District Council of Grant

Disability Access and Inclusion Plan

2026 - 2030



District Council of Grant

Acknowledgement of Country

It is a privilege to be standing on Boandik country.

We acknowledge the contributions of Aboriginal Australians and non-Aboriginal Australians to the development of all peoples in the country we live in and share together - Australia.

About this plan

The District Council of Grant has developed this Disability Access and Inclusion Plan (DAIP) in accordance with South Australian legislation requiring all councils to prepare such a plan.

The DAIP outlines Council's commitment to ensuring people with disability can access and participate fully in Council facilities, services, events, employment opportunities, and governance.

It provides a clear framework to embed access and inclusion principles into all planning processes and projects, guiding Council's efforts to create an inclusive and equitable community.

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Message from the Council

The District Council of Grant is committed to building an environment where everyone feels welcomed, valued, and empowered to participate in community life.

The South Australian State Government's Disability Access and Inclusion Plan 2025–2029 is structured around five key domains that collectively aim to foster a more inclusive and equitable community.

The domains of Inclusive Environments and Communities, Education and Employment, Personal and Community Support, Safety, Rights and Justice are supported by the District Council of Grant through its Disability Access and Inclusion Plan 2026–2030 (DAIP).

This DAIP which incorporates accountability measures which include annual reporting to the State Government to help ensure transparency, track progress, and support continuous improvement. Together, these outcomes demonstrate Council's enduring commitment to embedding access and inclusion across all aspects of community life.

Council gratefully acknowledges the support of the Access and Inclusion Advisory Panel (AIAP) for the 2026–2030 DAIP. The Panel's endorsement of this DAIP reflects a shared commitment to fostering an inclusive, accessible, and equitable community for all residents and visitors.

Established in 2022, the AIAP was formed to strengthen Council's understanding of lived experience and to provide informed recommendations when planning and delivering works. The Panel comprises a diverse mix of Council Members, two organisational representatives, and five members with lived experience of disability, ensuring a broad and representative perspective.

The AIAP's role is to identify and assist Council in the delivery of priority actions within the Disability Access and Inclusion Plan 2026-2030. Council looks forward to continuing its partnership with the AIAP throughout the implementation of its second DAIP, working together to build a community where everyone feels welcomed and valued to participate fully.

Mayor Kylie Boston and Cr Katherine Greene, Chair Access and Inclusion Advisory Panel



Let's talk about disability

Language matters

Every person with disability is different, with unique qualities, strengths, weaknesses and support needs.

Every disability is different, and some may not be visible.

We all play an important role in shifting the narrative on and about disability. From the conversations we have to the documents we write; it is our collective responsibility to make important choices that support long lasting change.

There are many misconceptions and misunderstandings in the community about what it means to have a disability. This is why the use of accurate and respectful language is so important.

We acknowledge that language is a personal preference, and that different language and terminology preferences exist within the disability and neurodivergent community.

Based on feedback during statewide consultations, we have adopted 'person-first language (i.e. person with disability) for this Strategy, rather than identity-first language (i.e. disabled person).

Creating a more inclusive community begins with listening, learning and reflecting on assumptions we may hold about disability. While many people with disability generously share their experiences, fostering broader understanding is a responsibility we must all share.

The most important thing is to ask the person with disability how they would like to be referred to and represented, and to respect their wishes.

(Source: South Australian Disability Inclusion Plan 2025-2029)

Defining disability

Disability is diverse and experienced by people of all ages, backgrounds and cultures. It can include physical, sensory, cognitive, intellectual, psychosocial and invisible disabilities.

This Strategy is underpinned by both the social and human rights models of disability, which recognise that disability is not caused by an individual's impairment, but by the physical, attitudinal and systemic barriers created by society.

These models emphasise the importance of removing those barriers to create a more inclusive and equitable community—one where people with disability have the same opportunity to participate, contribute and thrive as everyone else.

The human rights model further reinforces this by affirming the inherent dignity, autonomy and equal rights of people with disability, as outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It places responsibility on society to uphold and protect these rights across all areas of life.

The Disability Inclusion Act 2018 (SA) defines disability as:

In relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

(Source: South Australian Disability Inclusion Plan 2025-2029)

Facts at a glance

- In 2022, 5.5 million Australians (21.4%) had a disability.
- Indigenous Australians are 1.9 times more likely to have a disability than non-Indigenous Australians.
- Each year, the Australian Human Rights Commission receives more complaints about disability discrimination than about any other form of discrimination.
- In 2022-23, 46% of all complaints received were about disability discrimination.
- In 2022, 12.1% of children and young people aged 0-24 years (946,300 people) had disability, up from 8.3% in 2018.4
- In 2022, 37.5% of children aged 0-14 years with disability had a parent with disability.
- In 2022, 52.3% of people aged 65 years and over had a disability, compared with just 15% of people aged 0-64.
- In 2022, the proportion of South Australian people aged 20-64 with disability who had completed year 12 or equivalent was 46%, compared with 58% of people with disability nationally.
- In 2022, 6.3% of South Australian people with disability were unemployed in comparison to 3.8% of people without disability.
- The Disability Royal Commission reported that 43% of women with disability have experienced physical violence after age 15, compared with 25% of women without disability.
- Women with disability are also twice as likely to experience sexual violence as women without disabilities.
- People with disability have higher health risk factors than those without disability. In 2022, 64% of adults with disability in South Australia said their health was excellent or very good, compared with 94% of adults without disability in South Australia.
- In 2025, there are an estimated 35,000 South Australians living with dementia, including 2,100 people under the age of 65 living with younger onset dementia.
- Almost two in five carers (38.6%) have a disability themselves.

(Source: Australian Bureau of Statistics, AIHW & National Indigenous Australians Agency and Dementia Australia in South Australian Disability Inclusion Plan 2025-2029)


H I J K L M N
O P Q R S T U
V W X Y Z
This Tank Is
MINE!

Intersectionality

Intersectionality is about recognising that people with disability are diverse. A person with a disability may also be subject to discrimination or disadvantage relating to their race, religion, age, gender, sexual orientation, social or financial capacity. For instance, a First Nations person with disability may experience discrimination relating to their race and disability. This compounds the impacts experienced by people with disability.

Groups of people with disability who may face additional or compounded barriers include [1]:

1. Aboriginal people with disability
2. Culturally and linguistically diverse (CALD) people with disability
3. Women with disability
4. Children with disability
5. LGBTIQA+ people with disability
6. People with significant intellectual disability or who have high levels of vulnerability due to disability.
7. People with disability who live in regional communities
8. Older people with disability
9. Carers of people with disability.

Local government role in disability access and inclusion

Local governments (councils) provide a diverse range of services and facilities to their communities. Councils work to improve disability access and inclusion relating to:

- Council buildings, parks and facilities (e.g. libraries, community centres, sports facilities, playgrounds)
- Public footpaths, roads, and on street parking
- Information (e.g. website, signage) and services (e.g. customer service)
- Proposed developments (e.g. new buildings)
- Community events, training and activities
- Employment and volunteer work at the Council
- Consultation (e.g. providing input to a Council plans or projects) and community representation opportunities (e.g. being elected to Council or a Committee).

Across Australia, commitment to improving disability access and inclusion has grown over time. There were long periods of time where things were not done right (and faults can still be made). This means, for councils there are still many older places that are not accessible and programs or organisational systems or cultures that need to be improved.

Councils continue to manage their budgets as best they can to progressively make improvements and turn the tide of disability access and inclusion. They are starting to appoint inclusion officers to drive change from the inside out, are providing awareness training to staff and elected members, and are engaging with people with disability, carers and the disability sector to identify how to best remove barriers.

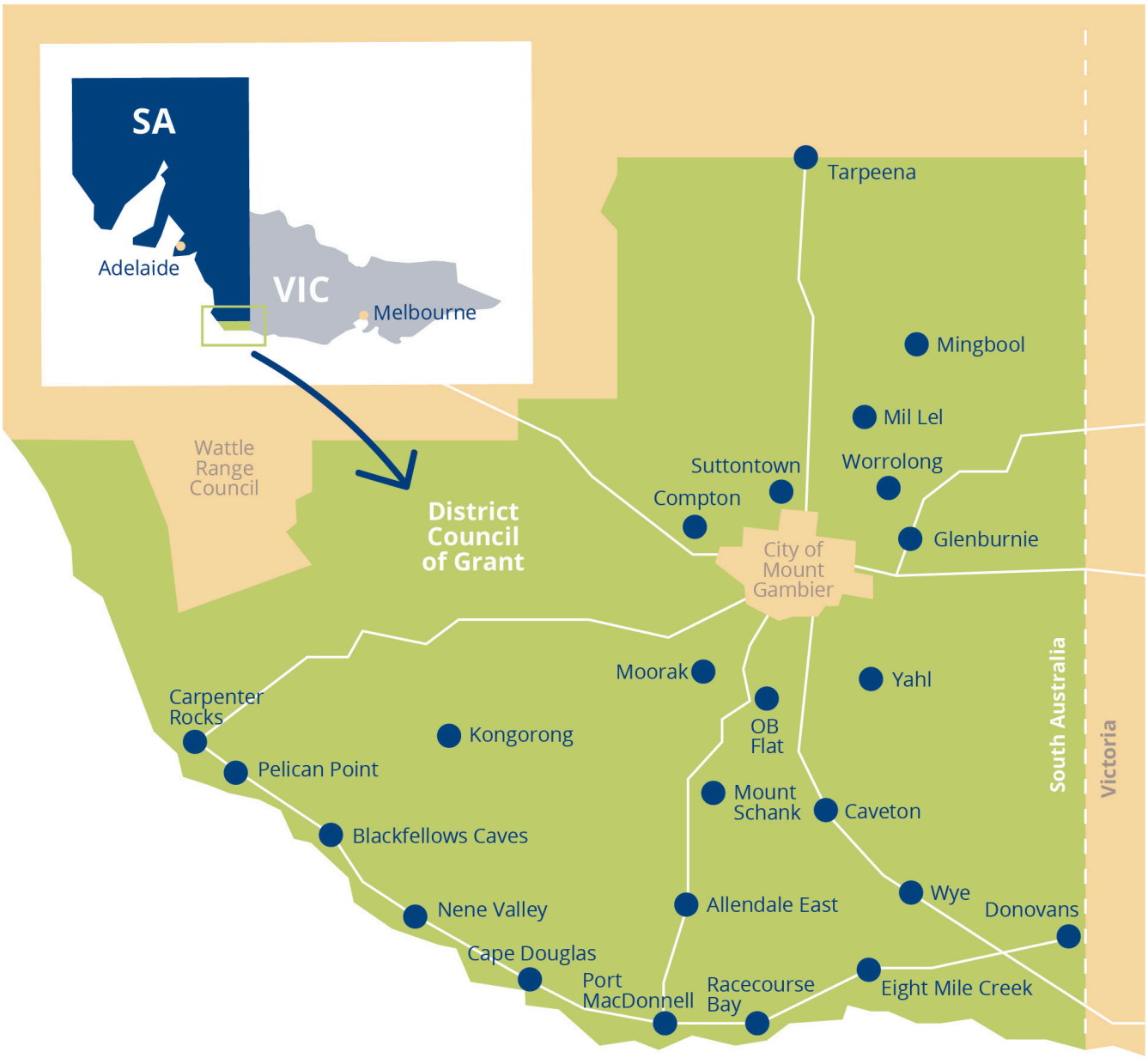
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[1] The Disability Inclusion Act 2018 (SA) lists the groups numbered 1-7 and requires councils to tailor actions to address the diverse and intersecting needs of these groups. In addition, the South Australian Disability Inclusion Plan 2025-2029 also acknowledges the intersectionality of older people with disability and carers.

About the District Council of Grant

The District Council of Grant is the southern-most local government area in South Australia. Adjacent the Victorian border, it is situated approximately 450km from both Adelaide and Melbourne.

The District Council of Grant encircles the City of Mount Gambier and covers an area of 1,898 square kilometres. It is predominantly rural with a number of small and growing townships and contains some of the most rich and productive agricultural land in South Australia.



Achievements in disability access and inclusion

This is the District Council of Grant's second Disability Access and Inclusion Plan.

Highlights of what have been achieved by the Council in disability access and inclusion include:

- Establishment of the Access and Inclusion Advisory Panel of people with lived experience of disability to provide advice to Council
- Increased awareness of staff and Elected Members and collaboration with the Advisory Panel including District wide bus tours
- Dedicated budget for access and inclusion
- Mount Gambier Regional Airport improvements including accessible toilets and changing places facility
- Upgrades to Donovans Landing public toilets and playgrounds paths
- Providing accessible and inclusive events and activities at the Port MacDonnell Community Complex
- Art-Ability Exhibition at the Hangar Gallery at the Mount Gambier Regional Airport with works by people with disability
- Inclusive job applications
- Hearing Loop installed at the Port MacDonnell Community Complex
- Access and Inclusion Training for Council staff
- Port MacDonnell access and inclusion upgrades including, playground, footpaths and ramps, beach access chair and four wheel walker
- Upgrades to Mount Gambier Office
- Upgrade to Yahl public toilet to enable playground use
- Easy Read versions of key Council documents (e.g. Strategic Plan)
- Shared bike path between Carpenter Rocks and Pelican Point
- Shared bike path along Sherwin Road, Mil-lel
- Developing an update plan to the Saleyards for disability, access and inclusion
- Considering access and inclusion in all Master Plans (eg. Saleyards)





Disability in our community

Our community is vibrant and diverse. It is made great by people of all ages, genders, background and abilities.

There is not a statistic that perfectly measures the number of people living with disability in a council area. The Australian Census only records the number of people who need assistance with core activities (self care, mobility, communication).

But we know disability is very diverse. While many people need supports, not all people living with disability do, and some may not identify as having a disability. For instance, older people may just see their physical or cognitive changes as part of old age rather than a disability. Some autistic people see their neurodivergence as a difference rather than a disability.

The below statistics provide a hint of the impact of disability in the District Council of Grant area as well the compounding impact of age, race and culture.



325 people or 3.8% of our community need assistance with core activities.

Of these people,

- 34% are women
- 13% are children
- 47% are aged over 65
- 5% are Aboriginal and Torres Strait Islander peoples
- 1% do not speak English at home

(Source: ABS Census 2021)



12% of our community provide unpaid care to people with a disability, health condition or due to old age

NDIS

- 227 active participants in the NDIS
- Autism, is the primary disability represented by most participants (108 or 48%) followed by intellectual disability (42 or 19%)
- 46% of participants are aged 18 or younger

(dataresearch.ndis.gov.au/explore-data 4th quarter 2024-25)

Disability law and planning

All levels of government are working together to improve disability access and inclusion.

International	**United Nations Convention on the Rights of Persons with Disabilities** Acknowledges that people living 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.
Australian Government	**Disability Discrimination Act 1992 (Australian)** Makes it unlawful to discriminate against a person, in many areas of public life, because of their disability. **Australia's Disability Strategy 2021-2031** Sets out a plan for all levels of government to continue to improve the lives of people with disability in Australia.
South Australian Government	**Disability Inclusion Act 2018** Acknowledges the equal human rights and promotes the independence and social and economic inclusion of people with disability. Requires all State authorities (including Councils) to prepare and report on Disability Access and Inclusion Plans. **South Australian Autism Strategy 2024-2029** NDIS data indicates that autism remains the largest disability group in South Australia, followed by intellectual disability. This Strategy sets out a five-year roadmap for the government to help improve the lives of Autistic people of all ages and their families. **South Australian Disability Inclusion Plan 2025-2029** Identifies 5 domains of action for the state and local governments to achieve the vision of a South Australia where no one is left behind.
District Council of Grant	**Disability Access and Inclusion Plan (DAIP) 2026-2030** This 2026-2030 DAIP is the second DAIP for the District Council of Grant. Council DAIPs must align to the State Plan and include the measures assigned to local government.

Developing this plan

Steps to prepare this plan

1. Workshops (September 2025)

We held workshops with Council staff, Elected Members and our Access and Inclusion Advisory Panel to gather ideas about what we can do to improve disability access and inclusion. Our Access and Inclusion Advisory Panel is made up of people with disability, carers and people who work in the disability sector.

2. Prepared draft Disability Access and Inclusion Plan (October 2025)

We prepared our draft Disability Access and Inclusion Plan taking into account, workshop ideas, the South Australian Disability Inclusion Plan 2025-2029 and the input of people with disability into the State Plan.

3. Public Consultation (NOW)

We asked our community for feedback on our draft Disability Access and Inclusion Plan.

4. Finalise Disability Access and Inclusion Plan (Early 2026)

We made minor changes to our Disability Access and Inclusion Plan to respond to the public consultation feedback.

We will publish the DAIP and an 'Easy Read' version on our website.

Workshop ideas

The following ideas were identified at workshops by Council staff, Elected Members and members of Council's Access and Inclusion Advisory Panel as their "top ideas" for improving disability access and inclusion in the District:

- Upgrading playgrounds across the District, including smaller "quiet" play spaces
- Reviewing the accessibility of Council's website
- Embedding and prioritising access and inclusion in Council plans, budgets, operations and across townships
- Improving the access and inclusion of Council workplaces and practices to enable employment of people with disability to deliver roles required by Council
- Exploring meaningful volunteer opportunities for people with disability
- Exploring community transport options for people with disability (e.g. Port MacDonnell, Mount Gambier, social outings)
- Collaborating with other local organisations and service providers
- Establishing a database of community members interested in being consulted on disability access and inclusion planning.

Listening to People with Disability across the State

In October 2023 the South Australian Government gathered input from people with disability and the wider community to help prepare the State Disability Inclusion Plan.

The consultation report highlighted the following themes of feedback:

- Understanding the intersectionality and diversity of disability.
- Prioritising safety and improving the emergency response and interaction between people with disability and the criminal justice system.
- Ensuring positive learning experiences and building capacity within the education sector.
- Improving public transport and the built environment.
- Increasing workforce participation and improving financial stability.
- Improving the accessibility of health and mental health supports and services.
- Feeling connected to and belonging to the community.
- Elevating the quality of the next State Plan and Disability Access and Inclusion Plans.
- The consultation report makes the following specific references to councils (local government)
- Councils need to be aware how their policies, programs and initiatives can either enhance or diminish their rights of people with disability and priority populations.
- Respondents called on the State Government to ensure adequate resources were made available to NGOs, local councils and local services.
- Stronger focus on accountability by State Government agencies and local councils.

(Source: State Disability Inclusion Plan Consultation Report 2024)



District Council of Grant's Action Plan

Our actions are aligned to the State Disability Inclusion Plan. In doing so we are playing our part towards creating an accessible and inclusive South Australia by meeting our communities needs locally.

We have developed actions for the domains and priority areas of the State Plan for which measures have been allocated to local government.

State Disability Inclusion Plan		
Domain	**Outcome**	**Priority areas with measures allocated to local government**
Inclusive environments and communities	All people with disability can participate as equal citizens and feel connected to their communities	• Active participation • Inclusive communities and attitudes • Universal Design • Communications and information • Collaboration, consultation and innovation
Education and employment	All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security	• Targeted transitional supports (volunteering) • Access to employment opportunities • Inclusive working environments
Personal and community support	All people with disability can access quality, tailored personal and community supports addressing their individual needs	• Accessibility (linking to services) • Information sharing (partnerships • Programs (grants)
Safety, rights and justice	All people with disability feel safe, have their rights upheld and have full and equal protection before the law	• Responding to emergencies

State Plan Domain: Inclusive environments and communities

A community where all people with disability can participate as equal citizens and feel connected to their communities.

State Plan Priority Area: Active participation

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

Our Action	Timing	Responsibility	Measures
1. Provide Council community programs, events and spaces that are accessible and inclusive of people with disability (including neurodiverse people) of different ages, cultural backgrounds and genders	Ongoing	Director Corporate and Community	<u>Our measure</u> Description of Council accessible programs, events and available spaces. <u>State Plan measure</u> The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles (State Plan 1.1.2)
2. Use the Inclusive SA Accessible and Inclusive Community Events Toolkit to plan and deliver Council events	Ongoing	Director Corporate and Community	
3. Communicate accessibility features of Council events or programs and ask about access needs in registration or invitation processes	Ongoing	Office of CEO/Director Corporate and Community	
4. Continue to enable Art-Ability Exhibition program	Ongoing	Director Corporate and Community	
5. Explore how a community transport service could be established to commute to key locations, events or programs	Year 2	Office of CEO / Director Corporate and Community	<u>Our measure</u> Transport service investigation completed with recommendations for action.

State Plan Priority Area: Inclusive communities and attitudes

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

Our Action	Timing	Responsibility	Measures
6. Provide disability access and inclusion training to Council staff and Elected Members	Ongoing	Office of CEO / Director Corporate and Community	Our measure Description of staff and Elected Member disability awareness training or other relevant training undertaken. State Plan measure 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. • The number of workplace initiatives promoting disability inclusion. (State Plan 1.2.1)
7. Work with Aboriginal and Torres Strait Islander community organisations to identify ways Council can enable members of their communities with disability to feel welcome and engaged in community life	Year 1	Director Corporate and Community	Our measure Description and outcomes of engagement with Aboriginal and Torres Strait Islander community organisations regarding access and inclusion. State Plan measure The number of actions embedded in our DAIP working towards Closing the Gap targets. (State Plan 1.2.3)

State Plan Priority Area: Universal Design

Everyone can access and enjoy inclusive and accessible natural and built environments.

Our Action	Timing	Responsibility	Measures
8. Improve access and inclusion for people with disability of different ages, cultural backgrounds, genders and sensory needs in the upgrade or construction of Council buildings, facilities, paths, crossings, accessible carparks, play spaces, open space and beaches in line with Council budgets	Ongoing	Director Environmental Services / Director Works and Infrastructure	<u>Our measure</u> Description of improvements to Council assets and facilities, budgeting and planning process and township engagement relating to access and inclusion. <u>State Plan measure</u> 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. The number of new council developments that incorporate Universal Design. (State Plan 1.3.2) The number of upgrades to parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility. (State Plan 1.3.3)
9. Work with townships to plan for access and inclusion upgrades to play spaces across the District	Year 1	Director Works and Infrastructure	
10. Establish a framework to embed and prioritise access and inclusion improvements in Council's budget and planning process	Year 1	Office of the CEO / Director Works and Infrastructure	

State Plan Priority Area: Accessible facilities

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

Our Action	Timing	Responsibility	Measures
11. Make upgrades to or install new Council accessible toilets or changing places facilities in line with Council budgets	Ongoing	Office of the CEO / Director Works and Infrastructure	<u>Our measure</u> Description of availability or improvements to the accessibility of Council public toilets. <u>State Plan measure</u> The number of public council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility. (State Plan 1.4.1)

State Plan Priority Area: Communications and information

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

Our Action	Timing	Responsibility	Measures
12. Provide a listing of the disability access features of key Council places	Year 1	Office of the CEO	<u>Our measure</u> Description of activities undertaken to provide accessibility information of Council places and communicate Council information in accessible formats. <u>State Plan measure</u> 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. (State Plan 1.5.1)
13. Continue to improve the accessibility of Council communication (e.g. Easy Read, website and social media accessibility, clear font/symbols)	Ongoing	Office of the CEO	

State Plan Priority Area: Collaboration, consultation and innovation

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

Our Action	Timing	Responsibility	Measures
14. Deliver Council public consultation that is accessible and inclusive of people with disability of different ages, cultural backgrounds and genders	Ongoing	Office of CEO	Our measure Description of the accessibility features of Council engagement practices. State Plan measure The number of public consultations that included and sought input from people with disability. (State Plan 1.7.1)
15. Establish a. database of people with disability or lived experience of disability (e.g. carers, service providers) to provide input into the design of Council plans, programs or places	Year 1	Office of CEO	
16. Continue operation of Council's Access and Inclusion Advisory Panel with members with lived experience of disability to collaborate and provide advice on Council plans, programs and projects	Ongoing	Office of the CEO	Our measure Description of Council Access and Inclusion Advisory Panel activities and the accessibility of panel meetings. State Plan measure The number of people with disability, including parents and carers, serving on committees and working groups. (State Plan 1.7.2)
17. Ensure Council committees and working group locations and processes are accessible to people with disability	Ongoing	Office of the CEO	

State Plan Domain: Education and employment

A community where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

State Plan Priority Area: Targeted transitional supports (volunteering)

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

Our Action	Timing	Responsibility	Measures
18. Explore appropriate Council volunteering opportunities that can be delivered effectively by people with disability within Council resourcing	Year 2	Director Corporate and Community	Our measure Description of activities undertaken to identify appropriate Council volunteering opportunities. State Plan measure The number of initiatives taken to encourage people with disability to volunteer. (State Plan 2.3.5)

State Plan Priority Area: Access to employment opportunities

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

Our Action	Timing	Responsibility	Measures
19. Develop accessible and inclusive Council recruitment guidelines and provide support human resources staff in its application	Year 1	Director Corporate and Community	<u>Our measure</u> Description of activities undertaken to employ people with disability on Council staff or as service providers to Council. <u>State Plan measure</u> The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives. (State Plan 2.4.3)
20. Where possible utilise the services of specialist disability employers in the provision of goods and services to Council (e.g. catering)	Ongoing	Director Works and Infrastructure	

State Plan Priority Area: Inclusive working environments

People with disability have access to supportive places to earn.

Our Action	Timing	Responsibility	Measures
21. As required, improve the accessibility of Council workplaces and provide assistive technologies and flexible work arrangements to enable staff with disability to deliver the roles required by Council effectively and advance in their careers	Ongoing	Senior Management Team	<u>Our measure</u> Description of activities undertaken to improve the accessibility of Council work environments and enable staff with disability to do their job. <u>State Plan measure</u> 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. (State Plan 2.5.1)
22. As required, provide training, mentoring or support to supervisors of staff and/or staff with disability to support them to manage effective and satisfied teams	Ongoing	Director Corporate and Community	

State Plan Domain: Personal and community support

A community where people with disability can access quality, tailored personal and community supports addressing their individual needs.

State Plan Priority Area: Accessibility (linking to services)

People with disability can easily access community supports and services.

Our Action	Timing	Responsibility	Measures
23. Provide information on Council's website and in hard copy to link people with disability to programs, services and supports	Ongoing	Office of the CEO / Director Corporate and Community	Our measure Description of how Council provides information to its community to access disability services, programs and supports (e.g. NDIS and local service providers) State Plan measure 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 partnerships with community organisations. (State Plan 3.1.1)

State Plan Priority Area: Information sharing (partnerships)

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

Our Action	Timing	Responsibility	Measures
24. Continue to participate in the Local Government Access and Inclusion Network	Ongoing	Office of the CEO	<u>Our measure</u> Description of Council partnerships with other organisations explored or established to support disability access and inclusion in our community. <u>State Plan measure</u> The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP. (State Plan 3.3.1)
25. Explore joining established programs or partnering with local disability service providers	Ongoing	Director Corporate and Community	

State Plan Priority Area: Programs (grants)

Government-funded programs and services include disability-specific provisions to enable full and equal participation.

Our Action	Timing	Responsibility	Measures
26. Review the criteria of Council grant programs to encourage applications that achieve positive outcomes for people with disability	Year 2	Director Corporate and Communtiy	Our measure Council grant criteria established that promotes and encourages applications that support access and inclusion and description of grant outcomes achieved where relevant. State Plan measure The number of council grants and funding amount distributed to enhance disability inclusion. (State Plan 3.5.1)

State Plan Domain: Safety, rights and justice

A community where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

State Plan Priority Area: Responding to emergencies

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

Our Action	Timing	Responsibility	Measures
27. Review Council's emergency management approaches to ensure emergency information is accessible and people with disability are supported in Council emergency procedures	Year 1	Office of the CEO / Director Environmental Services	<u>Our measure</u> Review undertaken and description of Council procedures in place to ensure the safety of people with disability during emergencies inline with Council's responsibilities <u>State Plan measure</u> The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach. (State Plan 5.2.1)

Delivering this plan

TThe Council will deliver the actions in this plan over 4 years (2026 to 2030).
Each year Council will identify specific projects that will be delivered that year for actions in this DAIP. For instance, they will identify which specific infrastructure, open space, community programs, safety and community support initiatives will be delivered.

Council will then report on what has specifically been delivered for DAIP actions each year. The reports will be available on Council's website.
The Access and Inclusion Advisory Panel and people with disability will be invited to be involved in the design of programs and spaces wherever possible.

Our yearly process in delivering and reporting





Glossary and Definitions

[* asterisk indicates the source of these terms is the State Disability Inclusion Plan 2025-2029].

Access and Inclusion

Access is the ability for all people, including those with disabilities, to approach, enter, use, and interact with a physical environment or service or information. Inclusion is the act of ensuring everyone feels respected, has equal opportunities, and is valued and supported to participate fully in a community or group.

Closing the Gap*

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

Commonwealth*

The Commonwealth of Australia – commonly referred to as the Australian Government or the Federal Government.

Council

The Elected Members and Mayor who govern the District Council of Grant. The word often is used for the whole Council organisation and staff they govern.

Disability Access and Inclusion Plan*

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific context of the organisation and their community, outlining practical actions to remove barriers, promote participation and support the goals of the State Plan.

Disability Inclusion Act 2018 (SA) (The Act)*

A South Australian law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan (State Plan) and local Disability Access and Inclusion Plans and promotes choice, control, and the removal of barriers.

The District Council of Grant

The name of this Council, one of the local Councils in South Australia. Councils are given responsibilities under the South Australian Local Government Act.

The District

Is the area of land government by the District Council of Grant (i.e.. all the townships and land in between.

Diversity*

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Domains*

The key priority areas of the State Plan, shaped by emerging themes identified during statewide consultation. Domains guide the focus of actions to improve access and inclusion for people with disability.

Elected Members

Every 4 years Local Government elections are held and local residents and business owners vote for the Mayor and Elected members from across the District Council of Grant area. Those who get the most votes become the Council for the next four years.

Intersectionality*

How different aspects of a person's identity, such as their gender, race, class, sexuality and disability can interact to create experiences of discrimination and marginalisation. Intersectionality helps us to understand how these experiences can overlap and intersect, and how they can be challenged and addressed.

LGBTIQA+ *

An inclusive term for people whose sexual orientation, gender identity or sex characteristics differ from the majority. It stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other diverse identities. The + acknowledges that there are many other ways people may describe their identity and experiences.

Lived experience*

The personal knowledge and understanding a person gains through direct, first-hand experience of disability.

Local councils*

A system of government in South Australia under which elected local government bodies (councils) are constituted under the Local Government Act 1999 (SA).

Mainstream supports*

Services provided by government or community organisations that are available to all Australians, regardless of disability status. These include essential services such as healthcare, education, transport, housing and employment.

Measures*

A way to track progress and understand if things are improving over time. Measures use numbers and data and are supported by stories or feedback (qualitative data) in reporting.

National Disability Insurance Scheme*

The National Disability Insurance Scheme (NDIS) is an Australian Government initiative that provides funding for reasonable and necessary supports to people under 65 who have a significant and permanent disability.

Priority areas*

Specific areas of focus within each domain that were identified as most important by people with disability during consultation.

Priority groups*

The Act highlights seven priority groups of people that may experience overlapping disadvantage. Their needs will be considered and embedded across all State Plan measures and within DAIPs. The seven priority groups are: Aboriginal peoples with disability, culturally and linguistically diverse (CALD) people with disability, women with disability, children with disability, LGBTIQA+ people with disability, people with significant intellectual disability or who have high levels of vulnerability due to disability and people with disability who live in regional communities.

United Nations Convention on the Rights of Persons with Disabilities*

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

Universal Design*

Universal Design is defined by the Australian Human Rights Commission as designing environments so they can be accessed, understood and used by everyone regardless of age, size, ability or disability—and encompassing the creation of facilities, products, services and environments usable by all people without adaptations.

Contact Details

Principal Office Mount Gambier

Address
324 Commercial Street West, Mount Gambier

Phone
(08) 8721 0444

Email
info@dcgrant.sa.gov.au

Port MacDonnell Community Complex

Address
5-7 Charles Street, Port MacDonnell

Phone
(08) 8738 3000

Email
PMCC@dcgrant.sa.gov.au

Postal Address

District Council of Grant
PO Box 724
Mount Gambier SA 5290

Website

www.dcgrant.sa.gov.au

Yoursaydcg.com.au



Useful Resources

Resource	Link
Inclusion SA Accessible and Inclusive Community Events Toolkit Report it Right - Guidelines for portraying people with disability Inclusive Play - Guidelines for accessible playspaces	inclusive.sa.gov.au/resources
Disability Awareness Introduction to disability awareness (free online training)	disabilityawareness.com.au/courses/introduction-to-disability-awareness/
Disability Sports Australia Accessibility Champion Course Building Inclusive Sports Clubs Course	sports.org.au/resources/
The National Public Toilet Map	toiletmap.gov.au/
Changing Places	changingplaces.org.au/
Accessible Beaches Australia directory	accessiblebeaches.com/
See Me For Me - not my disability	seemeforme.sa.gov.au/

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District Council of
Grant