



TOWN OF GAWLER

Disability Access and Inclusion Action Plan





The Disability Access and Inclusion Action Plan aims to ensure that the Town of Gawler is a healthy, active, safe and engaged community and is a place that is accessible and inclusive to all.

It will assist community members living with disability to feel welcome and included, to have access to adequate services and supports, and to participate in everyday activities.

OVERVIEW

The Plan includes five priority areas, those being:

- Governance
- Corporate Services
- Engineering and Infrastructure
- Community and Culture
- Development and Environment

In recent times Council has implemented a range of projects that seek to address the daily challenges that people with disability face. Some of these initiatives include:

- Disability access and ramp improvement program.
- Disability Discrimination Act compliance in regard to development assessment and building.
- Automatic doors at the Gawler Sport and Community Centre.
- Changes to the Gawler Aquatic Centre change room facilities.
- Clonlea Park accessible toilet upgrade.
- Open space areas maintenance program.

This Plan will be implemented within existing budget allocations and grant funding opportunities.

This Plan will be implemented over a five year period within short, medium and long term timeframes:

Short term 1 Year
Medium term 2-3 Years
Long term 4-5 Years
Ongoing Duration of the Plan

Projects and initiatives of this Plan will be delivered within the indicated timeframes.

Deliverables have been prioritised based on practicality of delivery and resourcing.

GOVERNANCE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
The Disability Access and Inclusion Plan (DAIP) will be accessible to people with disability.	Hard copies of the DAIP will be available at key customer service points (in Arial font and set at the recommended minimum size of 12pt).	Short term	Manager Business Enterprises and Communications
	The DAIP will be available on the Town of Gawler website.	Short term	
Council decision making processes are available and accessible.	Council and Committee meetings will be clearly communicated.	Short term	Manager Finance and Corporate Services
	Encourage proposals from the community to be presented to Council regarding access and inclusion issues and concerns.	Short term	
	Spaces in which Council meetings are held will be accessible and encourage participation of people with disability.	Short term	
Council policies, procedures and guidelines will consider the needs of people with disability.	As Council policies and procedures are reviewed, the DAIP will be referred to as appropriate.	Ongoing	Manager Finance and Corporate Services
Provide opportunities for ongoing regional collaboration.	The Regional DAIP Project Team will oversee the implementation of the Regional Disability Access and Inclusion Plan and the Regional Actions as outlined in the DAIP.	Ongoing	Manager Library and Community Services
	The Regional DAIP Project Team will meet as required (annually, at a minimum) to investigate opportunities for regional collaboration and information sharing.	Ongoing	

CORPORATE SERVICES

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Provide an equal opportunity workplace.	Council recruitment and employment processes will be reviewed to eliminate all areas of possible discrimination.	Short term	Manager Finance and Corporate Services Manager Business Enterprises and Communications Manager Infrastructure and Engineering Services
	Council employment interview panels to be aware of DDA obligations.	Short term	
	Ensure that physical access and communication assistance is provided in interview processes as appropriate.	Short term	
	Advertise employment opportunities in inclusive formats and locations.	Short term	
	Advertisements for positions are Equal Employment Opportunity (EEO) compliant.	Short term	
	Investigate grant opportunities for inclusive employment.	Ongoing	
	Where practicable, ensure that worksites are accessible and usable for people with disability.	Ongoing	

CORPORATE SERVICES

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Provide appropriate training to staff, elected members and volunteers regarding effective communication and engagement with people with disability.	All frontline staff to be trained in disability awareness.	Ongoing	Manager Finance and Corporate Services
	All staff to progressively attend disability awareness sessions.	Ongoing	
	Ensure staff, elected members, and volunteers have an understanding of the DAIP and DDA obligations.	Short term	Manager Library and Community Services
	Raise awareness of the DAIP at all new staff member and volunteer inductions.	Short term	
Council published information will support and inform people with disability.	Review information and publication processes and formats to comply, where possible, with disability accessible standards.	Short term	Manager Business Enterprises and Communications
	Documents that comply with disability accessible standards will be readily available at Council facilities.	Short term	

CORPORATE SERVICES

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Council Information Technology is provided in accessible formats.	Council website meets the standards of the Australian Government Web Content Accessibility Guidelines for government websites.	Short term	Manager Business Enterprises and Communications
	Web-based information on disability access will be made available on the Council website.	Short term	
	Investigate voice activated technology for services.	Medium term	
	Investigate hearing loop technology for main Council customer service points.	Medium term	
	Ensure adaptive technology (for example, screen magnifiers, alternative keyboards) is accessible to all.	Medium term	

ENGINEERING AND INFRASTRUCTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Address disability access issues in relation to Council owned buildings, including community managed facilities.	Progressively undertake access audits of all buildings that are under Council responsibility.	Long term	Manager Infrastructure and Engineering Services
	Implement audit recommendations in accordance with relevant Australian standards such as Disability (Access to Premises – Buildings) Standards 2010 and DDA obligations.	Long term	
	Provide advice and support that assists in improving DDA compliance for groups renting or leasing Council property.	Medium term	
	Establish evacuation plans that consider people with disability and ensure relevant staff are aware of these procedures.	Medium term	
	Charge points for gophers will be included at Council sites.	Medium term	

ENGINEERING AND INFRASTRUCTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
All Council capital works projects will consider DDA compliance issues.	Project briefs to reference DDA compliance.	Short term	Manager Infrastructure and Engineering Services Manager Development, Environment and Regulatory Services
	New facilities and initiatives will incorporate access and inclusion needs and respond to legislative obligations of the DDA.	Ongoing	
	Conduct an access audit of footpaths, including ramps and refuge islands and crossings, and establish priorities for upgrading.	Ongoing	
	Progressive upgrade of existing footpaths and the installation of new footpaths to meet access guidelines where possible.	Long term	
	Develop a Tactile Ground Surface Indicators (TGSI) Policy outlining best use in the public realm.	Long term	
	Consider the installation of additional refuge islands or pedestrian crossings where possible.	Ongoing	
	Investigate areas where lighting can be improved to address access issues.	Ongoing	
Ensure ongoing future compliance by incorporating DDA in all future capital works performed by external contractors.	Review relevant Council contracts and work orders.	Ongoing	Manager Infrastructure and Engineering Services
	Project briefs and contracts to reflect compliance with DDA and relevant Australian standards.	Medium term	
	Tender documents to show compliance with DDA requirements.	Medium term	

ENGINEERING AND INFRASTRUCTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Improve access to public open spaces.	Conduct an access audit of public open spaces.	Long term	Manager Infrastructure and Engineering Services
	Identify a program of works required to improve access.	Long term	
	All new park facilities to provide adequate access.	Ongoing	
	Create continuous accessible paths of travel to key points such as barbeques, toilets, seating and play equipment.	Long term	Manager Development, Environment and Regulatory Services
	Improve disability signage throughout the Council area and at Council facilities.	Long term	
	Street furniture designed within disability access guidelines.	Ongoing	Manager Library and Community Services
	When replacing or upgrading play spaces consider the incorporation of accessible equipment and inclusive spaces (for example, accessible play items, sensory gardens).	Ongoing	

COMMUNITY AND CULTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Libraries will provide appropriate and accessible materials and adaptive technology.	Review provision and supply of accessible materials and adaptive technology.	Medium term	Manager Library and Community Services
	Invest in a range of alternative media, for example, large print books, Braille texts, talking texts, DVD books with subtitles and/or sign language, tactile picture books.	Ongoing	
	Invest in adaptive technology (for example, screen magnifiers, alternative keyboards) where appropriate.	Ongoing	
	Investigate funding opportunities for the provision of accessible materials and adaptive technology.	Ongoing	
Guidelines and protocols for community engagement will consider the needs of people with disability.	All Council meetings and community engagement will be held in places that are physically accessible to people with disability.	Ongoing	Manager Library and Community Services
	All community engagement will be offered through multiple methods, for example, written, electronic, face to face.	Ongoing	
	Community engagement documents will be available in alternative formats upon request.	Ongoing	

COMMUNITY AND CULTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Council events and programs to be inclusive.	Develop an access checklist to assist in planning events.	Short term	Manager Library and Community Services
	Promote Council facilitated community events as accessible.	Short term	
	Encourage the use of the Companion Card program at Council run events.	Ongoing	
Support the provision and improve awareness of accessible facilities, services and programs.	Develop an Access and Mobility Map for the Town of Gawler that includes disability toilet and change room locations.	Medium term	Manager Library and Community Services Manager Business Enterprises and Communications
	Promote accessibility (transport and parking options, access to venues, etc) when advertising events, public meetings, workshops or forums.	Ongoing	
	Promote accessible facilities that are currently available.	Short term	
	Promote disability events and programs that are implemented by other groups.	Ongoing	
	Partner with local clubs and groups to link people with disability to sporting, recreation and social opportunities.	Ongoing	

COMMUNITY AND CULTURE

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
Support and encourage positive community attitudes towards people with disability.	Actively promote the Disability Access and Inclusion Plan.	Short term	Manager Library and Community Services
	Support and promote events that showcase the contribution made by people with disability.	Ongoing	
	Investigate an awards initiative that recognises and celebrates the achievements and contributions made by local people with disability and those that support them.	Medium term	
	Promote initiatives such as International Day of People with Disability.	Ongoing	
	Promote inclusivity principles to community groups.	Ongoing	
Advocate with local service providers and state government agencies for the provision of adequate services and supports for people with disability.	Ensure people with disability can access information that assists them to connect to services and support within the community.	Ongoing	Manager Library and Community Services
	Advocate for improved local public transport options that respond to the needs of people with disability.	Ongoing	Manager Infrastructure and Engineering Services
	Advocate for sustainable housing choices for diverse community needs including people with disability.	Ongoing	

DEVELOPMENT AND ENVIRONMENT

ACTION	DELIVERABLE	TIMEFRAME	RESPONSIBILITY
DDA requirements will be integrated into the development approval process.	Ensure that any application for government, commercial and industrial buildings meets DDA requirements.	Ongoing	Manager Development, Environment and Regulatory Services
	Inform builders and developers of access obligations pursuant to the DDA and the National Construction Code (NCC).	Ongoing	
	Development Services staff will remain informed of changes to standards and legislation.	Ongoing	
Support local businesses to assist them in increasing access to their services.	Liaise with local businesses and provide guidelines encouraging DDA compliance.	Ongoing	Manager Development, Environment and Regulatory Services



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