



**Government  
of South Australia**

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Office for Recreation,  
Sport and Racing

# **Disability Access and Inclusion Plan 2020-2024**

## Statement from Chief Executive



I am pleased to present the Office for Recreation, Sport and Racing's Disability Access and Inclusion Plan (DAIP). As a small Agency supporting Paralympic athletes to achieve their sporting dreams and perform at the highest levels, the Agency also strives to support all South Australians of all abilities to incorporate movement, play and performance in their daily lives.

Professionally and personally, disability affects all of us - our families, our friends and the communities we live in. Focussing on accessibility and inclusion benefits the community in a range of different ways.

My leadership team and I are committed to ensuring our workplace and the services provided are accessible and inclusive to all South Australians. Our highly skilled and capable personnel and volunteers have a strong sense of duty and care to ensuring that people with disability, their families and carers are able to access the Agency's sport, recreation, and racing programs, services, information and facilities. We recognise that it is not an individual's impairment, but rather the barriers that exist in the community, that often limit their ability to fully participate in recreation, sport and racing.

This Disability Access and Inclusion Plan is the first four-year plan of the Agency. It draws on the direct experiences of people with disability, families and carers. It is informed by feedback from athletes and the community and advice from Agency staff. The Plan outlines specific strategies to improve outcomes for people with disability.

This Plan will act as a key strategic document to guide the Agency's commitment and investment in access and inclusion over the next four years and beyond.

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## Acknowledgement of Country

The Agency acknowledges and respects Aboriginal people as the State's first peoples and nations, and recognises Aboriginal people as traditional owners and occupants of South Australian land and waters.

## About the Plan

The purpose of this Disability Access and Inclusion Plan (DAIP) is to document how the Agency can and will support individuals and groups with disability to access opportunities within the Recreation, Sport and Racing sector within South Australia at an equitable level with other members of the South Australian community.

The DAIP aligns to the [National Disability Strategy](#) and the [Inclusive SA: State Disability Inclusion Plan](#) and articulates specific actions that the Agency will undertake to address areas of underrepresentation by people with disability in recreation, sport and racing.

The DAIP is available on the Agency's website at [www.orsr.sa.gov.au](http://www.orsr.sa.gov.au)

If you require a copy in an alternative format, (such as Easy Read, large font, electronic format, audio or Braille), please email [ORSR.Enquiries@sa.gov.au](mailto:ORSR.Enquiries@sa.gov.au).

## What is Disability?

Disability, in relation to a person, includes long-term physical, psychosocial, 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.

*Disability Inclusion Act 2018*

## About the Agency

The Office for Recreation, Sport and Racing's Vision is to create:

**Active State:** *Ensure lifelong movement, play and performance is part of our daily routine*

**Connected Communities:** *Bring people together to build strong, healthy, safe and more resilient communities*

**Inspire Performance:** *Empower people to achieve their sporting dreams*

The Agency delivers a number of functions on behalf of the Minister for Recreation, Sport and Racing:

- Providing advice and investment where it supports grassroots engagement, provides inclusive spaces, supports high-performance training environments and attracts major events and tourism.
- Provides advice, support and resources to sport, recreation and racing stakeholders to build on their existing capacity to attract, retain and develop participants at all levels.
- Invests in targeted programs, partnerships and resources that increase access and opportunities for all people to get involved in sport, recreation and racing.
- Identifies, develops and supports targeted athletes, coaches, sport programs and pathways that maximise the performance of world-class athletes.
- Delivers a suite of grant programs that support the achievement of the industry and the government's sport and recreation priorities, transparently, efficiently and effectively.
- Supports our service delivery with professional and timely support services that improve our business performance.
- Supports the administration of legislation assigned to the Minister for Recreation, Sport and Racing.

The Agency has responsibility for a number of sport and recreation venues within South Australia. A small number of these venues and associated facilities are managed directly by the Agency whilst others are managed through lease agreements.

It is intended that this DAIP should apply to all of the venues and facilities for which the Agency is responsible; including those managed by lessees.

The Agency is committed to building an inclusive and diverse workplace through increased employee engagement, improved communication and sharing of ideas, increased innovation and creativity and effective collaboration to achieve results. The Agency has established an Inclusion and Diversity Working Group to provide a focused and concerted commitment to realise this culture change.

## Staff Profile

As at July 2019 the Agency employed 91 people with two (2) employees identifying as having a disability and two (2) identifying as Aboriginal or Torres Strait Islanders.

The Agency had no existing Plans relating to access and inclusion at the time of publication.

The Agency 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.

## Our Access and Inclusion Vision

Our Vision is that people with a disability can be fully engaged in community life in South Australia, including recreation, sport and racing. Every person should have access to experience sport, recreation and racing if they choose to participate.

We will plan to ensure that all venues for which the Agency is directly responsible, meet the needs of people with disability in terms of access and safety and that people with disability have access to pathways in sport, recreation and racing.

Through our partnerships, we will take a planned approach to influence stakeholders, provide opportunities and meet the needs of people with disability in relation to their activities, events and venues.

## Strategic Context

The South Australian and Australian Governments have developed stronger commitments to the needs of people living with a disability over the last decade that provide an important context to this DAIP; including:

- 17 July 2008 - The Australian Government ratified the United Nations' *Convention on the Rights of Persons with Disabilities* (CRPD).

The CRPD is underpinned by eight guiding principles based on respect, equality and non-discrimination and acknowledges that people living with disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights.

- 21 August 2009 - The Australian Government ratified the Optional Protocol to the Convention on the Rights of Persons with Disabilities

- 13 February 2011 – The National Disability Strategy is endorsed by all State and Federal First Ministers and the President of the Australian Local Government Association.

It was the first time in Australia's history that all governments have committed to a unified, national approach to improving the lives of people with disability, their families and carers, and to providing leadership for a community-wide shift in attitudes. It complements the CRPD, looking beyond the specialist disability sector and Australia's international obligations. It is intended to focus our efforts towards achieving a society that is inclusive and enabling, providing equality and the opportunity for each person to fulfil their potential. It is designed to ensure the principles of the CRPD are incorporated into policies and programs across Australia.

- 14 June 2018 – The Governor of South Australia assented to the *Disability Inclusion Act 2018* in recognition that a stronger commitment to access and inclusion planning for people living with disability was needed in South Australia.
- 31 October 2019 – The South Australian Government released *Inclusive SA: State Disability Inclusion Plan 2019 – 2023* established under the *Disability Inclusion Act 2018*. It sets a framework for a whole-of-government approach to inclusion and the implementation of the National Disability Strategy. Under this Plan, each Agency is required to develop and implement a targeted Agency-specific Disability Action and Inclusion Plan.
- Late 2019 – The *South Australian Public Sector Diversity and Inclusion Strategy 2019-2021* was launched by the Office of the Commissioner for Public Sector Employment (OCPSE) to assist in broadening the diversity of employees across the Public Sector. The Strategy focuses on gender, people in the LGBTIQ+ community, people with disability, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people and mature aged workers.
- Late 2019 - The OCPSE also developed the *South Australian Public Sector Disability Employment Strategy 2020-2023*, *South Australian Public Sector Disability Employment Plan 2020-2021* and the *South Australian Public Sector Disability Employment Toolkit*. This suite of resources assists Public Sector agencies in creating inclusive workplaces which support diversity and promote disability employment.

## Actions under the Plan

The Agency's Disability Access and Inclusion Plan is structured around the themes and priority areas of the [Inclusive SA: State Disability Inclusion Plan 2019–2023](#).

### Theme 1: Inclusive Communities for All

*Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.*

**Priority 1:** Involvement in the community.

**Priority 2:** Improving community understanding and awareness.

**Priority 3:** Promoting the rights of people living with disability.

The Agency will support social inclusion, promote, and uphold the rights of people with disability through the following actions.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1.1	Support paralympians through access to South Australian Sports Institute (SASI) scholarships.	1	Director, SASI	Annually	Number of athletes with a disability receiving scholarships.
1.2	Facilitate access and inclusion training twice annually open to sports, recreation and racing organisations and clubs. [To fulfill Action 4 of the State DAIP]	1	Senior Manager, Sector Capability	Annually	No. access and inclusion training events annually.
1.3	Explore opportunities to increase the involvement of children within disability in sports activities; including: <ul style="list-style-type: none"> <li>Review the Sports Voucher Program to investigate (in part) opportunities to foster greater use by children living with disability.</li> </ul>	1	Director, Corporate Strategy and Investment (Business Operations)	31 October 2022	



	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
	<ul style="list-style-type: none"> <li>Investigating opportunities to provide greater support for children seeking to participate in the VACSwim program.</li> <li>Promoting programs available at the Agency's venues for people with a disability.</li> <li>Investigating methods for collecting data about the use of Sports Vouchers and VACSwim programs by people with a disability.</li> </ul> <p>[To fulfill Action 5 of the State DAIP]</p>				
2.1	Report and analyse customer feedback (complaints and suggestions) that relate to accessibility and inclusion.	2	Director, Corporate Strategy and Investment (Business Operations)	Annually, within the Annual Report	Report is provided to the Executive Leadership Team
2.2	Promote the South Australian Government Online Accessibility Policy and Online Accessibility Toolkit to the Agency's South Australian stakeholders.	2	Director, Corporate Strategy and Investment (Business Operations)	Ongoing	South Australian stakeholders are supported in meeting their online obligations.
2.3	Make Disability Awareness and Inclusion online training mandatory for all employees, and monitor training completion.	2	Director, Corporate Strategy and investment (HR)	30 Sept 2021 30 Sept 2022 30 Sept 2023 30 Sept 2024	Progress report for completion of mandatory training is provided to Executive Leadership Team.
2.4	Produce a range of communication activities within the workplace to promote days of significance and raise awareness of the needs of people living with disabilities	2	CE Office Director Corporate Strategy and Investment (Business Operations)	Annually	At least two disability related communication activities per year feature in the DAIP Communications Plan.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
2.5	Promote sports achievement and stories relating to inclusion in relation to people living with disability.	2	Director, SASI Director, Corporate Strategy and Investment (Business Operations)	Annually	The number of articles on the Agency's external website, regular items in marketing and promotional activities.
2.6	Enhance awareness of disability and inclusion issues in the sector, through promotion to the SSO/SRO's of: <ul style="list-style-type: none"> <li>Disability and inclusion resources available; particularly new or updated resources.</li> <li>Legislative requirements impacting disability and inclusion issues.</li> </ul>	2	Senior Manager, Sector Capability Director, Corporate Strategy and Investment (Business Operations)	31 October 2022	5% increased 'hits' on the relevant Agency promotions (website & social media).
3.1	Determine an approach to including a requirement for SSO/SROs to have an active DAIP.	3	Director, Corporate Strategy and Investment (Funding Services)	31 October 2021	Approach approved by the Executive Leadership Team
3.2	Require all new employees to complete Disability Awareness and Inclusion online training within 6 months of commencing employment, with the Agency. [To fulfill Action 9 of the State DAIP]	3	All Directors and Managers	Ongoing	Progress report for completion within each Division Report is provided to the Executive Leadership Team.

## Theme 2: Leadership and Collaboration

*People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.*

**Priority 4:** Participation in decision-making

**Priority 5:** Leadership and raising profile

**Priority 6:** Engagement and consultation

The Agency will develop greater collaboration and engagement strategies to increase participation and career pathways for people with disability through the following actions.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
4.1	Ensure membership of the Agency's Inclusion and Diversity Working Group includes people who represent the needs and perspectives of people with disability (at least 1 person) and their carers (at least 1 person).	4	Chair, Inclusion and Diversity Working Group	31 October 2021 31 October 2022 31 October 2023 31 October 2024	Annual No. of disability and carer representatives on the Inclusion and Diversity Working Group.
4.2	As part of implementing the " <i>Game On: Getting South Australia moving</i> " strategy, the Agency will undertake targeted consultation with youth, including those living with a disability.  [To fulfill, in part, Action 11 of the State DAIP]	4	Senior Manager, Sector Capability	31 December 2021	Establishment of a Youth Engagement Group, including membership of those with a disability.
4.3	Undertake targeted consultation with elite athletes with a disability.  [To fulfill, in part, Action 11 of the State DAIP]	4	Director, SASI	31 December 2021	Establishment of a Paralympic Engagement Group.
5.1	Create a safe environment for people to identify as living with a disability.	5	All Directors and Managers	31 October 2021 31 October 2022 31 October 2023	Increased numbers of persons identifying as having a disability annually.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
				31 October 2024	
5.2	Promote “ <a href="#">Boarding Call</a> ”, 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.	5	Director, Corporate Strategy and Investment  (Business Operations)	June 2021	No. promotions per annum.
6.1	Ensure Agency policies consider the needs and experiences of people living with disability	6	All Directors and Managers	31 December 2020	No. requests annually for feedback on policy made to the Inclusion and Diversity Working Group.
6.2	Promote the Inclusion and Diversity Working Group as the reference group established to advise on diversity, access and inclusion for the Agency.	6	Chair, Inclusion and Diversity Working Group	31 October 2021 31 October 2022 31 October 2023 31 October 2024	No. requests annually for advice made to the Inclusion and Diversity Working Group.
6.3	Explore accessibility and inclusion concerns and potential solutions for the sector in partnership with disability organisations.	6	Senior Manager. Sector Capability	31 December 2021	Consultation(s) held.  Action Plan developed for inclusion into the DAIP.

### Theme 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.

**Priority 7:** Universal Design across South Australia

**Priority 8:** Accessible and available information

**Priority 9:** Access to services

The Agency will ensure that its work environment reflects the needs of people with disability and that information is accessible in a range of formats through the following actions.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
7.1	<p>Review the Agency's <i>Recreation and Sport Facility Design Guide</i> every two years and promote this across the sector taking into account the requirements of this DAIP.</p> <p><i>*The reviewed document must be endorsed by the Agency's Inclusion and Diversity Working Group prior to any recommendation for approval by the Chief Executive.</i></p> <p>[To fulfill, in part, Action 17 of the State DAIP]</p>	7	<p>Director, Infrastructure and Planning</p> <p>(Recreation &amp; Sport Planning)</p>	30 December 2020	The <i>Recreation and Sport Facility Design Guide</i> review is completed within the timeframe.
7.2	<p>Incorporate the principals of universal design* in project specifications for State Infrastructure Plan projects and projects relating to the Agency's venues in collaboration with project development partners.</p> <p><i>*As specified in the <i>Recreation and Sport Facility Design Guide</i></i></p> <p>[To fulfill, in part, Action 17 of the State DAIP]</p>	7	<p>Director, Infrastructure and Planning</p> <p>(Recreation &amp; Sport Planning) (Venues and Capital Projects)</p>	When facility developments are planned	Universal design principles are addressed in tender processes or design briefs for new developments.
7.3	<p>Incorporate the principals of universal design* in all infrastructure funding assessments.</p>	7	<p>Director, Corporate Strategy and Investment</p>	31 October 2021	Universal design principles are addressed in program

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
	*As specified in the <i>Recreation and Sport Facility Design Guide</i> [To fulfill, in part, Action 17 of the State DAIP]		(Funding Services)		guidelines and funding assessment matrices.
8.1	Improve online accessibility of all Agency websites; including through: <ul style="list-style-type: none"> <li>• Implementation of the Online Accessibility Policy and Web Content Accessibility Guidelines (WCAG) 2.0 level AA.</li> <li>• Ensuring all new web and intranet content is compliant.</li> </ul> [To fulfill Action 22 of the State DAIP]	8	Director, Corporate Strategy and Investment (Business Operations)	New Content – 31 October 2021 Old Content – 31 October 2025	All current web and intranet content meets WCAG 2.0 level AA.
8.2	Require employees who are responsible for producing online materials undertake appropriate accessibility training*. eg training through <a href="#">Accessibility SA</a>	8	Director, Corporate Strategy and Investment (Business Operations)	30 December 2020	% communications staff completed training.
9.1	Promote the disability access arrangements for each of the Agency's venues on the website. [To fulfill, in part, Action 26 of the State DAIP]	9	Director, Infrastructure and Planning (Venues & Capital Projects)	31 October 2021	% Agency venues arrangements on website.
9.2	Improve disability access signage at the Agency's key public facing venues. [To fulfill, in part, Action 26 of the State DAIP]	9	Director, Infrastructure and Planning (Venues & Capital Projects)	31 October 2022	Improvement Plan approved by Executive Leadership Team.  % Improvement Actions completed within designated timeframes.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
9.3	<p>Plan and implement audits of access to worksites and facilities for compliance with:</p> <p><i>Disability (Access to Premises – Buildings) Standard 2020</i> under the <i>Disability Discrimination Act 1992 [Cth]</i> (released 2 October 2020)</p> <p>Australian Standard Suite AS1428</p> <p>[To fulfill, in part, Action 26 of the State DAIP]</p>	9	<p>Director, Infrastructure and Planning</p> <p>(Recreation &amp; Sport Planning)</p>	31 Oct 2024	<p>Audit Plan approved by Executive Leadership Team.</p> <p>No. audits completed annually.</p> <p>% Corrective Actions completed within designated (in accordance with risk level prioritisation) timeframes.</p>
9.4	<p>Investigate and promote current and emerging technologies to improve access to public services and facilities.</p> <p>[To fulfill, in part, Action 26 of the State DAIP]</p>	9	<p>Director, Infrastructure and Planning</p> <p>(Recreation &amp; Sport Planning and Venues &amp; Capital Projects)</p>	<p>31 October 2021</p> <p>31 October 2022</p> <p>31 October 2023</p> <p>31 October 2024</p>	No. of new assistive technologies reviewed annually.
9.5	<p>Ensure the Agency's Complaints process:</p> <ul style="list-style-type: none"> <li>• Provides support to the needs of the individual.</li> <li>• Can be made available in alternative formats if requested.</li> <li>• Is applied within all Agency venues (including those managed by a lessee).</li> </ul> <p>Ensure the Agency monitors the completion of any corrective actions.</p>	9	<p>Director, Corporate Strategy and Investment (Business Operations)</p> <p>Senior Manager, Venues and Capital Projects</p>	<p>31 October 2021</p> <p>31 October 2022</p> <p>31 October 2023</p> <p>31 October 2024</p>	<p>No. related complaints annually.</p> <p>Annual % complainant satisfaction with the handling of related complaints.</p>
9.6	<p>Ensure all events* hosted by the Agency are accessible and inclusive in line with:</p> <ul style="list-style-type: none"> <li>• <a href="#">Accessible Events: A Guide for Meeting and Event Organisers</a> developed by Meetings &amp; Events Australia.</li> </ul> <p>The Agency's Event Accessibility Checklist.</p>	9	<p>All Directors, Managers and event coordinators responsible for hosting events</p>	<p>31 October 2021</p> <p>31 October 2022</p> <p>31 October 2023</p> <p>31 October 2024</p>	<p>Develop and implement an <i>Events Accessibility Checklist</i>.</p> <p>No. complaints expressing dissatisfaction with accessibility to events* annually.</p>

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
9.7	Ensure all Funding programs can be accessed by people with a disability by addressing barriers in the application and contract management process.	9	Director, Corporate Strategy and Investment (Funding Services)	31 October 2021 31 October 2022 31 October 2023 31 October 2024	No. applications from individuals with a disability or organisations applying for funding to support people with disabilities annually.



## Theme 4: Learning and Employment

*Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.*

**Priority 10:** Better supports within educational and training settings

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

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

The Agency will promote improved recruitment, retention and career development opportunities for people with disability through the following actions.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
10.1	Ensure: <ul style="list-style-type: none"> <li>All workplace training offered to employees is available in accessible formats or other formats on request.</li> <li>Employees are made aware they can request reasonable adjustments for training participation.</li> </ul>	10	Director, Corporate Strategy and Investment (Business Operations)	31 October 2021 31 October 2022 31 October 2023 31 October 2024	% new courses accessible annually.  % reasonable adjustment requests relating to training met.
10.2	Ensure all community engagement forums have suitable options catering for accessibility.	10	All Directors and Managers hosting community events	31 October 2021 31 October 2022 31 October 2023 31 October 2024	No. complaints expressing dissatisfaction with accessibility options available annually.
11.1	Ensure processes and learning tools to engage volunteers, work experience / placement students remain accessible and inclusive for people with disability.	11	Director, Corporate Strategy and Investment (Business Operations) Director SASI	31 October 2021 31 October 2023	Policies, position statements and tools relating to volunteers, work experience / placement students are reviewed every two years.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
11.2	<p>Promote increasing volunteering as a pathway to employment for people living with disability to the sector through:</p> <ul style="list-style-type: none"> <li>• Promotion to SSO'/SRO's.</li> <li>• Promotion of successful transitions to employment on the Agency's website and social media.</li> </ul> <p>[To fulfill, in part, Action 36 of the State DAIP]</p>	11	<p>Senior Manager, Sector Capability</p> <p>Director, Corporate Strategy and Investment (Business Operations)</p>	31 October 2021	Annual promotional campaign completed.
11.3	<p>Develop an ongoing volunteering / placement opportunity directed at students, work experience (SACE) or internships within Office for Recreation, Sport and Racing/South Australian Sports Institute.</p> <p>[To fulfill, in part, Action 36 of the State DAIP]</p>	11	<p>Director, Corporate Strategy and Investment (Business Operations)</p>	31 October 2021	Opportunity advertised.
12.1	<p>Develop and review the Reasonable Workplace Adjustment Policy and online application form.</p>	12	<p>Director, Corporate Strategy and Investment (Business Operations)</p>	<p>31 October 2021</p> <p>31 October 2023</p>	Policies or position statements relating to reasonable adjustments are reviewed every two years.
12.2	<p>Review recruitment guidelines and practices to ensure vacancies are accessible, inclusive and flexible for job applicants with disability</p>	12	<p>Director, Corporate Strategy and Investment (Business Operations)</p>	<p>31 October 2022</p> <p>31 October 2024</p>	Guideline and other process components are reviewed every two years
12.3	<p>Ensure that recruitment and on-boarding processes are aligned with the SA Public Sector Disability Employment Strategy, Plan and Toolkit</p> <p><a href="https://publicsector.sa.gov/people/diversity/disability">https://publicsector.sa.gov/people/diversity/disability</a></p>	12	<p>Director, Corporate Strategy and Investment (Business Operations)</p>	31 October 2022	% compliance with standards at audit.
12.4	<p>Establish a process that enables the Agency's employment vacancies advertised on <i>I Work for SA</i> to be</p>	12	<p>Director, Corporate Strategy and</p>	31 October 2022	Approval of process by the Executive Leadership Team.

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
	promoted to all South Australian based Disability Employment Service Providers.		Investment (Business Operations)		

# Disability Access and Inclusion Plan Development

## Consultation

Consultation was undertaken with Agency employees, volunteers and athletes to ensure they have a voice and an opportunity to provide valuable feedback.

The DAIP was also available on [yoursay.sa.gov.au/](https://yoursay.sa.gov.au/) for feedback from the community for a period of 2 weeks. The survey was promoted through the following organisations representing the interests of people with a disability, their families and carers:

- Sport SA
- Recreation SA
- Inclusive Sport SA
- Blind Sport SA
- Australian Paralympic Committee
- Citizen Advocacy South Australia
- Disability Advocacy & Complaints Service of SA
- Disability Rights Advocacy Service Inc
- Independent Advocacy SA
- Brain Injury SA
- Carers SA
- South Australian Council of Social Services
- Deaf Can:Do
- Royal Society for the Blind
- NOVITA
- MYSA (Multicultural Youth SA)
- Multicultural Communities Council South Australia
- Commissioner for Aboriginal Engagement
- Youth Affairs Council of South Australia (YACSA)
- Invictus Pathway Program
- South Australian National Football League (SANFL)
- Tenpin SA
- South Australian Cricket Association (SACA)
- Cirkidz
- BlindSports SA/Royal Society for Blind
- Flinders University
- Norwood Swimming Club
- One Culture Football
- United Abilities
- Diversity Inclusion
- Finnbell Consulting
- City of Salisbury

There were seven (7) respondents to the consultation in total; two of whom were Agency staff, one who represented a sporting organisation and four who were anonymous. The majority of responses made broad comments on disability needs without specific reference to the Plan and a smaller number of responses set out detailed additional inclusions for the Plan. These have either been specifically addressed within the Plan, translated into principles or strengthened or focussed existing action items.

Recognising the tight timeframes for the conclusion of the Plan and the impact of social distancing measures due to the COVID-19 outbreak on this consultation, it will be important to develop an engagement plan for the next iteration that more actively engages people with lived experience of disability and inclusion to strengthen the Agency's understanding and responsiveness to their needs.

## Relationship to other policies, strategies, frameworks

The DAIP supports and complements:

- *Inclusive SA: State Disability Inclusion Plan 2019-2023.*
- OCPSE South Australian Public Sector Disability Employment Strategy 2020-2023.
- OCPSE South Australian Public Sector Disability Employment Plan 2020-2021.
- OCPSE South Australian Public Sector Disability Employment Toolkit.
- OCPSE South Australian Public Sector Diversity and Inclusion Strategy.
- OCPSE South Australian Public Sector Diversity and Inclusion Plan 2019-2020.
- OCPSE Mentally Healthy Workplaces Toolkit.

The following Agency policies and procedures support this DAIP:

- Strategic Plan.
- Fair Treatment in the Workplace Policy.
- Government of South Australia Online Accessibility Policy.

The development of this DAIP was also guided by the following:

- *Disability Inclusion Act 2018*
- *Disability Discrimination Act 1992 [Cth]*
- *United Nations Conventions on the Rights of Persons with Disabilities*
- *Equal Opportunity Act 1984*

## Examples of previous achievements

In February 2019, an Inclusion and Diversity Working Group was established to:

- Assess the inclusivity and diversity of our workplace.
- Develop a range of related priorities and initiatives to support progressing the Agency's inclusion & diversity goals and its commitment to a strong workplace culture.

In June 2019, an Inclusive Culture survey across all staff within the Agency was completed to better understand how inclusive and diverse our workforce is and provide a benchmark reference point. 70% of staff responded to the survey which has expanded our understanding of our workforce diversity and has provided a view of our strengths and priorities for building a more inclusive workplace culture.

## **Implementation Process**

The DAIP will be made available on the Agency's intranet and external website.

There will be an ongoing review on the implementation of Actions within the DAIP, and an audit report will be provided to the Chief Executive in June 2021 and to the Minister for Recreation, Sport and Racing by 31 October 2021.

## **Planning for the Future**

In accordance with the *Disability Inclusion Act 2018*, the Agency will review the DAIP at least every four years.

## **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, Definitions and Acronyms

## **Built environs**

Artificial structures, features, and facilities viewed collectively as an environment in which people live and work.

## **DAIP**

Disability Access and Inclusion Plan prepared by State authorities for their own agency, department or council area.

## **DHS**

The South Australian Department of Human Services.

## **Disability Engagement Group (DEG)**

A DHS led register that can be used by other government agencies or councils to obtain advice from people living with disability and the sector about disability issues

## **Event**

Those Agency planned occasions (meetings, engagement or other forums, ceremonies, etc) with external participants; limited in respect of this Plan to those with 250 or more participants.

## **Toolkit**

A suite of information documents that may include guidelines, templates and procedures to assist in the completion of a task

## **CRPD**

United Nations' Convention on the Rights of Persons with Disabilities. The convention is a human rights treaty that aims to change attitudes and approaches to people living with disability. It reaffirms that all people living with disability must enjoy human rights and fundamental freedoms

## **Universal Design**

Universal Design involves creating facilities, built environs, products and services that can be used by people of all abilities to the greatest extent possible without adaptations.