



Access for All

Disability Access and Inclusion Plan
2021-2024



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Contact Details

This Disability Access and Inclusion Plan (DAIP) is available on the Kangaroo Island Council website at www.kangarooisland.sa.gov.au/council/plans

If you require a copy in an alternative format, such as large font or electronic format, please contact Council's Customer Service team on 08 8553 4500 or email kicouncil@kicouncil.sa.gov.au

Statement from the Mayor

I am pleased to introduce the Kangaroo Island Council 2021-2024 Disability Access and Inclusion Plan.

Local government authorities have a key role to play in providing supportive and accessible environments for their communities. Kangaroo Island Council is committed to ensuring that all residents feel respected as valued members of our community, by aiming to provide facilities and services that are accessible and inclusive for all.

The implementation of this evolving Plan will make Kangaroo Island a more accessible and inclusive place for people living with a disability.

Council is committed to delivering this Plan over the next three years. We look to the future of Kangaroo Island promoting participation for all residents in our community.

Michael Pengilly

Mayor

Kangaroo Island Council

Disability and Kangaroo Island

Snapshot of our Community

Kangaroo Island Council area supports a community of approximately 5,000 people with a population density of 1.14 persons per square kilometre. The island spans almost four and a half thousand square kilometres and includes the townships of Kingscote, Penneshaw, American River, Parndana and the coastal settlements of Baudin Beach, Nepean Bay, Emu Bay, Vivonne Bay, and D'estrees Bay.

More than 32% of the population is aged over 60 years, with those in the 60-69 age group comprising the largest age cohort on the island. This has implications for accessibility as larger numbers of people in that cohort experience disability.

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”

Convention on the Rights of Persons with Disabilities and Optional Protocol, United Nations.

The Australian Bureau of Statistics 2016 data states almost 1 in 5 Australians reported living with disability. For Kangaroo Island, this equates to approximately 1,000 people living with some form of disability but with only 245 people or 5.2% of the population reporting they needed help in their day-to-day lives due to disability. The only age group where islanders reported needing more assistance than those in the broader Fleurieu region was the 85 and over cohort.

As the population increases, and ages, it is important that Council proactively plans for a community that is inclusive and accessible for all its members.

In terms of regional accessibility, there is no regular bus service however in 2016, of the 2,057 households who responded, approximately 85% reported having one or more motor vehicles.

Overall, Kangaroo Island has one of the highest levels of relative socio-economic disadvantage in the Adelaide Hills and Fleurieu region.

Source: Australian Bureau of Statistics. Compiled and presented by .id (informed decision)

Strategic Context and the Role of Council

The *Disability Inclusion Act 2018* (SA) (the Act) provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health and public transport. The Act is aligned with the United Nations Conventions on the Rights of Persons with Disabilities and with the *Australian National Disability Strategy 2010-2020*. It also required the creation of the *South Australian Disability Inclusion Plan* (the Plan) and the first South Australian Plan came into effect on 30 October 2019.

Kangaroo Island Council recognises that local government plays an important role in enabling equitable access and as such our Disability and Inclusion Plan has been prepared to comply with the Act and is also recognised in Council's Strategic Plan 2020-2024 which identifies access and inclusion as fundamental to enriching community culture, health and well-being.

Additionally, Council will proactively consider the risks that relate to priority groups living with a disability, including women, children, Aboriginal and Torres Strait Islander people and people who are culturally and linguistically diverse. Council's role in delivering improved outcomes for people with a disability ranges from 'monitor' to 'intervention' and may vary within action areas of the plan.

Levels of Intervention

Monitor - Periodic review to assess how well people with disability can access mainstream supports and services.

Inform - Act as a first point of contact for local residents and businesses for information about disability support and services available.

Advocate - Encourage Government agencies and service providers to address identified issues.

Support - Provide services, facilities and programs such as libraries, open spaces, community buildings, footpaths and parks and gardens. Partner with Government agencies, non-government organisations (NGO's) and the private sector to support equitable access to services. Provide opportunities for people to participate in making decisions about matters that affect their lives. Have inclusive employment policies and practices and provide inclusive volunteer programs where volunteerism is encouraged.

Intervene - Regulate land use development and building construction compliance with the *Disability Discrimination Act 1992* (Cth) through Council Development Plans.

Council does not provide formal health or education services and it does not make laws.

While Council aims to facilitate an environment where businesses are able to thrive, it does not have a primary responsibility for general economic security and employment.

In consideration of the role of council, this DAIP sets out the measures that Kangaroo Island Council intends to establish to ensure that people with disability can access mainstream supports and services.

Vision

The South Australian Government's Vision as stated in the State Disability Inclusion Plan is as follows:

Our vision is an accessible and inclusive South Australia based on fairness and respect

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

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and employment

In support of Inclusive SA's vision, Kangaroo Island Council's **Strategic Plan 2020-2024** includes the following strategic objectives and actions:

2.2 Enrich community culture, health and well being

2.2.4 Develop a Disability Access and Inclusion Plan to meet the needs of the elderly and disabled

2.3 Improve Island liveability

2.3.3 Enhance the character, amenity, safety and accessibility of the built environment

Council's **Infrastructure Asset Management Plans** also refer to Universal Design and incorporate access considerations and Council's **Footpath Construction Policy** contains the following clause:

5.1.8. Provide and manage clear, safe and unobstructed footpath access where achievable for pedestrians of all abilities.

Themes and Actions

The **Kangaroo Island Council** DAIP is based around the four themes and key priority areas set out in Inclusive SA's State Disability Inclusion Plan 2019–2023.

www.inclusive.sa.gov.au/resources/state-disability-inclusion-plan

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 Council's aim that the contributions and rights of people living with disability are promoted, valued and understood and that their rights are upheld and protected.

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/ Status	Measurable Target
Promote staff awareness of disability access and inclusion through investigating training programs and induction programs for new employees.	2, 3	Manager Assets, Landscape Architect, Manager Comm Engt, Mgr CS, Dir Works & Infrastructure	Medium/ Complete Medium/ Commenced	Universal Design and Accessible Communications training attended by key staff and communicated internally. Staff consideration of disability access and inclusion throughout planning processes.
Promote community awareness of disability.	2, 3	Manager Community Engagement	Medium Medium-Long	Collaboration with community groups to support inclusive events for all. Community attitudes become more inclusive.
Identify strategies to improve infrastructure for disability access and inclusion in the community.	1, 3	Dir. Works & Infrastructure, Manager Assets, Landscape Architect	Long	Accessibility and inclusivity considered throughout consultation and planning process of new council infrastructures and upgrades of existing infrastructure. Review status with review of Asset Management Plans. Accredited DDA compliant toilets are available and signposted as well as appropriate changing places.
Promote existing amenities and facilities.	2	Manager Community Engagement		
Implement a monitoring, reporting and review mechanism including a process to measure the impact of DAIP on people living with disability.	2	Manager Community Engagement	Short Short	System implemented and included in Annual Report. Annual survey to measure perceived impact distributed locally via Facebook.
Disability access and inclusion a regular item on meeting agendas	3	Manager Community Engagement	Short	Agenda item for internal meeting agendas

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.

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
Consultation practices involve and promote people living with a disability to make decisions about services and infrastructure which affect their lives.	4,6	Manager Community Engagement	Long/ complete Ongoing	Input received from the disability sector in the preparation of the DAIP including people living with a disability, carers and service providers. Ongoing inclusion actively sought.
Promote participation in council, all community members have the accessibility to interact with campaigns, vote and join committees.	4,5,6	Manager Community Engagement	Long	Increased participation from the disability sector, inclusive format is used for voting. All community members can fulfil their civic roles who wish to.
Establishment of a Disability Register to assist identifying people with lived experiences for consultation and advisory.	4,5,6	Manager Community Engagement	Medium	Local Disability Register established.
Promote and respond to grant opportunities for disability accessibility and inclusivity.	5	Manager Community Engagement	Long	Grants utilised.
Review of Council policies, procedures, practices to ensure the needs of people living with disability have been addressed.	5	Manager Community Engagement Dir Works & Infrastructure	Medium	Policies updated to include references to disability considerations.
Review the Strategic Plan 2020-2024 to incorporate broader considerations in relation to goals and outcomes associated with the DAIP.	5	Manager Community Engagement	Medium	Actions updated to include references to disability considerations.
Encourage people with a disability in stand for Council	4, 5, 6	Manager Community Engagement Elected Members	Long	New elected members with disabilities serving on Council

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
Establishment of Universal Design principles for all council planning decisions and projects	7	Dir Works & Infrastructure	Medium/ Underway	Universal design policy principles developed and established in the council
Develop Universal Design training plans for all staff and contractors working with/for Council	7	Landscape Architect	Medium/ Underway	Universal Design policy training plan developed.
Establish a Universal Design policy that ensures consistent planning approval approaches across all Council areas	7	Dir Works & Infrastructure Landscape Architect	Medium	Universal Design policy approval approach developed
Undertake review of local transport services and audit for accessibility for people living with disabilities	9	Dir Works & Infrastructure	Long	Transport review completed. Work with relevant agencies to support transport solutions.
Undertake a review of availability of accessible car park spaces within all Council areas. The function, design and location must be accessible to all.	7,9	Dir Works & Infrastructure	Medium	Accessible car park review completed
Review current communication and information systems for technological accessibility (including websites)	8	Manager Community Engagement	Medium	Information systems review completed.
Audit the access of Council premises and establish a list of modifications to ensure access compliance	9	Dir Works & Infrastructure	Medium	Modifications made to Council premises. Include in Asset Management Plans. Apply for grants to achieve appropriate upgrades of facilities and new builds.

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 Council's aim that people living with disability have access to inclusive places of study and that training provides pathways to meaningful and inclusive employment 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
Support opportunities for employment, volunteering and work experience for people living with a disability	10,11,12	HR Manager, Directors	Long	Proportion of people living with a disability employed, volunteering or undertaking training or work experience with Council or Council contractor. Include requirement for Council contractors to report on these numbers to Council. Data collected and collated.
Promote accessible workplaces and flexible job design for people living with a disability across council sites.	11,12	HR Manager, Directors	Long	Proportion of people living with a disability employed, volunteering or undertaking work experience in the KI council. Include requirement for Council contractors to report on these numbers to Council.
Ensure workplaces are suitable or can be modified for those with a disability	12	HR Manager, Directors	Medium	Modifications completed in work areas

Disability Access and Inclusion Plan development

DAIP CONSULTATION Communications, Workshop and Draft Plan

No.	Action	Medium	Date	Status
1	Communication Elected Members re DAIP consultation	Email	23/9/20	Complete
2	Invitation to focus group workshop	Connect with local Disability stakeholders including administrators, groups and individuals by email and phone: <ul style="list-style-type: none"> • Aboriginal Community Education Officer, KICE Sharon Gaskin • Principal, KICE - Maxine McSherry • Junction - Maree Baldwin • MOBO • Developmental Education and Disability Support - Monique Hayward • CLASS - Suzi Lines • Cook Centre – Simone Krohn • Kingscote Hospital DON – Katrina Seng • Hospital Auxiliary Committee (HAC) Peter Denholm • Disaster Recovery & Resilience Community Officer - Cathy Tydeman • KI Council Elected Members • Health Advisory Committee – Darren Keenan • Counsellor - Joh Henley • Physiotherapy Solutions KI – Kim Berlin • Kangaroo Island Medical Clinic • Focus One Health – Kita Scott • Neami National Psychosocial Support – Sharon Tucker 	24/9/20	Complete
3	Invitation to focus group workshop	Connect with progress associations via email: Kingscote, American River, Penneshaw, Parndana, Baudin Beach, Emu Bay	24/9/20	Complete
5	Focus group workshop promotion	Website, Facebook, Posters, Islander (Council Matters)	24/9/20	Complete
6	Community Workshop	Administrators, carers, people with disabilities Chambers 5:30 – 7:00pm	30/09/20	Complete
7	Workshop	Collate feedback from workshop	1/10/20	Complete
8	Survey	Establish a project page – Survey Monkey	1/10/20	Complete
9	Survey	Design survey questions	01/10/20	Complete
11	Survey	Distribute survey – 28 days (hard copy advertised as available from Customer Service and PCBC)	15/10/20	Complete
12	Survey	Closes 11/11/20. Collate survey results	11/11/20	Complete

13	Draft Plan	Prepare draft plan for Council to release to public consultation	12/10/21	Underway
14	21 days consultation	Commences 13/10/21 – Closes 2/11/21 Web, Facebook, Email, Hard copy	12/11/20	
15	Draft Plan	Collate feedback and revise Plan	3/11/21	
16	Council endorsement	Present Plan to Council for adoption	9/11/21	
17	DAIP	Announce endorsement	10/11/21	
18	DAIP	Send copy to Department of Human Services	10/11/21	

The above process includes how we consulted with people with disability, carers and administrators and how we called for public submissions and comprises our report under regulation 9(4) of the *Disability Inclusion Regulations 2019* (SA).

Implementation process

- The Director of Works & Infrastructure will be responsible for ensuring DAIP guidelines are followed in the built environment and the Manager Community Engagement & Grants will be responsible with respect to communication frameworks.
- The DAIP, and any updates, will be communicated to staff at All Staff meetings. The Plan will also be placed on Council's website and communicated to Progress Associations through the Community Centres quarterly meeting. One of the key aims of the communication will be positive promotion of the DAIP, with a focus on raising awareness and changing misconceptions.
- A disability access and inclusion committee will be convened and organised through the Manager Community Engagement & Grants.
- Council does not discriminate against people living with disability whether as members of Council, on committees, or on staff. Council has a number of people on staff, and on Council, who are living with a disability.

Acknowledgments

Council would like to acknowledge the groups, individuals and staff members who assisted in the DAIP development/implementation, and especially to those who attended the workshop.