



# **District Council of Tumby Bay**

## **Council Disability Access and Inclusion Plan 2026–2030**

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## **Message from the Chief Executive**

The District Council of Tumby Bay is committed to further developing a community that is accessible and inclusive for all residents and visitors. This Disability Access and Inclusion Plan demonstrates Council's ongoing strategic commitment to ensuring people living with disability are supported to participate fully in community life through improved access to Council services, facilities, and public spaces.

Council recognises that barriers still exist within the community that can limit participation. Through the application of universal design principles and progressive upgrades to infrastructure and services, Council aims to reduce these barriers and promote inclusion wherever reasonably practicable.

Implementation of this Plan will be overseen by the General Manager Environmental Services and/or Project Officer, with actions prioritised annually in line with Council's available resources. While limited in staffing and funding, Council remains dedicated to pursuing partnerships with regional agencies and community stakeholders to help deliver meaningful outcomes.

This Plan reaffirms Council's commitment to building a more accessible and inclusive District—where every person, regardless of ability, feels welcome and able to participate in all aspects of community life.

## **Access to the DAIP**

This DAIP is available online at the Council website. Copies in alternative formats (Easy Read, large print, accessible Word, audio) can be requested via the contact details below.

## **Contact Details**

- Address: Corner Mortlock Street & West Terrace, Tumby Bay SA
- Postal: PO Box 61, Tumby Bay SA 5605
- Phone: 08 8688 2101
- Email: [dctumby@tumbybay.sa.gov.au](mailto:dctumby@tumbybay.sa.gov.au)
- Website: [www.tumbybay.sa.gov.au](http://www.tumbybay.sa.gov.au)

## **About District Council of Tumby Bay**

District Council of Tumby Bay serves a population of 2,610 across 266,907 hectares. The district encompasses Tumby Bay, Port Neill, Ungarra, and Lipson, with strong agricultural, tourism, and retirement communities. Council's role is to provide leadership, advocate for essential services, and provide responsive, high-quality services and infrastructure.

## **Our Vision and Strategic Priorities**

Council's vision is for vibrant, engaged communities where residents, businesses, and visitors enjoy an inclusive, safe, and sustainable lifestyle. Themes of "Harmony between growth and lifestyle," "Connected, empowered communities," "Strong local economy," and "Quality services and infrastructure" underpin all actions in this DAIP.

## **Demographic Profile**

- 6.2% of local residents identify as needing assistance with core activities.
- 13.4% provide unpaid assistance to a person with disability.
- Population includes high proportions of retirees, families, and Aboriginal community members.

## **Our Workforce**

Council is an Equal Employment Opportunity workplace and upholds a culture of fair treatment and non-discrimination. Policies support training, recruitment, and retention of staff living with disability.

## **Strategic and Legislative Context**

DAIP aligns with:

- Disability Inclusion Act 2018 (SA)
- State Disability Inclusion Plan 2025–2029
- Australia's Disability Strategy 2021–2031
- UN Convention on Rights of Persons with Disabilities

## **Consultation Process**

Development will include :

- Review of previous DAIP and achievements
- Consultation in accordance with Policy 2.03 Community Consultation
- Consideration of feedback from public notice and website submissions

## **Relationship to Other Plans**

DAIP integrates with:

- Strategic Plan 2020–2030 (social inclusion, community engagement, infrastructure planning)
- Living Well Interim Report (community wellbeing targets)
- Annual Business Plan, Long Term Financial Plan, Asset Management Plans

## **Achievements from Previous DAIP**

- Upgraded accessible toilets at Soldiers Memorial Hall
- Staff training in disability inclusion, equity, and diversity
- Living Well Project – Including Accessibility Audits
- Playground upgrades
- Mangrove Boardwalk Upgrade
- Procurement of new accessible community bus

## **Implementation, Monitoring, and Review**

- Responsibility: General Manager Environmental Services and/or Project Officer.
- Annual reporting to Minister for Human Services, progress reviewed with community and staff
- DAIP published and promoted through council and community channels
- Feedback and complaints process maintained for ongoing input and review

# Outcome Domains and Action Tables

Actions are aligned with State Plan domains.

## DOMAIN 1: Inclusive Environments and Communities

| Priority Area         | Actions                                                                                                                        | Measures                                | Timeframe | Responsibility         | Data Source                                          |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------|------------------------|------------------------------------------------------|
| Active participation  | Ensure all council events of ≥50 people implement best practice accessibility and inclusion                                    | inclusive events; event survey results  | Ongoing   | Event Management Team  | Survey records                                       |
| Inclusive attitudes   | Disability awareness training for staff and volunteers; run annual inclusion campaigns                                         | trained staff/volunteers; campaigns     | Ongoing   | HR & Community         | Training log, campaign archive                       |
| Universal design      | Incorporate to the maximum extent possible universal design in all new council upgrades, record modifications and improvements | accessible upgrades/new builds          | 2026–2029 | Works & Infrastructure | Project register                                     |
| Accessible facilities | Review council-owned accessible toilet facilities, pursue “Changing Places” accreditation                                      | accessible facilities                   | 2026–2028 | Works & Infrastructure | Facilities audit – incorporate in Open space project |
| Communications        | Identify strategy to ensure all new public documents meet WCAG 2.2 AA; create Easy Read versions of key docs                   | strategy produced                       | Ongoing   | Corporate Services     | Document register                                    |
| Transportation        | Review accessibility audit and develop strategy of implementation through open space projects                                  | compliance                              | Annual    | Works & Infrastructure | Open space projects                                  |
| Collaboration         | Engage people with disability, advocates in DAIP review                                                                        | consultations, representation diversity | Annual    | GMES                   | Consultation summary                                 |
| Housing               | Advocate for accessible housing                                                                                                | advocacy actions                        | Ongoing   | CEO                    | Strategic planning, development applications         |

## DOMAIN 2: Education and Employment

| Priority Area                  | Actions                                                                                           | Measures                                           | Timeframe | Responsibility | Data Source                        |
|--------------------------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------|----------------|------------------------------------|
| Inclusive working environments | Promote flexible work arrangements and workplace adjustment policy; promote inclusive recruitment | adjustments/ supports made; inclusive recruitments | Ongoing   | CEO            | Recruitment records, policy review |

### DOMAIN 3: Personal and Community Support

| Priority Area            | Actions                                                | Measures            | Timeframe | Responsibility     | Data Source      |
|--------------------------|--------------------------------------------------------|---------------------|-----------|--------------------|------------------|
| Programs                 | Promote grants for disability inclusion initiatives    | awareness           | Annual    | Projects officer   | Grants register  |
| Family and carer support | Promote support networks for carers and service access | outreach activities | Ongoing   | Community Services | Outreach records |

### DOMAIN 4: Health and Wellbeing

| Priority Area            | Actions                                         | Measures          | Timeframe | Responsibility         | Data Source          |
|--------------------------|-------------------------------------------------|-------------------|-----------|------------------------|----------------------|
| Inclusive infrastructure | Review recreation facilities for accessible use | reviews completed | 2026–2029 | Works & Infrastructure | Infrastructure audit |
| Knowledge/support        | Disseminate accessible health information       | info resources    | Ongoing   | Customer service       | Resource list        |

### DOMAIN 5: Safety, Rights, and Justice

| Priority Area | Actions                                                                                      | Measures                            | Timeframe | Responsibility     | Data Source                      |
|---------------|----------------------------------------------------------------------------------------------|-------------------------------------|-----------|--------------------|----------------------------------|
| Safeguarding  | Ensure complaints, emergency, and justice navigation processes are accessible and responsive | accessible processes; staff trained | Annual    | Corporate Services | Process review, training records |

### Feedback Mechanism

Feedback on the DAIP and council services can be provided:

- Online via council website feedback form
- By phone/Email/Post using contact details above
- In person at council offices

### Acknowledgement

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 Tumby Bay Council.