



The Barossa Council

barossa.sa.gov.au

...

Wellbeing and Inclusion Plan

The Barossa Council

CONTENTS

OPENING

ACKNOWLEDGEMENT OF COUNTRY	3
----------------------------	---

FOREWORD FROM THE MAYOR	3
-------------------------	---

01	ABOUT THIS PLAN	4
----	-----------------	---

02	OUR THEMES AND FOCUS AREAS	13
----	----------------------------	----

03	THEME 1 BEING WELL	15
----	--------------------	----

04	THEME 2 BEING INCLUDED	18
----	------------------------	----

05	THEME 3 BEING CONNECTED	22
----	-------------------------	----

06	THEME 4 BEING EMPOWERED	26
----	-------------------------	----

07	HOW COUNCIL SHOWS UP	29
----	----------------------	----

08	A PLAN THAT GROWS WITH WHAT WE LEARN	32
----	--------------------------------------	----

09	REFERENCES	33
----	------------	----

APPENDICES

A:	LEGISLATION AND FRAMEWORKS	34
----	----------------------------	----

B:	DAIP INTEGRATION	35 - 43
----	------------------	---------

C:	STATE PUBLIC HEALTH PLAN INTEGRATION	44 - 47
----	--------------------------------------	---------

D:	CONNECTED STRATEGIES AND HOW THIS PLAN IS BUILT	49 - 49
----	---	---------

ACKNOWLEDGEMENT OF COUNTRY

The Barossa Council acknowledges and pays respect to the Ngadjuri, Peramangk, and Kaurna peoples, the Traditional Custodians of the lands within the Barossa Council region. We honour the past, present, and future of the Ngadjuri, Peramangk, and Kaurna communities and their connections to the lands across The Barossa.

FOREWORD FROM THE MAYOR

The Barossa is a place built on relationships. Across our region, people look out for each other through sporting clubs, community groups, places of faith, neighbourhood gatherings, the arts, volunteer-run services and a thousand quieter acts of care. That is the foundation we are building on.

This Wellbeing and Inclusion Plan sets out how Council will work alongside the community over the next four years to strengthen wellbeing for everyone who lives, works and visits here. Wellbeing is not something Council can deliver on its own. It grows from the connections people make, the places they share, and the contributions they bring. Our role is to help create conditions where that can happen.

Council endorsed this Plan on 18 August 2026 following community consultation held from 24 June to 17 July 2026. The feedback from all engagements and consultations shaped the Plan and will continue to shape how the work is delivered. To follow the work as it unfolds, visit the [Barossa Wellbeing Hub](#).

Bim Lange OAM

Mayor, The Barossa Council

Council's Role in Shaping Wellbeing

The **Barossa Community Plan 2024–2044** sets the 20-year vision for the region. The **Wellbeing and Inclusion Plan 2026–2030** is how Council carries out the community wellbeing aspirations of that vision: a welcoming, vibrant and safe region with accessible services and respect for diversity. It guides how Council's services, programs, partnerships and investments work together to strengthen wellbeing for everyone who lives, works and visits here.

The starting point is people. The skills, capacities and contributions of Barossa community members are the first community asset, and this plan builds on what is already here.



Who delivers this plan?

Community Services holds this plan and delivers it through two connected workstreams: how community experiences Council services, libraries, customer service, and community programs, and how community grows its own strengths through community development, partnerships, place-based planning, and support for community-led work.

The role Council holds

Wellbeing is shaped by health, relationships, work, learning, the places people live, and the chance to contribute and be heard. No single organisation can produce it alone. Council's role is to create the conditions in which wellbeing can grow across the Barossa districts, and that role carries formal obligations.

The Community Plan sets out that Council's role varies by task. Across this plan, Council acts in four ways. Some carry duties set in legislation; others shape how the work is done. Each marks both what Council does and where someone else holds the work.

LEADER



Sets direction, holds the regional picture, and convenes the networks that shape local priorities.

Does not set priorities on the community's behalf. The networks and the Community Voice register do that.

PROVIDER / REGULATOR



Delivers services and invests in aligned priorities.

Does not hold or manage funds for community groups, which keeps governance and accountability clear.

ADVOCATOR



Reports on what it can influence and advocates on income, housing, employment, transport, climate and state policy.

Does not control these forces. Wellbeing is a shared result, and Council's contribution is one part of it.

FACILITATOR / PARTNER



Connects people to support, links groups to funding and partners, and holds the networks together

Does not deliver clinical or crisis care, nor replace existing organisations and services it complements and works alongside them

Statutory obligations

Three plans sit inside the Wellbeing and Inclusion Plan rather than alongside it: the Disability Access and Inclusion Plan (DAIP) 2026–2030, Council's statutory plan under the Disability Inclusion Act 2018 (SA); the Regional Public Health and Wellbeing Plan, held jointly with Light Regional Council and Lower Northern Region partners under the South Australian Public Health Act 2011; and the Early Childhood Strategy 2025–2027, carried through the Lifespan Action Groups. They share the same Focus Areas, the same evidence base, the same governance and the same reporting cycle. [Appendix B](#) sets out the DAIP commitments Focus Area by Focus Area, and [Appendix C](#) shows how each Focus Area contributes to the State Public Health Plan.

How We Know the Needs and Opportunities

Over recent years, people across Barossa have told us, through community planning conversations, [wellbeing engagement data](#) and secondary evidence, Wellbeing Network, sector partnerships, and everyday contact, what wellbeing means and what matters most for the future.

The picture is consistent: a place rich in assets, with clear priorities for how community life should continue to grow.



1 Community members want to be in the conversation



**PEOPLE
TOLD US ...**

Communities thrive when people feel heard, connected and able to influence decisions that shape their places. Here's what mattered most.



**More ways
to connect**

People want more opportunities to connect with each other, their neighbours and across generations.



**Belonging
matters**

Belonging grows when there are simple, regular ways for people to come together.



**A stronger
voice**

People want a stronger voice in shaping community life. Being asked early, being listened to, and seeing what happens with their input will change how the community feels about Council and each other.



**Easy to get
involved**

People want to be involved in decisions about their places, not just informed after they have been made. Getting involved should be easy.



**Clear
communication**

Knowing who to talk to, what's happening locally, and how Council works helps people participate in community life. The way Council communicates matters too. Plain language, accessible formats, and information that reaches people where they are signal whether the community is being treated as a partner or an audience.

2



Mental wellbeing comes first

People told us that being mentally well is the foundation of everything else. Mental health support, social connection and a sense of belonging matter more than almost anything else.

3



Safe and welcoming spaces matter

We heard that places where people can gather, meet and be themselves are essential - our halls, parks, libraries, cultural venues and community-run spaces.

4



Being active and connected to nature is central

People named accessible parks, walking trails, sports and recreation, and the region's green spaces among the most important resources we have.

5



Practical things make wellbeing real

Affordable, healthy food, easy access to information, and strong local community groups, faith communities, and traders are essential to achieving wellbeing in everyday life.

6



The networks exist

People told us Barossa has strong existing partnerships, alliances, and community organisations doing this work - and that the next phase needs to be built with them, not around them.



What does this mean for the plan? *Start with what is here.*

This plan starts with what the community has - the people, places, organisations and connections that make the Barossa what it is - and asks how Council can support, strengthen and invest in them over the next four years.

Three shifts in how we work

Wellbeing is the outcome this plan works toward, and Council commits to shifting how it is reached. Three changes mark what decisions are made, how investment is understood, and how community is engaged. They are the heart of the change story and what the community can hold us to.

01

Shift 1: Decision-Making

FROM:

Activity-led: how many programs, how many attendees?
.....

TO:

Conditions-led: which conditions for wellbeing are getting stronger, for whom, in which district?

02

Shift 2: Investment

FROM:

Grants and budgets are being measured and captured in isolation.
.....

TO:

A coordinated investment platform: services, partnerships, action funding, in-kind support and capital, all tested against the same questions.

03

Shift 3: Engagement

FROM:

Most consultations sit at the end of a process.
.....

TO:

Community voice is structurally built into how priorities are set, decisions are made, and progress is reported.

Our Commitment to Community Connection and Intersectionality

Our commitment to community connection and intersectionality

A plan only matters if it gets delivered. How Council connects with the community to deliver this plan is set out in the **Community Connection and Investment Framework (CCIF)**: two connected networks, the **Community Voice Register** and **Place-Based Plans**. The structures below are part of that framework.

What we mean by intersectionality

No one experiences life as a single segment of community, and barriers rarely arrive one at a time. Intersectionality, a term introduced by legal scholar Kimberlé Crenshaw (1989), describes how forms of disadvantage overlap and compound in ways that single-category thinking makes invisible. Planning that considers one group at a time keeps missing the people who sit across several groups the priority cohorts listed on page 10.

This plan holds three overlapping views:



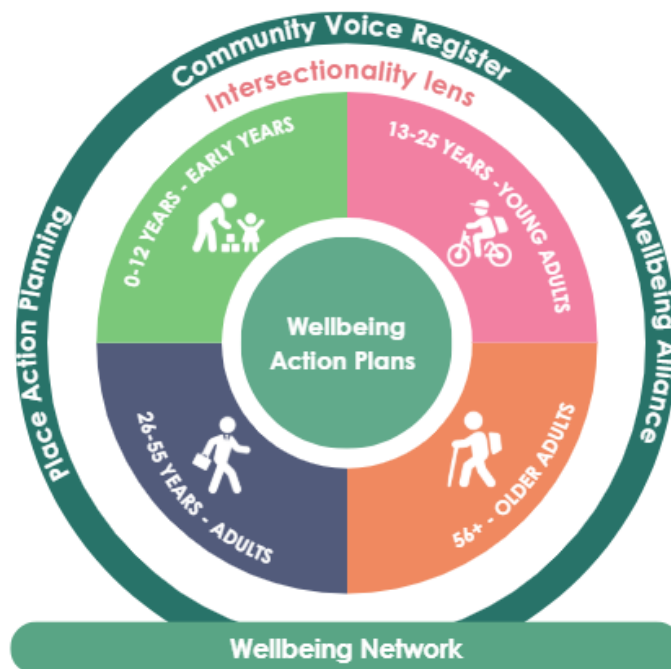
Where the three intersect is where this plan does its work: planning for all. That overlap looks different for every person.

The Barossa Wellbeing Network

The **Barossa Wellbeing Network** reads this plan through two lenses, lifespan and intersectionality, so the actions the community needs are not missed. Wellbeing is made in community, not delivered to it: community members, service providers and partners drive the work, and Council provides structure, resources and connections rather than setting priorities on the community's behalf.

The Network has four **Lifespan Action Groups**, each developing its 2026 action plan from the focus areas in this plan, working with people with lived experience of disability, carers and informal supports, and with a clear Aboriginal engagement lens.

Alongside them, the **Wellbeing Alliance** is where organisations, services and grassroots groups pool what they are seeing with a regional lens, and the Community Voice Register is for people who want to contribute without having to formally join anything.



The lifespan lens. Needs change with every stage of life, and support matters most during transitions: starting school, becoming a parent, losing a job, retiring, taking on the care of someone. Each action group plans for its stage of life, so no part of a life is invisible in this plan.

The intersectionality lens. We test actions against three views: life stage, place, and identity and experience.

Who we mean by priority cohorts. Priority is not a fixed label: it is about who needs what, and when. Priority cohorts are the groups the evidence shows are most often missed: children and young people, older people, people with disability, carers and informal supports, Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, LGBTIQ+ people, people experiencing financial hardship, sole-parent families, and people living in areas with lower access to services. Every focus area reports participation against this list, so we can see whether support is reaching the right people at the right time.

How this grows. This way of working is new, and what we know at the start is incomplete. The commitments in this plan are fixed; the methods for reaching them will evolve as data matures and connections with community deepen. Council reports back in plain language, by place and cohort.

Shared Language

How Council talks about its work is part of the work. A plan only holds together if everyone reads the same words the same way. The terms below set out that shared language for community, partners, and Council alike.

01

Wellbeing

The outcome we are working towards for people who live, work and visit the Barossa.

02

Themes

The four parts of community life that organise the plan: Being Well, Being Included, Being Connected, Being Empowered.

03

Focus areas

The eleven priority areas that guide action over the next four years.

04

Intersectionality

How a person's identities, experiences and circumstances overlap and combine, shaping what they need and when.

05

Priority cohorts

The groups Council tracks to make sure support reaches the people most often missed.

06

Lifespan Action Groups

Four community-led groups (Early Years, Youth, Adults, Older Adults) turning this plan into action plans for each stage of life.

07

Wellbeing Network

The community members, organisations and partners who deliver this plan with Council.

08

Wellbeing Alliance

The quarterly forum where organisations, services and grassroots groups share what they are seeing.

09

Advisory groups

Groups that bring lived experience into every action plan, starting with access and inclusion.

10

Community Voice Register

A way for community members to share ideas, feedback and local insight without joining a group.

11

District areas

The six geographic areas used to understand local needs and plan for place.

12

Place-based planning

Planning that responds to local priorities, strengths and opportunities.

02 | OUR THEMES AND FOCUS AREAS

Four themes, eleven focus areas. For each, there is a four-year objective that we are working toward and how we will know we are moving forward

The plan is organised around **four themes**: the states of wellbeing community members should be able to reach in the places they live and across the years of their life: being well, being included, being connected, and being empowered. Underneath the themes sit eleven focus areas.

Each **focus area** names something that matters for community wellbeing, describes what it looks like and why it matters, and sets a four-year objective with the kinds of work that contribute to it. It is a statement of direction and the level at which Council works, not a fixed list of everything Council can deliver. How that work takes shape will depend on resources, partnerships, and what priorities emerge over the four years.

How we'll know if it's working

We measure what Council does and contributes, and what people experience as a result. We don't claim credit for outcomes Council alone cannot deliver. Each focus area has a four-year objective: the change we want to see across Barossa, measured through community engagement. No single program moves an objective on its own; the objective is the whole picture, and the four questions below show our part in it.

For every focus area, four questions guide how progress is read:



How does this feel? The impact of the work — the change people tell us they experience after taking part in a program, event or service, through engagement and feedback .



Are we doing what we said we would? The delivery — programs run, partnerships working and investment made, including the value of volunteer hours and community contribution.



Are the basics right? The foundations — clear standards and benchmarks set for wellbeing as an embedded approach across Council.



Who's taking part, and who's missing? The reach — who is being reached, across age, ability, cultural background and place, so support goes where it's needed, and no one is overlooked.

Under each focus area, a short table sets out the four-year objective and the questions used to track progress toward it.

Being Well

Being well is about staying healthy in body and mind. It has three parts: being active, living well, and staying mentally strong and supported.

This theme includes three focus areas:



**1.1 Active living
and movement**



**1.2 Healthy
living**



**1.3 Mental wellbeing
and resilience**

What comes next

The next pages set out each focus area in this theme, including our four-year objective, how the work will unfold and how we'll read progress.



Focus Area 1.1 Active living and movement

Being active is easier when there are more ways to move, whether this is through a club or group, or informally with no membership at all. There need to be opportunities close to home that are low-cost and safe to use. This focus area is about understanding Barossa's active transport networks and their condition and helping more people move in ways that suit them, using places already part of their community.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We find out what is working and what is missing by talking with sporting clubs, recreation and leisure groups about what it takes to take part in what they offer and who finds that hard. We look at how people move informally, and at the condition of the footpaths, paths and trails they rely on.

2-3 YEARS 2-3 Build and support

We invest in what is needed: opening existing facilities to more kinds of activity and to more people, helping clubs and groups that want to widen who can take part, improving conditions such as seating, shade and paths that make everyday movement possible, and adding low-barrier ways to move.

4 YEAR 4 Embed and grow

By 2030, being active is something more people can do in their own way, using places already part of their community.

HOW WE READ PROGRESS



Four-year objective to 2030

More people across the Barossa find it easy and safe to be active and enjoy recreation in their local area.



How does this feel?

People who took part feel more active and are more likely to participate.



Are we doing what we said?

More people are participating in recreational programs and using Council facilities.



Are the basics right?

Facilities, paths and trails are provided and cared for with a clear picture of what people need to be active and well, and that's what guides the decisions.



Who's taking part, and who's missing?

We can see who is taking part across priority cohorts, place by place.

Focus Area 1.2 Healthy living

Healthy choices are easier when people can access good food, trusted information and the support they need. Understanding what supports healthy living, and what may increase health risks, helps people make informed decisions about their health. This focus area works to reduce gaps in access across the region and strengthen prevention as a shared responsibility that is visible, supported and embedded in everyday community life.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We work with community organisations and spaces such as markets, community gardens, food relief services, health providers, community groups and local businesses that support healthy living, as well as with families and individuals who are not connected to these supports, to better understand where access is strong and where gaps remain.

2-3 YEARS 2-3 Build and support

We strengthen the food and health partnerships that are working, coordinate community-wide prevention information with our health partners, and use planning and place decisions to make healthy choices easier to reach where access is low.

4 YEAR 4 Embed and grow

By 2030, prevention is part of everyday community life across the Barossa, and healthy choices and reliable health information are easier to reach in the places that have had the least.

HOW WE READ PROGRESS



Four-year objective to 2030

Healthy choices and reliable health information are easier to reach across more of the Barossa, especially in areas that have had the least.



How does this feel?

People who took part feel better supported in looking after their health and wellbeing.



Are we doing what we said?

More people are taking part in health and wellbeing programs the Council runs or supports.



Are the basics right?

Council's public health obligations arise from legislation, and meeting them on schedule is part of protecting everyday health.



Who's taking part, and who's missing?

We can see who is using health and wellbeing services across priority cohorts, place by place.

Focus Area 1.3 Mental wellbeing and resilience

Good mental wellbeing is built in everyday life: through the connections people have, and by knowing there is somewhere to turn before and when things get hard. At every stage of life, circumstances can change. Support often matters most at these transition points and can also be hardest to find when starting or leaving school, becoming a parent, losing work, receiving a diagnosis, experiencing loss, retiring, taking on a caring role, or facing events that disrupt daily life and test community resilience. This focus area is about strengthening everyday support across the lifespan, making the right help easier to find when circumstances change, and helping the Barossa look after one another through difficult times.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We work with mental health services, emergency services and community partners, including those responding to family and personal safety, as well as people who are not connected to any service, to understand where stress is rising, what is already helping, and who is most at risk.

2-3 YEARS 2-3 Build and support

We support the sustainability of what helps people stay well and make it easier to find at the points where life changes, across all four lifespans. We keep our information about local services up to date, help bridge gaps, and build the community's readiness to respond and recover together.

4 YEAR 4 Embed and grow

By 2030, people know where to turn before things reach crisis, and the Barossa has stronger services and local networks so people can look after one another through hard times.

HOW WE READ PROGRESS



Four-year objective to 2030

People can connect to help early, before things reach crisis point, and communities are better able to look after one another through hard times.



How does this feel?

People who took part feel more supported and less alone.



Are we doing what we said?

We are strengthening more of the local networks and connections that help people stay well.



Are the basics right?

Arrangements for readiness and recovery are in place before they're needed, because knowing help is there is part of staying well through hard times.



Who's taking part, and who's missing?

We can see who is connecting to support across priority cohorts, place by place, including people most at risk of being isolated or overlooked.

Being Included

Being included is about everyone being able to take part and feel they belong here. It has three parts: places that work for everyone, cultural safety, and an easy way to access the council.

This theme includes three focus areas:



**2.1 Inclusive
places and
participation**



**2.2 Cultural
safety and
Respect**



**2.3 An easy way
into Council**

What comes next

The next pages set out each focus area in this theme, including our four-year objective, how the work will unfold and how we'll read progress.



Focus Area 2.1 Inclusive places and participation

Inclusion works best as an early decision rather than a later adjustment. That applies to the buildings, paths, parks and facilities, and equally to programs, events, services and the way we reach decisions. This focus area is about designing for everyone from the start, so that people of all abilities and backgrounds can take part in community life without having to ask for an exception.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We continue to test and review facilities, programs, events, and services with the people who use them and those who don't, to understand where inclusion works, where it falls short, and who is most often left out.

2-3 YEARS 2-3 Build and support

We make inclusive design and cultural safety standards practical and apply them to new projects, renewals, programs, events, services and partnerships. The standards are co-designed with people with disability, carers and informal supports, across the lifespans.

4 YEAR 4 Embed and grow

By 2030, inclusion is a decision we make early, and more Council and community spaces, programs and services work for everyone.

HOW WE READ PROGRESS



Four-year objective to 2030

More council and community spaces, programs and services work for everyone, with inclusion considered early in how they are designed and run.



How does this feel?

People from priority cohorts who used our spaces, programs and services felt welcome and able to take part.



Are we doing what we said?

Inclusive design and cultural safety standards are being applied to the projects, renewals, programs and events we deliver.



Are the basics right?

Inclusive design shapes what Council builds and runs from the start, so places and services work for the people whose wellbeing depends on them.



Who's taking part, and who's missing?

We can see who is using council and partner spaces, programs and services across priority cohorts and place by place.

Focus Area 2.2 Cultural safety and respect

People take part more fully when their identity and culture are respected. This focus area is about building cultural safety into how council works with Aboriginal, Torres Strait Islander, and culturally diverse communities.

HOW THE WORK UNFOLDS

- 1 YEAR 1 Understand**
We work alongside Aboriginal, Torres Strait Islander, and culturally diverse communities to understand the right protocols and to build respectful, lasting relationships.
- 2-3 YEARS 2-3 Build and support**
We co-design cultural safety expectations with these communities and apply them to engagement, venue use, programming and partnerships.
- 4 YEAR 4 Embed and grow**
By 2030, cultural safety expectations are part of Council's partnerships and agreements, and cultural representation is visible across our community.

HOW WE READ PROGRESS



Four-year objective to 2030

Cultural safety is part of council's partnerships and agreements, and cultural representation is visible across the community.



How does this feel?

Aboriginal, Torres Strait Islander, and culturally diverse people who engaged with us felt their identity and culture were respected.



Are we doing what we said?

Cultural safety expectations are being built into the partnerships and agreements we hold, and more Council programs are designed to recognise Aboriginal and Torres Strait Islander identity, alongside cultural diversity.



Are the basics right?

Cultural safety expectations are developed with Aboriginal, Torres Strait Islander, and culturally diverse communities, guiding how Council works, so people's identity and culture are respected across Council operations.



Who's taking part, and who's missing?

We can see who is taking part in the engagement and programs we run across priority cohorts and place by place including Aboriginal, Torres Strait Islander, and culturally diverse community members.

Focus Area 2.3 An easy way into council

Reaching Council should work the same way whether someone comes in person, calls, goes online, or meets us out in the community. It should feel like a connection, not a transaction. This focus area is about making that experience consistent, offering information in formats people can actually use, and helping people feel heard and valued when they get in touch.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We spend time with community members and frontline teams to understand how people reach Council, where it works, and where transport or digital access is a barrier.

2-3 YEARS 2-3 Build and support

We set shared service, communication and digital standards, with accessible formats as standard practice, support frontline teams to use them, and start measuring consistency.

4 YEAR 4 Embed and grow

By 2030, a community member's experience of Council is consistent across the counter, the phone, online, and in the community.

HOW WE READ PROGRESS



Four-year objective to 2030

A person's experience of Council is consistent and easy, across the counter, the phone, online, and in the community.



How does this feel?

People who connected with Council found it easy to reach and helpful, and their confidence held or grew.



Are we doing what we said?

Shared service, communication and digital standards are in place and being measured across every way people reach us.



Are the basics right?

Clear service standards sit behind every way people reach Council, because being heard and helped easily builds confidence and connection.



Who's taking part, and who's missing?

We can see whether people who face access barriers can reach our services as well as others, across priority cohorts and the six districts.

Being Connected

Being connected has three parts: belonging, contributing, and having a say.

This theme includes three focus areas:



**3.1 Belonging
and connection**



**3.2 Volunteering
and contribution**



**3.3 Community
voice and
communication**

What comes next

The next pages set out each focus area in this theme, including our four-year objective, how the work will unfold and how we'll read progress.



Focus Area 3.1 Belonging and connection

Belonging is something people find in the groups, gatherings and places they already use. This focus area is about strengthening those connections, with particular attention to those who are new to the area, on their own, or not connected to anything at present, or connecting through diverse pathways such as arts, sport, social groups, intergenerational activities, creative communities, identity-based networks, faith and cultural groups.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We work with community groups, networks and place-based organisations, and reach people who belong to none of them, to understand where belonging is strong, what makes it work, and the different ways people experience it. We also ask what needs to change so people with diverse lived experience can take part fully and feel safe, welcome and visible.

2-3 YEARS 2-3 Build and support

We strengthen existing partnerships and build new ones, supporting community-led groups and the spaces people already use, and helping them widen who can take part.

4 YEAR 4 Embed and grow

By 2030, belonging is something people can find close to home, across all six districts, reaching the people it used to miss.

HOW WE READ PROGRESS



Four-year objective to 2030

Belonging is something people can find close to home, across all six districts, reaching the people it used to miss.



How does this feel?

People who took part feel a stronger sense of belonging to the people and places around them.



Are we doing what we said?

Council is supporting more community-led initiatives for connection and belonging.



Are the basics right?

The gathering spaces communities need are provided and cared for with social inclusion in mind, with a clear benchmark for what each community should be able to reach.



Who's taking part, and who's missing?

We can see who is connecting across priority cohorts, place by place.

Focus Area 3.2 Volunteering and contribution

Volunteering and community contributions hold much of the Barossa together, but much of it goes uncounted, and much of it rests on the same people. This focus area is about bringing more people in, easing the load on those already carrying it, and recognising and valuing that contribution alongside the council's own investment.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We work with volunteer-involving organisations and volunteers to understand the contributions happening across the region, what stops people volunteering and what support organisations need, and to design how we capture and value those contributions.

2-3 YEARS 2-3 Build and support

We support volunteer-involving organisations with recruitment, training, succession and recognition, and open pathways for people not currently being reached, including young people. We build a consistent way to capture and value volunteer and community contributions.

4 YEAR 4 Embed and grow

By 2030, volunteering in the Barossa is easier to start, better supported and open to more people, and the value of community contribution is counted as co-investment in how Council plans, budgets and partners.

HOW WE READ PROGRESS



Four-year objective to 2030

Volunteering is easier to start, well supported and open to everyone, and the value of community contribution is recognised as co-investment alongside the Council's budget.



How does this feel?

People who contributed feel valued, supported, and well-matched to what they want to give.



Are we doing what we said?

Council is supporting more volunteer-involving organisations, contribution is counted as co-investment in our funding decisions, and the value of community contribution is published each year.



Are the basics right?

Volunteer practices meet the National Standards for Volunteer Involvement, so contributing stays well supported and a source of connection and purpose.



Who's taking part, and who's missing?

We can see who is contributing across priority cohorts, place by place.

Focus Area 3.3 Community voice and communication

People take part more readily when they can see their views reflected in decisions, and when it is easy to find out what is happening near them. This focus area is about building lasting ways for community voice to reach Council and for information to come back, including through the Community Voice Register, which lets people contribute without needing to join a committee or attend meetings.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We stand up Council-connected networks and action groups across the region, get the Community Voice Register running so people can take part from home without joining a committee or coming to meetings, and establish the first feedback loops.

2-3 YEARS 2-3 Build and support

We build the Community Voice Register and its networks into lasting infrastructure: governance tools, onboarding, leadership development, feedback loops, and timely local information flowing back to the community.

4 YEAR 4 Embed and grow

By 2030, community voices captured through engagement are confidently incorporated into Council decisions, with a steady flow of communication in both directions.

HOW WE READ PROGRESS



Four-year objective to 2030

Community voices gathered through engagement are confidently built into Council decisions, with steady communication both ways.



How does this feel?

People who engaged feel they had a real chance to take part and that their views were heard.



Are we doing what we said?

Council's plans, strategies and decisions record community engagement as input before decisions are made.



Are the basics right?

Hearing from priority and underrepresented groups is planned into the engagement process, because taking part in decisions is itself part of wellbeing.



Who's taking part, and who's missing?

We can see whether the groups we work with reflect priority cohorts and the diversity of their districts.

Being Empowered

Being empowered is about people growing what they can do and stepping up to shape their community. It has two parts: lifelong learning and skills, and confidence and leadership.

This theme includes two focus areas:



4.1 Lifelong learning and skills



4.2 Confidence, purpose and leadership

What comes next

The next pages set out each focus area in this theme, including our four-year objective, how the work will unfold and how we'll read progress.



Focus Area 4.1 Lifelong learning and skills

Learning and digital confidence open doors, but they are not equally within reach across the region. Learning helps people participate fully in life, stay connected, hold on to purpose, and remain mentally active, well past working life. This focus area is about encouraging lifelong learning via skill development, creative and cultural activity, and digital literacy support that meets people where they are on their learning journey.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We work with community programs, education providers and other stakeholders to look at current opportunities for informal learning, including identifying who is not accessing these services. This tells us what people want to learn, what is available and who is missing out.

2-3 YEARS 2-3 Build and support

We connect services, and people with skills to share, into a coordinated learning network. We provide mentoring and spaces for those new to skill sharing, establish community-led groups around shared learning interests, and activate intergenerational, cultural and creative learning opportunities.

4 YEAR 4 Embed and grow

By 2030, people across the Barossa can access learning, skills and digital support close to where they live.

HOW WE READ PROGRESS



Four-year objective to 2030

People across the Barossa can access learning, skills, and digital support close to where they live.



How does this feel?

People who took part gained skills and confidence, including with digital tools.



Are we doing what we said?

More learning programs and partnerships are running across the network we are building.



Are the basics right?

Library collections, learning resources and digital support are kept current and fit for purpose, so learning and staying connected are within reach of all community.



Who's taking part, and who's missing?

We can see who is connecting with learning opportunities and digital support across priority cohorts, place by place.

Focus Area 4.2 Confidence, purpose and leadership

Local leadership reflects the community best when the path into it is visible and open. At present that path is harder to find for families, older adults, carers, people with disability, Aboriginal and Torres Strait Islander people, LGBTIQ+ communities and people with lived experience of vulnerability. This focus area is about supporting that pathway rather than hoping people step up on their own, and recognising that people carry confidence, purpose, skills and knowledge worth drawing on at every stage of life.

HOW THE WORK UNFOLDS

1 YEAR 1 Understand

We talk with people across the community about what stepping up looks like and what gets in the way, making a deliberate effort to hear from people with different experiences, backgrounds and perspectives.

2-3 YEARS 2-3 Build and support

We make the pathway from taking part to leading visible: defined routes through networks, groups and committees, with built-in mentoring.

4 YEAR 4 Embed and grow

By 2030, new leaders from diverse backgrounds across the community are visibly stepping into Council-connected networks and groups. The pipeline exists, not just the aspiration.

HOW WE READ PROGRESS



Four-year objective to 2030

People from across the community, including those who are underrepresented now, build confidence, find purpose and step into leadership, and local leadership better reflects the Barossa.



How does this feel?

People from underrepresented groups who took part feel supported and able to step into leadership.



Are we doing what we said?

People are moving from taking part into leadership roles through the pathways we are building.



Are the basics right?

The structures and pathways that support community leadership are in place and in use, so people have real paths to grow confidence and purpose.



Who's taking part, and who's missing?

We can see whether network, advisory, and committee roles reflect priority cohorts and the diversity of the Barossa.

07 | HOW COUNCIL SHOWS UP

The mechanisms the Council uses

Council uses a set of practical mechanisms to invest in and support the community. Each does something specific. Together, they make up Council's contribution to the work.

MECHANISM	WHAT IT IS
Place Action Plans	Place-based plans, one for each district, shaped by the community through the Place-based Action Networks. They translate region-wide direction into local priorities Council can resource, and the district Plans come to Council together, so the regional picture is visible.
Community Action Fund	Council's dedicated funding stream for the priority actions named in endorsed Place Action Plans and in the Wellbeing Network's Strategic Action Plan as one Fund serving both kinds of network, which keeps the place lens and the domain lens as genuine peers. Applied as the residual after volunteer hours, community knowledge, partner contributions and Council's other investments are counted, with the amount sized through the Resourcing and Investment Matrix. Activates July 2027; the Youth Impact Fund continues within it as its first lifespan stream.
Partnership funding	Funding to sector partners under partnership agreements, including co-funded initiatives with state and federal governments. Partnerships are working relationships set up, run, reviewed and closed with intent, and partner contributions are counted in the full investment picture.
In-kind support	Use of Council facilities, staff time, communications, equipment, transport and professional services. Not money, but real value, counted alongside funding, volunteer hours, community knowledge and partner contributions.
Capital investment	Building, renewing and improving community infrastructure: halls, libraries, parks, sporting facilities and accessibility upgrades. Capital decisions are guided by priority and, by 2030, by the Wellbeing and Inclusion Impact Assessment process.
Wellbeing Network	The first Strategic Action Network, convened by Council as a regional space where community organisations, service providers, partners and Council functions to align priorities. It produces a Strategic Action Plan as a peer to the Place Action Plans, resourced through the Community Action Fund on the same basis. Its full structure is set out in the Community Connection and Investment Framework.
Council services	The day-to-day work of Community Services libraries, community development, customer service, community transport, home assist, volunteer services and engagement is delivered with the community in mind and recognised as Council services and operations within the investment picture.

Good practice frameworks

A set of community development and evaluation frameworks that shape how we approach our work and ensure wellbeing is a part of our everyday practice.

FRAMEWORK	WHAT IT CONTRIBUTES
Asset-based community development	The practice. Starts with what the community has: skills, relationships, places, and contributions, rather than what is missing. Shapes how Council partners, invests and engages. (Kretzmann & McKnight, 1993)
Community asset mapping	The method. Captures what is established in the community, mapping people, places, planning and networks locally to build the shared evidence base for planning. Updated rather than static. (Kretzmann & McKnight, 1993)
Collective impact	The cross-sector structure. Multiple organisations commit to a common agenda, share measurement, play complementary roles and communicate regularly, coordinated by a backbone function rather than competing. (Kania & Kramer, 2011)
The Constellation Model	The governance design. Enables multi-partner work without creating a new organisation. Existing groups are mapped onto a shared governance structure with light-touch coordination, not a new bureaucracy. (Surman & Surman, 2008)
Co-production	The delivery principle. The delivery principle. Community members and Council are equal producers of outcomes; community contributions are recognised, valued, and counted alongside Council's financial investment, not treated as an afterthought. (Cahn, 2000)
IAP2 Spectrum of public participation	The participation standard. Different forms of community engagement, which inform, consult, involve, collaborate, and empower, are deliberately matched to the level of decision-making each method entails.

FRAMEWORK	WHAT IT CONTRIBUTES
Place-based community development	The planning approach. Effort is organised around specific places and communities rather than around departments. The place that has its identity, assets and needs is the unit of planning. (Thriving Queensland Kids Partnership, n.d.)
Theory of Change and developing evaluation	The accountability logic. The chain of reasoning from action to outcome is made explicit to enable impact tracking. Evaluation is built into delivery as ongoing learning, not an add-on at the end. (Weiss, 1995)
Social Determinants of Health	The wider conditions. Connects the conditions of community life housing, work, education, environment, social connection to wellbeing outcomes across a population. (World Health Organization, 2008; Australian Institute of Health and Welfare, 2024)

08 | A PLAN THAT GROWS WITH WHAT WE LEARN

This is a **living plan**. It sets the direction and commitments for 2026–2030 but is designed to adapt as our understanding deepens.

In Year 1, district profiling is still being built. Council-connected networks, action and advisory groups are in their early stages. Engagement data is just beginning to be developed. The Lifespan Action Groups, as part of the Wellbeing Network, are developing their action plans. What we know about the Barossa at the start of this plan is genuine but incomplete.

Over the four years, that picture gets richer. District profiling will tell us more about the specific conditions in each place. Council-connected networks, action and advisory groups will surface priorities that structured data cannot capture.

As that knowledge builds, this plan responds. Approaches that are not working will be adjusted. Investments that are not reaching where they are needed will be redirected. New priorities that come from the community will be taken seriously. The annual review process makes that adjustment visible and accountable.

The Focus Areas and commitments in this plan are real. The methods for achieving them will evolve. That is not a weakness in the plan. It is how good community development works.

What we report back

Each year, Council publishes an annual wellbeing report. It covers what is changing, what Council and partners have delivered, what the community is telling us, and what we have learned. Plain language, accessible formats, district-by-district summary, with priority districts shown explicitly. Between annual reports, a short delivery snapshot each quarter. At the halfway point, a more substantial Year 2 review shapes the delivery of the second half.

09 | REFERENCES

Australian Institute of Health and Welfare. (2024). *Social determinants of health*. Australian Government. <https://www.aihw.gov.au>

Cahn, E. S. (2000). *No more throw-away people: The co-production imperative* (2nd ed.). Essential Books.

Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum*, 1989(1), 139–167.

International Association for Public Participation. (n.d.). *IAP2 spectrum of public participation*. <https://www.iap2.org>

Kania, J., & Kramer, M. (2011). Collective impact. *Stanford Social Innovation Review*, 9(1), 36–41. <https://doi.org/10.48558/5900-KN19>

Kretzmann, J. P., & McKnight, J. L. (1993). *Building communities from the inside out: A path toward finding and mobilizing a community's assets*. ABCD Institute, Institute for Policy Research, Northwestern University.

Surman, T., & Surman, M. (2008). Listening to the stars: The constellation model of collaborative social change. *Social Space*, 24–29.

Thriving Queensland Kids Partnership. (n.d.). *Place-based approaches* [Submission attachment]. Australian Human Rights Commission. https://humanrights.gov.au/_data/assets/file/0030/56937/Thriving_queensland_kids_partnership_attachment7_redacted.pdf

Volunteering Australia. (2024). *National standards for volunteer involvement*. <https://www.volunteeringaustralia.org>

Weiss, C. H. (1995). Nothing as practical as good theory: Exploring theory-based evaluation for comprehensive community initiatives for children and families. In J. P. Connell, A. C. Kubisch, L. B. Schorr, & C. H. Weiss (Eds.), *New approaches to evaluating community initiatives: Concepts, methods, and contexts* (pp. 65–92). Aspen Institute.

World Health Organization. (2008). *Closing the gap in a generation: Health equity through action on the social determinants of health*. <https://www.who.int>

APPENDIX A: LEGISLATION AND FRAMEWORKS

Legislative basis

South Australian Public Health Act (2011). (Sections 37, 38, 51, 52). Disability Inclusion Act 2018 (SA). State Disability Inclusion Plan 2025–2029. State Public Health Plan 2026. Regional Public Health Plan 2022–2027.

National and state frameworks

National Standards for Volunteer Involvement 2024 (Volunteering Australia). National Strategy for Volunteering 2023–2033. Volunteering Strategy for South Australia 2021–2027. Tomorrow's Libraries (Public Libraries SA). Australian Government Early Years Strategy 2024–2034. The Nest (ARACY). Closing the Gap. Reconciliation Barossa. Age-friendly Cities and Communities (WHO). Social Determinants of Health.

Council source documents

Barossa Community Plan (2024–2044). Barossa Wellbeing Project 2024 (the 862-response evidence base behind both this plan and the Disability Access and Inclusion Plan). Early Years Strategy 2025–2027. Local Economic Development Plan 2022–2027.

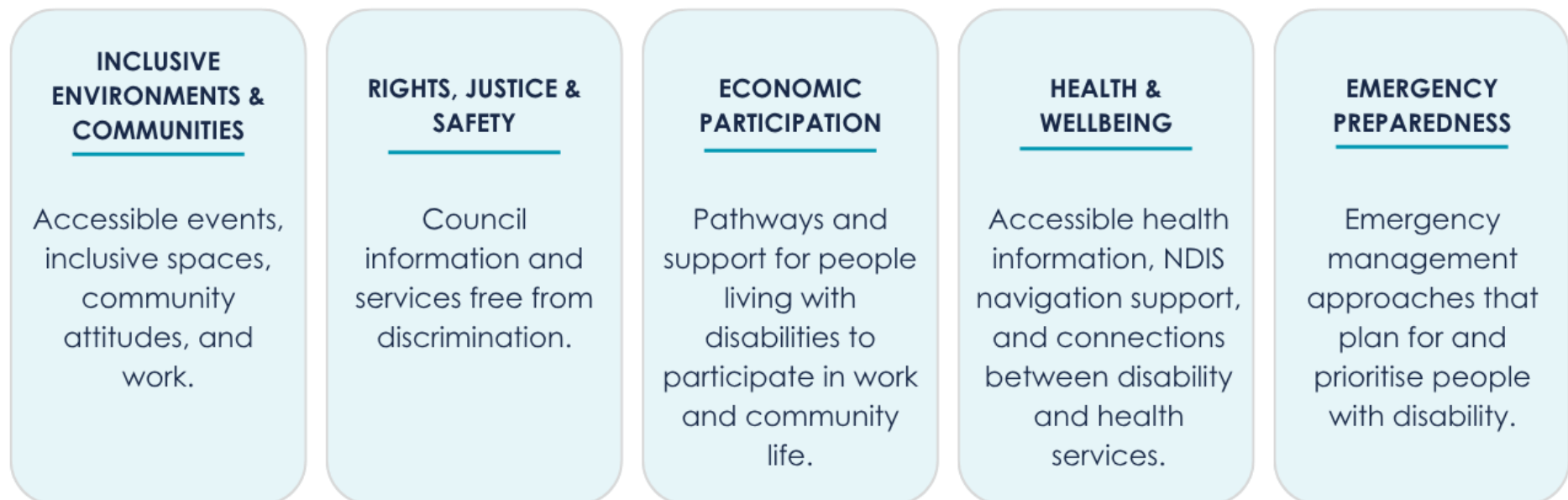
APPENDIX B: DAIP INTEGRATION

The Wellbeing and Inclusion Plan and Council's Disability Access and Inclusion Plan (DAIP) 2026–2030 are designed as one plan, not two. Disability inclusion is part of every theme within this plan, not a separate stream.

The DAIP carries Council's statutory commitments under the Disability Inclusion Act 2018 (SA) and aligns with the State Disability Inclusion Plan 2025–2029. The State Plan organises disability inclusion across five domains. This integration appendix shows how each Wellbeing & Inclusion (W&I) Focus Area contributes to those domains and the specific priority areas the Council is working on, so the work is visible and accountable in both directions.

Council engages people with disability, carers and informal supports to co-design and contribute to this integrated work. Annual reporting to the Minister for Human Services under the Disability Inclusion Act 2018 (SA) draws on the same evidence base and district-level measures.

The five State Plan domains



How this plan was shaped by the community

Both the Wellbeing and Inclusion Plan and the DAIP were developed from a shared foundation: the [Barossa Wellbeing Project 2024](#). Rather than running separate consultation processes, Council drew on the evidence base of a community engagement process run in partnership with Preventive Health SA to shape both plans. The priorities in both documents reflect what the community told us.

The Barossa Wellbeing Project received **862 responses, about 3.3 per cent of the Barossa population. 14 per cent of respondents identified as having a disability**. The engagement was designed to reach the people most often left out of planning. This included an Easy Read survey, assistance with completing aged care and disability services, and direct outreach to disability-specific organisations including JFA Purple Orange, Barossa Enterprises, Carers and Disability Link, and the Feros Care NDIS Local Area Coordination partner.

If you want to be part of shaping this work, there are several ways to get involved.

Council welcomes the voice of people with disability, carers, informal supports and sector representatives.

Engagement can happen through the Wellbeing Network and through the upcoming Community Voice Register, which connects community members to engagement opportunities as they arise.

Contact Council's Community Services team to find out more.

How each Wellbeing & Inclusion Focus Area contributes

The table below shows how each Wellbeing and Inclusion Focus Area contributes to the State Plan domains, which Disability Access and Inclusion Plan actions sit within those domains, and the timeline for their delivery. These are high-level actions, with the detailed work set out in the Community Services Operational Action Plan.

Actions are numbered 1–30. Where an action supports more than one Focus Area, it appears under each relevant Focus Area with the same number and noted with an asterisk. Timeframes are colour-coded: **Years 1–2** (delivered in the initial 2 years of the Plan) and **Years 3–4** (delivered in the following years of the Plan).

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
FOCUS AREA 1.1 ACTIVE LIVING AND MOVEMENT	Domain 1: Inclusive environments and communities - Priority Area 1: Active participation - Priority Area 3: Universal Design	1. Defining and developing Access and Inclusion Standards for Council to guide active living infrastructure, events and programs	YEARS 1–2
		2. Reviewing the Access and Inclusion Toolkit to support inclusive program and event planning	YEARS 3–4
		8. Creating an assessment scale to evaluate Council infrastructure against Universal Design standards	YEARS 1–2
		9. Developing a hierarchy-of-needs tool to guide accessible infrastructure decisions	YEARS 3–4
		10. Incorporating Access and Inclusion into Council's development planning process	YEARS 3–4

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
FOCUS AREA 1.2 HEALTHY LIVING	Domain 3: Personal and community support 31. Priority Area 1: Accessibility 32. Priority Area 5: Programs	30. Reviewing Council's emergency management approaches to ensure emergency information is accessible and procedures actively support people with disability	YEARS 3–4
		28. Reviewing Council's grant program to encourage applications achieving positive outcomes for people with disability	YEARS 1–2
		29. Identifying and promoting Disability, Access and Inclusion grants available to our community	YEARS 3–4
FOCUS AREA 1.3 MENTAL WELLBEING AND RESILIENCE	Domain 3: Personal and community support 33. Priority Area 1: Accessibility	24. Strengthening the Wellbeing Network, Barossa Wellbeing Hub, so people with disability, carers and informal supports can access connection, early support and referral	YEARS 1–2
	Domain 5: Safety, rights and justice 34. Priority Area 2: Responding to emergencies	30.* Reviewing Council's emergency management approaches to ensure emergency information is accessible and procedures actively support people with disability	YEARS 3–4

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
FOCUS AREA 2.1 INCLUSIVE PLACES	Domain 1: Inclusive environments and communities - Priority Area 3: Universal Design - Priority Area 4: Accessible facilities	8.* Creating an assessment scale to evaluate Council infrastructure against Universal Design standards	YEARS 1–2
		9.* Developing a hierarchy-of-needs tool to guide accessible infrastructure decisions	YEARS 3–4
		10.* Incorporating Access and Inclusion into Council's development planning process	YEARS 3–4
		11. Embedding a reportable Access and Inclusion layer into district profiles	YEARS 3–4
		12. Capturing public council-owned toilet facilities within the district profile Access and Inclusion layer	YEARS 3–4
FOCUS AREA 2.2 CULTURAL SAFETY	Domain 1: Inclusive environments and communities Priority Area 2: Inclusive communities and attitudes	3. Collaborating to identify and mark significant Access and Inclusion dates and events	YEARS 1–2
		4. Developing a whole-of-council programming and events calendar	YEARS 3–4
		5. Defining Council training standards to build Access and Inclusion capability across paid and volunteer roles	YEARS 1–2
		6. Building a Disability, Access and Inclusion resource hub to share industry knowledge and promote inclusion	YEARS 3–4

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
		7. Engaging throughout the development of the Aboriginal Engagement Strategy	YEARS 1–2
FOCUS AREA 2.3 AN EASY WAY INTO COUNCIL	Domain 1: Inclusive environments and communities - Priority Area 5: Communications and information Domain 3: Personal and community support - Priority Area 1: Accessibility - Priority Area 3: Information sharing - Priority Area 5: Programs	13. Reviewing and updating Access and Inclusion Policy and Processes to guide when and how Council provides information in accessible formats	YEARS 1–2
		24.* Strengthening the Wellbeing Network, Barossa Wellbeing Hub, so people with disability, carers and informal supports can access connection, early support and referral	YEARS 1–2
		25. Building a Community Voice Register, a whole-of-region group of service providers and community members, to shape healthy living conditions	YEARS 1–2
		26. Participating in the Local Government Access and Inclusion Network and Communities of Practice	YEARS 1–2
		27. Staying informed on local and state agency projects and collaboration opportunities	YEARS 3–4
		28.* Reviewing Council's grant program to encourage applications achieving positive outcomes for people with disability	YEARS 1–2

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
		29* . Identifying and promoting Access and Inclusion funding and grants available to our community	YEARS 3–4
FOCUS AREA 3.1 BELONGING AND CONNECTION	Domain 1: Inclusive environments and communities - Priority Area 1: Active participation - Priority Area 2: Inclusive communities and attitudes	1.* Defining and developing Access and Inclusion Standards for Council to guide active living infrastructure, events and programs	YEARS 1–2
		3.* Collaborating with people with disability, carers and informal supports to identify and mark significant Access and Inclusion dates and events	YEARS 1–2
		4.* Developing a whole-of-council programming and events calendar to embed cultural safety across the organisation	YEARS 3–4
FOCUS AREA 3.2 VOLUNTEERING AND CONTRIBUTION	Domain 2: Education and employment - Priority Area 3: Targeted transitional supports - Priority Area 4: Access to employment opportunities - Priority Area 5: Inclusive working environments - Priority Area 6: Data and reporting	17. Enabling volunteer access to Disability, Access and Inclusion resources	YEARS 3–4
		18. Engaging people with disability, carers and informal supports to review the Volunteer Management Operation Manual and volunteer recruitment processes	YEARS 3–4
		19. Promoting employee awareness of the Disability, Access and Inclusion resource hub	YEARS 3–4
		20. Including Council-specific and industry best-practice resources in the resource hub	YEARS 1–2

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
		21. Reviewing and contributing to accessible and inclusive recruitment processes	YEARS 1–2
		22. Reviewing and contributing to accessible and inclusive performance review and succession planning processes	YEARS 1–2
		23. Making Access and Inclusion data visible through district profiles	YEARS 3–4
FOCUS AREA 3.3 COMMUNITY VOICE	Domain 1: Inclusive environments and communities Priority Area 7: Collaboration, consultation and innovation	14. Reviewing and contributing to the Community Engagement Toolkit to align with Access and Inclusion standards	YEARS 1–2
		15. Capturing feedback from people with disability in public consultation	YEARS 3–4
		16. Reviewing the process for collecting personal information for committees and working groups	YEARS 1–2
FOCUS AREA 4.1 LIFELONG LEARNING AND SKILLS	Domain 1: Inclusive environments and communities	13.* Reviewing and updating Access and Inclusion Policy and Processes to guide when and how Council provides information in accessible formats	YEARS 1–2
		6.* Building a Disability, Access and Inclusion resource hub to share industry knowledge and promote inclusion	YEARS 3–4

W&I FOCUS AREA	DAIP DOMAIN(S) AND PRIORITY AREAS	WHAT IT LOOKS LIKE IN ACTIONS	TIMEFRAME
	- Priority Area 5: Communications and information Domain 2: Education and employment - Priority Area 4: Access to employment opportunities	20.* Including Council-specific and industry best-practice resources in the resource hub	YEARS 1–2
FOCUS AREA 4.2 CONFIDENCE AND LEADERSHIP	Domain 1: Inclusive environments and communities Priority Area 7: Collaboration, consultation and innovation	14.* Reviewing and contributing to the Community Engagement Toolkit to align with Access and Inclusion standards	YEARS 1–2
		16.* Reviewing the process for collecting personal information for committees and working groups	YEARS 1–2

Joint governance

- Co-designing inclusive design and cultural safety standards (Focus Area 2.1)
- Co-creating Wellbeing and Inclusion Impact Assessments (Focus Area 2.1).
- Reviewing accessibility audit progress against facility, communication and digital standards (Focus Areas 2.1 and 4.1).
- Advising on equity reach across all Focus Areas.
- Reviewing the annual wellbeing report for accuracy and accessibility before publication.

Joint reporting

Council reports annually to the Minister for Human Services on the progress of the DAIP, as required by the Disability Inclusion Act 2018 (SA). The annual wellbeing report includes a DAIP progress section that reports against the five State Plan domains using the same set of measures. Reporting under the Act draws from this same evidence base, so a single capture process serves both statutory obligations.

APPENDIX C: STATE PUBLIC HEALTH PLAN

INTEGRATION

The Wellbeing and Inclusion Plan delivers Council's public health planning obligations under the South Australian Public Health Act 2011, alongside the Regional Public Health Plan held jointly with Light Regional Council and Lower Northern Region partners.

Council is the local public health authority under Sections 37, 38, 51 and 52 of the Act. This means Council plans for, contributes to and reports on public health in the Barossa, in alignment with the State Public Health Plan. This integration appendix shows how each W&I Focus Area contributes to the State Plan's five public health priority areas, making the work visible and accountable across both planning systems.

Council reports biennially to the Chief Public Health Officer on the delivery of the Regional Public Health Plan. The evidence base, the partnerships and district-level measures support that reporting obligation.

The five public health priority areas

Priority area	What it covers
1. Promote healthy living to reduce chronic disease	Health-promoting environments, physical activity, healthy eating, reduced alcohol and tobacco use, healthy weight, dementia prevention, and partnerships for early intervention.
2. Improve mental health and wellbeing	Community-level mental health understanding and capability, integrated community-based approaches, mental health of children and young people, suicide prevention, and social and emotional wellbeing.
3. Prevent and control the spread of infectious disease	Public trust and immunisation uptake; prevention and control measures; outbreak preparedness; disease surveillance; and antimicrobial resistance.
4. Reduce the risk, burden and severity of injury	Safer built, natural and social environments, injury surveillance, injury prevention across the life course, prevention of family, domestic and sexual violence, and post-injury care.
5. Ensure healthy environments for human health	Well-designed built environments, walkable and cyclable neighbourhoods, accessible community facilities,

environmental and climate resilience, and multisector accountability for environmental health.

How each Wellbeing & Inclusion Focus Area contributes

The middle column names the public health priority area(s) the Focus Area contributes to. The right column names the joint commitment.

W&I Focus Area	Public health priority area(s)	Joint commitment
1.1 Active living and movement	Promote healthy living to reduce chronic disease; Healthy environments for healthy people	Health-promoting environments encourage physical activity and active living. Walkable and cyclable neighbourhoods, accessible community facilities and active living partnerships are sequenced district.
1.2 Healthy living	Promote healthy living to reduce chronic disease; Healthy environments for healthy people	Council planning, partnership and place levers shape access to healthy food, walkable communities and gathering spaces. Healthy environments are a stated consideration in development and town centre decisions.
1.3 Mental wellbeing and resilience	Improve mental health and wellbeing; Reduce the risk, burden and severity of injury	Council strengthens local conditions for mental health and wellbeing: connection, belonging, early support, referral. Prevention of family, domestic and sexual violence is a stated consideration in Council's safer-environments work.
2.1 Inclusive places	Healthy environments for healthy people; Reduce the risk, burden and severity of injury	Inclusive design, cultural safety and Universal Design standards are applied to public spaces. Wellbeing and Inclusion Impact Assessments name the public health implications of Council projects above the risk and impact threshold.
2.2 Cultural safety	Improve mental health and wellbeing	Cultural safety expectations co-designed with Aboriginal community members and

		CALD communities support social and emotional wellbeing and reduce the mental health impacts of racism and discrimination.
2.3 An easy way into Council	Improve mental health and wellbeing; Promote healthy living to reduce chronic disease; Prevent and control the spread of infectious disease	Council touchpoints connect community members to public health information and to specialist mental health and primary care services.
3.1 Belonging and connection	Improve mental health and wellbeing	Community-led belonging initiatives and gathering spaces strengthen social connection and protective factors for mental health, particularly for older adults, young people and people experiencing isolation.
3.2 Volunteering and contribution	Improve mental health and wellbeing	Volunteering builds social connection, purpose and protective factors for mental health. Volunteer pathways are accessible and recognised.
3.3 Community voice	Improve mental health and wellbeing; Healthy environments for healthy people	Community participation in decision-making is itself a determinant of wellbeing. Council-connected networks, action and advisory groups and the Community Voice Register strengthen community capability and trust.
4.1 Lifelong learning and skills	Improve mental health and wellbeing; Promote healthy living to reduce chronic disease; Prevent and control the spread of infectious disease	Libraries, community programs and learning partnerships build health literacy and the protective factors of learning, purpose and connection across the life course.
4.2 Confidence and leadership	Improve mental health and wellbeing	Leadership pathways and capability building support social and emotional wellbeing, particularly for young people,

		women, people with disabilities, and CALD community members.
--	--	--

Regional Public Health Plan and how partners work together

Council holds the Regional Public Health Plan 2022–2027 jointly with Light Regional Council and Lower Northern Region partners. The Wellbeing Network is the partnership space for coordinating regional public health work. Public Health Partner Authorities engaged in Barossa work: Preventive Health SA, the Local Health Network, environmental health partners, and mental health services sit within or alongside the Wellbeing Network.

Joint reporting

Council reports biennially to the Chief Public Health Officer on the delivery of the Regional Public Health Plan, as required by Section 52 of the South Australian Public Health Act 2011. The annual wellbeing report includes a public health progress section that reports against the five State Plan priority areas using the same set of measures. The same evidence base, the same partnerships and the same district-level capture serve both statutory obligations.

APPENDIX D: CONNECTED STRATEGIES

AND HOW THIS PLAN IS BUILT

This appendix holds the reference detail behind Section 01: how this plan connects to other Council-endorsed strategies, and the five design choices that shape how the plan is built to work.

Connected Strategies and Plans

This plan is not in isolation; it has an active connection to many Council-endorsed plans and strategies. They share intent but have their own delivery pathways and reporting.

STRATEGY/PLAN	DIMENSION	SHARED INTENT
Barossa Community Plan 2024–2044	<i>Vision and direction</i>	The 20-year vision for the region. This plan delivers the Our Community goal of a welcoming, vibrant and safe region with accessible services and respect for diversity and draws on the four roles Council holds across all its work.
Local Economic Development Plan 2022–2027	<i>Economic participation</i>	Meaningful work is a wellbeing outcome. Local people with access to economic opportunity thrive, and economic development and community development are strongest when they work together.
Growth and Infrastructure Investment Strategy (Phase 1)	<i>Place and growth</i>	Growth shapes who can live here. It determines how connected people are and whether communities remain cohesive and thrive. Growth planned around liveability serves community wellbeing.
Infrastructure Asset Management Plan (IAMP) 2024–2034	<i>Built environment</i>	The infrastructure of community life. The halls, recreation spaces, transport networks, and community facilities that Council maintain, whose condition and accessibility determine what's possible for communities.
Aboriginal Engagement Framework (in draft)	<i>Cultural safety</i>	A commitment to the Aboriginal community. Providing cultural safety, voice, identity and stewardship of Country.

STRATEGY/PLAN	DIMENSION	SHARED INTENT
Arts, Culture and Heritage Strategy	<i>Identity and creativity</i>	Culture and heritage shape wellbeing. They are part of how wellbeing is experienced and how identity is expressed across the region.
Volunteer Engagement Framework	<i>Participation and belonging</i>	Volunteering strengthens community wellbeing. When people are supported to contribute their time, skills, and experience in meaningful ways, communities become more connected, resilient, and inclusive.

How this plan is built to work

Five design choices shape how this plan works. Together, they keep the plan integrated, measurable, and usable rather than shelved.

01

One framework, one set of priorities

Wellbeing, public health and access and inclusion are not separate streams. This plan brings them together so that effort, investment, and reporting align around the same picture.

02

Strategy and measurement are connected

Every commitment in this plan can be tracked against measurement and evaluation changes, not just what we did, but how we can improve.

03

Strategic and operational layers are kept separate but speak the same language

This plan stays strategic. The internal documents that guide everyday work share the same goals, so direction and delivery stay connected.

04

Built to be used, not shelved

Plans that look impressive but never inform a decision are not strategies. They are just documents. This plan is designed to inform service plans, budget decisions, partnership agreements and project briefs across Council for the next four years.

05

Wellbeing as something Council can help build

Wellbeing is built year by year through the way Council invests, partners, and plans. Council can read its own investment clearly, not just what it has spent money on, but what it has built, protected, and strengthened.