

WATTLE RANGE COUNCIL

**DISABILITY ACCESS
& INCLUSION PLAN**

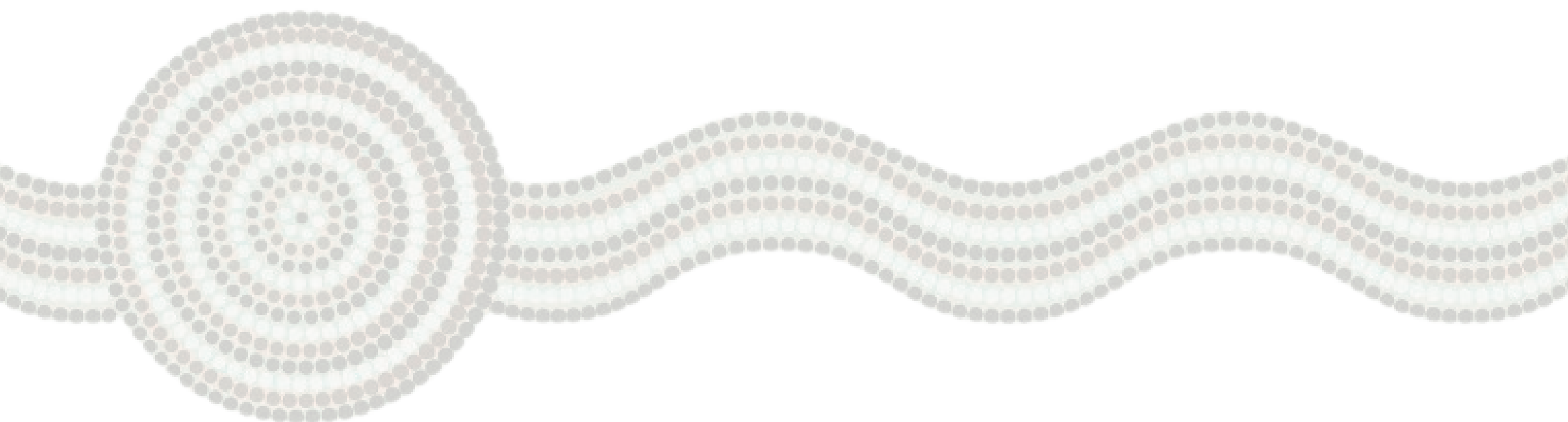
2025 - 2029



ACKNOWLEDGMENT OF COUNTRY

The Wattle Range Council area has a proud and rich Aboriginal history. The first people to inhabit the region were the Bunganditj people. The name Bunganditj is derived from Bung-an-diti “people of the reeds”. The Boandik and Pinechunga people are Bunganditj people who have lived in the region for at least 30,000 years.

The Wattle Range Council acknowledges and respects the Boandik and Pinechunga Peoples as the Traditional Custodians of our region and recognise the continuing connection to lands, waters and communities. We pay our respect to Elders past and present.



MESSAGE FROM OUR MAYOR



I am proud to present the Wattle Range Council's Disability Access and Inclusion Plan (DAIP) 2025-2029.

This Plan was co-designed in collaboration with the community thanks to the Wattle Range Council Disability Access and Inclusion Co-design Group. The Co-design Group offered valuable advice and guidance to Council throughout its development and consultation. Their involvement ensured diverse perspectives were included, and that the actions outlined in our DAIP will effectively support people with disabilities, their families and the wider community. A special thanks to Councillor Sharon Cox for representing the Elected Member body on the Co-design Group.

The aim of our DAIP is to improve equity of access and inclusion to all services, facilities, functions, events and information provided by our Council and to ensure people with disability can participate in all aspects of community life.

Our previous DAIP made a meaningful difference in the lives of people with disability, and I look forward to seeing the progress we make over the next four years.

Des Noll

Mayor, Wattle Range Council

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ABOUT US

The Wattle Range Council is located in the Limestone Coast Region of South Australia approximately 400 kilometres south-east of Adelaide and 500 kilometres west of Melbourne.

Wattle Range Council is made up of 13 communities across 3,924 square kilometres of land with an estimated resident population of 12,319 (source: ABS ERP 2024).

OUR VISION

Wattle Range Council’s vision is “a great place to live and work”. We believe our Disability Access and Inclusion Plan 2025-2029 (DAIP) will help bring this vision to life. A truly great place to live and work is one where all community members and visitors feel included and respected. Council achieves this by embedding disability access and inclusion into all aspects of what we do. Creating accessible events, information, public spaces, community programs, and services creates a stronger, more inclusive community.

The Wattle Range Council Strategic Plan 2023-2027 has four main themes that cover all aspects of Council’s business. Our DAIP actions complement our current Strategic Plan and will help inform the development of the next Strategic Plan, which will be updated during the life of this DAIP.

Councils Strategic Plan themes are:



Theme One
Community Vibrancy & Presentation
Objective: Generate and support community vibrancy through advocacy and maintenance of community services and enhanced public facilities.



Theme Two
Environmentally Sustainable
Objective: Protect the natural assets and infrastructure of the region by leveraging additional environmental programs that will protect the environment for future generations.



Theme Three
Infrastructure & Asset Sustainability
Objective: Provide functional, safe, fit for purpose assets that meet the changing needs of the community.



Theme Four
Organisational Excellence
Objective: A great place to work where innovation and efficiency is expected, and customers are our focus.

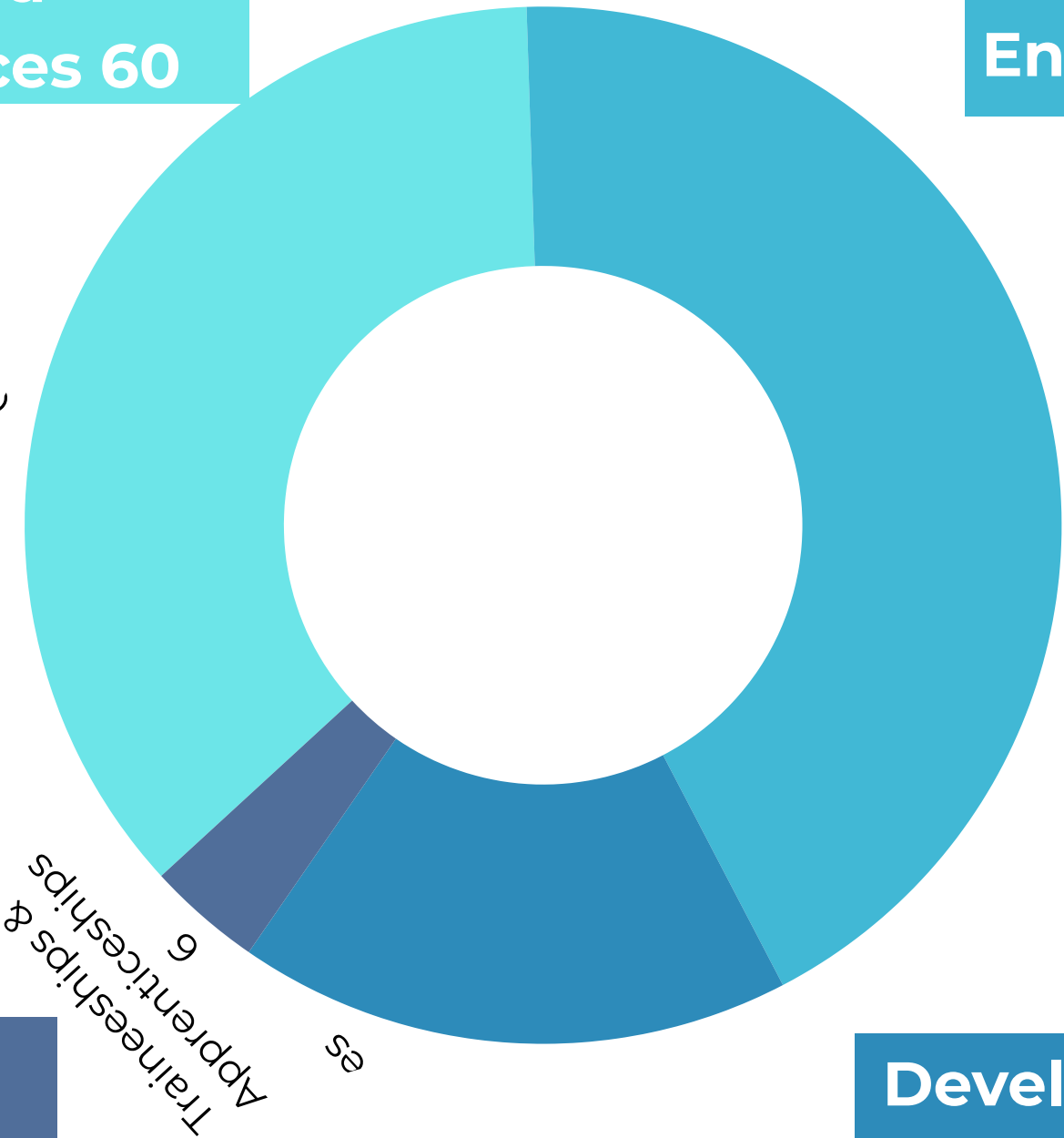
OUR WORKPLACE/STAFF

Executive and Corporate Services 60

- Governance
- Administration,
- Communications
- Records
- Finance
- Information
- Communication
- Technology
- HR, Risk & WHS
- Early Learning Centre

Engineering Services 84

- Parks & Gardens
- Assets & Infrastructure
- Environmental
- Sustainability
- Waste Management



Traineeships and Apprenticeships 6

- Parks & Gardens Trainees
- Mechanical Apprentice
- Administration Trainee

Development Services 38

- Development Health & Compliance
- Economic Development
- Tourism & Events
- Libraries & Cultural Services
- Community Development
- Caravan Parks



47%
Female

41.1
Average age
females



182
Total staff
(apprentices/trainees)

155
FTE

45.9
Average age
of employees



53%
Male

49.3
Average age
males

STRATEGIC CONTEXT

The Wattle Range Council Disability Access and Inclusion Plan 2025-2029 operates at a community level, beneath an extensive framework of State, National and International laws, conventions, regulations and reviews.



Info-graphic from the State Disability Inclusion Plan 2025-2029, representing the relationship between international, national and state disability legislation and policy instruments

International

- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

National

- Australia's Disability Strategy 2021–2031
- National Autism Strategy 2025–2031
- Disability Royal Commission (DRC)
- National Disability Insurance Scheme (NDIS)
- NDIS Review
- Disability Discrimination Act 1992

State

- Disability Inclusion Act 2018 (SA)
- State Disability Inclusion Plan 2025–2029

Local Government

- Wattle Range Council Disability Access and Inclusion Plan 2025–2029



Council staff showcasing adaptive technology purchased for the Millicent Library at ROAR, a Mount Gambier-based Disability Expo.

Past Achievements

Council's inaugural DAIP resulted in many achievements and improved disability access and inclusion outcomes. Some examples of key achievements are:

- Installation of automatic doors at the Penola Visitor Information Centre
- Rebranding of Council's library program "Tech Savvy Seniors" to "IT 4 U" making the program inclusive to everyone including community members with disability.
- Special computers and a television to use for Virtual Reality for people with disability and their carers was purchased, as well as adaptable straps for the VR Goggles.
- Establishment of an Accessible Events Kit, including wheelchair mats, temporary disability parking bollards, directional signage, designated seating for people with a disability
- Amendment of Council's Community Grants, Scholarship & Sponsorship Guidelines to include considerations of accommodating people with disability in the selection criteria for events support
- Review of all accessible carparks across the Council area
- The running of the first Local Government Young Leaders Program, targeted at emerging leaders living with a disability
- To celebrate International Day of Persons with Disability, Council funded an All-abilities Christmas party with live karaoke, gift swap and nibbles provided
- Introduction of adaptive technology for the Millicent Library enabling people with disabilities to access library resources including large print books, C Pens to assist with Dyslexia, VR Goggle programs and Specific applications for public computers
- Facilitating of a Local Government Young Leaders program, targeted at emerging leaders with disability.
- Ensuring Council's Youth Advisory Council includes members with disability.

DISABILITY ACCESS AND INCLUSION PLAN DEVELOPMENT

Co-design and Consultation

Wattle Range Council wanted to ensure that this DAIP genuinely reflects the needs and experiences of our community members and sets goals and targets that could be achieved and celebrated. To create a relevant and achievable DAIP, Council commenced a best-practice co-design methodology in May 2025, calling for expressions of interest from community members with disability, their families or representatives from organisations supporting people with disability, to join the Wattle Range Council Disability Access and Inclusion Co-design Group and be involved in designing the plan.

The Wattle Range Council Disability Access and Inclusion Co-design Group consisted of ten members:

Community Members	Aisha Jim Oliver Raekhel / Patrick Sonya (First names only printed at the request of the members)
Elected Member Representative	Cr Sharon Cox
Council Staff	Emma Clay Margo Phillips Pradeep Udagedara
Disability Representative Organisation	Tessa Deak / Elizabeth Farrant (JFA Purple Orange)

The Co-design Group met six times over five months and was facilitated by consultants from a disability representative organisation, Purple Orange. The co-design process ensured people with disability and relevant stakeholders were engaged as the experts and were involved in the planning and design of this DAIP. The Working Group will also be a key element of its implementation.

The Co-design Group meetings and activities covered the following topics and tasks:

- Overview of government and various levels and types of responsibility
- What is a Disability Access and Inclusion Plan?
- Journey to date – analysing Council's previous DAIP, previous consultation workshops and the development of the State Disability and Inclusion Plan
- Running a preliminary consultation process to help guide the direction of the Working Group
- Reviewing consultation data and previous feedback received from 2023 forums, online engagement and Council's service request and complaints processes
- Drafting, creating and prioritising SMART goals and actions
- Reviewing the draft DAIP
- Planning for formal public consultation of this DAIP
- Assisting in obtaining feedback on the draft DAIP from relevant community members, groups and organisations
- Reviewing further public consultation / Engage page feedback received
- Finalising the final version of the DAIP
- Planning to remain involved in the implementation of the DAIP.

The Co-design Group provided valuable insight into the various methods and formats that the DAIP information should be shared to achieve inclusivity. This resulted in the development of an Easy Read version, paper surveys and collection boxes being deployed to central locations across Council's 13 communities, targeted requests for feedback and Council's usual online platform and acceptance of letters.

The DAIP Co-design Group also attended stalls at the Millicent Show on 08 November 2025 and the Ageing Well Expo on 12 November 2025 to promote the draft DAIP and encourage community feedback.

Co-Design Group members Raekhel and Jim at the Ageing Well Expo



The community were invited to have their say on the draft DAIP during community consultation which opened on 23 October 2025 and closed on 17 November 2025. In response to the feedback received from the community, the Co-design Group, staff and Elected Members, additional actions have been included to the Plan. These additional actions are as follows:

Domain 1: Inclusive environments and communities

Universal Design

Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments

Action 1.12: Plan and design a sensory garden in one of Council's existing parks, which may include growing scented plants, musical play equipment and wind chimes.

Action 1.13: When Council's Asset Management Plans fall due for review, Council's Co-design Group will be consulted as a key stakeholder and any asset condition assessments will be undertaken with consideration of accessibility for people with disability.

Action 1.14: Council to advocate to the Department for Infrastructure and Transport (DIT) for a reduced speed limit (to 40km/hr) on George Street in Millicent and for the crosswalk traffic lights timer for pedestrian crossing (green person) to be made longer.

Domain 3: Personal and community support

People with disability can easily access community supports and services

Action 3.2: Council shall advocate for transport options for people experiencing vulnerabilities, disabilities and health issues and help educate the community for services that are available.

Domain 5: Safety, rights and justice

Responding to emergencies

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

Action 5.3: Council staff undertake training in person-centred emergency preparedness (P-CEP).

DAIP ACTIONS TABLE

Domain 1: Inclusive environments and communities

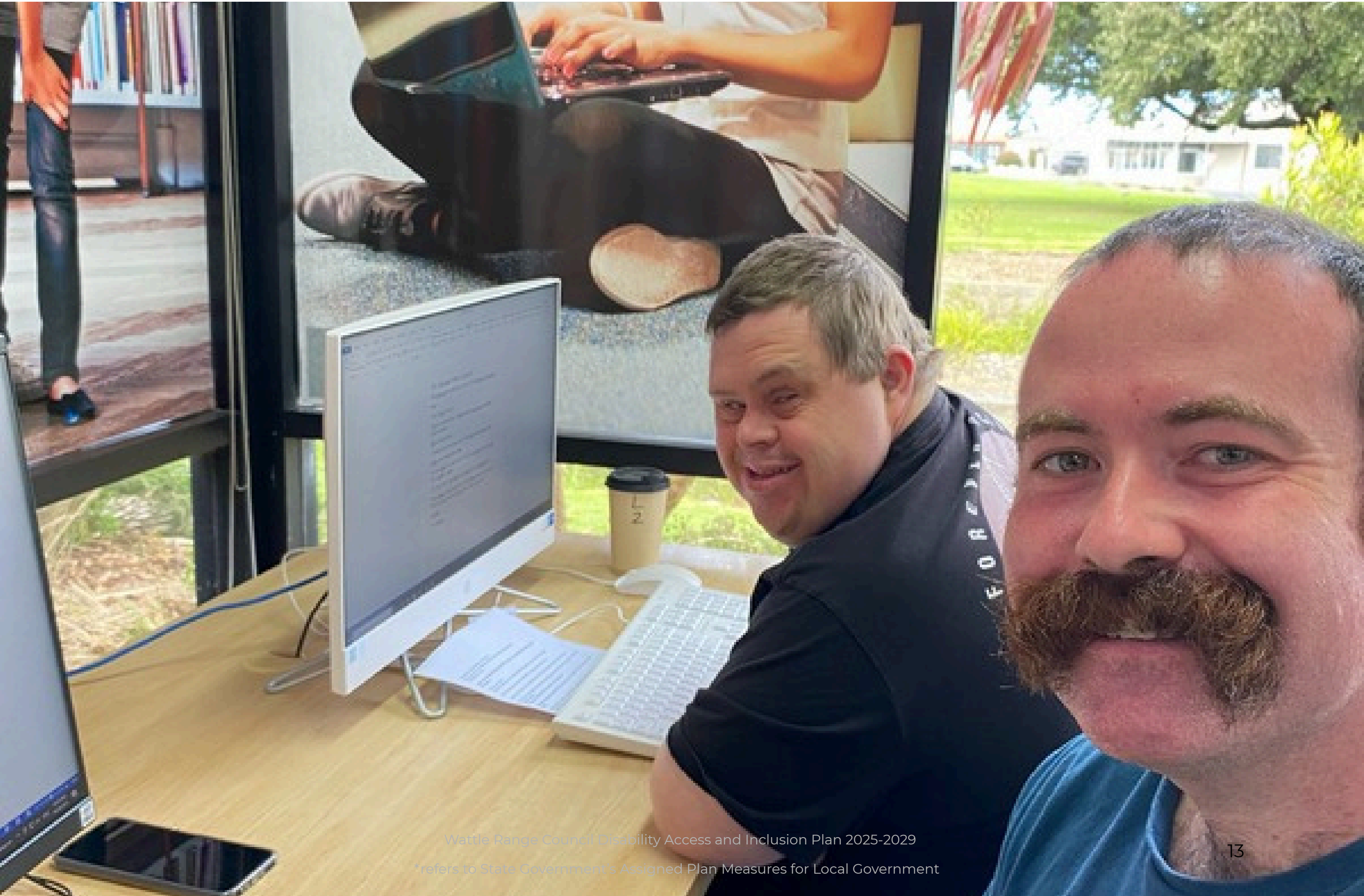
Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

No.	Action	Timeframe	Measure
1.1	Council to review 'Event Toolkit' to co-design additional resources including capturing neurodiversity with a sensory kit, information about MLAK system and considering improved transportation of the toolkit.	During 2026	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit
1.2	Council to share information on resources for inclusion, including the 'Event Toolkit', in multiple communication channels such as the council's welcome pack, local radio, information to local community, sporting groups and Engage Wattle Range.	During 2027	
1.3	Council to update the event grant funding and/or special events permit process to ensure applicants receive an overview of the 'Event Toolkit' resources. Including the instructions of how to use them, with all events applying for event grant funding and/or special events permit required to consider using the toolkit.	From 2026 onwards	
1.4	Council to arrange one accessible events training offerings for community and local sporting groups.	Throughout the life of the plan	
1.5	Council to collaborate with groups to support at least two disability specific events per year such as International Day of People with Disability and school holiday activities that are co-designed with youth with a disability.	Throughout the life of the plan	
1.6	Collaborate with local groups to maximise the inclusivity and accessibility of a broad range of community events (such as youth week) that are in the yearly event calendar.	Throughout the life of the plan	

No.	Action	Timeframe	Measure
1.7	Council to arrange two free disability inclusion training opportunities for community, local sporting clubs and Council general inspectors.	Throughout the life of the plan	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. (1.2.1*)
1.8	Council to host a stall at major community events such as local Agricultural Shows to showcase council inclusive resources such as the 'Event Toolkit' information on relevant campaigns such as the Sunflower Project, consultation opportunities, DAIP updates.	Throughout the life of the plan	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.
1.9	Elected Members and council staff of all levels will undertake First Nations and a multicultural awareness training.	By the end of 2026	The number of actions embedded in our DAIP working towards Closing the Gap targets (1.2.3*).

Millicent Library IT4U Program participants



Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	Timeframe	Measure
1.10	Three disability access checks and/or audits of council facilities to be completed (inclusive of halls, cemeteries, libraries, information centres), resulting in business cases taken to council for budgeting of the following year and/or asset management plans being updated to account for required upgrades.	Throughout the life of the plan	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, signage and widening doors, and the total number of new developments that incorporate Universal Design (1.3.2*).
1.11	Three disability access checks and/or audits of council owned parks to be completed (for example; Jubilee Park, Centennial Park, War Memorial Park) , resulting in business cases taken to council for budgeting for the following year and/or asset management plans being updated to account for required upgrades.	Throughout the life of the plan	The number of parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility (1.3.3*).
1.12	Plan and design a sensory garden in one of Council's existing parks, which may include growing scented plants, musical play equipment and wind chimes.	Prior to the end of the Plan	Development of a Sensory Garden plan, co-designed with the community.
1.13	When Council's Asset Management Plans fall due for review, Council's Co-design Group will be consulted as a key stakeholder and any asset condition assessments will be undertaken with consideration of accessibility for people with disability.	By 2028	Council's reviewed Asset Management Plans include actions that improve accessibility.
1.14	Council to advocate to the Department for Infrastructure and Transport (DIT) for a reduced speed limit (to 40km/hr) on George Street in Millicent and for the crosswalk traffic lights timer for pedestrian crossing (green person) to be made longer.	Throughout the life of the plan	Number of times Council communicates with DIT about the speed limit and intersection crossing issue

Accessible facilities

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

No.	Action	Timeframe	Measure
1.15	Council to design, with community input, and co-fund a Changing Place facility at a community hub (including consideration of tactile signage within the bathroom).	By the end of 2028	The number of public toilet facilities across South Australia that meet accessibility standards and/or a designated Changing Places facility (1.4.1*).
1.16	Council to provide at least one sanitary disposal bin in all public toilets regardless of gender.	By the end of 2027	

Communications and information

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

No.	Action	Timeframe	Measure
1.17	Engage with an external provider to translate an annual report summary into Easy English and/or Easy Read.	By 2027	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 (1.5.1*).
1.18	A Council staff member to train in Easy English and/or Easy Read to translate key Council documents.	By 2028	
1.19	Council to review its website to see if it meets WCAG 2.2 level AA accessibility standard, to improve the website as identified by the review and for staff to undertake training with the team to understand meeting this standard and keep the website up to date.	By 2027	
1.20	Council to develop an AAC option at key council buildings (such as Wattle Range Council Service Centre, Southern Ocean Tourist Park) including emergency procedure information.	In 2027	The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential (1.5.2*).
1.21	Council to promote the availability of and instructions on how to use existing internal accessible infrastructure (such as hearing loops, live-streaming and captions), with procedures created on how to utilise them, and training given to staff to ensure consistent understanding.	In 2027	

Collaboration, consultation and innovation

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

No.	Action	Timeframe	Measure
1.22	When the community engagement policy falls due, the Access and Inclusion Co-design Group to provide input into the improvements, potentially also engaging with a Disability Representative Organisation for input	Within the life of the plan	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (1.7.1*).
1.23	Council will have key contacts within local ACCO's and/or Aboriginal Health Services who are invited to attend consultations, co-designs, and working groups identified as relevant.	By 2028	
1.24	Continue the operation of the Disability Access and Inclusion Co-Design Group who will meet once per quarter for the life of the plan. The Co-Design Group will provide feedback to the council on DAIP actions and activities and take part in events and resource development where they choose.	Throughout the life of the plan	The number of people with disability (including parents and carers) serving on committees and working groups (1.7.2*).

Wattle Range Council Disability Access and Inclusion Co-Design Group meeting



Domain 2: Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Targeted transitional supports

Outcome: People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed.

No.	Action	Timeframe	Measure
2.1	Council will achieve greater recruitment and retention of volunteers by implementing changes in internal processes to Council volunteers (as referred to in priority domain 1, priority 7, and domain 2, priorities 4 & 5*).	During 2027	The number of initiatives taken to encourage people with disability to volunteer (2.3.5*).
2.2	Council to create a community wide survey which enquires into the experience of volunteering including barriers, demographics, gaps in support or opportunities.	During 2028	

Access to employment opportunities

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

No.	Action	Timeframe	Measure
2.3	Council to organise HR and Managers to undertake Inclusive Recruitment Training and Business Mentoring to learn about inclusive and accessible recruitment policies and practices with JFA Purple Orange. Action list and timeline created through Business Mentoring to identify opportunities for change and improvement within councils recruitment and on-boarding processes and procedures.	During 2025 and 2026	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives (2.4.3*).
2.4	Council working with businesses and Disability Representative Organisations such as JFA Purple Orange, to encourage ongoing participation in the local employer's disability inclusion Community of Practice.	Throughout the life of the plan	

Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	Timeframe	Measure
2.5	Implement ongoing changes each year from the action list developed as a result of the business mentoring and Inclusive Recruitment Training. Actions may include reviewing accessibility and processes for mentorships, learning & development, and developing understanding and utilisation of existing external resources such as Disability Employment Services/Inclusive Employment Australia, Employee Assistance Fund and the like.	Throughout the life of the plan	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 (2.5.1*).

Data and Reporting

Outcome: People with disability benefit from State authorities working to improve disability data at both state and national levels.

No.	Action	Timeframe	Measure
2.6	Investigate Council's ability to collect data on disability and access need information in its internal and external software programs including Engage platform to target opportunities/engagement initiatives to relevant people.	During 2028	Proportion of State Government agencies enhancing their data collection and reporting systems (2.6.2*).
2.7	During the Community Engagement Policy review, ensure that there is an internal process for communicating the actions taken after public consultation to close the loop for those community members involved.	Within the life of the plan	
2.8	Research into Pavley and other accessibility information applications to understand value to local community.	By end of plan	

Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	Timeframe	Measure
3.1	The Disability Access and Inclusion Co-design Group to review the Councils “Welcome Packs” for improved accessibility such as visually accessible versions, printed resources, what other information should be included such as events kit, health services, MLAK system, Patients Assistance Transport Scheme, local community groups, etc. Also identify who should receive a copy of the Welcome Pack in the Council area.	During 2027	The number of 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 (3.1.1*).
3.2	Council shall advocate for transport options for people experiencing vulnerabilities, disabilities and health issues and help educate the community for services that are available.	Throughout the life of the plan	The number of times Council advocates for improved transport in the region and information about current services is readily available and promoted by Council.

Information sharing

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

No.	Action	Timeframe	Measure
3.3	Key Council staff to attend employers Community of Practice, Limestone Coast Roundtable and Millicent Social Issues Group to share and learn from others about the implementation of these DAIP activities.	Throughout the life of the plan	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP (3.3.1*).
3.4	Key council staff working on the Limestone Coast Regional Public Health and Wellbeing Plan to also address actions in this DAIP.	In 2026	

Programs

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

No.	Action	Timeframe	Measure
3.5	Council to review and update Community Grants, Scholarship and Sponsorship Programs Guideline with the following: • Change Youth Leadership Development Program to include people with disability (such as “new leaders”, opening the pool of applicants from youth to youth and people with disability) • Change Public Art on Private Assets criteria to include special consideration of artists with a disability or accessibility/inclusion in funded projects • Review guidelines of all Council grants to ensure access and inclusion is considered when funding projects.	In 2027	The number of grants and funding amount distributed to enhance disability inclusion (3.5.1*).

International Day of People with Disability - All-abilities Christmas Party Celebration



Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Inclusive infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

No.	Action	Timeframe	Measure
4.1	Ongoing support from Council for activities which support/encourage the availability of medical services such as accommodation for medical students and subsidised lease agreement with medical practitioners using Council property.	Throughout the life of the plan	Number of initiatives that Council implements to improve medical services in its region.

Items from the Disability Events Kit available for hire and the Beach Access Wheelchair showcased at ROAR a Mount Gambier-based disability expo



Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Responding to emergencies

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

No.	Action	Timeframe	Measure
5.1	The Disability Access and Inclusion Co-design Group attend an evacuation drill of the new Council premise to check disability accessibility and identify areas for improvements, with identified improvements to be made over 12 months.	In 2026	Total number of emergency-response resources and systems developed for people with disability (5.2.1*).
5.2	Southern Ocean Tourist Park evacuation plan be reviewed by the Disability Access and Inclusion Co-design Group to improve disability inclusion.	In 2026	
5.3	Council staff undertake training in person-centred emergency preparedness (P-CEP)	2026	At least two Council staff members are trained in P-CEP and provide recommendations to wider-Council operations on improvements.

Gold Medal Paralympian, Jed Altschwager OAM who was a Wattle Range Council Empowering Able Young Leaders program mentor with participant Amechai. The program provides young people with disability skills to enable them to become stronger and more confident community leaders



DAIP IMPLEMENTATION

Who is responsible for delivering actions?

Upon the endorsement of this DAIP by Wattle Range Council, the staff of Council are responsible for the implementation and administration of the Plan. This plan touches all operational areas of Council, and ultimately the intention of the plan is for all functions of Council to operate with disability access and inclusion embedded in day-to-day operations. However, the Council's Development Services Directorate is responsible for the oversight and implementation of the actions specific to this DAIP (subject to ongoing support and resourcing of Council).

How will the plan be shared with staff, stakeholders, and the community?

Once the final version of the DAIP is endorsed, all Council staff will be notified, and the plan will be available on the Council website and Inclusive SA website.

Additionally, any person or organisation who contributed or provided feedback as part of the DAIP's development will be contacted directly, thanking them for their involvement and providing them with a link to the final version of the plan.

How will people with disability be involved?

The Disability Access and Inclusion Co-design Group have committed to ongoing quarterly meetings throughout the life of the plan to assist with monitoring the performance of the plan and supporting the actions within the plan. The ongoing involvement of the group will assist greatly with evaluating the effectiveness of the actions completed.

How will progress be monitored and reported?

Once per annum Council will formally report on the DAIP's progress. The progress report will be provided to the State Government as per legislated requirements.

How will the DAIP be promoted to raise awareness and support?

All actions completed will be celebrated in various ways, such as social media posts, media releases, newsletter articles. The source of the actions (this DAIP) will be included in all celebratory promotions.

GLOSSARY AND DEFINITIONS

AAC (Augmentative and Alternative Communication) Tools, systems, and strategies that support or replace spoken communication for people who have difficulty speaking. Examples include picture boards, speech-generating devices, and communication apps.

ACCO (Aboriginal Community Controlled Organisation) A not-for-profit, community-based organisation that is controlled and operated by Aboriginal people to deliver services to their community.

Accessibility The extent to which products, services, environments, information, or experiences are designed so that people of all abilities can use and benefit from them.

Accessible Events Kit A resource provided by Council that includes items such as wheelchair mats, signage, and disability parking bollards to help community groups and event organisers make events more inclusive and accessible.

Auslan (Australian Sign Language) The visual language of the Australian Deaf community, using hand shapes, facial expressions, and body language.

Changing Places Facility An accessible public toilet facility designed to meet the needs of people with severe or profound disability, including an adult-sized change table, hoist, and extra space.

Co-design A collaborative planning and problem-solving approach where people with lived experience, stakeholders, and organisations work together as equal partners to design services, plans, or systems.

Council's Strategic Plan The guiding document that outlines Wattle Range Council's goals, priorities, and actions across a four-year period.

DAIP (Disability Access and Inclusion Plan) A plan required under the Disability Inclusion Act 2018 (SA) that outlines how organisations will improve access and inclusion for people with disability.

Disability Inclusion Act 2018 (SA) South Australian legislation requiring State and Local Government authorities to develop and implement Disability Access and Inclusion Plans (DAIPs).

Disability Representative Organisation (DRO) An organisation led by and representing people with disability, which provides expertise, advocacy, and advice on disability inclusion. Example: JFA Purple Orange.

DRC (Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability) An Australian national inquiry (2019–2023) that investigated how people with disability are treated across services and systems, and made recommendations for change.

Easy English / Easy Read Formats that present written information in simple words, supported by images and clear layout, to make content easier to understand for people with low literacy or cognitive disability.

Engage Wattle Range Council's online engagement platform where the community can access information, provide feedback, and participate in consultation activities.

Equity Ensuring that everyone has fair access to opportunities, resources, and services, recognising that some people may need additional support to achieve the same outcome.

Inclusion Creating an environment where all people, regardless of ability or background, are respected, valued, and able to fully participate in community life.

International Day of People with Disabilities (IDPwD) A United Nations–sanctioned day held annually on 3 December to promote understanding, awareness, and support for the rights and wellbeing of people with disability.

JFA Purple Orange A South Australian Disability Representative Organisation that works with people living with disability to promote inclusion, leadership, and policy development.

Lived Experience Knowledge and insights gained by people through directly experiencing disability, rather than through study or observation.

MLAK (Master Locksmiths Access Key) System A national system that allows people with disability to access locked accessible public facilities, such as toilets, using a universal key.

NDIS (National Disability Insurance Scheme) A national program that provides funding and supports to eligible Australians with permanent and significant disability.

NDIS Review A review commissioned by the Australian Government (completed in 2023) that examined the effectiveness of the NDIS and recommended improvements.

Neurodiversity The concept that neurological differences (such as autism, ADHD, dyslexia) are natural variations of the human brain and should be recognised, respected, and accommodated.

Pavely An accessibility-focused app that allows users to find, rate, and review public venues based on their level of accessibility and inclusion for people with disability.

SMART Goals An approach to goal setting where goals are Specific, Measurable, Achievable, Relevant, and Time-bound.

State Disability Inclusion Plan A four-year plan developed by the South Australian Government to improve access and inclusion for people with disability, which guides the development of local DAIPs.

Sunflower Project A global initiative using a sunflower symbol (on lanyards, signage, etc.) to discreetly indicate that a person has a hidden disability and may need understanding, support, or additional time.

Universal Design The design of products, environments, and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialised design.

WCAG (Web Content Accessibility Guidelines) An international standard for making web content more accessible, especially for people with disability. Level AA is the recommended minimum for public websites.

Contact Details

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This Disability Access and Inclusion Plan (DAIP) is available on the Wattle Range Council website.

If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version), please contact 08 8733 0900 or email council@wattlerange.sa.gov.au.