



DISTRICT COUNCIL OF STREAKY BAY

DISABILITY ACCESS AND INCLUSION PLAN

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COUNCIL'S VISION

"The district will be widely recognised for its quality lifestyle, pristine rural coastlines and urban environment.

It will continue to explore and expand its economic base whilst maintaining the amenity and character of its community"

CORE VALUES

In its decision-making, activities and performance Council is committed to being:

Open and Accountable
Informative and Consultative
Fair to All
Pro-active and Professional

MISSION STATEMENT

Council's business purpose and role in contributing to the Vision

Responsibly managing the natural and built environment and maintaining the highly valued character of the district

Facilitating economic prosperity, sustainable growth and employment throughout the district

Nurturing a sense of community among residents and enhancing their quality of life by actions that support their health safety and through the provisions of social and recreational opportunities.

Providing leadership and ensuring efficient and effective management of its resources.

Working collaboratively with other governments and bodies



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STATEMENT FROM THE CHIEF EXECUTIVE OFFICER

The District Council of Streaky Bay (Council) is committed to ensuring all residents, ratepayers, volunteers, employees and visitors are able to participate in the community.

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

Accordingly, through various initiatives, Council is progressively upgrading, replacing, or providing new infrastructure and services to promote inclusivity and accessibility for all people, ensuring equal access to all facilities and services provided by Council.

This Plan aims to ensure the region becomes more accessible for, and inclusive of, people living with a disability. It will help people within the community who are living with a disability to contribute and feel welcome, have access to services, and to participate in everyday activities.

Karina Ewer
Chief Executive Officer

INTRODUCTION

Council is a local government authority established under the *Local Government Act 1999*. The term 'State authority' is defined under the *Disability Inclusion Act 2018* (the DI Act) as including, amongst other things, "a local council constituted under the *Local Government Act 1999*". Council is therefore a State authority for the purposes of the DI Act.

Council has developed this Disability Access and Inclusion Plan (the Plan) in accordance with its responsibilities under the DI Act. This is the Council's first Plan of its kind.

The Act intends:

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

Council recognises it has a key role in providing supportive and accessible environments to its community, and the Plan aims to ensure Council is accessible to, and inclusive of, people living with a disability.

DEFINITIONS & ACRONYMS

DI Act

Means the Disability Inclusion Act 2018

Disability

is defined in the *Disability Discrimination Act 1992* as meaning:

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

and includes a disability that:

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

The United Nations Convention on the Rights of Persons with Disabilities (the UNCRPD) defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various

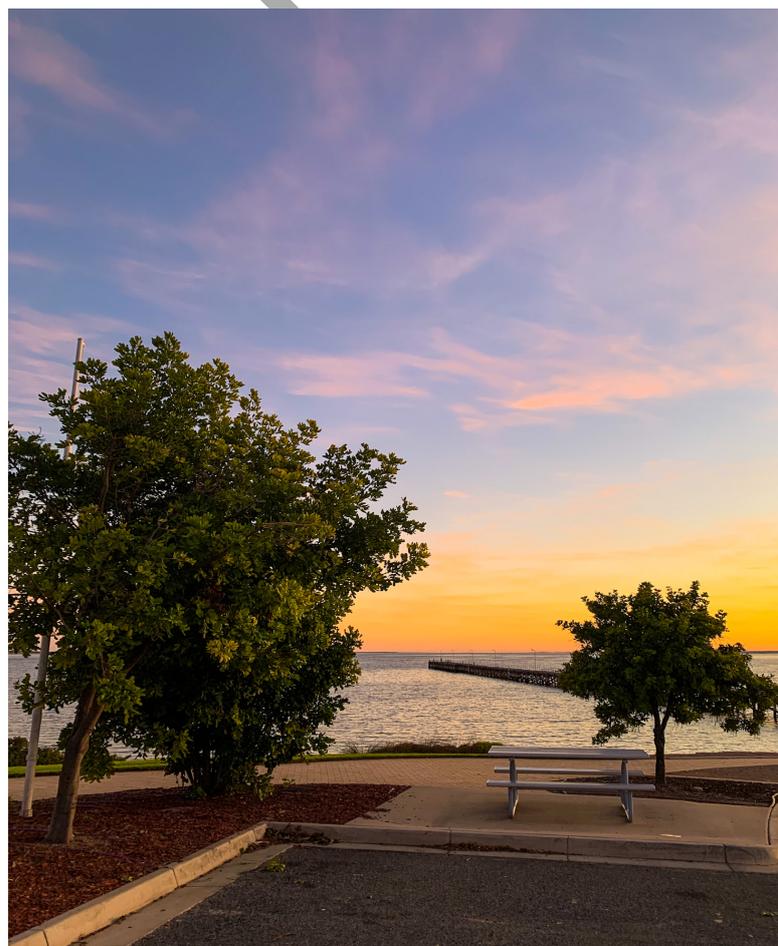
barriers to hinder their full and effective participation in society on an equal basis with others.

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

Discrimination

(on the basis of disability) is defined by the UNCRPD as:

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



DISTRICT COUNCIL OF STREAKY BAY & STAFF PROFILE

The District Council of Streaky Bay is located 720 kilometres by road from Adelaide on the picturesque shores of Blancheport. It is situated on the West Coast of Eyre Peninsula in South Australia and is surrounded by some of the region's most spectacular and unique coastal attractions and experiences.

The Council area incorporates approximately 6,232 square kilometres and includes the townships of Streaky Bay (the main service and business centre), Wirrulla, Poochera, Haslam, Sceale Bay, Baird Bay, Eba Anchorage, and Perlubie Landing. The District population, recorded in the 2016 census, was approximately 2,214 (Australian Bureau of Statistics, 2016).

Council does not currently employ any person that identifies as having a disability. However, in April 2020, Council adopted a Fair Treatment Policy and identifies Council's commitment to a culture of fair treatment, where the rights of all persons are protected. The Policy acknowledges, amongst other things, the application of the *Equal Opportunity Act 1984* and the *Disability Discrimination Act 1992* (Cth) to its employment practices, and to all aspects of the work undertaken by Council for the benefit of the community.

Council is an equal opportunity employer.

DEMOGRAPHIC PROFILE

Within the Council's community there are people living with disabilities or providing assistance to people with a disability. Accordingly, Council and the community generally, should seek to ensure people with a disability and/or carers have improved participation across a range of areas so they can enjoy the rights and opportunities in all aspects of local society.

The following statistics have been derived from the Australian Bureau of Statistics (ABS) from their *Survey of Disability, Ageing and Carers 2015* and the 2016 Census.

- 49% of older Australians are living with a disability
- 1 in 5 Australians are living with a disability
- 3.8% of persons living with the Council area identified as needing assistance with core activities
- 10.2% of the Council's population have identified as having provided unpaid assistance to a person with a disability.





49.6%

OF THE OLDER
AUSTRALIANS ARE
LIVING WITH A
DISABILITY



3.8%

PERSONS LIVING WITHIN
THE COUNCIL AREA
IDENTIFIED AS NEEDING
ASSISTANCE WITH CORE
ACTIVITIES



1 IN 5

AUSTRALIANS ARE LIVING
WITH A DISABILITY



2,074

DISTRICT
POPULATION



10.2%

THE COUNCILS POPULATION
WHO HAVE IDENTIFIED AS
HAVING PROVIDED UNPAID
ASSISTANCE TO A PERSON
WITH A DISABILITY



6,232 KM²

TOTAL COUNCIL AREA

OBJECTS AND PRINCIPLES OF THE *DISABILITY INCLUSION ACT 2018*

IN PREPARING THIS PLAN, COUNCIL HAD CLOSE REGARD TO THE OBJECTS AND PRINCIPLES OF THE ACT, AS SET OUT IN PART 2.

THE OBJECTS OF THE ACT INCLUDE:

- a) acknowledging people with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights; and
- b) promoting the independence and social and economic inclusion of people with disability; and
- c) providing safeguards in relation to the delivery of all supports and services for people with disability; and
- d) providing a framework to support a whole of Government approach to improving the inclusion of all South Australians with disability in all areas of life; and

COUNCIL IS ALSO REQUIRED TO OBSERVE THE FOLLOWING PRINCIPLES IN THE OPERATION, ADMINISTRATION AND ENFORCEMENT OF THE ACT:

- a) people with disability have the same fundamental human rights and responsibilities, and the same right to autonomy, as other members of the community;
- b) people with disability have an inherent right to respect for their worth and dignity as individuals;
- c) people with disability have the right to participate in and contribute to social and economic life and should be supported to develop and enhance their ability to do so;
- d) people with disability have the right to realise their physical, social, sexual, reproductive, emotional and intellectual capacities;
- e) people with disability have the right to make decisions that affect their lives including decisions involving risk to the full extent of their capacity to do so;
- f) in cases where a person with disability wants or requires assistance in making a decision, supported decision-making is to be preferred over substituted decision-making;
- g) people with disability have the right to access information in a way that is appropriate for their disability and cultural background, to enable them to make informed choices;
- h) people with disability have the right to respect for their cultural or linguistic diversity, age, gender, sexual orientation and religious beliefs;

- i) people with disability have the same rights to privacy and confidentiality as other members of the community;
- j) people with disability have the right to live free from neglect, abuse and exploitation;
- k) people with disability have the same rights as other members of the community to pursue complaints and access justice;
- l) the crucial role of families, carers and other significant persons in the lives of people with disability, and the importance of preserving relationships with families, carers and other significant persons, is to be acknowledged and respected;
- m) people with disability are free to associate with families, carers and other persons as they see fit, and should be supported where necessary to engage in family, social and friendship activities;
- n) the needs of children with disability as they develop, and their rights as equal members of the community, are to be acknowledged and respected; and
- o) the changing abilities, strengths, goals and needs of people with disability as they age are to be acknowledged and respected.

IN ADDITION TO THE ABOVE, PART 2 OF THE ACT SETS OUT SPECIFIC OBJECTIVES PERTAINING TO:

- women with a disability;
- children with a disability;
- Aboriginal and Torres Strait Islander people with a disability; and
- people with disability from culturally and linguistically diverse backgrounds.

Council intends to give effect to the Objects and Principles identified in Part 2 of the Act through the application of this Plan, as well as adopting a continuing commitment to promote and provide an accessible and inclusive community.

“COUNCIL DOES, AND WILL CONTINUE TO, ENSURE EQUALITY, INCLUSION AND ACCESSIBILITY FOR ALL ARE AT THE FOREFRONT OF ITS DECISION MAKING.”



AIMS AND OBJECTIVES OF THE DISABILITY ACCESS AND INCLUSION PLAN

Council recognises the community as a whole is responsible for ensuring the rights of people living with disability are upheld. People with disability should be able to access and participate in all aspects of community life.

Social inclusion is fundamental to one's quality of life, achieving positive life results and improving health outcomes. Social inclusion requires education, understanding and commitment of the broader community to ensure these objectives are made possible.

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

AIM

“THE AIM OF THIS PLAN IS TO ASSIST THE COUNCIL TO MEET THE NEEDS OF PEOPLE WITH DISABILITY WHO LIVE, WORK, VOLUNTEER AND VISIT THE AREA.”

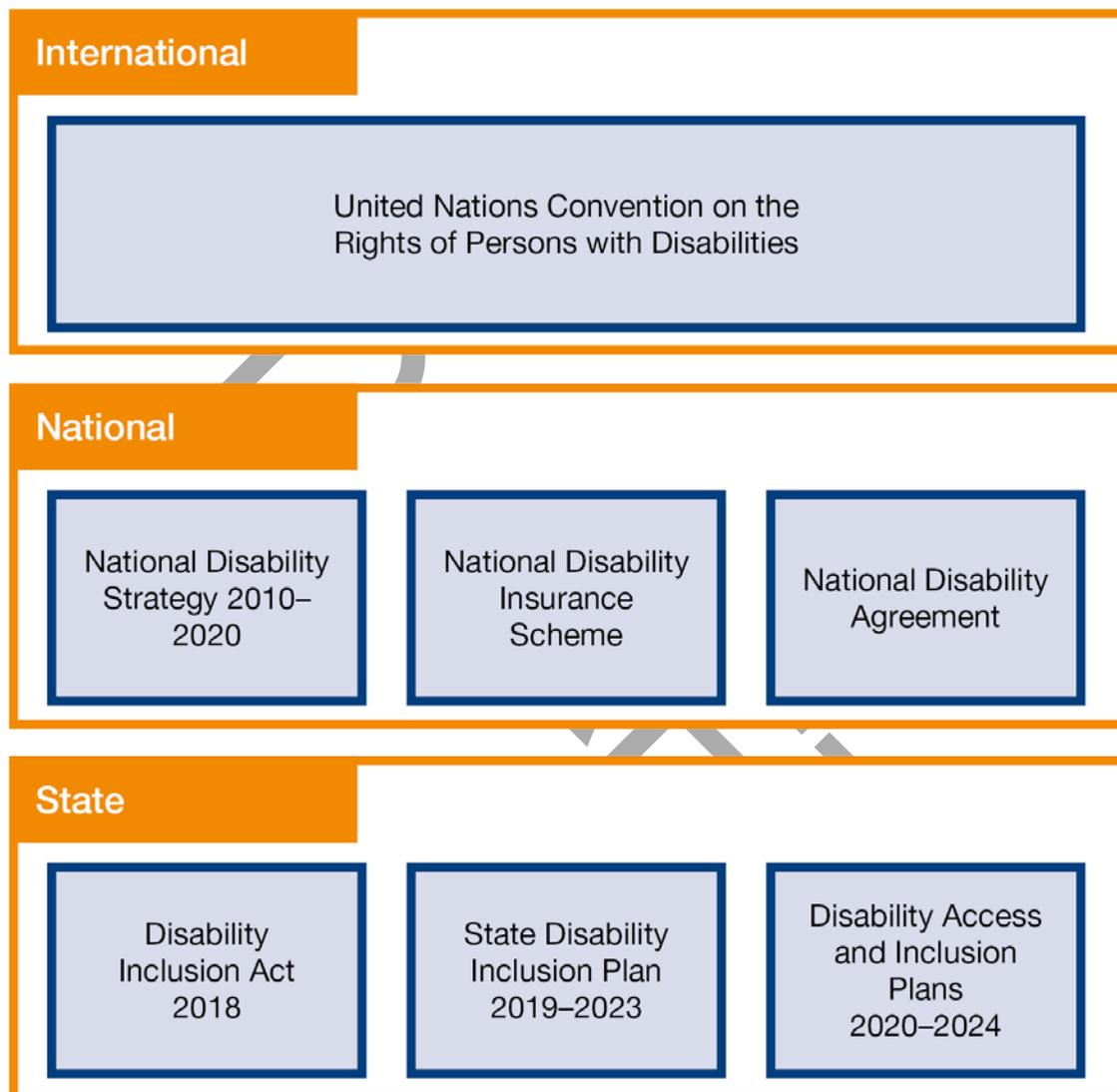
TO ACHIEVE ITS AIM, COUNCIL WILL:

1. promote and improve access for people with disability to Council services and facilities, through focusing on practical and achievable initiatives that enhance access to services, infrastructure and public places;
2. promote and increase awareness in Council staff of the rights and needs of people with disability through internal training and information sessions, and, where appropriate, through the engagement of external training providers;
3. encourage participation by people, regardless of ability, in Council activities, strengthening the relationship between the Council and its community;
4. continue to ensure all persons within the community are afforded equal opportunity to access services, resources and facilities provided by Council in its role as a representative, responsible and informed decision maker; and
5. identify the ways in which it will give effect to the State Disability Inclusion Plan.



STRATEGIC CONTEXT

Council has considered the following documents in the development of the Plan and in consideration of its role within the framework.



- [United Nations Convention on the Rights of Persons with Disabilities](#)
- [National Disability Strategy 2010-2020](#)
- [National Disability Insurance Scheme](#)
- [National Disability Agreement](#)
- [Disability Inclusions Act 2018](#)
- [State Disability Inclusion Plan 2019-2023](#)
- Disability Access and Inclusion Plans 2020-2024

OUR VISION

The South Australian Department of Human Resources (DHS) has expressed their vision of “an accessible and inclusive South Australia based on fairness and respect.” To achieve this vision DHS has determined to focus on the following themes:



Council’s Strategic Plan 2020-2040 aligns with the DHS vision as our vision states “**we will be the most liveable community on the Eyre Peninsula.**” To achieve this goal the district has identified its first strategic priority as being “a welcoming and cohesive community.”

Liveability measures include accessibility considerations for all ages and abilities. Promoting a welcoming and cohesive community highlights the need for Council to include all peoples in their planning, events and decision making processes. Council is proactively addressing the issues of disability access and inclusion through implementation of the Plan.

Council’s Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019-2023

INCLUSIVE COMMUNITIES FOR ALL

Social inclusion affects all aspects of the lives of people living with disability. It is our aim that the contributions and rights of people living with disability are valued and understood by the community and their rights are promoted, upheld and protected. Council also wants to ensure people living with disability are supported to advocate for their own rights.

State Plan Priorities:

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1	Investigate the availability of captioning software to allow for captioned Council meetings to be uploaded online.	1	CEO	30 June 2021	50% of Council and Committee meetings have captions
2	Investigate the availability of hearing impaired and vision impaired options for Council's website.	3	CEO	30 June 2021	Number of "hits" to Council website utilising disability access software
3	Ensure accessibility options are available to those attending Council run events	1	MCED	Ongoing	Number of people attending events identifying with disability
4	Renewal, refurbishment or new buildings owned by Council to include mobility access	3	MICW	Ongoing	100% of all renewed, refurbished or new Council buildings include mobility access
5	Disability awareness training to be provided to all staff	2	MBAS	30 June 2022	Vocam
6	Disability awareness training to be included as part of induction training	2	CEO	30 June 2021	Relevant components included in induction process

LEADERSHIP AND COLLABORATION

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

State Plan Priorities:

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and Consultation

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1	Public Consultation Policy to include people living with disability	6	MCED	30 Dec 2021	Public Consultation Policy updated to consider disability access.
2	All members of the community have access to vote at Council elections	4	CEO	1 Nov 2023	Provision of disability access to voting areas. Work with SAEC to ensure those with other disabilities catered for.
3	Investigate what services Council can support to build capacity of young people living with disability to ensure their participation in decision making	5	MCED	30 June 2021	Identified within Youth Development Plan
4	Establish a Disability Register to assist in identifying people with lived experience for committees and advisory groups	4	CEO	30 December 2021	Local Disability Register established.

5	Encourage people living with a disability to be appointed to Council or onto a Council committee	4	CEO	30 November 2022	At least one person elected to Council or to a Council Committee
6	Disability access included in administration and toolbox meetings	5	CEO	30 June 2021	All internal Council meetings include disability access and inclusion at least quarterly.

DRAFT

ACCESSIBLE COMMUNITIES

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

State Plan Priorities:

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1	Establishment of a Universal Design Policy that adheres to South Australian requirements and sets out a consistent approach for planning approvals across Council	7	Strategic Planning and Development Committee	30 June 2021	Implement a Section 41 Committee to commence considerations
2	Investigate the application of accessible technologies across Council's communications and information systems (i.e. Easy Read, Auslan, audible options, Braille, subtitles, etc)	8	CEO	30 December 2021	At least 2 accessible applications are implemented
3	Review the availability of accessible car parks including function, design and location	9	MICW	30 June 2022	Inclusion with relevant township masterplans
4	Audit of access to Main Council Office and Visitor Centre completed to establish a schedule of required modifications to allow accessibility	9	Regional Planning Officer	30 June 2022	Disability Access Audit Completed
5	Audit of Streetscapes and Activity Centres undertaken and outcomes included in Town and District Master Plan Review	9	Regional Planning Officer	30 June 2021	Disability Access Audit Completed

LEARNING AND EMPLOYMENT

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. Council aims to ensure 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 by proactively working with education and training providers to identify areas of improvement and possible employment opportunities in Council and the wider community.

State Plan Priorities:

Priority 10: Better supports with education and training settings

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

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

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1	Actively promote workforce diversity, becoming an employer of choice	12	CEO	Ongoing	Appropriate Policy and Procedures Implemented
2	Work with the school to provide a work experience opportunity to a student living with disability	11	CEO	Ongoing	1 placement each 2 year period where possible
3	Implement training, career development and mentoring programs for employees with disability	10	CEO	Ongoing	Included in training needs analysis
4	Ensure accessible workplaces, timely modifications and flexible job design are part of Council's processes.	11	CEO	Ongoing	Include considerations in Recruitment and Selection and Induction and Onboarding Processes

CONSULTATION

Regulation 9(4) of the *Disability Inclusion Regulation 2019* requires Council to consult widely regarding its Disability Access and Inclusion Plan.

Consultation was undertaken as per the requirements of Council's Public Consultation Policy. Council will, through the development of the Disability Register, review the Plan by 30 June 2022 with the engagement of the community identified as living with disability.

IMPLEMENTATION PROCESS

The **Chief Executive Officer** is responsible for:

- establishing a systems governance framework to achieve access and inclusion for those living with disability;
- ensuring Council's strategies and Policy development reflects the needs of people living with disability the system has inbuilt mechanisms to demonstrate compliance for this;
- creating an environment in which the Leadership Team understand, and are held accountable for implementing the requirements of this Policy, and have governance processes in place which monitor compliance and manage associated risk;
- ensuring reporting requirements are met for Council where required; and
- ensuring appropriate review of the Plan is undertaken annually.

The **Senior Managers** are responsible for:

- ensuring the implementation of the Plan is considered across Council's business functionalities;
- reporting on progress of the Plan to the CEO;
- ensuring staff receive training in disability access and inclusion as per the plan; and
- promoting and complying with this policy's principles.

Council Employees are responsible for:

- undertaking mandated training; and
- complying with this policy's principles.

This plan will be communicated to internal and external stakeholders and networks through Council's reporting framework, and according to its relevant communication strategies and advocacy works.

Quarterly reporting on the progress of the Plan will ensure access and inclusion becomes an integral part of Council's everyday business.

Reporting to the Chief Executive of DHS will be undertaken annually as per section 17 of the *Disability Inclusion Act 2018*.

REFERENCES AND RELATED LEGISLATION, POLICIES & PROCEDURES

Disability Discrimination Act 1992 (Cth)

Disability Inclusion Act 2018

Disability Inclusion Regulations 2019

Equal Opportunity Act 1984

Local Government Act 1999

Inclusive SA: State Disability Inclusion Plan 2019-2023

The United Nations Convention on the Rights of Persons with Disabilities

DCSB-HR-12.03 Fair Treatment Policy

DCSB-CR-02.02 Public Consultation Policy

RECORDS

Recording of all information relating to the Plan will be maintained and kept by relevant departmental staff.

All records must be kept in accordance with Council's Records Management Guidelines, including the Elected Members Records Management Policy, and destroyed as per the current General Disposal Schedule.

REVIEW AND EVALUATION

This plan will be evaluated and reviewed at least every 4 years as per section 18 of the DI Act.

At the time of review a report regarding that review will be provided to the State Authority (DHS) as per section 18(1) of the DI Act.

FURTHER INFORMATION

This plan will be available for inspection at Council's main office as listed below during ordinary business hours and available to be downloaded, free of charge, from the council's website at www.streakybay.sa.gov.au.

District Council of Streaky Bay Main Office
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DOCUMENT HISTORY

Version	Change Description	Minute Book No	File No	Date	Author
1.0	New Document	Xx/20	F20/		Karina Ewer