

# District Council of Elliston Disability Access and Inclusion Plan 2020—2024

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The Disability Access and Inclusion Plan (DAIP) is available on the District Council of Elliston website. If you require a copy in an alternative format, (such as large font or electronic format) please contact the Council office on 8687 9177, email [dce@elliston.sa.gov.au](mailto:dce@elliston.sa.gov.au) or visit the office at 21 Beach Terrace Elliston SA 5670.

The font used in this document is Arial, which is the preferred font of Vision Australia and the Australian Royal Society for the Blind to assist some people who have a visual impairment. This report is set at their recommended minimum size of 12pt. The recommended ideal font size is 18pt, however this is subject to individual preferences.

## MESSAGE FROM OUR MAYOR

Welcome to the District Council of Elliston's Disability Access and Inclusion Plan (DAIP) 2020-2024.

Local Government authorities have a key role in providing supportive and accessible environments for their communities and Council is committed to ensuring our District is a friendly and welcoming place.

I envisage the implementation of this Plan will serve to make the District become more accessible for and inclusive of people living with a disability. It will also assist those people within the community, living with a disability, to contribute, feel welcome and enable them to participate in everyday activities.

A community survey recently undertaken has shown us that there is much we can do to improve and create opportunities for people with a disability and their carers and the issues highlighted in this survey have been included in the DAIP Action Plan.

The DAIP is an ever evolving Plan which I encourage all members of the community, staff and visitors to embrace and participate in its implementation.

Malcolm Hancock

Mayor

District Council of Elliston

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## STATE AUTHORITY

Council is a local government authority established under the *Local Government Act 1999*. The term 'State authority' is defined under the *Disability Inclusion Act 2018 (DI Act)* as including, amongst other things, 'a local council constituted under the *Local Government Act 1999*'. Council is therefore a State Authority for the purposes of the DI Act.

This Plan has been developed in accordance with its responsibilities under the DI Act and is the first of its kind for the District Council of Elliston.

The Act intends:

*To promote the full inclusion in the community of people with disability; to assist people with disability to achieve their full potential as equal citizens; to promote improved access to mainstream supports and services by people with disability; to provide for the screening of persons who want to work or volunteer with people with disability and to prohibit those who pose an unacceptable risk to people with disability from working or volunteering with them; to provide for a community visitor scheme; to provide for responsibilities of the State during and following the transition to the National Disability Insurance scheme; and for other purposes.*

## OUR VISION

The District Council of Elliston commits to supporting and improving the participation of people with disability and their carers across a range of areas so they can enjoy the rights and opportunities provided to all citizens and reach their full potential.

The DAIP will ensure disability access and inclusion awareness information and education is communicated to its officers, key stakeholders, contractors and volunteers.

Council envisages the Plan will aim to address the needs of people with a disability who live, work, volunteer and visit the region. It will also assist Council to meet its statutory requirements under the relevant disability legislation, at both a Federal and State level.

In addition to this, the Plan also aims to:

Promote and improve access for all

Build an inclusive region for all people that respects the dignity and values the diversity of all individuals

Promote and increase awareness of Council staff and the broader community of the rights and needs of people with disabilities

Improve access for people with a disability to Council's services and facilities

Focus on practical, achievable and deliverable actions to enhance access to services, physical infrastructure and public places

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## DISTRICT COUNCIL OF ELLISTON SNAPSHOT

The District Council of Elliston stretches from Lake Hamilton in the south to Port Kenny in the north and inland to Lock. There are many small communities within the District Council area, Bramfield, Colton, Murdinga, Port Kenny, Tooligie, Sheringa and Venus Bay. Lock and Elliston are the larger towns.

The economy of the District is drawn from primary production, fishing and tourism. Tourism is experiencing increased visitation and is supported by the accredited Visitor Information Centre located in Elliston. Improvements to caravan/tourism parks, established camp grounds and RV dump points are catering to the growing needs of the traveller.

Our medical services are well supported by the Royal Flying Doctor. There is a sealed all weather registered airstrip located on the outskirts of Elliston with an unsealed aircraft landing area near Lock. Both sites are open to private aircraft.

Council provides a wide range of services and facilities across the entire community (refer Annual Business Plan 2020-21) and this Plan with prioritised actions and resources will ensure these will be accessible and inclusive for all.

## STAFF PROFILE

At the time of preparing this Plan, no staff were identified as having a disability. However, Council has a number of Policies which identify Council's commitment to a culture of equal opportunity where the rights of all persons are respected and protected.

The following Policies and Procedures relate to access and inclusion:

- Equal Opportunity Policy
- Fitness for Work Policy and Procedure
- Active Ageing and Work Health Program
- District Council of Elliston Enterprise Bargaining Agreements

## ACHIEVEMENTS TO DATE

The District Council of Elliston is committed to creating an accessible and inclusive community for all community members regardless of ability. Council has made considerable progress to achieve this goal. Achievements to date include but are not limited to:

- Walker's Rock, Sheringa and Locks Well public toilet upgrade
- Disabled ramp installed at the Council office
- Large books and audio books available at the Lock and Elliston Libraries
- Donation of Council car for hospital use
- Footpath upgrades

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## STRATEGIC CONTEXT

There are a number of legislative and statutory requirements which relate to disability discrimination, accessibility, inclusion and equity and the items in this section provide a brief overview of the key items which establish the foundation for a DAIP.

### Disability Inclusion Act 2018

This Act ensures mainstream services are accessible to South Australians with disability, enabling them to fully participate in their community without barriers to equal access and inclusion.

### State Disability Inclusion Plan 2019-2023

This Plan brings State Government agencies and local councils together to reduce the barriers faced by people living with disability and sets out the priorities and actions for the four year period based on the following themes:



### National Disability Strategy 2010-2020

The Commonwealth, State and Territory governments have developed this Strategy in partnership under the auspices of the Council of Australian Governments. The Australian Local Government Association assisted in the development of the Strategy, sharing a vision for an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens.

International	United Nations Convention on the Rights of Persons with Disabilities		
National	National Disability Strategy 2010-2020	National Disability Insurance Scheme	National Disability Agreement
State	Disability Inclusion Act 2018	State Disability Inclusion Plan 2019-2023	Disability Access and Inclusion Plan 2020-2024

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## **United Nations Convention on the Rights of Persons with Disabilities**

The development of DAIPs also align with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009. The convention acknowledges the value of existing and potential contributions made by people with disabilities to the overall wellbeing of their communities. It is underpinned by eight guiding principles based on respect, equality and non discrimination.

The UNCRPD defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various barriers to hinder their full and effective participation in society on an equal basis with others. This broader understanding recognises disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can limit participation as can a person's individual circumstances (ie the nature and degree of impairment, capacities and skills).

The UNCRPD defines 'discrimination' on the basis of disability to mean " any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field".

The Department of Human Services vision is an accessible and inclusive South Australia based on fairness and respect.

To achieve this vision, Inclusive SA focuses on the following themes:

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment

The State Government Disability Inclusion Plan 2019-2023, Priority 7 Universal Design across South Australia provides at Action 19:

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

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

Council notes the provisions of Action 19 and will incorporate the principles of Action 19 whenever applicable.

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**DISABILITY STATISTICS (Australian Bureau of Statistics 2015 & 2016)**

**6%**

persons living within  
the Council area  
identified as  
needing  
assistance in core  
activities

**6,742**

km<sup>2</sup> total Council  
area

**1 in 5**

Australians live  
with a disability

**14.1%**

Of the Council's  
population provided  
unpaid assistance to a  
person with a  
disability

District  
population in  
2019 =

**1019**

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## CONSULTATION

In developing this Plan ,the following was included but not limited to:

- A review of current activities
- Collection of Council documentation and information
- The development and promotion of a survey throughout the Council area
- Interviewing Council staff and Elected Members
- Interviewing selected people who have a disability and their carers
- The range of potential service users and employees in the Council area
- The changing profile of the local community
- Numbers of people and their types of disabilities.

### Identify physical barriers

- All the areas to which service users and employees should be entitled to have access
- Physical structures which may act as barriers to people with limited mobility
- Structures designed to deliver services such as customer information counters and display units
- Décor which may be confusing or disorientating to people with a disability affecting their vision
- Nonvisual guides to assist people with a disability in using Council premises
- Ways of assisting people with a disability to move through a space in times of emergency and evacuation, including such things as visual fire alarms for people who are deaf or hearing impaired.

### Communication barriers

- Alternatives for the advertising of Council services in ways that ensure accessibility to people with disabilities
- Alternative presentation of standard Council forms
- Access to computer technology in ways which can be used by people with disabilities
- Use of current technology to ensure that groups who attend Council meetings and functions have access to the visual and audio enhancements.

### Attitudinal barriers

- Commit to a process for the understanding by all staff and elected members of the implications of the Disability Access and Inclusion Plan Action Plan
- Ensure all relevant Council Policies are DAIP inclusive
- Set realistic, measurable goals and targets with achievable timelines based on collected data and allocate responsibility in liaison with the DAIP Project Team

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## CONSULTATION

Council held a workshop with Council Managers and staff to gauge employees understanding of the Plan and to identify issues noticed by the Managers and staff which may be included in the action plan.

A community survey was developed and during the consultation period community members and agencies had their say by:

- Completing an online survey or hard copy survey
- Contacting staff representatives to discuss concerns

Staff and Elected Members could have their say by:

- Completing an online survey
- Completing a hard copy survey
- Contacting staff representatives to discuss concerns

The promotion of the consultation and survey included:

- Council communications column published in the Elliston Echo July 2020 issue.
- District Council of Elliston website
- District Council of Elliston Facebook page
- Email to all staff and Elected Members
- Email to Council's Business and Community Groups
- Email to Elliston Area School and Lock Area School
- Email directly to key stakeholders identified by District Council of Elliston including Elliston Hospital, Elliston Health Centre, Lock Health Centre, Ambulance Centres in the District, CFS groups in the District.
- Email to Kenny Venus Bay Progress Association and Lock Murdinga Tooligie Progress Association
- Email to Elliston SAPOL.

Hard copies of the survey were available at the District Council of Elliston Council office.

Hard copies were provided to local aged care facilities and government and non government agencies

Hard copies were also sent to the above stakeholders and to any community members who requested hard copy.

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## COMMUNITY SURVEY

Council developed a community survey which asked:

1. In which township do you reside?
2. What is your gender?
3. What age group are you in?
4. With regard to this survey, how best would you describe yourself?
5. What is the nature of your disability or that of the person you care for?
6. Council Facilities: Have you ever experienced unresolved difficulties or barriers, when accessing Council facilities, with any of those listed below:
  - Council Facilities
  - Council Chambers
  - Council depots
  - Other
7. Council Infrastructure: Have you ever experienced unresolved difficulties or barriers when accessing Council infrastructure, with any of those listed below (if relevant or available)/
  - Footpaths and ramps
  - Public toilets and change rooms
  - Roads and kerbing
  - Disability access parking
  - Signage
  - Parks, gardens and playgrounds
  - Nature trails
  - Cemeteries
  - Waste transfer stations, landfill sites
  - Other
8. Council Services: Have you ever experienced unresolved difficulties or barriers when accessing Council services, for example any of those listed below (if relevant or available)?
  - Town planning and building approvals
  - Public health
  - Environmental services and rubbish collection
  - Fire prevention and disaster planning
  - Traffic management and local road safety

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9. Council Communications: have you ever experienced unresolved difficulties or barriers when accessing Council communications, for example any of those listed below (if relevant or available).

- Website
- Social Media
- Promotional brochures and newsletters
- Plans and budgets
- Council agendas and minutes of meetings
- Forms and notices
- Policies, codes and by-laws
- Community notice boards
- On-hold telephone messages
- Personal contact
- Media releases
- Other

10. Events: Have you ever experienced unresolved difficulties or barriers when accessing Council held events, for example any of those listed below ( if relevant or available)?

- Local cultural events
- Public Meetings
- Public information events
- Presentations and displays
- Australia Day
- Other

Please provide details of barriers and ideas for suggestions and improvements:

11. Advocacy: Did you know where it can, Council advocates with the public and private sectors for improved and increased community services or funding support for such items listed below:

- Health and community services
- Disability services
- Emergency services
- State Government roads
- Transport
- The environment
- Project grant applications
- Support for local economic development
- Support for different cultural groups
- Tourism
- Other

What issues do you think Council should be more proactive with, which can benefit people with a disability and/or their carers?

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## **RELATIONSHIPS TO OTHER POLICIES, STRATEGIES, FRAMEWORKS**

Council's Strategic Management Plan provides: A viable, cohesive and dynamic community which encourages and supports expanding economic opportunities in a sustainable manner without compromising the natural assets or quality of lifestyle of the community.

Council's Strategic Management Plan principal objectives are:

Provide transparent strong and accountable leadership

Provide community health and mental wellbeing

Protect and enhance our environment and natural resources

Develop and maintain infrastructure services

Support economic development and tourism.

The following Policies and Procedures relate to access and inclusion:

Equal Opportunity Policy

Fitness for Work Policy and Procedure

Active Ageing and Work Health Program

District Council of Elliston Enterprise Bargaining Agreements

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## CONCLUSION

The survey indicated that the majority of respondents had not generally experienced unresolved difficulties or barriers.

However, many constructive suggestions were received and will be integrated into Council's DAIP and Action Plan. The survey provided the basis for the required actions and timelines incorporated into this DAIP.

The following provides a summary of the survey findings:

### Location of Respondents

Elliston	47%
Port Kenny	20%
Venus Bay	20%
Lock	13%

78.57% of respondents to the survey were female and 21.43% male.

46.67% of respondents were aged between 50 and 64 years

The survey respondents were mainly—An interested member of the public

The most common disability types were:

7.14% Physical disability

7.14% Deaf or hearing impairment

7.14% Multiple disabilities

The survey was open to the public from Monday 29 June 2020 to close of business Monday 27 July 2020 and a total of fourteen (14) people responded. Interviews were conducted with stakeholders with more specific experience in this sector.

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## 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

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
Strategies to improve access and inclusion to Council facilities	3	Provide community health and wellbeing—Strategic Plan 2021-2025 Objective 2—CEO	Within budget allocations Year five	Access to all Council facilities to be clearly signed
Disability awareness training for all staff	2	Provide transparent strong and accountable leadership—Strategic Plan 2021-2025 Objective 1—CEO	Year one	Data on disability awareness training sessions held and the proportion of staff who have attended recorded
Include disability awareness training as part of the induction program for new employees	2 and 3	Provide transparent strong and accountable leadership—Strategic Plan 2021-2025 Objective 1—CEO	Year one	New employee induction records

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## 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 they they are supported to participate meaningfully in government and community consultation and engagement activities.

Priority 4: Participation in decision making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
Establishment of consultation and engagement practices that ensure people living with disability are engaged and consulted.	6	Provide transparent, strong and accountable leadership—Strategic Plan 2021-2025 Objective 1—CEO	Year one	Record website page views Record Social media page views Maintain two way conversations and record
Review DAIP annually	4 and 6	Provide transparent, strong and accountable leadership—Strategic Plan 2021-2025 Objective 1  Provide community health and wellbeing—Strategic Plan 2021-2025 Objective 2—CEO	Year one	Ongoing development of Plan incorporating feedback and community comments  Maintain two way conversations with the community through community forums and consultation

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### 3. 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 greater community.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
Ensure civic life is accessible to all (including social, sporting, recreational, cultural, religious, political and economic opportunities)	9	Develop and maintain infrastructure services— Strategic Plan 2021-2025 Objective 4—CEO	Within budget allocation Year five	Record of attendance at events
Continuous improvement of access and inclusion to sport, recreation and cultural activities and facilities	9	Develop and maintain infrastructure services— Strategic Plan 2021-2025 Objective 4—CEO	Within budget allocation Year five	Maintain record of attendance and feedback
Audit the access of your premises and establish a schedule of modifications	8 and 9	Develop and maintain infrastructure services— Strategic Plan 2021-2025 Objective 4—CEO	Within budget allocation Year one	Completion schedule of modifications within budget constraints

#### 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

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

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
Ensure accessible workplaces, timely modifications and flexible job design are part of Council's processes	11	Provide transparent strong and accountable leadership—Strategic Plan 2021-2025 Objective 1 –CEO	Year one	Include consideration in re-cruitment selection and induction processes
Advocate with State and Federal Governments for opportunities and inclusion for all	10	Provide transparent strong and accountable leadership—Strategic Plan 2021-2025 Objective 1  Provide transparent strong and accountable leadership—Strategic Plan 2021-2025 Objective 1—CEO	Year five	People in the Elliston District included and needs are supported