Town of Gawler

Disability Access and Inclusion Plan

2026-2030

Gawler

Acknowledgement of Country

The Town of Gawler acknowledges that the land we meet on is the Traditional Lands of the Kaurna people, and we respect the strong spiritual relationship they have with Country.

We acknowledge the Kaurna people as the Custodians of the Adelaide region and understand that their cultural and heritage beliefs remain as important to the living Kaurna people today.

We also pay respect to Elders past and present and extend that respect to all First Nations peoples and their connections to Country.

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Message from the Mayor

Everyone in the Gawler community deserves to feel welcome, included and able to participate fully in everyday life. This principle sits at the heart of the Town of Gawler Disability Access and Inclusion Plan 2026–2030, which I am very pleased to present.

The DAIP outlines Council's ongoing commitment to building a more accessible, inclusive and equitable community for people living with disability, their families, carers and supporters.

We know that disability is created by the barriers society puts in the way, not by individuals. People with lived experience of disability generously shared their insights into the barriers they face and the changes that would make the greatest difference to their daily lives. This valuable input has helped shape a plan that is practical, informed and responsive to the needs of the Gawler community.

Access and inclusion extend well beyond physical infrastructure. They are about people feeling they belong, diversity being valued, and every voice being heard. Whether attending community events, accessing services, taking part in recreation and cultural activities, or contributing to decisions that affect them, everyone should feel included.

The DAIP will guide Council's work in accessibility and inclusion over the next four years. It sets a foundation for identifying what we are already doing well and, more importantly, where we can do better. It will help us plan future improvements in a responsible and structured way, while bringing together the networks and partnerships necessary to get this important work right.

On behalf of the Town of Gawler, I extend my sincere thanks to everyone who contributed to the development of the DAIP. Together, we can make a meaningful difference in the lives of many people across the Gawler community.

Nathan Shanks
Mayor

Message from the Chief Executive Officer

The Town of Gawler Disability Access and Inclusion Plan 2026–2030 reaffirms Council's commitment to improving access and inclusion across its facilities, services and operations.

While there has been positive progress toward a more accessible and inclusive Gawler, there is still more to do. The DAIP provides an opportunity to strengthen this work and ensure community voices are central to shaping priorities and actions. It sets a clear, practical framework to guide ongoing improvements in access and inclusion.

Engagement with the Gawler community highlighted the challenges that people living with disability continue to experience on a daily basis. These insights have informed the development of the DAIP and provide clear direction for Council to address community-identified barriers.

Implementation of the DAIP will embed accessibility and inclusion across Council planning, service delivery and workplace practices. This includes ongoing improvements to facilities and public spaces, better access to information, more inclusive engagement, and a workplace culture that values and respects diversity.

The DAIP also strengthens Council's commitment to accountability and continuous improvement. Ongoing engagement with people living with disability and the broader Gawler community will help Council monitor progress, learn from experience and respond to changing needs over time.

I thank all community members, stakeholders, Council Members and staff who contributed to the development of the DAIP. Their lived experience, expertise and commitment have shaped a practical and focused framework for action.

Council is committed to delivering this DAIP and is eager to continue building a community where everyone can participate fully and feel a genuine sense of belonging.

Chris Cowley
Chief Executive Officer

Our Vision

The Gawler Community Plan 2035 sets the vision for the Town of Gawler as ***A liveable, cohesive, active, innovative and sustainable community***.

The Disability Access and Inclusion Plan 2026–2030 (DAIP) supports this vision by promoting equitable access, meaningful inclusion and opportunities for people with disability to participate fully in community life.

The Community Plan provides the strategic direction for the Town of Gawler across five interconnected pillars: Our Identity, Our Growth, Our Community, Our Environment and Our Leadership, each supported by goals that guide Council's planning and decision-making.

Delivery of the DAIP will contribute to achieving these goals by reducing barriers to participation and improving access and inclusion across the Town of Gawler.

Together, the DAIP and the Community Plan demonstrate Council's commitment to responding to community needs and aspirations and creating a more connected and inclusive community.

Our Business

The Town of Gawler is located 42 kilometres north of Adelaide at the edge of the metropolitan area and covers 41 square kilometres.

It includes Evanston, Evanston Gardens, Evanston Park, Evanston South, Gawler, Gawler East, Gawler South, Gawler West, Hillier, Kudla, Reid, and Willaston, and serves as a regional centre for communities to the north of Adelaide and the lower mid-north.

As of 2021, Gawler had a population of 24,988, with an estimated catchment of 90,000 people who use the town for employment, education, healthcare, and a range of other services. By 2036, Gawler's population is forecast to increase to 37,246 people.

Council's core business is to deliver quality services, programs, and infrastructure that are responsive to the needs, interests, and aspirations of individuals and groups within the community.

Council facilities and services include the Gawler Administration Centre, the Gawler Civic Centre and Evanston Gardens Libraries, the Gawler Sport and Community Centre, the Gawler Aquatic Centre, the Gawler Visitor Information Centre, and the Gawler Elderly Centre. The Gawler Civic Centre, which incorporates the heritage-listed Town Hall and Institute, is a significant business and cultural hub for Gawler and the surrounding region.

Defining Disability

Disability is diverse and experienced by people of all ages, backgrounds and cultures. It can include physical, sensory, cognitive, intellectual, psychosocial and invisible disabilities.

Social and human rights models of disability, recognise that disability is not caused by an individual's impairment, but by the physical, attitudinal and systemic barriers created by society.

These models emphasise the importance of removing those barriers to create a more inclusive and equitable community – one where people with disability have the same opportunity to participate, contribute and thrive as everyone else.

The *Disability Inclusion Act 2018 (SA)* defines disability as:

> In relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

Facts at a Glance

These facts illustrate the current barriers and challenges faced by the disability community, reinforcing the need for targeted action that creates meaningful and lasting change across all facets of access and inclusion.

Furthermore, this data brings to the forefront the groups of people who experience additional barriers due to the intersectionality of disability and other forms of discrimination, and the importance of recognising and addressing their unique needs and rights. These priority groups include:

- First Nations peoples with disability.
- People from culturally and linguistically diverse backgrounds with disability.
- Women with disability.
- Children with disability.
- People with disability who identify as LGBTQIA+.
- People with significant intellectual disability or who have high levels of vulnerability due to disability.
- People with disability who live in regional communities.

National

- 21.4% of Australians have a disability (more than 1 in 5 people).
- 46% of complaints received by the Australian Human Rights Commission relate to disability discrimination.
- 38.6% of carers in Australia also have a disability themselves.
- 52.3% of Australians aged 65 years and over have a disability.
- People with intellectual disability die on average 27 years younger than other Australians.
- First Nations peoples are 1.9 times more likely to have a disability than non-Indigenous Australians.
- 43% of women with disability have experienced physical violence after the age of 15, almost double that of women without disability.
- Women with disability are twice as likely to experience sexual violence compared to women without disability.
- 78.5% of LGBTQIA+ people accessing disability support services do not feel their identity is supported.
- LGBTQIA+ people living with disability are 150% more likely to have attempted suicide than the wider LGBTQIA+ community.
- Autism is the largest disability group in Australia, representing around 40% of NDIS participants.

South Australia

- 6.3% of South Australians with disability are unemployed, compared to 3.8% of people without disability.
- An estimated 35,000 South Australians are living with dementia, including 2,100 people under the age of 65 with younger onset dementia.

Town of Gawler

- 8.7% of Gawler residents live with disability.
- 2.6% of Gawler residents identify as First Nations peoples, with 12.3% of these residents living with disability.
- 1.5% of Gawler children live with disability.
- 11.5% of Gawler residents provide unpaid care to another person.
- An estimated 553 Gawler residents are living with dementia in 2025, projected to increase by 58% to 875 residents by 2054.
- 16% of Gawler residents were born outside Australia.

Sources: Australian Bureau of Statistics, Australian Institute of Health and Welfare (AIHW), National Indigenous Australians Agency, Disability Royal Commission, and Dementia Australia.

Strategic Context

The DAIP is aligned with international, national, state and local legislation and strategies, including:

International

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

Australian Government

Disability Discrimination Act 1992

Australia's Disability Strategy 2021–2031

National Autism Strategy 2025–2031

Disability Royal Commission (DRC)

National Disability Insurance Scheme (NDIS)

NDIS Review

National Dementia Action Plan 2024–2034

National Agreement on Closing the Gap 2020

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

South Australian Government

Disability Inclusion Act 2018 (SA)

State Disability Inclusion Plan 2025–2029

SA Autism Strategy 2024–2029

South Australia's Plan for Ageing Well 2026–2036

Equal Opportunity Act 1984

Town of Gawler

Gawler Community Plan 2030

Disability Access and Inclusion Plan

Ageing Well Framework

Reconciliation Action Plan

Youth Development Plan

Playspace Strategy

Economic Development Strategy

Gawler Town Centre Structure Plan

Strategic Asset Management Plans

Transport Asset Management Plan

The Disability Access and Inclusion Plan

The Disability Access and Inclusion Plan 2026–2030 reflects Council's commitment to the principles and requirements of the *Disability Inclusion Act 2018 (SA)*, which promotes the rights of people with disability to participate fully and safely in community life.

The *Disability Inclusion Act 2018* requires Council to prepare and implement a Disability Access and Inclusion Plan (DAIP) that aligns to the State Disability Inclusion Plan and its five domains:

Domain 1: Inclusive Environments and Communities
Domain 2: Education and Employment
Domain 3: Personal and Community Support
Domain 4: Health and Wellbeing
Domain 5: Safety, Rights and Justice

The State Disability Inclusion Plan also includes measures that Council is required to address and report on annually at a state level. These measures are referenced throughout the DAIP alongside the relevant actions and are identified by a State Plan Measure reference number.

The DAIP will be delivered over a four-year period, with actions scheduled across the following timeframes:

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

Actions have been prioritised based on community needs, practicality of delivery, and available resourcing.

The DAIP will be implemented through existing Council budgets and, where available, external grant funding opportunities. New initiatives and actions that require additional resourcing will be considered as part of Council’s annual business planning and budget process.

Domain 1: Inclusive Environments and Communities

All people with disability can participate equitably and feel connected and valued in the community.

Priority Area: Active Participation			
Action		**Measure**	**Timeframe**
1.	Review all Council-led events to identify and implement improvements to access and inclusion.	The number of events demonstrating access and inclusion improvements informed by participant feedback.	Short term
2.	Support community event organisers to improve access and inclusion by providing guidance, tools and advice on inclusive event planning.	The number of community groups supported to improve access and inclusion in event planning and delivery.	Medium term
3.	Integrate best-practice event management principles into Council event planning and delivery processes, using the Inclusive SA Accessible and Inclusive Community Events Toolkit.	The number of inclusive and accessible events, both internal and external, with 50 or more attendees, that follow best practice event management principles. (State Plan Measure 1.1.2)	Medium term
4.	Review, update and promote Council's Accessible and Inclusive Events Checklist to support inclusive event planning and delivery.		Short term
5.	Develop a mobility map for the Town of Gawler to provide accessibility information and improve wayfinding.	A mobility map is published in accessible formats, actively promoted, and distributed throughout the community.	Medium term

Priority Area: Inclusive Communities and Attitudes			
Action		**Measure**	**Timeframe**
6.	Deliver initiatives that promote disability inclusion, improve community attitudes towards disability, and encourage more inclusive community behaviours and practices.	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability, including: • The number of staff and volunteers who participate in disability awareness training, including Universal Design. • The number of workplace initiatives that promote disability inclusion. (State Plan Measure 1.2.1)	Ongoing
7.	Provide disability awareness training for Council staff and volunteers to strengthen understanding of disability inclusion.		Ongoing
8.	Provide Universal Design training for relevant Council staff to support inclusive project design and delivery outcomes.		Ongoing
9.	Implement workplace initiatives that strengthen awareness, improve attitudes, and encourage inclusive workplace practices across Council operations and services.		Ongoing
10.	Participate in the Hidden Disabilities Sunflower Program to build understanding of non-visible disabilities amongst staff and community.		Short term
11.	Continue to build community awareness and understanding of dementia through ongoing support of the Dementia Care Alliance Gawler and delivery of Dementia-Friendly Communities activities, programs and events.	The number of initiatives delivered that educate the community, reduce stigma and support people living with dementia.	Ongoing

12.	Collaborate with the Gawler Aboriginal Health Service to identify and implement ways to support local Aboriginal people living with disability.	The number of access and inclusion initiatives that contribute towards Closing the Gap targets. (State Plan Measure 1.2.3)	Ongoing
13.	Continue to implement the Gawler Reconciliation Action Plan, contributing towards Closing the Gap targets.		Ongoing
14.	Engage with business operators and property owners to provide advice and information on accessibility improvements and DDA compliance.	The number of businesses engaged and that implement accessibility improvements to support DDA compliance.	Medium term
Priority Area: Universal Design			
Action		**Measure**	**Timeframe**
15.	Formalise a DAIP assessment framework within Council's project planning and capital works processes.	The number of Council projects and capital works applying the DAIP assessment framework.	Short term
16.	Conduct staged access and inclusion audits of Council buildings and sites, including both compliance-based and functional access audits, to identify and prioritise accessibility improvements.	The number of public-facing Council buildings, spaces, playspaces and infrastructure that are modified to improve accessibility. (State Plan Measure 1.3.2)	Ongoing
17.	Deliver accessibility improvements across Council buildings, public spaces, playspaces, and infrastructure.		Ongoing
18.	Apply Universal Design principles in the delivery of all new Council developments.	The number of new Council developments that incorporate Universal Design. (State Plan Measure 1.3.2)	Ongoing

19.	Deliver accessibility improvements in the design, construction, and upgrade of Council parks, reserves, and playspaces, in line with the Gawler Playspace Strategy.	The number of parks, reserves, and playspaces that are built or modified to improve accessibility. (State Plan Measure 1.3.3)	Ongoing
20.	Implement the DDA Upgrades Program to enhance disability access through the upgrade of infrastructure, including compliant ramps and improved crossing points.	The number of DDA Upgrade Program infrastructure improvements delivered.	Ongoing
21.	Deliver the annual Footpath Renewal Program in line with Council's Transport Asset Management Plan, to improve safety and accessibility of pedestrian infrastructure.	The number of footpaths renewed and constructed.	Short term
22.	Deliver the New Footpath Program to construct missing link footpaths, improving connectivity and pedestrian access.		Short term
23.	Develop and implement a signage and wayfinding strategy as part of the Gawler Town Centre Structure Plan, applying Universal Design principles to improve pedestrian networks.	The number of signage and wayfinding improvements delivered and community satisfaction with the upgrades.	Medium term
Priority Area: Accessible Facilities			
Action		**Measure**	**Timeframe**
24.	Conduct operational accessibility audits of all community-facing Council facilities to identify and address practical day-to-day barriers and improve usability.	The number of accessibility improvements implemented following audit recommendations.	Short term
25.	Develop accessibility guides for all community-facing Council facilities, co-designed in collaboration with a cross section of the disability community.	The number of Council facilities that have accessibility guides.	Medium term

26.	Improve signage and wayfinding within Council facilities through review and upgrade of physical signage and digital wayfinding tools.	Community feedback on the clarity and effectiveness of signage and wayfinding within Council facilities.	Medium term
27.	Install new or upgrade existing Council-owned public toilet facilities to meet accessibility standards and include Changing Places facilities where feasible, based on need and available budget.	The number of Council-owned public toilet facilities that meet accessibility standards and/or include a designated Changing Places facility. (State Plan Measure 1.4.1)	Ongoing
28.	Explore and deliver options for sensory spaces within Council facilities, including temporary spaces for events, to support inclusive and welcoming environments for people with sensory needs.	The number of Council facilities that provide sensory spaces.	Short term
29.	Install hearing loops at main Council customer service points and assess the feasibility of installing hearing loops in the Gawler Civic Centre Institute Hall and Council Chamber.	The number of hearing loops installed. Feasibility assessments completed for additional Council locations.	Medium term
Priority Area: Communications and Information			
Action		**Measure**	**Timeframe**
30.	Develop accessible design criteria to ensure recognised accessibility standards are applied by all staff in the development of internal and external Council communications and information.	The percentage of Council communications and information that meet accessibility standards in relation to font type and size, colour contrast, layout, inclusive language and imagery.	Short term

31.	Produce key Council publications including the Annual Business and Budget Plan, Community Plan, and DAIP, in Easy Read format.	The number of resources or materials developed in accessible formats, for example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 Level AA, Auslan translations and Easy Read documents. (State Plan Measure 1.5.1)	Short term
32.	Conduct a digital accessibility audit to evaluate Council's website, applications, and online systems against the WCAG 2.2 accessibility standards.		Short term
33.	Apply WCAG 2.2 accessibility standards across all Council digital communications and platforms using features that support visibility, usability, understanding, and compatibility with assistive technologies.		Medium term
34.	Build staff capability in delivering accessible digital communications through awareness, guidance, training, and the use of resources such as the Online Accessibility Toolkit.	The number of staff applying accessible digital communication practices across Council platforms.	Ongoing
35.	Investigate the feasibility of Communication Access Symbol accreditation and, if appropriate, progress implementation at identified Council customer service locations.	Feasibility assessment completed. The number of Council customer service locations that achieve accreditation.	Medium term
Priority Area: Transportation			
Action		**Measure**	**Timeframe**
36.	Install new disability parking bays based on community-identified access needs and priority locations, subject to feasibility and available budget.	The number of disability parking bays installed and community satisfaction with locations.	Ongoing
37.	Advocate for improved and inclusive transport options for people with disability to support safe, affordable and independent access to employment, education, services and community life.	The number of Council advocacy actions to improve transport options for people with disability.	Ongoing

Priority Area: Collaboration and Engagement			
Action		**Measure**	**Timeframe**
38.	Facilitate diverse community engagement using accessible information, tools and techniques, and targeted promotion to the disability community and sector to ensure broad and balanced representation.	The number of community engagements (public consultations) that include and seek input from people with disability. (State Plan Measure 1.7.1)	Ongoing
39.	Actively encourage people with disability to participate on Council committees and working groups through targeted promotion, accessible information and inclusive processes, and by creating safe and welcoming environments that support ongoing participation.	The number of people with disability, including carers, participating on Council committees and working groups. (State Plan Measure 1.7.2)	Ongoing
40.	Establish an informal co-design group of people with disability who can meet with Council staff as required to provide advice, guidance and an access and inclusion lens on specific Council projects and initiatives.	The establishment of an informal co-design group. The number of Council initiatives informed by its input.	Short term
Priority Area: Housing			
Action		**Measure**	**Timeframe**
41.	Advocate for government prioritisation of accessible, affordable and sustainable housing options for people with disability, informed by disability sector feedback and through ongoing engagement with SA Housing Trust.	The number of Council advocacy actions to support accessible housing options for people with disability.	Ongoing

Domain 2: Education and Employment

All people with disability benefit from inclusive education, equitable employment, and supportive environments to learn, grow and transition through life stages.

<table>
<tr><th colspan="4">Priority Area: Targeted Transitional Supports</th></tr>
<tr><th colspan="2">Action</th><th>Measure</th><th>Timeframe</th></tr>
<tr><td>42.</td><td>Review volunteer recruitment, onboarding and management processes to remove accessibility and participation barriers for people with disability.</td><td rowspan="4">The number of initiatives undertaken to encourage people with disability to volunteer.
(State Plan Measure 2.3.5)</td><td>Short term</td></tr>
<tr><td>43.</td><td>Develop flexible, person-centred volunteer roles within Council areas and programs where there is capacity and flexibility to provide individualised support to volunteers with disability.</td><td>Medium term</td></tr>
<tr><td>44.</td><td>Provide training, mentoring and guidance to volunteer supervisors to enable them to effectively support volunteers with disability.</td><td>Ongoing</td></tr>
<tr><td>45.</td><td>Implement targeted approaches to promote volunteer opportunities to people with disability and the disability sector.</td><td>Short term</td></tr>
<tr><td>46.</td><td>Explore partnership opportunities with specialist disability service providers to strengthen employment transition pathways for people with disability.</td><td>The number of employment transition opportunities facilitated for people with disability.</td><td>Medium term</td></tr>
<tr><td>47.</td><td>Continue to deliver Youth Space programs that build skills, confidence and pathways to employment, education or training for young people, applying reasonable adjustments that enable participation by young people with disability.</td><td>The number of young people with disability participating in Youth Space programs.</td><td>Ongoing</td></tr>
</table>

Priority Area: Access to Employment Opportunities			
Action		**Measure**	**Timeframe**
48.	Conduct an inclusive recruitment audit to identify barriers in recruitment for people with disability, including job advertisements, recruitment information and application systems.	The number of organisational changes adopted to strengthen inclusive recruitment for people with disability. (State Plan Measure 2.4.3)	Short term
49.	Implement improvements to recruitment processes following audit recommendations.		Medium term
50.	Utilise disability employment support and advisory services, such as JobAccess, to support inclusive recruitment of Council positions.		Medium term
51.	Provide inclusive recruitment training to Council leadership.		Medium term
Priority Area: Inclusive Working Environments			
Action		**Measure**	**Timeframe**
52.	Conduct an inclusive workplace audit to identify access and inclusion barriers in employment, retention and workplace systems.	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. (State Plan Measure 2.5.1)	Short term
53.	Implement improvements to employment, retention and workplace systems following audit recommendations.		Medium term
54.	Continue Council's membership with Diversity Council Australia, providing staff with access to training, resources and best-practice guidance on diversity and inclusion in the workplace.	Membership is renewed annually. The number of staff who participate in DCA training sessions.	Ongoing

Domain 3: Personal and Community Support

All people with disability can access quality, tailored personal and community supports that address their individual needs.

<table>
<tr><th colspan="4">Priority Area: Accessible Supports and Services</th></tr>
<tr><th colspan="2">Action</th><th>Measure</th><th>Timeframe</th></tr>
<tr><td>55.</td><td>Establish and strengthen partnerships with disability service providers and community organisations to inform, design and deliver targeted programs and services that are inclusive and responsive to people with disability.</td><td rowspan="2">The number of Council initiatives and improvements made to connect people with disability to community supports and services.
(State Plan Measure 3.1.1)</td><td>Ongoing</td></tr>
<tr><td>56.</td><td>Connect people with disability to community supports and services through targeted promotion and the provision of accessible information and resources.</td><td>Ongoing</td></tr>
<tr><th colspan="4">Priority Area: Collaborative Information Sharing</th></tr>
<tr><th colspan="2">Action</th><th>Measure</th><th>Timeframe</th></tr>
<tr><td>57.</td><td>Participate in the Local Government Access and Inclusion Network (LGAIN) and Inclusive SA Communities of Practice meetings.</td><td rowspan="3">The number of inter-agency meetings and initiatives to support the implementation of the Gawler DAIP and the State Plan.
(State Plan Measure 3.3.1)</td><td>Ongoing</td></tr>
<tr><td>58.</td><td>Continue to support and coordinate the Gawler and Districts Community Services Forum, which promotes collaboration and cooperation among community service providers to address identified community needs.</td><td>Ongoing</td></tr>
<tr><td>59.</td><td>Maintain and strengthen existing partnerships and be responsive to new partnership opportunities that improve disability access and inclusion.</td><td>Ongoing</td></tr>
</table>

Priority Area: Inclusive Programs			
Action		**Measure**	**Timeframe**
60.	Promote Council's community grants, activation funding and youth sponsorship programs to disability-focused service providers, community groups and organisations to increase applications for initiatives that enhance disability inclusion.	The number of Council grants and funding amount distributed to enhance disability inclusion. (State Plan Measure 3.5.1)	Ongoing
61.	Include disability-specific provisions in Council programs and activities to enable full and equitable participation of people with disability.	The number of Council programs and activities that include disability-specific provisions.	Ongoing

Domain 4: Health and Wellbeing

All people with disability can attain the highest possible health and wellbeing outcomes through access to coordinated supports that meet their individual needs.

Priority Area: Coordinated Supports			
Action		**Measure**	**Timeframe**
62.	Engage with government agencies, health providers and disability sector experts to advocate for increased health and wellbeing services in the Town of Gawler that are accessible and inclusive, and responsive to the intersectionality and diversity of disability.	The number of outcomes resulting from Council advocacy, including improvements in the accessibility, inclusiveness and responsiveness of health and wellbeing services.	Ongoing
63.	Collaborate with local health, mental health and disability service providers to strengthen coordination and develop integrated local responses that improve health and wellbeing outcomes for people with disability and carers.	The number of local service providers collaborating to deliver coordinated health and wellbeing responses.	Ongoing
64.	Support older members of the community to navigate aged care and related systems and provide supports that enable them to maintain their health, safety and wellbeing and remain living independently.	The number of clients supported through the Gawler Home Assist Program.	Ongoing

Domain 5: Safety, Rights and Justice

All people with disability feel safe, have their rights upheld, and receive full and equal protection through inclusive planning that prioritises their needs.

Priority Area: Increased Understanding and Responsive Support			
Action		**Measure**	**Timeframe**
65.	Ensure appropriate safeguards, checks and accreditation are in place for staff and volunteers supporting people with disability.	Safeguarding policies, procedures and compliance measures are implemented, regularly reviewed and updated to protect people with disability.	Ongoing
66.	Enhance staff understanding of the rights of people with disability and protections from discrimination.	The number of staff who participate in training that covers disability rights and discrimination protections.	Ongoing
Priority Area: Responding to Emergencies			
Action		**Measure**	**Timeframe**
67.	Review Council's emergency management approaches to ensure people with disability are included and supported in Council emergency procedures.	The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach. (State Plan Measure 5.2.1)	Medium term
68.	Increase staff awareness and preparedness to appropriately support and respond to people with disability during workplace emergencies.		Medium term
69.	Ensure Council emergency response information, resources and notifications are accessible to people with disability.		Medium term
70.	Develop an internal process for the distribution of emergency response information to ensure it reaches the disability community.		Medium term

Community Engagement

Delivering a comprehensive community engagement process was a high priority in developing this DAIP. Healthy Environs was engaged to partner with Council to ensure the process was robust, inclusive and meaningful.

The engagement process was designed to capture lived experience, professional insight and organisational perspectives, and identify the needs, priorities and aspirations of people with disability, their families and carers, service providers and Council staff.

Between December 2025 and March 2026, more than 330 people participated in a range of community engagement activities, including:

- Disability Access and Inclusion Survey
- Community workshops
- Disability Service Providers session
- Community Services Forum session
- Dementia Care Alliance Gawler focus group
- Council Member Information Briefing session
- Gawler Youth Advisory Committee session
- Staff workshops

Participants reflected a broad range of lived experience, including people with physical, sensory, cognitive, psychosocial, and invisible disabilities, as well as carers and support workers.

Engagement identified strong community goodwill, effective existing practice and areas of progress, particularly in community engagement, inclusive programs and incremental infrastructure improvements. At the same time, participants consistently highlighted systemic barriers relating to transport, ageing and heritage infrastructure, communication accessibility, and funding constraints.

Across all engagement activities, participants emphasised that access and inclusion extend beyond physical infrastructure to include information, attitudes, participation, and voice. Strong support was expressed for embedding access and inclusion into everyday decision-making, planning, and service delivery, rather than treating it as a specialist or compliance-driven function.

This engagement process centred lived experience, recognised community strengths and supported collaboration between Council and the community to co-design practical and achievable actions. It has resulted in a DAIP underpinned by robust community input and reflective of the needs, priorities and aspirations of people with disability and the wider Gawler community.

A detailed overview of the community engagement process is provided in the Disability Access and Inclusion Plan Engagement Outcomes Report, available online at www.gawler.sa.gov.au

Further Information

The Disability Access and Inclusion Plan 2026–2030 is available online at **www.gawler.sa.gov.au**

To access a printed copy or an alternative format of the DAIP, please contact Council's **Community Development Team**

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community@gawler.sa.gov.au

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