

THE CORPORATION OF THE CITY OF

WHYALLA

Disability Access and Inclusion Plan 2025 -2029



Whyalla City Council's Disability Access and Inclusion Plan 2025-2029 is available on Council's website www.whyalla.sa.gov.au

If you require a copy in an alternative format, please contact Council at:

Whyalla City Council

21 Grundel Street

Whyalla Norrie SA 5600

Phone: 8640 3444

Email: council@whyalla.sa.gov.au

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the lands in our region belonging to the Barngarla people, and acknowledge them as the traditional custodians from the past, for the present and into the future.

The Barngarla people are strong, and are continuously connecting to their culture and their country. Whyalla City Council and the Barngarla people can work together to build a stronger future.



CONTENTS

Mayor and CEO message	1
Introduction & Vision	2
Our Background	4
Our Community	5
Our Workplace	6
Disability Discussion: Language and Terminology	7
Defining Disability	8
The Role of Local Government in Access and Inclusion	9
Fast Facts	10
Refreshing our DAIP - Community Engagement	11
What we Heard	13
Outcomes so far	15
Strategic Context- Acts & Inclusion	17
The State Disability Inclusion Plan 2025-2029	19
Priority groups	20
Domain 1-Inclusive Environments and Communities	21
Domain 2-Education & Employment	31
Domain 3- Personal & Community Support	37
Domain 4- Health & Wellbeing	44
Domain 5- Safety, Rights & Justice	47
Glossary	50

ACKNOWLEDGEMENT

Special thanks to the many community members who contributed to the development of this plan, particularly people living with disability, their families, carers, service providers, and individuals with lived experience. Your insights, experiences, and feedback have been invaluable in shaping the framework and priorities of this plan.

MAYOR & CEO MESSAGE

Whyalla City Council is pleased to present this second, refreshed **Disability Access and Inclusion Plan 2025-2029**, to continue the work and direction of its inaugural 2020-2024 Plan.

Council is committed to ensuring that all residents, particularly those with a disability, are included in mainstream services and feel respected as valued members of our community.

Statistics indicate that one in five people live with some form of disability. Council believes, therefore, that it is important it provides accessible and inclusive facilities and services for all.

Like the first Plan, significant consultation has been undertaken amongst members of the community with lived experience of a disability.

The Plan's overall aim is to continue with strategies and actions that will ensure Council delivers those programs, facilities and services that do meet the needs of the entire community.

No better example is the new Civic Park Playground that introduces a facility with play equipment never before seen in Whyalla and including, also for the first time, several pieces of all-inclusive equipment – a result of exceptionally broad consultation with individual users, user groups, and importantly those with a disability.

Council believes that it has a responsibility to ensure the rights of people living with a disability are upheld. Social inclusion is also fundamental to a person's quality of life, is critical to achieving positive life outcomes, and vital to general wellbeing and mental health.

This Plan will maintain a framework previously set for the entire Council operations. It will continue to place a disability friendly lens on all aspects of service delivery, while embedding access and inclusion as part of our workplace culture and ethos.

Therefore, Council is fully committed to the delivery of this Plan.

Council believes much has been achieved, but the journey continues. This Plan will ensure the direction, strategies and ethos is always in focus.

We look forward to the responsibility, we look forward to further developing a city that is accessible and inclusive, and we look proudly to taking a path that expands participation for all community members to enjoy life in our city.



Kind regards,

Mayor

Phill Stone



CEO

Justin Commons

INTRODUCTION & VISION

The City of Whyalla is committed to providing services, facilities, and future planning strategies to support residents that are identified as having or living with disability. Whyalla Council recognises the value that all residents bring to community and is dedicated to ensuring an inclusive culture that optimises opportunities for all. Acknowledging that it is critical that policies and strategies are developed to support accessible and engaging environments for all residents, now and into the future.

The Disability Inclusion Act 2018 (SA) was passed due to the South Australian Government recognising that a stronger commitment was required for access and inclusion planning for people living with disability.

Whyalla City Council's inaugural Disability Access and Inclusion Plan (DAIP) 2020- 2024 was prepared in accordance with the Act, the Act reminds us that we must do more to remove barriers for people living with disability. The first South Australian State Disability Access & Inclusion plan has now concluded, with the new plan launched in August 2025, reaffirming the States commitment to access and inclusion for all.

Our refreshed DAIP 2025-2029 was prepared using information gathered via research, community surveys, and targeted consultation with people with lived experience of disability, people who care for, or support people living with disability.

This DAIP follows the same principles as those contained within the Act, ensuring that people living with a disability have the same fundamental human rights and responsibilities, and the same right of autonomy, as other members in community.

People living with disability should be able to access and participate in all aspects of society, including using mainstream services and programs. Social inclusion is fundamental to quality of life and critical to achieving positive outcomes across all areas.

Our Plan clearly articulates the communities voice on how Council can make improvements to services, facilities and programs to ensure that a community that is inclusive of all is being created.

This DAIP has been refreshed in good faith after extensive community engagement, with the aim of improving the 'total quality of life' for all residents.

The DAIP is aligned with the following Whyalla plans:

STRATEGIC MANAGEMENT PLAN

Our DAIP supports our Strategic Management Plan by contributing to a connected, inclusive, and accessible community. It helps ensure Council services, facilities, infrastructure, and decision-making processes are equitable and responsive to the needs of all community members.

ARTS & CULTURAL STRATEGIC PLAN

Our refreshed DAIP aligns with our Arts & Cultural Strategic Plan by promoting inclusive access to arts, culture, events, and creative opportunities. It supports the delivery of accessible venues, inclusive programming, and participation opportunities for people of all abilities and backgrounds.

RECONCILIATION ACTION PLAN

Our DAIP complements our reflective Reconciliation Action Plan (RAP) through shared principles of equity, respect, participation, and community connection. Both plans aim to remove barriers, strengthen inclusion, and support meaningful engagement with diverse communities, including Aboriginal and Torres Strait Islander peoples living with disability.

PUBLIC HEALTH PLAN

Our DAIP supports our Public Health Plan by promoting wellbeing, social connection, accessibility, participation, and equitable access to services, recreation, information, and community spaces. Inclusive environments contribute to improved physical, mental, and social health outcomes across the community.

ASSET MANAGEMENT PLAN

Our DAIP aligns closely with Council's broader strategic and community planning frameworks by embedding accessibility, equity, and inclusion across all areas of service delivery, infrastructure, programs, and community engagement.



OUR BACKGROUND

Whyalla is the second largest regional city in South Australia with a population of 21,244 [2021 ABS Census]. The city comprises of a dynamic multicultural community that is located on the western shores of the Upper Spencer Gulf.

Council's urban boundaries comprise of 41.5 square kilometres with a total local government area of approximately 1,000 square kilometres.

The topography of the city is reasonably flat, which provides a good landscape for people living with a physical disability to easily use gophers, wheelchairs or walking frames as a mode of transport.

Council initiated an ongoing footpath program, with most streets now consisting of a formalised footpath at one side of the street, enhancing the opportunity for those not as able-bodied to get out and about.

Many council events and programs are provided to the community free of charge, every effort is made to hold these happenings in accessible locations, or provide free transport options to ensure inclusiveness.

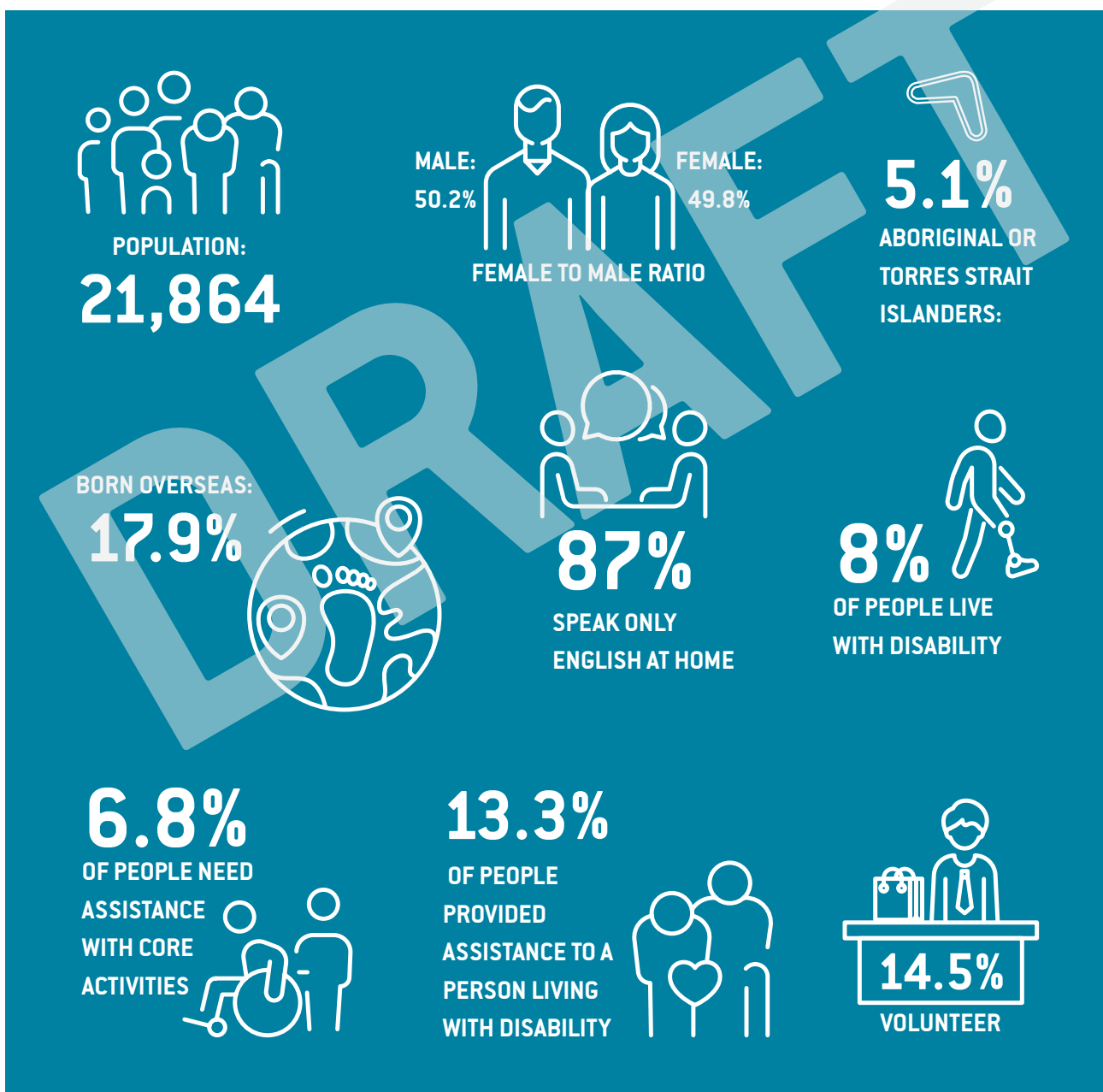
Council offers several facilities and many services to our community including:

- » **Civic Centre and administration**
- » **Modern public library and resource centre, with DDA compliant shelving and access**
- » **Whyalla Early Learning Centre**
- » **Airport**
- » **Visitor Information Centre & pod**
- » **Maritime Museum**
- » **Cemetery and crematorium**
- » **Roads, footpaths and ramps**
- » **A number of parks and reserves, including Civic Park which is accessible via recent upgrades**
- » **Wetlands precinct**
- » **Soon to be developed accessible foreshore play space**
- » **Marina & boat launching facilities**
- » **Iconic circular jetty with accessible fishing points**
- » **Public conveniences including new DDA compliant toilets located at Whyalla foreshore & Civic Park**
- » **Changing Places facility- Whyalla foreshore**
- » **Bennett Oval and Memorial Oval redeveloped sporting precincts, with accessible facilities**
- » **Sporting and community events**
- » **Lighthouse & upgraded Lighthouse Cottages**
- » **Regulatory Services – animal, traffic and parking management**
- » **Planning and building management**
- » **Immunisation program & health management**

OUR COMMUNITY

Whyalla is situated on the western coastline of the Upper Spencer Gulf, we are predominantly an industrial city that accommodates a number of major corporate enterprises. It's distinguished by its diverse and multicultural population, with the internationally recognised annual aggregation of giant Australian cuttlefish on its doorstep. Whyalla is noted for the exceptional climate, offering approximately 301 days of sunshine each year.

OUR CITY



OUR WORKPLACE

STAFF, VOLUNTEERS & ELECTED MEMBERS

171
Employees

inclusive of full time,
part time, limited
tenure and approved
vacant positions



60%

Female



40%

Male

Employees

Whyalla Council is committed to being an inclusive employer & an employer of choice that leads by example. We actively support employees with caring responsibilities and those living with disability through practical workplace adjustments, flexible working arrangements, inclusive leave provisions, and access to employee assistance programs.

Our flexible work practices are designed to remove barriers and create equitable opportunities for people with disability, whether permanent or temporary. We recognise that accessibility and inclusion are ongoing commitments, and we continuously review our practices to ensure they remain responsive and supportive.

Our aim is to provide meaningful, inclusive workplace experiences that build skills, confidence, and community connection, while enriching our organisation through diverse perspectives and lived experience.

Council also invests in disability awareness and inclusion training for staff to strengthen understanding, build capability, and enhance service delivery to our diverse community.

By fostering an inclusive workplace culture, we better reflect the community we serve, and are positioned to deliver more responsive, accessible, and quality services.

Whyalla Council encourages and values volunteers of all abilities and is working to strengthen inclusion opportunities in the area of volunteerism. Our aim is to provide meaningful, inclusive experiences that build skill, confidence, and community connection, while enriching our organisation through diverse perspectives and lived experience.

We recognise the value of lived experience in leadership and support Elected Members living with disability through reasonable adjustments, accessible meeting environments, adaptive technologies, and flexible participation arrangements. We are committed to removing barriers that may limit input to ensure Elected Members can contribute confidently and effectively to decision-making processes.

DISABILITY DISCUSSION

LANGUAGE AND TERMINOLOGY

Every person living with disability is different, with unique qualities, strengths, weaknesses and support needs.

Every disability is unique, and some may not be visible.

We all play an important role in shifting the narrative on and about disability. From the conversations we have to the documents we write, it is our collective responsibility to make important choices that support long lasting change.

There are many misconceptions and misunderstandings in the community about what it means to have a disability, this is why the use of accurate and respectful language is very important.

We acknowledge that language is a personal preference, and that different language and terminology preferences exist within the disability and neurodivergent community.

Based on feedback during consultations, the State Plan, has adopted 'person-first language (i.e. person with disability)', rather than identity-first language (i.e. disabled person).

Creating a more inclusive South Australia begins with listening, learning and reflecting on assumptions we may hold about disability. While many people with disability generously share their experiences, fostering broader understanding is a responsibility we must all share.

The most important thing is to ask the person with disability how they would like to be referred to and represented, and to respect their wishes.

[Source: South Australian Disability Inclusion Plan 2025-2029]



DEFINING DISABILITY

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

The State Plan is underpinned by both the social and human rights models of disability, which 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 human rights model further reinforces this by affirming the inherent dignity, autonomy and equal rights of people with disability, as outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It places responsibility on society to uphold and protect these rights across all areas of life.

Over the years, society has viewed and responded to disability in other ways, with negative outcomes for people with disability. For example, the medical model of disability, which views disability as an individual condition to be treated or managed, has historically influenced many systems and services. The legacy of this approach still impacts people with disability to this day.

That is why the State Plan focuses on inclusion, accessibility and the removal of barriers in society, with social and human rights models providing the foundation for the State Plan and shaping our vision for a more inclusive South Australia.

It is important to note that disability may be understood differently across cultures. In some Aboriginal communities, difference is viewed through cultural roles, relationships and individual strengths, with a focus on community, identity and wellbeing. This can lead to underreporting of disability and, in turn, lower use of services. Similarly, in culturally and linguistically diverse (CALD) communities, cultural beliefs, language and experiences of stigma can shape how disability is perceived and supported, highlighting the importance of respectful, inclusive and tailored approaches.

Recognising these diverse perspectives helps us understand that disability is defined and experienced in many different ways. Under the Disability Inclusion Act 2018 (SA) (the Act), and for the purposes of the State Plan, disability is defined 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.

[Source: South Australian Disability Inclusion Plan 2025-2029]

OUR ROLE

The Role of Local Government in Access and Inclusion

Local governments (councils) deliver a wide range of services, infrastructure, and programs that support their communities. Councils play a key role in improving disability access and inclusion across many areas of community life, including:

- » **Council buildings, parks, and facilities (such as libraries, sports facilities, and playgrounds)**
- » **Public infrastructure, including footpaths, roads, and on-street parking**
- » **Access to information (websites and signage) and services (such as customer service)**
- » **Planning and development of new infrastructure and public spaces**
- » **Community events, training opportunities, and recreational activities**
- » **Employment and volunteer opportunities within Council**
- » **Community consultation and representation, including opportunities to contribute to Council plans, projects, and decision-making processes**

Across Australia, there has been growing recognition of the importance of disability access and inclusion. Historically, many environments, services, and systems were not designed with accessibility in mind, and while progress has been made, barriers still exist. This includes older infrastructure, as well as organisational practices and cultural attitudes that require ongoing improvement.

Councils are committed to progressively addressing these challenges within available resources. This includes prioritising upgrades to infrastructure, improving service delivery, and embedding inclusive practices across all areas of operation. Increasingly, councils are appointing dedicated inclusion roles to lead this work, providing disability awareness training to staff and Elected Members, and actively engaging with people with disability, carers, and the broader sector.

Through these efforts, councils aim to remove barriers, foster inclusion, and ensure that all community members can participate fully and equally in community life.

FAST FACTS



For the first time, the **2021 National Census** included Auslan as a prompt when asking what language was used at home, following unsuccessful attempts to have it included in previous census. **16,242** people indicated they use Auslan at home in 2021¹⁹ despite approximately **14% of Australians** having at least one long-term hearing disorder²⁰.



Women with a disability are **twice as likely** to experience sexual violence as women without disability¹⁶.



Almost two in five (38.6%) carers have disability themselves¹⁸.



1 in 7 (15% or 345,000) people with disability aged 5-64, living in households and who leave home, do not have public transport available in the area. A further **1.1%** (or 26,000) do not know if public transport is available in their area (ABS 2019)¹⁷.



In 2022, 5.5 million (**21.4%**) **Australians had disability**, an increase from 4.4 million (17.7%) in 2018¹⁰.



6.9% of South Australian people with disability were unemployed in 2022, compared with **3%** without disability¹⁵.



In **2022, 52.3% of people aged 65 years** and over had a disability, compared with just **15%** of people aged 0-64 years¹⁴.



73% of LGBTQ+ adults with severe disability, compared with **55%** of LGBTQ+ adults without disability, have reported experiences of intimate partner or family violence¹².



946,300 (12%) children and young people aged between 0-24 years had disability in 2022, compared to 8.3% in 2018¹³.



Indigenous Australians are 1.9 times as likely to have disability than non-indigenous Australians⁹.

REFRESHING OUR DAIP

COMMUNITY ENGAGEMENT

How we refreshed our Disability Access and Inclusion plan:

Whyalla City Council is committed to ensuring the voices of people living with disability are central to our planning and decision-making. To revise our inaugural Disability Access and Inclusion Plan (DAIP) to align with the new State Plan, we undertook a comprehensive two-phase community engagement process.

PHASE ONE

Listening to Our Community

The first phase focused on gathering feedback to help shape the draft Plan.

We prioritised engagement with people living with disability, particularly those identified in the Disability Inclusion Act as being at greater risk of vulnerability. This includes women, children, Aboriginal and Torres Strait Islander peoples, and individuals from culturally and linguistically diverse (CALD) backgrounds.

We used a range of engagement methods to ensure accessibility and inclusion:

- » **an online survey promoted through Council's website and social media**
- » **hard copy surveys available at the Whyalla Public Library and other accessible locations**
- » **media releases and local coverage**
- » **direct contact via phone and email with individuals, carers, families and service providers**
- » **one-on-one and group face-to-face sessions**

To remove barriers to participation, council staff:

- » **delivered hard copy surveys directly to individuals and service providers**
- » **assisted participants to complete surveys where requested**
- » **read survey questions aloud and recorded responses on behalf of participants**
- » **attended advocacy meetings to discuss the refreshed DAIP**

These additional supports ensured that people who may otherwise have faced barriers to participation were able to contribute. This approach was particularly valued by vulnerable residents.

PHASE TWO

Consulting on the refreshed draft plan

Following the development of the draft DAIP, the document was presented to Council and released for public consultation. The community was invited to provide feedback over a consultation period, with submissions carefully considered, and minor amendments being made before the final Plan was endorsed.

OUR COMMITMENT

COUNCIL REMAINS COMMITTED
TO ONGOING ENGAGEMENT AND
CONTINUOUS IMPROVEMENT
TO ENSURE WHYALLA IS AN
INCLUSIVE AND ACCESSIBLE
COMMUNITY FOR ALL.

The feedback gathered through this process directly informed the priorities and actions within this Plan. **We thank everyone who contributed their time, experience and insights.**

WHAT WE HEARD



Consultation with the Whyalla community generated a range of valuable insights and practical ideas to strengthen inclusion and accessibility across our city. Community members shared ideas and opportunities to create more sensory-friendly spaces, improve accessibility in local facilities and playgrounds, and deliver more flexible, inclusive programs and events that respond to the needs of Whyalla residents.

A consistent theme throughout consultation was the importance of co-design. Participants emphasised the need to genuinely involve people with disability, along with their families and carers, in shaping decisions that affect their lives. Council was also encouraged to lead by example through ongoing staff disability awareness training and by creating meaningful employment and volunteering opportunities for people with disability within our organisation.

The consultation reinforced the importance of recognising the diverse experiences within our community. In Whyalla, people who identify as LGBTQIA+, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, and those experiencing economic disadvantage may face additional or overlapping barriers to inclusion. Acknowledging and responding to these experiences is essential to building a more inclusive community.

While many opportunities were identified, community members also highlighted ongoing barriers. These include communication access challenges, physical obstacles in public spaces and buildings, gaps in accessible infrastructure and amenities, limited representation in decision-making, and the social isolation experienced by some people with disability.

Survey responses indicate strong participation from people with lived experience of disability, with over 60% of respondents identifying as a person with disability, family member, or carer. A further 32% selected 'Other or more than one', suggesting that many respondents identify across multiple roles. This highlights both the strength of engagement and an opportunity to refine future survey design to better capture overlapping lived experience.

The voices, experiences and ideas shared by the Whyalla community throughout this consultation process have directly informed the guiding principles and priority actions outlined in this Disability Access and Inclusion Plan.



OUTCOMES SO FAR!

ACCESSIBLE INFRASTRUCTURE & PUBLIC SPACES

- » Changing Places facility at the foreshore
- » Upgraded accessible toilet at Bennett Oval
- » New DDA compliant toilets at the Foreshore & Civic Park
- » Ongoing citywide footpath program
- » YMCA carpark uplift, including more parking for seniors and caregivers with prams
- » Civic Park upgrade including accessible play equipment
- » Library refit with DDA compliant shelving, tables and seating
- » Improved pathways at the foreshore
- » New seating on the way to the jetty - identified as a need by community
- » Accessible pathway to the Maritime Museum
- » Accessible circular fishing jetty
- » Handrails at Pod installed
- » Communication boards at playgrounds - identified as a need by advocacy groups

CULTURAL INCLUSION

- » Educational support for Aboriginal educational and sporting experiences
- » Ongoing communication with Barngarla Determination Aboriginal Corporation
- » Council Coffee Catch ups with local Aboriginal & Torres Strait Islander residents
- » Support of Whyalla Community Aboriginal Corporation

DISABILITY INCLUSION, ADVOCACY & PARTNERSHIPS

- » Activation & Events staff attend inclusion training through Purple Orange
- » Connections to disability advocacy groups
- » MLAK Key supply available from Council due to changes in the system
- » Relocation of bus stop at Foodbank- identified as a need by community

YOUTH LEADERSHIP & CAPACITY BUILDING

- » New youth leadership program
- » Inclusive school holiday programs

- » Support of programs throughout the community which are accessible
- » Support of events including PRIDE, International Day of People with Disability, NAIDOC, Senior's & Children's Weeks etc
- » Events held in more accessible locations, including free transport
- » Community grant allocation that supports inclusive options
- » Free programs for youth
- » Funding for programs which are inclusive in nature, including accessible pickleball programs
- » Support for quiet spaces at events
- » Targeted events such as Fishing for Fun - Come and Try days
- » Support co-designed programs with local service providers of an inclusive nature
- » Chatty Table at the library, connecting community
- » Inclusive Santa Sessions
- » Library Outreach program
- » Introduced Accessible Beach Program

INCLUSIVE PROGRAMS, EVENTS & COMMUNITY PARTICIPATION

- » Accessible website
- » New website chat bot
- » Visual information at Council front office providing information on community activities and events

ACCESSIBLE COMMUNICATION & INFORMATION

- » New electronic scoreboard at Bennett Oval
- » Accessible fishing jetty with dedicated wheelchair access for fishing
- » Educational and sporting support initiatives for Aboriginal & Torres Strait Islander youth
- » Inclusive recreational initiatives, including Come-and-Try programs co-designed with community & service providers

RECREATION & SPORTING ACCESSIBILITY

STRATEGIC CONTEXT:

ACTS & INCLUSIONS

Whyalla City Council- Disability Access and Inclusion Plan 2025-2029

The Whyalla City Council Disability Access and Inclusion Plan 2025–2029 outlines Council's commitment to creating a more inclusive, accessible, and welcoming community for all people. Developed to meet legislative requirements, the Plan reflects Council's ongoing dedication to working collaboratively with the community to identify barriers and improve access and inclusion across the city. The Plan has been informed by community consultation, including feedback gathered through a citywide survey, one on one meetings, and group gatherings ensuring the voices and experiences of residents help shape future priorities and actions.

The Disability Inclusion Act 2018 (SA)

The Disability Inclusion Act 2018 (SA) supports the rights, inclusion, and wellbeing of people with disability in South Australia. The Act helps embed the principles of the United Nations Convention on the Rights of Persons with Disabilities into state policy, aligns with national and state disability strategies, and requires government agencies to develop Disability Access and Inclusion Plans (DAIPs). Following an independent review in 2022, amendments passed in 2024 strengthened the Act through improved protections, greater focus on co-design and measurable outcomes, and stronger recognition of priority groups and lived experience.

State Disability Inclusion Plan 2025–2029

The State Disability Inclusion Plan 2025–2029 sets out the South Australian Government's commitment to creating a more inclusive, accessible, and equitable community for people living with disability. The plan provides a framework for improving participation, removing barriers, and ensuring people with disability can fully engage in all aspects of community life, including education, employment, housing, transport, health, and recreation. Developed in partnership with people with disability, families, carers, and the broader community, the plan outlines key priorities and actions that will guide government agencies, organisations, and communities over the next five years to build a more inclusive South Australia for everyone.

A person with a beard is shown in profile, looking down at a complex network of white and blue cables. The cables are bundled and organized in a structured manner, possibly part of a data center or network infrastructure. The background is a soft, out-of-focus blue.

Australia's Disability Strategy 2021–2031

Australia's Disability Strategy 2021–2031 is the national framework guiding governments, communities, and organisations to improve the lives of people with disability across Australia. The strategy sets out a vision for a more inclusive society where people with disability can participate equally in all areas of life, free from discrimination and barriers. It focuses on key outcome areas including employment, education, housing, health, safety, justice, and community participation, while promoting accessibility, inclusion, and human rights. Developed in consultation with people with disability, families, carers, and stakeholders, the strategy provides a coordinated approach to creating lasting social and economic change over the next decade.

United Nations Convention on the Rights of Persons with Disabilities

The United Nations Convention on the Rights of Persons with Disabilities (CRPD) is an international human rights agreement that promotes and protects the rights, dignity, and inclusion of people with disability. It recognises that people with disability have the same rights as everyone else and aims to ensure equal access and participation in all areas of life, including education, employment, healthcare, justice, and community participation. The Convention provides a global framework to support accessibility, equality, and respect for people with disability.

THE STATE DISABILITY INCLUSION PLAN

2025-2029

A South Australia where no one is left behind

The State Disability Inclusion Plan (the State Plan) is the primary framework guiding disability access and inclusion across South Australia. It establishes the strategic direction and priority outcomes for state authorities, including local governments, to ensure people living with disability can fully participate in all aspects of community life.

Whyalla City Council's Disability Access and Inclusion Plan (DAIP) does align directly with the State Plan and contributes to achieving objectives at a local level. It guides our DAIP priorities and sets out outcomes for state authorities, including local governments, to achieve.

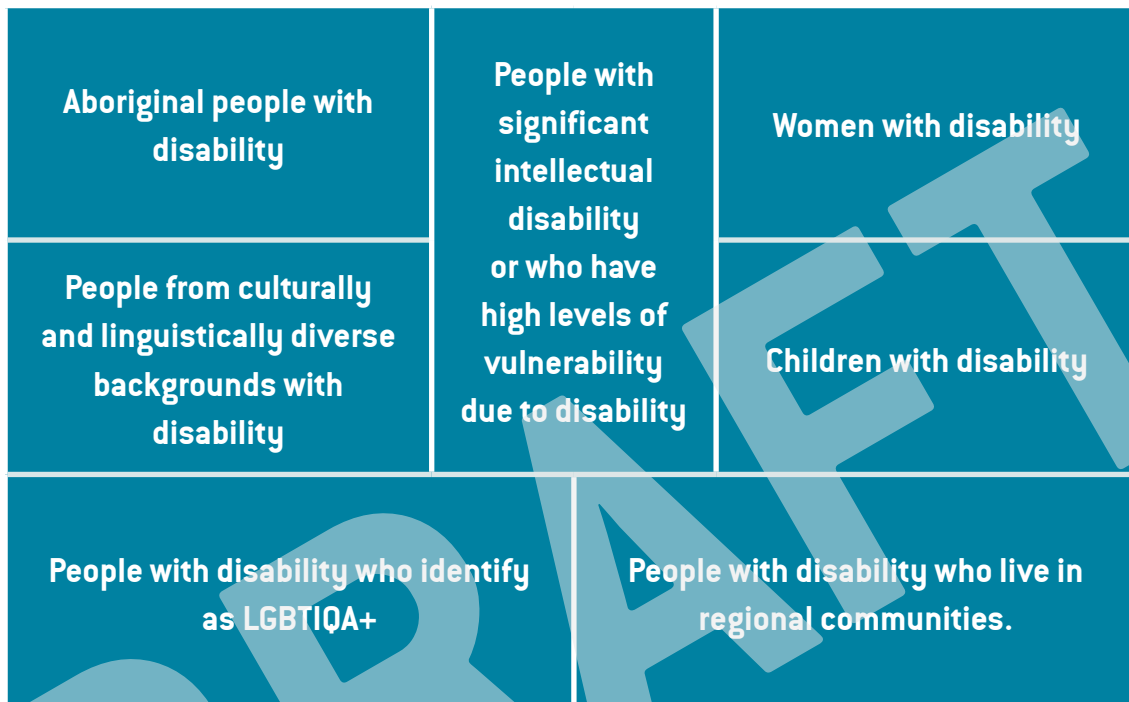
Inclusion Domains identify the key focus areas and priorities that will guide action over the next four years. While some priorities will be progressed immediately, others will be implemented progressively, building on the foundations established through the previous DAIP.

These are organised into 27 priority areas across 5 domains:

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
Inclusive environments and communities	Education and employment	Personal and community support	Health and wellbeing	Safety, rights and justice
All people with disability can participate as equal citizens and feel connected to their communities.	All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.	All people with disability can access quality, tailored personal community supports addressing their individual needs.	All people with disability can attain the highest possible health and wellbeing outcomes through their lives.	All people with disability feel safe, have their rights upheld and have full and equal protection before the law.

PRIORITY GROUPS

The South Australian Government recognises that some groups may face additional challenges because of their disability and other forms of discrimination. It is important to recognise the unique rights and needs of the following priority groups in the development and implementation of our DAIP:



The diagram shows the interaction between international, national and state legislation and policy instruments affecting the lives of people with disability.

People with disability are at the centre of the diagram.

The following international, national & state Rights, Acts & Plans all speak to the needs of the person living with disability:

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

National: *Australia's Disability Strategy 2021–2031, National Autism Strategy 2025–2031, Disability Royal Commission (DRC), National Disability Insurance Scheme (NDIS), NDIS Review, Disability Discrimination Act 1992*

State: *Disability Inclusion Act 2018 (SA), State Disability Inclusion Plan 2025–2029, SA Autism Strategy 2024–2029, Disability Access and Inclusion Plans (DAIPs), Equal Opportunity Act 1984.*



DOMAIN 1



INCLUSIVE ENVIRONMENTS AND COMMUNITIES

OUTCOME STATEMENT

A South Australia where all people with a disability can participate as equal citizens and feel connected to their communities.

OBJECTIVE

To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

PRIORITY AREAS FOR DOMAIN 1

1 ACTIVE PARTICIPATION	5 COMMUNICATIONS AND INFORMATION
2 INCLUSIVE COMMUNITIES AND ATTITUDES	6 TRANSPORTATION
3 UNIVERSAL DESIGN	7 COLLABORATION, CONSULTATION AND INNOVATION
4 ACCESSIBLE FACILITIES	8 HOUSING

ACTIVE PARTICIPATION

OUTCOME

People with disability are active participants in accessible and inclusive communities.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
1	Deliver Council events that are accessible and inclusive of people living with disability, including children, young people and adults, and inclusive of culture. This action includes the consideration of accessible locations suitable to community needs.	Follow best practice event management principles including the utilisation of the Accessible and Inclusive Community Events Toolkit as a point of reference. Ongoing evaluation of council managed or contracted events accessibility through attendee feedback.	Ongoing	All of Council led by City Growth
2	Evaluate and enhance event inclusion and accessibility for people with disability at all council- led events.	Increase the number of inclusive programs delivered annually (including school holiday activities and Come and Try sessions)	Ongoing	All of Council, led by City Growth
3	Support equitable participation in community programs and events by embedding practices that address the diverse needs of people with disability, including those from culturally diverse and LGBTQIA+ communities, eg: Pride & Refugee Week		Ongoing	All of Council, led by City Growth
4	Provide the community with programs including school holiday activities, Come and Try sessions etc, which consider the needs of children and community members living with disability (including neurodiverse people). Programs to be inclusive to people of differing ages, genders and cultural backgrounds.		Ongoing	All of Council, led by City Growth
5	Develop a resource which provides hirers and users of council owned spaces the capacity to see and prepare for venue use or attendance in advance		2027	Events team, Community Services Coordinator, Community Activation Officers, Customer Service Team
6	Encourage and support local sporting clubs and recreation providers to enhance access and inclusion opportunities for people living with disability through the Connected and Active Communities Program, fostering participation, connection, and equitable opportunities across the community. (two training sessions per year)	Delivery of a minimum of two access and inclusion training sessions per year for local sporting clubs and recreation providers through the Connected and Active Communities Program, supporting increased inclusive participation opportunities for people living with disability.	2027 (funding permitting)	Community Services Coordinator, Community Activation Team, led by CAC Officer

INCLUSIVE COMMUNITIES AND ATTITUDES

OUTCOME

People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

NO	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
7	Deliver disability access and inclusion training to all Council employees. Establish a training register to record training outcomes.	All staff are trained in disability awareness. Training is recorded and reported on.	2027, then every two years	People & Culture Team, Manager City Activation
8	Actively support & encourage people living with disability to volunteer at council in a safe, inclusive and encouraging way.	People living with disability feel safe, & valued, when engaging in volunteering opportunities with Council.	Ongoing	People & Culture, & business units hosting volunteers
9	Promote and support community celebrations and awareness which acknowledge people living with disability, eg: International Day of People with Disability, PRIDE, Seniors Week, NAIDOC Week.	Community celebrations and awareness initiatives are delivered successfully; data collected & feedback is sought and measured.	Ongoing	All of Council led by City Growth
10	Undertake a yearly evaluation of successful community grant funding opportunities, to ensure that clubs, events & initiatives are working towards inclusion.	Review and record the number of funded clubs, events, and initiatives demonstrating inclusive practices following annual grant program reflection.	Ongoing	Community Services Coordinator
11	Work in partnership with our Aboriginal and Torres Strait islander community to identify ways council can enable members of their community living with disability to feel engaged and supported in community life and activities, eg: Coffee Catch up program.	Increased participation and attendance of Aboriginal and Torres Strait Islander people living with disability at Council supported events, programs, and activities. Programs are delivered in a culturally safe way.	Ongoing	Executive Lead Team, Manager City Activation, Community Services Coordinator, Activation Officers, Events Team
12	Continue to work closely with the Barngarla Determination Aboriginal Corporation (BDAC) for the best outcomes for local Barngarla & First Nations People.	Ensure regular consultation with BDAC, with outcomes informing Council programs and services.	Ongoing	Ensure regular consultation with BDAC, with outcomes informing Council programs and services.

NO	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
13	Support and participate in the following initiatives including NAIDOC Week, National Sorry Day & Reconciliation Week in line with our local Reconciliation Action Plan initiatives. Financially support the Koori Kids program. Support Closing the Gap initiatives through our Reconciliation Action Plan.	Number of NAIDOC Week, National Sorry Day, and National Reconciliation Week activities delivered or supported annually, alongside educational & sporting initiatives supported for First Nations youth.	Ongoing	All of Council, led by Executive Lead Team supported by Manager City Activation, Community Services Coordinator, Activation Officers & Events Team, Media & Comms Team
14	Ensure relevant staff are trained in the principals of Universal Design.	Training needs analysis to be completed to identify where Universal Design principals training is required to be undertaken by staff. Training to be undertaken where required.	2027	General Managers, Manager City Development, People and Culture Team
15	Promote and disseminate information with regards to the Sunflower Project, in support of staff, volunteers and community members living with hidden disability.	Staff, volunteers and community understand the Sunflower Project, where to access information, and resources pertaining to hidden disabilities.	Ongoing	Community Services Coordinator, Events Team Community Activation Officers. Customer Experience Team
16	Promote and educate community on the existing Changing Places facility, support the Master Locksmith Association Key (MLAK) system by offering the sale of MLAK keys from Councils Customer Service Centre for authorised users. Continue to maintain the Changing Places toilet system to a high standard.	On-going maintenance of the Changing Places system, education and support for delivering information on the system. In-house management of the MLAK key system.	Ongoing	Manager Asset & Planning, Community Services Coordinator, Events Team Community Activation Officers, Media and Comms Team
17	Consider the installation of Communication/Storyboards at larger Council owned playgrounds.	A costed, staged implementation plan for storyboard installation is developed and delivered in line with Council budget allocations.	2027 (Funding permitted)	Infrastructure, Project Manager/s Community Services Coordinator, Community Activation Officers

UNIVERSAL DESIGN

OUTCOME

Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
18	Consider the principals of Universal Design, record and report on accessibility modifications to public-facing council buildings/entry, including details such as the type of modification (e.g., signage installation, door widening, DDA compliant toilets).	The number of public-facing council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility (for example, by adding signage or widening doors).	Ongoing	General Manager Infrastructure, Manager Assets & Planning, Project Managers
19	Record and report on new council-built developments, including how Universal Design principles were incorporated in to the development.	The number of new council developments that incorporate Universal Design.	Ongoing	General Manager Infrastructure, Manager Assets & Planning, Project Managers
20	Continue delivery of Councils footpath program: in support of improved pedestrian safety and accessibility, mobility for all users, maintain infrastructure at a sustainable planned level.	Report on footpath upgrades and renewals completed, addressing accessible design standards improving mobility and safety for all users. Delivery of scheduled footpath works in accordance with Council's asset management and capital works program, progress tracked and reported annually.	Ongoing	Manager City Operations, Manager Depot Roadworks, Asset Manager
21	Encourage developers to consider the use of Universal Design principals when building commercial or housing developments in Whyalla.	Developers demonstrate increased awareness and adoption of Universal Design principles in project design and delivery.	Ongoing	General Manager City Growth, Manager City Development, Planning Team

ACCESSIBLE FACILITIES

OUTCOME

People with disability can access public toilet facilities that meet their needs when out in the community.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
22	Record how many public toilets within the council area meet accessibility standards or are a Changing Places toilet facility.	Report how many public toilets within the council area meet accessibility standards or are a Changing Places toilet facility.	Ongoing	Manager Asset & Planning
23	Promote the existing Changing Places facility, locations and support the MLAK system.	Changing Places toilet system promotion, education and support for delivering information on the system and management of the MLAK system.	Ongoing	Manager City Activation, Community Services Coordinator, Events Team, Community Activation Officers, Customer Experience Team
24	Implement an accessible MLAK key loan service to support people who are unable to purchase MLAK key, improving equitable access to Changing Places facilities across the community.	Number of MLAK key loans utilised annually, supported by the establishment and promotion of an accessible loan process improving community access to Changing Places toilet facilities.	2026	Manager City Activation, Community Services Coordinator, Customer Experience Team
25	Scope and explore funding opportunities for the development of a Changing Places toilet facilities in other areas of Whyalla.	The number of scoped and considered, Changing Places toilet facility in other locations of Whyalla are explore via funding opportunities.	Ongoing	Manager City Activation, Community Services Coordinator, Manager Asset & Planning, Project Managers

COMMUNICATIONS AND INFORMATION

OUTCOME

People with disability can find the information they need in the format(s) they need it in.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
26	Develop a resource which provides hirers and users of Council owned spaces the capacity to see and prepare for venue use in advance, this will ensure an enhanced experience for all hirers of Council facilities (a hirers guide)	Resource is developed, consulted on and produced for hirers and users of Council owned spaces.	2027	Led by Customer Service Team & Community Services Coordinator, supported by Community Activation Officers
27	Provide accessible communication through the use of plain language, differing formats and assistive tools, including Easy Read, web accessibility, visual displays etc.	The number of resources or materials that have been developed in accessible formats including Easy Read documents & web accessibility.	2027	Media & Communications Team, Manager City Activation, Community Services Coordinator
28	Visual displays and digital communications are an ongoing method of communication in Council's main customer service point.	On going monitoring and updating of inclusive information which supports people living with disability.	Ongoing	Customer Experience Team
29	Explore opportunities for key staff to undertake training in producing documents in accessible formats including Easy Read, plain language, video or other forms of communication	The number of resources or materials that have been developed in accessible formats including Easy Read documents & web accessibility.	2027	People & Culture Team, Media & Comms Team, Manager City Activation, Community Services Coordinator

TRANSPORTATION

OUTCOME

People with disability can get to where they need to go safely.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
30	Advocate for continuous improvement to local transport systems, meeting the needs of people living with disability, eg: Des's Transport, DPI, Australian Red Cross. Advocate directly with services when aware of barriers for community.	Ensure ongoing and open communication, supporting Improved access to local transport options for people living with disability. Collect information/feedback via end user.	Ongoing	CEO, Manager City Activation, Community Service Coordinator, Community Activation Officers



COLLABORATION, CONSULTATION AND INNOVATION

OUTCOME

People with disability are actively involved in government decisions that affect their lives.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
31	Maintain engagement with local reference groups, including the Whyalla Inclusive Reference Group, to continuously gather feedback from people living with disability and support inclusive practices.	Record the number of consultations and meetings attended.	Ongoing	Community Services Coordinator, Community Activation Officers
32	Deliver accessible and inclusive community activities, promote active participation through disability networks, & communicate outcomes in accessible formats.	The number of people attending activities, and the amount of feedback from people living with disability captured (including parents and carers, serving on committees and working groups).	Ongoing	Community Services Coordinator, Community Activation Officers, Events Team
33	Ensure all public consultations include and seek input from priority groups.	The number of public consultations that included and sought input from people in priority groups.	Ongoing	All of Council
34	Ensure community feedback on disability access and inclusion is captured through Council's annual survey and used to guide inclusive practices and decision-making.	Council's annual community survey includes questions on disability access and inclusion, with results analysed and used to inform service planning, community outcomes and improvements.	Ongoing	Media & Comms Team

HOUSING

OUTCOME

People with disability have access to appropriate housing.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
35	Advocate and collaborate with relevant stakeholders to support the availability, accessibility, and diversity of suitable housing options that meet the need of people living with disability across the community.	Council’s annual community survey includes questions on disability access and inclusion, with results analysed and used to inform service planning, community outcomes and improvements.	Ongoing	Executive Lead Team, Manager City Activation, Community Services Coordinator



DOMAIN 2

EDUCATION AND EMPLOYMENT



OUTCOME STATEMENT

A South Australia where all people with a disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

OBJECTIVE

To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

PRIORITY AREAS FOR DOMAIN 2

1	TARGETED KNOWLEDGE, UNDERSTANDING AND SUPPORT	4	ACCESS TO EMPLOYMENT OPPORTUNITIES
2	SUPPORTS AND RESOURCES FOR CHILDREN AND YOUNG PEOPLE	5	INCLUSIVE WORKING ENVIRONMENTS
3	TARGETED TRANSITIONAL SUPPORTS	6	DATA AND REPORTING

SUPPORTS AND RESOURCES FOR CHILDREN & YOUNG PEOPLE

OUTCOME

Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
36	Investigate opportunities to expand our public library's collection of accessible resources, formats, and technologies to improve access and inclusion for people living with disability.	The number of new resources and options introduced to the library for young people living with disability.	2027	Community Service Coordinator, Library Team



TARGETED TRANSITIONAL SUPPORTS

OUTCOME

People with disability have supportive environments to learn, grow, and transition throughout their life.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
37	Encourage and support diverse young people, including those living with disability, to participate in and take up membership on Council's Youth Advisory Committee, ensuring fair representation.	The number of diverse young people who take the opportunity to represent youth on the future Youth Advisory Committee.	2027	Community Services Coordinator, Community Activation Officers
38	Continue to establish and support inclusive volunteering opportunities by ensuring accessible promotion, equitable recruitment processes, and appropriate support for volunteers.	Increased number, and diversity of volunteers participating in Council volunteering opportunities. Practice accessible recruitment processes.	Ongoing	People & Culture Team
39	Where required, engage specialist disability employment providers to support inclusive volunteering and employment opportunities within Council.	Specialist disability employment providers are engaged as required, provide data of supported placements in volunteering and employment roles.	Ongoing	People & Culture Team

ACCESS TO EMPLOYMENT OPPORTUNITIES

OUTCOME

People with disability have opportunities to achieve, develop and succeed in their chosen fields.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
40	Actively attend local employment and information expos to promote inclusive employment and volunteering pathways within local government.	The number of information and employment expos attended, with a focus on inclusive employment and volunteering pathways.	Ongoing	People & Culture Team
41	Review and strengthen Council's recruitment and interview processes to ensure reasonable adjustments and accessibility supports are identified and offered to applicants prior to interview.	Confirmation that accessible recruitment and interview practices are offered, implemented, which include reasonable adjustments and supports where required.	Ongoing	People & Culture Team



INCLUSIVE WORKING ENVIRONMENTS

OUTCOME

People with disability have access to supportive places to earn.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
42	Investigate and embed inclusive employment practices into supporting staff with temporary or permanent disability through assistive technologies, flexible and outcome-based work arrangements, with tailored workplace supports if required.	The number of workplace practices implemented to support people with disability (permanent/temporary) to have equal opportunities for growth and success, including support to remain in employment (example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs).	Ongoing	People & Culture Team
43	Embed Universal Design principles into the planning, design, and delivery of new and upgraded workplace environments to ensure accessibility for all.	Number of new or upgraded workplace environments assessed against Universal Design and accessibility principles, with accessibility considerations incorporated in planning and delivery processes.	Ongoing	Executive Leadership Team, Infrastructure team, Planning & Development, People & Culture



DOMAIN 3

PERSONAL AND COMMUNITY SUPPORT



OUTCOME STATEMENT

A South Australia where all people with a disability can access quality, tailored personal and community supports addressing their individual needs.

OBJECTIVE

To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

PRIORITY AREAS FOR DOMAIN 3



ACCESSIBILITY

OUTCOME

People with disability can easily access community supports and services.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
44	Establish and strengthen collaboration and partnerships with local service providers and community organisations to improve access to supports and services for people living with disability.	Increased collaboration between Council and local service providers results in improved information sharing, referrals and access to supports for people living with disability.	Ongoing	Community Services Coordinator, Community Activation Officers, Customer Experience Team
45	Upskill frontline staff with the tools and resources to effectively connect and communicate with vulnerable people.	Number of frontline staff who participate in training or access resources to build capacity to effectively communicate with vulnerable people, connect them to appropriate supports and service providers.	2027	Customer Experience Team, Community Services Coordinator, Community Activation Officers, People & Culture Team
46	Develop a dedicated Access and Inclusion page on Council's website that provides information on accessibility, including resources, and links to relevant services and supports for people living with disability.	Dedicated Access and Inclusion webpage established and regularly updated, with accessible information, resources, and links to relevant disability services and supports available to the community.	2027	Community Services Coordinator, Community Activation Officers, Media & Comms Team

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
47	Ensure accessible information is consistently available across digital and print platforms to support people living with disability to connect with Council.	Council website is of an accessible standard including: » the use of the accessibility menu » where possible the inclusion of Easy Read format » Rivet- online support system Council continues to support the development and maintenance of accessible printed materials for key services and programs. Key staff to be trained in accessible communication and content creation.	2027	Media & Communications Team, People & Culture Team
48	Council continues to provide regular updates, shares information with our Whyalla Interagency Network, in regards to council and community initiatives: including community programs and activities, supporting people with disability to connect, learn and converse with community.	Regular updates are provided to the Interagency Network, resulting in increased awareness, promotion, and participation in Council programs and activities for people with disability.	Ongoing	Community Services Coordinator, Community Activation Officers
49	Engage with community members and sector experts to co-design and deliver inclusive/adaptable programs and services, responding to the needs of people with disability, eg: inclusive sporting sessions, educational and informational & sensory activities.	Engagement activities are planned and delivered with in collaboration with community members (co-designed) and sector experts, with evidence of their input informing the design and delivery of inclusive programs and services.	Ongoing	Manager City Activation, Community Services Coordinator, Community Activation Officers, Library Team

ADVOCACY AND SUPPORTS

OUTCOME

People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
50	Advocate to State Government for enhanced community supports, programs, and service pathways that meet the needs of people with disability.	Number of advocacy activities, submissions, partnerships, or engagements undertaken with State Government to support improved community provisions, programs, and service pathways for people living with disability.	Ongoing	Executive Lead Team, Manager City Activation, Community Service Coordinator, Community Activation Officers
51	Community activation team to stay abreast of information and opportunities which may assist and support our community living with disability, or vulnerability.	Community Activation Team regularly identifies and shares relevant information and opportunities, resulting in increased awareness and uptake of supports by people with disability and vulnerable community members.	Ongoing	Community Service Coordinator, Community Activation Officers

INFORMATION SHARING

OUTCOME

People with disability receive more coordinated and effective support when services work together and share information.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
52	Continue to participate in Local Government Access and Inclusion Network (LGAIN) and Community of Practice (COP) meetings and with external disability service providers.	Regular attendance at LGAIN & COP meetings to support and gain feedback on the implementation process of DAIP & State Plan.	Ongoing	Manager City Activation, Community Services Coordinator, Activation Officers
53	Manage and expand partnerships with local disability networks, support agencies to enhance collaboration, information sharing, consultation, and service coordination, for example: My Time, & Whyalla Access and Inclusion Network etc	Regular attendance at local disability awareness network meetings, reporting back to relevant Council staff on local issues.	Ongoing	Manager City Activation, Community Services Coordinator, Community Activation Officers



FAMILY AND CARER SUPPORT

OUTCOME

Carers and families, including siblings of people with disability are provided with dedicated supports and services.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
54	Continue to share information and opportunities relating to carers and family support through established networks including Whyalla Interagency Network (WIN).	Regular information sharing through established networks, including the WIN, resulting in increased awareness for carers and families	Ongoing	Manager City Activation, Community Services Coordinator, Activation Officers
55	Maintain relationships with organisations who share and support carers and their families, including Carers SA & Young Carers Networks.	Ongoing collaboration with Carers SA and relevant Young Carer Networks, demonstrated through regular engagement, information sharing, and joint initiatives supporting carers and families.	Ongoing	Manager City Activation, Community Services Coordinator, Activation Officers
56	Partner with the Sunflower Project to enhance recognition and support for people with hidden disabilities, provide key staff with training, associated supportive resources and practices.	Key staff are trained in the understanding of the Sunflower Project and can support community members when required. Council is partnered with the Sunflower Project.	2027	Customer Experience Team, People & Culture, Manager City Activation, Community Services Coordinator, Activation Officers, Tourism & Events Team
57	Explore becoming a part of Dementia Friendly Councils initiative, in partnership with Dementia Australia, in support of community members/ carers experiencing the effects of dementia.	Undertake an investigation into establishing a partnership with Dementia Australia, progressing towards a dementia friendly Council status, which would include the delivery of awareness initiatives and improved community understanding of dementia.	2027	Manager City Activation, Community Service Coordinator, Community Activation Team Customer Experience Team, Library Team

PROGRAMS

OUTCOME

Government-funded programs and services include disability-specific provisions to enable full and equal participation.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
58	Support grants and funding initiatives that enable & enhance disability inclusion in community.	The number of council grants and funding distributed to enhance disability access and inclusion at a local level.	Ongoing	Manager City Activation, Community Services Coordinator, Activation Officer/s, Project Managers
59	Advocate at State and Federal Government level for funding opportunities of an inclusive nature.	Evidence of advocacy contributing to the availability or uptake of inclusive funding opportunities within the community.	Ongoing	All of Council, led by Manager City Activation, Community Services Coordinator, Community Activation Officers
60	Apply for grants in streams which will enhance the life of community living with disability.	Number of grant applications submitted, and funding opportunities pursued to support initiatives, programs, or infrastructure that enhance the lives and inclusion of people living with disability.	Ongoing	City Growth & Infrastructure Dept Asset Manager

DOMAIN 4

HEALTH AND WELLBEING



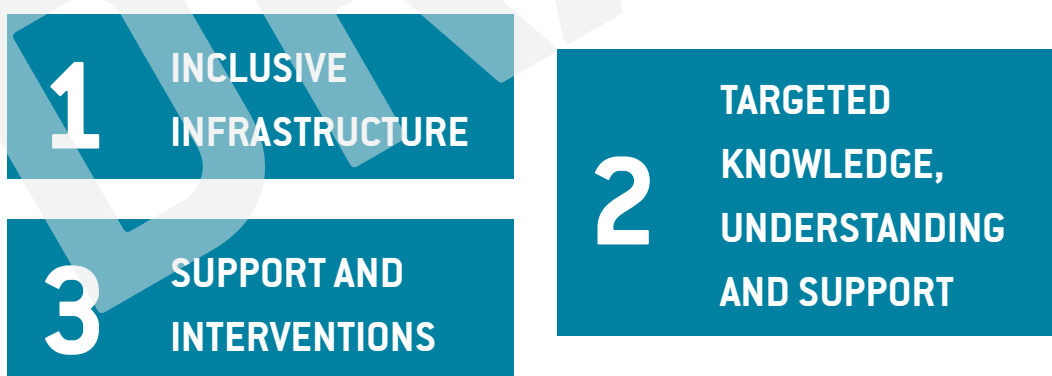
OUTCOME STATEMENT

A South Australia where all people with a disability can attain the highest possible health and wellbeing outcomes throughout their lives.

OBJECTIVE

To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with a disability.

PRIORITY AREAS FOR DOMAIN 4



INCLUSIVE INFRASTRUCTURE

OUTCOME

People with disability have full access to, and inclusion within health infrastructure.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
61	Advocate for Universal Design principles to be incorporated into new developments in public infrastructure and facility upgrades.	Number of advocacy communications/meetings or consultations with developers, government agencies and project partners that promote universal design principles in the public sector.	Ongoing	Executive Leadership Team, Manager City Activation, Community Services Coordinator, Activation Officers

TARGETED KNOWLEDGE, UNDERSTANDING AND SUPPORT

OUTCOME

People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
62	Engage and collaborate with government, health, and disability sector stakeholders to advocate for equitable, accessible, and inclusive health and wellbeing services for people living with disability.	Demonstrated collaboration with government, health, and disability stakeholders resulting in improved access to inclusive health and wellbeing services.	Ongoing	Executive Leadership Team, Manager City Activation, Community Services Coordinator, Activation Officers

SUPPORTS AND INTERVENTIONS

OUTCOME

People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
63	Partner with community organisations and health providers to co-design and deliver accessible, inclusive health and wellbeing initiatives that meet the needs of people with disability.	Co-designed health and wellbeing initiatives delivered in partnership with community and health providers, with measurable increases in participation and evidence of advocacy influencing the availability of targeted programs for people with disability.	Ongoing	Manager City Activation, Community Services Coordinator, Community Activation Team



DOMAIN 5

SAFETY, RIGHTS AND JUSTICE



OUTCOME STATEMENT

A South Australia where all people with a disability feel safe, have their rights upheld and have full and equal protection before the law.

OBJECTIVE

To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

PRIORITY AREAS FOR DOMAIN 5

1

TARGETED KNOWLEDGE,
UNDERSTANDING AND
SUPPORT

2

RESPONDING TO
EMERGENCIES

3

SUPPORT AND NAVIGATING
THE JUSTICE SYSTEM

4

CONSULTATION
AND
COLLABORATION

5

SAFEGUARDING

RESPONDING TO EMERGENCIES

OUTCOME

People with disability have full access to, and inclusion within health infrastructure.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
64	Review and strengthen Council's emergency management processes to ensure emergency information is accessible to people with disability.	The number of emergency response resources and systems adapted and developed for people with disability.	Ongoing	Emergency Planning Committee, Manager City Activation, Community Service Coordinator, Community Activation Team



SAFEGUARDING

OUTCOME

People with disability can access effective, inclusive and responsive safeguarding supports and services.

NO.	ACTION	MEASURE	TIMEFRAME	RESPONSIBILITY
65	Publish an annual DAIP progress report in formats which are accessible to people living with disability.	Public access to DAIP achievements supports accountability and continued engagement	Yearly	Manager City Activation, Community Service Coordinator
66	Apply appropriate safeguards, screening, and accreditation requirements for staff and volunteers working with people with vulnerable people including disability. Maintain a register of screening which is up to date and monitored	All staff and volunteers working with vulnerable people, including people with disability, meet required screening and accreditation standards, with an up-to-date and regularly monitored screening register.	Ongoing	People & Culture Team



ACCESSIBILITY

The extent which people with disability can access information, spaces, products & services.

ADVOCACY

Promoting, protecting, and defending the human rights of people with disability by speaking up and out, providing support services and helping individuals understand their rights.

AUSTRALIAN DISABILITY STRATEGY (ADS)

A national plan for inclusion, providing an overarching approach for government to meet obligations under the United Nations Convention of the Rights of Persons with Disabilities.

BUILT ENVIRONMENTS

Man-made structures, features and facilities viewed collectively as an environment in which people live and work.

CLOSING THE GAP

A government strategy and national agreement aimed at improving life outcomes for Aboriginal peoples.

CO-DESIGN

Co-design is a collaborative process where people with disability are actively involved in creating and improving services, programs, and environments to ensure they are accessible, inclusive, and meet real community needs.

DISABILITY ACCESS AND INCLUSION PLAN (DAIP)

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific needs of the organisation and community, outlining practical actions to remove barriers, and promote participation, and support the goals of the State Plan.

DISABILITY DISCRIMINATION ACT (DDA)

The Disability Discrimination Act 1992 is a federal law in Australia which protects individuals from discrimination based on disability in various aspects of public life, including employment, education, access to goods and services, including housing and public spaces.

DISABILITY INCLUSION ACT 2018 (SA) (THE ACT)

The Disability Inclusion Act 2018 is a federal law in Australia that protects individuals from discrimination based on disability in various aspects of public life, including employment, education, access to goods and services, housing and public spaces.

DOMAINS

Key areas of the State Plan where we will be taking action to make improvements.

EQUAL OPPORTUNITY ACT (EOA)

The Equal Opportunity Act 1984 (SA) is a South Australian Law that promotes fairness and prevents discrimination in areas like work, education, and service-based on attributes such as race, gender, disability and age.

INCLUSION

The intentional ongoing effort to ensure that all people can fully participate in all aspects of life.

INTERSECTIONALITY

The interconnected nature of social categories such as race, gender, sexuality and disability, which overlap to create independent systems of discrimination or disadvantage of individuals or groups.

LGBTIQA+

LGBTIQA+ stands for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Questioning, Asexual, Aromantic, or Agender and other identities, with the + sign representing the diverse range of sexual orientations and gender identities not captured by the acronyms letters.

LIVED EXPERIENCE

The personal knowledge that a person gains from first-hand involvement with disability.

LOCAL COUNCILS

A system of government in South Australia under which elected local government bodies (councils) are constituted under the Local Government Act 1999 (SA).

MEASURES

Measurable activity designed to achieve, and address outcomes

OUTCOMES

The desired goals that represent the intended positive change because of the action taken.

PRIORITY AREAS

Specific areas of focus or vulnerabilities that require a targeted action.

QUALITATIVE DATA

Non-numerical information which captures qualities, characteristics, and experiences, such as words, concepts, feelings or observations.

QUANTITATIVE DATA

Information that can be counted or measured numerically, answering questions like “how many,” “how much” or “how often”.

SAFEGUARDING

The process of protecting people’s health, wellbeing and human rights to ensure they are safe from harm, abuse and neglect.

STATE AUTHORITY

As defined in the Disability Inclusion Act 2018, an administrative unit, agency, or council or local council established under the Local Government Act 1999 [SA].

UNCRPD

United Nations Convention on the Rights of Persons with Disabilities is a human rights treaty that aims to change attitudes and approaches to people living with disability. It reaffirms that all people living with disability must be able to enjoy human rights and fundamental freedoms.

UNIVERSAL DESIGN

Universal design principals involve creating facilities, built environs, products, and services that can be used by people of all abilities to the greatest extent possible with adaptations.

DRAFT



.....

Produced by the Whyalla City Council Grundel Street, (PO Box 126) Whyalla SA 5600

P 8640 3444

E council@whyalla.sa.gov.au

W www.whyalla.sa.gov.au

F facebook.com/whyallacitycouncil