

# **Disability Access and Inclusion Plan 2020-24**

Municipal Council of Roxby Downs



## Acknowledgement of Country

We would like to acknowledge the Kokatha peoples, the traditional owners on the land in which we meet today and pay our respects to the Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander people who are present today.



*A representation of Roxby Downs by Kokatha artists: Shirley, Lee and Jennifer Williams (2019)*

*The Kokatha traditional owners welcome people from different communities and countries that come to live in Roxby Downs to work at the mine, visit or are passing through. The Sleepy Lizard (Gulda) is the significant totem of the Kokatha country. Symbols within the painting represent waterholes, the Kokatha, people coming from across the world, the mines and the sharing of culture and knowledge.*

*The font used in this document is Arial, which is the preferred font of Vision Australia and the Australian Royal Society for the Blind to assist some people who have a visual impairment. This report is set at their recommended minimum size of 12pt. Their recommended ideal is 18pt; however, this is subject to the preferences of each individual.*

## Introduction

This is the Municipal Council of Roxby Downs's ("Council") first Disability Access and Inclusion Plan ("DAIP") and reflects our strategic commitment in creating an inclusive and accessible community that is welcoming to all people. Through this plan we aim to promote equity of access and inclusion to all services, facilities, programs and information provided by the Council.

Over time we have undertaken a range of improvements to our facilities to support people living with a disability but through the DAIP process we recognise that there is a responsibility to do much more. This will be achieved through the implementation of the action plan and through ongoing consultation with the community.

Roxby Downs has a high population turnover and we are mindful that the DAIP needs to be an evolving plan that adapts to meet the current and emerging needs of our constantly changing population. Although Roxby Downs has relatively low numbers of people aged 60 years and over (just 4%) the town acts a service centre for the nearby town of Andamooka which has an older population (36% aged 60 years and over).

The DAIP provides Council with a framework to identify and address barriers that inhibit or prevent access and inclusion as well as a mechanism to develop strategies that support increased participation in community life for people living with disability. The DAIP is based on the State Government's planning template and directly relates to the four themes of the State Disability Action Plan: inclusive communities for all; leadership and collaboration; accessible communities; and learning and employment.

## Aim of the Disability Access and Inclusion Plan

The aim of the DAIP is to provide strategic direction and to provide a framework for the identification and removal of barriers in policies, programs, facilities and services and to meet our statutory responsibilities including both state and federal legislation and building standards relating to access and inclusion for people living with disability.

## Objectives

The objectives of the DAIP are to:

- better understand and meet the needs of people living with disability who live and work in Roxby Downs
- improve access for people living with disability to Council's services and facilities
- ensure the right to participate in Council's activities, programs and events
- ensure the protection of the right to participate in all aspects of community life and to ensure the right to equal access to services, resources and facilities
- increase awareness of Council staff and the broader community of the rights and needs of people with disabilities
- identify physical, communication and attitudinal barriers



## About the Council

Roxby Downs is located in outback South Australia, 560 kilometres north-west of Adelaide. Covering an area of 110 square kilometres, the municipality operates as a service centre for BHP's Olympic Dam mine operations. Roxby Downs also acts as a regional hub for the nearby towns of Andamooka and Woomera, and neighbouring pastoral stations.

Roxby Downs is home to approximately 4,000 permanent residents and is also a temporary base for 500 workers who stay at a town based accommodation village (Roxby Village). A further 1,500 temporary workers are accommodated at the Olympic Dam Village.

In addition to traditional municipal services, Council is also the authority responsible for delivering the town's power and water supply through purchasing contracts with BHP. Due to the highly mobile nature of employment within the mining and resources sector and with fly in fly out workforce, a high population turnover in Roxby Downs is a constant factor. This transience creates both challenges and opportunities for Council's operations.

The Council is responsible for managing the built environment including footpaths, roads, open space, public toilets, playgrounds, and recreational, aquatic and cultural facilities. In addition Council delivers a wide range of municipal and community services, activities, events and programs which are important in improving the quality of life and sense of belonging of all our residents.

## Our Vision

To be Australia's most highly regarded mining town.

## Our Mission

To respond to the needs of the Roxby Downs community and foster a community environment that is engaged and involved through a commitment to quality leadership, communication, sustainability, service value and delivery.

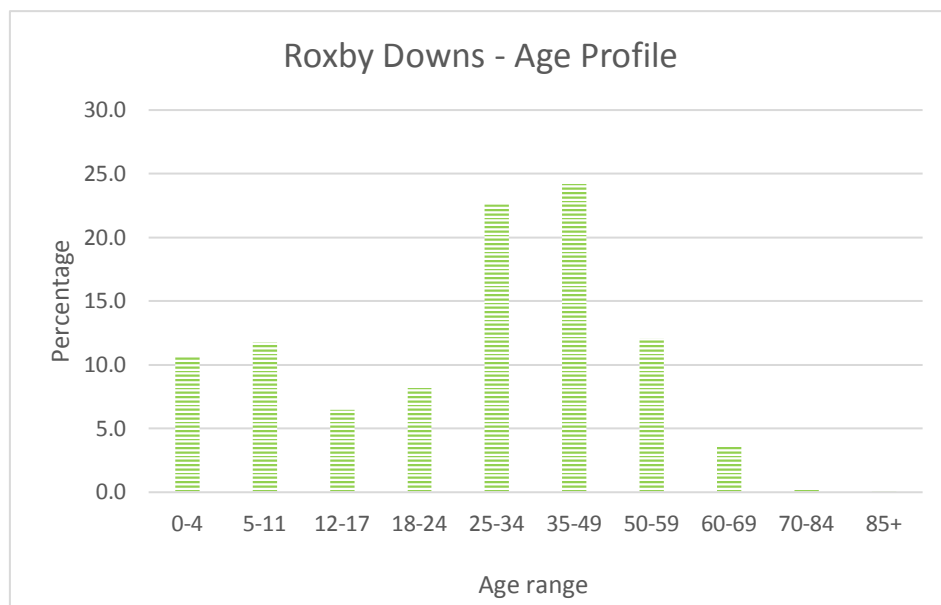
A thriving inclusive community with a quality lifestyle where people living with a disability are valued and treated equally with dignity and respect.



## Our Demographic Profile

The 2016 Australian Bureau of Statistics (ABS) Census recorded a total residential population for Roxby Downs of 3,884 with a median age of 30 years. The median age is low compared to that for regional South Australia (45 years) and reflects the dominance of adults in the 25 to 49 year age group (28.9%) and children aged under 18 years (46.8%).

The 2016 Census also identified that 170 people were providing unpaid assistance to a person living with disability. According to the 2018 Population Health Profile 36 residents were identified as living with severe or profound disability.



## Strategic Alignment of Disability Access and Inclusion Plans

The DAIP has been developed to align with various international, national and state legislation as well as strategic plans that promote access and inclusion for people living with a disability.

### International

United Nations Convention of the Rights of Persons with Disabilities

The purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities. The guiding principles recognise and promote: respect for inherent dignity; individual autonomy including the freedom to make one's own choices; independence; accessibility; non-discrimination; full and effective inclusion in society; respect for difference and acceptance of people with disabilities as part of human diversity and humanity; and equality of opportunity.

### National

Disability Discrimination Act 1992

This Act provides protection for everyone in Australia against discrimination based on disability. The areas of life covered include: employment; education; access; provision of goods and services; accommodation; buying property; activities of clubs and associations; and sport.

Disability (Access to Premises – Buildings) Standards 2010

This Standard is a legally binding regulation set by the Attorney General under the Disability Discrimination Act 1992. The purpose of this Standard is ensure the dignified, equitable, cost effective and reasonably achievable access to buildings, and facilities and services within buildings, is provided for people with disability.

National Disability Strategy 2010–2020

This strategy is an initiative of the Council of Australian Governments. This strategy recognises the need for greater coordination of all governments, industries and communities to address the challenges faced by people living with disability. A reflects a national effort to make the necessary changes to transform the experience of people living with disability and demonstrates the benefits for all Australians of having more inclusive communities. The strategy covers six policy areas:

1. Inclusive and accessible communities
2. Rights protection, justice and legislation
3. Economic security
4. Personal and community support
5. Learning and skills
6. Health and wellbeing

## Strategic Alignment of Disability Access and Inclusion Plans (continued)

### State

Disability Inclusion Act 2018 (SA)

This Act came into force on 1 July 2018 and requires that State Authorities (which include councils and SA Government Departments) must:

- Publish a Disability Access and Inclusion Plan (DAIP) by 31 October 2020
- Consult with people with a disability when preparing a DAIP
- Include measures which provide for the diversity of people especially women, children, Aboriginal and Torres Strait Islander and people from culturally and linguistically diverse communities
- Explain how the DAIP will give effect to the priorities outlined in the State Disability Inclusion Plan 2019-2023 (Inclusive SA)

State Disability Inclusion Plan 2019–2023

This plan brings State Government Agencies and local councils together to reduce the barriers faced by people living with a disability. It focuses on four key themes: inclusive communities for all; leadership and collaboration; learning and employment; and accessible communities.



Access ramp installed to Stadium



## Audit of recent initiatives to improve access and inclusion

The following initiatives have been completed:

- Additional accessible toilet added to Splashpad
- Two additional accessible toilets added to Richardson Place
- Access ramp added to Stadium (main access from adjacent school)
- Inclusion of all children in swimming lessons
- Platypus Wheelchair designed for water entry and exit to main pool
- No lips or steps on entrances/exits and outdoor areas
- Wheelchair access to cinema added
- Sensory friendly cinema sessions
- Toilets in Roxby Link (culture and recreation centre) have braille writing



**Signage installed at Roxby Link**

## Actions

The Municipal Council of Roxby Downs Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019–2023.

### 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 our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.**

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
1 Establishment of best practice resources relating to communication, and websites to ensure accessibility and inclusion for all	Our communication tools including our website and other digital technologies reflect best practice accessibility and inclusion standards	1	Communications	30 Jun 22	Website is reviewed and enhanced. Checking of social media posts prior to publication

Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
<b>2</b> Review all Council documents to ensure inclusive language and terms are used and comply with the Australian Government Style Manual	Council staff are trained in the use of inclusive language and terms and ensure all documents comply with the standards	2	Communications	31 Dec 21	All future documents created reflect inclusive language and terms. Check for accuracy prior to publication
<b>3</b> Consider community feedback in future planning of infrastructure and services	Community needs are understood and addressed	1,3	Essential Services and Assets	Ongoing 2020-2024	All business cases include an analysis of community feedback
<b>4</b> Provide staff with access to online training programs that raise awareness about disability and inclusion	Council staff have an improved awareness about the rights and needs of people living with a disability and a culture of inclusion is embedded in the organisation	2,3	Group Manager Governance and Community	30 Jun 21	15 staff have completed the training. All new members of the Community Team have completed the training within 3 months of commencement
<b>5</b> Review induction processes for employees and volunteers and incorporate a disability awareness component	Council staff have an improved awareness about the rights and needs of people living with a disability	2,3	WHS Officer	30 Jun 21	All new employees undertake revised induction program
<b>6.</b> Patrol the improper use of access car parks and issue expiation notices	Community is educated on the proper use accessible car parks			Ongoing 2020-2024	Number of expiations per vehicles checked is below 20%

## 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 our 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	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
1 Review policies and procedures through a disability lens	All policies and procedures are inclusive	5	Governance and Community	Ongoing 2020-2024	Policies reviewed when they fall due
2 In collaboration with the Roxby Downs Health Forum establish a Disability Access and Inclusion Reference Group	People living with a disability or who work with or care for people with disabilities are included in community engagement and consultation processes	4,6	Governance and Community	31 Dec 21	Reference Group established
2 Take a leadership role in the community in the promotion of inclusion and respect for people with disabilities	Council is a role model in promoting access and inclusion	5	Governance and Community	Ongoing 2020-2024	Minutes of meetings and communications reflect leadership role

Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
<b>3</b> In collaboration with the Roxby Downs Health Forum and Time for Wellbeing Program Promote days/months of significance ( e.g. international day of people with disability, Autism Awareness month, Mental Health Week)	Awareness is raised and diversity is celebrated	5	Governance and Community	ongoing	A calendar of events is developed annually
<b>4</b> Maintain networks with other service providers to identify barriers and advocate for improvements	The rights of people living with disability are represented, upheld and promoted	5	Governance Community	Ongoing 2020-2024	Minutes of meetings reflect discussions
<b>5.</b> Ensure all staff involved in community engagement are aware of alternative communication strategies	A range of communication methods are used to cater to all abilities	6	Communications	Dec 2021	Staff training is completed
<b>6.</b> Council's website includes a web-based customer satisfaction/feedback survey to create a platform for input in disability access needs and services	Council's engagement tools are expanded	6	Communications	Dec 2021	Website updated
<b>7.</b> Build links with priority groups (CALD, LGBTIQ+, Aboriginal and Torres Strait Islander peoples, women and young people) to increase participation in the consultation and engagement process	People with a disability actively participate and make decisions	5	Governance and Community	Ongoing 2020-2024	Minutes of meetings reflect discussions



Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
8. Participate in relevant partnerships such as the Local Government Access & Inclusion Network to identify opportunities and information that is relevant to the Roxby Downs Community	Increased access to specialists, expertise and information	5	Governance and Community	30 Jun 22	Number of engagements with the networks

### 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, 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	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
1 Relevant Council staff undertake Introduction to Universal Design training	Council staff understand the principles of universal design	7	Governance and Community	31 Dec 21	5 staff complete training
2 Conduct an audit of public buildings and the built environs with people with disability to ensure all buildings and infrastructure (e.g. footpaths) have appropriate access and to identify areas for improvement	Experiences in our spaces and places are accessible and inclusive for all	7	Essential Services and Assets	31 Dec 21	Audit completed once a year
3 Improve the accessibility and inclusiveness of playgrounds and open space	Council's open spaces are accessible and inclusive for all	7	Essential Services and Assets	31 Dec 22	Playgrounds audited once a year to identify improvements
4 Enhance the library collection to provide resources on a range of topics (e.g. autism, dyslexia) as well provide	Community has access to useful	8	Governance and Community	2020-2024 Ongoing	Number and variety of resources increases

Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
for large print and visual and e-resources	resources and information				
<b>5</b> Develop a checklist for planning accessible and inclusive events	Council events are accessible and inclusive and promote participation in the community	7,9	Governance and Community	1 Feb 21	Checklist is developed and is operational
<b>6</b> Continue to provide sensory friendly cinema sessions and consider ways to improve the experience for patrons	All visitors and local residents have access to facilities	9	Lifestyle and Sport	Ongoing	Number of sessions held and number of participants
<b>7</b> Review the availability of accessible carparks including function, design and location. Advocate for more parks on private land	Car parking needs are identified and remedied	9	Essential Services and Assets	30 Jun 21	Number of carparks added on public and private land
<b>8</b> Undertake an audit of signage on public buildings to ensure disability access is promoted	Gaps in signage are identified and remedied	8	Essential Services and Assets	30 Jun 21	Number of signs installed
<b>9</b> Research opportunities for technology improvements in customer service areas to support people who are deaf, hard of hearing, vision impaired	All members of the public have the tools need to access Council's customer service points	9	Corporate Services	30 Jun 21	Technologies are installed.
<b>10</b> Develop access and mobility maps promoting accessible public toilets and accessible parking options	All visitors and local residents have access to information	8	Governance and Community	30 Jun 21	Maps produced and uploaded to Council

Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
					website and on display
<b>11</b> Review current procedures and evacuation plans to ensure that people with a disability are considered in council wide emergency plans	Emergency evacuations are conducted safely for all	8	Governance and Community	31 Dec 21	Procedures and plans reflect best practice
<b>12</b> Ensure the format of Council's website meets the Australian Government standards of Web content	All visitors and local residents have access to information	8	Communications	31 Dec 22	Confirmation received that the LGA Squiz platform is compliant
<b>13</b> Promote Council accessible recreational facilities and fitness opportunities for all	All visitors and local residents have access to facilities	8	Lifestyle and Sport	Ongoing 2020-2024	Number of people living with disability utilising council facilities increases

#### 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 our 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.**

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	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
1 Develop inclusive employment and volunteering practices and opportunities within Council	People with disability feel confident to apply for jobs or volunteer within Council and once employed/engaged are supported and included.	12	Governance and Community	31 Dec 21	Policies and Practices developed and adopted
2 Ensure Council recruitment and employment processes abide by Equal Opportunity principles	Council meets its legislative responsibilities	12	Governance and Community	31 Dec 21	Recruitment and employment processes are reviewed and updated to reflect best practice



Action	Aim and Outcome	State Plan Priority #	Responsibility	Timeline	Measurable Target
3 Develop meaningful volunteer opportunities for people living with disability	People living with disability contribute in meaningful way to the community through volunteering	10,11	Governance and Community	Ongoing 2020-2024	Number of people with disability undertaking volunteering opportunities

## Disability access and inclusion plan development

The following community consultation processes have been undertaken in the development of the DAIP.

### External Community Engagement

Goals of community engagement

- Seek input from people with disabilities, their parents, carers, and work colleagues and service providers to help develop the plan
- Identify current and emerging needs relating to access and inclusion
- Obtain local knowledge of experiences relating to use of council facilities and services

Target audience

- People with disabilities
- Parents/carers of people with disabilities
- Work colleagues of people with disabilities
- Service providers

Method of engagement

- Link to online survey via Council and Community Board Facebook Pages
- Direct invitation to the following groups or individuals to share the survey link to networks
  - Roxby Downs Health Forum
  - Roxby Downs Area School
  - Roxby Downs Catholic Church
  - Roxby Downs Community Church
  - Roxby Downs Children's Centre
  - BHP – Olympic Dam – Community Liaison
  - Time For Wellbeing Program
  - Roxby Downs Health Service Aboriginal Liaison Officer
  - Chair- Multicultural Forum

Respondents to the community survey were provided with the opportunity to write responses relating to what is done well, what needs to be improved and ideas for new initiatives.

### Internal Staff Consultation

The following staff were consulted in the development of this plan

- Community Team Coordinator
- Youth Development Officer
- Team Leader Library Services
- Operations Manager Roxby Link

### Relationship to other policies, strategies, frameworks

The DAIP has been designed to work in conjunction with, and provide support to other Council Plans, either existing or under development. In particular the DAIP will both provide support to, and be supported by the Roxby Healthy Community Plan (Regional Public Health Plan).

## Implementation process

The implementation process for the DAIP will be as follows:



## Monitoring and Review

The DAIP will be reviewed annually to ensure that it is meeting current needs and to identify emerging needs and trends.

## Acknowledgments

Council acknowledges the support of the Roxby Downs Health Forum and members of the community who participated in the survey.

## How to contact us

This Disability Access and Inclusion Plan (DAIP) is available on the Council's website ([roxbydowns.sa.gov.au](http://roxbydowns.sa.gov.au)). 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 Michelle Hales Group Manager Governance and Community on 8671 0010.

## Appendix :

### Key definitions used in the DAIP

<b>Access</b>	<i>For a facility</i> – it is readily usable by an individual  <i>For a program or activity</i> – it is presented or provided in a way that an individual can participate with or without auxiliary aids  <i>For electronic resources</i> – it is able to be used with or without assistive computer technology
<b>Carers</b>	Those who provide care, support and assistance to a person with a disability as a family member, friend, neighbour or work colleague
<b>Disability</b>	all kinds of impairment from birth or acquired through illness, accident or the ageing process. It includes cognitive impairment as well as physical, sensory and psychosocial disability
<b>Inclusion/ inclusive</b>	enabling the involvement of people living with disability in everyday activities, the same as people without disabilities.
<b>Universal Design</b>	creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptations. Considerations include: equitable use; flexibility of use; simple and intuitive use; perceptible information; low physical effort and size and space for approach and use.