

WHYALLA CITY COUNCIL

# DISABILITY ACCESS AND INCLUSION PLAN

2020-2024



WHYALLA

Whyalla City Council's Disability Access and Inclusion Plan 2020-2024 is available on Council's website [www.whyalla.sa.gov.au](http://www.whyalla.sa.gov.au)

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

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## ACKNOWLEDGEMENTS

Special thank you to the community members, especially those with a disability, their family, carers, service providers and those with lived experience, who participated in providing invaluable feedback that was used in developing the framework for this plan and to the talented photographers who have captured the amazing photos of the wonderful people of Whyalla.

## 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 are working together to build a stronger future.



A full copy of the City of Whyalla Reconciliation Action Plan Can be found here:

[https://www.whyalla.sa.gov.au/\\_data/assets/pdf\\_file/0032/435587/RAP-Book-5.11.19.pdf](https://www.whyalla.sa.gov.au/_data/assets/pdf_file/0032/435587/RAP-Book-5.11.19.pdf)



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# FROM THE MAYOR

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

With statistics indicating that 1 in 5 people live with a disability it is important that Whyalla Council is providing facilities and services that are accessible and inclusive for all.

Council believes that it has a responsibility to ensure that the rights of people living with disability are upheld and that people living with disability should be able to access and participate in all aspects of our society. Council also recognises that social inclusion is fundamental to a person's quality of life and critical to achieving positive life outcomes across all areas.

Members of the community, with lived experience of disability, have been consulted with 184 Whyalla residents assisting Council in gaining invaluable feedback that was used to develop Whyalla Council's inaugural Disability Access and Inclusion Plan 2020-2024.

The overall aim of the plan is to develop strategies and actions that will ensure Council is delivering programs, facilities and services that meet the current and future needs of the entire community.

The plan will set the framework for the entire Council operations and will place a disability friendly lens on all facets of service delivery whilst embedding access and inclusion as part of our workplace culture and ethos.

Council is committed to delivering this plan, over the next four years, and looks to the future in providing a city that is accessible and inclusive that promotes participation for all residents living in our city.



**Mayor Clare McLaughlin**



# BACKGROUND

Whyalla is the second largest regional city in South Australia with a population of 21,828 (2016 ABS Census). The city comprises of a dynamic multicultural community that is located on the western shores of the Upper Spencer Gulf.

The city occupies an urban area 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 those persons living with a physical disability to easily use gophers, wheelchairs or walking frames as a mode of transport. Council instigated an ongoing footpath program, some years ago, with most streets now consisting of a formalised footpath at one side of the street that further enhances the opportunity for those not as able bodied to get out and about.

Council offers several facilities and services to our community including:

- Civic Centre and administration
- Modern public library and resource centre
- Childcare centre
- Airport
- Visitor and Information Centre
- Maritime Museum
- Cemetery and Crematorium
- Footpaths and ramps
- A number of parks and reserves
- Wetlands
- Foreshore
- Marina
- Boat launching facilities
- New jetty development
- Public conveniences including DDA compliant toilets
- New Changing Places facility
- Bennett Oval and Memorial Oval redeveloped sporting precincts
- Sporting and community events
- Lighthouse and cottages
- Regulatory Services – animal, traffic and parking management
- Planning and Building Management
- Health Management



# INTRODUCTION

The City of Whyalla is committed to providing services, facilities, and future planning strategies to support residents that are identified as having a disability and to embed ‘inclusivity’ as part of its ethos.

Whyalla City Council recognises the value that all residents bring to the community and is dedicated to ensuring an inclusive culture that optimises opportunities for residents with a disability. It also acknowledges that it is critical that policies and strategies are developed to support accessible and engaging environments and communities for all vulnerable residents now and into the future.

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

This is Whyalla City Council’s inaugural Disability Access and Inclusion Plan (DAIP) which has been prepared in accordance with the Act. The plan also supports the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

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

Council supports the Objects and Principles of the Act and agrees that the rights of people living with disability should be upheld and is the responsibility of the whole community. People living with disability should be able to access and participate in all aspects of our society, including using mainstream services and programs. Social inclusion is fundamental to a person’s quality of life and critical to achieving positive life outcomes across all areas.

The 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.

As an overarching document, the priorities of the State Plan ‘Inclusive SA’ have been taken into consideration to align our local plan using the same theme areas.

This plan has been developed in good faith after extensive community engagement, with the aim of improving the ‘total quality of life’ for all of our residents, particularly focussing on those with a disability.



# DEFINING DISABILITY

According to the Disability Inclusion Act 2018 interpretation:

Disability in relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

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



## WHAT IS ACCESS AND INCLUSION

In broad terms **Access** ensures that every member of the community can use the physical environment, transport, information, and services equally. **Inclusion** moves beyond this by recognising that attitudes and expectations may exclude people just as much as lack of ramps or accessible parking.

Council has taken the above definitions, principles and inclusions into consideration in the development of its first DAIP.



# STRATEGIC CONTENT

Whyalla Council's DAIP will align with the following overarching plans:

Council	2021 – 2030 Strategic Plan
	Living Well Masterplan for Disability and Ageing 2025
	Whyalla Sport and Recreation Masterplan
	Playspaces Masterplan
	Arts and Cultural Strategy
	Reconciliation Action Plan
State	Disability Inclusion Act 2018
	State Disability Inclusion Plan 2019-2023
	Disability Access and Inclusion Plan 2020-2024
National	National Disability Strategy 2010-2020
	National Disability Insurance Scheme
	National Disability Agreement
International	United Nations Convention on Rights of Persons with Disabilities

South Australian Disability Inclusion Act 2018, states that each DAIP needs to 'ensure that people with disability can access the mainstream supports and services provided by or on behalf of a State Authority' and 'must explain how the State Authority proposes to give effect to the State Disability Inclusion Plan'.

Our DAIP also supports the United Nations Convention on the Rights of Persons with Disabilities — the convention 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 enjoy human rights and fundamental freedoms.

To ensure Whyalla Council, as a State Authority, is delivering on the above statements it is critical that our DAIP includes strategies and actions to ensure that it is meeting all legislative requirements of the Act whilst upholding the spirit of the other state, national and international plans.

# OUR VISION

The SA State Plan 2019-2023 'Inclusive SA' states:

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

During community consultation, four key themes emerged in the development of the 'Inclusive SA' plan, Inclusive communities for all, Leadership and collaboration, Accessible communities, Learning and employment. The priorities within the theme areas, provides the framework to deliver on the above vision and have been used within Council's inaugural plan.

## Inclusive SA theme areas:

**Priority 1:** Involvement in the community

**Priority 2:** Improving community understanding and awareness

**Priority 3:** Promoting the rights of people living with a disability



Whyalla City Council's vision statement, contained within its Strategic Plan 2021-2030:

***'Whyalla will be a vibrant, attractive city offering the community a diverse range of sustainable, economic, social, environmental and cultural opportunities'***

There are clear linkages from Council's Strategic Plan, directly to this Disability Access and Inclusion Plan, and the 'Inclusive SA' plan within the key areas of Our People, Our Places, Our Economy, Our Image including:

**Our People:** Residents feel safe, healthy and connected in our community through access to services, activities, facilities and information.

**Our Places:** Our parks, gardens and open spaces are well used and reflect the needs of our community.

**Our Economy:** To connect and mobilise the community to work collectively to improve the lives of all community members.

**Our Image:** Whyalla is well respected and recognised as a community of strength whose people have a bright, positive and sustainable future.

## OUR VISION FOR THE DAIP

***'Whyalla is recognised as an accessible and inclusive city that supports people with a disability to realise their full potential, participate in all aspects of community life and be recognised for the value they bring to our community'***

The same theme areas of the 'Inclusive SA Plan' – Inclusive Communities for All, Learning and Collaboration, Accessible Communities and Learning and Employment are featured within this plan for consistency.



# OUR CITY

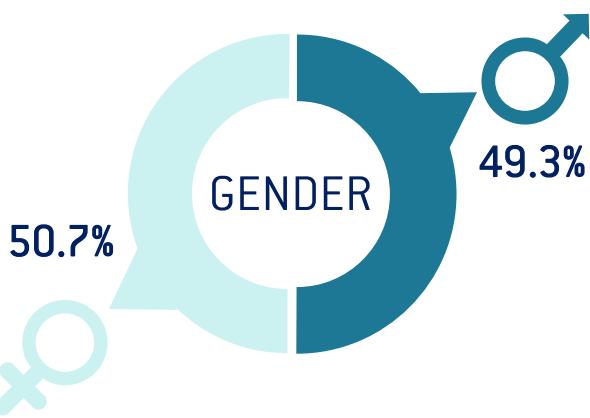
The City of Whyalla is located on the western shore of Upper Spencer Gulf. The district is mostly industrial, with many large companies operating in the city.



POPULATION:  
**21,828**

**18.4%**

BORN OVERSEAS



**4.7%** ABORIGINAL OR TORRES STRAIT ISLANDERS

**87.0%** SPEAK ONLY ENGLISH AT HOME



OTHER LANGUAGES INCLUDE AFRIKAANS (0.7%),  
TAGALOG (0.6%), GREEK (0.5%), FILIPINO (0.5%) AND ITALIAN (0.4%)



**6.8%** NEED ASSISTANCE  
WITH CORE ACTIVITIES



**20%**  
VOLUNTEER



**12.2%**  
OF PEOPLE PROVIDED  
ASSISTANCE TO A  
PERSON WITH A  
DISABILITY



**1 IN 5**  
AUSTRALIANS LIVE  
WITH DISABILITY  
WHICH EQUATES TO  
APPROX. **4,365**  
IN OUR COMMUNITY

# OUR COUNCIL



Whyalla City Council has a diverse workforce in terms of gender and age but has not captured data identifying those with a disability in either roles as employees or volunteers.

There have been recent advancements made in the inclusion and encouragement of those with a disability applying for roles advertised by Council and this will continue. In 2021, we will launch our Sustainable Workforce Project as part of the People and Culture Plan, this will specifically address increasing diversity of our workforce that will include the opportunities for those identifying with a disability, to come and work at the various sites of Council.

Whyalla City Council encourages volunteers, of all abilities, which has seen the placement of persons with a disability within some of our business units however we recognise more can be achieved in this space. Moving forward, future volunteer opportunities will be sought out to identify positions within Council that could be offered to residents with a disability with the aim of providing them with an all-inclusive workplace experience.

Future developments within Council buildings will result in positive action being taken to ensure they are more accessible to those living with physical disabilities.





# COMMUNITY ENGAGEMENT

Council embarked on an extensive community engagement process in developing its DAIP. Phase One was used to capture input from the community to develop the draft plan whilst Phase Two sought submissions from the community in respect to the draft to create the final plan.

Engaging with persons living with a disability was seen at the forefront to the community engagement process, particularly to the groups that were identified within the Disability Inclusion Act as being the most vulnerable. These groups include women, children, Aboriginal and Torres Straight Islanders and those from Culturally And Linguistically Diverse (CALD) backgrounds.

Council realised, that to be successful, it was essential that a comprehensive community engagement process was undertaken to ensure that the 'voices' of our disabled community were heard and that their feedback be used in the planning, development and implementation of our inaugural Disability Access and Inclusion plan.

The consultation phase commenced initially at an internal level, with the DAIP becoming a focus of each of Council's Leadership Team meetings. Following this, the engagement planning phase was rolled out to our local community in several ways including, initial press release, ongoing media coverage, emails, telephone calls, web-based survey, hard copy survey and 'face to face' sessions.

Whilst the community consultation process included traditional processes, given the restrictions around COVID-19, and the target audience, additional steps were taken to identify specific groups and individuals to consult with to ensure maximum engagement was realised.

The first phase included an initial community engagement survey that was released on Council's website and Facebook along with hard copies disseminated in areas such as the public Library, Visitor Information Centre, pop up shop in our indoor mall and other venues.

Given our target audience, additional measures were undertaken to optimise feedback including using social distancing measures, direct contact was made to known persons living with disability, their families, carers and service providers through various mediums such as telephone, email and where possible 'face to face.'

Hard copies of the survey were dropped off to individuals and to service providers, thereby allowing people to write comments on the form with assistance offered by Council staff to input the data.

Assistance was also offered in another format, whereby a Council staff member read the questions to the participant and filled in the form for them. This was really valuable in assisting our more vulnerable residents and was appreciated by the CALD community. This method also assisted in gaining additional information to add to the survey data.

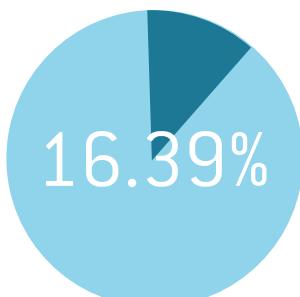
A more detailed face to face engagement was also undertaken in one on one or group feedback sessions, held at the local shopping centre. This allowed staff to collect more in-depth qualitative data.

The second phase of engagement saw the draft DAIP being released for community consultation after it had been presented to Council. A 21 day period was allowed for this process to occur, with feedback received resulting in some minor changes to the draft prior to the final plan being endorsed by Council.

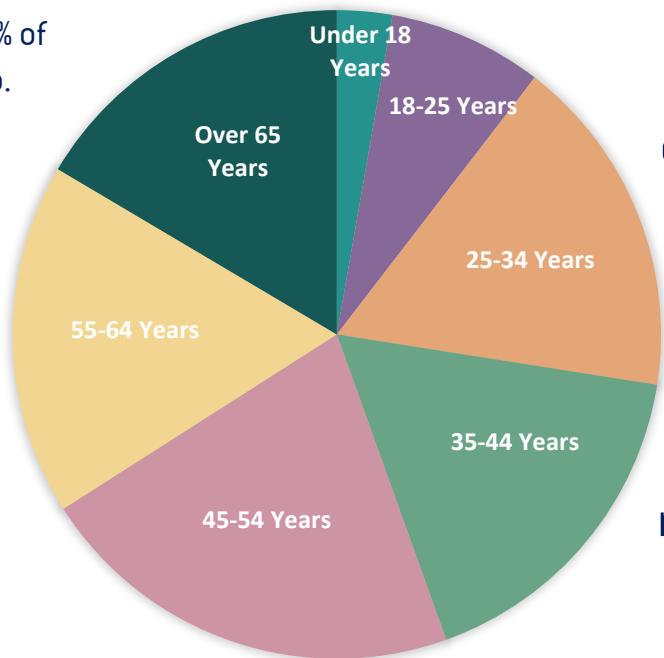


## SURVEY RESULTS

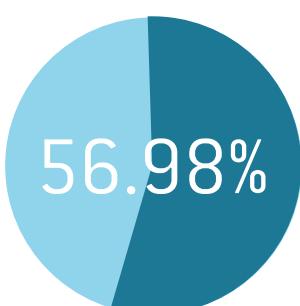
Council was pleased to receive 184 responses to the survey, which represents approximately 12% of our targeted population group.



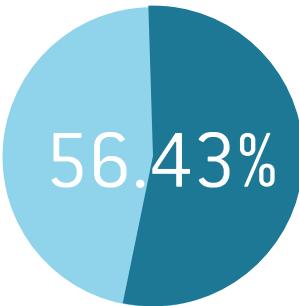
Felt Whyalla Council  
was very inclusive



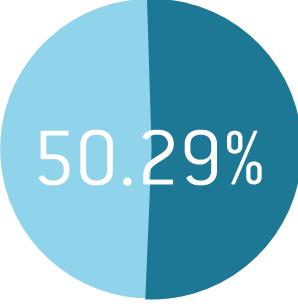
81% of people  
who  
completed the  
survey  
identify as a  
person with  
a disability,  
family  
member, carer  
or service  
provider



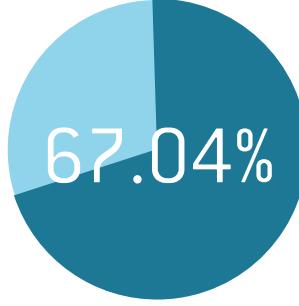
Felt we needed to  
improve accessibility  
to make them feel  
included



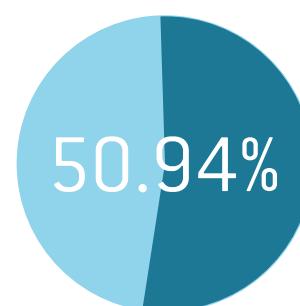
Felt included in  
Council events



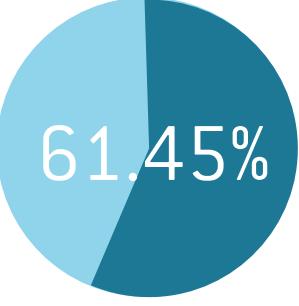
Felt included in  
community  
engagement



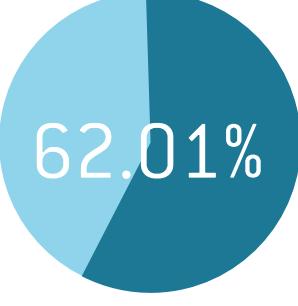
Felt more programs  
would make them  
feel more included



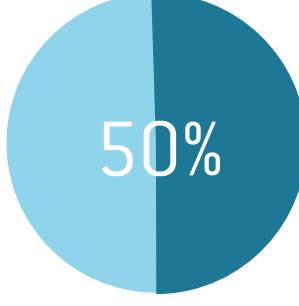
Heard about action  
groups that  
represented people  
with a disability



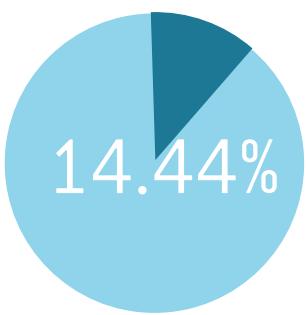
Felt if they were  
involved in decision  
making that it would  
make them feel more  
included



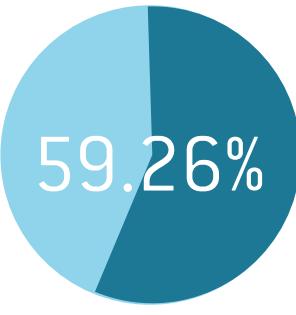
Felt that more  
opportunities to  
volunteer would  
make them feel more  
included



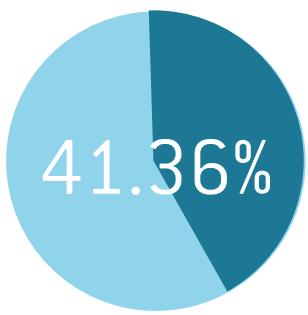
Felt initiatives such as  
accessible parks and  
public toilets advertised on  
Council's website or other  
formats are areas that  
could assist in the city  
being more accessible



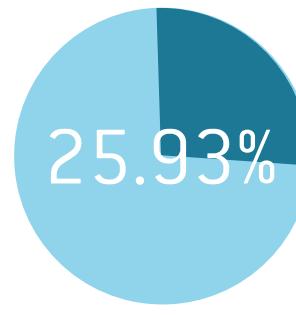
Felt that the City of Whyalla was very accessible



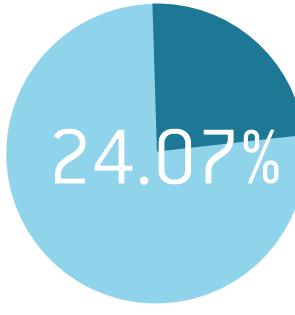
Had difficulty accessing footpaths and ramps



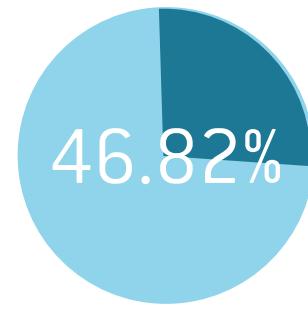
Had difficulty accessing public toilets and changerooms



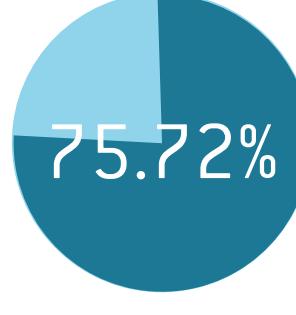
Had difficulty accessing parks and reserves



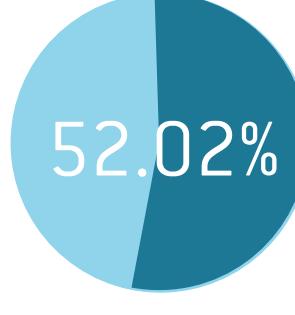
Had difficulty accessing playgrounds



Expressed that the Airport had good access



Expressed that the Library had good access



Expressed that the Foreshore had good access



More in-depth qualitative data indicated that:

- respondents felt unable to visit some parts of our city
- many of the respondents use a gopher as their primary form of transport and felt somewhat inhibited to use them for long distances as the battery would go flat
- more accessible and inclusive play equipment is needed
- some footpaths have tripping hazards which can cause safety issues
- there are overhanging trees on footpaths that cause safety issues

#### We have listened and will:

- investigate transport options
- consider putting free charging stations around town at priority areas
- investigate inclusive play equipment
- conduct an audit of footpaths
- audit trees on footpaths- undertake a trimming program

# 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.

## Priorities and Actions

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

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
1.1 Promote and lead a change in attitudes toward disability access and inclusion	1.1.1 Instigate internal training program for all staff on Access and Inclusion 1.1.2 As part of induction of new employees include information about working with people living with a disability 1.1.3 Ensure Access and Inclusion is a permanent agenda item of the Leadership Group 1.1.4 Promote community education and awareness program on Access and Inclusion and the Rights for people with a disability	Priority 1 Priority 2 Priority 3	Manager People and Culture All Staff	Short Short Short Medium	Access and Inclusion is embedded in all Council operations Staff consider the needs of persons with a disability in their planning processes Community attitudes have changed to be more inclusive
1.2 Implement accessible documentation to ensure inclusion for all	1.2.1 Research best practice methods of accessible documentation and update our online and hard copy content	Priority 1 Priority 2	Public Relations	Medium	Increased access to information
1.3 Support people with a disability to attend Council run meetings	1.3.1 Investigate sites to hold (various) Council led meetings to ensure that the correct aids and equipment are available 1.3.2 Advertise meetings in accessible formats	Priority 1 Priority 3	Manager Information Technology	Medium	Greater participation at meetings Improved awareness of Council Meetings

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
	1.3.3 Investigate other methods of capturing Council led meetings				
1.4 Build on existing Council and community led programs to increase accessibility and inclusion opportunities	1.4.1 Continue to offer programs that are accessible and consider the diverse needs of participants 1.4.2 Partner with community groups to encourage initiatives to improve community involvement	Priority 1 Priority 2 Priority 3	Community Services All staff	Medium	Greater participation by people with a disability
1.5 Collaborate with stakeholders to promote all abilities events that meet the needs of participants	1.5.1 Encourage community groups to hold events inclusive for all 1.5.2 Develop a framework for all abilities events and programs	Priority 1	Events co-ordinator	Short	A framework is followed by all event organisers Greater participation at events by people with a disability
1.6 Promote public amenities for persons with a disability	1.6.1 Develop a map showing where DDA compliant toilets and accredited changing places are located and future facilities 1.6.2 Ensure existing “toilet location” is current	Priority 1	Public Relations Team	Short	Map established and greater awareness of facilities App is current
1.7 Establish suitable accessible and inclusive play spaces	1.7.1 Connect with agencies to investigate suitable access and inclusion playground models	Priority 1	Project Manager Landscape Manager Community Services	Long	Accessible and Inclusive playground established
1.8 Explore opportunities to increase involvement of children with a disability in sports and cultural activities	1.8.1 Promote all-inclusive sporting opportunities through the Starclub Field Officer program 1.8.2 Promote all-inclusive cultural and arts opportunities	Priority 1	Starclub Field Officer Arts Cultural Officer	Short	Increased participation in sports All-inclusive art and cultural projects established

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

## 2. LEADERSHIP AND COLLABORATION

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

### Priorities and Actions

<b>Priority 4 - Participate in decision making</b>
<b>Priority 5 - Leadership and raising profile</b>
<b>Priority 6 - Engagement and consultation</b>

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
2.1 Promote input on its policies and strategic plans from people with disabilities	2.1.1 Ensure consultation framework includes a disability focus 2.2.2 Advocate that all Council policies, protocols and procedures are created or reviewed to ensure there are links to the DAIP where relevant	Priority 4	All staff Manger People and Culture Governance Officer	Ongoing Ongoing	Increased response from the disability sector, those people living with a disability, their carers or service providers
2.2 Encourage community leadership	2.2.1 Promote all community grant programs to disability groups and organisations 2.2.2 Encourage people with a disability to join Council or Council run committees	Priority 5	Community Services	Ongoing	Increased participation from the disability sector Greater participation of membership on Council and committees
2.3 Investigate the establishment a Disability Advisory Committee	2.3.1 Work with local Disability Groups with the aim of establishing a Disability Advisory Committee	Priority 6 Priority 5	Community Services	Medium	A Disability Advisory Group is set up and meeting regularly
2.4 Promote participation in Council Elections	2.4.1 Ensure people of all abilities are able to vote	Priority 4	Public Relations Governance Officer	Medium	An all-inclusive format is used for advertising voting Increased voter participation by disabled people at Council elections

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

### 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**

#### Priorities and Actions

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
3.1 Embed Universal Design Principles to all Council facilities and assets	3.1.1 Undertake an audit of Council facilities and premises to identify modifications required, including leased facilities 3.1.2 Audit Council footpaths, road crossings and traffic islands for accessibility 3.1.3 Ensure gravel footpaths, in areas such as the cemetery or walking trails, are better compacted to allow easy access for wheelchair users 3.1.4 Construction of a fully accredited Changing Places facility	Priority 7  Priority 9  Priority 9  Priority 7	Manager Assets Civil & Maintenance Coordinator Project Manager Landscape Manager Community Services	Medium  Medium  Medium  Short	An action list is developed to rectify problem areas and work scheduled to rectify issues  Ensure continuous improvement of access to Council buildings, business units and infrastructure  Changing Places facility is open and being accessed by persons with a disability
3.2 Improve understanding of access and inclusion requirements across the community	3.2.1 Promote physical access requirements to the local community, businesses, event organisers, food vendors	Priority 9	Events Officer Public Relations	Medium	Improved access and inclusion across community events and businesses
3.3 Ensure continuous improvement of access to Council information and events for everyone.	3.3.1 Ensure Council information is accessible through alternative formats including Easy Read, Auslan, pictorial forms etc.	Priority 8	Public Relations team Manager Information Technology	Medium	All Council information is available in alternative formats

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
3.4 Ensure civic life is accessible to all	3.4.1 Include disability access and multimedia devices to include people who are deaf or blind	Priority 9	All staff Manager Information Technology Public Relations	Long	Improved awareness and greater participation from those living with a disability
3.5 Advocate for improved access to reliable, safe and appropriate transport options	3.5.1 Work with local transport service providers to ensure accessible buses are available day and night 3.5.2 Investigate accessible public transport to key events 3.5.3 Audit bus shelters to ensure they are DDA compliant 3.5.4 Installation of charging stations for gophers at key locations 3.5.5 Investigate opportunities to have a community bus to enable people with a disability to access all Council high profile areas – Wetlands/Foreshore 3.5.6 Advocate for better scooter education throughout the community 3.5.7 Audit footpaths to identify any mobility issues such as uneven surfaces or overhanging trees	Priority 9	All staff Director Infrastructure Community Development Manager	Long	Greater participation in transport services Improved access for gopher and greater participation at key city locations Mobility issues on footpaths rectified

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

## 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.

### Priorities and Actions

**Priority 10 - Better supports within educational and training settings**

**Priority 11 - Skill development through volunteering and support in navigating the pathway between learning and earning**

**Priority 12 - Improved access to employment opportunities and better**

OBJECTIVE	ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
4.1 Increase employment, volunteering and workplace opportunities across Council for people with disabilities	4.1.1 Review Human Resources policies to ensure access and inclusion is featured, address any gaps and remove any barriers 4.1.2 Ensure work experience opportunities for students with disability are available with the aim of opening up career pathways in Local Government 4.1.3 Advocate volunteering opportunities within Council business units	Priority 10 Priority 12	Manager People and Culture	Long Medium	All polices have been reviewed and re-written where necessary Increase in number of people with a disability participating in work experience at Council sites
4.2 Promote workforce diversity	4.2.1 Review recruitment processes to ensure that diversity is included and that there are no barriers	Priority 12	Manger People and Culture	Short	Recognised as an employer of choice Increase in diversity within the workforce

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

OBJECTIVE		ACTION	STATE PLAN PRIORITY	RESPONSIBILITY	TIMEFRAME	MEASURABLE TARGET
4.3 Implement training opportunities for those employees with a disability		4.3.1 Develop training programs suitable for those with a disability	Priority 11	Manager People and Culture	Medium	Improved training outcomes for those staff with a disability
4.4 Ensure workplaces are suitable for those with a disability		4.4.1 Modify workplaces to allow accessibility and include flexible job design	Priority 12	All staff Manager People and Culture	Medium	Modifications completed in work areas Flexible job design included
4.5 Support local companies/organisations that engage people with disability		4.5.1 Continue to engage those companies in contracts and projects	Priority 12	Director Infrastructure All staff	Short	Utilise organisations that employ people with a disability such as Bedford and WSE

Short term: 1-2 years

Medium term: 2-3 years

Long term: within 4 years

# IMPLEMENTATION, MONITORING AND REVIEW

It is a requirement of the Act, Part 5 - Section 17, that a report be prepared, on or before 31 October each year to the Chief Executive Officer on the operation of its Disability Access and Inclusion Plan during the preceding financial year (including a summary of the extent to which the Disability Access and Inclusion Plan has been implemented).

The Chief Executive must on or before 31 December in each year, provide to the Minister of Human Services, a report summarising the above-mentioned annual report.

An annual review will take place to monitor, track and evaluate the status of each action contained within the four key areas within the plan:

- Inclusive Communities for All**
- Leadership and Collaboration**
- Accessible Communities**
- Learning and Employment**

Each of the actions have been assigned to a responsible department, along with timeframes of the expected completion date, with the expectation that the actions will be linked to workplans within each of Council's business units.

At the end of the completion of this DAIP - 2024, a whole of plan review will take place to update or renew to ensure the plan is taking into consideration the needs of the community at that time.

A lessons learned exercise will be conducted simultaneously with the review to analyse how the plan has progressed, what new ideas can be incorporated, any areas of difficulty encountered, new legislation, and ultimately how Council can make improvements to the DAIP as we move forward.



A photograph of a young boy with blonde hair, wearing blue swim goggles and a red long-sleeved wetsuit with white polka dots. He is standing in shallow water, with his arms raised wide and water splashing around him. In the background, there's a sandy beach with a few people and some buildings under a clear sky.

## Contact Details

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