

Inclusive Communities Action Plan 2026–30

Building a fair, respectful and
inclusive community



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Kaurna acknowledgement

We acknowledge the Kaurna Nation and its people as the traditional owners and custodians of the land in the area now known as City of Onkaparinga.

We recognise that this local living culture has developed over tens of thousands of years and that Kaurna and other Aboriginal people are actively engaged in community life and bring their rich cultural heritage to the connected community and sustainable future to which we aspire.

We are mindful of Kaurna people's spiritual relationship with country when we make decisions about this region and that protecting places of importance to Kaurna culture has an impact on the wellbeing and prosperity of Kaurna and other Aboriginal people.

From the mayor

On behalf of the City of Onkaparinga, I am proud to introduce our Inclusive Communities Action Plan 2026–30 (Plan).

This Plan is aligned to the State Disability Inclusion Plan 2025–29 and considers national disability policy and reform. Our Plan reflects our existing and new partnerships with people with disability, their families, carers and support networks. Together, we aim to create a more inclusive society celebrating diversity and recognising the valuable contributions of people with disability in social, cultural and economic life.

This Plan challenges us all to listen more deeply, act more effectively, and design our programs and places so that everyone can access and enjoy them. For our disability community, it shows your voices matter and that inclusion is everyone's responsibility.

By working together, we can continue to make Onkaparinga a place where everyone can thrive.

The new Plan focuses on 'the doing' and includes actions to help remove barriers, and strengthen inclusion, from the way we design public spaces and deliver services, to how we engage with the community and support our workforce.

Thank you to everyone who contributed their insights, experiences and ideas to shape this Plan. Your input ensures this is a plan grounded in real needs and focused on achieving meaningful outcomes.

Together, we are building a more inclusive, accessible and welcoming City of Onkaparinga for everyone.

Moirá Were AM

Mayor, City of Onkaparinga



Acknowledgments

We wish to acknowledge people with lived experience of disability from City of Onkaparinga and groups and organisations who contributed to the development of the Plan and have an important role in its ongoing delivery.

Many individuals have provided their insights into what should be considered in the Plan and we thank them for their ongoing commitment to making a better society where everyone has connection, opportunity, safety, enjoyment and above all basic human rights.





About Onkaparinga

The City of Onkaparinga is a local government body (council) in South Australia established under the Local Government Act 1999. Council is responsible for a range of vital services to the community guided by the Community Vision 2034.

The City of Onkaparinga is home to more than 180,865 residents living in the region's urban and rural communities making it South Australia's largest metropolitan council by population.

We are a growth council, and this beautiful region attracts 1.6 million visitors each year to enjoy everything we have on offer. By 2046, our population is forecast to increase to 222,744 people.

The community is not without its challenges, significantly more disadvantaged than Greater Adelaide in 2026, with a median weekly income \$205 lower than Greater Adelaide's \$1,601. Consistent with national trends, we have an ageing population with 36.9 per cent of our residents aged 50 years old and over, and often with age comes a greater predisposition for age-related disability.

City of Onkaparinga snapshot

7.9%

of the population is aged 18–24 years

26%

of the population is aged 60+

0.76%

increase in rateable properties

\$6.61 billion

thriving economy

90,000+

people work in Onkaparinga

10,000+

local businesses

1.5 million

visitors each year

1384km

sealed road network

1322km

path network

Our Vision

The strategic direction of council is set via the Community Vision 2034, which was developed with the participation of over 5,000 community voices.

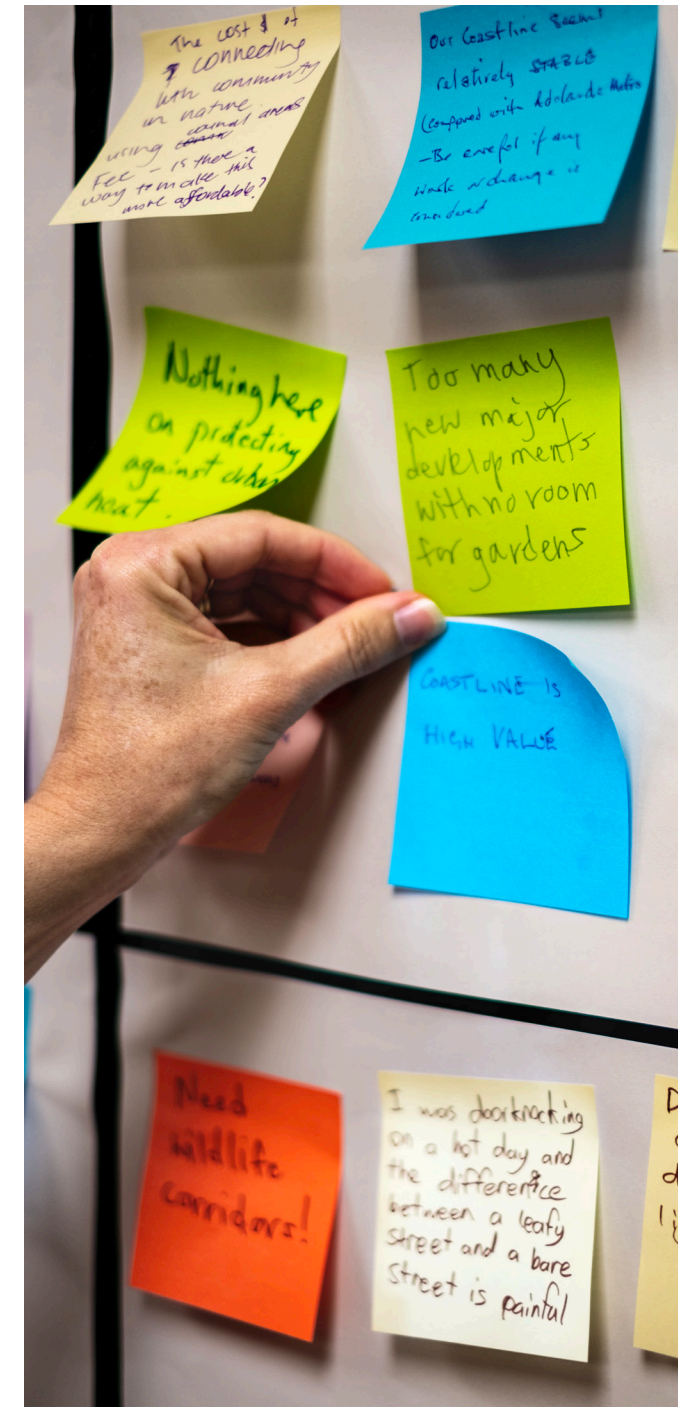
With a 10-year horizon, it expresses the preferred future for the city shared by the community.

It details 8 key result areas and a total of 32 goals that contribute to realising the vision of 'connected community, sustainable future'. The goals provide guidance for collective action by many parties and community stakeholders, including the City of Onkaparinga.

The vision, shaped by and with the community, guides the development of the council's strategic plans so that they organise action on specific topics to achieve the broader goals for the region.

Delivering this plan will contribute to achieving goals across all 4 themes of the Community Vision 2034, being Community, Environment, Liveability, and Leadership.

A range of indicators has been collected under each of the Community Vision 2034 themes to monitor how the city is tracking in relation to the intent of the vision. They highlight what we need to see shift across the region's community to indicate movement towards achieving the vision of 'connected community, sustainable future'.



Facts at a glance - National



21.4%

of Australians have a disability.
That's more than 1 in 5 people (ABS 2024).

46%

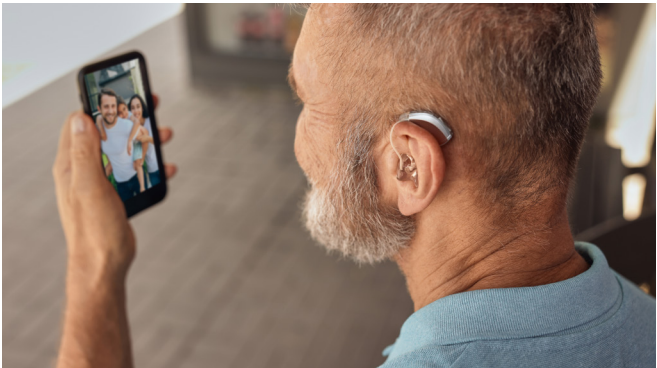
Each year the Australian Human Rights Commission receive more complaints about disability discrimination (46 per cent) than any other form of discrimination (State Disability Inclusion Plan 2025–2029).

38.6%

Almost 2 in 5 carers (38.6 per cent) have a disability themselves (ABS 2024).

6.3%

of South Australian people with disability are unemployed in comparison to 3.8 per cent of people without disability Australian Institute of Health and Welfare (AIHW) 2024.



52.3%

of people aged 65 years and over have a disability in Australia (ABS 2024).

27 years younger

People with intellectual disability on average die 27 years younger than other Australians (South Australian Council on Intellectual Disability 2026).

1.9x

First Nations peoples are 1.9 times more likely to have a disability than non-indigenous Australians (AIHW and National Indigenous Australians Agency 2023).

43%

of women with disability have experienced physical violence after the age of 15, which is almost double that of women without disability (Disability Royal Commission 2023).



2x

Women with disability are twice as likely to experience sexual violence compared to women without disability (Disability Royal Commission 2023).

78.5%

of LGBTQIA+ people accessing NDIS and Disability Support Services did not feel that their identity as an LGBTQIA+ person was supported (Australian Research Centre 2022).

150%

Australian Research Centre report in 2022 found that LGBTQIA+ people living with disability are 150% more likely to have attempted suicide than the rest of the LGBTQIA+ community.

Facts at a glance - City of Onkaparinga and South Australia



6.9%
of Onkaparinga residents (12,095) reported needing help with their day to day lives due to disability (ABS 2022).
.....

37.2%
City of Onkaparinga's (80+) cohort has the highest projected growth rate between 2025–2031 at 37.2% (REMPLAN 2025).
.....

By 2046
it is projected that lone households will be the most prevalent household type in City of Onkaparinga, resulting in increased vulnerability (REMPLAN 2025).
.....



3,142
City of Onkaparinga has the highest prevalence of dementia of all SA local government areas with 3,142 recorded and many more undiagnosed (Dementia Australia 2025).
.....

35,000
In 2025, there are an estimated 35,000 South Australians living with dementia, including 2,100 people under the age of 65 living with younger onset dementia (Dementia Australia 2025).
.....



40%
South Australia consistently reports NDIS participant rates for autism that are above the national average, with autism being the largest disability group in the state, averaging around 40 per cent of participants (NDIS Participant Data 2025).
.....

4,000 participants
Onkaparinga has nearly 4,000 participants on the NDIS living with autism and this figure is increasing (NDIS Participant Data 2025).
.....

Inclusive Communities Action Plan 2026–2030

The Plan demonstrates our ongoing commitment to building a fair, respectful and inclusive community where everyone can take part in all aspects of community life.

Each State Authority (Local Government Area) is legislated to have a Disability Access and Inclusion Plan.

The skills, knowledge, potential and rights of people with disability are often not fully recognised. Together we aim to create a community where people feel a strong sense of belonging, full of opportunity and where no one is left behind.

The Plan aims to create a society where access and inclusion becomes a natural part of everything we do

Our Plan was developed with and for the community. To support accessible communications, we partnered with leading disability advocate JFA Purple Orange to help guide conversations.

The Onkaparinga Regional Disability Network, and the Disability Engagement Focus Group were critical in shaping the plan and identifying local priorities. A resounding message has been the desire for the City of Onkaparinga to be a place where the next generation can thrive with more opportunity for growth and success, greater acceptance and less barriers.

Our local perspective followed the comprehensive statewide consultation for the State Disability Inclusion Plan 2025–29 as well as a comprehensive literature and policy review to understand and respond to external factors.

This review ensured that key findings from the Disability Royal Commission, national disability reforms including changes to the National Disability Insurance Scheme, and the Disability Inclusion (Review Recommendations) Amendment Act 2024 were appropriately reflected in this plan.

A plan enshrined in legislation

The Disability Inclusion Act 2018 (SA) and the Disability Inclusion (Review Recommendations) Amendment Act 2024 guide our ongoing efforts toward inclusion and accessibility.

The Disability Inclusion Act 2018 defines disability as:

“a long-term physical, psychosocial, intellectual, cognitive, neurological or sensory impairment, or a combination of these, which in interaction with various barriers may hinder a person’s full and effective participation in society on an equal basis with others.”

The Amendment Act 2024 modernises the original 2018 legislation to improve accountability, strengthen planning and reporting, and ensure disability inclusion processes remain contemporary, measurable, and aligned with best practice.

We also follow the principles of The United Nations Convention on the Rights of Persons with Disabilities, a framework which ensures that people with disability are treated fairly and equitably, are safe and enjoy the same human rights and fundamental freedoms as all people in society.



Strategic context

Council strategies and plans are guided by the Community Vision 2034.

With a 10-year horizon, the Community Vision 2034 sits at the top of a planning framework that sets our vision of a connected community and sustainable future.

Key to realising this vision is how we embrace diversity, both as a council and community. Mirroring the messaging of the state government, inclusion touches every part of our society and is a fundamental responsibility of community and organisational leadership.

Our strategic context is built upon our guiding plans and legislation across all levels of government and international disability frameworks.

Of these planning and legislative instruments, our Plan has been designed to align with and embed the identified priorities of the State Disability Inclusion Plan 2025–29.

Alignment of strategies and legislation

City of Onkaparinga

- Community Vision 2034
- Draft Reconciliation Action Plan 2026-28
- Community Capacity Strategic Plan 2026-30 (under development)
- Economic Growth and Tourism Strategic Plan 2025-30
- Affordable Housing Strategy 2025-28
- Open Space Strategic Management Plan 2025-30
- Onkaparinga Workforce Plan 2024
- Strategic Assets Management Plan 2024

South Australian Government

- Disability Inclusion Act 2018 (SA)
- Disability Inclusion (Review Recommendations) Amendment Act 2024
- State Disability Inclusion Plan 2025–29
- SA Autism Strategy 2024–29
- South Australia's Plan for Ageing Well 2026–36
- Equal Opportunity Act 1984

Australian Government

- Disability Discrimination Act 1992
- Australia's Disability Strategy 2021–31
- Independent Review of the National Disability Insurance Scheme (NDIS Review) 2023
- National Agreement on Closing the Gap 2020
- National Autism Strategy 2025-31
- National Dementia Action Plan 2024–34
- The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability 2023

International

- The United Nations Convention on the Rights of Persons with Disabilities

Strategic context

National Disability Reform

The State Disability Inclusion Plan 2025–29 and the Inclusive Communities Action Plan 2026–2030 have been informed by National Disability Reform. The Australian Government collaborating with the states and territories is responding to systemic issues in the sector as well as findings from the Disability Royal Commission and the independent review into the National Disability Insurance Scheme (NDIS Review).

People with disability are pivotal to successful national reform and our Plan includes pragmatic and accessible methods to ensure people with disability remain at the centre of the reform agenda.

We contribute positively to disability reform by supporting the outcomes from the State and National disability plans and by working closely with the community to respond to immediate challenges and advocate for real and lasting change, and a society that meets the needs of future generations.

This can only be done by considering inclusion in our decision making, the infrastructure we design and the culture we cultivate.

The SA Autism Strategy 2024–2029

Our Plan has been informed by community with lived experience of autism who advocated strongly for a greater neurodivergent focus.

NDIS data indicates that autism remains the largest disability group in South Australia and the rates of autism diagnosis is increasing every year.

There is a disparity in the life outcomes of people living with autism, compared to the rest of the population. A gap also exists between people with autism and people with other disabilities. We acknowledge the 7 focus areas of the SA Autism Strategy 2025–29 and the strategic alignment with our Plan.



Strategic context

National Agreement on Closing the Gap

Through our Plan, we seek to meaningfully engage and partner with First Nations Peoples. Together we aim to achieve targets and priority reforms from Closing the Gap as they relate to disability.

In particular those targets where there is a direct or strong link to local government:

- Target 1 – Everyone enjoys long and healthy lives
- Target 4 – Children thrive in their early years
- Target 7 – Youth are engaged in employment or education
- Target 8 – Strong economic participation and development of people and their communities
- Target 13 – Families and households are safe
- Target 14 – People enjoy high levels of social and emotional wellbeing
- Target 15 – People maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters
- Target 16 – Cultures and languages are strong, supported and flourishing
- Target 17 – People have access to information and services enabling participation in informed decision-making regarding their own lives

We have a higher proportion of Aboriginal and Torres Strait Islander people than Greater Adelaide. In 2021, the region was home to more than 3,250 people who identify as Aboriginal and/or Torres Strait Islander. This was 1.9 per cent of our population, which is higher than the Greater Adelaide figure of 1.6 per cent.

Diversity, Equity and Inclusion Committee

In addition to the focus of this Plan, council has established a diversity, equity and inclusion committee to cultivate an organisational culture wherein all employees are esteemed, feel a sense of belonging, connection with one another, and are empowered to excel in their roles.

The committee promotes and celebrates diversity, equity, access, inclusion and interculturalism across City of Onkaparinga staff and volunteers.

The work of this committee and the delivery of this Plan is interconnected in building a fair, respectful and inclusive community.



State Disability Inclusion Plan 2025–2029

The State Disability Inclusion Plan 2025–29 (State Plan 2025–29) and State Authority Disability Access and Inclusion Plans are a legislated requirement under the Disability Inclusion Act 2018 (SA).

The state government undertook comprehensive statewide consultation to inform the State Plan 2025–29 which captured extensive feedback from people with disability, their families and carers, service providers, peak disability bodies, non-government organisations, advocacy groups and Aboriginal Community Controlled Organisations (ACCOs).

Responding to the United Nations Convention on the Rights of Persons with Disabilities and Australia’s Disability Strategy, the State Plan 2025–29 aims to advance access and inclusion for people with disability, promote employment, community participation, and inclusive services, and eliminate systemic barriers and discrimination.

The State Plan 2025–29 provides a clear framework of priorities and a coordinated government approach to create long term change and a more inclusive and equitable community for everyone.

The State Plan 2025–29 explains what we want to achieve and why, and each Local Government Disability Access and Inclusion Plan demonstrates how and when we will do it, supporting a consistent and coordinated approach to disability inclusion across local government areas.

State Plan Domains

The Plan will focus on a combination of actions that support the delivery of both local priorities and legislated state measures. All local and state actions fit under 5 State Plan domains:

Domain 1 - Inclusive environments and communities
People with disability have a fundamental right to take part in all aspects of social, cultural and economic life and enjoy the benefits of an accessible and inclusive community.
.....

Domain 2 - Education and employment
People with disability have a fundamental right to achieve their full potential through education and lifelong learning, and the economic security that comes from equal opportunities within the workforce.
.....

Domain 3 - Personal and community support
People with disability have a fundamental right to access a range of in home, residential and other community support services. This includes personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community.
.....

Domain 4 - Health and wellbeing
People with disability have a fundamental right to enjoy the highest attainable standard of health without discrimination on the basis of disability, and to be confident that measures are in place to ensure equitable access to health and mental health services and supports.
.....

Domain 5 - Safety, rights and justice
People with disability have a fundamental right to recognition before the law and to live free from all forms of exploitation, violence, abuse and neglect. This includes the right to safety and to legislative, administrative, social and educational support, and other measures that protect and uphold their dignity and wellbeing.
.....

Under the respective domains there are 27 priority areas linked to an outcome. These outcomes are tracked through specific measures, which have been allocated as the responsibility of different State Authorities, including councils. Most council actions are listed under the domain ‘Inclusive Environments and Communities’.

State Disability Inclusion Plan 2025–2029

Intersectionality

Intersectionality recognises that people with disability are diverse, have different needs, and may experience further disadvantage by being part of other population groups.

For example, a First Nations person from the LGBTIQ+ community with disability may experience discrimination relating to their race, gender, age and disability.

Understanding intersectionality is essential to addressing the unique challenges faced by priority groups.

Priority Groups

The Disability Inclusion Act 2018 (SA) and the Amendment Act 2024 defines seven priority groups who may face additional barriers to inclusion.

- First Nations people with disability
- People from Culturally and Linguistically Diverse backgrounds with disability
- Women with disability
- Children with disability
- People with disability who identify as LGBTIQ+
- People with significant intellectual disability or high levels of vulnerability due to disability
- People with disability who live in regional communities.

Through the Plan, we aim to make the community more accessible for these priority groups by improving the built environment, programs, services, attitudes, and communication practices and tailoring these to meet specific needs.

These priority groups require additional consideration within the Plan.

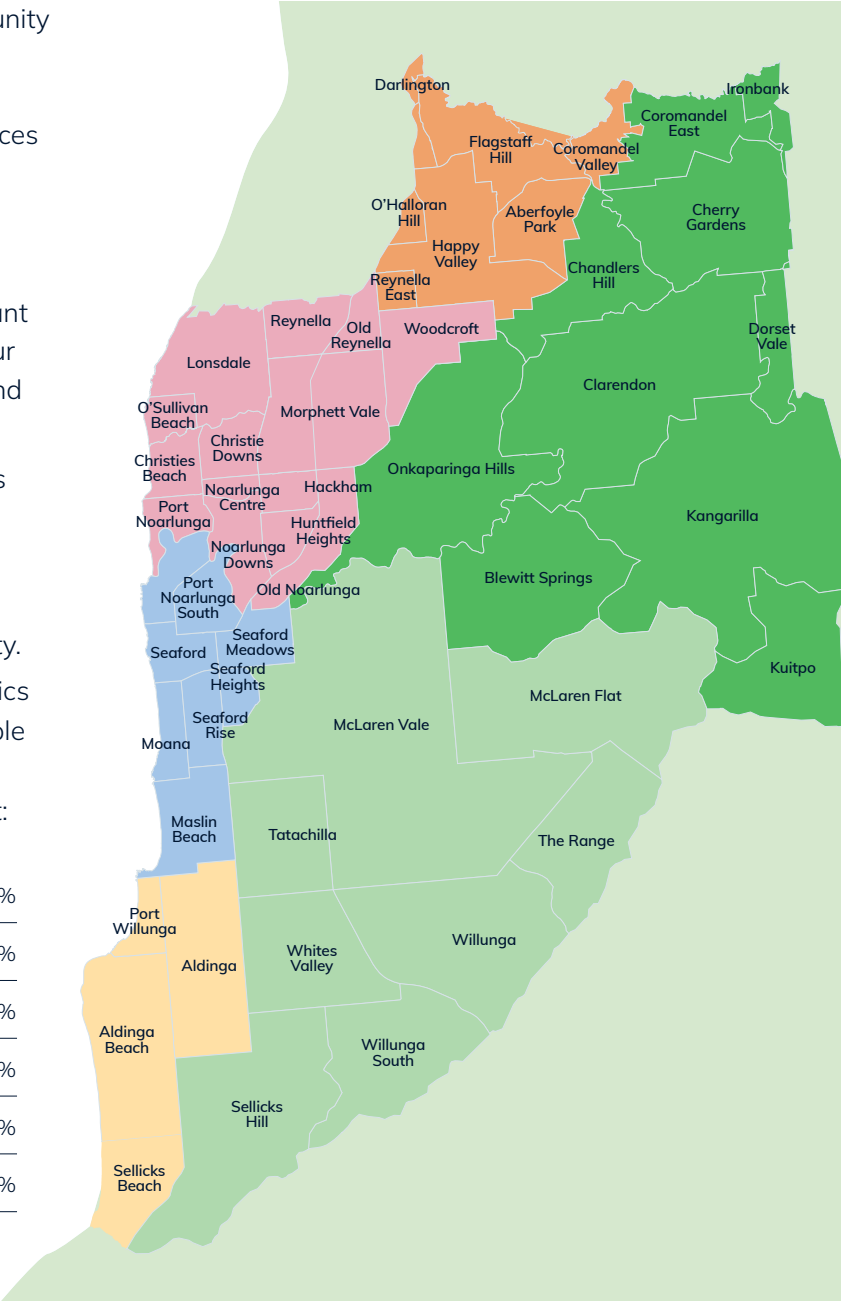
We also recognise older people as an important group and understand that disability can occur at any time in life, especially as people age, and can affect people across all priority groups.

We will consider the priority groups and areas of high population disadvantage to drive the actions within this Plan.

We will also be considering the districts that report having the highest level of disability.

According to the Australian Bureau of Statistics (2021), City of Onkaparinga has 12,095 people identifying as living with disability, shown below as a percentage breakdown by district:

Central North District (East & West)	8.4%
Southern District	7.2%
Northern District	5.7%
Central South District	5.6%
Hills South District	5.2%
Hills North District	3.9%



Strategic direction

Identified focus areas for the City of Onkaparinga

Our Plan aligns with the State Disability Inclusion Plan 2025–29 and responds to the five Domains and eighteen state measures allocated to councils.

During the Plan development workshops and focus group discussions, 4 key priorities emerged as central to achieving meaningful inclusion in the City of Onkaparinga:

Physical accessibility and universal design

Considering universal design principles and designing built environments, facilities and public spaces to be accessible and inclusive for everyone, regardless of ability. Ensuring people with disability can provide input into design and function of spaces. Assessing council buildings and public spaces to identify accessibility improvements.

Accessible communications and information

Improving how we share information so that everyone can easily find, understand and use it, across all platforms and formats. Creating easy to access information on programs and services. Communicating what is not accessible, not just what is accessible. Improving accessible signage and having better signage on facilities.

Community leadership, education and awareness

Building understanding of disability, inclusion and accessibility across the community, and promoting positive attitudes and behaviours. Creating more leadership opportunities for people with disability so they can influence decision making.

Employment and inclusive workplaces

Increasing access to meaningful work and volunteering opportunities, transitions to employment, skills development and supporting inclusive employment practices.



Other focus areas

It was acknowledged that whilst there is significant crossover with the identified priority areas, other focuses like accessible engagement, event and venue accessibility, access to education and training, services and support, safety and rights, health and wellbeing were equally important.

Through our engagement and connection with community, there is strong sentiment that these important areas should still be addressed through our Plan and by other State Authority Disability Access and Inclusion Plans



Strategic objectives

With consideration of identified local needs, the State Disability Inclusion Plan 2025–29 and National Disability Reform, we will deliver the following actions:

Domain 1: Inclusive environments and communities ---

Priority Area 1: Active participation

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
1.	Strengthen the use of the updated Inclusive SA Accessible Community Events Toolkit in our event planning and delivery	Continued Focus	State Plan	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles.	Aug 2027	Manager Communication & Engagement
2.	Develop and implement a post event assessment process to strengthen event inclusion and accessibility for people with disability at council led events	New Focus	State Plan	1.1.2	Events of 50+ are evaluated Number of event evaluations completed.	Oct 2026	Manager Communication & Engagement

Domain 1: Inclusive environments and communities ---

Priority Area 2: Inclusive communities and attitudes

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
3.	Provide training for staff and volunteers by developing and implementing an 'Access and Inclusion Awareness and Competency Framework'.	New Focus	State Plan	1.2.1	The number of staff and volunteers participating in disability awareness training	Nov 2028	Manager People and Culture
4.	Develop a mechanism to record activities delivered that improve community attitudes towards people with disability including workplace initiatives that promote disability inclusion.	New Focus	State Plan	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community and in the workplace.	Aug 2027	Manager Community Capacity
5.	Improve disability, access and inclusion outcomes by implementing initiatives developed by the Diversity, Equity and Inclusion Committee.	Continued Focus	Council			Sept 2027	Manager Community Capacity

Domain 1: Inclusive environments and communities ---

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
6.	Enhance the Communication 'Roadmap' by including significant dates and topics that increase awareness and improve attitudes towards people with disability (internally and externally).	New Focus	Council	1.2.1	The number and effectiveness of programs delivered that foster inclusion and raise awareness of disability in the community. Number of programs delivered and evaluated.	Sept 2027	Manager Communication and Engagement
7.	Work towards becoming Dementia Friendly.	Continued Focus	Council			June 2026	Manager Community Capacity
8.	Expand the Sunflower Hidden Disability Program across council teams and services.	Continued Focus	Council			Dec 2026	Manager Community Capacity
9.	Review and reinvigorate the Better Access is Better Business Program including implementing a communications plan.	New Focus	Council			Dec 2027	Manager Strategy, Sustainability and Economic Growth
10.	Review and strengthen questions in the annual community survey to measure local community attitudes towards people with disability and associated disability priority groups.	New Focus	State Plan	1.2.1	Ongoing evaluation of local community attitudes, including feedback from the disability community.	Sept 2026	Manager Strategy, Sustainability and Economic Growth

Domain 1: Inclusive environments and communities ---

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
11.	Maintain local partnerships with disability advocacy groups to ensure voices of people with disability are heard.	Continued Focus	State Plan	1.2.1	Ongoing evaluation of local community attitudes, including feedback from the disability community.	Dec 2030	Manager Community Capacity
12.	Extend and track the range of programs and services delivered with and for (State Plan) priority groups.	New Focus	State Plan	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community. The range of programs and services offered to priority groups.	Dec 2029	Manager Community Capacity
13.	Connect with South Australian Aboriginal Community Controlled Organisation Network to support the alignment of Communities Action Plan actions with Closing the Gap targets.	New Focus	State Plan	1.2.3	The number of actions embedded in our Inclusive Communities Action Plan working towards Closing the Gap targets.	Dec 2026	Manager Community Capacity

Domain 1: Inclusive environments and communities ---

Priority Area 3: Universal Design

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
14.	Update and maintain asset register to ensure tracking of accessibility modifications to council infrastructure, public spaces, play areas, and new council projects or developments that incorporate Universal Design.	Continued Focus	State Plan	1.3.2	The number of public-facing council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility.	Nov 2027	Manager Assets and Technical Services
15.	Update signage guidelines to ensure best practice for accessible signage at Noarlunga civic building, libraries, community centres, arts venues and associated amenities.	New Focus	Council		The number of new council projects or developments that incorporate Universal Design. Type of modification recorded.	Feb 2029	Manager Communication & Engagement

Domain 1: Inclusive environments and communities ---

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
16.	Update and maintain asset register to record accessibility modifications in parks, reserves, and beaches (including facilities within these areas).	Continued Focus	State Plan	1.3.3	The number of parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility. Type of modification recorded.	Nov 2027	Manager Assets and Technical Services
17.	Conduct beach accessibility audits to determine holistic disability access requirements and opportunities.	New Focus	Council			Feb 2027	Manager Community Capacity
18.	Conduct a pilot assessment of Positive Ageing Centres to determine status of accessible carparking and carpark lighting compliance.	New Focus	Council			June 2029	Manager Community Capacity
19.	Undertake accessibility audits across a range of council civic and community spaces using universal design principles.	New Focus	Council	1.3.3	Number of audits completed Range of audits undertaken	June 2029	Manager Community Capacity

Domain 1: Inclusive environments and communities ---

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
20.	Update and maintain asset register to record all toilet facilities (existing and new) across council that meet accessibility standards.	Continued Focus	State Plan	1.4.1	The number of public council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility.	Oct 2026	Manager Assets and Technical Services
21.	Promote accessible toilet facilities available across council using online communication methods.	New Focus	Council			May 2027	Manager Community Capacity
22.	Apply for Changing Places funding and if successful, deliver a Changing Places facility in the region.	New Focus	Council			Dec 2027	Manager Community Capacity

Domain 1: Inclusive environments and communities ---

Priority Area 5: Communications and information

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
23.	Develop a mechanism to record materials developed in accessible formats.	New Focus	State Plan	1.5.1	The number of resources or materials that have been developed in accessible formats.	Jan 2027	Manager Communication & Engagement
24.	Review accessibility of council's website in line with WCAG 2.2 level AA standards.	New Focus	State Plan			Mar 2028	Manager Communication & Engagement
25.	Update corporate style guides to include standards for accessible communication formats like Easy Read and Plain English.	New Focus	State Plan			Mar 2029	Manager Communication & Engagement
26.	Conduct photoshoot and procure images for the asset bank library showcasing diversity and disability, including priority groups. Communicate purpose and invite staff at our various worksites to nominate to participate and be photographed (subject to consent).	New Focus	Council	1.5.1	Image library shows diversity in imagery and is used to support accessible communications and information. Number of new images included in asset bank library.	Oct 2026	Manager Communication & Engagement

Domain 1: Inclusive environments and communities ---

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
27.	Deliver Aged Access Onkaparinga project and creation of accessibility guides.	New Focus	Council	1.5.1	Image library shows diversity in imagery and is used to support accessible communications and information. Number of new images included in asset bank library.	July 2026	Manager Community Capacity
28.	Strengthen council's use of assistive communication tools like Auslan Interpreters, Telephone Interpreting Service (TIS) and augmented communication devices like hearing loops.	New Focus	Council	1.5.2	Total number of Auslan, assistive listening devices, augmentative and alternative communication services provided to meet support needs.	Dec 2028	Manager Libraries, Customer Relations and Recreation

Domain 1: Inclusive environments and communities ---

Priority Area 7: Collaboration, consultation and innovation

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
29.	Strengthen involvement and decision making of people with disability and Aboriginal Community Controlled Organisations in community matters through the 2026 Review of Engagement Framework, drawing on recommendations from the 2024 review against the Inclusive SA Accessible Engagement Toolkit.	New Focus	State Plan	1.7.1	The number of public consultations that included and sought input from people with disability including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Sept 2027	Manager Communication & Engagement
30.	Review and update Terms of Reference across Community Centre advisory groups to support diverse representation.	Continued Focus	State Plan	1.7.2	The number of people with disability, including parents and carers, serving on committees and working groups.	Dec 2027	Manager Community Capacity

Domain 1: Inclusive environments and communities ---

Priority Area 8: Housing

Outcome: People with disability have access to appropriate housing

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
31.	Advocate for government support in accessible and affordable housing options for people with disability, with consideration of disability sector feedback.	Continued Focus	Council	N/A	Demonstrated advocacy towards delivering outcomes for priority groups identified in the Affordable Housing Strategy 2025–28.	Sept 2029	Manager Strategy, Sustainability and Economic Growth

Domain 2: Education and employment ---

Priority Area 2: Supports and resources for children and young people

Outcome: 2: Children with disability feel valued, welcomed and have access to inclusive education starting in the early years.

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
32.	Develop a mechanism to track the number of people with disability accessing libraries, youth services and community centre programs	New Focus	State	2.2.1	Total number of young people with disability accessing youth services.	Oct 2028	Manager Community Capacity

Domain 2: Education and employment

Priority Area 3: Targeted transitional supports

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
33.	Develop a mechanism to track participants with disability undertaking Adult Community Education (ACE) in Community Centres.	Continued Focus	Council	2.3.3	The number of participants taking part in ACE across all Community Centres.	June 2029	Manager Community Capacity
34.	Implement initiatives, record number and explore options to encourage volunteering opportunities for people with disability.	Continued Focus	State	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	Dec 2030	Manager People & Culture

Domain 2: Education and employment

Priority Area 4: Access to employment opportunities

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
35.	Utilise disability employment recruitment platforms like Job Access during recruitment of council roles.	Continued Focus	Council	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. The number of people leaders trained.	Aug 2027	Manager People & Culture
36.	Provide inclusive recruitment training to people leaders.	Continued Focus	State			Mar 2028	Manager People & Culture
37.	Investigate and report on the use of positive discrimination strategies to support disability employment, such as using a disability employment register for recruitment.	New Focus	Council			Aug 2029	Manager People & Culture

Domain 2: Education and employment

Priority Area 5: Inclusive working environments

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
38.	Review and maintain the Diversity, Equity and Inclusion Policy.	Continued Focus	Council	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment.	Aug 2030	Manager People & Culture
39.	Use the Diversity, Equity and Inclusion Committee (DEIC) supported by the Diversity, Equity and Inclusion Policy to identify, monitor, and support workplace practices and culture that enable people with disability to access, remain and succeed in employment.	Continued Focus	State			Dec 2030	Manager People & Culture

Domain 2: Education and employment

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
40.	Create a 'Resource Hub' on the intranet to increase people leader knowledge of workplace practices and share learned experiences that support equal opportunities for people with disability	New Focus	State	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment.	Oct 2027	Manager People & Culture
41.	Increase employment opportunities by developing an Onkaparinga Disability Employment Traineeship Program; and consider disability criteria for council's graduate program.	New Focus	Council			Mar 2029	Manager People & Culture

Domain 3: Personal and community support

Priority Area 1: Accessibility

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
42.	Establish and strengthen collaboration and partnerships with service providers and community organisations through the Onkaparinga Regional Disability Network.	Continued Focus	State	3.1.1	The number of council initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	March 2027	Manager Community Capacity

Domain 3: Personal and community support

Priority Area 3: Information sharing

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
43.	Participate in the Local Government Access and Inclusion Network (LGAIN), Community of Practice meetings and with external disability service providers.	Continued Focus	State	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our Disability Access and Inclusion Plan (DAIP).	Dec 2026	Manager Community Capacity
44.	Collaborate with the National Disability Insurance Agency (NDIA) to support initiatives for priority groups.	New Focus	State			June 2027	Manager Community Capacity
45.	Introduce a cross departmental council (ICAP) delivery group with terms of reference to support ICAP delivery.	New Focus	Council	3.3.1	Number of meetings held each year.	Dec 2026	Manager Community Capacity

Domain 3: Personal and community support

Priority Area 5: Programs

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
46.	Develop a mechanism to capture how the community grants are distributed that enhance disability inclusion.	New Focus	State Plan	3.5.1	The number of council grants and funding amount distributed to enhance disability inclusion.	Feb 2027	Manager Communication & Engagement

Domain 4: Health and Wellbeing

There are no specific council actions listed under this domain as they are considered the direct responsibility of other State Authorities such as the Department for Health and Wellbeing and Local Health Networks, however several council actions from other domain areas positively contribute to health and wellbeing outcomes more broadly.

Domain 5: Safety, rights and justice

Priority Area 2: Responding to emergencies

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

No.	Action	Continued Focus or New Focus	State or Council Measure	State Plan Measure	Measure	Timeframe	Responsibility
47.	Promote the programs run by the hazard leaders and control agencies, and if there is an identified gap in their offerings, lobby for them to improve what they can deliver to people with disability	New Focus	State Plan	5.2.1	The number of emergency response resources and systems developed for people with disability.	Dec 2029	Manager Governance

Non-Council reportable measures

The following is a compilation of outcome areas under their respective domains in the State Disability Inclusion Plan, that are the core responsibility of other State Authorities (not council).

Whilst some outcome areas in the State Disability Inclusion Plan 2025–2029 are not listed explicitly as council's responsibility, City of Onkaparinga continues

to support actions indirectly through a range of community services, strategies, partnerships, policy mechanisms and advocacy.

State Plan Domain	Outcomes	Primary Responsibility
1. Inclusive environments and communities	People with disability can get to where they need to go safely	Department for Infrastructure and Transport
2. Education and employment	People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed. People with disability benefit from State Authorities working to improve disability data at both state and national levels.	Departments for Education, State Development and TAFE SA. All State Government Agencies
3. Personal and community support	People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights. Carers and families, including siblings of people with disability are provided with dedicated supports and services.	Department of Human Services and Attorney General's Department Departments of Human Services and Child Protection
4. Health and wellbeing	People with disability have full access to, and inclusion within health infrastructure. People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers. People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.	Department for Health and Wellbeing, and Local Health Networks
5. Safety, rights and justice	People with disability are understood, supported, and have their rights upheld, including within the justice system. People with disability receive the right supports for them when navigating the justice system. People with disability are involved in the design and delivery of policies, programs and laws. People with disability can access effective, inclusive and responsive safeguarding supports and services.	Department for Child Protection, Department for Correctional Services, Department of Health and Wellbeing, Department of Human Services, Attorney General's Department & Courts Administration, SA Police, Local Health Networks,

Implementation

Implementation of the Plan will occur through a mixture of council and community led initiatives.

This will be underpinned by strong communication and collaboration with stakeholders with lived experience of disability, government and broader community.

Reporting

Reporting and monitoring actions is a legislated requirement under the Disability Inclusion Act 2018 (SA).

The Act makes it clear that the State Plan and State Authority Disability Access and Inclusion Plans (DAIPs) must include measurable outcomes for each domain.

Evaluation systems and reporting mechanisms will be established across council to ensure accurate reporting and accountability.

Councils are required to report annually on the actions taken through their DAIP to help track progress, determine what's working and highlight areas that might require an increased focus.

Measuring the outcomes of inclusion and social attitudes can be difficult; reporting and analysis will therefore involve a mixture of qualitative and quantitative methods.

Monitoring

Our Diversity Equity and Inclusion Committee (DEIC) will have an important governance role to support delivery and monitoring of the Plan. The DEIC is an internal committee of council that acts on behalf of the organisation to drive and foster diversity and inclusion priorities.

Updates will be provided to local stakeholders, especially community throughout the life of the Plan.

Progress reports will be provided to Council annually to ensure the achievements in the plan are shared, challenges communicated and to help keep the plan current and adaptive to change.

Snapshot of Actions

No.	Action	State
1	Strengthen the use of the updated Inclusive SA Accessible Community Events Toolkit in our event planning and delivery.	Inclusive environments & communities
2	Develop and implement a post event assessment process to strengthen event inclusion and accessibility for people with disability at council led events.	Inclusive environments & communities
3	Provide training for staff and volunteers by developing and implementing an 'Access and Inclusion Awareness and Competency Framework'	Inclusive environments & communities
4	Develop a mechanism to record activities delivered that improve community attitudes towards people with disability including workplace initiatives that promote disability inclusion.	Inclusive environments & communities
5	Improve disability, access and inclusion outcomes by implementing initiatives developed by the Diversity, Equity and Inclusion Committee.	Inclusive environments & communities
6	Add to the Communication 'Roadmap' significant dates and topics that increase awareness and improve attitudes towards people with disability (both internally and externally).	Inclusive environments & communities
7	Work towards becoming Dementia Friendly.	Inclusive environments & communities
8	Expand the Sunflower Hidden Disability Program across council teams and services.	Inclusive environments & communities
9	Review and reinvigorate Better Access is Better Business Program including implementing a communications schedule.	Inclusive environments & communities
10	Review and strengthen questions in the annual community survey to measure local community attitudes towards people with disability and associated disability priority groups.	Inclusive environments & communities
11	Maintain local partnerships with disability advocacy groups to ensure voices of people with disability are heard.	Inclusive environments & communities
12	Extend and track the range of programs and services delivered with and for (State Plan) priority groups.	Inclusive environments & communities

Snapshot of Actions

No.	Action	State
13	Connect with South Australian Aboriginal Community Controlled Organisation Network (SAACCON) to support the alignment of ICAP actions with Closing the Gap targets.	Inclusive environments & communities
14	Update and maintain asset register to ensure tracking of accessibility modifications to council infrastructure, public spaces, play areas, and new council projects or developments that incorporate Universal Design.	Inclusive environments & communities
15	Update design guidelines to ensure best practice for accessible signage at Noarlunga civic building, libraries, community centres, arts venues and associated amenities.	Inclusive environments & communities
16	Update and maintain asset register to record accessibility modifications in parks, reserves, and beaches (including facilities within these areas).	Inclusive environments & communities
17	Conduct beach accessibility audits to determine holistic disability access requirements and opportunities.	Inclusive environments & communities
18	Conduct a pilot assessment of Positive Ageing Centres to determine status of accessible carparking and carpark lighting compliance.	Inclusive environments & communities
19	Undertake accessibility audits across a range of council civic and community spaces using universal design principles.	Inclusive environments & communities
20	Update and maintain asset register to record all toilet facilities (existing and new) across council that meet accessibility standards.	Inclusive environments & communities
21	Promote accessible toilet facilities available across council using online communication methods.	Inclusive environments & communities
22	Apply for Changing Places funding and if successful, deliver a Changing Places facility in the region.	Inclusive environments & communities
23	Develop a mechanism to record materials developed in accessible formats.	Inclusive environments & communities
24	Review accessibility of council's website in line with WCAG 2.2 level AA standards.	Inclusive environments & communities

Snapshot of Actions

No.	Action	State
25	Update corporate style guides to include standards for accessible communication formats like Easy Read and Plain English.	Inclusive environments & communities
26	Conduct photoshoot and procure images for the asset bank library showcasing diversity and disability, including priority groups. Communicate purpose and invite staff at our various worksites to nominate to participate and be photographed (subject to consent).	Inclusive environments & communities
27	Deliver Aged Access Onkaparinga project and creation of accessibility guides.	Inclusive environments & communities
28	Strengthen council's use of assistive communication tools like Auslan Interpreters, Telephone Interpreting Service (TIS) and augmented communication devices like hearing loops.	Inclusive environments & communities
29	Strengthen involvement and decision making of people with disability and ACCOs in community matters through the 2026 Review of Engagement Framework, drawing on recommendations from the 2024 review against the Inclusive SA Accessible Engagement Toolkit.	Inclusive environments & communities
30	Review and update Terms of Reference across Community Centre advisory groups to support diverse representation.	Inclusive environments & communities
31	Advocate for government support in accessible and affordable housing options for people with disability, with consideration of disability sector feedback.	Inclusive environments & communities
32	Develop a mechanism to track the number of people with disability accessing libraries, youth services and community centre programs	Education & employment
33	Develop a mechanism to track participants with disability undertaking Adult Community Education (ACE) in Community Centres.	Education & employment
34	Implement initiatives, record number and explore options to encourage volunteering opportunities for people with disability.	Education & employment
35	Utilise disability employment recruitment platforms like Job Access during recruitment of council roles.	Education & employment
36	Provide inclusive recruitment training to people leaders.	Education & employment

Snapshot of Actions

No.	Action	State
37	Investigate and report on the use of positive discrimination strategies to support disability employment, such as using a disability employment register for recruitment.	Education & employment
38	Review and maintain the Diversity, Equity and Inclusion Policy.	Education & employment
39	Use the Diversity, Equity and Inclusion Committee (DEIC) supported by the Diversity, Equity and Inclusion Policy to identify, monitor, and support workplace practices that enable people with disability to access, remain and succeed in employment.	Education & employment
40	Create a 'Resource Hub' on the intranet to increase people leader knowledge of workplace practices and share learned experiences that support equal opportunities for people with disability.	Education & employment
41	Increase employment opportunities by developing an Onkaparinga Disability Employment Traineeship Program; and consider disability criteria for council's graduate program.	Education & employment
42	Establish and strengthen collaboration and partnerships with service providers and community organisations through the Onkaparinga Regional Disability Network.	Personal & community support
43	Participate in the Local Government Access and Inclusion Network (LGAIN), Community of Practice meetings and with external disability service providers.	Personal & community support
44	Collaborate with the National Disability Insurance Agency (NDIA) to support initiatives for priority groups.	Personal & community support
45	Introduce a cross departmental council (ICAP) delivery group with terms of reference to support ICAP delivery.	Personal & community support
46	Develop a mechanism to capture how our community grants are distributed that enhance disability inclusion.	Personal & community support
47	Promote the programs run by the hazard leaders and control agencies, and if there is an identified gap in their offerings, lobby for them to improve what they can deliver to people with disability.	Safety, rights & justice

Glossary and definitions

Definitions of key terms, abbreviations and explanation of terminology that may be unfamiliar are provided:

Advocacy

Supports that help people with disability speak up, understand their rights and make decisions. This can apply to an individual, service, group or organisation.

Augmentative and Alternative Communication (AAC)

Ways to communicate other than speech, which may involve body movements and gestures as well as technology, communication books or printed materials.

Best practice

A method that has generally been accepted as superior to alternatives.

Built environment

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

Choice and control

The ability of people with disability to make decisions about their own lives. This includes the meaningful involvement in the design and governance of services and systems.

Closing the Gap

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

Disability Access and Inclusion Plan (DAIP)

Developed by State Authorities (state government agencies and local councils) to improve access and inclusion for people with disability.

Disability Inclusion Act 2018 (SA)

A South Australian Law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan and local DAIPs.

Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Intersectionality

How the different aspects of a person's identity, such as their gender, race, class, sexuality and disability can interact and overlap to create experiences of discrimination and marginalisation.

LGBTQIA+

An inclusive term that stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual and other diverse identities.

Lived experience

The personal knowledge and understanding a person has through direct, first-hand experience of disability.

National Disability Insurance Scheme (NDIS)

The NDIS is an Australian Government initiative that provides funding for reasonable and necessary supports for people under 65 who have a significant and permanent disability.

Neurodivergence and neurodivergent

A non-medical term describing neurological variations. Neurodivergent in contrast to neurotypical is used to describe people who may have one or more ways in which their brain functions differently to the 'typical' way. Some Autistic people refer to themselves as neurodivergent.

Priority groups

The Disability Inclusion (Review Recommendations) Amendment Act 2024 defines 7 priority groups of people that may experience overlapping disadvantage.

United Nations Convention on the Rights of Persons with Disabilities

The convention is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

Universal design

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

SEIFA Index

Stands for Socio Economic Indexes for Areas and is a set of indexes created by the Australian Bureau of Statistics to measure relative socio economic advantage and disadvantage across geographic areas in Australia. The lower the SEIFA index, the greater the disadvantage.

The Inclusive Communities Action
Plan 2026–30 is available online
at onkaparingacity.com

If you require a copy in an alternative
format, (such as Easy Read or an
accessible word version), please
contact the council on 8384 0666
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