



District Council of
Mount Remarkable

DISABILITY ACCESS AND INCLUSION PLAN

2020 - 2024



I am pleased to present the District Council of Mount Remarkable's Disability Access and Inclusion Plan (DAIP) 2020 -2024.

The District Council of Mount Remarkable is committed to building strong communities which has friendly and welcoming places where everyone can enjoy our comprehensive range of environments and experiences and also feel like they belong and want to contribute.

This Disability Access and Inclusion Plan (DAIP) will help provide inclusive equity and access to all Council services, facilities and functions.

Any person with a disability has the right to inclusion and equality by accessing and participating in all aspects of community life and over many years, Council has undertaken a number of initiatives to create opportunities for people with a disability and their carers.

This DAIP process involved comprehensive community consultation, and talking to relevant stakeholders. It has shown Council, that more still needs to be done.

I fully support this Plan as part of the Council's commitment to accessibility and inclusion and I encourage all employees, community members and visitors to participate in the implementation and enhancement our ever-improving Plan.

Phillip Heaslip

Mayor

District Council of Mount Remarkable

Acknowledgement of Country

The Mount Remarkable District Council acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

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PART 1 – Developing a Disability Access and Inclusion Plan

1.1 Introduction

This Disability Access and Inclusion Plan (DAIP) demonstrates the Mount Remarkable District Council's strategic commitment to improving the participation of all people with a disability across a range of areas, so they can enjoy the rights and opportunities provided to all citizens and reach their full potential.

It provides Council with a systematic approach to identify and address barriers, not just only to 'inclusion' but also to 'accessibility'. Strategies are then created to meet the participation and service needs of people with a disability. The Plan is a dynamic document which recognises community and cultural diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our society.

It was prepared in collaboration with the community, and utilizes the SA Government's DAIP reporting template.

The font used in this document is Arial, which is the preferred font of Vision Australia and the Australian Royal Society for the Blind, to assist some people who have a visual impairment. This report is set at their recommended minimum size of 12pt. Their recommended ideal is 18pt; however, this is subject to the preferences of each individual.

1.2 About the District Council of Mt Remarkable

The original indigenous inhabitants of the District Council of Mount Remarkable area were the Ngadjuri and Nukunu Aboriginal people.

European settlement of the area dates from the 1840s, with land used mainly for grazing, timber and grain growing, with some intermittent mining. Growth took place during the late 1800s and early 1900s when numerous small townships were established, aided by the opening of railway lines. The population has been relatively stable over recent decades.

The District Council of Mount Remarkable was formed when the District Council of Port Germein (Part 1888 to 1980) and District Council of Wilmington (1888 to 1980) areas merged in 1980. The council is named after the nearby peak of Mount Remarkable, named by Edward John Eyre in 1840,

in reference to the way it stood out against the surrounding landscape. The Council area encompasses 3,424.5 km².

Agriculture remains a principal driver of the economy, represented by a mixture of grazing, cropping, mixed farming, horticulture and forestry. The region is also rich in minerals and the potential value of new mining development is potentially considerable. Tourism also plays a growing part in the economy.

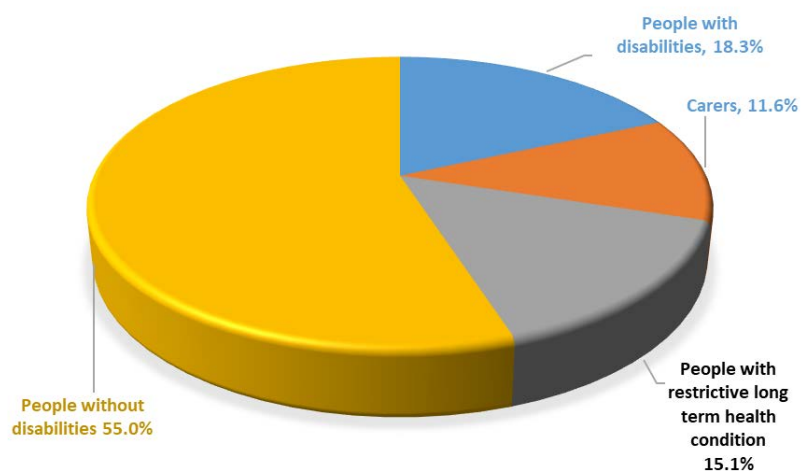
The Council area includes the localities (either in part or full) of Amyton, Appila, Bangor, Baroota, Booleroo Centre, Bruce, Coomooroo, Germein Bay, Hammond, Mambray Creek, Melrose, Moockra, Morchard, Murray Town, Nectar Brook, Port Germein, Saltia, Stone Hut, Telowie, Weeroona Island, Willowie, Wilmington, Winninowie, Wirrabara, Wongyarra and Woolundunga.

1.3 Council Area Relevant Population Demographics

Council uses credible demographic data to provide valuable insights about the community's future infrastructure needs, resource allocation, policies, plans and the demand for Council and other such services.

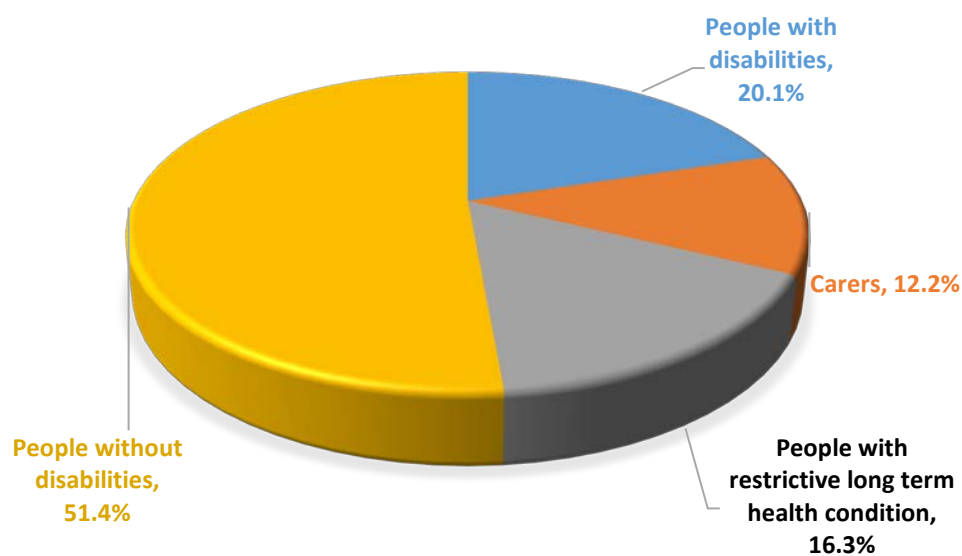
The Australian Bureau of Statistics 'Estimated Resident Population 2018', the Australian Federation of Disability Organisations (AFDO) Statistics 2020 and the 2015 Census - Survey of Disability, Ageing and Carers (SDAC) in addition to .id community Demographic Resources, the RDA Yorke and Mid North Regional data and Tourism Research Australia was used for this DAIP, which was developed to align with the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health 2001 (ICFDH). The WHO survey defines disability as any limitation, restriction or impairment which restricts everyday activities and has lasted, or is likely to last, for at least six months. The survey differentiates between those who have long-term health conditions that limit their activities (that is, those with a disability) and those who have long-term conditions without restrictions and limitations.

1.3.1 National Population Demographics



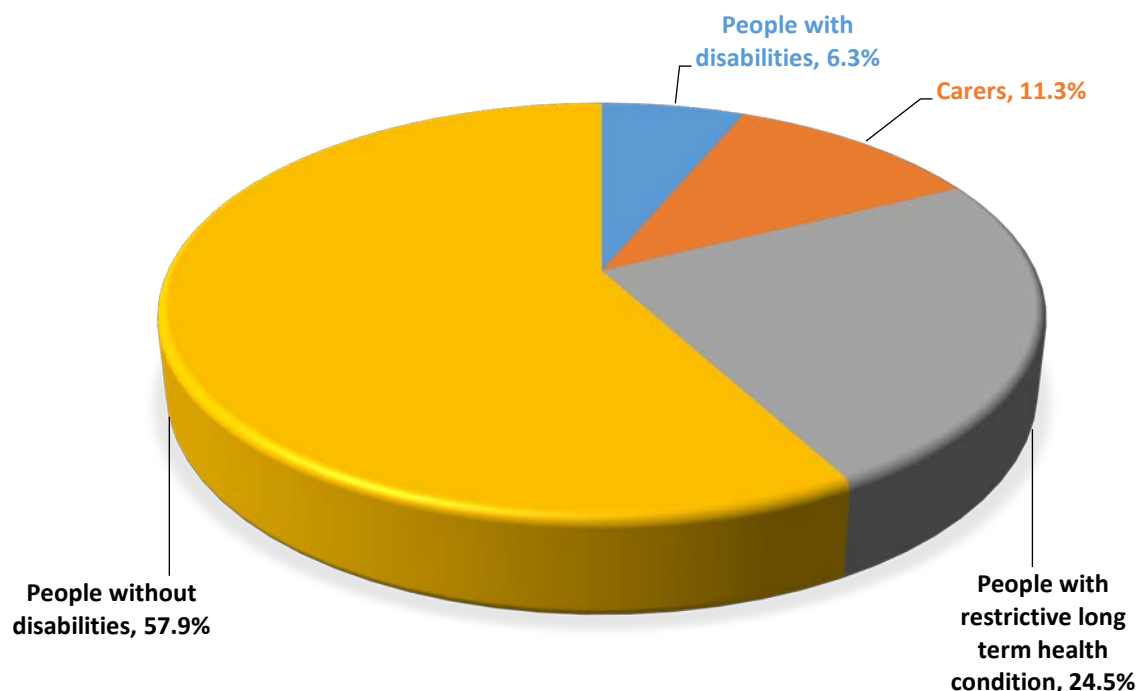
NB: 45% of the total population requires some form of accessibility and inclusive supports.

1.3.2 South Australia Population Demographics



NB: 48.6% of the total population requires some form of accessibility and inclusive supports.

1.3.3 Mount Remarkable District Council Population Demographics



NB: With a total population of 2,909 people, statistics indicate that 24.5% of the population requires some form of accessibility and inclusive support. This equates to approximately 712 people, excluding visitors to the Council – Refer 1.3.4.

1.3.4 Mount Remarkable District Council Visitor Information

Tourism Research Australia's Local Government Area Profiles 2019 estimated that during this period in the order of 41,000 intrastate visitors stayed 91,000 nights in the Mt Remarkable Council area. Data for international visitors was not accurate enough to publish, as was domestic day visitors into the Council area, however given the areas number of well attended events, heritage and natural attractions and its proximity to Adelaide, significant cities, regional centres and tourism regions the additional number of additional visitors could be considerable.

Utilising the National figure of people needing care, their carers and people with restrictive long-term health conditions being 45% this may suggest that a potential of 18,450 people per annum might benefit from the Council DAIP.

1.3.5 Council Population Demographic Assumptions

Statistically, the Mount Remarkable District Council area has less people with a disability and primary carers than currently demonstrated in the National and State population demographics, however it does identify a higher percentage of people with restrictive long-term health conditions. Various reasons for this may incorporate the areas potential number of pre-retirees, retirees and those in independent living, as well as aged care supported tenancy.

The reasons for this can vary from housing affordability, lifestyle, family support, the area socio-economic demographic, service availability and environmental conditions.

1.4 District Council of Mount Remarkable Statement of Commitment

The District Council of Mount Remarkable is committed to:

- Maintaining a dynamic culture that promotes this DAIP to its officers, key stakeholders, contractors and volunteers, and ensures that this information is regularly updated;
- Undertaking actions to ensure that people living with a disability can access mainstream supports, programs and services, access to built-environs, events and facilities, information, communications, and employment;
- Continuously reviewing its DAIP, to identify, and implement opportunities and improvements, enabling the same opportunities for all people with a disability, their families and carers to access its services, information and facilities, without any discrimination;
- Ensuring that people with a disability can participate in shaping its services and objectives through a consultative process;
- Mitigating any disability discrimination by complying with all relevant legislative and statutory requirements, standards and codes.

1.5 DAIP Strategic Context

There are a number of Federal and State Government obligations in addition to legislative requirements which relate to disability discrimination, accessibility, inclusion and equity and the items in this section (which are not

exclusive) provide a brief overview of the key items which establish the basis of a DAIP.

1.5.1 Disability Discrimination Act 1992 (Fed)

The Disability Discrimination Act 1992 defines "disability" as meaning:

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

It also outlines:

- what an action plan must include (Part 3, Sections 59 to 64); and
- the function of the Australian Human Rights Commission with regard discrimination and the complaint process along with outlining offences for disability discrimination.

1.5.2 Disability Inclusion Act 2018 (SA)

This Act ensures that mainstream services are accessible to all South Australians with a disability, enabling them to fully participate in their community without barriers to equal access and inclusion.

Under the Act local government is required to develop and implement Disability Access and Inclusion Plans, in full consultation with people with a disability and their communities.

1.5.3 The Disability Services (Rights, Protection and Inclusion) Amendment Act 2013 (SA)

Important provisions introduced in this Act include:

- Referencing the United Nations Convention on the Rights of People with Disabilities;
- Ensuring the right of people with a disability to exercise choice and control in relation to decision-making in their lives;
- Accessible and well publicised complaints and grievance procedures;
- Protecting those who complain;
- Referencing state and national discrimination legislation;
- Mandate the safeguarding of policies in all government and government-funded disability service providers;
- New powers to make regulations requiring the sector to report on outcomes for clients.

1.5.4 Equal Opportunity Act 1984 (SA)

The purpose of the Equal Opportunity Act 1984 (SA) is to promote equality of opportunity for all South Australians. It aims to prevent discrimination against people and to give them a fair chance to take part in economic and community life.

1.5.5 Development Act 1993 (SA)

This invokes the Disability (Access to Premises - Buildings) Standards 2010, which refers to the AS1498 Standards etc. Part 1 Sec 3 (f) (g) to regulate the design and construction of buildings and the Australian National Construction Code (previously the Building Code of Australia).

1.5.6 United Nations Convention on the Rights of Persons with Disabilities

The development of DAIPs also aligns with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009. The convention acknowledges the value of existing and potential contributions made by people with disabilities to the overall wellbeing of their communities. It is underpinned by eight guiding principles based on respect, equality and non-discrimination.

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 a 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 (ie the nature and degree of impairment, capacities and skills).

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

1.5.7 State Disability Inclusion Plan (DIP) 2019 - 2023

The State Disability Inclusion Plan brings State Government agencies (which include all local Councils) together to reduce the barriers faced by people living with disability. Inclusive SA sets out our priorities and actions for the next four years under the four themes stated in the State DIP Vision 2019 – 2023.

1.5.8 State DIP Vision 2019 - 2023

The South Australian Government's vision is 'an accessible and inclusive South Australia based on fairness and respect'.

To achieve this vision, Inclusive SA focuses on the following themes:

- Inclusive communities for all;
- Leadership and collaboration;
- Accessible communities;
- Learning and employment.

1.5.9 National Disability Strategy 2010 - 2020

The Council of Australian Governments (COAG) endorsed the National Disability Strategy 2010–2020 (NDS). The Australian Local Government Association also assisted in the development of the NDS, which provides a shared policy framework that enables people with a disability achieve their full potential as equal citizens.

1.5.10 Universal Design

Developed by a working group of architects, product designers, engineers and environmental design researchers, the seven 'Principles of Universal Design' provide a baseline framework for designing any building, open space, product, service provision (including digital), or document.

They are:

1. Equitable Use;
2. Flexibility in Use;
3. Simple and Intuitive to Use;
4. Perceptible Information;
5. Tolerance for Error;
6. Low Physical Effort;
7. Size and Space for Approach and Use.

This has been further expanded with eight 'Goals of Universal Design' to focus on social participation and health, being:

1. Body Fit
2. Comfort
3. Awareness
4. Understanding
5. Wellness
6. Social integration
7. Personalisation
8. Cultural appropriateness

1.6 Developing this Disability Access and Inclusion Plan

Local Government in South Australia, has many key roles, which incorporate a varied range of service provision and infrastructure, environmental, civic and recreational facilities.

The development of a Disability Access and Inclusion Plan represents a commitment by the Council which will help ensure social inclusion and access for all our residents and visitors.

This can provide many benefits including increased opportunities for social inclusion, improved physical access to facilities and buildings, enhanced community and individual wellbeing and a greater recognition of the diversity of the residents and visitors.

A range of factors go into creating a DAIP, some of which encompass the following:

1.6.1 DAIP Project Facilitation

The development of this Council's DAIP was coordinated by Ebony Rodda, Manager Community and Economic Development at the District Council of Mount Remarkable. The Plan is fully supported by the Elected Members and Executive Management Team.

The services of a qualified and experienced "Action Planner" (Disability Discrimination Act 1992 Part 3, Section 59) consultant were sought through Council's approved procurement process. Consultant to Council was EnvironArc Pty Ltd, with Team Leader - Michael Galea (IAAP, ACAA, GAATES Internationally Certified Access Consultant and DAIP Action Planner), and David Stewart (ACAA Certified Access Auditor).

1.6.2 Aim of this Disability Access and Inclusion Plan

The aim of this Plan is to assist Council identify and remove barriers in policies, programs and services which exclude people with a disability, and to meet its obligations under relevant disability statutes, including both South Australian and Federal Legislation and Building Standards.

In addition to this, the Plan process shall:

- Promote and improve access for all;
- Build an inclusive community for all people which respects the dignity, and values the diversity of, individuals;
- Strengthen our community;
- Ensure the protection of equal rights, the right to participate in all aspects of community life and ensure the right of equal access to services, resources and facilities provided by Council, in its role as purchaser, service provider, policy adviser, planner, regulator and responsible employer.

1.6.3 Objectives of this Disability Access and Inclusion Plan

The objectives of this Plan are to:

- Assist Council to better meet the needs of people with a disability who live, work and visit the area;
- Assist Council to meet its statutory requirements under relevant disability legislation, both South Australian and Federal;
- Foster a region where people with a disability are afforded the same opportunities as the broader community;
- Improve access for people with a disability to Council's services and facilities;
- Encourage participation by people, regardless of ability, in Council's activities;
- Promote positive and inclusive images of people with a disability within Council and the community;
- Develop the relationship between Council and people with disabilities in the area;
- Promote and increase awareness of Council employees and the broader community of the rights and needs of people with disabilities;
- Focus on practical, achievable and deliverable initiatives to enhance access to services, physical infrastructure and public places.

1.6.4 Elements Considered within this Disability Access and Inclusion Plan

In creating this Plan, the following was included, but not limited to:

A Review of Current Activities:

- Collection of Council documentation and information;
- The development and promotion of a survey throughout the Council area;
- Interviewing relevant Council Managers where required;
- Interviewing selected people who have a disability and their carers;
- The range of potential service users and employees in the Council area;
- The varying profile of the local community;
- Numbers of people and their types of disabilities.

Identify Various Physical Barriers for action (but not limited to):

- Areas to which service users and employees should be entitled to have access;
- Physical structures which may act as barriers to people with limited mobility;
- Structures designed to deliver services, such as customer information counters and display units;
- Décor which may be confusing or disorientating to people with a visual disability;
- Non visual guides to assist people with a disability in using Council premises;
- Ways of assisting people with a disability move through a space in times of emergency and evacuation, including such things as visual fire alarms for people who are deaf or hearing impaired.

Communication Barriers:

- Alternatives for the advertising of Council services in ways that ensure accessibility for people with disabilities;
- Alternative presentation of standard Council forms;
- Access to computer technology in ways which can be used by people with disabilities;
- Use of current technology to ensure that groups who attend Council meetings and functions have access to the visual and audio enhancements.

Attitudinal Barriers:

- Commit to a process for the understanding by all employees and elected members, of the implications of the Disability Discrimination Act, (DDA) Action Plan;
- Ensure all relevant Council Policies are DDA inclusive;
- Set realistic, measurable goals and targets with achievable timelines based on collected data and completed outcomes.

1.6.5 Disability Access and Inclusion Plan Outcomes

The Council's DAIP helps to ensure that the rights of people living with a disability are upheld, and that this is the responsibility of the whole community. Most people take the ability to go about their daily life for granted. People with a disability should also be able to access and participate in all aspects of our society, including using 'mainstream' services and programs. Social inclusion is fundamental to quality of life and critical to achieving positive life outcomes across all domains.

The outcomes will also align with the South Australian Government's State Disability Inclusion Plan, the National Disability Strategy and the relevant legislative requirements.

1.6.6 Community and Stakeholder Consultation

Interactive workshops were held for Council elected members, employees, volunteers and people with a disability, their carers, and local community disability service organisations, together with interested members of the public.

A Community Survey was developed, specific to the Council area and was open to the public and promoted through Council email contacts, website, posters on community notice boards etc. Access to the survey was available for on-line completion or the provision of hard copies. The Survey was well responded to, with many actions noted, for Council to prioritise, program and resource in upcoming budgets.

This comprehensive community, employee and stakeholder consultation process was undertaken in accordance with Council's general 'Public Consultation Policy' processes, the SA Government

Community Engagement Charter. The outcomes of this consultation, formed the basis for actions and timelines incorporated in this DAIP.

Copies of this survey are available on request to the Council CEO.

1.6.7 Implementation of this Disability Access and Inclusion Plan

Following Council's adoption of the Plan management will ensure it is:

- Distributed to elected members, relevant management, employees and any appropriate Council advisory committee for action;
- Published in the Council website;
- Provided to the CEO of the SA Department of Human Services by the 31 October 2020;
- Registered with the Australian Human Rights Commission;
- Notified to the public and made available at the Council office, as well as a hard copy and online.

Responsibilities of implementation:

The Council is responsible for:

- Facilitating the development of the Plan;
- Endorsing the Plan;
- Overseeing the implementation of the Plan;
- Supporting an equitable allocation of resources to fund the Plan;
- Ensuring that relevant Council decisions reflect the Plan's principles and priorities;
- Ensuring that all Elected Members are aware of the Plan as part of their induction.

Management is responsible for:

- Facilitating the provision of information about the Plan and its implementation, to all employees and to the community;
- Coordinating the implementation of the Plan within their areas of responsibilities;
- Support selected employees to undertake disability awareness and training programs;
- Monitoring the ongoing implementation of the Plan as required;
- Ensuring that people with disabilities are engaged with and effectively consulted;

- Ensuring that budgets are prioritised on a needs-based planning;
- Provide reports to meetings (as required) on the achievement of the goals;
- Evaluate the ongoing effectiveness of the Plan and recommend improvements and additions to the elected members;

1.6.8 Evaluation and Review

The Plan will be evaluated through the following processes:

- The management assessing what actions in the DAIP have been either fully or partially addressed;
- Engaging with the communities and stakeholders, and seek feedback in relation to the progress of the Plan;
- All feedback will be recorded and reviewed for any future Plan adjustments and actions;
- Community members throughout the term of the Plan can lodge comments to the Council about its progress. Council's response will be made according to the Correspondence received and any relevant Customer Services policies and processes in place at the time;
- On or before 31 October in each year, Council will provide a report, summarising the operation and implementation of the DAIP over the past financial year, to the CEO of the Department of Human Services SA.

1.6.9 Actions Already Undertaken by Council

Prior to this DAIP, Council has developed compliant access ramps to facilities, has improved footpaths and access to playgrounds, parks and reserves and has improved many administrative processes and policies against discrimination.

Council still has much more to achieve and like most other Local Government Agencies, their budgets are spread across an extensive range of community works and services, however this DAIP will assist in the identification and prioritisation of barriers and gaps, to make Council's infrastructure and business more accessible and inclusive to all.

Part 2 - Council Specific Plan for Action

Basis for the required report pursuant to regulation 9(4) of the Disability Inclusion Regulations 2019 (SA).

Measurable Target 2.1 - Inclusive communities for all				
Priority 1	Involvement in the community			
1	Actions	Responsibility	Timeframe	Targets
1.1	Investigate technology for inclusive access to publicly accessible Council meetings, including digital recordings of Council meetings for public access available on website etc.	Manager Community and Economic Development	Late 2020	Council meetings more inclusive and accessible.
1.2	Develop inclusive and accessible guidelines for council events.	Manager Community and Economic Development	Early 2021	New guidelines developed.
1.3	Integrate accessibility and inclusiveness in all new relevant Council policies, procedures and plans.	Manager Administrative Services	Early 2021	Relevant Council Governance more inclusive.
Priority 2	Improving community understanding and awareness			
2	Actions	Responsibility	Timeframe	Targets
2.1	Improve employee and elected member empathy and awareness of the rights of persons with disability (including front line employees).	Manager Community and Economic Development	Late 2020	Awareness workshops completed.
2.2	Ensure compliant and convenient signage of facilities for the disabled is in place throughout the Council area.	Manager Infrastructure and Regulatory Services	Early 2021	Signage scoped and planned for action.
2.3	Inform ratepayers of acceptable roadside vegetation over footpaths (Tree Policy); and driveway designs over footpaths.	Manager Community and Economic Development	Ongoing	Ratepayers informed through Remarkable Communities e-News and

				Council Newsletters.
2.4	Inform the community of the DPTI Information Sheet 8 guidelines for Motorised mobility scooters.	Manager Community and Economic Development	Ongoing	Ratepayers informed through Remarkable Communities e-News and Council Newsletters.
Priority 3 Promoting the rights of people living with a disability				
3	Actions	Responsibility	Timeframe	Targets
3.1	The induction of all new Elected Members, employees and volunteers, to include an awareness of and commitment to the DAIP	Chief Executive Officer WHS Officer	Early 2021 Ongoing	Revise Induction processes.
3.2	Wherever resources permit, patrol the improper use of access carparks on Council properties and roadsides, and issue infringement notices as appropriate.	Manager Infrastructure and Regulatory Services Operations Manager/Officer	Ongoing	Access carparks more available.
3.3	Liaise with relevant authorities or agencies to advocate for grant funds and more accessible and inclusive facilities and services, then inform the community of outcomes.	Manager Community and Economic Development	Ongoing	Improve networks and relationships for accessible opportunities and grant funds.
3.4	Consider Council local grant applications, which benefit people with a disability, to have a higher rating value.	Manager Community and Economic Development	Ongoing	More community grant funds used for disability access and services.
3.5	Ensure disability requirements are included in Planning applications for new commercial developments.	Manager Infrastructure and Regulatory Services	Ongoing	New works more inclusive and compliant.

Measurable Target 2.2 – Leadership and collaboration				
Priority 4	Participation in decision-making			
4	Actions	Responsibility	Timeframe	Targets
4.1	Ensure promotional material is easily available for people with a disability seeking to nominate for Council.	Manager Community and Economic Development	Ongoing	Councillor nomination documents accessible.
Priority 5	Leadership and raising profile			
5	Actions	Responsibility	Timeframe	Targets
5.1	Regularly promote the DAIP and its completed actions, opportunities and stories.	Manager Community and Economic Development	Ongoing	Promote through Remarkable Communities e-News and Council Newsletters and radio.
5.2	Establish a networking register of all local disability and retirement living service providers and the NDIS LAC, which can enable efficient and timely promotion of Council events and opportunities.	Manager Community and Economic Development	Late 2020	Networking register established
Priority 6	Engagement and consultation			
6	Actions	Responsibility	Timeframe	Targets
6.1	Encourage the local business sector to become more aware of how inclusive facilities may generate more business.	Manager Community and Economic Development	Early 2020 Ongoing	Promote through Remarkable Communities e-News and Council Newsletters.
6.2	Review Council's Fair Treatment Policy and Procedure, Customer First Policy and all policies and Procedures relating to Complaints, to include the Australian Human Rights Commission legislative	Manager Administrative Services	Late 2020 – Early 2021	Policies reviewed and changes made then complaints acted upon quickly.

	framework, so it is proactive with any discriminatory complaints.			
6.3	Consider community consultation and engagement meetings at times more convenient for people with a disability, their carers, the elderly or infirm.	Manager Community and Economic Development	Ongoing	Times of community meetings considered as more inclusive.

Measurable Target 2.3 – Accessible communities

Priority 7	Universal Design across Council			
7	Actions	Responsibility	Timeframe	Targets
7.1	Encourage relevant Council officers, to undertake the free <i>Introduction to Universal Design</i> e-course through the Centre for Universal Design Australia.	Manager Infrastructure and Regulatory Services	Late 2020	Course completed by relevant Council officers.
7.2	Promote a Universal Design culture throughout Council.	Manager Infrastructure and Regulatory Services	Ongoing	UD evolving as a Council culture.
7.3	Consider membership of the Centre for Universal Design Australia, to make use of their many resources.	Manager Infrastructure and Regulatory Services	Late 2020	Opportunity Considered.
Priority 8	Accessible and available information			
8	Actions	Responsibility	Timeframe	Targets
8.1	Ensure Council website complies with the WCAG 2.0AA Policy.	Manager Community and Economic Development	Late 2020	Website Compliant and useable.
8.2	Investigate and provide more accessible and inclusive improvements to Council Website.	Manager Community and Economic Development	Late 2020	Website improved.
8.3	Ensure all Council public documentation, incorporates simplicity, consistency, and Visual acuity for people with	Manager Community and Economic Development	Late 2020 Ongoing	Printing material more inclusive.

Disability Access and Inclusion Plan 2020 to 2024

	visual and colour-blind impairments.	Manager Administrative Services		
8.4	Investigate installing technology for people with visual impairments ie: the installation of screen readers, large print, captioning, social media and contrasting colour software, to Council computers which are accessed by the public.	Manager Community and Economic Development	Late 2020	Inclusive technology made available.
8.5	Maintain Councils input to the National public toilet register.	WHS Officer	Late 2020 – Early 2021	Access to public toilet locations improved.
Priority 9	Access to services and facilities			
9	Actions	Responsibility	Timeframe	Targets
9.2	Audit Council offices, halls and associated buildings to identify any barriers and uninterrupted paths of travel which may preclude persons with disabilities from utilising those facilities.	WHS Officer	Early 2021 Ongoing	Council buildings audited and modifications scheduled.
9.3	Undertake an access audit of Council disability public toilets to identify any restrictions that will preclude persons with disabilities from utilising those facilities.	WHS Officer	Mid 2021	Council access public toilets audited and modifications scheduled.
9.4	Consider the provision of additional accessible public toilets where necessary.	WHS Officer Manager Infrastructure and Regulatory Services	Early 2021	More access toilets provided.
9.5	Undertake a condition inspection of all Council ramps and footpaths to identify and prioritise areas that require attention.	WHS Officer	Early – Mid 2021	Council footpaths audited and modifications scheduled.
9.6	Review existing location, number and compliant positioning of public disability	WHS Officer	Early 2021	Public access carparks

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	access carpark so they are appropriate and adequate.			reviewed for action.
9.7	Undertake an access audit of all parks and gardens, children play space designs, heritage information and wayfinding signage, to ensure accessibility.	WHS Officer	Early 2021 Ongoing	Council parks and gardens audited and modifications scheduled.
9.8	Investigate the need for more street furniture (seating) for elderly and infirm.	Manager Infrastructure and Regulatory Services	Late 2020 – early 2021	More street furniture considered.
9.9	Review DAIP survey results and consider budgeting for items not listed elsewhere in this plan.	Manager Community and Economic Development	Late 2020	Survey responses assessed and planned for where required.
9.10	Consider disability access compliance for all new Urban Design Streetscape planning	Manager Infrastructure and Regulatory Services	Early 2021 Ongoing	Planning for better designed streetscapes.

Measurable Target 2.4 - Learning and employment

Priority 10	Better supports within educational and training settings			
10	Actions	Responsibility	Timeframe	Targets
10.1	Investigate the SA Public Sector Disability Employment Strategy and Toolkit, for a better understanding of opportunities.	Chief Executive Officer	Early 2021	Processes better understood.
10.2	Investigate mentoring, training and career opportunities for employees with a disability.	Chief Executive Officer	Early 2021 Ongoing	Opportunities available and utilised.
10.3	Ensure work environments for employees with a disability, comply with AS1428 and jobs are designed to be flexible, and all reasonable adjustments are taken into account.	Chief Executive Officer	Late 2020 Ongoing	Workplaces compliant and jobs accessible.

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Priority 11	Skill development through volunteering and support in navigating the pathway between learning and earning			
11	Actions	Responsibility	Timeframe	Targets
11.1	Review Council Volunteer Policy and procedures, ensuring volunteering opportunities are inclusive and accessible to people with a disability.	Manager Administrative Services	Early 2021	Policy reviewed and more inclusive.
Priority 12	Improved access to employment opportunities and better support within workplaces			
12	Actions	Responsibility	Timeframe	Targets
12.1	All job recruitment materials to incorporate an inclusion and equity diversity statement.	Manager Administrative Services	Early 2021	Diversity statement developed and used.
12.2	Inform the NDIS LAC and appropriate Disability Employment Agencies of new available jobs.	Manager Administrative Services	Ongoing	Jobs promoted through disability networks.
12.3	Investigate NDIS and grant funding opportunities which would support the employment of people with a disability.	Manager Community and Economic Development	Early 2021 Ongoing	NDIS and grant funding secured.

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Please do not hesitate to contact us if you require a copy in an alternative format, such as easy read, large font and electronic format (disk or emailed), audio or braille.

We would appreciate any feedback on our DAIP, so please email us with your comments: postmaster@mtr.sa.gov.au