 8676 2375
- **By Email:** [mail@dclep.sa.gov.au](mailto:mail@dclep.sa.gov.au)

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### 3. Introduction

The *Disability Inclusion Act 2018* (the Act) was established with the following intention:

*to promote the full inclusion in the community of people with disability; to assist people with disability to achieve their full potential as equal citizens; to promote improved access to mainstream supports and services by people with disability; to provide for the screening of persons who want to work or volunteer with people with disability and to prohibit those who pose an unacceptable risk to people with disability from working or volunteering with them; to provide for a community visitor scheme; to provide for responsibilities of the State during and following the transition to the National Disability Insurance Scheme; and for other purposes.*

To achieve this outcome, the Act requires that there is to be a disability access and inclusion plan for each State authority.

The term ‘*State authority*’ is defined under the Act as including, amongst other things, ‘*a local council constituted under the Local Government Act 1999*’.

The Council is a local government authority established under the *Local Government Act 1999*, and, accordingly, a State authority for the purposes of the Act.

The District Council of Lower Eyre Peninsula has developed its DAIP in accordance with its responsibilities and obligations under the Act, and with reference to the Department of Human Services’ (DHS) *Disability Access and Inclusion Plan (DAIP) Guideline* (the Guideline).

The Council recognises that it plays a key role in providing supportive and accessible environments to its community and visitors, and in ensuring that the Council area is accessible to, and inclusive of, people living with a disability.

The DAIP is the Council’s strategic implementation of the disability inclusion framework, consisting of the:

- Act;
- *Disability Inclusion Regulations 2019*;
- *Disability Inclusion (Transitional Arrangements) Regulations 2018* (the Transitional Regs);
- *Inclusive SA: State Disability Inclusion Plan 2019–2023* (the State Plan);
- *National Disability Strategy 2010–2020* (the NDS); and
- *United Nations Convention on the Rights of Persons with Disabilities* (the UNCRPD).

This is the Council’s first DAIP.



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## 4. Definitions

The *Disability Discrimination Act 1992* defines 'disability' as meaning:

- a) total or partial loss of the person's bodily or mental functions; or
- b) total or partial loss of a part of the body; or
- c) the presence in the body of organisms causing disease or illness; or
- d) the presence in the body of organisms capable of causing disease or illness; or
- e) the malfunction, malformation or disfigurement of a part of the person's body; or
- f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour;

and includes a disability that:

- h) presently exists; or
- i) previously existed, but no longer exists; or
- j) may exist in the future (including because of a genetic predisposition to that disability); or
- k) is imputed to a person.

The United Nations Convention of the Rights of Persons with Disabilities (UNCRPD) defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments, which interact with various barriers to hinder their full and effective participation in society on an equal basis with others.

This broader understanding recognises that disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can limit participation, as can a person's individual circumstances (i.e. the nature and degree of impairment, capacity and skills).

The UNCRPD defines 'discrimination' on the basis of disability to mean:

*... any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*



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## 5. About the District Council of Lower Eyre Peninsula

The Council area is located on the Eyre Peninsula in South Australia, and covers the majority of the southern tip of the peninsula.

The Council area is approximately 4,754 square kilometres and has a population of 5,510 (Australian Bureau of Statistics, Census Data 2016).

The Council, as a body corporate, does not currently employ any person that identifies as having a disability. However, it has established an [Equal Opportunity Policy](#) (the Policy), most recently adopted in May 2019.

The Policy identifies that the Council is committed to a culture of fair treatment, including:

- treating people as individuals without making judgments based on irrelevant personal characteristics;
- creating a work environment free from discrimination, harassment, bullying and victimisation;
- allowing all employees to work to their full potential; and
- making decisions based on merit.

The Policy specifically provides that discrimination, sexual harassment and victimisation in the workplace, or by Council employees, will not be tolerated.

The Policy acknowledges, amongst other things, the application of the *Equal Opportunity Act 1984* and the *Disability Discrimination Act 1992* (Cth) in Council's employment practices, and in all aspects of the work undertaken by the Council for the benefit of its community.

The Council is an equal opportunity employer.

## 6. Demographic Profile

The Australia Bureau of Statistics (ABS) *Survey of Disability, Ageing and Carers 2015* identifies that approximately one (1) in five (5) Australians (18.3% of the total population of Australia) are living with a disability.

The ABS 2016 Census Data provides that 3.2% of persons living within the Council area identified as needing assistance with core activities.

In that same Census Data set, approximately 11.2 % of the Council's population identified as having provided unpaid assistance to a person with a disability.

Accordingly, the Council understands there are people living with a disability, or otherwise providing assistance to people with a disability, in its community.



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The Council acknowledges that the Council itself, as well as the community generally, should seek to ensure these members of its community have improved opportunities for participation across a range of areas, so that they can participate fully in an inclusive society.

## 7. Aims and Objectives of the DAIP

The Council recognises that ensuring the rights of people living with disability are upheld is the responsibility of the whole community and requires a State-wide response. People with disability should be able to access and participate in all aspects of community life. Social inclusion is fundamental to one's quality of life, and critical to achieving positive life outcomes.

The DAIP seeks to recognise the importance of ensuring that the Council area is inclusive and accessible to everyone, has a welcoming attitude, and employs well informed staff who are aware of the needs of people with disability.

The aim of the DAIP is to assist the Council to consider and meet the needs of people with disability who live, work, volunteer and visit the area.

To achieve that objective, the Council undertakes to seek to:

- promote and improve access for people with disability to Council services and facilities by focusing on practical and achievable initiatives that enhance access to services, infrastructure and public places;
- promote and increase awareness amongst Council employees of the rights and needs of people with disability, through onboarding processes at engagement, internal training and information sessions, and where appropriate, through the engagement of external training providers;
- encourage participation by people, regardless of ability, in Council activities, strengthening the relationship between the Council and its community;
- continue to ensure that all persons within its community are afforded equal opportunity to access services, resources and facilities provided by the Council in its role as a responsible provider of services and facilities.; and
- identify how the Council will, in an ongoing manner, give effect to the State Disability Inclusion Plan.



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## 8. Strategic Context

The Council has considered the following documents in the development of the DAIP, and in consideration of its role within the broader strategic framework:



## 9. DHS Vision

The Department of Human Services (DHS) has expressed its vision of ‘an accessible and inclusive South Australia based on fairness and respect.’

To achieve this vision, DHS has determined to focus on the following themes:

- inclusive communities for all;
- leadership and collaboration;
- accessible communities; and
- learning and employment.

DHS has defined each of these themes, and established a number of priorities to enable tangible action to be achieved.



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## 9.1 Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is the Council’s 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. Council also understands the importance of providing opportunities for people living with disability to be supported to advocate for their rights.

Under this theme, each community member is to feel that:

- I am understood and valued;
- I am included in the community; and
- I know my rights.

### 9.1.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators <sup>1</sup>
<b>Priority 1:</b> <i>Involvement in the community</i>	People living with disability actively participate in welcoming and inclusive communities	Proportion of people with disability participating in community support/social groups <sup>2</sup> Proportion of people with disability participating in cultural and recreational activities groups
<b>Priority 2:</b> <i>Improving community understanding and awareness</i>	The community is aware of, and understands, the barriers to access and inclusion faced by people living with disability	For future development as part of the NDIS outcomes framework as it is developed.
<b>Priority 3:</b> <i>Promoting the rights of people living with disability</i>	People living with disability have their rights promoted, upheld and protected	For future development as part of the NDIS outcomes framework

## 9.2 Leadership and collaboration

<sup>1</sup> The trend indicators are taken from the ABS *General Social Survey* and *Survey of Disability, Ageing and Carers*. Further indicators will be established as part of the development of the outcomes framework for the new National Disability Strategy for beyond 2020.

<sup>2</sup> Community support or social groups refer to active involvement in a service club, welfare organisation, education and training, parenting/children/youth, sport or physical recreation group, arts or heritage group, religious or spiritual group, craft/recreation/special interest group or social club.



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People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is Council’s objective to ensure that the perspectives of people living with disability are actively sought, and that these people are supported to participate meaningfully in government and community consultation and engagement activities.

Under this theme, each community member is to feel that:

- I am truly valued;
- I can take action; and
- I can make my own life choices

### 9.2.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 4:</b> <i>Participation in decision-making</i>	The perspectives of people living with disability are actively sought and they are supported to participate meaningfully in government and community decision-making	Percentage of people living with disability actively involved in governance/civic groups <sup>3</sup>
<b>Priority 5:</b> <i>Leadership and raising profile</i>	People living with disability hold positions of leadership and responsibility across all sectors	For future development as part of the NDIS outcomes framework
<b>Priority 6:</b> <i>Engagement and consultation</i>	Consultation and engagement practices across State Government support people living with disability to influence decisions that affect their lives	For future development as part of NDIS outcomes framework

<sup>3</sup> Civic participation refers to involvement in Council’s decision-making process as an elected member, committee member, or stakeholder, professional association, political party, environmental or animal welfare group, human and civil rights group, or body corporate or tenant’s association.



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## 9.3 Accessible communities

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

Under this theme, each community member is to feel that:

- I can live the life I want in my community;
- I am included and can access everything I need; and,
- I can access the information I need.

### 9.3.1 Priorities

To inform its decision making to meet this theme, the Council will take into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 7:</b>  <i>Universal Design across South Australia</i>	Built environments and public spaces are accessible to people living with disability	For future development as part of NDIS outcomes framework
<b>Priority 8:</b>  <i>Accessible and available information</i>	People living with disability can access available information that is inclusive and accessible	For future development as part of NDIS outcomes framework
<b>Priority 9:</b>  <i>Access services to</i>	People living with disability have access to the services and supports they need	Access to general practitioners, dental and other primary healthcare professionals for people with disability



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## 9.4 Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. Council supports the concept 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.

Under this theme, each community member is to feel that:

- I can make the most of my abilities;
- I can contribute and know my contribution is valued; and
- I can have a fair go

### 9.4.1 Priorities

To inform its decision making to meet this theme, the Council will take into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 10:</b> <i>Better supports within educational and training settings</i>	People living with disability have access to inclusive education and training opportunities	Educational achievement of people with disability
<b>Priority 11:</b> <i>Skill development through volunteering and support in navigating the pathway between learning and earning</i>	People living with disability have opportunities to develop their skills through volunteering, learning and employment	Proportion of people aged 15–64 with disability with non-school qualification  Proportion of people with disability with post-school qualifications  Proportion of people with disability volunteering within the community.
<b>Priority 12:</b> <i>Improved access to employment opportunities and better support within workplaces</i>	People living with disability have opportunities to develop and succeed in flexible and sustainable employment	Proportion of people with disability participating in the labour-force  Proportion of people with disability in both private and public sector employment

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## 10. DHS Vision & Council’s Strategic Objectives

Council’s Strategic Plan 2020-2030 aligns with the DHS vision and priority areas, with the mission to create:

*a district of vibrant, inclusive and welcoming coastal and rural communities enjoying pristine natural environments and access to quality services and facilities.*

This mission is underpinned by the following Strategic Objectives:

- Strategic Objective 1.1** Support Inclusive, Connected, Vibrant and Safe Communities.
- Strategic Objective 3.1** Provide and Maintain Quality Community Assets and Infrastructure
- Strategic Objective 3.2** Provide a High Standard of Community Services & Facilities

As Council strategic objectives include accessibility and inclusivity considerations for all ages and abilities, whilst promoting a welcoming and cohesive community, Council is already, in a proactive manner, addressing the issues of disability access and inclusion in its planning, events and decision-making processes.

Council’s DAIP is structured in accordance with the requirements of the Disability Inclusion Act, and in consideration of the themes and priority areas of the State Plans and the vision of the Department of Human Services..

## 11. Strategies to Promote Disability Access and Inclusion

In accordance with section 16(3)(d) of the Act, the Council is required to prepare strategies for supporting people with disability in the following areas:

### 11.1 Access to built environs, events and facilities

The Council is cognisant of the need to ensure its community spaces are more accessible for people with disability, and takes this into account when considering the provision of new, upgraded or replacement infrastructure in its area.

In order to make built environs accessible, Council will consider the principles of universal design in all new builds, and where practicable and achievable, improve existing accessibility using such universal design principles.



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'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.

Future projects for the Council that will take into consideration universal design principles include:

- refurbishment of public toilets in Boston, providing universal access for users;
- refurbishment of Farm Beach toilets, providing universal access for users;
- development of a Masterplan for the Coffin Bay township, considering opportunities for creating improved access around the town;
- Oyster Walk upgrade is proposed to include universal access to portions of the trail; and
- footpaths upgrades, in consideration of universal access.

Council's *Ageing Well in Southern Eyre Peninsula - Southern Eyre Peninsula Regional Ageing Strategy*, supports advocacy for event organisers to consider greater social inclusion of older people and people with disability, and to assist in identifying such improvements to the way that events are planned.

## 11.2 Access to information and communications

The Council is committed to ensuring that all of its public information and documentation is accessible to all residents, ratepayers and the community.

Accordingly, all public information prepared by the Council is available both online, as well as at the Council offices.

In addition, to ensure that Council information is accessible to all, Council staff are also able and willing to assist residents and ratepayers in reading, and explaining, documents as required.

In circumstances where the Council engages with stakeholders who identify as deaf or suffering from hearing loss, the Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken. This may include, but is not limited to, the engagement of an Auslan translator.



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## 11.3 Addressing the specific needs of people with disability in its programs and services

The Council embraces the need to ensure the specific needs of people with a disability are addressed in its programs and services, and takes this into account when providing, and reviewing, the provision of such programs and services.

This is demonstrated by projects supported by the Council, including, but not limited to:

- the provision of the community bus, which transports members of the community on social outings;
- partnering with the Red Cross to offer the Creating Connections Program, and allowing access to Council fleet vehicles by the Red Cross for its transport program, and
- providing Grant Opportunities within the Council budget annually for the betterment of Council and privately owned community assets;
- providing Grant Application support for community groups to access funding for projects and services with recognition of people with disability.

The Council will continue to consider the specific needs of those living with disability in its community, when making decisions which have the potential to impact accessibility to programs and services in its community.

## 11.4 Employment

The Council is an equal opportunity employer, and does not discriminate against any person on any grounds, pursuant to its statutory obligations under relevant legislation and the Council's [Equal Opportunity Policy](#).

The Council is wholly committed to supporting and assisting people with disability to find employment, and will advertise vacant positions on its [website](#).

Council employees are also available to assist in providing support to the community in accessing the Council website, or by providing hardcopy documents for members of the community as required.



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## 12. Priority Groups Living with Disability

Pursuant to the Principles of the Act, the DAIP acknowledges the specific risks relating to the following priority groups living with disability:

### 12.1 Women with disability

The Council recognises that many women with disability are potentially more vulnerable to risk of abuse or exploitation.

The Council acknowledges the need to provide support services which recognise and seek to address such disadvantage and vulnerability to women with disability.

The Council is committed to continuing to promote these services within its community.

### 12.2 Children with disability

The Council is cognisant of the need to ensure that children with disability have the opportunity to live full and enriched lives in a manner which ensures a child's dignity, self-reliance and active and full participation in family, cultural and social life.

The inclusion and accessibility of facilities and services to children with disability is considered by the Council when making decisions that have the potential to impact such facilities and services.

Council's facilities are available to all persons in the community and Council is able to assist in the promotion of the inclusion of children with disabilities in realising their full potential, and in participating in family, cultural and social life.

### 12.3 Aboriginal and Torres Strait Islander people with disability

The Council understands that many Aboriginal and Torres Strait Islander people with disability face disadvantage on a number of fronts.

As such, the Council recognises the need to provide support and services to Aboriginal and Torres Strait Islander people with disability, which recognise and seek to address such disadvantage.

In circumstances where the Council engages with stakeholders who identify as an Aboriginal or Torres Strait Islander with a disability, the Council will take the appropriate steps to ensure that effective, constructive, communication can be undertaken in a culturally-appropriate manner.



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## 12.4 People with disability from culturally and linguistically diverse backgrounds

The Council is cognisant of the fact that cultural, language and other associated factors can create barriers to providing support and services to people with disability who identify with culturally and linguistically diverse backgrounds.

The Council recognises the need to provide support and services to people with disability from culturally and linguistically diverse backgrounds, seeking to address those barriers.

In circumstances where the Council engages with stakeholders who identify as being disabled and from a culturally and linguistically diverse background, the Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken in a culturally-appropriate manner.

## 13. Public Consultation

In accordance with section 16(4) of the Act, the Council is required to undertake public consultation on this draft DAIP.

The Council must publish this draft DAIP on its [website](#) and must cause public notice of that fact to be circulated in a form that is accessible to people with a disability.

The Council proposes to achieve this by working with community groups and organisations to identify stakeholders who identify as having a disability, or who associate with a person who so identifies, and, where appropriate, create fit-for-purpose communication as the circumstances require.

The Council will conduct its public consultation in accordance with its [Public Consultation Policy](#) (last adopted August 2019), prepared for the purposes of section 50 of the *Local Government Act 1999*.

## 14. Application and Review

All stakeholders, people living with disability, their families and representatives and stakeholders will be actively involved in the ongoing implementation, monitoring and review of the DAIP.

In line with the Council’s strategic planning obligations, the DAIP will be reviewed on an annual basis.

## Appendix A - Detailed Action Plan

Council specific Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1. Share and promote disability access information, training and events on Council's facebook page	P1, A5	DCSC	12mths	Events / training promoting disabled access are shared on Council media as opportunities arise.
2. Include information about working with people living with a disability in new employee inductions.	P3 A9	DCSC	3 mths	100% of employees inducted have been provided with relevant information.
3. Consider the provision of community meetings via Zoom and other online platforms to engaged younger residents	P4, A11	DCSC	24 mnths	Hold at least one meeting annually via electronic means to try to engage with a younger demographic or reach those with a disability unable to attend in person.
4. Continue to facilitate and provide support to the Youth Advisory Committee	P4, A11	ECDO	Ongoing	Youth Advisory Committee meetings are held on a regular basis.
5. Installation of hearing assistance in Council chambers	P4, A11	MFT	12 mths	Hearing accessibility is provided in Council Chambers.
6. Promote Council election materials in a variety of mediums (as provided by LGA / ECSA) to ensure all members of the community can exercise their democratic right in relation to local government representation.	P4, A11	DCSC	12 mths	Materials to support involvement in decision making are available to all members of the community.
7. Consider universal design principles in future Council public building development	P7, A17	DDES	24 mnths	Consideration is given to the application of universal design principles where relevant and feasible with Council public buildings.

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8. Consider universal design principles when creating new public events and services	P7, A19	DCSC	24 mnths	Training provided to staff in Universal design principles
9. Undertake a review of the availability of accessible car parks	P7, A19	DCOI	24 mnths	Review undertaken and information made available on Council's website and other media as appropriate.
10. Discuss the potential for adherence to the State Government Online Accessibility policy <sup>4</sup> and related guidelines with Council's website hosts.	P8, A22	DSCS	36 mnths	Consideration provided to the Accessibly policy and an assessment made on the feasibility of implementation.
11. As buildings are upgraded, consider the installation of signs and infrastructure to inform the community of accessible assets.	P9, A26	DDES	24 mnths	During annual building inspections an audit is taken of facilities with accessible features and signage installed to indicate this to the public.
12. Continue to support community volunteer groups with opportunities to undertake work on Council reserves	P11, A36	DCSC	Ongoing	Community grants as they relate to Council Reserves are continued and provide opportunities for volunteering.
13. Continue to promote the availability of volunteer roles within local community groups	P11, A36	DCSC	Ongoing	Share opportunities for volunteering through Council publications (newsletters, social media, website).
14. Continue to be an Equal Opportunity Employer	P12, A38	DCSC	Ongoing	Council continues to have in place an Equal Opportunity Employment policy.

<sup>4</sup> <https://www.accessibility.sa.gov.au/policy/south-australian-government/online-accessibility-policy>