



# **DISTRICT COUNCIL OF TUMBY BAY**

## Disability Access and Inclusion Plan

March 2021

# **Acknowledgement of Country**

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

We 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.

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## 1. Statement from the Chief Executive Officer

The District Council of Tumby Bay (the Council) is committed to developing a community that is accessible and inclusive for all.

This Disability Access and Inclusion Plan demonstrates the Council's strategic commitment to improving the participation of people with disability in the community, including by facilitating access to amenities and services provided by the Council.

In implementing its Disability Access and Inclusion Plan, the Council recognises there are barriers that exist in the community, which serve to limit people's ability to fully participate in all facets of community living.

Accordingly, through various initiatives and the application of universal design principles, the Council is committed to progressively upgrading, replacing or providing new infrastructure and services. This is with the aim of promoting inclusivity and accessibility for all residents and visitors to the area, as well as to ensure, so far as reasonably practicable, equal access to facilities and services provided by the Council.

This Disability Access and Inclusion Plan demonstrates the Council's commitment to ensuring its community becomes more accessible for, and inclusive of, people living with disability. The initiatives to be implemented by the Council under this Plan will assist residents, as well visitors, living with disability, to contribute and feel welcome and have access to services.

Rebecca Hayes  
Chief Executive Officer

## 2. Access to the Disability Access and Inclusion Plan

This Disability Access and Inclusion Plan is available on the Council's [website](#).

If you require a copy in an alternative format, (such as Easy Read, large font, electronic format (disk or emailed), audio or Braille), please contact Council:

- **In Person:** Corner Mortlock Street and West Terrace, TUMBY BAY
- **By Post:** PO Box 61, TUMBY BAY SA 5605
- **By Phone:** 08 8688 2101
- **By Email:** [dctumby@tumbybay.sa.gov.au](mailto:dctumby@tumbybay.sa.gov.au)

## 3. Introduction

The *Disability Inclusion Act 2018* (the Act) was established with the intention:

*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.*

To achieve this, the Act requires that there is to be a Disability Access and Inclusion Plan (DAIP) for each State authority.

The term 'State authority' is defined under the Act as including '*a local council constituted under the Local Government Act 1999.*'

The Council is a local government authority, established under the *Local Government Act 1999*, and, accordingly, a State authority for the purposes of the Act.

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

In doing so, the Council recognises it has a key role in providing supportive and accessible environments to its community and visitors, and this DAIP sets out the Council's commitment to ensuring its community is accessible to, and inclusive of, people living with disability.

This DAIP is the Council's strategic implementation of the disability inclusion framework, consisting of the:

- Act;
- *Disability Inclusion Regulations 2019*;
- *Disability Inclusion (Transitional Arrangements) Regulations 2018*;
- *Inclusive SA: State Disability Inclusion Plan 2019–2023* (the State Plan);
- *National Disability Strategy 2010–2020* (the NDS); and
- *United Nations Convention on the Rights of Persons with Disabilities* (the UNCRPD).

This is the Council's first DAIP.

#### **4. Definitions**

The *Disability Discrimination Act 1992* defines 'disability' 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 judgment 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.

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 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 (for example, 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.*

It is against this framework, that the Council's community must be considered, in working towards improving, and providing, a supportive and accessible environment.

## **5. About the District Council of Tumby Bay**

The Council is located on the eastern coast of the Eyre Peninsula.

The Council area incorporates approximately of 266,907 hectares and has a population of 2,610 (Australian Bureau of Statistics, *Census Data* 2016).

The Council, as a body corporate, does not currently employ any person that identifies as having a disability.

However, the Council is an Equal Employment Opportunity workplace and prides itself in providing a workplace free of discrimination where each person can progress to the extent of their ability as opportunities arise.

In giving effect to this, it has established an *Equity & Diversity Policy* ('the Policy').

The Policy identifies that the Council is committed to a culture of fair treatment, where the rights of all persons are protected.

The Policy acknowledges, amongst other things, the application of the *Equal Opportunity Act 1984* and the *Disability Discrimination Act 1992* (Cth) to its employment practices, and to all aspects of the work undertaken by the Council for the benefit of its community.

## **6. Demographic Profile**

The Australia Bureau of Statistics (ABS) *Survey of Disability, Ageing and Carers 2015* identified that approximately one (1) in five (5) Australians (18.3% of the total population of Australia) are living with disability.

The 2016 Census indicated that 6.2% of persons living within the Council area identified as needing assistance with core activities.

In that same Census, approximately 13.4% of the Council's population identified as having provided unpaid assistance to a person with disability.

The Council acknowledges that it, as well as the community generally, have a responsibility to seek to ensure these members of its community have improved opportunities for participation across a range of areas, so that they can participate more fully in an inclusive society.

## **7. Aims and Objectives of the DAIP**

Accordingly, the Council recognises that ensuring the rights of people living with disability are upheld is the responsibility of the whole community, and requires a State-wide response.

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, and critical to achieving positive life outcomes.

This DAIP recognises the importance of ensuring that the Council area is inclusive and accessible to all, has a welcoming attitude, and well-informed employees who have an awareness of the needs of people with disability.

The aim of this DAIP is to assist the Council to meet the needs of people with disability who live, work, volunteer and visit the area.

To achieve that objective, the Council will seek to:

- 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;
- promote and increase awareness in Council employees of the rights and needs of people with disability, through internal training and information sessions, as well as the engagement of external training providers;
- encourage participation by people, regardless of ability, in Council activities, strengthening the relationship between the Council and its community;

- continue to ensure that all persons within its community are afforded equal opportunity to access services, resources and facilities provided by the Council in its role as a representative, responsible and informed decision maker; and
- identify how the Council will give effect to the State Disability Inclusion Plan.

## 8. Strategic Context

The Council has considered the following documents in the development of the DAIP and in consideration of its role within the strategic framework:



## 9. Inclusive SA – Vision

Under the State Disability Inclusion Plan, Inclusive SA has expressed its vision of ‘an accessible and inclusive South Australia based on fairness and respect.’

To achieve this vision, Inclusive SA has determined to focus on the following themes:

- inclusive communities for all;
- leadership and collaboration;
- accessible communities; and
- learning and employment.



The State Disability Inclusion Plan defines these themes, and has established a number of Priorities to enable tangible action to be achieved by a State authority under a DAIP. In the following section, the Council borrows from these themes, as defined by Inclusive SA, in informing its decision making in meeting these priorities.

## 9.1 Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is the Council's aim that the contributions and rights of people living with disability are valued and understood by all members of the community, and their rights are promoted, upheld and protected.

The Council also understands the importance of providing opportunities for people living with disability to be supported to advocate for their own rights.

Under this theme, each community member is to feel that:

- I am understood and valued
- I am included in the community
- I know my rights

### 9.1.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators <sup>1</sup>
<b>Priority 1:</b> <i>Involvement in the community</i>	People living with disability actively participate in welcoming and inclusive communities	Proportion of people with disability participating in community support/social groups <sup>2</sup>  Proportion of people with disability participating in common cultural and recreational activities groups

<sup>1</sup> The trend indicators are taken from the *ABS General Social Survey or Survey of Disability, Ageing and Carers*. Further indicators will be established as part of the development of the outcomes' framework for the National Disability Strategy for beyond 2020.

<sup>2</sup> Community support or social groups refer to active involvement in a service club, welfare organisation, education and training, parenting/children/youth, sport or physical recreation group, arts or heritage group, religious or spiritual group, craft/recreation/special interest group or social club.

Priority	Outcome	Trend Indicators <sup>1</sup>
<b>Priority 2:</b> <i>Improving community understanding and awareness</i>	The South Australian community is aware of and understands the barriers to access and inclusion faced by people living with disability	For future development as part of the outcomes framework
<b>Priority 3:</b> <i>Promoting the rights of people living with disability</i>	People living with disability have their rights promoted, upheld and protected	For future development as part of the outcomes framework

## 9.2 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 Council's 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.

Under this theme, each community member is to feel that:

- I am truly valued
- I can take action
- I can make my own life choices

### 9.2.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 4:</b> <i>Participation in decision-making</i>	The perspectives of people living with disability are actively sought and they are supported to participate meaningfully in government and community decision-making	Percentage of people living with disability actively involved in governance/civic groups <sup>3</sup>

<sup>3</sup>

Civic participation refers to involvement in Council's decision-making process as an elected member, committee member, or stakeholder, professional association, political party, environmental or animal welfare group, human and civil rights group, or body corporate or tenant's association.

Priority	Outcome	Trend Indicators
<b>Priority 5:</b> <i>Leadership and raising profile</i>	People living with disability hold positions of leadership and responsibility across all sectors	For future development as part of the outcomes framework
<b>Priority 6:</b> <i>Engagement and consultation</i>	Consultation and engagement practices across State Government support people living with disability to influence decisions that affect their lives	For future development as part of the outcomes framework

### 9.3 Accessible communities

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

Under this theme, each community member is to feel that:

- I can live the life I want in my community
- I am included and can access everything I need
- I can access the information I need

#### 9.3.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 7:</b> <i>Universal Design across South Australia</i>	Built environments and public spaces are accessible to people living with disability	For future development as part of the outcomes framework
<b>Priority 8:</b> <i>Accessible and available information</i>	People living with disability can access available information that is inclusive and accessible	For future development as part of the outcomes framework

Priority	Outcome	Trend Indicators
<b>Priority 9:</b> <i>Access to services</i>	People living with disability have access to the services and supports they need	Access to general practitioners, dental and other primary healthcare professionals for people with disability

## 9.4 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 the Council's 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.

Under this theme, each community member is to feel that:

- I can make the most of my abilities
- I can contribute and know my contribution is valued
- I can have a fair go

### 9.4.1 Priorities

To inform its decision making to meet this theme, the Council commits to taking into consideration the following priorities, outcomes and trend indicators:

Priority	Outcome	Trend Indicators
<b>Priority 10:</b> <i>Better supports within educational and training settings</i>	People living with disability have access to inclusive education and training opportunities	Educational achievement of people with disability
<b>Priority 11:</b> <i>Skill development through volunteering and support in navigating the pathway between learning and earning</i>	People living with disability have opportunities to develop their skills through volunteering, learning and employment	Proportion of people aged 15–64 with disability with non-school qualification  Proportion of people with disability with post-school qualifications

Priority	Outcome	Trend Indicators
<b>Priority 12:</b> <i>Improved access to employment opportunities and better support within workplaces</i>	People living with disability have opportunities to develop and succeed in flexible and sustainable employment	Proportion of people with disability participating in the labour-force  Proportion of people with disability in both private and public sector employment

## 10. Inclusive SA Vision and the Council's Strategic Objectives

The Council's DAIP is structured in accordance with the requirements of the Act, and in consideration of the themes and priority areas under the State Disability Inclusion Plan.

Council's [Strategic Plan 2020-2030](#) aligns with the Inclusive SA vision and priority areas, through its application of the Vision for:

*a district of vibrant, engaged communities. Our residents, businesses and visitors enjoy a relaxed lifestyle that our seaside and rural location affords, a pristine natural environment and a regional centre that is not compromised in character or services.*

This mission is underpinned by the following Strategic Themes:

Relevant Strategic Theme	Relevant Indicators	Relevant Strategies
<b>Theme 1:</b> <i>A harmonious balance between lifestyle and growth</i>	<ul style="list-style-type: none"> <li>• A community where residents feel safe</li> <li>• An inclusive community</li> <li>• Maintaining affordable Local Government Services</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain and enhance relationships with community groups to continue to provide a high standard of community facilities</li> <li>• Adopting good design principles that promote inclusion</li> </ul>

Relevant Strategic Theme	Relevant Indicators	Relevant Strategies
<b>Theme 2:</b> <i>Connected, Vibrant &amp; Empowered Communities</i>	<ul style="list-style-type: none"> <li>• An engaged community</li> <li>• Opportunities for social inclusion across all generations</li> <li>• Empowered community groups</li> </ul>	<ul style="list-style-type: none"> <li>• Strongly advocate to State and Federal Government for retention and enhancement of essential services.</li> <li>• Provide and maintain open space and recreation facilities that cater to the diverse needs of our community.</li> <li>• Support a streetscape program to create inviting public spaces.</li> <li>• Pursue opportunities to enhance community wellbeing and social inclusion.</li> </ul>

As the Council's Strategic Themes include accessibility and inclusivity considerations for all ages and abilities, whilst promoting a welcoming and cohesive community, the Council is demonstrably already addressing the issues of disability access and inclusion in its planning, events and decision-making processes.

However, it takes this opportunity, in preparing its DAIP, to consider new strategies to further address barriers and promote positive action.

## 11. Strategies to promote disability access and inclusion

In accordance with section 16(3)(d) of the Act, the Council is required to prepare strategies for supporting people with disability in the following areas:

### 11.1 Access to built environs, events and facilities

The Council recognises the need to ensure community spaces are more accessible for people with disability, and takes this into account when considering the provision of new, upgraded or replacement infrastructure in its area.

In order to make built environs accessible, the Council will consider the principles of universal design in all new builds, and where possible and affordable, improve existing accessibility using universal design principles. 'Universal Design' involves creating facilities, built environs, products and services that can be used by people of all abilities to the greatest extent possible without adaptations.

In collaboration with the Tumby Bay Progress Association, the Council has also improved access to the Tumby Bay foreshore through the use of beach access matting, and the provision of a beach wheelchair.

Other ongoing, as well as proposed projects, that take into consideration the universal design principles, include the upgrades to toilet facilities in the Tumb Bay Soldier's Memorial Hall.

## **11.2 Access to information and communications**

The Council is committed to ensuring that all of its public information and documentation is accessible to all residents, ratepayers and visitors.

Accordingly, all public information prepared by the Council is available both online, as well as at the Council offices.

In addition, to ensure that Council information is accessible to all, Council employees are available and willing to assist residents and ratepayers in reading, and explaining, documents as required

In circumstances where the Council engages with stakeholders who identify as deaf or suffering from hearing loss, the Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken.

Council's [website](#) provides information and contacts in relation to service organisations and groups who provide support to the community.

## **11.3 Addressing the specific needs of people with disability in its programs and services**

The Council understands the need to ensure the specific needs of people with disability are addressed in its programs and services, and takes this into account when providing, or reviewing, the provision of the same.

The Council will continue to consider the specific needs of those living with disability in its community, when making decisions which have the potential to impact accessibility to programs and services in its community.

## **11.4 Employment**

The Council is an equal opportunity employer, and does not discriminate against any person on any grounds, pursuant to its statutory obligations relevant legislation and the Council's *Equity & Diversity Policy*.

The Council is wholly committed to supporting and assisting people with disability to find employment, and provides Job [Vacancies](#) on its website.

Council employees are available to assist in using this website function.

## **12. Priority Groups Living with Disability**

Pursuant to the Principles of Act, this DAIP acknowledges the specific risks relating to the following priority groups living with disability:

### **12.1 Women with disability**

The Council recognises that many women with disability are potentially more vulnerable to risk of abuse or exploitation.

The Council acknowledges the need to provide support services to women with disability, which recognise and seek to address such disadvantage and vulnerability.

The Council is committed to continuing to promote these services within its community.

## **12.2 Children with disability**

The Council recognises the need to ensure that children with disability have the opportunity to live full and enriched lives, in a manner which ensures the child's dignity, self-reliance and active and full participation in family, cultural and social life.

The inclusion and accessibility of facilities and services for children with disability are considered by the Council when making decisions that have the potential to impact the same.

The inclusion and accessibility of facilities and services to children with disability are considered by the Council when making decisions that have the potential to impact the same.

## **12.3 Aboriginal and Torres Strait Islander people with disability**

The Council has identified that many Aboriginal and Torres Strait Islander people with disability face multiple disadvantage. Accordingly, the Council recognises the need to provide support and services which seek to address this disadvantage.

In circumstances where the Council engages with stakeholders who identify as an Aboriginal or Torres Strait Islander person with disability, the Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken in a culturally-appropriate manner. This may include, but is not limited to, the engagement of a First Nations languages translator.

## **12.4 People with disability from culturally and linguistically diverse backgrounds**

The Council understand that cultural, language and other associated factors can create barriers to providing support and services to people with disability, who also identify with culturally and linguistically diverse backgrounds.

The Council recognises the need to provide support and services to people with disability from culturally and linguistically diverse backgrounds, seeking to address those barriers.

In circumstances where Council engages with stakeholders who identify as being from a culturally and linguistically diverse background with disability, the Council will take the appropriate steps to ensure that effective, constructive communication can be undertaken in a culturally-appropriate manner.



### **13. Public Consultation**

In accordance with section 16(4) of the Act, the Council is required to undertake public consultation on this draft DAIP.

The Council must publish this draft DAIP on its [website](#) and must cause public notice of that fact to be circulated in a form that is accessible to people with disability.

The Council will conduct its public consultation in accordance with its [Community Consultation Policy](#) (last adopted 12 May 2020) prepared for the purposes of section 50 of the *Local Government Act 1999*.

### **14. Application and Review**

All stakeholders, people living with disability, their families and representatives will be actively involved in the ongoing implementation, monitoring and review of the DAIP. In line with the Council's strategic planning obligations, the DAIP will be reviewed on an annual basis.