



**Disability Access and  
Inclusion Plan  
2020 - 2024**

This Disability Access and Inclusion Plan (DAIP) is available on the District Council of Franklin Harbour's website. If you require a copy in an alternative format, (such as large font or electronic format please contact the council office on 8629 2019, email [council@franklinharbour.sa.gov.au](mailto:council@franklinharbour.sa.gov.au) or visit the office at 6 Main Street Cowell SA 5602..

# **Council's Vision**

**A proud, growing and unified community benefiting from a diverse and environmentally sustainable economic base.**

# **Core Values**

**The District Council of Franklin harbour will be recognised for its:**

- ~ Customer service**
- ~ Ethical behaviour**
- ~ High staff satisfaction**
- ~ Contribution to community**
- ~ Continuous improvement**
- ~ Teamwork**
- ~ Strategic decision making**

# **Mission Statement**

**The District Council of Franklin Harbour will provide our community with:**

- ~ A high standard of essential services in an efficient manner**
- ~ Positive leadership**
- ~ Representation of our needs to the wider population**
- ~ Stimulus for economic growth**
- ~ Sound management of our valuable natural environment**

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## Statement from the Chief Executive Officer

The District Council of Franklin Harbour (Council) is committed to ensuring all residents, ratepayers, volunteers, employees and visitors are able to participate in the community.

As a regional council, it is of fundamental importance that members of the community have access to public facilities and services and can participate in social events. It is this participation which fosters inclusion and contributes to the creation of a close and cohesive local community.

This plan aims to ensure the region becomes more accessible for, and inclusive of, people living with a disability. It will help people within the community who are living with a disability to contribute and feel welcome, have access to services, and to participate in everyday activities.

Shane Gill

Chief Executive Officer

## Introduction

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

Council has developed this Disability Access and Inclusion Plan (the plan) in accordance with its responsibilities under the DI Act. This is the Council's first Plan of its kind.

The Act intends:

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

Council recognises it has a key role in providing supportive and accessible environments to its community, and the Plan aims to ensure Council is accessible to, and inclusive of, people living with a disability.

## District Council of Franklin Harbour

Located on the eastern side of the Eyre Peninsula and bordering the Spencer Gulf, the District Council of Franklin Harbour is home to an estimated population of 1,350 people and covers an area of 3,283 square kilometres. Cowell is the major centre in the district, which also comprises the holiday areas of Lucky Bay and Port Gibbon and the localities of Elbow Hill and Mitchellville.

The District Council of Franklin Harbour is a region of significant diversity and opportunity. The traditional agriculture industry dominated by the production of wheat, barley, oats and wool remains the primary income generator in the district. The aquaculture industry is a major force in the area primarily producing oysters, with significant potential to tap into export markets.

Council, does not currently employ any person that identifies as having a disability. Council is an equal opportunity employer.

## Demographic Profile

Within the Council's community there are people living with disabilities or providing assistance to people with a disability. Accordingly, Council and the community generally, should seek to ensure people with a disability and / or carers have improved participation across a range of areas so they can enjoy the rights and opportunities in all aspects of local society.

The following statistics have been derived from the Australian Bureau of Statistics (ABS) from their *Survey of Disability, Ageing and carers 2015* and the 2016 Census.

- 49% of older Australians are living with a disability
- 1 in 5 Australians are living with a disability
- 7.5% of persons living within the Council area identified as needing assistance with core activities
- 10.9% of the Council's population have identified as having provided unpaid assistance to a person with a disability.

## Objects and Principles of the Disability Inclusion Act 2018

**In preparing this plan, Council had regard to the objects and principles of the Act, as set out in Part 2/**

**The objects of the Act include:**

- a) Acknowledging people with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights; and
- b) Promoting the independence and social economic inclusion of people with disability; and
- c) Providing safeguards in relation to the delivery of all supports and services for people with disability; and
- d) Providing a framework to support a whole of Government approach to improving the inclusion of all South Australians with disability in all areas of life; and

**Council is also required to observe the following principles in the operation, administration and enforcement of the Act:**

- a) People with disability have the same fundamental human rights and responsibilities, and the same right to autonomy, as other members of the community;
- b) People with disability have an inherent right to respect for their worth and dignity as individuals;
- c) People with disability have the right to participate in and contribute to social and economic life and should be supported to develop and enhance their ability to do so;
- d) People with disability have the right to realise their physical, social, sexual, reproductive, emotional and intellectual capacities;
- e) People with disability have the right to make decision that affect their lives including decisions involving risk to the full extent of their capacity to do so;
- f) In cases where a person with disability wants or requires assistance in making a decision, supported decision-making is to be preferred over substituted decision-making;
- g) People with disability have the right to access information in a way that is appropriate for their disability and cultural background, to enable them to make informed choices;
- h) People with disability have the right to respect for their cultural or linguistic diversity, age, gender, sexual orientation and religious beliefs;
- i) People with disability have the same rights to privacy and confidentiality as other members of the community;
- j) People with disability have the right to live free from neglect, abuse and exploitation;

- k) People with disability have the same rights as other members of the community to pursue complaints and access justice;
- l) The crucial role of families, carers and other significant persons in the lives of people with disability, and the importance of preserving relationships with families, carers and other significance persons, is to be acknowledged and respected;
- m) People with disability are free to associate with families, carers and other persons as they see fit, and should be supported where necessary to engage in family, social and friendship activities;
- n) The needs of children with disability as they develop, and their rights as equal members of the community, are to be acknowledged and respected; and
- o) The changing abilities, strengths, goals and needs of people with disability as they age are to be acknowledged and respected.

**In addition to the above, Part 2 of the Act sets out specific objectives pertaining to:**

- Women with disability;
- Children with disability;
- Aboriginal and Torres Strait Islander people with a disability; and
- People with disability from culturally and linguistically diverse backgrounds.

Council intends to give effect to the Objects and Principles identified in Part 2 of the Act through the application of this Plan, as well as adopting a continuing commitment to promote and provide an accessible and inclusive community.

## **Aims & Objectives of the Disability Access and Inclusion Plan**

Council recognises the community as a whole is responsible for ensuring the rights of people living with disability are upheld. People with disability should be able to access and participate in all aspects of community life.

Social inclusion is fundamental to one's quality of life, achieving positive life results and improving health outcomes. Social inclusion requires education, understanding and commitment of the broader community to ensure these objectives are made possible.

The Plan seeks to recognise the importance of ensuring the Council area is inclusive and accessible to everyone, has a welcoming attitude, and employs well informed staff who are aware of the needs of people with disability.

### **AIM**

**“THE AIM OF THIS PLAN IS TO ASSIST THE COUNCIL TO MEET THE NEEDS OF PEOPLE WITH DISABILITY WHO LIVE, WORK, VOLUNTEER AND VISIT THE AREA.”**

### **TO ACHIEVE ITS AIM, COUNCIL WILL:**

1. Promote and improve access for people with disability to Council services and facilities, through focusing on practical and achievable initiatives that enhance access to services, infrastructure and public places;
2. Promote and increase awareness in Council staff of the rights and needs of people with disability through internal training and information sessions, and, where appropriate, through the engagement of external training providers;
3. Encourage participation by people regardless of ability, in Council activities; strengthening the relationship between the Council and its community;
4. Continue to ensure all persons within the community are afforded equal opportunity to access services, resources and facilities provided by Council in its role as a representative, responsible and informed decision maker; and
5. Identify the ways in which it will give effect to the State Disability Inclusion Plan.



## Strategic Context

Council has considered the following documents in the development of the Plan and in consideration of its role within the framework.

### International

**United Nations Convention on the Rights of Person  
with Disabilities**

### National

**National  
Disability  
Strategy 2010  
- 2020**

**National  
Disability  
Insurance  
Scheme**

**National  
Disability  
Agreement**

### State

**Disability  
Inclusion Act  
2018**

**State Disability  
Inclusion Plan  
2019 - 2023**

**Disability  
Access and  
Inclusion  
Plans 2020 -  
2024**

## Our vision

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

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

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

In addition to this, the Plan also aims to:

- Promote and improve access for all
- Build an inclusive region for all people that respects the dignity and values the diversity of all individuals
- Promote and increase awareness of Council staff and the broader community of the rights and needs of people with disabilities
- Improve access for people with a disability to Council's services and facilities
- Focus on practical, achievable and deliverable actions to enhance access to services, physical infrastructure and public places.

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

## 1: Inclusive communities for all

**Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.**

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1 Ensure accessibility options are available to those attending Council run events	1	WM	Ongoing	Number of people attending events identifying with disability
2 Renewal, refurbishment or new buildings owned by Council to include mobility access	3	WM,CEO	Ongoing	100% of all renewed, refurbished or new Council buildings include mobility access
3 Disability awareness training to be provided to all staff	2	MCS	30 June 2022	VOCAM
4 Disability awareness training to be included as part of induction training	2	CEO, MCS	30 June 2021	Relevant components included in induction process

## 2: Leadership and collaboration

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

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

<b>Action</b>	<b>State Plan Priority #</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurable Target</b>
<b>1</b> Public Consultation Policy to include people living with disability	6	MCS	3 March 2021	Public Consultation Policy updated to consider disability access
<b>2</b> Review DAIP annually	4 and 6	CEO, MCS	Ongoing	Ongoing development of plan incorporating feedback and community comments
<b>3</b> All members of the community have access to vote at Council elections	4	CEO	1 Nov 2023	Provision of disability access to voting areas. Work with SAEC to ensure those with other disabilities are catered for.

### 3: Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1 Review the availability of accessible car parks including function, design and location	9	WM	30 June 2022	Inclusion with relevant township masterplan
2 Audit of access to Council buildings completed to establish a schedule of required modifications to allow accessibility	9	WM	30 June 2022	Disability Access Audit completed
3 Ensure civic life is accessible to all (including social, sporting, recreational, cultural, religious, political and economic opportunities)	9	CEO	Ongoing	Record of attendance at events

## 4: Learning and employment

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

Priority 10: Better supports within educational and training settings

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

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

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1 Actively promote workforce diversity, becoming and employer of choice	12	CEO	Ongoing	Appropriate Policy and Procedures implemented
2 Ensure accessible workplaces, timely modifications and flexible job design are part of Council's processes	11	CEO	Ongoing	Include consideration in recruitment selection and induction processes
3 Implement training, career development and mentoring programs for employees with disability	10	CEO	Ongoing	Included in training needs analysis

# Disability access and inclusion plan development

## Consultation

Due to COVID 19 restrictions Council has been unable to undertake Community Consultation in its usual way. The Draft DAIP was publicised for public consultation on the 19<sup>th</sup> October 2020 with a closing date of the 30 November for comments and submissions to be returned. Notices were placed in Council's October and November Council newsletter, which is distributed to all residence's in Cowell, as well as being promoted on Council's facebook page (19<sup>th</sup> October 2020) and on Council's website.

No submissions or comments were received.

## Implementation process

The **Chief Executive Officer** is responsible for:

- Establishing a systems governance framework to achieve access and inclusion for those living with disability
- Creating an environment in which the Leadership Team understand, and are held accountable for implementing the requirements of this Policy, and have governance processes in place which monitor compliance and manage associated risk
- Ensuring reporting requirements are met for Council where required
- Ensuring appropriate review of the Plan is undertaken annually.

The **Senior Managers** are responsible for:

- Ensuring the implementation of the Plan is considered across Council's business functionalities
- Reporting on progress of the Plan to the CEO
- Ensuring staff receive training in disability access and inclusion as per the plan
- Promoting and complying with this policy's principles.

**Council Employees** are responsible for:

- Undertaking mandated training
- Complying with this policy's principles.

This plan will be communicated to internal and external stakeholders and networks through Council's reporting framework, and according to its relevant communication strategies and advocacy works.

Reporting to the Chief Executive of DHS will be undertaken annually as per section 17 of *Disability Inclusion Act 2018*.

## Glossary and Definitions

**DI Act** *Disability Inclusion Act 2018*

**Disability** is defined in the *Disability Discrimination Act 1992* as meaning:

- a) Total or partial loss of the person's bodily or mental functions;  
or
- b) Total or partial loss of a part of the body; or
- c) The presence in the body of organisms causing disease or illness; or
- d) The presence in the body of organisms capable of causing disease or illness; or
- e) The malfunction, malformation or disfigurement of a part of the person's body; or
- f) A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction;  
or
- g) A disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour;

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.

## Document History

Version	Date	Document Name	Changes Made
1.0	30/09/20	Disability Access & Inclusion Plan 2020 – 2024	New Document