



## **AGENDA**

**FOR POLICY AND PLANNING COMMITTEE MEETING TO BE HELD ON**

**18 JANUARY 2021 AT 6:30 PM**

**IN THE COUNCIL CHAMBER, SALISBURY COMMUNITY HUB,  
34 CHURCH STREET, SALISBURY**

### **MEMBERS**

Cr C Buchanan (Chairman)  
Mayor G Aldridge  
Cr M Blackmore (Deputy Chairman)  
Cr L Braun  
Cr B Brug  
Cr A Duncan  
Cr K Grenfell  
Cr N Henningsen  
Cr D Hood  
Cr P Jensen  
Cr D Proleta  
Cr S Ouk  
Cr S Reardon  
Cr G Reynolds  
Cr J Woodman

### **REQUIRED STAFF**

Chief Executive Officer, Mr J Harry  
General Manager Business Excellence, Mr C Mansueto  
General Manager City Development, Mr T Sutcliffe  
General Manager City Infrastructure, Mr J Devine  
General Manager Community and Org. Development, Ms G Page  
Manager Governance, Mr M Petrovski  
Risk and Governance Program Manager, Ms J Crook  
Governance Support Officer, Ms K Boyd

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**APOLOGIES**

**LEAVE OF ABSENCE**

**PRESENTATION OF MINUTES**

Presentation of the Minutes of the Policy and Planning Committee Meeting held on 14 December 2020.

Presentation of the Minutes of the Confidential Policy and Planning Committee Meeting held on 14 December 2020.

**REPORTS**

*Administration*

1.0.1 Future Reports for the Policy and Planning Committee..... 13

*For Information*

1.2.1 Ability Inclusion Strategic Plan (AISP) 2020-2024 Year 1  
(2020-2021 six months) Progress Report..... 19

**OTHER BUSINESS**

**CLOSE**



**MINUTES OF POLICY AND PLANNING COMMITTEE MEETING HELD IN THE  
COUNCIL CHAMBER, SALISBURY COMMUNITY HUB, 34 CHURCH STREET,  
SALISBURY ON**

**14 DECEMBER 2020**

**MEMBERS PRESENT**

Cr C Buchanan (Chairman)  
Mayor G Aldridge  
Cr M Blackmore (Deputy Chairman)  
Cr L Braun  
Cr B Brug  
Cr A Duncan  
Cr K Grenfell  
Cr N Henningsen  
Cr D Hood  
Cr P Jensen  
Cr S Ouk  
Cr S Reardon  
Cr G Reynolds  
Cr J Woodman

**STAFF**

Chief Executive Officer, Mr J Harry  
General Manager Business Excellence, Mr C Mansueto  
General Manager City Development, Mr T Sutcliffe  
General Manager City Infrastructure, Mr J Devine  
General Manager Community and Org. Development, Ms G Page  
Manager Governance, Mr M Petrovski  
Risk and Governance Program Manager, Ms J Crook  
Governance Support Officer, Ms K Boyd

The meeting commenced at 7.00 pm.

The Chairman welcomed the members, staff and the gallery to the meeting.

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## **APOLOGIES**

An apology was received from Cr D Proleta.

## **LEAVE OF ABSENCE**

Nil

## **PRESENTATION OF MINUTES**

Moved Cr P Jensen  
Seconded Cr K Grenfell

The Minutes of the Policy and Planning Committee Meeting held on 16 November 2020, be taken as read and confirmed.

**CARRIED**

Moved Cr J Woodman  
Seconded Cr N Henningsen

The Minutes of the Confidential Policy and Planning Committee Meeting held on 16 November 2020, be taken as read and confirmed.

**CARRIED**

## **REPORTS**

### *Administration*

#### **1.0.1 Future Reports for the Policy and Planning Committee**

Moved Cr P Jensen  
Seconded Cr B Brug

1. The information be received.

**CARRIED**

**1.1.1 Recommendations of the Youth Council Sub Committee meeting held on Tuesday 8 December 2020**

The information contained in the Youth Council Sub Committee of the meeting held on 8 December 2020 be received and noted with respect to the following recommendations contained therein to be adopted by Council:

**1.1.1-YC1 Future Reports for the Youth Council Sub Committee**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. The information be received.

**CARRIED**

**1.1.1-YC2 Youth Council Membership**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. That the resignation of Joel Winder as a Mentor on Salisbury Youth Council be received and accepted.

**CARRIED**

**1.1.1-YC3 Youth Council Projects Update**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. That the information be received and noted.

**CARRIED**

**1.1.1-YC4 Youth Programs and Events Update December 2020**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. That the information be received and the verbal information provided on the deferred programs due to COVID-19 be noted.
2. That staff forward an updated program of events to members of the Committee.

**CARRIED**

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### **1.1.1-YC5 Additional Youth Council Achievements 2020**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. That the information be received and noted.

**CARRIED**

### **1.1.1-YC6 South Australian Youth Parliament 2020**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. That the information be received and noted.

**CARRIED**

### **1.1.1-YC7 Youth Council Membership 2021**

Moved Cr M Blackmore  
Seconded Cr G Reynolds

1. The information be received and noted.
2. Council note the:
  - a. The resignation of Mentor Joel Winder
3. Council revoke the membership of Della Graham Williams in accordance with the Youth Council terms of reference.
4. Council re-appoint Youth Council member James Wood to be endorsed for a further two year maximum term.
5. Council endorse the appointment of:
  - a. New Youth Council members; Chloe Fern-Pring, Hossein Bayani, Rana Afzali, MengChheng Hong, Jack Prince and Fillette Uwamahoro
  - b. Mon Maya Chamlagai as a Youth Council Mentor for a maximum of a two year term
  - c. Damien Walker as a Youth Council Mentor for a second two year term
  - d. James Wood to be endorsed for a second two year term

**CARRIED**

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**1.1.2 Summary of the City of Salisbury Tourism & Visitor Strategy, 2016-2021**

Moved Cr C Buchanan  
Seconded Cr M Blackmore

1. That the information in this report be noted and the following actions endorsed.
  - a) That the Chairman and Deputy Chairman of the Policy and Planning Committee, work with staff on the staging and facilitation of consultation workshops with former Sub Committee members, the public and other identified stakeholders to capture concepts and the development of the City of Salisbury's visitation strategy 2021 and beyond.
  - b) That funds of \$20,000 from existing funds allocated to the Visitor & Tourism strategy be allocated to fund the required work.
  - c) That following the workshops, a report be prepared that summarises the session, outcomes of consultation and advises Council on a draft 2021 and beyond draft visitation strategy.
  - d) That Council note that the development of the City of Salisbury visitation strategy for 2021 and beyond and its recommended tactics and activities be considered for a budget bid for 2021-2022.

**CARRIED**

**1.1.3 Planning and Design Code**

Moved Cr C Buchanan  
 Seconded Cr J Woodman

1. Council endorse a submission being provided to the State Planning Commission on the updated Phase 3 (Urban Areas) Planning and Design Code Amendment November 2020 covering the matters identified in paragraph 3.5 and Attachment 2 to this report (Policy and Planning Committee 14/12/2020, Item No. 1.1.3).
2. That Council’s submission on the Planning and Design Code also include a recommendation to the Minister for Planning that the introduction of the Phase 3 Code Amendment be deferred to at least 1 July 2021, to:
  - a. enable administrative and policy issues with the Code to be comprehensively resolved, and
  - b. in recognition of the current significant spike in development application activity as a result of government stimulus packages, and the need to ensure that the development industry is well placed to deliver on the objectives of the stimulus packages without the potential complications of the new Code.
3. Staff investigate the benefits or otherwise of establishing an offset scheme for an Urban Tree Fund and report back to Council on this matter.
4. Staff commence the process under the Planning Development and Infrastructure Act of establishing a car parking offset scheme for the Salisbury City Centre to replace the existing Car Park Fund, to facilitate investment into the precinct.

**CARRIED**



**1.1.4 Request to Support Burton Residential Code Amendment**

Moved Cr C Buchanan  
 Seconded Cr K Grenfell

1. That Council authorises the General Manager City Development to indicate to the proponent that the City of Salisbury does not object to a private-proponent funded Code Amendment that seeks to investigate the rezoning of lot 50 in DP 72290 Certificate of Title 5985/639 to a form of residential land use, subject to Council being satisfied that the following investigations are undertaken and their findings support residential development:
  - Impact (if any) from use of PFAS by the Department of Defence;
  - Evaluation of the updated investigations against the Minister’s concerns raised at the time of the initial DPA in 2016;
  - Stormwater and flood management plans;
  - RAAF Base Edinburgh updated Australian Noise Exposure Forecast contours, including the runway extension;
  - Consideration of applicable Federal National Airports Safeguarding Framework guidelines;
  - Environment Protection Authority requirements;
  - Changed land uses and operations adjacent the study area that may impact on the potential residential area, including reviewing the effectiveness of the original proposal for a buffer area and physical treatment between proposed residential and existing adjacent non-residential uses in light of changed circumstances;
  - Planning and Design Code policies and Planning, Development Infrastructure Act and Regulations; and
  - Other investigations as required by Minister for Planning, Planning and Land Use Services, and the State Planning Commission

**CARRIED**

**1.1.5 Salisbury Community Hub Update - Future Service Demands**

Moved Mayor G Aldridge  
 Seconded Cr S Reardon

1. The information be received and noted.

**CARRIED**

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*For Information*

**1.2.1 Intercultural Strategic Plan 2017-2027 Year 2 (2019-20) Progress Report**

Moved Cr L Braun  
Seconded Cr J Woodman

1. Information is received and noted.

**CARRIED**

**OTHER BUSINESS**

**P&P-OB1 Salisbury City Centre**

Moved Cr C Buchanan  
Seconded Mayor G Aldridge

1. That a report be prepared for consideration of the Policy and Planning Committee before June 2021 for addressing opportunities to increase residential development within the Salisbury City Centre, noting Council's previous decision in relation to Salisbury Oval, as part of the City Centre Revitalisation program, and including provision of additional off-street car parking.

**CARRIED**  
UNANIMOUSLY

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**CONFIDENTIAL ITEMS**

**1.4.1 Dry Creek Saltfields Rezoning Proposal**

Moved Cr K Grenfell

Seconded Cr L Braun

1. Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) and (m) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:

- it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and

- information the disclosure of which would, on balance, be contrary to the public interest; and

- information relating to a proposed amendment to a Development Plan under the Development Act 1993 before a Plan Amendment Report relating to the amendment is released for public consultation under that Act.

2. In weighing up the factors related to disclosure,

- disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations

- Non-disclosure of this matter would protect information relating to a proposed amendment to a Development Plan and Council's commercial position as public disclosure may provide third parties with a commercial advantage or jeopardise the commercial position of Council

On that basis the public's interest is best served by not disclosing the **Dry Creek Saltfields Rezoning Proposal** item and discussion at this point in time.

3. Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.

**CARRIED**

The meeting moved into confidence at 7.42 pm.

The meeting moved out of confidence at 7.43 pm.

CHAIRMAN.....

DATE.....



<b>ITEM</b>	1.0.1
	<b>POLICY AND PLANNING COMMITTEE</b>
<b>DATE</b>	18 January 2021
<b>HEADING</b>	Future Reports for the Policy and Planning Committee
<b>AUTHOR</b>	Michelle Woods, Projects Officer Governance, CEO and Governance
<b>CITY PLAN LINKS</b>	4.2 We deliver quality outcomes that meet the needs of our community
<b>SUMMARY</b>	This item details reports to be presented to the Policy and Planning Committee as a result of a previous Council resolution. If reports have been deferred to a subsequent month, this will be indicated, along with a reason for the deferral.

**RECOMMENDATION**

1. The information be received.

**ATTACHMENTS**

There are no attachments to this report.

**1. BACKGROUND**

- 1.1 Historically, a list of resolutions requiring a future report to Council has been presented to each committee for noting.

**2. CONSULTATION / COMMUNICATION**

- 2.1 Internal
  - 2.1.1 Report authors and General Managers.
- 2.2 External
  - 2.2.1 Nil.

### 3. REPORT

3.1 The table below outlines the reports to be presented to the Policy and Planning Committee as a result of a Council resolution.

Meeting Item	Heading and Resolution	Officer
19/12/2016 P&P-OB1	<p><b>RAAF AP-3C Tailfin for Purposes of Display</b></p> <p>That staff prepare a report working with Salisbury RSL to obtain an AP-3C Tailfin from RAAF for purposes of display within the Salisbury Council area, potentially as part of the Salisbury Oval Precinct upgrade.</p> <p><b>Due:</b> February 2021</p>	Julie Kushnir
28/05/2018 1.2.1	<p><b>Cities Power Partnership Program</b></p> <p>1. That Council re-consider becoming a partner of the Cities Power Partnership program once the City of Salisbury's Energy Management Plan has been finalised and endorsed during 2018/19.</p> <p><b>Due:</b> June 2021</p>	Dameon Roy
27/05/2019	<p><b>Motion on Notice - Automatic External Defibrillators (AEDs)</b></p> <p>1. That, to help avoid preventable deaths from sudden cardiac arrest in the City of Salisbury, Council work with SA Ambulance and relevant stakeholders to determine:</p> <p>1.1 whether there is a need for additional Automatic External Defibrillators (AEDs) that might be recommended for critical public sites in the geographic area the City of Salisbury,</p> <p>1.2 the associated purchase, installation and ongoing maintenance costs, and optimum locations for installing the AEDs, given their current footprint across the city;</p> <p>1.3 the most effective means for promoting where existing publicly available AEDs are located in City of Salisbury, and raising awareness of our grant program for AEDs available to local Salisbury community and sporting groups.</p> <p><b>Due:</b> January 2021 <b>Deferred to:</b> February 2021 <b>Reason:</b> Further investigation required.</p>	Julie Fyfe
24/06/2019 12.1	<p><b>Motion without Notice: Upgrades to Current Sporting Facilities</b></p> <p>That staff provide a report for costings for upgrades to our current major sporting centres, excluding Ingle Farm Recreation Centre, to support our community over the coming 40+ years.</p> <p><b>Due:</b> March 2021</p>	Adam Trottman

23/09/2019 1.5.1	<b>Heritage</b> 1. Subject to budget approval by Council, the General Manager City Development be authorised to engage a heritage expert to undertake a Local Heritage first stage study, a Thematic Heritage Framework, for the City of Salisbury area, and report back to Council on the findings. <b>Due:</b> February 2021	Peter Jansen
23/09/2019 TVSC-OB1	<b>Signage – Purling/Commercial Road, Salisbury North</b> 1. That staff provide an audit report on existing directional and historically significant signage in the City of Salisbury. <b>Due:</b> March 2021	David Boothway
28/01/2020 1.10.1	<b>Bridgestone Athletics Centre – Sponsorship Opportunities</b> Council has previously resolved this resolution to be confidential. <b>Due:</b> June 2021	Adam Trottman
23/03/2020 AC-OB1	<b>Strategic Review</b> 1. That a strategic review of the project management and contract management regarding the Salisbury Community Hub be performed. <b>Due:</b> February 2021	Terry Sutcliffe
23/03/2020 1.0.2- TVSC2	<b>Promotion of Salisbury Community Hub and Council Area</b> 2. The Tourism and Visitor Sub Committee support the proposed strategy as set out in this report (Item TVSC2, Tourism and Visitor Sub Committee, 10/03/2020), with a review to be conducted of the strategy by June 2021. <b>Due:</b> June 2021	Julie Kushnir
27/07/2020 1.0.2- TVSC2	<b>Status Report on Historical Signage Installation</b> 2. That staff consider further locations and a priority list be presented to the sub-committee at a future date (November 2020 meeting of TVSC), for inclusion in future budget bids. <b>Due:</b> March 2021	Craig Johansen
27/07/2020 1.1.1	<b>Community Safety Implementation Plan 2020/21</b> 3. Staff bring back a report with a draft annual plan for CCTV expansion program within 3 months of the conclusion of the portable CCTV trial. <b>Due:</b> March 2021	Julie Douglas
24/08/2020 1.0.2-TVSC- OB1	<b>Salisbury Recreation Precinct</b> 1. That staff bring back a report on the promotion of the Salisbury Recreation Precinct, including signage. <b>Due:</b> March 2021	Adam Trottman

28/09/2020 1.1.1	<b>Street Libraries</b> 1. The Community led option for Street Libraries, as detailed in Paragraph 4.1 of this report (Policy and Planning Committee, 21 September 2020 Item No. 1.1.1) be endorsed and be re-evaluated in 12 months' time.	Natalie Cooper
<b>Due:</b>	October 2021	
28/09/2020 MON2	<b>Motion on Notice: DPA for Places of Worship</b> 2. That a further report be provided to Council upon receipt of a response from the Minister for Planning and Local Government, and the Planning and Land Use Services Division in relation to next steps.	Peter Jansen / Greg Ratsch
<b>Due:</b>	March 2021	
26/10/2020 6.0.2- IBDSC6	<b>Community Bus to Service Western Suburbs</b> 6. That a report be brought back at the conclusion of the trial, analysing the success or otherwise of the trial, including; – the uptake of the service overall – which stops are used the most/least – customer and staff feedback.	Julie Douglas
<b>Due:</b>	June 2022	
26/10/2020 MON7.1	<b>Motion on Notice - Federal Budget - Kings and Waterloo Corner Roads, and Community Housing</b> 3. A report be prepared advising Council about how we can work with the Federal and State Government, and community housing providers to encourage investment in community housing via the National Housing Finance and Investment Corporation.	Terry Sutcliffe / Gail Page
<b>Due:</b>	April 2021	
26/10/2020 MON7.2	<b>Motion on Notice - Entrepreneurial Youth Programs</b> 1. That a report be provided to the Policy and Planning Committee by February 2021 outlining the existing entrepreneurial programs offered to the City of Salisbury's youth post COVID-19.	Gail Page
<b>Due:</b>	February 2021	
21/12/2020 1.1.2	<b>Summary of the City of Salisbury Tourism &amp; Visitor Strategy, 2016-2021</b> c) That following the workshops, a report be prepared that summarises the session, outcomes of consultation and advises Council on a draft 2021 and beyond draft visitation strategy.	Julie Kushnir
<b>Due:</b>	April 2021	
21/12/2020 1.1.3	<b>Planning and Design Code</b> 3. Staff investigate the benefits or otherwise of establishing an offset scheme for an Urban Tree Fund and report back to Council on this matter.	Peter Jansen
<b>Due:</b>	March 2021	



21/12/2020	<b>Salisbury City Centre</b>	Terry Sutcliffe / Greg Ratsch
P&P-OB1	1. That a report be prepared for consideration of the Policy and Planning Committee before June 2021 for addressing opportunities to increase residential development within the Salisbury City Centre, noting Council's previous decision in relation to Salisbury Oval, as part of the City Centre Revitalisation program, and including provision of additional off-street car parking.	
<b>Due:</b>	June 2021	
21/12/2020	<b>Lindblom Park &amp; Thomas More College Improvements</b>	John Devine
4.1.3	3. The working party to provide a recommendation to the Policy and Planning Committee by October 2021.	
<b>Due:</b>	October 2021	

#### 4. CONCLUSION / PROPOSAL

- 4.1 Future reports for the Policy and Planning Committee have been reviewed and are presented to Council for noting.

#### CO-ORDINATION

Officer: EXECUTIVE GROUP  
Date: 11/01/2021



<b>ITEM</b>	1.2.1
	<b>POLICY AND PLANNING COMMITTEE</b>
<b>DATE</b>	18 January 2021
<b>HEADING</b>	Ability Inclusion Strategic Plan (AISP) 2020-2024 Year 1 (2020-2021 six months) Progress Report
<b>AUTHOR</b>	Vesna Haracic, Manager Community Health & Wellbeing, Community & Org. Development
<b>CITY PLAN LINKS</b>	1.2 The health and wellbeing of our community is a priority 4.2 We deliver quality outcomes that meet the needs of our community 4.4 We plan effectively to address community needs and identify new opportunities
<b>SUMMARY</b>	This report highlights progress in the Ability Inclusion Strategic Plan 2020 -2024 (AISP) implementation in its first six months and key Actions to be started in 2021/22. The attachment shows the status of all 88 Actions in the AISP using a traffic light system, provides report briefs on Actions in progress and lists all Actions starting in Year 2 (2021/22). The report provides background to the AISP and discusses key determinants for its success.

**RECOMMENDATION**

1. Council note the report and attached table as contained in Attachment 1 to this report (Policy and Planning Committee 18/01/2021, Item 1.2.1).

**ATTACHMENTS**

This document should be read in conjunction with the following attachments:

1. AISP Implementation Report December 2020

**1. BACKGROUND**

- 1.1 This status report at 6 months was requested at the Asset Management Sub-Committee Meeting held on 10<sup>th</sup> August 2020 after a resident gave a presentation to the Sub Committee encouraging the City of Salisbury to improve and provide greater availability of accessible and inclusive play spaces in the City.

*(AMSC-OB2) Disability Access Inclusion Plan*

1. *Moved Cr N Henningsen*
2. *Seconded Cr C Buchanan*
3. *That a report be presented in January 2021 regarding the progress of the Disability Access Inclusion Plan*

- 1.2 At its meeting on 24 August 2020, the Council resolved (Resolution Number 0657/2020):

*AMSC-OB2 Disability Access Inclusion Plan*

*1. That a report be presented in January 2021 regarding the progress of the disability access inclusion plan.*

**1.3 Legislative and policy history**

- 1.3.1 Almost one in five South Australians experience disability, half of these people being over 65 years.
- 1.3.2 1999: Council's first disability access and inclusion plan, the Disability Discrimination Act Action Plan, was endorsed in 1999.
- 1.3.3 2008: Commonwealth Government ratified the UN Convention on the Rights of Persons with Disabilities on behalf of all levels of Government.
- 1.3.4 2011: The Council of Australian governments agreed on the National Disability Strategy 2011 – 2020 (NDS) in response to this Convention (being reviewed in 2020).
- 1.3.5 2012: Council approved the “Beyond the Ramp” Strategic Inclusion Planning Framework, aiming for more than minimum compliance for disability access and greater social inclusion beyond physical and informational access.
- 1.3.6 2013: Trial of the National Disability Insurance Scheme in SA and 3 other jurisdictions, part of the National Disability Strategy; full Scheme from 2019.
- 1.3.7 2018: The SA Disability Inclusion Act 2018 required all State authorities, including Councils, to publish a Disability Access and Inclusion Plan (DAIP) by 31 October 2020.
- 1.3.8 2019: On 31 October the SA Government published “Inclusive SA: State Disability Inclusion Plan 2019 – 2023” (SDIP) with 39 Actions.

Council's “DAIP” had to demonstrate among other things, how:

- a diversity of people with disability were consulted.
- it responded to the 6 Local Government – specific actions in the SDIP.

**1.4 Community and staff AISP consultation 2018 and 2019**

- 1.4.1 As reported to Council in November 2019, extensive community engagement was undertaken in two stages (August – October 2018 and August 2019). The second stage saw detailed submissions from community members who supported the draft AISP with two revisions. Senior management and key staff developed a high level implementation plan (see the attached implementation action plan) which is being further developed. Council endorsed the AISP on 25 November 2019. The AISP is a Critical Action in the City Plan 2035.

- 1.4.2 The AISP text was published in accessible versions and formats on Council's website in October 2020. The Chief Executive of DHS was notified of this and of the final community consultation outcomes as required by the Disability Inclusion Act (SA) 2018 and its Regulation 9 (4).

## 1.5 Features of the Ability Inclusion Strategic Plan 2020 -2024

- 1.5.1 The AISP is based on the social model of disability: to quote the late journalist, disability advocate and comedienne Stella Young:

“My disability exists not because I use a wheelchair, but because the broader environment isn't accessible.”

- 1.5.2 Disability is the interaction between:

- poorly designed environments (public places, information and communication technologies, social attitudes).
- people's impairments (physical, neurological, sensory, cognitive etc).
- 90% of these impairments are invisible.

- 1.5.3 Ability and Inclusion refers to the whole community's diversity of abilities, different types and levels. Ability and inclusion means that poor design which ignores some abilities will be replaced by universal design which includes all diversity of culture, gender, age and ability.

- 1.5.4 The AISP has:

- 4 Principles which all its Actions must take into account.
- 8 Outcomes including 18 Goals to increase access and inclusion identified through consultation.
- 88 Actions are required to achieve these Goals.

## 1.6 Key determinants of success for the Ability Inclusion Strategic Plan 2020 – 2024

This section is based on the four principles of the AISP.

### 1. Ongoing consultation to enable people with disability to influence Council planning and services

In 2015 Council set up the Disability Access and Inclusion Network (DAIN) as a forum for community members. This was an alternative to the former Access and Inclusion Sub-Committee of the Works and Services Committee.

DAIN aimed to provide community members:

- more freedom to discuss issues and learn about access and inclusion.
- opportunities to comment on Council plans and projects.

Community capacity

- The AISP includes Actions to increase knowledge and networks of people with disability.

## 2. **Universal Design Principles will be applied broadly**

Universal design adds between 1% and 2% to the cost of new buildings. This is different to adaptive design, which is for a small minority of people for whom universal design isn't sufficient, is more expensive and can be deployed in accordance with Council's asset hierarchy (example: adult change facilities) for regional centres.

Universal design principles will not be widely applied without three enabling processes:

- a. Guidelines must be developed to assist application of universal design. Infrastructure guidelines should provide different levels of universal design to take account of each project's place in the asset hierarchy.
- b. Universal design training must be provided across most areas for strategically selected staff including managers.
- c. Universal design considerations must start at the project brief development stage across infrastructure, Information and Communications Technology, programs, services, events, policies and processes.

## 3. **Integrated planning will make inclusion everyone's business**

Council's integrated Design Process recognises that universal design is one criterion to be considered. Universal design and adaptive design won't be identical across the City. The Place Activation Strategy provides for different levels of accessibility depending on the location and usage.

Engagement with the Inclusion Project Officer during early development of project briefs, strategies and plans does assist this integration.

## 4. **Partnerships and collaboration will facilitate access and inclusion across the community**

Council staff need the expertise and connections of partners to deliver accessible and inclusive outcomes. Currently Council staff work closely with partners sharing the values expressed in the AISP:

- Purple Orange (the Salisbury SKILL Project 2020 – 2023).
- Feros Care (current NDIS Local Area Coordination Partner) which will lead two of the AISP Actions.
- LGA Disability Inclusion Project and the Cities of Adelaide, Port Adelaide – Enfield and other members of the Local Government Access and Inclusion Network.

## 2. **CITY PLAN CRITICAL ACTION**

### 2.1 A Welcoming and Liveable City- Critical Actions (0-5 years)

*Implement the 'Ability Inclusion Strategic Plan, including providing more equipment in our playgrounds that is able to be used by people with different abilities.*

### **3. CONSULTATION / COMMUNICATION**

#### 3.1 Internal

General Managers and Divisional Managers across all Departments.

#### 3.2 External

Disability Access and Inclusion Network members.

### **4. REPORT**

4.1 The Ability Inclusion Strategic Plan 2020 – 2024 (AISP) has 88 Actions.

12 Actions commenced in Year 1 (2020/21 financial year).

21 Actions will start in Year 2 (2021/22 financial year).

Other Actions will start year 2022-2023 and 2023-2024 financial years

4.2 The status of Year 1 Actions is as follows:

1 – on track

9 – in progress

2 - require further work or not due to complete until after July 2022.

(Further details can be found in Attachment 1)

#### **4.3 Foundations for successful implementation**

4.3.1 Universal design solutions are sometimes expensive to retro-fit and must be considered from the inception of projects. The accessibility and inclusiveness of new and renewal works, programs and services depend on three foundations:

- diversity and inclusion training incorporating universal design for strategically selected staff;
- involvement of the Inclusion Project Officer during project brief development;
- early and periodic engagement with members of the Disability Access and Inclusion Network (DAIN).

#### **4.4 Highlights of AISP implementation July – November 2020**

4.4.1 Council has provided an Easy Read version of its access and inclusion plan for the first time. This is accessible for people with basic English literacy skills.

The AISP has been published in two versions:

- Detailed version (in accessible formats: on the website, in a limited print run, in Braille and audio); and
- Easy Read version (similar formats).

4.4.2 AISP implementation is built on more than 20 years of access and inclusion development. Council's processes have adopted much access and inclusion practice as "Business As Usual". This provides a platform for the AISP, so that some achievements can be reported after six months:

- 4.4.3 Audit of Council buildings included assessment of:
  - a. compliance with National Construction Code minimum access (many buildings pre-date the NCC Access Code - May 2011; and
  - b. accessibility of connections to the main entrance (these are not part of the ACCESS Code).
- 4.4.4 Provision of sit – stand desks for community use of library computers.
- 4.4.5 Pilot program of supplying continence aids disposal units in male toilets.
- 4.4.6 Playground renewals include wheelchair accessible softfall under swings and most rockers.
- 4.4.7 QR code based survey is in development to gather real time community feedback about playspace provision.
- 4.4.8 Community Safety Strategy is being implemented, including improved lighting (raised in the AISP consultation).
- 4.4.9 Council submission on SA Planning and Design Code recommended a strategy to roll-out universal design – staff are waiting to review the SA government’s next draft of the Code.
- 4.4.10 Bridgestone Athletics facility provides for inclusive and accessible events.
- 4.4.11 Library service provides outreach programs which take the activity to the community instead of requiring complex transportation to attend.
- 4.4.12 All Community Centres partner with mental health, disability and education organisations to run programs and provide information for people with disability and mental health challenges.
- 4.4.13 Council has an agreement with Purple Orange for a 3-year program funded by the NDIS to build peer networks of people with disability and families, starting with piloting of capacity developing workshops in Salisbury Community Hub (September 2020).
- 4.4.14 A Diversity and Inclusion awareness training has been rolled out to all staff during October - November 2020.
- 4.4.15 The internal Diversity and Inclusion Action Plan has been developed.
- 4.4.16 Council’s web platform will include capability to be usable by a greater diversity of people.
- 4.4.17 Inclusive playspaces & play equipment are included in Place Activation Strategy for informal & formal recreation spaces.

**4.5 Below are selected Actions due to commence next Financial Year**

- 4.5.1 Infrastructure projects will be consulted as a matter of routine with the Disability Access and Inclusion Network (on-going).
- 4.5.2 Footpath Trading Policy will be reviewed, including disability access and its application will be monitored regularly.
- 4.5.3 Community views on lighting and safety will include consultation with DAIN and may use real time reporting technology.



- 4.5.4 The Purple Orange led SKILL project will increase knowledge and leadership of residents with disability and increase the capacity of the community to provide strategic feedback.
- 4.5.5 When extra funding is available Council's website can leverage the accessibility features
- 4.5.6 Council's employment processes will be reviewed to ensure there are no barriers to people with disability.
- 4.5.7 Diverse ways to provide universal access to customer service – through training and new technology will be researched as part of the Exceptional Community Experience project.
- 4.5.8 Some AISP Actions will be led by the NDIS Local Area Coordination Partner in northern metropolitan Adelaide.

#### **4.6 Next steps**

- 4.6.1 AISP implementation will be reported to Council annually from August 2021. The August report will be for the previous financial year and will be the basis of the mandatory annual report to the Chief Executive of the Department of Human Services due by 31 October.

### **5. CONCLUSION / PROPOSAL**

- 5.1 The Ability Inclusion Strategic Plan 2020 – 2024 builds on access and inclusion practice which is now Business As Usual in many parts of Council's operations. As a Critical Action in the City Plan 2035 the AISP will be increasingly integrated into Council planning as a further development of Business As Usual. This is supported by Council's recently adopted community experience focused values and other strategies.

#### **CO-ORDINATION**

Officer: EXECUTIVE GROUP  
Date: 11.01.2021



### Ability Inclusion Strategic Plan implementation action planning

Mike Taggart  
 Inclusion Project Officer  
 January 2021

The AISP was endorsed by Council on 25 November 2019. The initial implementation table was developed by two workshops involving Executive Group, managers and key staff in January and May 2019. The May workshop identified quick wins for Year 1 and grouped all other actions in the following years.

#### Implementation Plan Format

The Implementation Plan for City of Salisbury's Ability Inclusion Strategic Plan is outlined in these tables. Each of the 8 Outcomes has a number of Goals. Under each Outcome is an implementation action table. Each table lists

- Action number and description
- Responsible Department/s
- Responsible Division/s
- Years in which the Actions will be commenced noting that many of these Actions will be ongoing
- Each Action is identified as either New (N), Increase/Improve (I) or Business as Usual (BAU)
- An asterisk indicates actions requiring additional resources for year 1
- Identifying Council's role/s in this Action
- Black and white traffic light indicates action assigned to year 2 or year 3-4, any text reported is FYI.

**Actions in bold text will require extra resources in Years 1 or 2.**

The Implementation Action Plan uses a traffic light system to show Action status. Each Action is coloured. There are;

- 1 Green on track
- 9 Orange in progress
- 2 Red requiring further work or not due to commence until after July 2022
- 76 **Black & White** action scheduled for year 2 or beyond

Some Actions which are Business as usual are assigned orange while others where new initiatives will commence in 2021 are assigned red.





Many Actions will be ongoing once commenced and become part of the new Business As Usual.

**Outcome 1 - Support for Health and Wellbeing through Inclusive Programs, Services and Events**

Goal	Action	Department	Responsible Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
<b>1.1</b> Council will deliver programs and activities that adhere to Universal Design Principles and provide people with disability opportunities to build capacity and confidence, and connect with others	<b>1.1.1</b> Review current programs and activities to maximise access and inclusion for people with disability.	Community & Organisational Development	Community Capacity & Learning  Community Health & Wellbeing	<input type="checkbox"/>	<u>CHW</u> Recommend research into audit tool and if not available that extra resources be sought externally in Year 3 for an independent assessment of inclusivity of programs in CC&L & CHW with aim to commence review in Year 3 (liaise with NDIS LAC Partner);	Yes CCL CHW		BAU I	Deliver
	<b>1.1.2</b> Enable people with disability to attend programs, events and activities through transport support.	Community & Organisational Development	Community Capacity & Learning  Community Health & Wellbeing  Community Planning & Vitality	<input type="checkbox"/>	<u>CCL</u> Outreach programs, central locations we make it accessible for the participants to attend.	Yes CCL CHW CPV		BAU I N	Deliver
	<b>1.1.3</b> Incorporate access and inclusion considerations into planning of all Council events and community programs where possible.	Business Excellence  Community & Organisational	Community Experience and Relationships  Community Capacity & Learning	<input type="checkbox"/>	<u>CCL</u> All Library community programs and activities are designed to be inclusive;	Yes CCL CER CHW		BAU I	Deliver

Goal	Action	Department	Responsible Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
		Development	Community Health & Wellbeing Community Planning & Vitality						
	1.1.4 Facilitate programs and mentorships that support good transitions from school to work or school to further education.	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>		Yes CCL		BAU I/N	Deliver, Partner
	1.1.5 Partner to run events or programs (including online forums) that connect people with disability to others who share their experience or interests (regardless of ability).	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>	<u>CCL</u> Some programs are already established in CCL; Flourish Mental Health Wellbeing workshops (Neami National partnering with Bagster Road Community Centre) Bridgestone Athletics facility provides for inclusive and accessible events.		Yes CCL	N	Deliver, Partner
	1.1.6 Facilitate programs that help people with acquired brain injury	Community & Organisation	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I	Facilitator




Goal	Action	Department	Responsible Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
	develop confidence.	al Development							
	1.1.7 Work with Incompro to facilitate targeted and inclusive health and wellbeing programs for Aboriginal people with disability, especially young men.	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>			Yes CCL	BAU N	Facilitator
	1.1.8 Facilitate sporting events that are inclusive of Aboriginal people with disability.	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW CPV	BAU I N	Facilitator
	1.1.9 Collaborate with local service providers and groups to advocate for greater access to health and wellbeing programs and services for people with disability.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning	<input type="checkbox"/>	<u>CCL</u> Some programs already doing this; Community Centres shared awareness posts for various events on their Facebook pages e.g. Men's Mental Health Week, Kids and Youth Disability Expo, Mental Health Week, National Youth Disability Summit.	Yes CCL CHW		BAU I N	Deliver, Partner
	1.2 Council will encourage and support community-	1.2.1 Incorporate access and inclusion considerations	Community &	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I N

Goal	Action	Department	Responsible Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
based events, activities and clubs to be inclusive of people with disability.	into sponsorship and funding arrangements.	Organisational Development							
	1.2.2 Build capacity of existing community-based, events, programs and clubs to be more inclusive of people with disability.	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	BAU I	Deliver, Partner
	1.2.3 Continue to support community-based activities that promote access and inclusion through provision of cost-effective access to Council spaces and resources.	Community & Organisational Development	Community Capacity & Learning			Yes CCL		BAU I	Deliver, Partner
	1.2.4 Provide additional computers at The Shed. (Edinburgh)	Community & Organisational Development	Community Health & Wellbeing		Yes CHW* Delayed due to lack of access to building following fire.			N	Deliver
	1.2.5 Investigate the idea of spaces for specific	Community &	Community Health & Wellbeing				Yes CHW	BAU N	Deliver, Partner

Goal	Action	Department	Responsible Division	Progress	Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
	cultural groups which provide comfortable amenity and volunteer support so a specific cultural group can access their cultural community, translation services and administrative support on a drop in basis.	Organisational Development							
	1.2.6 Review Council's community facilities to identify how some spaces may be adjusted to accommodate groups of people with disability whose ways of being may disturb others (to avoid exclusion of some people from some community spaces)	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>			Yes CCL	BAU I	Deliver
	1.2.7 Partner with relevant organisations to run Intercultural programs in the community.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning	<input type="checkbox"/>		Yes CCL CHW		BAU N	Partner



**Outcome 2 - Accessible Buildings Streets and Open Spaces**




Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
2.1 Council will provide and maintain accessible public and community infrastructure that enables people of all abilities to participate in the public realm.1	2.1.1 Access and inclusion criteria are developed and included in asset audits for all asset categories as appropriate	City Infrastructure	Infrastructure Management Property & Buildings		Yes IM* P&B  IM Building Audit done including minimum access compliance and access connections to the building. P&B Minimum requirements are adhered to in Building Renewal Program and new facilities. Inclusion Project Officer to work with Staff listing more than minimum requirements related to asset hierarchy. Research other Council's use of Master Locksmith Key providing secure access to people requiring adult change facilities in some locations.			N	Deliver
	2.1.2 Ensure standards are considered in line with the asset strategy/hierarchy, and documented.	City Infrastructure	Infrastructure Management Property & Buildings				Yes IM P&B	BAU I	Deliver
	2.1.3 New design process (including renewals) includes consideration of social inclusion and provision for inclusive	City Infrastructure	Infrastructure Delivery		ID QR Survey being developed to harvest real time community feedback about playspaces.			N	




Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	design in the playspace hierarchy by the Asset Management Sub Committee								
	2.1.4 Continual upgrade of the public realm will increase accessibility and safety of foot paths, crossings, open space and the interface between public space and buildings for people using mobility aids.	City Infrastructure	Infrastructure Management Infrastructure Delivery	<input type="checkbox"/>			Yes ID IM	BAU	Deliver
	2.1.5 Assess the need for disability parking to identify priority areas and plan for additional spaces and related accessibility of surrounding areas.	City Infrastructure	Infrastructure Management	<input type="checkbox"/>			Yes IM	N	Deliver
	2.1.6 Ensure older people with disability can be accommodated in seniors' centres.	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes IM P&B	BAU N	Deliver, Partner
	2.1.7 Investigate the need for adult changing facilities in Salisbury.	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes IM P&B	N	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	2.1.8 Develop a real-time reporting process that allows people to report access issues in the public realm and triggers a timely response.	City Infrastructure	Infrastructure Management Customer Centre	<input type="checkbox"/>			Yes CC IM	N	Deliver
2.2 Council will use its guidelines and regulatory functions to enhance accessibility of foot paths and public spaces for all abilities.1	2.2.1 Improve access-for-all in the public realm through guidelines, support and enforcement of regulation.	City Development	Environmental Health & Safety	<input type="checkbox"/>			Yes EH&S	BAU	Inform Advocate Regulate
	2.2.2 Facilitate accessible and inclusive community events through Council guidelines, licences and funding agreements.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU N	Deliver
	2.2.3 Investigate ways to increase safety in areas with frequent anti-social behaviour, including improved amenity and lighting.	City Infrastructure Community & Organisational Development	Community Planning & Vitality Infrastructure Management Infrastructure Delivery	<input type="checkbox"/>	Yes <u>CP&amp;V, ID, IM</u> Community Safety Strategy identifies priority area actions and this will be implemented through CI and other projects.			BAU	Inform Advocate Regulate
	2.2.4 Work with local retailers	City	Environmental Health &	<input type="checkbox"/>			Yes EH&S	BAU	Inform Regulate

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	to reduce footpath obstacles and increase access to shops for people with disability.	Development	Safety						

**Outcome 3 - Appropriate Information and Responsive Customer Service**

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
<b>3.1</b> Council will establish and maintain effective and tailored processes of communication that inform and connect people with diverse communication needs including those with hearing and vision impairment, cognitive and learning differences, and those from culturally and linguistically diverse backgrounds.	3.1.1 Advocate for a state-wide disability information strategy including non-digital options replacing the Disability Information and Resource Centre defunded in 2011.	Community & Organisational Development	Community Health & Wellbeing		<u>CHW</u> Staff will in 2021: <ul style="list-style-type: none"> <li>- consult with other Council's to assess interest in lobbying DHS to produce an effective information strategy.</li> <li>- Engage with DHS Disability Access &amp; Inclusion Unit which has responsibility for State Disability Inclusion Plan Actions 2, and 20 relevant to this.</li> </ul>			N	Advocate
	3.1.2 Collaborate with local service providers and groups to develop a community directory that assists people with disability to connect to opportunities and support.	Community & Organisational Development	Community Health & Wellbeing Customer Centre				Yes CC CHW	BAU I N	Advocate
	3.1.3 Develop resources and processes that promote local facilities, places and spaces that cater to the needs of people with disability.	Business Excellence Community & Organisational Development	Community Experience and Relationships Community Health & Wellbeing		<u>CHW</u> Urgent following community members petition to Council in July 2020 about poor quality of accessibility information on website. Start with audit of accessibility of public-use facilities including buildings where Council programs are provided: gain agreement of Div. Managers for a volunteer pool of staff with universal	Yes CE&R CHW		BAU	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
					design training ; gain CER agreement on delivery of accessibility data through website for Council buildings.				
	3.1.4 Develop processes and platforms for communicating with young people with disability and connect them to opportunities and support.	Community & Organisational Development	Community Capacity & Learning Community Planning & Vitality		<u>CCL</u> Youth Support Group, Spoonies Edition at Pooraka Farm Community Centre for youth with invisible illnesses.	Yes CCL CPV		BAU I	Deliver
	3.1.5 Investigate diverse ways of communicating in customer service environments to ensure universal access, including face-to-face, and paper-based communication and the use of new technologies.	Community & Organisational Development	Customer Centre Community Capacity and Learning (Libraries)		Yes CC <u>CCL</u> Sit to stand desks for public computers.			BAU I	Deliver, Partner
	3.1.6 Review and update communication policies and guidelines to ensure the needs of people with disability and from culturally diverse backgrounds are addressed.	Business Excellence	Community Experience and Relationships			Yes CE&R		BAU I	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	3.1.7 Work with relevant experts and support services to develop communication processes and resources that connect Aboriginal and Torres Strait Islander people with disability to local opportunities and support.	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW CPV	BAU I	Partner Advocate
	3.1.8 Work with local culturally and linguistically diverse groups to develop relevant resources that help connect people with disability to opportunities and support.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I	Partner Advocate
3.2 Council will develop the capacity of staff, volunteers and customers to use processes and technologies that enhance effective communication in Council's community experience environments for people with disability.	3.2.1 Provide training for customer service staff and volunteers to increase their capacity and confidence in communicating with people with disability, including basic greetings in Auslan and other local languages.	Community & Organisational Development	Customer Centre People & Culture	<input type="checkbox"/>		Yes CC P&C		N	Deliver
	3.2.2 Develop resources that encourage and support	Community &	Customer Centre	<input type="checkbox"/>			Yes CC CCL	BAU I N	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	customers with disability to engage effectively with council staff.	Organisational Development	Community Capacity and Learning (Libraries)						
	3.2.3 Provide tailored access to computers and IT support to people with disabilities.	Community & Organisational Development	Community Capacity & Learning	<input type="checkbox"/>			Yes CCL	BAU I N	Deliver Partner



**Outcome 4 - Effective Contribution to Community and Decision Making**

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
<b>4.1 Council will facilitate and deliver programs that build the capacity of people with disability of all ages and from diverse backgrounds to contribute to community planning activities, become advocates for access and inclusion, and embrace leadership opportunities.<sup>1</sup></b>	4.1.1 Promote groups and organisations that provide a forum for people with disability to connect and contribute to council decision making (for example, Salisbury Youth Council and Julia Farr Youth).	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I	Advocate
	4.1.2 Support programs and events designed to build capacity in young people with disability to speak up, advocate and lead.	Community & Organisational Development	Community Health and Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I	Advocate
	4.1.3 Recognise, celebrate and reward contribution of people with disability. Volunteers Award Legends Award	Community & Organisational Development	Community Planning & Vitality	<input type="checkbox"/>			Yes CPV	BAU I N	Deliver
	4.1.4 Facilitate connection of isolated people with disability to relevant groups and agencies.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I N	Facilitate/ Partner




Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
<b>4.2 Council will develop community consultation which uses International Association for Public Participation processes to facilitate engagement with people with disability from various cultural backgrounds and across all ages and genders.</b>	4.2.1 Establish protocols for consultation that ensure people with disability are included in all consultation activities and that consultation happens early in the planning process.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning Community Planning & Vitality	<input type="checkbox"/>			Yes CCL CHW CPV	BAU I	Deliver
	4.2.2 Provide information and training that enables people with disability to feel confident providing input to council's engagement activities.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I	Deliver
	4.2.3 Identify 'Community Champions' and establish a process of communication and consultation that facilitates their role as conduits to community.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU	Deliver
	4.2.4 Investigate the establishment and resource requirements of an access and inclusion reference group to be	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>	Yes CHW DAIN has provided advice about criteria for a specific AISP reference group; staff reviewing this option and also having DAIN as the reference			BAU I N	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	consulted regularly about Council's planning and development activities and to monitor and advise on AISP implementation. The Disability Access and Inclusion Network will be consulted in this investigation.	nt  City Development			group.				
4.3 Council will develop and maintain relationships and partnerships with community groups and service providers who support people with disability in order to maximise opportunities for contribution to community and decision making.	4.3.1 Establish collaborative relationships with local organisations that support people with disability (including CALD and ATSI organisations), to maximise opportunities and address need.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>	CCL Para Hills Community Hub liaised with DHS Housing Support to host people with disabilities for social engagement activities.  Salisbury East Neighbourhood Centre partners with Tyndale Christian School to provide a 'safe space' work experience/placement environment for students with different abilities as part of their 'Life Skills' class.		Yes CHW	BAU I	Partner
	4.3.2 Identify Community Inclusion Champions from different age groups and cultural groups and develop ways to enable them to be conduits between their communities and Council, including provision of information in formats	Community & Organisational Development	Community Health & Wellbeing  Community Planning & Vitality	<input type="checkbox"/>			Yes CHW CPV	BAU I	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	that are culturally and linguistically appropriate.								




**Outcome 5 - Proactive Planning and Building Assessment Processes**

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
5.1 Council will facilitate building development and open space outcomes that exceed minimum standards by using an access and inclusion planning lens. This will be achieved through policy and guidelines that facilitate engagement with stakeholders early in the planning process, reflect universal design principles and encourage use of new technologies that increase accessibility. <sup>1</sup>	5.1.1 Establish a framework that provides guidance for decision making around building and development that should exceed minimum standards.	City Development City Infrastructure	Community Health & Wellbeing Community Capacity & Learning Infrastructure Management	<input type="checkbox"/>			Yes CHW CPL IM	BAU N	Deliver
	5.1.2 Review and update policy and guidelines across Council to ensure Universal Design Principles are embedded in planning and development.	City Development City Infrastructure	Development Services Infrastructure Management	<input type="checkbox"/>			Yes DS IM	BAU	Deliver
	5.1.3 Investigate the value of new technologies to improve access to the public realm for people with disability, including for toilets, parking, and access to buildings.	City Infrastructure	Infrastructure Management Property & Buildings	<input type="checkbox"/>			Yes IM P&B	BAU I	Partner
	5.1.4 Adopt co-design principles that involve people with disability in	Community & Organisational	Community Health & Wellbeing	<input type="checkbox"/>	CHW Support for current engagement with DAIN members; DAIN now used regularly for	Yes CHW IM		BAU I N	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	the planning and development of Council's social infrastructure through consultation processes.	Development City Infrastructure	Infrastructure Management		community feedback on new projects. City Infrastructure Staff to be consulted when developing feedback on State wide Co-design guidelines being developed by DHS for State Disability Inclusion Plan Action 14.				
	5.1.5 Provide training and support that facilitates staff awareness and adoption of universal design principles and co-design principles.	City Development City Infrastructure	Infrastructure Management Development Services			Yes DS IM		BAU I N	Deliver
	5.1.6 Advocate for application of universal design in SA Planning & Design Code.	City Development	Economic Development & Urban Policy		Universal Design strategy proposed in Council's submission to DPTI Feb 2020. Staff are monitoring new draft of Planning and Design Code and will continue lobbying for Universal Design.			BAU I	Advocate
5.2 Council will facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision.	5.2.1 Educate the local building and development sector about benefits of accessible buildings and places; the commercial benefits, where they exist; and moving	City Development	Development Services		Staff will in 2021: - Commence action			N	Inform




Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	<b>beyond DDA requirements.</b>								
	5.2.2 Showcase best practice in accessible development in property, infrastructure, open space and social infrastructure.	City Development	Development Services	<input type="checkbox"/>			Yes DS	BAU	Inform
	5.2.3 Encourage and facilitate the local development sector to consult with people with disability.	City Development	Development Services	<input type="checkbox"/>			Yes DS	BAU	Facilitate
	5.2.4 Facilitate the adoption of universal design principles in the local building and development sector.	City Development	Development Services	<input type="checkbox"/>			Yes DS	N	Facilitate

**Outcome 6 - Informed and Supportive Working Environments**

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU or I/N	Council Role
6.1 Council will deliver Diverse-Ability Awareness and Valuing training for all staff and volunteers to create a culture that values and supports people with disability and acknowledges the needs of their families and carers.	6.1.1 Develop a shared understanding of disability/ diverse ability across Council that includes mental health and acknowledges the interaction with culture for Aboriginal and Torres Strait Islander people and those from culturally and linguistically diverse backgrounds.	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	BAU I N	Deliver, Partner
	6.1.2 Develop a mandatory Diverse-Ability Awareness module for staff and volunteer induction	Community & Organisational Development	People & Culture		Initial Diversity and Inclusion induction module delivered to all staff in October 2020.  Staff are currently reviewing feedback.			N	
	6.1.3 Develop tailored Diverse-Ability Awareness and Valuing training for different council areas roles and levels of management.	Community & Organisational Development	People & Culture		<u>P&amp;C</u> Opportunity to look at leaders and how they roll this out.	Yes P&C		BAU I N	



Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU or I/N	Council Role
	6.1.4 Facilitate good transitions to the workplace for new employees or volunteers with disability through targeted awareness training and resources that assist line management and colleagues to create an enabling environment.	Community & Organisational Development	People & Culture	<input type="checkbox"/>			Yes P&C	BAU I/N	
6.2 Council will build capacity and optimise opportunities for council staff and volunteers with disability. <sup>1</sup>	6.2.1 Facilitate proficiency and confidence in new employees and volunteers with disability through tailored training and support (using council resources or job support providers).	Community & Organisational Development	People & Culture	<input type="checkbox"/>	P&C Research is commencing ahead of time.	Yes P&C		BAU	Deliver
	6.2.2 Develop processes that enable new employees and volunteers with disability to access ongoing training and mentorships.	Community & Organisational Development	People & Culture	<input type="checkbox"/>			Yes P&C	BAU	Deliver
	6.2.3 Continue to improve physical and Information	Community &	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW P&C	BAU	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU or I/N	Council Role
	and Communication Technologies( ICT) access for employees and volunteers across Council, ensuring adherence to Universal Design Principles.	Organisational Development	People & Culture						
6.3 Council will facilitate programs that develop confidence and employment skills in people with disability of all ages, genders and from different cultural backgrounds living in the community.	6.3.1 Create funding opportunities for community organisations with a focus on developing confidence and employment skills among young people with disability.	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	N	Partner, Deliver
	6.3.2 (Incorporates 1.1.2) Partner with community organisations to deliver programs and activities designed to build confidence and develop skills.	Community & Organisational Development	Community Health & Wellbeing Community Capacity & Learning		CCL CHW Council has agreement with Purple Orange to support delivery of three year SKILL Project in Salisbury to build community capacity and peer networks.			BAU I N	Partner, Deliver
6.4 Council will ensure its employment and volunteer policies and processes maximise opportunities for people with disability.	6.4.1 Review employment, volunteering and professional development communication processes and materials to eliminate bias against people with disability.	Community & Organisational Development	People & Culture		P&C Considering partnership with CWLTH Govt. Job Access program review of Council employment practices and barriers for job seekers with disability.	Yes P&C		BAU I	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU or I/N	Council Role
	6.4.2 Review workplace policies to ensure people with disability and their carers have adequate access to leave and support to enable their participation in the workforce.	Community & Organisational Development	People & Culture	<input type="checkbox"/>			Yes P&C	BAU	Deliver
	6.4.3 Review and update volunteer policies to maximise access to opportunities for people with disability. Community & Organisational Development	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU	Deliver
	6.4.4 Review Council website to ensure easy access to information for people with disability.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	CE&R This will be a major feature of our proposed website upgrade to" (but will require additional investment) The benefits beyond a straight website migration are numerous ie security, enhanced user experiences, disability inclusion enhancements.	Yes CE&R		BAU	Deliver





**Outcome 7 - Informed Community with Inclusive Attitudes and Behaviours**

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
<b>7.1 Council will facilitate culturally informed Diverse-Ability Awareness and Valuing opportunities across the community, including for local business, education providers, clubs and community groups. 1</b>	7.1.1. Investigate the benefits of a Cultural Liaison Officer to support Council's relationships and planning activities with ATSI and CALD communities, and to contribute to culturally informed Ability Awareness activities .1	Community & Organisational Development	Community Planning & Vitality Community Health & Wellbeing	<input type="checkbox"/>		Yes CHW CPV		BAU I N	Deliver
	7.1.2. Work with relevant organisations to develop Diverse-Ability Awareness and valuing resources for local businesses and support services with the aim of increasing access to local jobs.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	N	Lead, partner, facilitate, inform
	7.1.3 Facilitate access to Diverse-Ability Awareness and Valuing resources for local businesses and support services to increase access to local jobs.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	N	Lead, partner, facilitate, inform
	7.1.4 Facilitate access to Diverse-Ability Awareness	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	BAU I N	Lead, partner, facilitate,

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	and Valuing resources for schools, clubs and community groups.	nal Development							inform
	7.1.5 Work with relevant cultural organisations to develop resources that help disability service provider organisations to provide culturally appropriate services.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	N	Lead, partner, facilitate, inform
	7.1.6 Develop resources that enable Elected Members to celebrate and support people with disability.	Executive and Governance	Governance	<input type="checkbox"/>			Yes Gov	N	Deliver, Partner
7.2 Council will adopt languages and images that respect, value and celebrate diverse abilities.	7.2.1 Develop/ review Council's style guide to include guidelines for language and images.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>			Yes CE&R	BAU I	Deliver
	7.2.2 Review website and links for appropriate and consistent language and images.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	CE&R This is part of our proposed upgrade to which needs additional investment.	Yes CE&R		BAU I	Deliver
	7.2.3 Include guidelines for marketing and promotion that reflect appropriate and consistent language and images.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	CE&R This can be easily addressed.	Yes CE&R		BAU I	Deliver

Goal	Action	Department	Responsible Division		Year 1	Year 2	Years 3-4	BAU Or I/N	Council Role
	7.2.4 Update language and images in Council documents at time of review.	Business Excellence	Community Experience and Relationships	<input type="checkbox"/>	<u>CE&amp;R</u> We do this now to a degree (images) very costly though to consider multiple language translations.	Yes CE&R		BAU I	Deliver

**Outcome 8 - Ability Inclusion Planning is integrated across Council Business**

Goal	Action	Department	Responsible Division		Year 1 Report	Year 2	Years 3-4	BAU Or I/N	Council Role
8.1 Council will integrate, monitor and evaluate access and inclusion outcome goals across Council business.1	8.1.1 Establish an internal AISP reference group to provide advice around integrated planning, implementation, evaluation and improvement.	Community & Organisational Development	Community Health & Wellbeing		Yes <u>CHW</u> Exec Group recommendation rely on informal processes			N	Deliver
	8.1.2 Determine Council's role in delivering various Access and Inclusion outcomes for the community	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	BAU I	Deliver
	8.1.3 Identify Strategic partnerships for delivering access and inclusion outcomes for the community	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	BAU I	Deliver Partner
	8.1.4 Review and update Council strategies and plans to include drivers for access and inclusion activities.	Community & Organisational Development	Community Health & Wellbeing				Yes CHW	BAU I N	Deliver

	8.1.5 Develop evaluation parameters for Ability Inclusion Outcome Goals.	Community & Organisational Development	Community Health & Wellbeing	<input type="checkbox"/>			Yes CHW	N	Deliver, Partner
	8.1.6 Implement annual Council and statutory reporting against Ability AISP Outcome Goals.	Executive and Governance	Governance	<input type="checkbox"/>			Yes Gov	N	Deliver

### Acronyms and Definitions

#### Access

Refers to the ability of a person to get to where they want to go without difficulty. It applies to physical, digital and communication environments.

#### Inclusion

Refers to people with disability having the opportunity to participate in every aspect of life to the fullest extent, rather than through parallel and separate disability specific options.

#### Diverse-Ability Awareness

“Diverse abilities” refers to the spread of abilities across the whole population. All of us are in a matrix of abilities – varying types and levels. Some of these are not taken into account in the current physical, informational and social environments. Diverse abilities awareness challenges the values which lead to exclusion of some people from these environments.

#### Universal design

Universal Design Principles aim to ensure that buildings, environments, products or services are accessible to all people regardless of age, disability or other access barriers.