



District Council of Franklin Harbour Disability Access and Inclusion Plan 2026-2030

Adopted: 10 June 2026

Resolution #: 35/06/26

District Council of Franklin Harbour Disability Access and Inclusion Plan 2026-2030

Message from Chief Executive Officer

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

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

Accordingly, through various initiatives and design principles, the Council is committed to progressively upgrading, replacing or providing new infrastructure and services, to promote inclusivity and accessibility for all, and to ensure, so far as is reasonably practicable, equal access to facilities and services provided by the Council.

This plan is focused on meeting the Council's obligations to ensure the district develops as a community that is more accessible for, and inclusive of people living with a disability. It will help people living with a disability both within the community, and who visit the area, to contribute and feel welcome, have access to services, and participate in everyday activities.

Shane Gill

Chief Executive Officer

Contact Details

This Disability Access and Inclusion Plan (DAIP) is available on the Council website www.franklinharbour.sa.gov.au. If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version), please contact:

- **In Person:** 6 Main Street, Cowell SA 5602
- **By Post:** PO Box 71, Cowell SA 5602
- **By Phone:** (08) 8629 2019
- **By Email:** council@franklinharbour.sa.gov.au

About us

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 1,359 people and covers an area of 2,757 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.

Today, 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. The development of an oyster hatchery and nursery further enhances this reputation as the centre of the oyster industry in South Australia. Tourism provides significant income to the region, and the nearby Iron Duke provides employment opportunities for the local community. In addition to these industries there is also a growth opportunity for the district in the retirement and aged care industries.

Our vision

The District Council of Franklin Harbour adopted a revised Strategic Management Plan in November 2024, with a strong focus on building on the strength and resilience of both Council and the community to support, enhance and grow the opportunities available within the region.

The Disability Access and Inclusion Plan supports and aligns with the following Strategic Directions and actions outlined with the Strategic Management Plan.

Strategic Direction 1 – Pause, Prioritise, Plan, Implement

- Priority Action 1.2 – Review and build on the 2010 Masterplan for an updated plan with priorities and proposed scheduling developed in consultation with the community.

Strategic Direction 2 – Grow for a more sustainable future

- Priority Action 2.3 – Continue to identify opportunities to improve liveability. Develop, maintain and prioritise a liveability ‘wish list’ and continue striving to make this a region of choice, to live work and relax.

Our workplace/staff

The Council does not currently employ any person that identifies as having a disability. Council is an Equal Opportunity employer and upholds a culture of fair treatment and non-discrimination. Policies support training, recruitment and retention of staff living with disability.

Strategic context

Council has developed its DAIP in accordance with its responsibilities and obligations under the *Disability Inclusion Act 2018* (the Act), and with reference to the Department of Human Services (DHS) *Disability Access and Inclusion Plan (DAIP) Guideline* (the Guideline).

Council recognises that it plays a key role in providing supportive and accessible environments to its community and visitors, and in ensuring that the Council area is accessible to, and inclusive of, people living with a disability.

The DAIP is the Council’s strategic implementation of the disability inclusion framework, consisting of the following:

- *Disability Inclusion Act, 2018*;
- *Disability Inclusion Regulations 2019*;
- Inclusive SA: State Disability Inclusion Plan 2025-2029 (the State Plan);
- Australia’s Disability Strategy 2021-2031; and
- United Nations Convention on the Rights of Persons with Disabilities.

This is the Council’s second DAIP.

Disability Access and Inclusion Plan development

Consultation

Development of the DAIP included the following:

- Review of Council’s previous DAIP and achievements;
- Consultation in accordance with Council’s Public Consultation Policy V5.1;
- Consideration of feedback from public submissions

Relationship to other policies, strategies, frameworks

The DAIP links to the following policies and plans within the Council:

- [Strategic Management Plan 2024-2028](#) – (infrastructure planning, social inclusion, community engagement); and
- [Annual Business Plan, Long Term Financial Plan and Asset Management Plans](#)

Achievements from previous Disability Action & Inclusion Plan

Achievements arising from Council’s DAIP 2020 – 2024

- Office renovations considered disabled access with accessible doorways
- Institute renovations considered disabled access with accessible doorways
- Foreshore Redevelopment – Disability toilets in Marina Building
- Foreshore Redevelopment – paths around bbq areas made accessible for all
- Foreshore Redevelopment – Placement of Disability access tables

Implementation, Monitoring & Review

- Annual reporting to the Minister for Human Services
- DAIP published and promoted through council and community channels

DAIP actions table

Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

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

Priority Areas for Domain 1

- | | |
|---------------------------------------|--|
| 1 Active participation | 5 Communications and information |
| 2 Inclusive communities and attitudes | 6 Transportation |
| 3 Universal Design | 7 Collaboration, consultation and innovation |
| 4 Accessible facilities | 8 Housing |

Priority Area 1: Active participation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.	Ensure all council events of >50 people implement best practice event management principles.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For	Ongoing	WM

			example, the Accessible and Inclusive Community Events Toolkit.		
--	--	--	---	--	--

Priority Area 2: Inclusive communities and attitudes

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.	Include in training register training to record staff and volunteers participating in Disability Action & Inclusion training.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: The number of staff and volunteers participating in disability awareness training, including Universal Design.	Ongoing	MCS
3.	Record initiatives such as intranet posts, social media awareness campaigns in which council promotes opportunities to the community		The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: The number of workplace initiatives promoting disability inclusion.	Ongoing	ED&PM

Priority Area 3: Universal Design

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4.	Record and report on accessibility modifications to public-facing council buildings/entry, including details such as the type of modification (e.g., signage installation, door widening).	1.3.2	The number of public-facing council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	June 2027	WM
5.	Record and report on new council-built developments, including how Universal Design principles were incorporated.	1.3.2	The number of new council developments that incorporate Universal Design.	June 2027	WM
		1.3.3	The number of parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility.	June 2027	WM

Priority Area 4: Accessible facilities

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
-----	--------	--------------------	---------	-----------	--------------------------------

6.	Review councils owned toilets within the council area – do they meet accessibility standards or are a designed changing places facility.	1.4.1	The number of public council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility.	June 27	WM
-----------	--	--------------	--	---------	----

Priority Area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
7.	Investigate options to ensure all new public documents meet WCAG guidelines	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	June 2027	MCS

Priority Area 7: Collaboration, consultation and innovation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
8.	Ensure public consultations include and seek input from priority groups.	1.7.1	The number of public consultations that included and sought input from people with disability.	Ongoing	CEO, MCS
		1.7.2	The number of people with disability, including parents and carers, serving on committees and working groups. Note: Committees are formal groups set up by councils to provide strategic advice or make decisions on disability inclusion. Working groups are task-focused teams that address specific issues or actions supporting disability inclusion.	Ongoing	MCS

Domain 2: Education and employment

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

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

Priority Areas for Domain 2

- 1 Targeted knowledge, understanding and support
- 2 Supports and resources for children and young people
- 3 Targeted transitional supports
- 4 Access to employment opportunities
- 5 Inclusive working environments
- 6 Data and reporting

Priority Area 3: Targeted transitional supports

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
9.	Facilitate awareness and access to inclusive volunteering opportunities by: sharing information from local volunteer organisations. Including inclusive volunteering opportunities in council newsletters, social media, and community noticeboards	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	November 2027	MCS

Priority Area 4: Access to employment opportunities

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
10.	Tailoring roles to fit individual needs of people with a disability including promoting flexible working arrangements.	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	February 2028	CEO

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
11.	Develop recruitment strategies that consider opportunities for increased support or workplace arrangements for disabled people.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	November 2027	CEO & MCS

Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

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

Priority Areas for Domain 3

- | | |
|-------------------------|----------------------------|
| 1 Accessibility | 4 Family and carer support |
| 2 Advocacy and supports | 5 Programs |
| 3 Information sharing | |

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
12.	Establish and strengthen collaboration and partnerships with service providers and community organisations to improve access to supports and services for people with disability.	3.1.1	The number of council initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and	November 2027	MCS

			partnerships with community organisations.		
--	--	--	--	--	--

Priority Area 3: Information sharing

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
13.	Participate in LGAIN and COP meetings and with external disability service providers.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP.	Ongoing	MCS

Domain 5: Safety, rights and justice

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

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

Priority Areas for Domain 5

- 1 Targeted knowledge, understanding and support
- 2 Responding to emergencies
- 3 Support and navigating the justice system
- 4 Consultation and collaboration
- 5 Safeguarding

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15.	Review Council Emergency Management Plans to ensure they support the inclusion of disabled community members if enacted.	5.2.1	The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach.	Ongoing	MCS

DAIP implementation

Feedback on the DAIP can be provided:

- By phone/email/post using contact details above
- In person at Council Office

This DAIP will be reviewed annually and updated to reflect new legislative, community, and council priorities. All actions are measurable according to the State Plan's framework. The plan will be promoted widely to ensure transparency, accountability, and improvement in the inclusiveness of the District Council of Franklin Harbour.

Glossary and Definitions

MCS – Manager Corporate Services

WM – Works Manager

ED&PM – Economic Development & Planning Manager