

city of
Victor Harbor



DISABILITY ACCESS AND INCLUSION PLAN

2020–2024

ADOPTED 26 OCTOBER 2020



ACKNOWLEDGEMENT OF COUNTRY

The City of Victor Harbor acknowledges the traditional custodians of our beautiful land and surrounding waters, the Ramindjeri and Ngarrindjeri people, and pay our respects to elders both past and present.



CONTENTS

Introduction from the CEO	4
About the City of Victor Harbor	5
Purpose of the Plan	6
Strategic Context	6
Our Organisation.....	7
Actions	7
1: Inclusive Communities for All	8
2: Leadership and Collaboration	9
3: Accessible Communities	10
4: Learning and Employment	11
Consultation.....	12
Implementation Process.....	12
Links and References	13

CONTACT DETAILS

Got a question about the preparation of the Disability Access and Inclusion Plan?

Contact the Council by emailing localgov@victor.sa.gov.au or call us on (08) 85510500.

This Disability Access and Inclusion Plan (DAIP) is available on the **City of Victor Harbor** website www.victor.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 **Council by any of the above methods or visit us at the Civic Centre 1 Bay Road Victor Harbor.**

INTRODUCTION

Access for all is a common theme throughout the City of Victor Harbor's Community Plan 2030. This is in terms of access to beaches, better footpaths and connections, access to public spaces and services.

The City of Victor Harbor recognises the importance of an inclusive community, a community that not only accepts but embraces diversity.

This Disability Access and Inclusion Plan has been developed based on feedback from community and with advice from the Disability Access and Inclusion Advisory Committee. This plan will support the City of Victor Harbor to understand and take into consideration the needs of people living with a disability.

The plan is based on the notion and understanding of the national approach to disability, that of a social model of disability. A model that understands that an individual's impairment to barriers within the environment can restrict some people's ability to participate fully in the community. Barriers may exist within structures and communication methods, however they can also be part of policies and attitudes.

The City of Victor Harbor, where possible, will incorporate universal design and social inclusion principles for its residents and visitors to our beautiful city. Access and equity forms part of all of our decision making and planning processes. The Disability Access and Inclusion Plan will set the Council's commitment to doing what it can to ensure access and equity for all and ensuring that Victor Harbor is a welcoming place.



ABOUT THE CITY OF VICTOR HARBOR

The coastal regional city of Victor Harbor is located on South Australia's Fleurieu Peninsula, about 80kms south of the Adelaide CBD. It is the largest population centre of the Southern Fleurieu region and considered to be a regional hub. Victor Harbor has long been a favoured holiday destination, attracting 1.2 million visitors annually.

Victor Harbor and its surrounds is a growing community, the population of the city is 15,465 with forecasts suggesting this will reach 17,900 by 2030.

Victor Harbor's population and economy is impacted by seasonality. In the summer months, Victor Harbor's population doubles, jumping to approximately 30,000.

Whilst Victor Harbor has one of the oldest populations in the country, there are four schools, including two that house disability units, and a growing number of young people and families moving to the region. This highlights the importance of planning for facilities that suit both younger and older people.

The Australian Bureau of Statistics reports that 8.2% of the population of Victor Harbor identify as having some form of disability. In this community there are a number of residents with challenges related to their lived experience of disability. This includes accessing their community, local venues, events and programs and having adequate access to communication and information.

There is a diversity of disability experience including but not limited to; people with intellectual and/or psychiatric disorders, people on the autism spectrum, people with mobility and physical access issues, people with sensory disability and people who live, care and support people with disability.





PURPOSE OF THE PLAN

One of the responsibilities of local government is to ensure that all members of our community have the right to be included, participate, have access to services and products and are able to be included in decision making. This is regardless of ability. The purpose of this plan is to provide an integrated, whole of Council approach to strengthen inclusion and access for all.

The plan provides a guide to how we will act to support and promote access and inclusion for members of our community and for those visiting our beautiful city.

STRATEGIC CONTEXT

Underpinning the City of Victor Harbor's Disability Access and Inclusion Plan is the Disability Inclusion Act 2018 (SA). Through the Inclusive SA State Disability Inclusion Plan 2019 – 2023, the South Australian Government recognises that a stronger commitment to access and inclusion for all is required. Inclusive SA sets out specific actions for local councils to achieve that address access and inclusion for all South Australians living with disability, including those people who are not National Disability Insurance Scheme (NDIS) participants.

This plan will align with the principles detailed in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). These principles include:

- Equality of Opportunity
- Accessibility
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity.

The **City of Victor Harbor Community Plan 2030** provides strategic direction for the Council's future planning and decision making. It centres around six aspirations that describe what we want Victor Harbor to be like in the future.

The Disability Access and Inclusion Plan links directly to the following aspirations, strategies and priorities from the City of Victor Harbor Community Plan 2030:

Aspiration 1: We are a caring, connected and active community

- *Strategy:* Encourage initiatives that facilitate social interaction and connection with the community
- *Priority:* Develop a Disability Access and Inclusion Plan in accordance with requirements of Disability Access and Inclusion Act 2018 (SA) and implement key recommendations.

Aspiration 5: We have services and infrastructure that meet our community's needs

- *Strategy:* Facilitate access to health, education and community services
- *Priority:* Monitor the health and well-being of the community to support service planning, development and advocacy
- *Priority:* Create and maintain safe road and footpath networks

OUR ORGANISATION

The City of Victor Harbor employs just over 136 staff equalling 104.49 full time equivalents, and has around 450 volunteers. A very small percentage of staff identify as having a disability. Whilst a number of initiatives are in place to support individuals, there are currently no recognised formal processes for providing this support. This has been identified as an opportunity for improvement and this plan contains actions that support the development of a socially inclusive model for encouraging people with disability to work or volunteer at the City of Victor Harbor.

ACTIONS

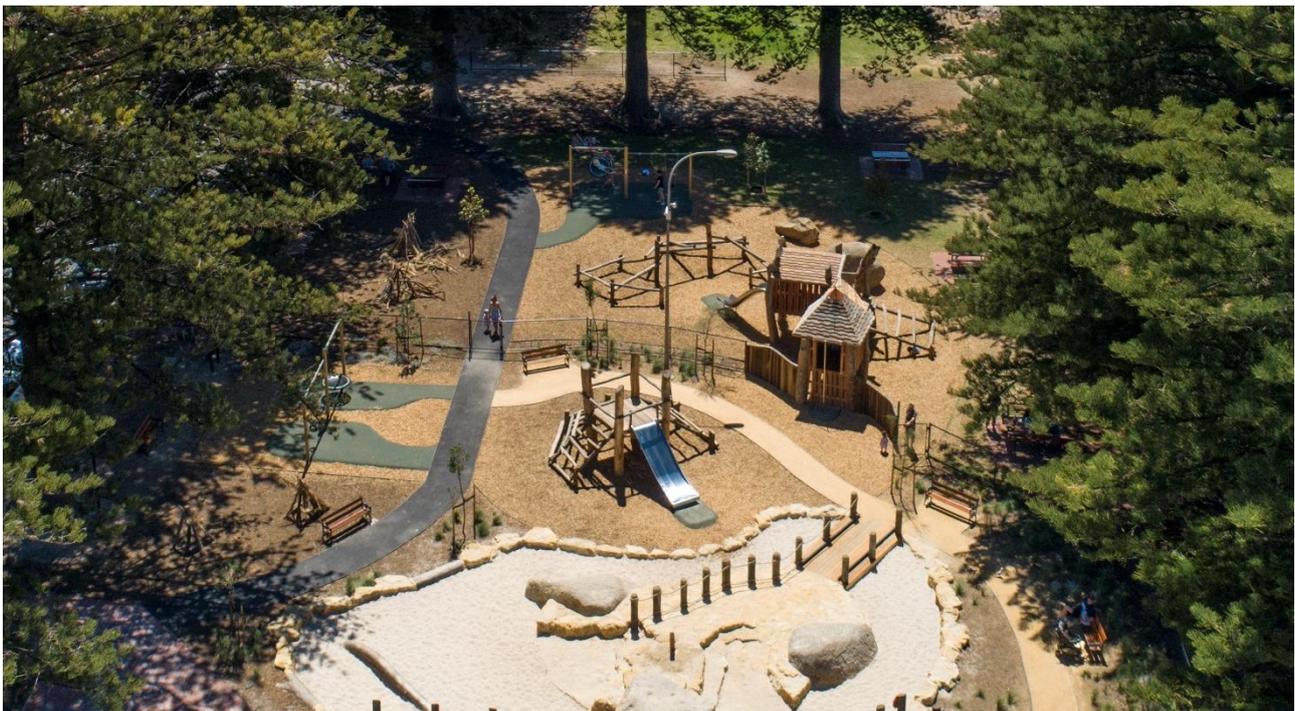
The **City of Victor Harbor** Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019–2023.

These themes include:

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment

The themes, along with related priority areas and actions, are outlined on the following pages.

Alongside this document will be an annual Action Plan that documents timeframes, responsibilities and evaluation progress. Progress towards achievement of these actions will be reported to Council annually.



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 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.

What our Community Said:

Council listens and is a welcoming organisation. Reception staff are friendly, approachable and helpful. We feel that there is a warm friendly culture and we have access to provide input to Council decision making. Support groups, the Disability Access and Inclusion Committee and the Youth Advisory Committee were all mentioned as important for inclusion.

Community thought we could improve the number of sporting, cultural and recreational activities that offer opportunities for participation by people with disability. Consideration could be given to improving access and information in relation to Council-managed/promoted events. Improvements to library services were also recommended, with suggestion for more large print books and low sensory sessions for those with autism. A variety of information sources was also preferred as some people have limited access to digital mediums and prefer hard copies.

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Strategy	State Plan Priority #	Measurable Target
1.1 Ensure event toolkits and planning documents promote accessible and inclusive practices	P1	Document compliance
1.2 Explore options that provide information on businesses services and facilities that are accessible and inclusive	P1	Number of businesses, services and facilities
1.3 Explore opportunities to increase involvement of children and young people with disability in sports and cultural events	P1	Star Club data
1.4 Collaborate with relevant organisations to run disability access and inclusion awareness training	P2	Number of sessions and number of participants
1.5 Encourage and promote partnerships with businesses and organisations to improve access and inclusion	P2	Successful development of partnerships
1.6 Promote awareness and understanding through displays and information in Council foyers, the library and other council and community facilities.	P2	Number of Promotions
1.7. Ensure the induction of new employees and volunteers includes information that promotes access and inclusion for all	P3	Procedural Compliance

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.

What our Community Said:

Council has been very responsive to issues when they are raised and there is appreciation for the introduction of a formal committee that gives a voice to people with disability and those with lived experience of disability.

Council could improve communication by looking at it through the lens of disability and provide a range of information methods. Information that is provided in New Resident packs should be inclusive and state that it offers opportunities for all.

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Action	State Plan Priority #	Measurable Target
2.1 Support young people living with a disability to actively participate	P4	Participant numbers in council activities
2.2 Maintain diverse community representation on the Disability Access and Inclusion Advisory Committee	P4	Evaluation of Committee Members
2.3 Develop a communications strategy that promotes state and federal initiatives that support people with a disability to be involved at a decision making level, through boards and committees	P5	Participant Numbers
2.4 Utilise the Inclusive SA toolkit for consultation and engagement with people living with a disability when developing policies and programs	P6	Consultation compliance

3: ACCESSIBLE COMMUNITIES

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

What our Community Said:

Many people were impressed with the Main Street upgrades and also thought that most buildings and footpaths were accessible. They appreciated the thought that has been put into new projects and that there were plans to continue to improve footpaths.

Community thought we could improve fencing of playgrounds, parking near the dog park, good access to public toilets, and adult sized change facilities. With the purchase of the Victa Cinema by Council, suggestions were made about improving these facilities for access and hearing. A suggestion was made for Councillors to drive or walk around the Victor with someone who relies on a wheelchair to gain firsthand knowledge of some of the challenges.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Action	State Plan Priority #	Measurable Target
3.1 Incorporate Universal Design principles in criteria for all new and existing building and public projects and planning for programs, services and events.	P7	Documentation to include Universal Design principles
3.2 Develop Universal Design training plans for relevant staff	P7	Number of staff trained
3.3 Ensure adequate availability of accessible carparks	P7	Audit of car parks to meet Australian Standards and recommendations
3.4 Audit a selection of existing communications for accessibility to people living with a disability	P8	Audit completed and evaluated
3.5 Provide training for Council Staff and volunteers to increase confidence in communicating through a variety of channels	P8	Number of staff and volunteers trained
3.6 Develop or adapt current information sources to support people living with a disability	P8	Assessment and endorsement by Disability Access and Inclusion Committee
3.7 Provide accessible transport options through the Southern Communities Transport Scheme	P9	Number of trips utilising accessibility options
3.8 Audit of Council signage for inclusion and access for all	P9	Completion of Audit

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.

What our Community Said:

Our Community thought there should be greater community encouragement of workplace initiatives to increase opportunities for volunteering and work. Accessibility to and greater options for schooling for young people with disability was also raised. We heard from young people that there were few options for traditional after school work, like fast-food or employment in supermarkets for those in wheelchairs or with sensory issues. We also heard from transgender people about their feelings of not being included and accepted in learning, employment and services.

Priority 10: Better supports within educational and training settings

Priority 11: Skills development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

Action	State Plan Priority #	Measurable Target
4.1 Identify and remove barriers to Council volunteering for people living with a disability	P11	Increase in volunteers with disability or barriers
4.2 Promote local services and opportunities for employment and volunteering for people living with a disability	P10	Increase in sharing of promotional material through Council mechanisms
4.3 Ensure processes for support of staff with a disability are in place	P12	Formal process and procedures established by Council's People and Culture team

CONSULTATION

The City of Victor Harbor provides a number of avenues for consultation. Firstly a Disability Access and Inclusion Advisory Committee was established under the provision of Section 41 of the Local Government Act 1999. The committee was established for the purpose of assisting Council with enabling people with disability to engage in aspects of community life.

This committee considers and makes recommendations regarding the implementation, monitoring and review of Council's Disability Access and Inclusion Plan. The membership of the committee consists of community members living with disability, persons with expertise in disability issues, including members of relevant service agencies and elected members of Council.

In the development of this plan, community consultation occurred via face to face focus groups, online feedback through the YourSay portal on the City of Victor Harbor website, and through hard copy written submissions. The community also had opportunity to further comment on the plan prior to its adoption by Council.

Internal consultation with staff and elected members also occurred.

IMPLEMENTATION PROCESS

The City of Victor Harbor Disability Access and Inclusion Plan is overseen by the Manager Community Services. The plan is an overarching document with broad actions and areas of improvement. Alongside this plan, yearly action tables will be developed to meet the recommendations of the plan, assigning tasks to staff teams, and including timeframes and evaluations.

The Disability Access and Inclusion Committee will consider and make recommendations regarding the implementation, monitoring and review of Council's Disability Access and Inclusion Plan and assist Council to communicate the plan both within the organisation and to the wider community.





LINKS AND REFERENCES

- 1 Australian Bureau of Statistics Census Data 2016
- 2 Disability Inclusion Act 2018 (SA)
- 3 <https://dhs.sa.gov.au/services/disability/inclusive-sa/state-plan>
- 4 United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- 5 City of Victor Harbor Community Plan 2030

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