THE BAROSSA COUNCIL – REVISED Disability Access & Inclusion Action Plan, 2020-2023

The Barossa Council's Disability Access and Inclusion Action Plan complements the values of The Barossa Council's Community Plan that expounds *"A commitment to our community, embracing a culture of mutual respect, inclusion, safety and security."* It acknowledges that disability is a natural part of human diversity and that people with disability are to be included in all aspects of life. This Action Plan was a deliverable identified in the Barossa, Light & Lower Northern Region Public Health & Wellbeing Plan, and was approved by Council in 2018 following community consultation.

The purpose of the Action Plan is to develop an integrated whole-of-Council approach to achieving equitable access and inclusion for everyone. This plan guides us in making mainstream facilities and services universally accessible to all residents and visitors with disability. Council also recognises that better access and inclusion will benefit all Barossa residents and visitors.

The Action Plan is overseen by a Disability Access and Inclusion Advisory Group whose membership is comprised of people with disability, carers of people with disability, disability service providers and relevant Council officers. The Advisory Group's role is to be actively involved in identifying and reporting access issues across the Council area, and in developing and implementing activities that promote and facilitate the inclusion of people with disability to enable them to lead and enjoy an ordinary life.

In 2018 the SA Disability Inclusion Act was passed with a requirement that all state authorities develop a disability access and inclusion plan (DAIP) by 31 October 2020. The State Government's own DAIP - *Inclusive SA* - was published in October 2019 and all other DAIPS are required to demonstrate their alignment with the State Disability Inclusion Plan (SDIP). State authorities with an existing DAIP are not required to produce a new DAIP but to undertake a review and identify how to align it with the themes, priority areas and actions of the SDIP.

Consequently, The Barossa Council's DAIP Action Plan has been reviewed in consultation with the Disability Access and Inclusion Advisory Group and the result is this revised document which demonstrates how The Barossa Council's Disability Access and Inclusion Action Plan aligns with the SDIP. It was approved by Council in August 2020, and released for community consultation.

This revised Action Plan is presented under the four themes of the State Government Inclusion Plan (SDIP):

1. Inclusive communities for all
2. Leadership and collaboration

3. Accessible communities
4. Learning and employment

The following principles underpin the Barossa Action Plan. They reflect the principles of the United Nations Convention on the Rights of Persons with Disabilities and the National Disability Strategy and give effect to the principles and objectives of the SA Disability Inclusion Act 2018.

- Abilities, not disabilities
- Fundamental rights for all
- Genuine dialogue and participation
- Improving access and inclusion for all

- Prudent utilisation of resources
- The benefits of working across sectors Universal design

This Action Plan will seek opportunities to implement deliverables within existing budget allocations, new initiatives and grant funding over a five year period within short, medium and long term timeframes:

Short term: 1 year   Medium term: 2-3 years   Long term: 4-5 years Ongoing: duration of Plan

Consultation with Priority Groups

The SA Disability Inclusion Act 2018 requires that DAIPs must contain provisions setting out strategies to ensure the needs of persons referred to in section 9 (2), (3) (4) and (5) of the Act are properly addressed by the DAIP ie Culturally and Linguistically Diverse, Aboriginal and Torres Strait Islander, women and children.

The consultation process undertaken in the development of The Barossa Council's Disability Access and Inclusion Action Plan did not specifically target these priority groups, therefore further and more targeted consultation with these priority groups will need to take place to ensure that future plans respond to their specific needs.

SDIP THEME 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. Priority 1: Involvement in the community (SDIP actions 1-5) Priority 2: Improving community understanding and awareness (SDIP actions 6-7) Priority 3: Promoting the rights of people living with disability (SDIP actions 8-9)				
Actions	**Measurable Target**	**Timeframe**	**Responsibility**	**Alignment with specific SDIP Actions**
Council policies, procedures and guidelines will consider the needs of people with disability.	• Council meetings will be clearly communicated. • Encourage proposals from the community to be presented to Council regarding access and inclusion issues and concerns.	Ongoing	Director Corporate & Community Services	

	• Venues in which Council meetings are held will be accessible and encourage participation of people with disability. • Encourage participation of people with disabilities, their carers, service providers and community members on the DAIP Advisory Group.			
Promote Council's achievements in providing and improving access and inclusion to the community and relevant stakeholders.	• Develop and implement a DAIP marketing plan	Short term	Director Corporate & Community Services	
Build on existing community and Council programs, projects and events to increase access and inclusion opportunities.	• Identify relevant community initiatives and an appropriate role for Council involvement.	Ongoing	Director Corporate & Community Services	
Facilitate inclusive community events	• Develop a DAIP checklist for event and venue hire applications. • Conduct an audit of Council venues and provide information about level of accessibility in venue hire information.	Short term	Director Corporate & Community Services	Action 1 Develop an event toolkit to promote accessible and inclusive practices for State authorities in community events.

Facilitate local involvement in inclusive programs.	• Promote, inform and encourage participation in inclusion projects, eg - Blue Bays (parking app) - National Public Disability Toilet app - National Disability Insurance Scheme (NDIS) Information, Linkages & Capacity building (ILC) program	Ongoing	Director Corporate & Community Services	Action 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).
Increase community awareness around access and inclusion consideration.	• Identify and establish partnerships with relevant stakeholders, eg NDIS Local Area Coordinator (LAC), Regional Development Australia (RDA), service providers etc.	Ongoing	Director Corporate & Community Services	Action 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.
Support local businesses to assist them in increasing access to their services	• Liaise with local businesses and provide guidelines encouraging DDA compliance. • Facilitate opportunities for input from the Disability Access & Inclusion Advisory Group.	Ongoing	Director Development & Environment	Action 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.
Provide appropriate training to staff, elected members and volunteers regarding effective communication and engagement with people with disability.	• All frontline staff to be trained in disability awareness. • All staff to progressively attend disability awareness sessions. • Ensure staff, elected members, and volunteers have an understanding of the DAIP and DDA obligations. • Raise awareness of the DAIP at all new staff member and volunteer inductions.	Short term Medium term Short term Short term	Director Corporate & Community Services	Action 9 Ensure induction of new State authority employees includes information about working with people living with disability.

SDIP THEME 2: Leadership & 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.

Priority 4:   Participation in decision making   (SDIP actions 10-11)
Priority 5:   Leadership and raising profile   (SDIP actions 12-13)
Priority 6:   Engagement and consultation   (SDIP actions 14-15)

Actions	Measurable Target	Timeframe	Responsibility	

Link the Community and relevant stakeholders to the Council DAIP	• Establish a DAIP Advisory Group to advise, monitor, evaluate and review Council's DAIP and make recommendations to management as appropriate.
	 • Provide practical opportunities for Advisory Group members to be involved in implementation of the DAIP eg:
	    o Infrastructure audits
	    o identifying and reporting access and inclusion issues that need to be addressed
	    o reviewing Council documents and providing advice about access improvements
	    o advising on accessible community events and engagement activities
	    o having input into planning and capital works projects
		Ongoing	Director Corporate & Community Services	

Provide administrative support to the DAIP Advisory Group	• Establish a position for a Council social inclusion and access officer, to support the DAIP Advisory Group	Ongoing	Director Corporate & Community Services	

New Action: Young people living with disability will be supported to actively participate in youth leadership programs.	New Deliverable • There will be participation by young people living with disability in Council's youth leadership program.			Action 11 State authorities to support young people living with disability to actively participate in decision-making.

SDIP THEME 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

Priority 7:   Universal Design across South Australia   (SDIP actions 16-19)
Priority 8:   Accessible and available information   (SDIP actions 20-22)
Priority 9:   Access to services   (SDIP actions 23-31)

Actions	Measurable Target	Timeframe	Responsibility	
The Disability Access and Inclusion Plan (DAIP) will be accessible to people with disability.	• Hard copies of the DAIP will be available at key customer service points (in Arial font and set at the recommended minimum size of 12pt). • The DAIP will be available on The Barossa Council website.	Short Term	Director Corporate & Community Services	
Link the DAIP to all areas of Council	• Ensure the Corporate Plan is inclusive regarding obligations under all relevant statutes and standards.	Short term	Director Corporate & Community Services	
Council published information will support and inform people with disability.	• Review information and publication processes and formats to comply, where possible, with disability accessible standards. • Documents that comply with disability accessible standards will be readily available at Council facilities	Medium term	Director Corporate & Community Services	

Council Information Technology is provided in accessible formats	• Council website meets the standards of the Australian Government Web Content Accessibility Guidelines for government websites. • Web-based information on disability access will be made available on the Council website. • Investigate voice activated technology for services. • Investigate hearing loop technology for main Council customer service points. • Progressively make available adaptive technology, for example, screen magnifiers, alternative keyboards.	Medium term	Director Corporate & Community Services	
DDA requirements will be integrated into the development approval process and will reflect the principles of the Barossa DAIP Action Plan.	• Ensure that any application for government, commercial and industrial buildings meets DDA requirements. • Inform builders and developers of access obligations pursuant to the DDA and the National Construction Code (NCC). • Development Services staff will remain informed of changes to standards and legislation and will engage with the Disability Access & Inclusion Advisory Group.	Ongoing	Director Development & Environment	Action 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.

Conduct audit of customer service areas of Council to identify issues and plan for improved access	• Lower a portion of front counters to enable access by wheelchair users. • Improve signage • Improve entrance way into main building	Medium term	Director Corporate & Community Services	Action 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 multi-media devices in queues at service outlets to include people who are deaf, hard of hearing, vision impaired or blind.
Address disability access issues in relation to Council owned buildings, including community managed facilities.	• Addressing access issues that meet legislative requirements and community health and well- being objectives, as per the Community Plan, will be prioritised. • Access issues will be addressed in accordance with relevant Australian standards such as Disability (Access to Premises – Buildings) Standards 2010 and DDA obligations. • Provide advice and support that assists in improving DDA compliance for groups renting or leasing Council property. • Establish evacuation plans that consider people with disability and ensure	Ongoing	Director Engineering & Infrastructure	Action 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 multi-media devices in queues at service outlets to include people who are deaf, hard

	relevant staff are aware of these procedures. • Identify opportunities to progressively provide charge points for gophers and electric wheelchairs at Council sites. • Provide opportunities for input from the Disability Access & Inclusion Advisory Group on existing buildings and proposed works.			of hearing, vision impaired or blind.
Address disability access issues in relation to Council owned buildings, including community managed facilities.	• Addressing access issues that meet legislative requirements and community health and well- being objectives, as per the Community Plan, will be prioritised. • Access issues will be addressed in accordance with relevant Australian standards such as Disability (Access to Premises – Buildings) Standards 2010 and DDA obligations. • Provide advice and support that assists in improving DDA compliance for groups renting or leasing Council property. • Establish evacuation plans that consider people with disability and ensure relevant staff are aware of these procedures. • Identify opportunities to progressively provide charge points for gophers and electric wheelchairs at Council sites. • Provide opportunities for input from the Disability Access & Inclusion Advisory Group on existing buildings and proposed works.	Ongoing	Director Engineering & Infrastructure	Action 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 multi-media devices in queues at service outlets to include people who are deaf, hard of hearing, vision impaired or blind.

Identify and address inclusive recreation needs of the community	• Address inclusive recreational needs as part of the Big Project engagement and master planning process.	Short term	Director Corporate & Community Services	Action 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 exemplary visitor experiences.
Identify access issues and opportunities for community emergency response procedures to ensure vulnerable people are considered.	• Address disability access & inclusion issues and opportunities through the Local Emergency Risk Management Project • Provide opportunities for input from the Disability Access & Inclusion Advisory Group on all new projects.	Medium term	Director Corporate & Community Services	
Accessible transport options need to be available where and when appropriate.	• Provide inclusive accessible transport options for our community.	Ongoing	Director Corporate & Community Services	
Provide DDA compliant access to all Council visitor services properties and facilities and apply the principles of the Barossa DAIP Action Plan.	• Investigate adequacy of access facilities at peak visitor times. • Where appropriate, integrate access recommendations in the South Australian Tourism Plan 2015-2020 into Council's DAIP. • Provide opportunities for input from the Disability Access & Inclusion Advisory Group.	Medium term	Director Corporate & Community Services	

All Council capital works projects will consider DDA compliance issues and apply the principles of the Barossa DAIP Action Plan.	• Project briefs to reference DDA compliance. • New facilities and initiatives will incorporate access and inclusion needs and respond to legislative obligations of the DDA. • Identify opportunities to upgrade footpaths, ramps and refuge islands and crossings that meet access guidelines where possible. • Develop a Tactile Ground Surface Indicators (TGSI) Policy outlining best use in the public realm. • Consider the installation of additional refuge islands or pedestrian crossings where possible. • Investigate areas where lighting can be improved to address access issues. • Provide opportunities for input from the Disability Access & Inclusion Advisory Group on all existing infrastructure and new projects.	Ongoing	Director Engineering & Infrastructure	
Ensure ongoing future compliance by incorporating DDA in all future capital works performed by external contractors and apply the principles of the Barossa DAIP Action Plan.	• Review relevant Council contracts and work orders. • Project briefs and contracts to reflect compliance with DDA and relevant Australian standards. • Tender documents to show compliance with DDA requirements.	Ongoing	Director Engineering & Infrastructure	
Improve access to public open spaces.	• Identify opportunities to improve access to public open spaces.	Ongoing	Director Engineering	Action 31 Consider establishing minimum standards for

			& Infrastructure	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 exemplary visitor experiences.
	- All new park facilities to provide adequate access. - Identify opportunities to create continuous accessible paths of travel to key points such as barbeques, toilets, seating and play equipment. - Identify opportunities to improve disability signage throughout the Council area and at Council facilities. - New street furniture will be designed within disability access guidelines. - When replacing or upgrading play spaces consider the incorporation of accessible equipment and inclusive spaces for example, accessible play items, sensory gardens etc. - Provide opportunities for input from the Disability Access & Inclusion Advisory Group on all existing infrastructure and new projects.			

THEME 4: Learning & 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.

Priority 10:	Better supports within educational and training settings	(SDIP actions 32-34)
Priority 11:	Skill development through volunteering and support in navigating the pathway between learning and earning	(SDIP actions 35-36)
Priority 12:	Improved access to employment opportunities and better support within workplaces	(SDIP actions 37-39)

Actions	Measurable Target	Timeframe	Responsibility	
Provide an equal opportunity workplace.	• Council recruitment and employment processes will be reviewed to eliminate all areas of possible discrimination.	Medium term	Director Corporate & Community Services	
	• Council employment interview panels to be aware of DDA obligations.	Short term		
	• Ensure that physical access and communication assistance is provided in interview processes as appropriate.	Short term		
	• Advertise employment opportunities in inclusive formats and locations.	Short term		
	• Advertisements for positions are Equal Employment Opportunity (EEO) compliant.	Short term		
	• Investigate grant opportunities for inclusive employment.	Ongoing		
	• Where practicable, ensure that	Ongoing Medium term		

	worksites are accessible and usable for people with disability. Develop a staff mental health and well-being policy.			
New Action: Provide meaningful volunteering opportunities for people with disability.	New Deliverables: • There will be volunteering opportunities for people with disability at the Barossa Bushgardens. • There will be participation by volunteers with disability on Council's Disability Access and Inclusion Advisory Group • Opportunities for volunteering by people with disability in other areas of Council operations will be explored.	Ongoing Ongoing Short term	Director Corporate & Community Services	Action 36 State authorities to facilitate meaningful volunteering opportunities for people living with disability