

# **Disability Access and Inclusion Action Plan (2020-2023)**

**Revised November 2020**



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# Light Regional Council

## Revised Disability Access and Inclusion Action Plan (2020-2023)



**Mayor  
Bill O'Brien**



**Chief Executive Officer  
Brian Carr**

### Mayor and CEO Welcome

Light Regional Council's revised Disability Access and Inclusion Action Plan demonstrates our continuing commitment to achieving inclusive outcomes, through improving the capacity of people living with disability to fully engage in all aspects of community life.

Council is accountable to Federal and State Governments, but most importantly to our community, to improve the lives of people with disability. It is vital for all who live, work, or visit our region to feel accepted and be able to contribute and participate in conventional activities.

Our Disability Access and Inclusion Action Plan will provide strategic guidance for Council, in partnership with our community, to foster an equitable, inclusive and accessible Light region.

Bill O'Brien  
Mayor, Light Regional Council  
December 2020

Brian Carr  
CEO, Light Regional Council  
December 2020

## Acknowledgement of Country

Light Regional Council acknowledges and respects Aboriginal people as our region's first people. We pay respect to the Elders, past, present, and emerging, and recognise 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 their cultural and heritage beliefs, languages, and laws remain important today.



*Young Ngadjuri performers at the official opening of the Kapunda Town Square, March 2019*



## About Light Regional Council

Light Regional Council is a State Authority under the *Disability Inclusion Act, 2018*.

The Light region, located an hour north of Adelaide, is 1,278 km<sup>2</sup> in size and features several towns and the suburb of Hewett, separated by productive agricultural land.

The area includes a significant part of one of Australia's best-known international brands, the Barossa Valley wine region.

Townships within the Light Regional Council area include Kapunda, Freeling, Gawler Belt, Greenock, Hewett (suburb), Roseworthy and Wasleys as well as several other settlements such as Allendale North, Buchfelde, Daveyston, Gawler Belt, Hamilton, Nain, and Templers.

The Light Regional Council area is comprised of land that is a part of traditional Kaurna, Ngadjuri and Peramangk country, respectively. The Kaurna, Ngadjuri, Peramangk have a deep connection with this land established over thousands of generations, which is acknowledged and respected.

From 2018 ABS data, Council's population was 15,339 persons. According to the 2016 Census over 4% of the Light region's population recorded needing assistance with core activities, and over 12% of people were involved in the provision of unpaid assistance to persons with a disability.

Further population growth at Roseworthy is commencing after several years of planning and is expected to deliver an additional population of some 10,000 people and new retail and community facilities over the next 10-15 years.

Light Regional Council has several statutory functions under the *Local Government Act, 1999* and other State legislation. A key part of the Council's role includes managing certain assets and facilities on behalf of the community.

The *Light Regional Council Disability Access and Inclusion Action Plan* complements the mission and values within Light Regional Council's *Strategic Plan 2016-2020*.

The *Light Regional Council Disability Access and Inclusion Action Plan* has been prepared to foster a culture of acceptance and support of all persons, through a cohesive whole-of-Council approach towards equity of access and inclusion. This includes improving services and facilities to become universally accessible to all.

## Our Vision

Light Regional Council's vision for disability access and inclusion:

"To be regarded as a Council that puts people first, respecting of diversity, and striving to create an inclusive region that is welcoming to all."



*The official opening of the Swann Path in Kapunda, April 2016*

This Disability Access and Inclusion Plan (DAIP) is available to download from the **Light Regional Council** website <https://www.light.sa.gov.au/live/aged-and-disability-services/rdai-plan>

If you require a copy in an alternative format, or if you have any feedback about this Plan, please contact Light Regional Council on **phone (08) 8525 3200** during business hours, or email [light@light.sa.gov.au](mailto:light@light.sa.gov.au)



## Strategic Context

The *Barossa, Light and Lower Northern Region Public Health and Wellbeing Plan* (Regional Health Plan) was prepared and endorsed in 2014 through a regional collaboration involving the Regional Development Australia (RDA) Barossa, Town of Gawler, The Barossa Council, Adelaide Plains Council and Light Regional Council.

The development of a Regional Disability Access and Inclusion Plan (R-DAIP) was a priority action within the Regional Health Plan (Commitment 6.2).

The key actions highlighted within the Regional Health Plan included:

- Implement Council Disability Discrimination Act Plans.
- Investigate the opportunity for a regional Disability Discrimination Act Plan.
- Integrate access considerations into urban, asset and community planning.

A working group was established in 2015 consisting of representatives from a four Council collaboration of Light Regional Council, The Barossa Council, Town of Gawler, and Adelaide Plains Council. Consultants EnvironArc were engaged to assist with developing the Regional Plan, and a public consultation process was undertaken in 2016, guided by the *Disability Discrimination Act 1992*. The final *Barossa, Light and Lower North Regional Disability Access and Inclusion Plan* (BLLN R-DAIP) was endorsed in June 2018.



From left: Lynette Seccafien (Adelaide Plains Council), Debra Anderson (The Barossa Council), Lorinda Bayley (Light Regional Council), Linda Weiss (Town of Gawler)

The BLLN R-DAIP contains several regional actions. Each Council also developed their own Action Plan to address identified priorities specific to their Council. This process was undertaken before the *Disability Inclusion Act 2018 (SA)* (D & I Act) became effective on 1 July 2018.

The D & I Act supports the *United Nations Convention on the Rights of Persons with Disabilities* (UNCRPD) and acknowledges that people living with a 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.

The National Disability Strategy (NDS) 2010-2020 is Australia's response to the UNCRPD. An updated NDS will be developed beyond 2020. *Inclusive SA: State Disability Inclusion Plan (SDIP) 2019–2023* was developed to meet the requirements of the *SA Disability Inclusion Act 2018*, and to align with the priority areas in the NDS. All State authorities, including Councils, are required to prepare a Disability Access and Inclusion Plan (DAIP) that aligns with the priorities and actions in the *Inclusive SA: State Disability Inclusion Plan (SDIP) 2019–2023*.

As a result of the D & I Act, this document:

- Revises and restructures the *Light Regional Council Disability Access and Inclusion Action Plan* to align with the D & I Act;
- Updates the plan with respect to the needs of certain priority groups (under Section 9); and
- Involved, in its preparation, targeted consultation process with these priority groups.



## Disability access and inclusion plan development

### Consultation

The development of the *Barossa Light and Lower North Regional Disability Access and Inclusion Plan* (and the associated *Light Regional Council Disability Access and Inclusion Action Plan*) was supported by EnvironArc (consultancy).

The project included a regional community consultation with:

- a community survey during July 2016; and
- several community workshops were held by EnvironArc across the four Council areas during August 2016.

Community members, organisation representatives, and Council staff and Elected Members from the four Council areas were invited to provide feedback.

Both the community survey and workshops were open to people of all ages that live, work, volunteer or visit the Barossa, Light and Lower North region. Promotion of the survey and workshops occurred via print and social media, supported by displays at all Council facilities, and direct communication to a comprehensive list of organisations, service providers and individuals with an interest in disability access and inclusion.

The community survey included 17 questions to collect demographic data and identify disability type if applicable. A scale was used to determine respondent perceptions of the level of improvement in accessibility and inclusivity of people with a disability or carers, in relation to Council's core business activities over the past decade. Respondents were provided the opportunity to contribute comment in relation to specific concerns or suggestions for improvement. People who were unable to complete the survey online or in hard copy were supported by Council staff during a private interview to provide their comments.

As a part of the consultation, there were also workshops with Council staff and elected members. The workshops consisted of a presentation outlining disability definitions, types and legislation, a practical component allowing participants to explore different types of disability and access limitations, and a discussion to identify local concerns and suggestions for improvement.

A total of 486 people participated in the engagement process, including 366 people who completed a community survey and 120 people that attended a community workshop across the region. This total equated to less than one percent of the total combined population of the Barossa, Light and Lower North region.

It is noted that the community consultation process to develop the *Barossa Light and Lower North Regional Disability Access and Inclusion Plan* and the *Light Regional Council Disability Access and Inclusion Action Plan* undertaken in 2016 did not specifically target the four priority groups included under Section 9 (2), (3), (4), (5) in the *SA Disability Inclusion Act 2018*.

A targeted consultation process with the four priority population groups will need to be undertaken as part of the required four-year review process, prior to the release of the next Action Plan, to ensure that future Disability Access and Inclusion Plans prepared are responsive to their specific needs.

## Relationship to other policies, strategies, frameworks

Light Regional Council's Strategic Plan 2016-2020 (currently under separate review) is based around four goals:

1. Sustainability
2. Community Health and Wellbeing
3. Industry, Innovation, and Infrastructure
4. Environment

The ***Light Regional Council – Revised Disability Access and Inclusion Plan (2020 – 2023)*** aligns with Council's Community Health and Wellbeing goal.

Light Regional Council's Annual Business Plan 2020-2021 outlines a number of services and projects under Strategic Goal 2: Community Health & Wellbeing where the priority actions within the ***Light Regional Council – Revised Disability Access and Inclusion Plan (2020 – 2023)*** will be addressed. This includes

- Continued service provision through Barossa and Light Community Transport and Home Assist services
- Upgrade of footpaths
- Continuous improvement of community facilities
- A public toilet renewal program (including installation of disabled toilet facilities)
- A range of community wellbeing actions

## Examples of previous achievements

An achievement of note from the *Barossa Light and Lower North Regional Disability Access and Inclusion Plan* includes the development of an Accessible and Inclusive Events Checklist.

The Accessible and Inclusive Events Checklist was designed for use by both Council staff and Event Organisers to guide event planning processes to ensure all events held in the region are inclusive and accessible by all. The checklist can be downloaded from Council's website <https://www.light.sa.gov.au/live/planning-an-event/accessibleevents>

## Implementation process

The ***Light Regional Council – Revised Disability Access and Inclusion Plan (2020 – 2023)*** will explore opportunities to implement actions within existing budget allocations, adopting new initiatives, and sourcing grant funding over a four-year period within various timeframes:

Short term: 1 year

Medium term: 2 years

Long term: 3-4 years

Ongoing: duration of Plan and beyond

To successfully deliver this **Plan**, Light Regional Council will:

- endeavour to facilitate the adoption of the **Revised Disability Access and Inclusion Action Plan** by Council for implementation by staff
- encourage and support collaboration between relevant Council departments and Teams to enable the **Plan** to be appropriately implemented, measured and documented to meet State Government reporting requirements under the Disability Inclusion Act 2018
- establish and implement a system to monitor and address access and inclusion matters raised by the community
- ensure the needs of the priority groups in the State Inclusion Plan are addressed

## Acknowledgments

Light Regional Council would like to express gratitude to everyone who participated in the consultation process, for their overall contribution to the development of the *Light Regional Council Disability Access and Inclusion Action Plan*.

Council acknowledges the work of consultants EnvironArc towards the development of the *Barossa, Light and Lower North Regional Disability Access and Inclusion Plan*.

Council also wishes to acknowledge the commitment of members of the *Barossa, Light and Lower North Regional Disability Access and Inclusion Plan* working group, whose representatives continue to strive to improve access and inclusion for all persons living, working, or visiting The Barossa Council, Town of Gawler, Adelaide Plains Council, and Light Regional Council.



## Appendix 1: Light Regional Council Revised Disability Access and Inclusion Action Plan (2020-2023)

This Plan is structured around actions for a Council in the *Inclusive SA: State Disability Inclusion Plan (SDIP) 2019–2023*.

For the purposes of this Action Plan, the definition of 'disability' is taken from Section 3 of the *State Disability Inclusion Act (SDIA) 2018*.

Timeframe guide: Short term: up to 1 year      Medium term: 2 years      Long term: 3-4 years      Ongoing: duration of Plan

### State Action 9 –

#### Ensure induction of new State Authority employees includes information about working with people living with disability

Action	Responsibility	Timeframe	Measurable Target
<b>Council recruitment and employment processes to comply with relevant legislation</b>	General Manager – Business and Governance	Ongoing	Review of policies and processes relating to recruitment and employment in terms of applicable legislation
<b>Provision of suitable workplace supports and modifications to support employees with a disability</b>	General Manager – Business and Governance	Ongoing	Evaluation of number and type of supports and modifications provided
<b>Disability awareness training included as part of induction programs for new employees</b>	General Manager – Business and Governance	Ongoing	Number of new employees having completed disability awareness training as part of their workplace induction.
<b>Disability awareness training included in induction program for volunteers</b>	General Manager – Business and Governance	Ongoing	Number of new volunteers having completed disability awareness training as part of their induction to Council's volunteer program.

<b>Disability awareness refresher training for existing employees and Elected Members</b>	General Manager – Business and Governance	Ongoing	Number of existing employees and Elected Members having completed disability awareness refresher training
<b>Review Council contracts: new contracts to include contractor agreement of their responsibility towards the requirements Council's DAIP</b>	General Manager – Business and Governance Risk Coordinator	Medium term	Evaluation of existing contracts; update of Council contract templates
<b>Induction of contractors to include acknowledgement of their statutory obligations under the <i>SA Disability Inclusion Act 2018</i></b>	General Manager – Business and Governance Risk Coordinator	Medium term	Review induction checklist; updated checklist completed

## State Action 11 –

### State authorities to support young people living with a disability to actively participate in decision-making

Action	Responsibility	Timeframe	Measurable Target
<b>Support capacity building for young people living with disability to ensure their participation in decision-making</b>	General Manager – Strategy and Development  Community Development Officer	Ongoing	Number of young people living with disability that were engaged and consulted on local issues.  Number of young people participating in Council-facilitated Leadership Development programs and activities
<b>Inform young people living with a disability that reside, study or work in the region about the opportunity to present their concerns or suggestions during Youth Forum at Council meetings</b>	General Manager – Strategy and Development  Community Development Officer	Short term	Number of young people living with a disability participating in Youth Forum and/or other feedback mechanisms



## State Action 19 -

Local council access and inclusion planning to consider consultation outcomes including –

- Incorporating Universal Design principles in criteria for all new building and public projects and planning for programs, services and events
- Developing Universal Design training plans for staff and contractors
- Review of availability of accessible car parks

Action	Responsibility	Timeframe	Measurable Target
Universal Design training program for applicable department staff	General Manager – Business and Governance  General Manager – Economic Development  General Manager – Infrastructure and Environment  Manager – Development Services	Ongoing	Number of staff attending Universal Design training.

<b>Universal Design principles incorporated into criteria for all new building and public projects, and planning for programs, services and events, based on consultation outcomes</b>	<p>General Manager – Economic Development</p> <p>General Manager – Infrastructure and Environment</p> <p>General Manager – Business and Governance</p> <p>Manager – Strategic Projects</p>	<p>Ongoing</p>	<p>Evidence of use of Universal Design principles when designing accessible and inclusive public projects, services and programs</p>
<b>Universal Design awareness included in induction program for contractors</b>	<p>General Manager – Business and Governance</p> <p>Risk Coordinator</p>	<p>Ongoing</p>	<p>Number of contractors having completed Universal Design training as part of their workplace induction.</p>
<p><b>Access audit of Council facilities, services and programs including:</b></p> <ul style="list-style-type: none"> <li>• Council buildings and public facilities</li> <li>• Vehicle parking spaces</li> <li>• Customer Service contact points</li> <li>• Footpaths and street furniture</li> <li>• Pr and payment options</li> </ul>	<p>General Manager – Infrastructure and Environment</p> <p>General Manager – Business and Governance</p> <p>Property and Facilities Manager</p>	<p>Long term</p>	<p>Completed audit processes; preparation of summary report of findings</p>

<b>Determine priorities from audit recommendations; develop an implementation plan aligned with Council's Annual Business Plan and corresponding budget allocations</b>	<p>General Manager – Infrastructure and Environment</p> <p>General Manager – Business and Finance</p> <p>Property and Facilities Manager</p>	Ongoing	Preparation of audit recommendations report and implementation timeframe; preparation of corresponding budget business cases for priority projects
<b>Liaise with groups leasing public facilities, or managing on behalf of Council, to inform them of accessibility obligations under the <i>State Disability Inclusion Act 2018</i>.</b>	<p>General Manager – Infrastructure and Environment</p> <p>Property and Facilities Manager</p>	Short term	Completed communications process to inform lessees of public facilities



## State Action 26 -

**State authorities to consider including in their infrastructure maintenance and upgrade schedules the installation of signs on the front of public buildings indicating disability access (where this has been assessed by and accredited access consultant) and installation of multi-media devices in queues at service outlets to include people who are deaf, hard of hearing, vision impaired or blind**

Action	Responsibility	Timeframe	Measurable Target
<b>Following an access audit, undertake a review of Council infrastructure maintenance and upgrade schedules to include installation of signs on the front of public buildings indicating disability access</b>	General Manager – Infrastructure and Environment  Property and Facilities Manager	Ongoing	Preparation of audit recommendations report and implementation timeframe; preparation of corresponding budget business cases for priority projects
<b>Following an access audit, undertake a review of Council facilities and services where assistive technologies may be required, e.g. aids and equipment to support people who are deaf, hard of hearing, vision-impaired or blind.</b>	General Manager – Business and Governance  Information Services Manager  Library Services Manager  Property and Facilities Manager	Ongoing	Assistive technologies installed and available

## State Action 31 -

**Consider establishing minimum standards for priority parks and reserves (including coasts, heritage places and Crown land) that improve access and inclusion for people living with disability and implement a program of priority actions, including exemplary visitor experiences.**

Action	Responsibility	Timeframe	Measurable Target
<b>Audit of accessibility, equity, and inclusivity for sport, recreation and cultural activities and facilities</b>	General Manager – Infrastructure and Environment  Property and Facilities Manager  General Manager – Business and Governance  Community Development Officer	Long term	Report prepared with findings from audit of Council Parks and Reserves

## State Action 36 -

### State authorities to facilitate meaningful volunteering opportunities for people living with disability.

Action	Responsibility	Timeframe	Measurable Target
<b>Explore opportunities to facilitate meaningful volunteering opportunities for people living with disability*</b>  *as defined by the <i>State Disability Inclusion Act 2018</i>	General Manager – Strategy and Development  Community Development Officer	Long term	Number of people living with disability registered as Council volunteers, or registered with Volunteering Barossa and Light service