Town of Gawler
Disability Access and Inclusion Plan
2018 - 2022

The Disability Access and Inclusion 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.

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.
- Installation of a chair lift at the Gawler Aquatic Centre.
- Changes to the Gawler Aquatic Centre to be fully DDA compliant, including fully accessible change room and separate adult change space.
- Clonlea Park accessible toilet upgrade.
- Open space areas maintenance program.
- Gawler Disability Infrastructure Investigation conducted to review and investigate the safety and DDA compliance of the existing pedestrian crossings in Murray Street, identify opportunities for additions or improved disability parking bays and the installation of way finding signage.
- Ongoing, staged process upgrading all Council owned disability parking bays to the current Australian Standards.
- Ongoing review and upgrade of disability parking signage.
- Ongoing review and upgrade of footpaths in the Town Centre area to meet DDA compliance with various concept designs developed for future scoping and implementation.
- Investigate opportunities to incorporate a Changing Places facility within the Town of Gawler.
- Upgrade of all bus stops within Gawler to be DDA compliant by December 2022.
- Introduction of the Library 'Dyslexie' font collection to further assist readability for people with Dyslexia and vision impairments.
- Installation of mobility scooter charging points at the Gawler Civic Centre.

Strategic Context
The *Disability Discrimination Act 1992* (Commonweath) and the *Equal Opportunity Act 1984* (SA) makes disability discrimination unlawful and promotes equal rights, opportunities and access for people living with disability.

In 2018, the *Disability Inclusion Act 2018* (SA) was passed, recognising that a stronger commitment to access and inclusion planning for people living with disability was needed.

The *Disability Inclusion Act 2018* supports the United Nations Convention on the Rights of Persons with Disabilities, acknowledging that people living with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights.

The National Disability Strategy 2010-2020 is a coordinated plan across all levels of government to improve the lives of people living with disability, their families and carers. Currently, the Commonwealth and State and Territory Governments are working towards developing a new national disability strategy for beyond 2020.

Inclusive SA: State Disability Inclusion Plan 2019-2023 was released on 31 October 2019. The State Plan is a requirement of the *Disability Inclusion Act 2018* and sets a framework to support State authorities (including Local Government) to implement the National Disability Strategy 2010–2020 via their own Disability Access and Inclusion Plans.

The Town of Gawler Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019-2023, those being:

Inclusive Communities for All
Priority 1: Involvement in the community
Priority 2: Improving community understanding and awareness
Priority 3: Promoting the rights of people living with disability

Leadership and Collaboration
Priority 4: Participation in decision-making
Priority 5: Leadership and raising profile
Priority 6: Engagement and consultation

Accessible Communities
Priority 7: Universal Design across South Australia
Priority 8: Accessible and available information
Priority 9: Access to services

Learning and Employment
Priority 10: Better supports within educational and training settings
Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning
Priority 12: Improved access to employment opportunities and better support within workplaces

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

This Plan will be implemented over a four year period within short, medium and long term timeframes:

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

Projects and initiatives of this Plan will be delivered within the indicated timeframes.
Deliverables have been prioritised based on practicality of delivery and resourcing.

Inclusive Communities for All

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood and that their rights are promoted, upheld and protected. People living with disability must also be supported to advocate for their own rights.

Priority 1: Involvement in the community.
Priority 2: Improving community understanding and awareness.
Priority 3: Promoting the rights of people living with disability.

Action	Deliverable	Timeframe	Responsibility	State Plan Priority #
Council events and programs to be inclusive.	• 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.	Short term Short term Ongoing	Manager Library and Community Services	Priority 1
Provide appropriate training to staff, council members and volunteers regarding effective communication and engagement with people with disability.	• Ensure staff, council 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. • All frontline staff to be trained in disability awareness. • All staff to progressively attend disability awareness sessions.	Short term Short term Ongoing Ongoing	Manager Finance and Corporate Services Manager Library and Community Services	Priority 2
Support the provision and improve awareness of accessible facilities, services and programs.	• Promote accessible facilities that are currently available. • Develop an Access and Mobility Map for the Town of Gawler that includes disability toilet and change room locations.	Short term Medium term	Manager Library and Community Services	Priority 2

	• Promote accessibility (transport and parking options, access to venues, etc) when advertising events, public meetings, workshops or forums.	Ongoing	Manager Business Enterprises and Communications	
	• Promote disability events and programs that are implemented by other groups.	Ongoing		
	• Partner with local clubs and groups to link people with disability to sporting, recreation and social opportunities.	Ongoing		
Support and encourage positive community attitudes towards people with disability.	• Actively promote the Disability Access and Inclusion Plan.	Short term	Manager Library and Community Services	Priority 2
	• Investigate an awards initiative that recognises and celebrates the achievements and contributions made by local people with disability and those that support them.	Medium term		
	• Support and promote events that showcase the contribution made by people with disability.	Ongoing		
	• Promote initiatives such as International Day of People with Disability.	Ongoing		
	• Promote inclusivity principles to community groups.	Ongoing		
Council policies, procedures and guidelines will consider the needs of people with disability.	• As Council policies and procedures are reviewed, the DAIP will be referred to as appropriate.	Ongoing	Manager Finance and Corporate Services	Priority 3

Leadership and Collaboration

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

Priority 4: Participation in decision-making.
Priority 5: Leadership and raising profile.
Priority 6: Engagement and consultation.

Action	Deliverable	Timeframe	Responsibility	State Plan Priority #
Council decision making processes are available and accessible.	• 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	Priority 4
Support young people living with disability to actively participate in decision-making.	• Continue to collaborate and partner with local groups, service providers, schools and individuals to ensure young people with disability have a voice. • Provide ongoing meaningful opportunities for young people to contribute to all Council community engagement initiatives and decision-making processes.	Ongoing Ongoing	Manager Library and Community Services	Priority 4
Provide opportunities for ongoing regional collaboration.	• 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.	Ongoing	Manager Library and Community Services	Priority 5

	• The Regional DAIP Project Team will meet as required (annually, at a minimum) to investigate opportunities for regional collaboration and information sharing.	Ongoing		
Guidelines and protocols for community engagement will consider the needs of people with disability.	• 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.	Ongoing Ongoing Ongoing	Manager Library and Community Services	Priority 6

Accessible Communities

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

Priority 7: Universal Design across South Australia.
Priority 8: Accessible and available information.
Priority 9: Access to services.

Action	Deliverable	Timeframe	Responsibility	State Plan Priority #
Improve access to public open spaces, incorporating Universal Design Principles wherever possible.	• Continue the upgrade of all Council owned disability parking bays to meet current Australian Standards. • Relevant staff to be trained in Universal Design Principles. • Conduct an access audit of public open spaces. • Identify a program of works required to improve 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).	Short term Medium term Long term Long term Long term Long term Ongoing Ongoing	Manager Infrastructure and Engineering Services Manager Development, Environment and Regulatory Services Manager Library and Community Services	Priority 7

	• All new park facilities to provide adequate access.	Ongoing		
All Council capital works projects will consider DDA compliance and Universal Design Principles.	• Project briefs to reference DDA compliance and Universal Design. • 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. • New facilities and initiatives will incorporate access and inclusion needs and respond to legislative obligations of the DDA. • Conduct an access audit of footpaths, including ramps and refuge islands and crossings, and establish priorities for upgrading. • Consider the installation of additional refuge islands or pedestrian crossings where possible. • Investigate areas where lighting can be improved to address access issues.	Short term Long term Long term Ongoing Ongoing Ongoing Ongoing	Manager Infrastructure and Engineering Services Manager Development, Environment and Regulatory Services	Priority 7
The Disability Access and Inclusion Plan (DAIP) will be accessible to people with disability.	• 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	Priority 8
Council published information will support and inform people with disability.	• 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	Priority 8

Council information technology is provided in accessible formats.	• 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.	Short term Short term Medium term Medium term Medium term	Manager Business Enterprises and Communications	Priority 8
Libraries will provide appropriate and accessible materials and adaptive technology.	• 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.	Medium term Ongoing Ongoing Ongoing	Manager Library and Community Services	Priority 8
Address disability access issues in relation to Council owned buildings, including community managed facilities.	• 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.	Medium term Medium term	Manager Infrastructure and Engineering Services	Priority 9

	• Charge points for mobility scooters will be included at Council sites.	Medium term		
	• Progressively undertake access audits of all buildings that are under Council responsibility.	Long term		
	• Implement audit recommendations in accordance with relevant Australian standards such as Disability (Access to Premises – Buildings) Standards 2010 and DDA obligations.	Long term		
Ensure ongoing future compliance by incorporating DDA in all future capital works performed by external contractors.	• Project briefs and contracts to reflect compliance with DDA and relevant Australian standards.	Medium term	Manager Infrastructure and Engineering Services	Priority 9
	• Tender documents to show compliance with DDA requirements.	Medium term		
	• Review relevant Council contracts and work orders.	Ongoing		
DDA requirements will be integrated into the development approval process.	• Ensure that any application for government, commercial and industrial buildings meets DDA requirements.	Ongoing	Manager Development, Environment and Regulatory Services	Priority 9
	• Inform builders and developers of access obligations pursuant to the DDA and the National Construction Code (NCC).	Ongoing		
	• Development Services staff will remain informed of changes to standards and legislation.	Ongoing		
Support local businesses to assist them in increasing access to their services.	• Liaise with local businesses and provide guidelines encouraging DDA compliance.	Ongoing	Manager Development, Environment and Regulatory Services	Priority 9

Advocate with local service providers and state government agencies for the provision of adequate services and supports for people with disability.	• Ensure people with disability can access information that assists them to connect to services and support within the community.	Ongoing	Manager Library and Community Services	Priority 9
	• Advocate for improved local public transport options that respond to the needs of people with disability.	Ongoing	Manager Infrastructure and Engineering Services	
	• Advocate for sustainable housing choices for diverse community needs including people with disability.	Ongoing		

Learning and Employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. People living with disability must have access to inclusive places for study, education, training and volunteering and pathways to meaningful and inclusive employment opportunities.

Priority 10: Better supports within educational and training settings.
Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning.
Priority 12: Improved access to employment opportunities and better support within workplaces.

Action	Deliverable	Timeframe	Responsibility	State Plan Priority #
Educational and training settings are inclusive of people with disability.	• Active promotion of Council spaces and facilities that are inclusive, accessible and suitable for study, educational and training purposes. • Skills development courses offered via Council's Youth Space are available, easily accessible and welcoming to young people with disability and additional needs.	Ongoing Ongoing	Manager Library and Community Services Manager Business Enterprises and Communications	Priority 10
Facilitate meaningful volunteering opportunities for people with disability.	• Liaise with local disability service providers, groups and individuals to identify volunteering opportunities suitable for people with disability. • Ensure that people with disability who take on a volunteer role within Council are appropriately supported.	Ongoing Ongoing	Manager Library and Community Services	Priority 11
Provide an equal opportunity workplace.	• 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.	Short term Short term	Manager Finance and Corporate Services	Priority 12

	• Ensure that physical access and communication assistance is provided in interview processes as appropriate.	Short term	Manager Business Enterprises and Communications
	• Advertise employment opportunities in inclusive formats and locations.	Short term	
	• Advertisements for positions are Equal Employment Opportunity (EEO) compliant.	Short term	Manager Infrastructure and Engineering Services
	• Investigate grant opportunities for inclusive employment.	Ongoing	
	• Where practicable, ensure that worksites are accessible and usable for people with disability.	Ongoing	