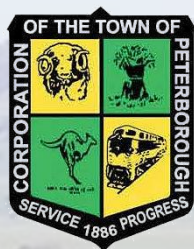


*District Council of Peterborough*



*Amalgamated 1997*

# DISABILITY ACCESS AND INCLUSION PLAN 2020 - 2024



I am pleased to present the District Council of Peterborough's Disability Access and Inclusion Plan 2020 -2024.

The District Council of Peterborough is committed to building strong communities which has friendly and welcoming places where everyone can enjoy our comprehensive range of environments and experiences and also feel like they belong and want to contribute.



This Disability Access and Inclusion Plan (DAIP) will help provide inclusive equity and access to all Council services, facilities and functions.

Any person with a disability has the right to inclusion and equality by accessing and participating in all aspects of community life and over many years, Council has undertaken a number of initiatives to create opportunities for people with a disability and their carers.

This DAIP process involved comprehensive community consultation, and talking to relevant stakeholders. It has shown Council, that more still needs to be done.

I fully support this Plan as part of the Council's commitment to accessibility and inclusion and I encourage all employees, community members and visitors to participate in the implementation and enhancement our ever-improving Plan.

Ruth Whittle OAM  
Mayor  
District Council of Peterborough



### **Acknowledgement of Country**

The District Council of Peterborough acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

We also acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.



## Disability Access and Inclusion Plan 2020 to 2024

### CONTENTS

Part	Section	Sub-Section	Topic	Page
<b>1</b>			<b>Developing a Disability Access and Inclusion Plan</b>	
	1.1		Introduction	6
	1.2		About the District Council of Peterborough	6
	1.3		Council Area Relevant Population Demographics	7
		1.3.1	National Population Demographics	8
		1.3.2	South Australian Population Demographics	8
		1.3.3	Peterborough District Council Population Demographics	9
		1.3.4	Peterborough District Council Visitor Information	9
		1.3.5	Council Population Demographic Assumptions	10
	1.4		<b>District Council of Peterborough Statement of Commitment</b>	10
	1.5		DAIP Strategic Context	11
		1.5.1	Disability Discrimination Act 1992 (Fed)	11
		1.5.2	Disability Inclusion Act 2018 (SA)	11
		1.5.3	The Disability Services (Rights, Protection and Inclusion) Amendment Act 2013 (SA)	12
		1.5.4	Equal Opportunity Act 1984 (SA)	12
		1.5.5	Development Act 1993 (SA)	12
		1.5.6	United Nations Convention on the Rights of Persons with Disabilities	12
		1.5.7	State Disability Inclusion Plan (DIP) 2019 - 2023	13
		1.5.8	State DIP Vision 2019 - 2023	13
		1.5.9	National Disability Strategy 2010–2020	14
		1.5.10	Universal Design	14
	1.6		Developing Our Access and Inclusion Action Plan	15
		1.6.1	DAIP Facilitation	15
		1.6.2	Aim of our Access and Inclusion Action Plan	15
		1.6.3	Objectives of our Disability Access and Inclusion Plan	16
		1.6.4	Elements Considered in a Disability Access and Inclusion Plan	17
		1.6.5	Disability Access and Inclusion Plan Outcomes	18
		1.6.6	Community and Stakeholder Consultation	18
		1.6.7	Implementation of our Disability Access and Inclusion Plan	19
		1.6.8	Evaluation and Review	20
		1.6.9	Actions already undertaken by Council	20
<b>2</b>			<b>Council Specific Plans for Action</b>	
	2.1		<b>Measurable Target 1 - Inclusive communities for all</b>	21
			Priority 1: Involvement in the community	21
			Priority 2: Improving community understanding and awareness	21
			Priority 3: Promoting the rights of people living with disability	22



Part	Section	Sub-Section	Topic	Page
	2.2		<b>Measurable Target 2 - Leadership and collaboration</b>	23
			Priority 4: Participation in decision-making	23
			Priority 5: Leadership and raising profile	23
			Priority 6: Engagement and consultation	23
	2.3		<b>Measurable Target 3 - Accessible communities</b>	24
			Priority 7: Universal Design throughout Council	24
			Priority 8: Accessible and available information	24
			Priority 9: Access to services	24
	2.4		<b>Measurable Target 4 - Learning and employment</b>	26
			Priority 10: Better supports within educational and training settings	26
			Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning	26
			Priority 12: Improved access to employment opportunities and better support within workplaces	26



## PART 1 – Developing a Disability Access and Inclusion Plan

### 1.1 Introduction

This Disability Access and Inclusion Plan (DAIP) demonstrates the District Council of Peterborough's strategic commitment to improving the participation of all people with a disability across a range of areas, so they can enjoy the rights and opportunities provided to all citizens and reach their full potential.

It provides Council with a systematic approach to identify and address barriers, not just only to 'inclusion' but also to 'accessibility'. Strategies are then created to meet the participation and service needs of people with a disability. The Plan is a dynamic document which recognises community and cultural diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our society.

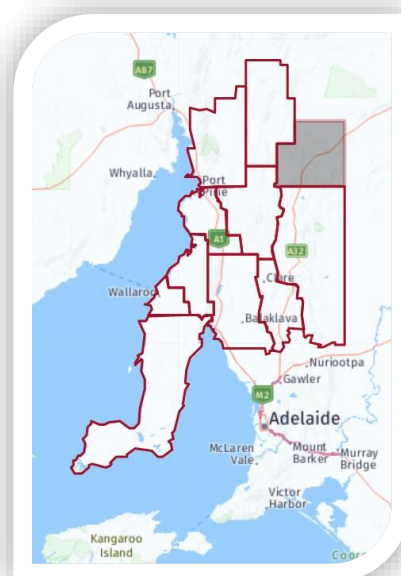
It was prepared in collaboration with the community, and utilises the SA Government's DAIP reporting template.

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

### 1.2 About the District Council of Peterborough

Prior to the arrival of European settlers around 1875, the area was home to people from the Ngadjuri Aboriginal Nation. Settlement serviced the agricultural and pastoral endeavours of the 1870s.

The District Council of Peterborough was formed in 1935, when the District Council of Yongala (Established in 1883) and the District Council of Coglin (Established in 1888) merged with part of the Corporation of the Town of Peterborough (Established in 1886) to create the new council. The remainder of the Corporation of the Town of Peterborough continued on as an independent municipality



surrounded by the District Council until the two were amalgamated in 1997. It encompasses an area of 3,024 Km<sup>2</sup>.

In addition to the township of Peterborough (or Petersburg as it was known until 1918) the district also includes the localities of Cavenagh, Dawson, Hardy, Minvalara, Nackara, Oodlawirra, Paratoo, Parnaroo, Sunnybrae, Ucolta and Yongala. Peterborough is located 246 km north of Adelaide.

Peterborough is a historic national railway crossroads, in the southern edge of the Flinders Ranges. The area has an impressive, complex and prosperous railway history which attracts many visitors annually, to explore the Town Carriage Museum, the Steamtown Heritage Rail Centre and the Rail Trail. The railway line was previously recognised as the busiest single-track railway in the world.

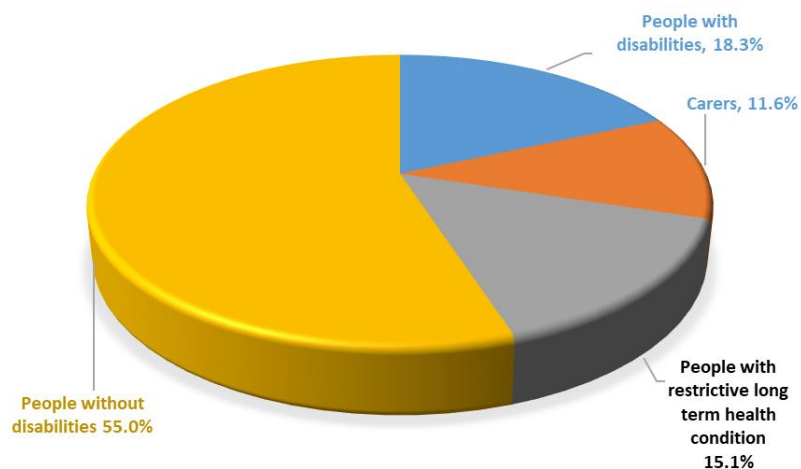
### **1.3 Council Area Relevant Population Demographics**

Council uses credible demographic data, to provide valuable insights about the community's future infrastructure needs, resource allocation, policies, plans and existing or potential future demands for Council and other such services.

The Australian Bureau of Statistics 'Estimated Resident Population 2018', the Australian Federation of Disability Organisations (AFDO) Statistics 2020 and the 2015 Census - Survey of Disability, Ageing and Carers (SDAC) in addition to .id community Demographic Resources, the RDA Yorke and Mid North Regional data and Tourism Research Australia was used for this DAIP, which was developed to align with the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health 2001 (ICFDH).

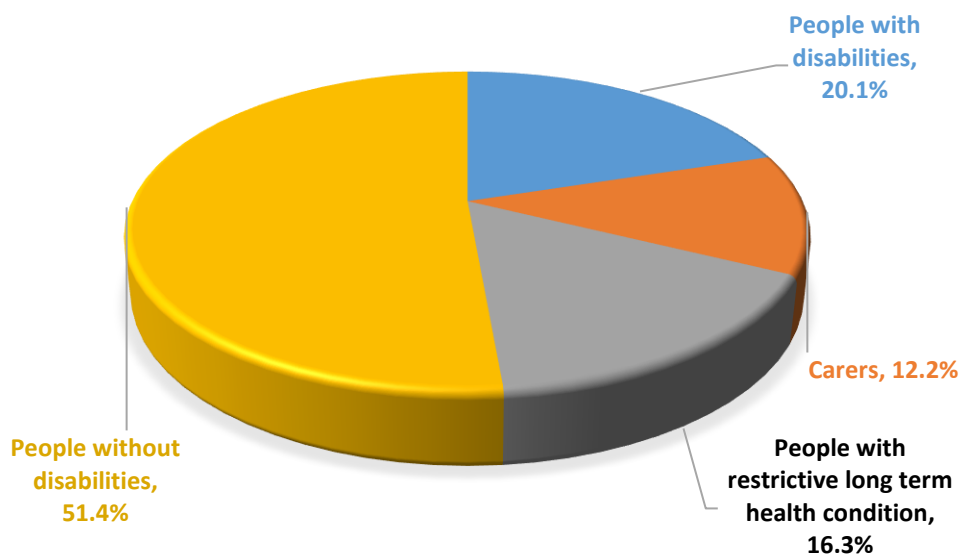
The WHO survey defines disability as any limitation, restriction or impairment which restricts everyday activities and has lasted, or is likely to last, for at least six months. The survey differentiates between those who have long-term health conditions that limit their activities (that is, those with a disability) and those who have long-term conditions without restrictions and limitations.

### 1.3.1 National Population Demographics



**NB:** 45% of the total population requires some form of accessibility and inclusive supports.

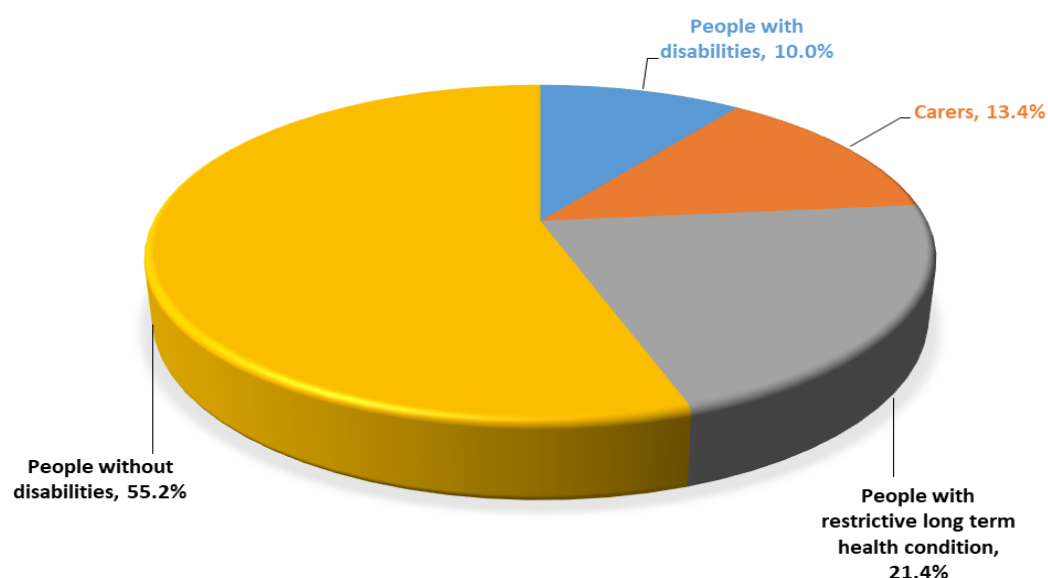
### 1.3.2 South Australia Population Demographics



**NB:** 48.6% of the total population requires some form of accessibility and inclusive supports.



### 1.3.3 Peterborough District Council Population Demographics



**NB:** With a total population of 1687 people, statistics indicate that 44.8% of the population requires some form of accessibility and inclusive support. This equates to approximately 729 people, *excluding* visitors to the Council – Refer 1.3.4.

### 1.3.4 Peterborough District Council Visitor Information

Tourism Research Australia's Local Government Area Profiles 2019 estimated that during this period in the order of 34,000 intrastate visitors stayed 52,000 nights in the Peterborough Council area. Data for international visitors was not accurate enough to publish, as was domestic day visitors into the Council area, however given the areas number of well attended events, heritage and natural attractions and its proximity to Adelaide, significant regional centres and tourism regions the additional number of additional visitors could be considerable.

Utilising the National figure of people needing care, their carers and people with restrictive long-term health conditions being 45% this may suggest that a potential of 15,300 people per annum might benefit from the Council DAIP.

### **1.3.5 Council Population Demographic Assumptions**

Statistically, the Peterborough District Council area has less people with a disability than currently demonstrated in the National and State population demographics, however it does identify a higher percentage of people with restrictive long-term health conditions and carers.

Various reasons for this may incorporate the areas potential number of pre-retirees, retirees and those aged people living independently or those with aged care supports.

The reasons for this can vary from housing affordability, lifestyle, family support, the area socio-economic demographic, service availability and environmental conditions.

## **1.4 District Council of Peterborough Statement of Commitment**

The District Council of Peterborough is committed to:

- Maintaining a dynamic culture that promotes this DAIP to its officers, key stakeholders, contractors and volunteers, and ensures that this information is regularly updated;
- Undertaking actions to ensure that people living with a disability can access mainstream supports, programs and services, access to built-environs, events and facilities, information, communications, and employment;
- Ensuring that supports for women, children and Culturally and Linguistically Diverse (CALD) people with a disability are not marginalised;
- Continuously reviewing its DAIP, to identify, and implement opportunities and improvements, enabling the same opportunities for all people with a disability, their families and carers to access its services, information and facilities, without any discrimination;
- Ensuring that people with a disability can participate in shaping its services and objectives through a consultative process;
- Mitigating any disability discrimination by complying with all relevant legislative and statutory requirements, standards and codes.

### 1.5 DAIP Strategic Context

There are a number of Federal and State Government obligations in addition to legislative requirements which relate to disability discrimination, accessibility, inclusion and equity and the items in this section (which are not exclusive) provide a brief overview of the key items which establish the basis of a DAIP.

#### 1.5.1 Disability Discrimination Act 1992 (Fed)

The Disability Discrimination Act 1992 defines "disability" as meaning:

- a) total or partial loss of the person's bodily or mental functions;
- b) total or partial loss of a part of the body; or
- c) the presence in the body of organisms causing, or capable of causing disease or illness; or
- d) the malfunction, malformation or disfigurement of a part of the person's body; or
- e) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- f) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour;
- g) and includes a disability that:
  - h) presently exists; or
  - i) previously existed but no longer exists; or
  - j) may exist in the future (including because of a genetic predisposition to that disability); or
  - k) is imputed to a person.

It also outlines:

- what an action plan must include (Part 3, Sections 59 to 64); and
- the function of the Australian Human Rights Commission with regard discrimination and the complaint process along with outlining offences for disability discrimination.

#### 1.5.2 Disability Inclusion Act 2018 (SA)

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

Under the Act local government is required to develop and implement Disability Access and Inclusion Plans, in full consultation with people with a disability and their communities.

### **1.5.3 The Disability Services (Rights, Protection and Inclusion) Amendment Act 2013 (SA)**

Important provisions introduced in this Act include:

- Referencing the United Nations Convention on the Rights of People with Disabilities;
- Ensuring the right of people with a disability to exercise choice and control in relation to decision-making in their lives;
- Accessible and well publicised complaints and grievance procedures;
- Protecting those who complain;
- Referencing state and national discrimination legislation;
- Mandate the safeguarding of policies in all government and government-funded disability service providers;
- New powers to make regulations requiring the sector to report on outcomes for clients.

### **1.5.4 Equal Opportunity Act 1984 (SA)**

The purpose of the Equal Opportunity Act 1984 (SA) is to promote equality of opportunity for all South Australians. It aims to prevent discrimination against people and to give them a fair chance to take part in economic and community life.

### **1.5.5 Development Act 1993 (SA)**

This invokes the Disability (Access to Premises - Buildings) Standards 2010, which refers to the AS1498 Standards etc. Part 1 Sec 3 (f) (g) to regulate the design and construction of buildings and the Australian National Construction Code (previously the Building Code of Australia).

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

The development of DAIPs also aligns with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by Australia in 2008, and the Optional Protocol signed by



Australia in 2009. The convention acknowledges the value of existing and potential contributions made by people with disabilities to the overall wellbeing of their communities. It is underpinned by eight guiding principles based on respect, equality and non-discrimination. The UNCRPD, defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various barriers to hinder their full and effective participation in society on an equal basis with others.

This broader understanding recognises that a disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can limit participation as can a person's individual circumstances (ie the nature and degree of impairment, capacities and skills).

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

### **1.5.7 State Disability Inclusion Plan (DIP) 2019 - 2023**

The State Disability Inclusion Plan brings State Government agencies (which include all local Councils) together to reduce the barriers faced by people living with disability. Inclusive SA sets out our priorities and actions for the next four years under the four themes stated in the State DIP Vision 2019 – 2023.

### **1.5.8 State DIP Vision 2019 - 2023**

The South Australian Government's vision is 'an accessible and inclusive South Australia based on fairness and respect'.

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

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

### 1.5.9 National Disability Strategy 2010 - 2020

The Council of Australian Governments (COAG) endorsed the National Disability Strategy 2010–2020 (NDS). The Australian Local Government Association also assisted in the development of the NDS, which provides a shared policy framework that enables people with a disability achieve their full potential as equal citizens.

### 1.5.10 Universal Design

Developed by a working group of architects, product designers, engineers and environmental design researchers, the seven 'Principles of Universal Design' provide a baseline framework for designing any building, open space, product, service provision (including digital), or document.

They are:

1. Equitable Use;
2. Flexibility in Use;
3. Simple and Intuitive to Use;
4. Perceptible Information;
5. Tolerance for Error;
6. Low Physical Effort;
7. Size and Space for Approach and Use.

This has been further expanded with eight 'Goals of Universal Design' to focus on social participation and health, being:

1. Body Fit
2. Comfort
3. Awareness
4. Understanding
5. Wellness
6. Social integration
7. Personalisation
8. Cultural appropriateness

### 1.6 Developing this Disability Access and Inclusion Plan

Local Government in South Australia, has many key roles, which incorporate a varied range of service provision and infrastructure, environmental, civic and recreational facilities.

The development of a Disability Access and Inclusion Plan represents a commitment by the Council which will help ensure social inclusion and access for all our residents and visitors.

This can provide many benefits including increased opportunities for social inclusion, improved physical access to facilities and buildings, enhanced community and individual wellbeing and a greater recognition of the diversity of the residents and visitors.

A range of factors go into creating a DAIP, some of which encompass the following:

#### 1.6.1 DAIP Project Facilitation

The development of this Council's DAIP was coordinated by Jennie Window, the Risk & WHS Coordinator at the District Council of Peterborough. The Plan is fully supported by the Elected Members and Senior Leadership Team.

The services of a qualified and experienced "Action Planner" (Disability Discrimination Act 1992 Part 3, Section 59) consultant were sought through Council's approved procurement process. Consultant to Council was EnvironArc Pty Ltd, with Team Leader - Michael Galea (IAAP, ACAA, GAATES Internationally Certified Access Consultant and DAIP Action Planner), and David Stewart (ACAA Certified Access Auditor).

#### 1.6.2 Aim of this Disability Access and Inclusion Plan

The aim of this Plan is to assist Council identify and remove barriers in policies, programs and services which exclude people with a disability, and to meet its obligations under relevant disability statutes, including both South Australian and Federal Legislation and Building Standards.

In addition to this, the Plan process shall:

- Promote and improve access for all;
- Build an inclusive community for all people which respects the dignity, and values the diversity of, individuals;
- Strengthen our community;
- Ensure the protection of equal rights, the right to participate in all aspects of community life and ensure the right of equal access to services, resources and facilities provided by Council, in its role as purchaser, service provider, policy adviser, planner, regulator and responsible employer.

### **1.6.3 Objectives of this Disability Access and Inclusion Plan**

The objectives of this Plan are to:

- Assist Council to better meet the needs of people with a disability who live, work and visit the area;
- Assist Council to meet its statutory requirements under relevant disability legislation, both South Australian and Federal;
- Foster a region where people with a disability are afforded the same opportunities as the broader community;
- Improve access for people with a disability to Council's services and facilities;
- Encourage participation by people, regardless of ability, in Council's activities;
- Promote positive and inclusive images of people with a disability within Council and the community;
- Develop the relationship between Council and people with disabilities in the area;
- Promote and increase awareness of Council employees and the broader community of the rights and needs of people with disabilities;
- Focus on practical, achievable and deliverable initiatives to enhance access to services, physical infrastructure and public places.



### 1.6.4 Elements Considered within this Disability Access and Inclusion Plan

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

A Review of Current Activities:

- Collection of Council documentation and information;
- The development and promotion of a survey throughout the Council area;
- Interviewing relevant Council Managers where required;
- Interviewing selected people who have a disability and their carers;
- The range of potential service users and employees in the Council area;
- The varying profile of the local community;
- Numbers of people and their types of disabilities.

Identify Various Physical Barriers for action (but not limited to):

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

Communication Barriers:

- Alternatives for the advertising of Council services in ways that ensure accessibility for people with disabilities;
- Alternative presentation of standard Council forms;
- Access to computer technology in ways which can be used by people with disabilities;

- Use of current technology to ensure that groups who attend Council meetings and functions have access to the visual and audio enhancements.

#### Attitudinal Barriers:

- Commit to a process for the understanding by all employees and elected members, of the implications of the Disability Discrimination Act, (DDA) Action Plan;
- Ensure all relevant Council Policies are DDA inclusive;
- Set realistic, measurable goals and targets with achievable timelines based on collected data and completed outcomes.

### 1.6.5 Disability Access and Inclusion Plan Outcomes

The Council's DAIP helps to ensure that the rights of people living with a disability are upheld, and that this is the responsibility of the whole community. Most people take the ability to go about their daily life for granted. People with a disability should also be able to access and participate in all aspects of our society, including using 'mainstream' services and programs. Social inclusion is fundamental to quality of life and critical to achieving positive life outcomes across all domains.

The outcomes will also align with the South Australian Government's State Disability Inclusion Plan, the National Disability Strategy and the relevant legislative requirements.

### 1.6.6 Community and Stakeholder Consultation

Interactive workshops were held for Council elected members, employees, volunteers and people with a disability, their carers, and local community disability service organisations, together with interested members of the public.

A Community Survey was developed, specific to the Council area and was open to the public and promoted through Council email contacts, website, posters on community notice boards etc. Access to the survey was available for on-line completion or the provision of hard copies. The Survey was well responded to, with many actions noted, for Council to prioritise, program and resource in upcoming budgets.

This comprehensive community, employee and stakeholder consultation process was undertaken in accordance with Council's general 'Public Consultation Policy' processes, the SA Government Community Engagement Charter. The outcomes of this consultation, formed the basis for actions and timelines incorporated in this DAIP.

**Copies of this survey are available on request to the Council CEO.**

### 1.6.7 Implementation of this Disability Access and Inclusion Plan

Following Council's adoption of the DAIP, Council will ensure it is:

- Distributed to elected members, relevant employees and any appropriate Council advisory committee for action;
- Published on the Council website;
- Provided to the CEO of the SA Department of Human Services by the 31 October 2020;
- Registered with the Australian Human Rights Commission;
- Notified to the public and made available at the Council office, as well as a hard copy and online.

Responsibilities of implementation:

The Council is responsible for:

- Facilitating the development of the Plan;
- Endorsing the Plan;
- Overseeing the implementation of the Plan;
- Supporting an equitable allocation of resources to fund the Plan;
- Ensuring that relevant Council decisions reflect the Plan's principles and priorities;
- Ensuring that all Elected Members are aware of the Plan as part of their induction.

Management is responsible for:

- Facilitating the provision of information about the Plan and its implementation, to all employees and to the community;
- Coordinating the implementation of the Plan within their areas of responsibilities;
- Support selected employees to undertake disability awareness and training programs;

- Monitoring the ongoing implementation of the Plan as required;
- Ensuring that people with disabilities are engaged with and effectively consulted;
- Ensuring that budgets are prioritised on a needs-based planning;
- Provide reports to meetings (as required) on the achievement of the goals;
- Evaluate the ongoing effectiveness of the Plan and recommend improvements and additions to the elected members;

### **1.6.8 Evaluation and Review**

The Plan will be evaluated through the following processes:

- The management assessing what actions in the DAIP have been either fully or partially addressed;
- Engaging with the communities and stakeholders, and seek feedback in relation to the progress of the Plan;
- All feedback will be recorded and reviewed for any future Plan adjustments and actions;
- Community members throughout the term of the Plan can lodge comments to the Council about its progress. Council's response will be made according to the Correspondence received and any relevant Customer Services policies and processes in place at the time;
- On or before 31 October in each year, Council will provide a report, summarising the operation and implementation of the DAIP over the past financial year, to the CEO of the Department of Human Services SA.

### **1.6.9 Actions Already Undertaken by Council**

Prior to this DAIP, Council has developed compliant access ramps to facilities, has improved footpaths and access to lighting, playgrounds, parks and reserves and has improved a number of relevant administrative processes and policies against discrimination.

Council still has much more to achieve and like most other Local Government Agencies, their budgets are spread across an extensive range of community works and services, however this DAIP will assist in the identification and prioritisation of barriers and gaps, to make Council's infrastructure and business more accessible and inclusive to all.





## Disability Access and Inclusion Plan 2020 to 2024

### Part 2 - Council Specific Plan for Action

Basis for the required report pursuant to regulation 9(4) of the Disability Inclusion Regulations 2019 (SA).

Measurable Target 1 - Inclusive communities for all				
Priority 1	Involvement in the community			
1	Actions	Responsibility	Timeframe	Targets
	Investigate a Hearing loop in Council Chambers.	Council and SLT	June 2021	Council meetings more accessible for hearing impaired.
1.2	Develop inclusive and accessible guidelines for council events.	SLT	June 2021	New guidelines developed.
1.3	Integrate accessibility and inclusiveness in all future relevant Council policies, procedures and plans.	Council and SLT	Ongoing	Relevant Council Governance more inclusive.
1.4	Consider ways of engaging more with women and children, Aboriginal, Torres Strait Islander and CALD community people who live with challenging mental conditions and/or disabilities.	Council and SLT	Ongoing	Opportunities for minority groups increased.
Priority 2	Improving community understanding and awareness			
2	Actions	Responsibility	Timeframe	Targets
2.1	Improve employee and elected member empathy and awareness of the rights of persons with disability (including front line employees).	Council and SLT	March 2021	Awareness workshops completed.
2.2	Ensure compliant and convenient signage of facilities for the disabled is in place throughout the Council area.	SLT	September 2021	Signage scoped and planned for action.
2.3	Inform ratepayers of acceptable roadside vegetation over footpaths	SLT	Ongoing	Ratepayers informed through

	and driveway designs over footpaths.			Council Newsletters, website and social media.
2.4	Promote the mental health services, available through the Flinders and Upper North Local Health Network and the Mental Health Crisis Assessment and Treatment Service at the Peterborough Hospital.	Council and SLT	Ongoing	Community informed through Council Newsletters, website and social media.
2.5	Inform the community of the DPTI Information Sheet 8 guidelines for Motorised mobility scooters.	Council and SLT	Ongoing	Ratepayers informed through Council Newsletters, website and social media.
<b>Priority 3 Promoting the rights of people living with a disability</b>				
<b>3</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Targets</b>
3.1	The induction of all new Elected Members, employees and volunteers, to include an awareness of and commitment to the DAIP	CEO / Risk & WHS Co-ordinator	Ongoing	Revise Induction processes.
3.2	Wherever resources permit, patrol the improper use of access carparks on Council properties and roadsides, and issue infringement notices as appropriate.	CEO / DRSO	Ongoing	Access carparks more available.
3.3	Liaise with relevant authorities or agencies to advocate for grant funds and more accessible and inclusive facilities and services, then inform the community of outcomes.	CEO	Ongoing	Improve networks and relationships for accessible opportunities and grant funds.
3.4	Consider Council local grant applications, which benefit people with a disability, to have a higher rating value.	Council and CEO	Ongoing	More community grant funds used for disability access and services.



## Disability Access and Inclusion Plan 2020 to 2024

Measurable Target 2 – Leadership and collaboration				
Priority 4 Participation in decision-making				
4	Actions	Responsibility	Timeframe	Targets
4.1	Consider the establishment of a Disability Access and Inclusion Advisory Committee.	Council and CEO	March 2021	People living a disability assisting Council with actions.
4.2	Ensure promotional material is easily available for people with a disability seeking to nominate for Council.	Council and CEO	July 2022	Councillor nomination documents accessible.
Priority 5 Leadership and raising profile				
5	Actions	Responsibility	Timeframe	Targets
5.1	Proactively promote the DAIP and its completed actions, opportunities and stories.	Council and SLT	Ongoing	Promote through Council Newsletters, website and social media.
Priority 6 Engagement and consultation				
6	Actions	Responsibility	Timeframe	Targets
6.1	Consult with disability, carer, aged care service providers and businesses as appropriate, for proposed new Council access and inclusion initiatives.	Council and SLT	Ongoing	Networks developed and opportunities made available.
6.2	Encourage the local business sector to become more aware of how inclusive facilities may generate more business.	Council and SLT	Ongoing	Promote through Council Newsletters, website and social media.
6.3	Review Council's Complaints Policy and Procedures to include the Australian Human Rights Commission legislative framework, so it is proactive with any discriminatory complaints.	Council and CEO	June 2021	Policies reviewed and changes made then complains acted upon quickly.

Measurable Target 3 – Accessible communities				
Priority 7 Universal Design across Council				
7	Actions	Responsibility	Timeframe	Targets
7.1	Encourage relevant Council officers, to undertake the free <i>Introduction to Universal Design</i> short e-course through the Centre for Universal Design Australia.	SLT	December 2022	Course completed by relevant Council offices.
7.2	Establish a Universal Design policy for future Council facilities, services, assets and design initiatives.	SLT	December 2022	Policy Developed and approved
Priority 8 Accessible and available information				
8	Actions	Responsibility	Timeframe	Targets
8.1	Ensure Council website complies with the WCAG 2.0AA Policy.	SLT	June 2022	Website Compliant and useable.
8.2	Ensure all Council public documentation, incorporates simplicity, consistency, and Visual acuity for people with visual and colour-blind impairments.	SLT	December 2021	Printing material more inclusive. Standard font and size for all documents.
8.3	Investigate the inclusion of a screen reader function to the Council website.	SLT	December 2022	Council website more accessible.
8.4	Maintain Councils input to the National public toilet register.	SLT	Ongoing	Access to public toilet locations maintained.
Priority 9 Access to services and facilities				
9	Actions	Responsibility	Timeframe	Targets
9.1	Promote the use of the 'Companion Card' for access to all Council facilities and events.	Council and SLT	Ongoing	Council events more affordable.
9.2	Audit Council offices, halls and associated buildings to identify any barriers and uninterrupted paths of travel which may preclude persons	Risk & WHS Co-ordinator	June 2021	Council buildings audited and modifications scheduled.





## Disability Access and Inclusion Plan 2020 to 2024

	with disabilities from utilising those facilities.			
9.3	Undertake an access audit of Council disability public toilets to identify any restrictions that will preclude persons with disabilities from utilising those facilities.	SLT	June 2021	Council access public toilets audited and modifications scheduled.
9.4	Consider the provision of additional accessible public toilets where necessary.	Council	June 2022	More access toilets provided.
9.5	Undertake a condition inspection of Council ramps footpaths and gutter ramps to identify and prioritise areas that require attention.	SLT	March 2021	Council footpaths audited and modifications scheduled.
9.6	Review existing location, number and compliant positioning of public disability access carparks so they are appropriate and adequate.	SLT	March 2021	Public access carparks reviewed for action.
9.7	Undertake an access audit of all parks and gardens, children play space designs, heritage information and wayfinding signage, to ensure accessibility.	SLT	March 2022	Council parks gardens and wayfinding signs audited and modifications scheduled.
9.8	Investigate more inclusive wheelchair access to sporting complex and Victoria Park public toilets.	SLT	December 2021	Investigated and funding opportunity considered.
9.9	Investigate wheelchair and walker accessibility into the carriages at Steamtown Heritage Rail Centre	Steamtown Committee	December 2021	Investigated and funding opportunity considered
9.10	Review DAIP survey results and consider budgeting for items not listed elsewhere in this plan.	Council and SLT	June 2022	Survey responses assessed and planned for where required.
9.11	Review safe and accessible Street lighting at Threadgold Street, Lower end of Queen	SLT	September 2021	Locations of this street lighting reviewed and



## Disability Access and Inclusion Plan 2020 to 2024

	Street, Moscow Street & Victoria Street.			action taken to mitigate complaints or public liability risks.
9.12	Review opportunities for disability and inclusive access into pool.	SLT	September 2021	Investigate opportunities for consideration.
<b>Measurable Target 4 - Learning and employment</b>				
<b>Priority 10 Better supports within educational and training settings</b>				
<b>10</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Targets</b>
10.1	Investigate the SA Public Sector Disability Employment Strategy and Toolkit, for a better understanding of opportunities.	SLT	December 2021	Processes better understood.
10.2	Ensure work environments for employees with a disability, comply with AS1428 and jobs are designed to be flexible, and all reasonable adjustments are taken into account.	SLT	September 2021	Workplaces compliant and jobs accessible.
<b>Priority 11 Skill development through volunteering and support in navigating the pathway between learning and earning</b>				
<b>11</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Targets</b>
11.1	Liaise with the NDIS LAC and appropriate disability service provider organisations for potential volunteering opportunities with Council.	CEO	June 2021	Networks established and opportunities made available.
11.2	Assess Council Volunteer Policy and procedures, ensuring volunteering opportunities are inclusive and accessible to people with a disability.	Council and SLT	June 2021	Policies and procedures assessed and reviewed where appropriate.
<b>Priority 12 Improved access to employment opportunities and better support within workplaces</b>				



## Disability Access and Inclusion Plan 2020 to 2024

12	Actions	Responsibility	Timeframe	Targets
12.1	All job recruitment materials to incorporate an inclusion and equity diversity statement.	CEO	December 2020	Diversity statement developed and used.
12.2	Investigate NDIS and grant funding opportunities which would support the employment of people with a disability.	CEO	June 2021	NDIS and grant funding secured.



## Disability Access and Inclusion Plan 2020 to 2024

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Please do not hesitate to contact us if you require a copy in an alternative format, such as easy read, large font and electronic format.

We would appreciate any feedback on our DAIP, so please email us with your comments [council@peterborough.sa.gov.au](mailto:council@peterborough.sa.gov.au)