

Disability Access and Inclusion Plan

2026 - 2029



Government of South Australia
Office for Recreation, Sport and Racing



Acknowledgement of Country

The Office for Recreation, Sport and Racing (ORSR) acknowledges the traditional custodians of the lands of South Australia.

We pay our respects to ancestors and Elders; past, present and emerging. We are committed to honouring First Nations peoples' unique cultural and spiritual relationships to the land, water and seas and recognise the outstanding contribution they make to South Australia. We celebrate the power of sport and active recreation to facilitate connections and promote equality and reconciliation.

Artwork by Pat Caruso.

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Accessing this plan

This Disability Access and Inclusion Plan (DAIP) is available on the Office for Recreation, Sport and Racing website orsr.sa.gov.au in a variety of formats.

Message from the Chief Executive

I am pleased to present the Office for Recreation, Sport and Racing's (ORSR's) Disability Access and Inclusion Plan (DAIP).

ORSR's vision is to place sport, active recreation and racing at the heart of a thriving South Australia. Central to achieving this vision is ensuring that people living with disability can access, participate in and benefit fully from sport, recreation and racing, whether as participants, athletes, volunteers, spectators, employees or leaders. Inclusion is not an add on to our work, it is fundamental to strong communities, lifelong participation and sporting excellence.

Both professionally and personally, disability touches all our lives, through our families, friends, colleagues and communities. Focusing on accessibility and inclusion strengthens our sector, enhances experiences for everyone and helps remove barriers that prevent people from reaching their potential. We recognise that it is often environmental, systemic and attitudinal barriers, rather than an individual's impairment, that limit participation.

As Chief Executive, together with ORSR's leadership team, we are committed to fostering an inclusive workplace and ensuring our services, information, programs and facilities are accessible and welcoming. Our people are dedicated to supporting equitable access across the sport, recreation and racing system, including the venues and facilities for which we are responsible and those operated by our partners and lessees.

This Disability Access and Inclusion Plan aligns with ORSR's Strategic Plan 2025–2030 and supports our priorities of Sector Success, Sporting Excellence, Activated Places and Spaces, and Legacy. It has been informed by engagement with people living with disability, families, carers, athletes, the community and our workforce. The Plan sets out practical actions to improve access, inclusion and equity across our organisation and the broader sector.

This DAIP will guide our decisions, investments and partnerships over the coming years and support continuous improvement in how we remove barriers and embed inclusive practice. Through this commitment, ORSR will continue to strengthen its contribution to an active, connected and inclusive South Australia.



Kylie Taylor

Chief Executive

Office for Recreation, Sport and Racing





About us

The Office for Recreation, Sport and Racing (ORSR) is the South Australian Government's lead agency for sport, active recreation and racing.

Our vision is sport, active recreation and racing at the heart of a thriving South Australia, and our mission is to lead and support a proud, active and connected community.

Our role

ORSR's role is to support recreation, sport and racing organisations to deliver programs and services for all South Australians. We do this through funding, policy, partnerships, infrastructure planning and management, and high performance pathways. Our core functions include:

- Providing advice and strategic investment to support grassroots participation, inclusive facilities, high performance environments and major events.
- Supporting sport, recreation and racing organisations to build capability, sustainability and inclusive practice.
- Delivering targeted programs and grant funding that increase access and participation opportunities for all people.
- Identifying and supporting athlete and coach pathways, including para sport pathways, to enable sporting excellence.

- Supporting service delivery through effective governance, corporate services and legislative administration.

ORSR also has responsibility for a number of sport and recreation venues across South Australia. Some venues are managed directly by the agency, while others are operated through lease arrangements. This Disability Access and Inclusion Plan (DAIP) applies to all venues and facilities for which ORSR is responsible, including those managed by lessees.

Information about our programs, funding opportunities, facilities, policies and services is made available through our website, direct stakeholder engagement, and publicly accessible resources. We are committed to ensuring this information is provided in ways that are accessible and inclusive for everyone.

Our current priorities

ORSR's work is guided by the Strategic Plan 2025–2030, which focuses on four interconnected priorities, namely Sector Success, Sporting Excellence, Activated Places and Spaces and Legacy.

Sector Success

A successful sport, active recreation and racing sector is diverse, equitable and sustainable, enabling growth through inclusive and welcoming environments that support lifelong involvement.

Through this DAIP, ORSR will:

- Promote inclusive participation opportunities and reduce barriers for people living with disability.
- Strengthen sector capability to design, deliver and promote inclusive programs, experiences and governance.
- Support equitable access to funding, resources and development opportunities.

Sporting Excellence

ORSR is committed to supporting athletes in the South Australian Sports Institute's (SASI's) high performance pathways through exceptional coaching, performance support and training environments, including pathways to Olympic, Paralympic and Commonwealth Games representation.

Disability access and inclusion within this objective means:

- Supporting equitable access to talent identification, pathways and performance environments.
- Championing inclusive coaching, officiating and leadership development.
- Recognising and valuing athletes living with disability as integral to South Australia's sporting success.

Activated Places and Spaces

Places and spaces are inclusive, accessible and sustainable, encouraging participation at all levels.

ORSR's DAIP supports this objective by:

- Embedding universal design and accessibility considerations into infrastructure planning, investment and venue management.
- Working with venue operators and lessees to ensure accessible services, amenities and wayfinding.
- Supporting environments where people living with disability feel safe, welcome and respected.

Legacy

Sport and active recreation initiatives should leave a lasting social and economic legacy for all South Australians.

ORSR's commitment to disability access and inclusion contributes to this legacy by:

- Building inclusive systems that endure beyond individual programs or events.
- Creating opportunities for meaningful participation, leadership and employment.
- Ensuring the benefits of sport, recreation and racing are shared equitably across generations and communities.

Overall commitment to access and inclusion

Disability access and inclusion are integral to achieving these priorities. ORSR is committed to reducing barriers, improving accessibility and embedding inclusive practice across our services, facilities, partnerships and workforce. We support this commitment through inclusive workforce practices and the leadership of our Inclusion and Diversity Working Group, which champions cultural change, collaboration and continuous improvement.

Through this DAIP, ORSR reaffirms its commitment to ensuring sport, recreation and racing in South Australia are accessible, inclusive and reflective of the communities we serve.

Our vision

Our vision is that people living with disability can access, participate in and benefit from sport, recreation and racing across South Australia, supported by inclusive pathways, places and partnerships.

We are committed to removing barriers that prevent people living with disability from participating fully in community life. This includes ensuring our programs, services, information and facilities are accessible, safe and welcoming, and that clear and equitable pathways exist for participation, volunteering, leadership and high performance opportunities across sport, recreation and racing.

Through collaboration and strong partnerships with the sector, venue operators and the community, we will take a planned and continuous approach to improving inclusion. By building capability, embedding accessibility into decision making and listening to people with lived experience, we aim to create environments where everyone can choose to be involved and supported to reach their potential.



Our workplace and staff

ORSR is committed to creating an inclusive and diverse organisation and service system that reflects the community we serve. We recognise that people living with disability play many roles across sport, recreation and racing — as participants, athletes, volunteers, officials, employees, spectators and leaders.

In February 2024, 87% of ORSR staff responded to the SA Public Sector People Matter Employee Survey*. Of these, 1.5% of our workforce, self-identified as living with a disability and 6% identified as Neurodivergent.

The Office for Recreation, Sport and Racing Diversity and Inclusion Framework 2024-2026 has identified four Priority Areas, namely Recruit, Include, Develop and Accountability.

In terms of recruitment, our aim is that the ORSR/SASI community is reflective of the broader South Australian community and we will aim

to attract, recruit and retain staff from a range of backgrounds, experiences, skills and lived experience to reflect the community that we serve.

ORSR has the following programs in place to support the attraction and/or retention of people living with a disability:

- Recruitment guidelines, practices and role descriptions are designed to ensure vacancies are accessible, inclusive and flexible for job applicants living with a disability.
- Employees complete mandatory Disability Awareness and Inclusion training within six months of commencing employment.
- Employees complete the Office for Autism – Working with Autistic Colleagues training within six months of commencing employment.

* Survey commissioned by the Office of the Commissioner for Public Sector Employment.

Strategic context

The [Disability Inclusion Act 2018 \(SA\)](#) provides a legal framework to support equal access and inclusion and aims to protect and promote the human rights of people living with disability of all ages, helping them achieve their full potential and participate fully in community life, including recreation, education, health, and public transport.

The Act aligns with the [United Nations Convention on the Rights of Persons with Disabilities \(CRPD\)](#) and with the [Australia's Disability Strategy 2021-2031](#) that requires the creation of a State Disability Inclusion Plan, and that all State Authorities develop and publish a Disability Access and Inclusion Plan (DAIP).

This represents our second DAIP, building on the completion of the Office for Recreation, Sport and Racing Disability Access and Inclusion Plan 2020-2024.

Our DAIP has been developed to align with the [State Disability Inclusion Plan 2025-2029 \(State Plan\)](#), and, as an appendix to this DAIP, includes our commitment under the SA Autism Strategy Action Plan 2025-2029.



Disability Access and Inclusion Plan development

Consultation

In updating our DAIP, we built on the outcomes of our previous DAIP and drew on the feedback from people with disability, their families and carers, service providers, advocacy groups, and the broader community used in the development of the State Disability Inclusion Plan 2025–2029 (State Plan).

The DAIP was led by an internal Sprint Team made up of one representative from each division to ensure broad participation and perspectives across the office. We also consulted with SASI athletes with a disability to provide insights and commentary on the DAIP.

All staff were invited to provide feedback on the draft DAIP via email, an anonymous online survey or a confidential discussion with the Chair of the DAIP Sprint Team.

Note: The consultation process undertaken for the development of the State Disability Inclusion Plan 2025–2029 (State Plan) captured extensive feedback from people with disability, their families and carers, service providers, advocacy groups, and the broader community. This feedback informed the development of the domains, priority areas, and mandatory measures that underpin both the State Plan and our DAIP.

Relationship to other policies, strategies, frameworks

Our DAIP aligns with and is supported by a range of existing ORSR and other government policies, strategies and frameworks providing context including:

- [Office for Recreation, Sport and Racing Strategic Plan 2025-2030](#)
- [Office for Recreation, Sport and Racing Diversity and Inclusion Framework 2024-2026](#)
- [Office for Recreation, Sport and Racing Reconciliation Action Plan Innovate 2025-2027](#)
- [The South Australian public sector's Diversity, Equity and Inclusion Strategy 2023-2026](#)

Our achievements

Key achievements from our previous DAIP demonstrating our commitment to removing barriers for people with a disability to participate in sport and active recreation include:

The launch of a dedicated Para Sport Unit by the South Australian Sports Institute (SASI) in late 2024, which aims to identify, recruit, and support athletes with disabilities on their pathway to the Paralympics. Backed by the \$88 million SASI facility at Mile End, it is part of a national \$54.9 million “Para Uplift” aimed at the Brisbane 2032 Games.

The Sports Vouchers Plus program, a Government of South Australia initiative administered by the Office for Recreation, Sport and Racing that provides 2 x \$100 vouchers per child, per calendar year to children living in South Australia in Reception to Year 9. The vouchers cover the costs for sport, active recreation and music fees.

In 2025, 10,463 Sports Vouchers totalling \$1,036,593 were issued to children identifying as having a disability. 6,731 individual participants with a disability accessed 1 or 2 vouchers in 2025.

The introduction of “Quiet Rooms” at the SA Athletics Stadium to support neurodivergent participants and spectators at larger events such as the Australian All Schools Championships.

Allocation of \$404,000 in grant funding to three sporting organisations in 2024-25 to assist in the delivery of programs to support people with a disability, including:

- \$107,000 to the South Australian National Football League to deliver the Blind Footy program for vision impaired individuals, partnering with AFL Max, Blind Sports SA and Guide Dogs SA.
- \$53,000 to Special Olympics Australia to deliver Inclusive daytime sports for regional communities, partnering with Novita.
- \$244,000 to the SASMA (Australian Sports Medicine Federation-SA Branch) to deliver and provide Autism and ADHD educational training resources for sporting clubs.





State Disability Inclusion Plan 2025–2029 domains and priority areas

Our DAIP is structured around the domains identified in the State Plan.

- Denotes the priority areas we have identified for action, in line with the roles and function of our agency.

Domain 1

Inclusive environments and communities

Priority areas:

- ① **Active participation**
- ② **Inclusive communities and attitudes**
- ③ **Universal design**
- ④ Accessible facilities
- ⑤ **Communication and Information**
- ⑥ Transportation
- ⑦ **Collaboration, consultation and innovation**
- ⑧ Housing

Domain 2

Education and employment

Priority areas:

- ① Targeted knowledge, understanding and support
- ② Support and resources for children and young people
- ③ **Targeted transitional supports**
- ④ **Access to employment opportunities**
- ⑤ **Inclusive working environments**
- ⑥ **Data and reporting**

Domain 3

Personal and community support

Priority areas:

- ① **Accessibility**
- ② **Advocacy and supports**
- ③ **Information sharing**
- ④ **Family and carer support**
- ⑤ **Programs**

Domain 4

Health and wellbeing

Priority areas:

- ① Inclusive infrastructure
- ② Targeted knowledge, understanding and support
- ③ Support and interventions

Domain 5

Safety, rights and justice

Priority areas:

- ① Targeted knowledge, understanding and support
- ② **Responding to emergencies**
- ③ Support and navigating the justice system
- ④ Consultation and collaboration
- ⑤ Safeguarding

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.

Priority area 1: Active participation

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

No.	Action	State Plan Measure	Measure	Timeframe
1	We will ensure all ORSR and SASI hosted events (both internal and external) for 50 or more people are inclusive, accessible and that we implement best practice event management principles in line with the Government of South Australia Accessible and Inclusive Community Events Toolkit .	1.1.2	The total number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles.	Recorded monthly from July 2026 Quarterly reporting in the Strategic Plan Report
2	We will develop and implement a centralised Events* Register/Recording System for all ORSR/SASI staff to record events across ORSR and SASI. * Note: Events are defined as any planned internal or external gatherings that are not part of regular business operations. Examples might include forums, workshops, conferences, community celebrations, training sessions, and stakeholder consultations.	1.1.2	Events Register developed and implemented to record events across ORSR and SASI.	July 2026
3	We will regularly evaluate and enhance event inclusion and accessibility for people with disability at all ORSR and SASI led events.	1.1.2	Ongoing evaluation of event accessibility measured through attendee feedback following events. Issues or comments from feedback recorded in Events Register.	Ongoing

4	We will develop an Event Management Toolkit using best practice principles for inclusive and accessible events for ORSR/SASI events that can also be adapted by State Sporting and Recreation organisations (based on Government of South Australia Accessible and Inclusive Community Events Toolkit).	1.1.2	Delivery of the Event Management Toolkit, with roll out to the sport and active recreation sector.	September 2027
5	We will continue to monitor the number of people identifying as having a disability participating in the SASI Para Unit and ORSR supported programs, including Sports Vouchers Plus, VACSWIM and other programs.	1.1.3	Annual Reports prepared providing the following information: • The number of facilities managed by ORSR that have improved accessibility and inclusive opportunities. • The number of people with disability participating in programs, such as the SASI Para Unit, Sports Vouchers Plus and VACSWIM.	Quarterly reporting in the Strategic Plan Report
6	We will support current and future Paralympians through access to South Australian Sports Institute (SASI) scholarships and the Para Unit.	1.1.3	Annual Reports prepared providing the following information: • The number of athletes with a disability receiving SASI scholarships or on training agreements. • The number of athletes with a disability supported through the SASI Para Unit • The number of athletes participating in the LaunchPad program	Quarterly reporting in the Strategic Plan Report

Priority area 2: Inclusive communities and attitudes

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

No.	Action	State Plan Measure	Measure	Timeframe
7	We will promote and facilitate the completion of ORSR's employee training on disability awareness, access and inclusion, including universal design and understanding neurodiversity and autism.	1.2.1	The number of training sessions 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, autism training and universal design. - The number of workplace initiatives promoting disability awareness, access and inclusion.	Quarterly reporting in Strategic Plan Report
8	We will develop and promote a schedule of events to raise awareness and promote understanding of disability and inclusion: e.g. International Day of People with a Disability.	1.2.1	The number of workplace initiatives/events promoting disability inclusion.	October 2026
9	We will promote awareness/facilitate training opportunities on disability awareness, access and inclusion including universal design and understanding neurodiversity for our external stakeholders (sports, recreation and racing organisations and clubs).	1.1.2	The number of initiatives and training offered 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.	June 2027
10	We will promote sport and active recreation programs available at the ORSR venues that are suitable for people with a disability.	1.2.1	The number of programs promoted on social media platforms, including State Sporting Organisations/State Recreation Organisations' ORSR funded programs.	To begin October 2026
11	We will promote sporting achievements and stories of people with a disability relating to their inclusion and participation in sport.	1.2.1	Level of engagement on social media platforms measured using engagement metrics.	To begin August 2026

Priority area 3: Universal design

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

No.	Action	State Plan Measure	Measure	Timeframe
12	We will continue to undertake accessibility audits of all ORSR managed facilities on access to worksites and facilities for compliance with: Disability (Access to Premises – Buildings) Standard 2020 under the Disability Discrimination Act 1992 [Cth] (released 2 October 2020) Australian Standard Suite AS1428. We will monitor and record any modifications as they occur.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors and the number of new developments that incorporate universal design.	Annually
13	We will review and update the Recreation and Sport Facility Design Guide and promote this across the sector considering the requirements of this DAIP.	1.3.2	Completion of updated Recreation and Sport Facility Design Guide.	Annually
14	We will advocate and incorporate the principals of universal design in project specifications for State Infrastructure Plan projects and projects relating to ORSR/SASI venues in collaboration with project development partners.	1.3.2	The number of new developments that incorporate universal design are tracked and recorded.	Ongoing
15	We will improve disability access signage at the ORSR/SASI public facing venues. We will promote the disability access arrangements for each of the ORSR/SASI venues on the website.	1.3.2	The number of signs improved at ORSR facilities.	To begin September 2026

Priority area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe
16	We will ensure all digital information and resources are developed and updated in accessible formats, including WCAG 2.2 AA-compliant digital content, Auslan supported materials, and Easy Read versions where appropriate. We will progressively update ORSR/SASI documents.	1.5.1	The number of resources or materials that have been updated or 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.	Ongoing
17	We will, where required, consider requirements for events and forums to include assistive and accessible communication options. (e.g. providing Auslan interpreters for Conferences etc).	1.5.1	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.	Ongoing
18	We will ensure that the ORSR/SASI Complaints and Feedback process is accessible for people with a disability by providing support and alternative formats.	1.5.1	Number of accessible formats and contact options available to support safe and inclusive communication and reporting.	To begin September 2026
19	We will ensure that all staff in the Communications Team are aware of and undertake training through Accessibility SA Online Accessibility Toolkit .	1.5.1	The number of communications team members that have completed this training as part of their induction. This training is added to ORSR/SASI Induction as compulsory for Communications staff to complete training. Other employees involved in online content and documents encouraged to complete training.	July 2026
20	We will ensure all funding programs can be accessed by people with a disability by addressing barriers in the application and contract management process.	1.5.1	Applicant feedback on accessibility process.	To begin October 2026

Priority area 7: Collaboration, consultation and innovation

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

No.	Action	State Plan Measure	Measure	Timeframe
21	We will ensure that all consultations on ORSR/ SASI policy, programs and projects, including building works includes the input of people with lived experience or stakeholders with appropriate expertise.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Ongoing
22	Where applicable, we will ensure that membership of all ORSR/SASI committees or consultative/steering/ working groups includes at least one person who represent the needs and perspectives of people with disability.	1.7.2	The number of people with a disability or lived experience of a disability on consultative/ steering/working groups.	Ongoing
23	We will re-establish the Diversity and Inclusion Sub-Committee/Working Group and ensure that it includes people who represent the needs and perspectives of people with disability (at least one person) and a carer (at least one person).	1.7.2	The number of people with disability including parents and carers on the Diversity and Inclusion Sub-Committee/ Working Group.	Ongoing



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.

Priority area 3: Targeted transitional supports

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

No.	Action	State Plan Measure	Measure	Timeframe
24	We will encourage and support people with a disability to volunteer in sport and recreation, promoting volunteering as a pathway to employment. We will ensure processes and learning tools to engage volunteers, work experience / placement students remain accessible and inclusive for people with disability.	2.3.5	The number of initiatives taken to encourage people with disability to look more broadly at sport and active recreation opportunities, e.g. volunteering.	Ongoing

Priority area 4: Access to employment opportunities

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

No.	Action	State Plan Measure	Measure	Timeframe
25	We will strengthen inclusive recruitment and onboarding practices by reviewing recruitment guidelines, role design and workplace adjustment processes, and by promoting ORSR employment opportunities through Disability Employment Service Providers when advertising roles on I Work for SA.	2.4.3	The number of initiatives taken to encourage people with disability to look more broadly at sport and active recreation opportunities, e.g. volunteering.	Ongoing
26	We will promote the use of "BoardingCall", the South Australian Government's recruitment register for boards and committees, to the agency's stakeholders to encourage the engagement of people living with disability.	2.4.3	The number of applications considered from the BoardingCall registry.	Ongoing

Priority area 5: Inclusive working environments

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

No.	Action	State Plan Measure	Measure	Timeframe
27	We will consult and engage with ORSR/SASI employees and athletes with disabilities to improve workplace policy and supports.	2.5.1	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.	Ongoing

Priority area 6: Data and reporting

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

No.	Action	State Plan Measure	Measure	Timeframe
28	We will review how we are collecting and reporting data across all divisions within ORSR/SASI and with our external stakeholders, including State Sporting Organisations and grant recipients.	2.6.2	Development and implementation of data collection and reporting systems.	Develop by June 2027; ongoing reporting thereafter
29	We will review the information given to new employees regarding declaring any disabilities and how this information will be used.	2.6.2	When new employees commence with ORSR, the employee completes a form for their personal details which includes a question about whether they identify as someone with a disability. During the induction process, new employees are prompted to note whether they have any impairment which would necessitate a Personal Emergency Evacuation Plan. We also have an annual staff survey which asks staff whether they identify as having a disability. The staff survey is anonymous, so this data is aggregated and used for demographic purposes.	Review by December 2026; implement 2027 onward

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.

Priority area 1: Accessibility

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

No.	Action	State Plan Measure	Measure	Timeframe
30	We will engage with people with disability to help them access community and high-performance sport.	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. e.g. referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	To begin July 2026; ongoing
31	We will promote community disability sport and recreation programs conducted by our stakeholders.	3.1.1	Number of community disability sport/recreation programs promoted. Reach and engagement across communication channels.	To begin August 2026; ongoing

Priority area 3: Information sharing

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

No.	Action	State Plan Measure	Measure	Timeframe
32	We will continue to participate and attend the Inclusive SA Community of Practice meetings and OCPSE's Disability, Diversity and Inclusion Community of Practice.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP attended.	Ongoing; reported annually



Priority area 5: Programs

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

No.	Action	State Plan Measure	Measure	Timeframe
33	We will identify and record the number of grants and funding issued to programs and projects that will enhance disability inclusion (both internal and external).	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	Ongoing
34	We will ensure all funding programs can be accessed by people with a disability by addressing barriers in the application and contract management process.	3.5.1	The number of grant applications and qualitative feedback on funding process.	Ongoing

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.

Priority area 2: Responding to emergencies

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

No.	Action	State Plan Measure	Measure	Timeframe
35	We will ensure all employees affected by mobility or disability are offered the opportunity and support to complete a Personal Emergency Evacuation Plan. We will ensure the needs of all employees affected by mobility or disability are planned for and prioritised during emergencies.	5.2.1	The number of Personal Emergency Evacuation Plans that are developed.	Ongoing



DAIP implementation

Responsibility for delivering our DAIP

ORSR's Senior Leadership Team is responsible for oversight of the plan. Each action has a designated lead, who is responsible for delivering the action and reporting progress to the Inclusion and Diversity Working Group.

Sharing the plan with staff, stakeholders, and the community

The ORSR DAIP will be launched through an internal ORSR event to all staff. It will be further delivered through online communication to the broader ORSR stakeholders and the South Australian community. It will be available on ORSR's intranet and website in PDF and Easy Read formats. It will be able to be made available in other accessible formats and languages upon request.

Promoting the plan

The DAIP will be promoted internally to build awareness and support among staff. It will also be available externally through ORSR's website and social media.

Promotion will aim to encourage shared responsibility for inclusion and support implementation across the sport and recreation sector.

Monitoring progress

Progress will be monitored against the measures identified for each action. Progress on each action will be reported at regular intervals throughout the life of the plan.

The Inclusion and Diversity Working Group will oversee progress and provide updates to the Senior Leadership Team.

Involving people with a disability

People with disability will be engaged throughout the life of the plan to inform implementation, monitoring, and review. This includes engagement with athletes, advisory groups, and the broader community.

ORSR will seek to incorporate lived experience into decision-making through consultation and ongoing feedback opportunities.

Acknowledgments

This DAIP was developed with assistance from the Agency's employees and with the support and assistance of the recreation, sport and racing sector and community stakeholders including people living with disability. The Plan was developed using tools provided by Inclusive SA.

Glossary and definitions

Term	Definition
Accessibility	Refers to the design and provision of products, services, environments, and information in a way that ensures people with disabilities can access and use them effectively, independently, and with dignity. Accessibility is about removing barriers and creating an inclusive environment where people with disabilities can participate fully in all aspects of life, from education and employment to social activities and civic engagement.
Athlete Management System (AMS)	Is a nationally available web-based platform to support education and decision making by our National Sporting Organisations (NSOs) and the National Institute Network (NIN) with the aim of improving athlete health and performance outcomes.
Auslan	Is the majority sign language of the Australian Deaf community.
BoardingCall	A South Australian Government online register that allows individuals to register their interest in and be considered for roles on government boards and committees.
Disability	The Disability Inclusion Act 2018 (SA) defines disability in relation to a person as including long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.
Diversity	Is about recognising, respecting and valuing our differences. Diversity ensures the public sector is representative of the community we serve and brings a range of perspectives, experiences and opportunities to our work (OCPSE Diversity, Equity and Inclusion Strategy 2023-2026).
Equity	Recognises each person has different circumstances and acknowledges different approaches are necessary. Equity requires public sector agencies address structural barriers and inequalities that may exist in the workforce and takes a proactive approach to promoting fairness and justice (OCPSE Diversity, Equity and Inclusion Strategy 2023-2026).
Inclusion	Is about creating a workplace culture where people feel and are respected, valued, trusted and safe to contribute the diversity of their lived experiences. Inclusion ensures the public sector is a welcoming and supportive environment for all employees and stakeholders, regardless of their background or identity (OCPSE Diversity, Equity and Inclusion Strategy 2023-2026).
Intersectionality	Refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation; and compounded inequities (Diversity Council Australia). The point of understanding intersectionality is to understand the variety of privileges and/or forms of discrimination or exclusion that one may experience simultaneously at any given time (for example, because of race and disability together).
Lived experience	Is personal knowledge about the world gained through direct, first-hand involvement in everyday events rather than through representations constructed by others (DHW Diversity, Equity and Inclusion Strategy 2024-2026).
Personal Emergency Evacuation Plan (PEEP)	Is an individualised emergency plan is required for an occupant with a mobility impairment/disability who may need assistance during an emergency.
Universal design	Involves creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptations.

Appendix 1

SA Autism Strategy

The SA Autism Strategy 2024-2029 (Strategy) is a strategic document that supports inclusion of Autistic people, and their families and carers in South Australia. As part of the Strategy, the Strategy Action Plan 2025-2029 (Action Plan) outlines the steps in which the South Australian Government will take to fulfill the commitments of the Strategy.

The Office for Recreation, Sport and racing is committed to creating environments, services and workplaces that are inclusive and accessible for Autistic and neurodivergent people.

The Action Plan should be read in conjunction with the Strategy on the Inclusive SA website:

<https://autismstrategy.sa.gov.au>

To achieve these outcomes, ORSR's Action Plan addresses the following selected focus areas and commitments of the SA Action Plan, in line with the roles and responsibilities of our agency.

Focus area 1: Pathways to diagnosis

1. Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

Focus area 3: Thriving in the workplace

1. Improve knowledge, understanding and awareness of autism across the workforce.
2. Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.
3. Increase opportunities for Autistic people to gain meaningful and lasting employment.
4. Consider alternative employment initiatives when transitioning from education to employment.

Focus area 4: Access to supports and services

1. Develop a centralised state information system to support access and navigation of available supports and services.
3. Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.
4. Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Focus area 5: Participation in the community

1. Consider how the built environment may impact Autistic people and identify opportunities for improvement across current and future infrastructure projects.
2. Identify ways to improve accessible transport options and the accessibility of public spaces and venues, including signage and wayfinding tools.
3. Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Focus Area 1

Pathways to diagnosis

Objective: We want to create a clear and equitable approach to diagnosis in South Australia.

Commitment 1: Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

Action	Measure	Timeframe
Target: Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.		
Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example: • assessment and diagnostic services; • counselling and support following a diagnosis; • autism and disability specific information; • supports for parents with disability, including autism.	The number of autism-related information sources* developed, promoted and/or delivered to assist people and families to access autism-related services such as assessment, diagnosis, counselling, and parent supports. *Sources include: Resources, online content, brochures, survey material.	Ongoing



Focus Area 3

Thriving in the workplace

Objective: We want a diverse, inclusive and welcoming South Australian workforce where the strengths and skills of Autistic people flourish.

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Action	Measure	Timeframe
Target: Ensure public sector employees undertake Autism Awareness and Understanding training.		
Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.	The number of staff who undertook Autism Awareness and Understanding Training: • online; • in-person.	Ongoing
Target: Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.		
Outline the initiatives completed to promote autism inclusion in the workplace.	The number of initiatives completed to promote autism inclusion in the workplace. *Initiatives include: events, days of significance, internal staff communications/newsletters, social media <i>Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 - Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.</i>	Ongoing
Engage Autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.	The number and proportion of lived experience staff engaged to inform inclusion activities. <i>Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 - Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.</i>	Ongoing

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.

Action	Measure	Timeframe
Target: Embed autism inclusion into workplace policies and practices.		
Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees can engage throughout the recruitment and training processes.	The number and proportion of recruitment and training policies and processes that are reviewed to ensure they support Autistic and/or neurodivergent staff.	Ongoing
Review and implement reasonable adjustments procedures and flexible workplace arrangements that support all staff, including Autistic employees and parents and carers of Autistic people.	The number and proportion of reasonable adjustment and flexible workplaces arrangement procedures to support staff, including Autistic staff, that are: • reviewed; • implemented.	Ongoing
Review and update, where applicable, new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.	The number of onboarding forms used to identify Autistic and/or neurodivergent staff that are reviewed and updated.	Ongoing
Target: Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.		
Identify appropriate mechanisms, including clear confidentiality, to ensure Autistic employees feel safe, supported and confident to disclose that they are Autistic at the commencement of employment and through the employment lifecycle.	The number of support mechanisms* available to ensure Autistic and/or neurodivergent staff can disclose confidentially. *Support mechanisms include: secure IT systems, privacy principles	Ongoing
Continue to promote and provide EAP services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of Autistic employees.	The number of Employee Assistance Program (EAP) services being promoted.	Ongoing

Commitment 3: Increase opportunities for Autistic people to gain meaningful and lasting employment.

Action	Measure	Timeframe
Target: Develop programs and resources that support Autistic people transition into meaningful employment in the public sector.		
Deliver programs that target diversity and inclusion for Autistic people to gain practical workplace experience while undertaking higher education to support them into employment long-term.	The number of programs that target diversity and inclusion for Autistic and/or neurodivergent people to gain practical workplace experience while undertaking higher education.	2029
Review and implement opportunities for supported transition into employment programs for Autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that Autistic people are supported initially and ongoing.	1. The number of employment transition programs that support Autistic and/or neurodivergent people are reviewed, and; 2. The number of Autistic and/or neurodivergent people those programs accessed.	2029
Target: Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.		
Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.	The number of alternative and accessible workplace training options available to support Autistic and/or neurodivergent staff.	2029
Identify volunteering opportunities for Autistic people across all state government agencies.	The number of volunteering opportunities for Autistic people.	Ongoing
Review existing peer support or mentoring programs to ensure they are inclusive of Autistic employees.	The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of Autistic staff.	Ongoing

Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.

Action	Measure	Timeframe
Target: Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.		
Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.	The number of expanded pathways for Autistic graduates engaging in graduate programs.	Ongoing

Focus Area 4

Access to supports and services

Objective: We want a clearer, more consistent and accessible service system where Autistic people and their families and carers can access the support they need, when they need it.

Commitment 1: Develop a centralised state information system to support access and navigation of available supports and services.

Action	Measure	Timeframe
Target: Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.		
Deliver or review initiatives, platforms and systems to connect Autistic people with information in various accessible formats across Government of South Australia supports and services.	The number of initiatives*, platforms and systems made to connect Autistic people with information in various accessible formats. *Initiatives, platforms and systems include: website content, accessible formats (e.g. Easy Read).	Ongoing

Commitment 3: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

Action	Measure	Timeframe
Target: Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.		
Deliver or review initiatives, platforms and systems to connect Autistic people with information in various accessible formats across Government of South Australia supports and services.	The number of autism-specific organisations engaged when developing and implementing policies, support and services for Autistic people.	Ongoing
Target: Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.		
Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.	The number of reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters.	Ongoing

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Action	Measure	Timeframe
Target: Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of Autistic people.		
Review and update, where relevant, the customer service areas and experiences to ensure Autistic people feel supported when accessing services.	The number of customer service areas reviewed and updated to ensure Autistic and/or neurodivergent people are supported when accessing services.	Ongoing
Target: Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.		
In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.	The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.	Ongoing
Target: Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.		
When consulting to inform the development of new strategies and initiatives, personal identifying data will be collected where appropriate, to capture and consider the specific perspectives of the Autistic community.	The number of consultations on the development of new strategies and initiatives that capture personal identifying data including Autistic and/or neurodivergent people.	Ongoing



Focus Area 5

Participation in the community

Objective: We want a truly inclusive South Australia where Autistic people can meaningfully participate in the community without restriction.

Commitment 1: Consider how the built environment may impact Autistic people and identify opportunities for improvement across current and future infrastructure projects.

Action	Measure	Timeframe
Target: Strengthen the standardisation of autism-inclusive design across state government infrastructure projects.		
Work collaboratively with relevant stakeholders, including Autistic people, disability advocates, planners, and industry experts, to develop and maintain publicly available autism inclusive design guidelines.	Evidence that autism inclusive design guidelines are publicly available and applied across new or upgraded state infrastructure projects.	Ongoing
Target: Improve the accessibility, visibility, and awareness of quiet spaces within public state government facilities.		
Enhance wayfinding and information for quiet spaces by updating facility maps, signage, and digital platforms, and delivering clear communications to facility users. This will support Autistic people and others with sensory sensitivities to easily locate and access quiet spaces when required.	Increase the number of state facilities with clearly mapped, signposted and publicly communicated quiet spaces.	Ongoing
Target: Increase capability and awareness of autism-inclusive design across the public sector and industry partners.		
Provide guidance and learning resources for relevant sector stakeholders to build understanding of how built environments can impact Autistic people and how inclusive design can be applied in practice.	Staff and delivery partners have access to and engage with autism inclusive design guidance or training.	Ongoing



Commitment 2: Identify ways to improve accessible transport options and the accessibility of public spaces and venues, including signage and wayfinding tools.

Action	Measure	Timeframe
Target: Identify ways to improve the accessibility of new public spaces and venues.		
Consult with the autistic community and key stakeholders where appropriate in the planning of public venue development to improve accessibility for Autistic and neuro-diverse users.	The number of agency major projects with input from the Autistic community and/or appropriate key stakeholders.	Ongoing
Target: Improve accessibility, signage and wayfinding tools in existing public venues.		
Consult with the Autistic community and key stakeholders where appropriate in the development of signage and wayfinding to improve accessibility of existing public facilities.	The number of signage upgrades meeting Autism and neuro-diversity recommendations.	Ongoing

Commitment 3: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Action	Measure	Timeframe
Target: Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.		
Consult with the Autistic and autism community, where appropriate, when planning and organising events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.	The number and proportion of lived experience people engaged to inform planning and organising of events.	Ongoing
Target: Strengthen partnerships that promote inclusive participation for Autistic people across sport, recreation and racing.		
Collaborate with sporting organisations, clubs, local councils and community service providers to support the design and delivery of inclusive programs and initiatives that enable Autistic people of all ages to participate in sport and recreation in safe, welcoming and supportive environments.	Establish partnerships that support inclusive sport and recreation initiatives for Autistic people.	Ongoing
Target: Increase the capability of the sport and recreation sector to deliver autism inclusive activities and experiences.		
Support sector capability by promoting access to autism inclusion resources, guidance materials and training opportunities for coaches, officials, volunteers and facility operators to improve understanding of sensory, communication and participation needs.	Sport and recreation organisations access and use autism inclusive resources or training.	Ongoing
Target: Improve access to inclusive sporting and recreational opportunities across metropolitan and regional communities.		
Work with local councils and community partners to encourage inclusive program design and delivery across a range of settings, ensuring Autistic people and their families can access appropriate opportunities regardless of location or age.	Increase inclusive sport and recreation programs across metropolitan and regional areas.	Ongoing



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