

Disability Access and Inclusion Plan – Town of Gawler Actions

This Action Plan aims to ensure that the Town of Gawler is a healthy, active, safe and engaged community and is a place that is accessible and inclusive to all. It will assist community members living with disability to feel welcome and included, to have access to adequate services and supports, and to participate in everyday activities.

The Plan includes five priority areas, those being:

- Governance
- Corporate Services
- Engineering and Infrastructure
- Community and Culture
- Development and Environment

In recent times Council has implemented a range of projects that seek to address the daily challenges that people with disability face. Some of these initiatives include:

- Disability access and ramp improvement program.
- Disability Discrimination Act compliance in regard to development assessment and building.
- Automatic doors at the Gawler Sport and Community Centre.
- Changes to the Gawler Aquatic Centre change room facilities.
- Clonlea Park accessible toilet upgrade.
- Open space areas maintenance program.

This Action Plan will be implemented within existing budget allocations and grant funding opportunities.

This Action Plan will be implemented over a five year period within short, medium and long term timeframes: Short term: 1 year
Medium term: 2-3 years
Long term: 4-5 years
Ongoing: duration of Plan

GOVERNANCE

Action	Deliverable	Timeframe	Responsibility
The Disability Access and Inclusion Plan (DAIP) will be accessible to people with disability.	<ul style="list-style-type: none"> • Hard copies of the DAIP will be available at key customer service points (in Ariel font and set at the recommended minimum size of 12pt). • The DAIP will be available on the Town of Gawler website. 	Short term Short term	Manager Business Enterprises and Communications
Council decision making processes are available and accessible.	<ul style="list-style-type: none"> • Council and Committee meetings will be clearly communicated. • Encourage proposals from the community to be presented to Council regarding access and inclusion issues and concerns. • Spaces in which Council meetings are held will be accessible and encourage participation of people with disability. 	Short term Short term Short term	Manager Finance and Corporate Services
Council policies, procedures and guidelines will consider the needs of people with disability.	<ul style="list-style-type: none"> • As Council policies and procedures are reviewed, the DAIP will be referred to as appropriate. 	Ongoing	Manager Finance and Corporate Services
Provide opportunities for ongoing regional collaboration.	<ul style="list-style-type: none"> • The Regional DAIP Project Team will oversee the implementation of the Regional Disability Access and Inclusion Plan and the Regional Actions as outlined in the DAIP. • The Regional DAIP Project Team will meet as required (annually, at a minimum) to investigate opportunities for regional collaboration and information sharing. 	Ongoing Ongoing	Manager Library and Community Services

CORPORATE SERVICES

Action	Deliverable	Timeframe	Responsibility
Provide an equal opportunity workplace.	<ul style="list-style-type: none"> • Council recruitment and employment processes will be reviewed to eliminate all areas of possible discrimination. • Council employment interview panels to be aware of DDA obligations. • Ensure that physical access and communication assistance is provided in interview processes as appropriate. • Advertise employment opportunities in inclusive formats and locations. • Advertisements for positions are Equal Employment Opportunity (EEO) compliant. • Investigate grant opportunities for inclusive employment. • Where practicable, ensure that worksites are accessible and usable for people with disability. 	Medium term Short term Short term Short term Short term Ongoing Ongoing	Manager Finance and Corporate Services Manager Business Enterprises and Communications Manager Infrastructure and Engineering Services
Provide appropriate training to staff, elected members and volunteers regarding effective communication and engagement with people with disability.	<ul style="list-style-type: none"> • All frontline staff to be trained in disability awareness. • All staff to progressively attend disability awareness sessions. • Ensure staff, elected members, and volunteers have an understanding of the DAIP and DDA obligations. • Raise awareness of the DAIP at all new staff member and volunteer inductions. 	Medium term Medium term Short term Short term	Manager Finance and Corporate Services Manager Library and Community Services
Council published information will support and inform people with disability.	<ul style="list-style-type: none"> • Review information and publication processes and formats to comply, where possible, with disability accessible standards. • Documents that comply with disability accessible standards will be readily available at Council facilities. 	Short term Short term	Manager Business Enterprises and Communications

<p>Council Information Technology is provided in accessible formats.</p>	<ul style="list-style-type: none"> • Council website meets the standards of the Australian Government Web Content Accessibility Guidelines for government websites. • Web-based information on disability access will be made available on the Council website. • Investigate voice activated technology for services. • Investigate hearing loop technology for main Council customer service points. • Ensure adaptive technology (for example, screen magnifiers, alternative keyboards) is accessible to all. 	<p>Short term</p> <p>Short term</p> <p>Medium term Medium term</p> <p>Medium term</p>	<p>Manager Business Enterprises and Communications</p>
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ENGINEERING AND INFRASTRUCTURE

Action	Deliverable	Timeframe	Responsibility
<p>Address disability access issues in relation to Council owned buildings, including community managed facilities.</p>	<ul style="list-style-type: none"> • Progressively undertake access audits of all buildings that are under Council responsibility. • Implement audit recommendations in accordance with relevant Australian standards such as Disability (Access to Premises – Buildings) Standards 2010 and DDA obligations. • Provide advice and support that assists in improving DDA compliance for groups renting or leasing Council property. • Establish evacuation plans that consider people with disability and ensure relevant staff are aware of these procedures. • Charge points for gophers will be included at Council sites. 	<p>Long term</p> <p>Long term</p> <p>Medium term</p> <p>Medium term</p> <p>Medium term</p>	<p>Manager Infrastructure and Engineering Services</p>
<p>All Council capital works projects will consider DDA compliance issues.</p>	<ul style="list-style-type: none"> • Project briefs to reference DDA compliance. • New facilities and initiatives will incorporate access and inclusion needs and respond to legislative obligations of the DDA. 	<p>Short term</p> <p>Ongoing</p>	<p>Manager Infrastructure and Engineering Services</p>

	<ul style="list-style-type: none"> • Conduct an access audit of footpaths, including ramps and refuge islands and crossings, and establish priorities for upgrading. • Progressive upgrade of existing footpaths and the installation of new footpaths to meet access guidelines where possible. • Develop a Tactile Ground Surface Indicators (TGSI) Policy outlining best use in the public realm. • Consider the installation of additional refuge islands or pedestrian crossings where possible. • Investigate areas where lighting can be improved to address access issues. 	<p>Long term</p> <p>Long term</p> <p>Long term</p> <p>Long term</p> <p>Ongoing</p>	<p>Manager Development, Environment and Regulatory Services</p>
<p>Ensure ongoing future compliance by incorporating DDA in all future capital works performed by external contractors.</p>	<ul style="list-style-type: none"> • Review relevant Council contracts and work orders. • Project briefs and contracts to reflect compliance with DDA and relevant Australian standards. • Tender documents to show compliance with DDA requirements. 	<p>Medium term</p> <p>Medium term</p> <p>Medium term</p>	<p>Manager Infrastructure and Engineering Services</p>
<p>Improve access to public open spaces.</p>	<ul style="list-style-type: none"> • Conduct an access audit of public open spaces. • Identify a program of works required to improve access. • All new park facilities to provide adequate access. • Create continuous accessible paths of travel to key points such as barbeques, toilets, seating and play equipment. • Improve disability signage throughout the Council area and at Council facilities. • Street furniture designed within disability access guidelines. • When replacing or upgrading play spaces consider the incorporation of accessible equipment and inclusive spaces (for example, accessible play items, sensory gardens). 	<p>Long term</p> <p>Long term</p> <p>Ongoing</p> <p>Long term</p> <p>Long term</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Manager Infrastructure and Engineering Services</p> <p>Manager Development, Environment and Regulatory Services</p> <p>Manager Library and Community Services</p>

COMMUNITY AND CULTURE

Action	Deliverable	Timeframe	Responsibility
Libraries will provide appropriate and accessible materials and adaptive technology.	<ul style="list-style-type: none"> Review provision and supply of accessible materials and adaptive technology. Invest in a range of alternative media, for example, large print books, Braille texts, talking texts, DVD books with subtitles and/or sign language, tactile picture books. Invest in adaptive technology (for example, screen magnifiers, alternative keyboards) where appropriate. Investigate funding opportunities for the provision of accessible materials and adaptive technology. 	<p>Medium term</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	Manager Library and Community Services
Guidelines and protocols for community engagement will consider the needs of people with disability.	<ul style="list-style-type: none"> All Council meetings and community engagement will be held in places that are physically accessible to people with disability. All community engagement will be offered through multiple methods, for example, written, electronic, face to face. Community engagement documents will be available in alternative formats upon request. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	Manager Library and Community Services
Council events and programs to be inclusive.	<ul style="list-style-type: none"> Develop an access checklist to assist in planning events. Promote Council facilitated community events as accessible. Encourage the use of the Companion Card program at Council run events. 	<p>Short term</p> <p>Short term</p> <p>Ongoing</p>	Manager Library and Community Services
Support the provision and improve awareness of accessible facilities, services and programs.	<ul style="list-style-type: none"> Develop an Access and Mobility Map for the Town of Gawler. Promote accessibility (transport and parking options, access to venues, etc) when advertising events, public meetings, workshops or forums. 	<p>Medium term</p> <p>Ongoing</p>	Manager Library and Community Services

	<ul style="list-style-type: none"> • Promote accessible facilities that are currently available. • Promote disability events and programs that are implemented by other groups. • Partner with local clubs and groups to link people with disability to sporting, recreation and social opportunities. 	<p>Short term</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Manager Business Enterprises and Communications</p>
<p>Support and encourage positive community attitudes towards people with disability.</p>	<ul style="list-style-type: none"> • Actively promote the Disability Access and Inclusion Plan. • Support and promote events that showcase the contribution made by people with disability. • Investigate an awards initiative that recognises and celebrates the achievements and contributions made by local people with disability and those that support them. • Promote initiatives such as International Day of People with Disability. • Promote inclusivity principles to community groups. 	<p>Short term</p> <p>Ongoing</p> <p>Medium term</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Manager Library and Community Services</p>
<p>Advocate with local service providers for the provision of adequate services and supports for people with disability.</p>	<ul style="list-style-type: none"> • Ensure people with disability can access information that assists them to connect to services and support within the community. • Advocate for improved local public transport options that respond to the needs of people with disability. 	<p>Ongoing</p> <p>Ongoing</p>	<p>Manager Library and Community Services</p> <p>Manager Infrastructure and Engineering Services</p>

DEVELOPMENT AND ENVIRONMENT

Action	Deliverable	Timeframe	Responsibility
DDA requirements will be integrated into the development approval process.	<ul style="list-style-type: none">• Ensure that any application for government, commercial and industrial buildings meets DDA requirements.• Inform builders and developers of access obligations pursuant to the DDA and the National Construction Code (NCC).• Development Services staff will remain informed of changes to standards and legislation.	Ongoing Ongoing Ongoing	Manager Development, Environment and Regulatory Services
Support local businesses to assist them in increasing access to their services.	<ul style="list-style-type: none">• Liaise with local businesses and provide guidelines encouraging DDA compliance.	Ongoing	Manager Development, Environment and Regulatory Services