



AGENDA

FOR POLICY AND PLANNING COMMITTEE MEETING TO BE HELD ON

20 MARCH 2023 AT 6:30 PM

**IN LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY**

MEMBERS

Deputy Chairman, Cr C Buchanan (Chairman)
Mayor G Aldridge
Cr G Bawden
Cr B Brug
Cr L Brug
Cr S Burner
Cr J Chewparsad
Cr A Graham
Cr K Grenfell
Cr D Hood
Cr P Jensen (Deputy Chairman)
Cr M Mazzeo
Cr S McKell
Cr S Ouk
Cr S Reardon

REQUIRED STAFF Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Infrastructure, Mr J Devine
General Manager Community Development, Mrs A Pokoney Cramey
General Manager City Development, Ms M English
Manager Governance, Mr R Deco
Team Leader Council Governance, Ms J O'Keefe-Craig
Governance Support Officer, Ms K Boyd

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the Policy and Planning Committee Meeting held on 20 February 2023.

REPORTS

Administration

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For Decision

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QUESTIONS ON NOTICE

There are no Questions on Notice.

MOTIONS ON NOTICE

There are no Motions on Notice.

OTHER BUSINESS

(Questions Without Notice, Motions Without Notice, CEO Update)

ORDER TO EXCLUDE THE PUBLIC

1.4.1 Thematic Heritage Study - Stage 2 Item Identification

Recommendation

Pursuant to section 90(2) and 90(3)(b) and (d) of the Local Government Act 1999 the Committee orders that the public be excluded from attendance at the part of the meeting relating to Agenda Item 1.4.1 Thematic Heritage Study – Stage 2 Item Identification except staff of the City of Salisbury on duty in attendance to enable the Committee to consider Item 1.4.1 Thematic Heritage Study – Stage 2 in confidence on the basis that the Committee considers it necessary and appropriate to act in a meeting closed to the public (excluding those persons listed above) in order to receive, discuss or consider in confidence the following information or matter relating to Item 1.4.1 Thematic Heritage Study – Stage 2:

- 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*
 - commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party*
- 2. The discloser of this information would, on balance, be contrary to the public interest because the public interest in the Council preserving its negotiation position and the Council being able to partner with third parties to provide information, which disclosed could reasonably be expected to prejudice the commercial position of the third party. Non-disclosure of this report at this time will protect Council's commercial position as public disclosure may provide third parties with a commercial advantage.*
 - 3. Accordingly, on this basis, the principle that meetings of the Council/Committee should be conducted in a place open to the public has been outweighed by the need to keep the information or matter confidential.*

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**MINUTES OF THE POLICY AND PLANNING COMMITTEE MEETING HELD IN THE
LITTLE PARA CONFERENCE ROOMS, SALISBURY COMMUNITY HUB,
34 CHURCH STREET, SALISBURY ON
20 FEBRUARY 2023**

MEMBERS PRESENT

Deputy Mayor, Cr C Buchanan (Chairman)
Mayor G Aldridge
Cr B Brug (*from 6.39 pm*)
Cr L Brug
Cr S Burner
Cr J Chewparsad
Cr A Graham
Cr K Grenfell
Cr P Jensen (Deputy Chairman)
Cr S McKell
Cr S Ouk

STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Infrastructure, Mr J Devine
General Manager Community Development, Mrs A Pokoney Cramey
General Manager City Development, Ms M English
Manager Governance, Mr R Deco
Governance Support Officer, Ms K Boyd

The meeting commenced at 6.36 pm.

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

APOLOGIES

Apologies were received from Cr G Bawden, Cr D Hood and Cr M Mazzeo.

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Cr B Brug entered the meeting at 6.39 pm.

Moved Cr L Brug
 Seconded Cr A Graham

The Minutes of the Policy and Planning Committee Meeting held on 23 January 2023, be taken as read and confirmed.

CARRIED
 UNANIMOUSLY

REPORTS

Administration

1.0.1 Future Reports for the Policy and Planning Committee

Moved Cr K Grenfell
 Seconded Cr P Jensen

That Council:

1. Notes the report.

CARRIED

PPC-MON1 Motion on Notice: SA Autism Strategy

Moved Cr C Buchanan
 Seconded Cr P Jensen

That Council:

1. Commends the State Government on leading the nation with the development of the State’s first Autism Strategy and the appointment of Australia’s first dedicated Assistant Minister for Autism, the Hon Emily Bourke MLC.
2. Notes that the Administration will provide a submission for the SA Autism Strategy consultation by 20 February 2023.
3. Authorises the Mayor and the Chairman of the Policy and Planning Committee to invite the Assistant Minister for Autism to present on the SA Autism Strategy to a meeting of the Policy and Planning Committee.
4. Requests the Administration to bring back a report to the Policy and Planning Committee on how Council is supporting its local autism communities.
5. Requests a review of the Access and Inclusion strategy in context of autism and convene a forum chaired by the chair of the Policy and Planning Committee and with input from the General Manager, residents with lived experience, family members, schools, disability support workers, and interested community members to provide further suggestions and feedback.

CARRIED
 UNANIMOUSLY

QUESTIONS ON NOTICE

There were no Questions on Notice.

MOTIONS ON NOTICE

There were no Motions on Notice.

OTHER BUSINESS

ORDER TO EXCLUDE THE PUBLIC

P&P-OB1 State Planning Commission Matter

Moved Cr K Grenfell

Seconded Cr S Ouk

1. Pursuant to section 90(2) and 3(j) of the *Local Government Act 1999* the Council orders that the public be excluded from attendance at this part of the meeting relating to Agenda Item P&P-OB1, State Planning Commission Matter, except the following persons:

Chief Executive Officer, Mr J Harry, General Manager Business Excellence, Mr C Mansueto, General Manager City Infrastructure, Mr J Devine, General Manager Community Development, Mrs A Pokoney Cramey, General Manager City Development, Ms M English, Manager Governance, Mr R Deco Governance Support Officer, Ms K Boyd

To enable the Council to consider Item P&P-OB1 in confidence on the basis the Council considers it necessary and appropriate to act in a meeting closed to the public (excepting those persons listed above) in order to receive, discuss or consider in confidence the following information or matter relating to Agenda Item P&P-OB1:

- Information the disclosure of which would divulge information provided on a confidential basis by the Minister for Planning,
 - The disclosure of which would, on balance, be contrary to the public interest because it is in the public interest for the Council to be able to communicate on a confidential basis with Ministers about potential development that the Minister has requested be kept confidential at this stage.
2. The disclosure of this information would, on balance, be contrary to the public interest because it is in the public interest for the Council to be able to communicate on a confidential basis with Ministers about development and thereby act cooperatively with State Government in achieving positive outcomes for the Council's community. If such communications were disclosed this could prejudice the future flow of such communications, which would be contrary to the public interest.

-
3. Accordingly, on this basis, the principle that meetings of the Council should be conducted in a place open to the public has been outweighed by the need to keep the information or matter confidential.

CARRIED

The meeting moved into confidence at 6.52 pm.

The meeting moved out of confidence and closed at 6.59 pm.

CHAIRMAN.....

DATE.....

ITEM	1.0.1
	POLICY AND PLANNING COMMITTEE
DATE	20 March 2023
HEADING	Future Reports for the Policy and Planning Committee
AUTHOR	Michelle Whibley, PA to General Manager, City Development
CITY PLAN LINKS	4.2 We deliver quality outcomes that meet the needs of our community
SUMMARY	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

That Council:

1. Notes the report.

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
21/12/2020 4.1.3	Lindblom Park & Thomas More College Improvements 3. The working party to provide a recommendation to the Policy and Planning Committee by October 2021. Due: March 2023 Deferred to: September 2023 Reason: Awaiting response from TMC before any further action can be taken.	John Devine
24/05/2021 2.1.8	2021-22 New Initiative Bid Update - Sustainability 1. That New Initiative Bid OPN000691 - Sustainability Coordination and Partnerships be updated to incorporate a further provision of \$50,000 for 2021/22 and in-principle support for years 2 and 3 <u>subject to a further report within the first 12 months being presented to Council about the collaboration project with other Councils and consideration of other funding opportunities.</u> Due: March 2023 Deferred to: June 2023 Reason: Awaiting final reports to be received.	Michelle English
25/10/2021 1.1.1	Cities Power Partnership Program 2. Defers becoming a partner of the Cities Power Partnership program and that appropriate partnerships be considered following the completion and adoption of the Sustainability Strategy. Due: March 2023 Deferred to: December 2023 Reason: The adoption of the Sustainability Strategy is currently on hold so this cannot proceed at this stage.	Dameon Roy
25/10/2021 1.2.2	Tourism - Ongoing Visitation & Activation Report 3. Notes that a further report will be brought back to Council to consider future initiatives identified in The City of Salisbury Visitor Experience 2021 report. Due: March 2023 Reason: This report was intended to consider any future budget bids to support the delivery of the Visitation & Activation Report. It is proposed that no further funding is required for 2023/24 and therefore no requirement for the report.	Helen Atkins

28/02/2022	Salisbury North Oval – Precinct Plan Scope Summary	Leandro Lopez Digon
1.1.1	1. Notes, that a Salisbury North Oval Precinct Plan will be prepared next financial year subject to budget approval and be based on the scope summary as included in this report (Policy and Planning Committee, 21 February 2022 - Item No: 1.1.1)	
Due:	June 2023	
25/07/2022	Strategic Growth Framework Waterloo Corner and Bolivar Corridor	Leandro Lopez Digon
1.4.1	Council has previously resolved this resolution to be confidential.	
Due:	April 2023	
25/07/2022	District Level Playground for Amsterdam Reserve	Jamie Hosking
US-MON1	2. Requests Administration to provide the draft Master Plan and associated costings to the Policy and Planning Committee meeting in six months' time.	
Due:	November 2023	
22/08/2022	Sustainability Strategy 2035	Michelle English
1.1.1	3. Notes that Administration will bring back a proposed budget and implementation plan for the draft Sustainability Strategy 2035 for Council's consideration and approval. A report was presented to the Environmental Sustainability and Trees Sub-Committee in February. A CEO Briefing was provided in March and the report will be presented to the Sub-Committee in March.	
Due:	March 2023	
19/12/2022	Motion on Notice: Behavioural Standards	Rudi Deco
MON4	3. Approves the establishment of a working group consisting of the Mayor, Deputy Mayor Cr Buchanan, Cr B Brug, the CEO and the Manager Governance to prepare recommendations to the Policy and Planning Committee for consideration on Behavioural Management Policy and Support Policy, with input from Norman Waterhouse Lawyers.	
Due:	June 2023	

4. CONCLUSION / PROPOSAL

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

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ITEM

1.1.1

POLICY AND PLANNING COMMITTEE

HEADING

Recommendations of the Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 13 February 2023

AUTHOR

Sara Howley, PA to GM Community Development, Community Development

CITY PLAN LINKS

1.3 People are valued and they feel safe, included and connected
1.4 We are proud of our strengths, achievements and cultural diversity

SUMMARY

The minutes and recommendations of the Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 13 February 2023 are presented for Policy and Planning Committee's consideration.

RECOMMENDATION

That Council:

1. Receives and notes the information contained in the Intercultural Strategy and Partnerships Sub Committee Minutes of the meeting held on 13 February 2023 be received and noted and that the following recommendations contained therein be adopted by Council:

ISPS1 Intercultural Strategic Plan

That Council:

1. Notes the report.
2. Requests the Intercultural Strategy and Partnership Subcommittee conduct a review of community alliance and the strategic alliance model and that staff bring back a further report by June identifying opportunities for further collaboration between the role of this subcommittee and role of the alliances.

ATTACHMENTS

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

1. Minutes Intercultural Strategy and Partnerships Sub Committee - 13 February 2023

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**MINUTES OF INTERCULTURAL STRATEGY AND PARTNERSHIPS SUB
COMMITTEE MEETING**

HELD IN THE WITTBER & DR RUBY DAVY ROOMS,

SALISBURY COMMUNITY HUB, 34 CHURCH STREET, SALISBURY ON

13 FEBRUARY 2023

MEMBERS PRESENT

Cr Johnny Chewparsad (Chair)
Mayor G Aldridge (ex officio)
Cr C Buchanan
Cr S McKell
Cr S Ouk (Deputy Chair)

OBSERVERS

Cr B Brug
Cr L Brug
Cr A Graham
Cr P Jensen

STAFF

Chief Executive Officer, Mr J Harry
General Manager Business Excellence, Mr C Mansueto
General Manager City Infrastructure, Mr J Devine
General Manager Community Development, Mrs A Pokoney Cramey
Acting General Manager City Development, Mr C Zafiropoulos
Manager Governance, Mr R Deco

The meeting commenced at 6.55pm.

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

APOLOGIES

Nil

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Moved Cr S Ouk
Seconded Mayor G Aldridge

The Minutes of the Intercultural Strategy and Partnerships Sub Committee Meeting held on 09 August 2021, be taken as read and confirmed.

CARRIED
Unanimous

REPORTS

ISPS1 Intercultural Strategic Plan

Moved Cr C Buchanan
Seconded Cr S Ouk

That Council:

1. Notes the report.
2. Requests the Intercultural Strategy and Partnership Subcommittee conduct a review of community alliance and the strategic alliance model and that staff bring back a further report by June identifying opportunities for further collaboration between the role of this subcommittee and role of the alliances.

CARRIED
Unanimous

OTHER BUSINESS

Nil.

CLOSE

The meeting closed at 7.05pm.

CHAIRMAN.....

DATE.....

ITEM	1.1.2
	POLICY AND PLANNING COMMITTEE
DATE	20 March 2023
HEADING	AISP and Support for Autistic Community
AUTHOR	Michael Taggart, Inclusion Project Officer, Community Development
CITY PLAN LINKS	1.2 The health and wellbeing of our community is a priority 1.3 People are valued and they feel safe, included and connected
SUMMARY	This report is in response to the February 2023 Council decision which requested the administration to inform the Policy and Planning Committee of how Council is supporting the Autism community.

RECOMMENDATION

That Council:

1. Notes the report.

ATTACHMENTS

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

1. Letter from Mayor Aldridge - City of Salisbury Submission – SA Autism Strategy Discussion Paper
2. Salisbury Comments on SA Autism Strategy
3. SA First Autism Strategy Discussion Paper- Response COS

1. BACKGROUND

- 1.1 At its meeting on 27 February 2023, the Council resolved (Resolution Number 0119/2023):

That Council:

1. *Commends the State Government on leading the nation with the development of the State's first Autism Strategy and the appointment of Australia's first dedicated Assistant Minister for Autism, the Hon Emily Bourke MLC.*
2. *Notes that the Administration will provide a submission for the SA Autism Strategy consultation by 20 February 2023.*
3. *Authorises the Mayor and the Chairman of the Policy and Planning Committee to invite the Assistant Minister for Autism to present on the SA Autism Strategy to a meeting of the Policy and Planning Committee.*

4. *Requests the Administration to bring back a report to the Policy and Planning Committee on how Council is supporting its local autism communities.*
5. *Requests a review of the Access and Inclusion strategy in context of autism and convene a forum chaired by the chair of the Policy and Planning Committee and with input from the General Manager, residents with lived experience, family members, schools, disability support workers, and interested community members to provide further suggestions and feedback.*

0119/2023”

2. CITY PLAN CRITICAL ACTION

- 2.1 Implement the Ability Inclusion Strategic Plan

3. REPORT

- 3.1 South Australia is leading the nation in autism inclusion by appointing the first Assistant Minister for Autism and developing the first SA Autism Strategy.
- 3.2 Reframing Autism defines autism as a neurodevelopmental difference. Autistic individuals’ brains develop in distinct ways that do not correspond to how “typically developing” brains are expected to develop. Autistic individuals think, process, sense, move and interact atypically.
- 3.3 Over the last 20 years, the diagnosis of autism in Australia has increased 40-fold, occurring in one in every 50 people, an increase from one in every 2,000 people.
- 3.4 Today, approximately 34% of all participants in the National Disability Insurance Scheme (NDIS) have a primary diagnosis of autism. Autistic people can face significant barriers in learning, participation and wellbeing.
- 3.5 The South Australian government has appointed the first Assistant Minister for Autism and developed the first SA Autism Strategy. This appointment is designed to address two major issues, first, to support the increasing number of autistic children, and second to provide coordination of matters relating to autism across government systems.
- 3.6 **Ability Inclusion Strategic Plan review and autism**
 - 3.6.1 This Strategic Plan encompasses all of the diversity of abilities in the community, including autism. It does not focus on each type of diversity. The Ability Inclusion Strategic Plan adopts the social model of disability. In this model, disability is not a medical condition or a particular type of ability.
 - 3.6.2 Disability results from environments that are designed for most but not all the population’s diverse abilities. These environments are physical, communication, policies, practices and individuals’ attitudes. This social model of disability focusses on what governments can do to avoid disability for example by implementing universal design.
 - 3.6.3 This Ability and Inclusion Strategic Plan is due for review in 2023/2024. The community forum chaired by the Chair of the Policy and Planning committee will form part of the consultation for this review.

3.7 Collaboration between SA and Local Government to expand autism inclusive initiatives

- 3.7.1 The SA Autism Strategy provides the opportunity for Local Government to seek resources from the State Government to more fully implement autism inclusive initiatives both through funding and through development of resources to promote Universal Design.
- 3.7.2 The attached document “Salisbury Comments on the SA Autism Strategy” includes requests for resourcing Local Government to increase its autism inclusive initiatives. These cover development of design standards, grants for playground equipment and support for staff training about autism.
- 3.7.3 Council funded the design of an autism inclusive regional play-space at Para Hills Community Hub in 2014-2016. The design was in consultation with Autism SA and a reference group of parents of children with autism. Council applied for an Office for Sport and Recreation grant to fund 50% of the design, however was not successful in securing this grant. Therefore, Council constructed a district level play-space including scaled-down autism inclusive elements.

3.8 Universal design and autism

- 3.8.1 Council funded the development of the first universal design guidelines for infrastructure in SA which will benefit the autistic and autism communities by:”
- 3.8.2 Giving a say to the community including autistic community members early in the design of infrastructure projects;
- 3.8.3 Recognising that feedback from the community, including autistic and autism communities, enables continuous improvement based on their experience of current buildings and spaces;
 - (a) Reducing sensory overload in key new and upgraded buildings and spaces. An early example was the multi-use “Contemplation Room” in the Salisbury Community Hub;
 - (b) Providing general play-spaces which include developmental opportunities and are safe for autistic children.

3.9 Mandatory Disability Inclusion Training for employees

- 3.9.1 In a state-wide first, Council’s “Ability Inclusion Learning” program has already provided 10 Disability Inclusion Training 3-hour workshops in 2022 for the majority of staff (273). More workshops will be scheduled in 2023. The workshops are a foundation for further learning for example about interacting with community members who are autistic and ensuring Council’s environments support their active participation.

3.10 Developing local peer networks

- 3.10.1 In a collaboration agreement with JFA Purple Orange, nine workshops about better using NDIS plans led to a peer network running fortnightly from late 2021 until the present. This peer network model may be useful for local autistic and autism communities.

3.10.2 Council's Hubs, libraries and community centres provide programs and events where autistic and autism community members participate, for example: Salisbury Community Hub

3.11 Low sensory load concert

3.11.1 In October 2022 Council hosted a community concert provided by Recitals Australia which specifically targeted children and young people for whom most concerts would provide sensory overload

3.12 Para Hills Community Hub

3.12.1 "The Lab" program is a technology club for children with high functioning Autism; a safe environment where children and teens can meet like-minded peers and create friendships around a shared interest in technology.

4. CONCLUSION / PROPOSAL

4.1 City of Salisbury congratulates the South Australian government on the appointment of the Assistant Minister for Autism and the development of the SA Autism Strategy. We will commence a review of the Ability Inclusion Strategic Plan taking into consideration the SA Autism Strategy in addition to "Inclusive SA – State Disability Inclusion Plan" and Australia's Disability Strategy.



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16 February 2023

Hon Emily Bourke MLC
Assistant Minister for Autism
Parliament House, Adelaide, 5000 SA
Emily.bourke@parliament.sa.gov.au

Dear Hon Emily Bourke MLC

RE: City of Salisbury Submission – SA Autism Strategy Discussion Paper

Council commends the state government for leading the nation with the development of the first Autism Strategy and of your appointment as the nation’s first dedicated Assistant Minister for Autism.

The City of Salisbury welcomes the State Government’s commitment to building a society “where autistic people can meaningfully participate in the community”. In particular, we congratulate the government for taking a co-design approach to the strategy’s consultation, seeking input from those with lived experience of autism.

Council asks you to consider the attached submission which describes some early initiatives in making the City of Salisbury more autism inclusive.

Yours sincerely,

A handwritten signature in blue ink that reads "Gillian Aldridge".

Gillian Aldridge OAM
Mayor

Encl: Submission - Salisbury Comments on SA Autism Strategy

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16 February 2023

Salisbury Comments on SA Autism Strategy

Thank you for providing the opportunity to submit comments on the SA Autism Strategy.

While the public consultation appears to be appropriately targeted at those with lived experience of autism, as an organisation that delivers services, spaces, and facilities that are regularly utilised by the autistic and autism communities, Council felt that its constructive comments on the strategy would be welcomed by the Assistant Minister for Autism.

The City of Salisbury is committed to supporting the inclusion and wellbeing of the autistic and autism communities, and has already put in place several initiatives towards this end, including:

- The implementation of the Ability Inclusion Strategic Plan, which understands disability as the interaction between the diversity of abilities in the community and narrowly designed infrastructure, programs and services which ignore much of that diversity;
- Funding the first SA guidelines for universal design in infrastructure which,
 - extend the scope of universal design principles to include the need to “Avoid sensory overload of the user”;
 - demand proactive planning that engages with people with disability in early project development, enabling users – including those in the autistic and autism communities – to influence the design of places and spaces. This has resulted, for example, in the multi-use “Contemplation Room” in the Salisbury Community Hub.
- Mandatory Disability Inclusion Training workshops for all City of Salisbury staff. These 3 hour sessions lay a foundation for further learning, including an understanding of autism, to improve program and service delivery for all.

Despite this progress, Council acknowledges that much more needs to be done to increase understanding and inclusion of the autistic and autism communities and, as such, is keen to work with the government, stakeholders and the autism and autistic communities in the development and implementation of the SA Autism Strategy.

As the tier of government closest to the community, responsible for community services and interventions in the public realm, Council recognises that it will have an important role in the implementation of the Strategy at the local level. Anticipating this role, Council offers the following points to be considered for inclusion in the Strategy:

Topic 8: Spaces and Places

- Greater support from the government for the development of design standards and the identification/dissemination of best practice examples.
- Resourcing to establish autistic friendly spaces in libraries and community centres.
- Provision of capital grants for the introduction of sensory equipment in playgrounds, to support autistic children’s development.
- Amendment of the National Construction Code and The SA Design Code to enable autistic residents to participate equally at community facilities (libraries, community centres, recreation centres, etc.).

Topic 4: Community Attitudes

- Support to local government for the development of resources and the delivery of programs that build staff and community knowledge of autism and the impact that inadequately designed programs, services, spaces and places can have on those in the autistic and autism communities.

Topic 7: Education, Employment and Workforce

- Support to the local government sector to review and develop appropriate human resource practices – including recruitment, induction, adjustments, on the job support, mentoring and career development strategies for autistic employees.

The City of Salisbury staff will be happy to work with the department to further inform these suggestions. If you have any questions in relation to this submission, please do not hesitate to contact Mike Taggart, Inclusion Project Officer, on 8406 8390 or email: mtaggart@salisbury.sa.gov.au.



Submission template: South Australia's First Autism Strategy Discussion Paper

Please use this template to provide your written response to the Discussion Paper. Insert your answers in the text box below each question.

Members of the autistic and autism communities are encouraged to:

- submit written, audio, visual and video submissions to SAAutismStrategy@sa.gov.au
- Or respond to the [YourSAy survey](#)

It is important that we collect some of your identifying information, so we can better understand the opinions and experiences of different community groups.

Personal information

1. What is your age? 0
2. Do you identify as any of the following:
 - Aboriginal or Torres Strait Islander
 - LGBTIQA+
 - Living with disability
3. Are you an autistic person?
 - Yes No
4. Do you have lived experience of autism?
 - Yes No
5. Do you work in the disability sector?
 - Yes No

Consultation questions

Question 1:

What would give you confidence in the Strategy?

That the community has been consulted, the strategy is accountable, there is an implementation plan, resources available for local government improvement.

Question 2:

What can we do to ensure we work in collaboration with autistic and autism communities to develop this Strategy?

Maintain a representative advisory body with strategic consultations of the wider autistic community, and invest in leadership in the autistic community and identify champions.

Question 3:

Of the principles, which 5 principles are most important to you?

- Increased workplace knowledge, understanding and appreciation of autism through informed training provided or endorsed by autistic people, including, but not limited to, best practise communication
- Increased workforce capacity to support autistic students, employees and customers
- Increased participation and leadership opportunities for autistic people in the workforce, social and economic life
- Maintaining collaboration, consultation and conversation with the autistic and autism communities
- Increased autism knowledge and understanding for the built environment of workplaces and organisations
- The right to education and employment opportunities that are accessible for autistic people
- Access to information in appropriate and inclusive forms and styles
- Respect for diversity of all autistic people
- Increased access to, and information about, inclusive support and diagnostic services
- Rights to pursue complaints and discrimination in the workplace
- Maintaining a safe, supportive and inclusive social environment
- Acknowledge and respect the crucial role of families, carers and friendship activities
- Respect the needs and rights of children as they develop
- Acknowledge and respect the diverse abilities, strengths, goals and needs of autistic people
- Acknowledge that many autistic people also have co-occurring diagnoses and complex needs

- A co-ordinated whole of Government approach towards autism inclusion.

Question 4:

What other principles should be included in the Charter?

NA

Question 5:

Which definition (or parts of each definition), if any, do you think best represents autism? If so, why?

- ASPECT (Autism Spectrum Australia)**
Autism is a condition that affects how a person thinks, feels, interacts with others, and experiences their environment. It is a lifelong disability that starts when a person is born and stays with them into old age. Every Autistic person is different to every other. This is why autism is described as a 'spectrum'. Aspect describes autism as a different brilliant®.
Why do you think this definition best represents autism?
- Australian Autism Alliance**
Autism is a complex life-long neurodevelopmental condition resulting from differences in the brain and nervous system. Many people meet the diagnostic criteria for autism spectrum disorder. Autism is characterised by differences in social communication and the presence of restrictive, repetitive and/or sensory behaviours or interests. No two people experience autism in exactly the same way; with individual strengths and difficulties across the areas of social communication, behaviour, language, thinking, learning, processing, and daily living skills.

To live their best lives autistic people require acceptance, accommodation, participation, and/ or appropriate individualised support that can vary and evolve over time.
Why do you think this definition best represents autism?
- Australian Institute of Health and Wellbeing**
Autism spectrum disorder (also simply termed autism) is a persistent developmental disorder, characterised by symptoms evident from early childhood. These symptoms include difficulty in social interaction, restricted or repetitive patterns of behaviour and impaired communication skills. However, these may not be recognised until later, when social demands, such as those related to schooling, become greater.

There is no definitive test for autism; instead, diagnosis is made on the basis of developmental assessments and behavioural observations. This snapshot explores the prevalence and characteristics of people with autism, and their use of disability support services.
Why do you think this definition best represents autism?

Autism SA

Autism is a neurological developmental difference that changes the way an individual relates to the environment and people in it.

Autism changes the way that an individual sees, experiences and understands the world.

There is not one way that an autistic individual experiences the world, this is why the term 'spectrum' is used- this is to reflect the fact that every individual's lived experience of autism is different.

Individuals on the spectrum may have skills in particular areas, while finding other aspects of life particularly challenging. How skills develop across a life span varies as much as autism itself and can vary significantly from person to person.
Why do you think this definition best represents autism?

Reframing Autism

Autism is a neurodevelopmental difference. Autistic individuals' brains develop in distinct ways that do not correspond to how "typically developing" ("TD") brains are expected to develop. Thus, Autistic individuals think, process, sense, move and interact atypically.
Brief and not too descriptive.

World Health Organisation

Autism spectrum disorders (ASD) are a diverse group of conditions. They are characterised by some degree of difficulty with social interaction and communication. Other characteristics are atypical patterns of activities and behaviours, such as difficulty with transition from one activity to another, a focus on details and unusual reactions to sensations.
Why do you think this definition best represents autism?

Question 6:

Do you see any problems with the use of any of these definitions?

- Yes
 No

If so, what are those problems?

Australian Institute of Health and Wellbeing - this is inaccurate and focuses on early childhood,

Question 7:

In your own words, how would you define autism?

NA

Question 8:

What is your preference between person-first, identity-first or interchangeable language and why?

- Person-first
- Identity-first
- Interchangeable language

As a local government, the City of Salisbury community includes both

Question 9:

Do you think it is appropriate to use the term 'autistic and autism communities' when referring to autistic people, their families, carers and professionals who support autistic people?

- Yes
- No

Question 10:

Are there some language terms often used in relation to autism that you find problematic? If so, what are they and why?

NA

Question 11:

What can be done to support autistic people that also identify with one or more diversity groups, including LGBTQIA+ and Culturally and Linguistically Diverse (CALD) communities.

Engage with the individuals and groups who this is relevant and invest in developing leadership in these intersectional groups.

Question 12:

What can be done to support autistic Aboriginal and Torres Strait Islander people?

As above.

Question 13:

What else should the Strategy include to support or promote the fundamental human rights of autistic people?

Developing leadership amongst the diversity of autistic people.

Question 14:

What else should the Strategy include to support those impacted by trauma in the autistic and autism communities?

NA - as a council we lack expertise in this area

Question 15:

Do you feel safe in the community? What makes you feel safe or unsafe?

NA

Question 16:

What measures can be taken to prevent discrimination, exploitation, violence, and abuse of autistic people?

Education of the community & for people with autism about their rights and remedies, advocacy, & government policies.

Question 17:

What community networks or connections are important to you in helping to build a sense of belonging?

NA

Question 18:

What are some common misconceptions and myths about autism you have seen/heard?

From employment perspective: underemployment is not caused by a person's autism, but inflexible workplaces contribute to this.

Question 19:

What methods can be used to better inform the community about autism?

Media, representation in workforce, support for people with autism to educate colleagues & community, organisations providing training/education,

Question 20:

What do you think could be improved in the community?

Education, removing barriers to participation, tools to enable governments/businesses to self-assess their autism inclusiveness.

Question 21:

What Government services are important to you?

NA

Question 22:

How has your experience been in accessing Government services?

NA

Question 23:

How can Government services be changed to be more inclusive towards autistic people?

Development of Universal Design Guidelines & implementation plan e.g. avoiding sensory overload. Autism-Inclusion training for staff and seeking continual improvement from community.

Question 24:

Have you had any experiences with the criminal justice system either as a victim, witness or offender?

- Yes
- No

If so, what more can be done to improve the justice system to be more knowledgeable towards autism?

Question 25:

How was your experience with the diagnostic process?

Question 26:

Who are the particular diversity groups in the autistic community that may face additional challenges in receiving a diagnosis?

Question 27:

What can be done to better support diagnosis in women and girls?

Question 28:

What can be done to improve the pathways for autistic people in accessing the support they require through state government services such as public health services (e.g. GPs, hospitals or local health networks)?

Question 29:

Do you feel like there is appropriate information and support available for autistic people to access health and mental health services?

- Yes
- No

If not, what could be done to improve this?

Question 30:

What else should the Strategy include to support inclusion and promote improved wellbeing practices amongst the autistic community?

Staff have autism inclusion training, policies, autism-inclusive design.

Question 31:

What more can be done to support the wellbeing of autistic people from the regions and country towns?

NA

Question 32:

What could educators and leadership in preschools and schools be doing to help autistic children and young people reach their full potential?

NA

Question 33:

How has your experience been when communicating with schools?

NA

Question 34:

What are the ways communication between families and schools can be improved?

NA

Question 35:

What could educators and leadership in universities/TAFE/adult learning be doing to help autistic adults achieve their potential?

NA

Question 36:

How can the built environments of educational settings be improved to be more inclusive towards autistic children and students?

NA

Question 37:

How has your experience been when applying for jobs? Is there anything that could be improved?

External review of HR practices to remove disability barriers, autism inclusion training for staff, policy affirming flexibility of job design, support for autistic people in traineeships.

Question 38:

What adjustments could be made to the employment pathway for employers to consider when an autistic person applies for a position?

Job & sensory environment design - consult with employee & expert advice, mentor, inclusion training.

Question 39:

Are there any barriers to success that you, or an autistic person you know, faced in the workforce? If so, what were they?

Develop a culture that affirms autism as a part of normal human diversity, create safe environment where autism & neurodiversity is freely discussed.

Question 40:

If spaces and the built environment were more inclusive towards autistic people, what would it look and feel like?

Less dominance of open space & clustered workspaces. Availability of mainstream quiet zones and sensory rooms.

Question 41:

Are you aware of any locations in South Australia where there are dedicated and incorporated 'autism-friendly' designed spaces?

- Yes
- No

If so, what has made these spaces inclusive, safe or successful?

Salisbury Community Hub: quiet rooms on first floor, dedicated low-sensory load use times at supermarkets & libraries, cinemas, events.