



*Tatiara*  
the good country



2020-2024

# Disability Access and Inclusion Plan



## A message from our Mayor

**Tatiara's Disability Access and Inclusion Plan 2020-2024 (DAIP)** is an exciting and important step in improving the lives of Tatiara residents.

Council and our partners are committed to building inclusive, connected and welcoming communities. We are determined to create a community where everyone is able to fulfill their potential; however, to make sure people living with disability can participate fully, we know we need to do more.

The DAIP was developed through extensive consultation with partners, service providers and, of course, people living with disability as well as their families, friends and carers. The plan provides a clear way forward on how to best respond to current and future challenges facing our community and sets out what we want to achieve over the next four years.

I look forward to working together to put this plan into action for a more inclusive and accessible Tatiara.

Graham Excell  
Mayor, Tatiara District Council

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**We acknowledge the Traditional Custodians of country, the Potaruwutj people and recognise their continuing connection to land, waters and culture. We pay our respect to elders – past, present and emerging.**

# Introduction

This is the first **Disability Access and Inclusion Plan (DAIP)** prepared by the Tatiara District Council. All Councils must publish a DAIP to comply with the *South Australian Disability Inclusion Act 2018*. This plan is prepared in accordance with Part 5 of the Disability Inclusion Act 2018.

Developing a DAIP demonstrates that we as a Council recognise the importance of inclusion and access for everyone. The process to develop this plan involved comprehensive community consultation, discussions with relevant stakeholders and support from the Local Government Association of South Australia.

Our aim for this first plan is to “*Light a Spark*” through staff and community awareness, understanding and appreciation of the “*social model of disability*”. This is replacing the “*deficit and misfortune*” or medical model of understanding disability. Shifting the focus from an individual’s impairment to barriers within the environment which restrict some people’s ability to participate fully in the community.

We aim to create a sustainable plan that will rely on staff capabilities to implement actions and to guide development of revisions in the future.

The Tatiara District Council is committed to continuously reviewing our DAIP, to identify and implement opportunities and improvements, and ensuring people with disability can participate in shaping services and objectives through a consultative process.



## Defining Disability

According to the *Disability Inclusion Act 2018* interpretation:

*Disability 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.*

The Act also specifies several principles that must be observed in relation to the rights of people with a disability with a particular focus on women, children, Aboriginal and Torres Strait Islander and people from culturally and linguistically diverse backgrounds. These groups could potentially face multiple disadvantage, making it essential that this is recognised, and support services offered to these groups to ensure they are able to access all mainstream services, programs and facilities.

## What is Access and Inclusion?

In broad terms *Access* ensures that every member of the community can use the physical environment, transport, information and services equally.

*Inclusion* moves beyond this, by recognising that attitudes and expectations may exclude people just as much as a lack of ramps or accessible parking.



## About Tatiara District Council

The Tatiara district has a population of 6,580 and is one of the largest Local Government areas in South Australia (6,525 square kilometers). We are in the Limestone Coast (Upper Southeast) region of South Australia and have the main service centers of **Bordertown** and **Keith** and the three smaller townships of **Mundulla**, **Wolseley** and **Padthaway**.

Tatiara means "*the good country*" and the district is fortunate to have an abundance of good underground water, a very low unemployment rate, excellent facilities and a country lifestyle. We are ideally located, being two and a half hours from Adelaide and four and a half hours from Melbourne.

The economy of the district is firmly based on the agricultural and pastoral industries - chiefly the production of grains such as barley, oats and wheat, and stock such as sheep, cattle and pigs. In some areas there is extensive irrigation, which has facilitated the growing of small seeds, flowers, vegetables and olives. Many seasonal workers are employed by the buoyant viticulture industry. JBS Australia (Tatiara Meat Company), an export meat processing works is located just out of Bordertown and processes up to 5,000 sheep a day.

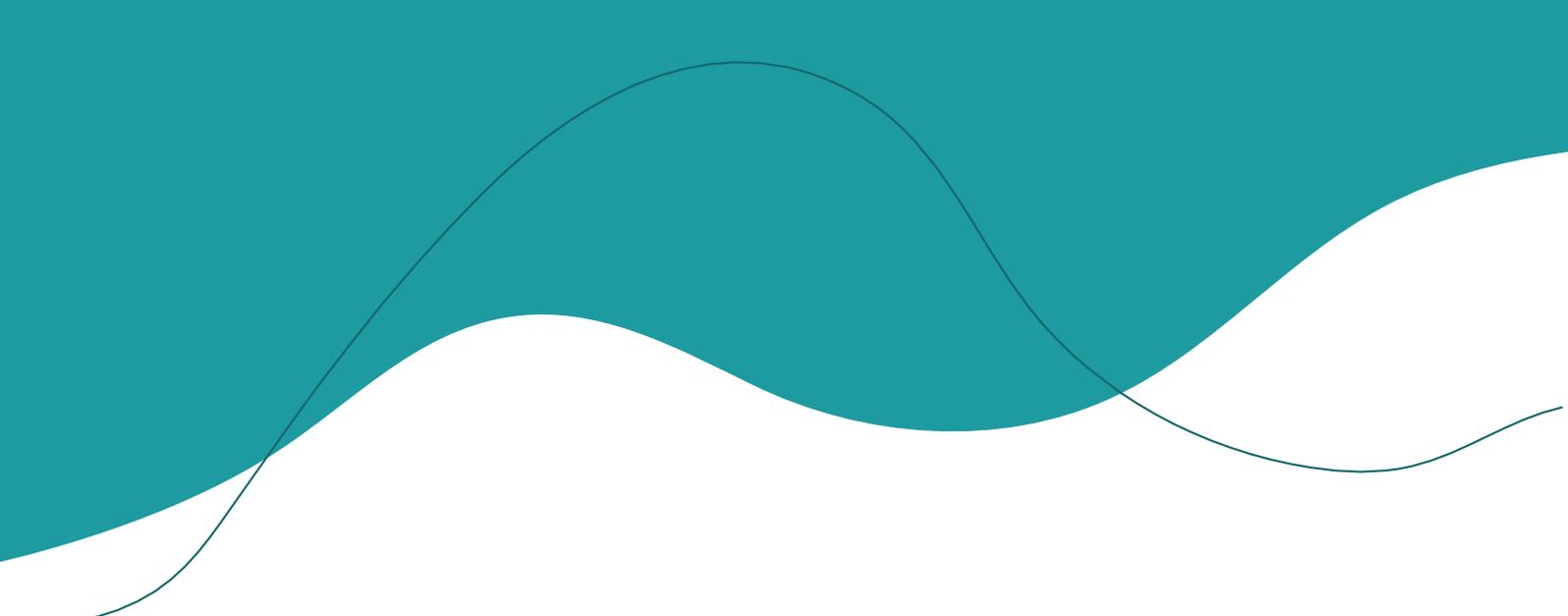


## Services provided

- Aerodrome
- Animal Control
- Cemeteries
- Community Wastewater Management Schemes
- Development/Planning
- Fire Information
- Parks & Gardens
- Community Consultations
- Roads
- Swimming Pools
- Waste Management including recycling
- Immunisations

## Information shared

- Australia Day Ceremony
- Business Information
- Clubs & Organisations
- Community Information Search (external search with SA Community)
- Emergency Management
- Freedom of Information
- Grants
- Latest News
- Tatiara Coorong Local Action Plan



## What we have learnt from our community regarding Disability Access and Inclusion

- Improving the community's awareness and understanding regarding disability access and inclusion is crucial. This includes business, council and whole of community.
- The challenges and barriers to access and inclusion are many and varied, and every individual experience something unique to them. It was said we need to light a spark and start to think about it more.
- Service providers are available and the NDIS seems to be meeting people's needs. Tatiara Employment Services is a long-standing organisation that is very valuable.
- There should be better utilisation of our buildings and have a programming approach that meets all our community's needs. Suggestions for areas of improvement were given for all spaces.
- Access to information through traditional formats is very important. Information that is printed in flyers, community newsletters, notice boards and radio promotion were key to people hearing about programs and services. Personal invitations and one-on-one assistance made people feel included and encouraged them to attend events.
- Community members feel included when they are part of a group, have volunteering opportunities and are invited to events and activities. The health centres, retirement village activity centres, services providers, community groups and churches are all key services to help people access events and places which provide a sense of inclusion.

# Strategic Context

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

The Act supports the **United Nations Convention on the Rights of Persons with Disabilities** (UNCRPD), 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 UNCRPD is underpinned by eight guiding principles based on respect, equality and non-discrimination and was ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009.

The **National Disability Strategy (NDS)** is a coordinated plan across all levels of government to improve the lives of people living with disability, their families and carers. The NDS is Australia's response to the UNCRPD and is designed to ensure the principles of the UNCRPD are incorporated into policies and programs across Australia. Currently, the Commonwealth and State and Territory Governments are working towards developing a new national disability strategy for beyond 2020. Areas of policy action under the NDS are:

1. Inclusive and accessible communities
2. Rights protection, justice and legislation
3. Economic security
4. Personal and community support
5. Learning and skills
6. Health and wellbeing

**Inclusive SA: State Disability Inclusion Plan 2019 – 2023** (the State Plan) was released on 31 October 2019. It was developed following community and sector consultation. The themes within the State Plan are:

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and employment

The State Plan is a requirement of the Act and sets a framework to support State authorities to implement the National Disability Strategy 2010–2020 (NDS).

The annual reporting against the State Plan will align the South Australian Government's achievements against the NDS's areas of policy action.



## Our vision

The SA State Plan 2019 - 2023 “inclusive SA states:

**‘Our vision is an accessible and inclusive South Australia based on fairness and respect’**

Tatiara District Council’s vision is:

**‘Shaping a sustainable future by realising the potential of our people and region’**

Council's values are:

- We value rigorous debate conducted by well-informed Council Members.
- We facilitate socially and environmentally responsible development.
- We will display leadership and reflect community aspirations.
- We believe in transparency and accountability.
- We value respect and loyalty.

## Our vision for the DAIP

**The plan will outline the framework that will guide the Tatiara District Council to ensure our region is accessible and inclusive for all community members in all aspects of life. We will *‘light a spark’* to start thinking about access and inclusion for everyone.**

# Actions

The Tatiara District Councils Disability Access and Inclusion Plan is structured around the themes and priority areas of the *Inclusive SA: State Disability Inclusion Plan 2019–2023*.

The timeline for delivery of this plan is 2020 – 2024. Specific action plans relating to this overarching plan will be created by relevant Council teams and reported on yearly. Reporting will meet the State Government reporting requirements under the Disability Inclusion Act 2018.

## 1: 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 by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

### Priority 1: Involvement in the community

Goal	Action	Responsibility	Measurable Target
1.1 Council will deliver programs and activities that adhere to Universal Design Principles and provide people with disability opportunities to build capacity and confidence to connect with others.	1.1.1 Review current programs and activities to maximise access and inclusion for people with disability.	TDC	Proportion of people living with disability who participate in programs and activities.
	1.1.2 Collaborate with local service providers and groups to advocate for greater access to health and wellbeing programs and services for people with disability.	TDC	Proportion of people living with disability who participate in community and social groups.

Goal	Action	Responsibility	Measurable Target
	<b>1.1.3</b> Incorporate access and inclusion considerations into planning of all Council events and community programs.	TDC	Proportion of people living with disability who participate in programs and activities.
<b>1.2</b> Council will encourage and support community-based events, activities and clubs to be inclusive of people with disability.	<b>1.2.1</b> Build capacity of existing community-based events, programs and clubs to be more inclusive of people with disability.	TDC	Proportion of people living with disability who participate in community and social groups.

## Priority 2: Improving community understanding and awareness

Goal	Action	Responsibility	Measurable Target
<b>2.1</b> Council will facilitate disability awareness and valuing opportunities across the community for local business, clubs and community groups.	<b>2.1.1</b> Facilitate access to disability awareness and resources for local businesses, clubs and community groups.	TDC	Data on disability awareness training sessions held.

<p><b>2.2</b> Council will advocate on behalf of its residents to promote awareness and understanding of those living with disability.</p>	<p><b>2.2.1</b> Involvement in Local Government networks and other relevant disability networks.</p>	<p>TDC</p>	<p>Analysis of engagement with networks.</p>
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### Priority 3: Promoting the rights of people living with disability

Goal	Action	Responsibility	Measurable Target
<p><b>3.1</b> Council will create a culture that values and supports people with disability.</p>	<p><b>3.1.2</b> Provide disability awareness training for all current staff and elected members.</p>	<p>TDC</p>	<p>Proportion of current staff who have completed training.</p>

## 2: 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 our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

### Priority 4: Participation in decision-making

Goal	Action	Responsibility	Measurable Target
4.1.1. Develop a two-way relationship with the community and Council so we can be informed about issues and opportunities arising in the community relating to access and inclusion.	4.1.1 Develop the DAIP Advisory Group membership, roles and scope.	TDC	Proportion of people living with disability represented on the advisory group.
	4.1.2 Establishment of consultation and engagement practices to ensure people living with disability are engaged and consulted.	TDC	Proportion of people living with disability that were engaged and consulted on issues.
	4.2.3 Support for young people and those from CALD communities living with disability to provide input to Council decision making.	TDC	Proportion of younger people and culturally and linguistically diverse community members living with a disability that were engaged and consulted on issues.

## Priority 5: Leadership and raising profile

Goal	Action	Responsibility	Measurable Target
<b>5.1</b> Council to achieve ongoing commitment and assume a leadership role to access and inclusion within the community.	<b>5.1.1</b> Create action plans with relevant Council teams to enable DAIP to be appropriately implemented, measured and reported.	TDC	Detailed yearly action plan developed, implemented and outcomes reported to elected members and government.

## Priority 6: Engagement and consultation

Goal	Action	Responsibility	Measurable Target
<b>6.1.1</b> Council will establish and maintain processes of communication with the community and service providers.	<b>6.1.1</b> Engage with specialised disability agencies and networks where appropriate.	TDC	Data on consultations and outcomes.
	<b>6.1.2</b> Ongoing consultation with emergency service providers to identify barriers and opportunities for improvement.	TDC	Data on consultations and outcomes.
	<b>6.1.3</b> Ongoing consultation with community, elected members, managers and staff regarding the Council DAIP.	TDC	Data on consultations and outcomes.

### 3: Accessible communities

The accessibility of the built environment, quality services and information are a key to ensuring people living with disability are included and can 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 greater community.

#### Priority 7: Universal Design across South Australia

Goal	Action	Responsibility	Measurable Target
7.1 Council will enable and advocate for dignified and equitable access to our built environment.	7.1.1 Incorporate Universal Design principles in criteria for all new building and public projects and planning for programs, services and events.	TDC	Measures undertaken to ensure universal design principals are included in planning decisions.
	7.1.2 Developing Universal Design training plans for staff and contractors.	TDC	Proportion of staff and contractors who have undertaken training.
	7.1.3 Review of availability of accessible car parks.	TDC	Analysis of review completed.
	7.1.3 Develop a program of priority actions for footpaths and walkways within the region.	TDC	Priority action plan created.

Goal	Action	Responsibility	Measurable Target
<b>7.2</b> Community feedback is sought from those with lived experiences as part of Councils planning process.	<b>7.2.1</b> Investigate the establishment and resource requirements of an access and inclusion reference group to be consulted regarding Councils proposed infrastructure upgrades.	TDC	Measures undertaken to investigate forming reference group.

### Priority 8: Accessible and available information

Goal	Action	Responsibility	Measurable Target
<b>8.1</b> All community members can access our services and be informed about and participate in their community.	<b>8.1.1</b> We will utilise a variety of communication and marketing methods.	TDC	Seek feedback on communication products through community consultations.
	<b>8.1.2</b> Research and use standards, templates and guidelines for accessible online and printed content.	TDC	Measures undertaken to ensure communication is accessible for all.

### Priority 9: Access to services

Goal	Action	Responsibility	Measurable Target
<b>9.1</b> Council will provide and maintain accessible public and community infrastructure.	<b>9.1.1</b> Establish minimum standards for priority parks and reserves.	TDC	Measures undertaken to audit current facilities.

Goal	Action	Responsibility	Measurable Target
	<p><b>9.1.2</b> Implement a program of priority actions, including exemplary visitor experiences.</p>	TDC	Action plan completed.
	<p><b>9.1.3</b> Including in our infrastructure maintenance and upgrade schedules the installation of signs on the front of public buildings indicating disability access.</p>	TDC	Evidence of disability access signage in upgrade schedule.
	<p><b>9.1.4</b> Installation of multi-media devices at service outlets to include people who are deaf, hard of hearing, vision impaired or blind.</p>	TDC	Measures undertaken for installation of multimedia devices.

## 4: Learning and employment

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

### Priority 10: Better supports within educational and training settings

Goal	Action	Responsibility	Measurable Target
<b>10.1</b> Council will facilitate programs that develop confidence and employment skills for people with disability.	<b>10.1.1</b> Investigate partnership opportunities with organisations to deliver programs and activities to build confidence and develop skills.	TDC	Measures taken to create partnerships and develop programs.

### Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Goal	Action	Responsibility	Measurable Target
<b>11.1</b> Council will build capacity and optimise opportunities for volunteers with disability.	<b>11.1.1</b> Facilitate meaningful volunteering opportunities for people living with disability.	TDC	Proportion of volunteers with disability accessing volunteering opportunities at TDC.

## Priority 12: Improved access to employment opportunities and better support within workplaces

Goal	Action	Responsibility	Measurable Target
<b>12.1</b> People with disability have the same opportunities as other people to obtain and maintain employment within a public authority.	<b>12.1.1</b> Ensure that recruitment practices provide equal opportunity of employment.	TDC	Measures taken to engage people with disability in employment, volunteering or work experience with TDC.
	<b>12.1.2</b> Provide support for employees with disability.	TDC	Consultation and feedback sought from staff.
<b>12.2</b> Continue to support disability employment opportunities.	<b>12.2.1</b> Consider engaging businesses and organisations who provide employment opportunities for people with disability when contracting Council services.	TDC	Number of contracts that support employment of people living with disability.



# Disability Access and Inclusion Plan development

## Consultation

A diverse working group was established to oversee the planning process. An initial review of current advice, activities and staff knowledge was undertaken, including a staff survey.

The community engagement strategy was developed and implemented over a six-week period. Community members have provided feedback in a variety of ways, including an online and paper survey, community forums, individual interviews and telephone calls.

Hard copy surveys were located at Keith and Bordertown Council offices, libraries and distributed to other key service provider locations including Pharmacies, Medical Clinics and numerous service groups to ensure they were accessible to as many community members as possible. Promotion of the both the online and hard copy survey has occurred through local print media, flyers and social media.

Overall, 180 people took part in the consultation:

- 33 staff members completed the online survey
- 92 people participated in 4 group forums
- 50 people completed the community survey
- 5 people provided input through interviews either in person or over the phone

With the information gained from the consultation a draft plan was developed and feedback sought to determine any gaps and to seek community endorsement.



## Relationship to other policies, strategies, frameworks

A review of Council's key strategic documents was undertaken to assess how well the Disability Access and Inclusion action areas have been considered against the Act's four action areas. The table below shows that Council's key linked strategies, policies and plans demonstrate goodwill around caring for the community and provide the opportunity to extend the commitment demonstrated to access and inclusion planning. Actions incorporated in the DAIP will also support higher aims of the Strategic Plan 2035 and the Public Health Action Plan.

Council's DAIP links with several existing policies, procedures and plans and more specifically:

- The Tatiara District Council's Strategic Plan 2016-2020
- Annual Business Plan
- Buildings Asset Management Plan
- Transport Infrastructure Asset Management Plan
- Parks & Gardens Asset Management Plan V2
- Limestone Coast Regional Public Health & Wellbeing Plan

# Strategic Document Review

Action Area	TDC Strategic Plan	Annual Business Plan	Buildings Asset Management Plan	Transport Infrastructure Asset Management Plan	Parks & Gardens Asset Management Plan V2	Limestone Coast Regional Public Health & wellbeing Plan
Action 1 Inclusive Communities for all	XX	X			XX	XXX
Action 2 Leadership and Collaboration	XX	X				XX
Action 3 Accessible Communities	X		XXX	XXX	XX	XXX
Action 4 Learning and Employment	X					XXX

X=mention XX=consideration XXX=comprehensive consideration



## Implementation process

Tatiara District Council has a responsibility for implementing the DAIP. The actions of the DAIP will be integrated into the ongoing business planning of Council, including annual planning and budget processes.

The progress of the DAIP will be monitored by an internal group called the TDC DAIP Internal Working Committee. This committee will be made up of staff with action responsibility, who meet quarterly, chaired by the Director Development & Environmental Services (or delegate).

This process will not only focus on the actions within the DAIP, but also identify emerging opportunities which may require a refocus of attention and resources. An annual report including the DAIP audit will be presented to Elected Members.

The DAIP Advisory Group will be the primary resource for ongoing engagement with people experiencing disability. The DAIP Advisory Group is established to assist Council in achieving the outcomes of the DAIP by providing strategic, expert and impartial advice on the development, implementation, monitoring and review of Council policies, strategies, plans and projects to advance the inclusion of people experiencing disability.

# Acknowledgments

We would like to acknowledge the groups and individuals who have assisted in the development of Tatiara District Council's DAIP, specifically:

- Members of the Disability and Inclusion Working Group.
- Community members who took time to complete the Access and Inclusion Survey and be involved in community forums.
- Service providers and community groups who provided us with feedback.
- Council staff who provided input and feedback.
- Merindah Ward Senior Policy Officer – Disability Inclusion Local Government Association.
- Various other Councils for their collaborative approach and willingness to share information and support others.





## Contact Details

This **Disability Access and Inclusion Plan (DAIP)** is available on the Tatiara District Council website [tatiara.sa.gov.au](http://tatiara.sa.gov.au)

If you require a copy in an alternative format, please contact;

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