



Disability Access and Inclusion Plan (DAIP) 2020-24

A brighter future for all

Adopted by Council on 27 October 2020

This plan is provisional only and will be enhanced with further community feedback received during ongoing community consultation (open until 29 November 2020). An updated plan, incorporating feedback received, is scheduled to be released at the end of January 2021.

If you require a copy of this publication in an alternative format, such as Easy Read, large font, electronic format (disk or emailed), audio or Braille, please email jspier@ahc.sa.gov.au or phone 8408 0579.

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Acknowledgment of Country

Adelaide Hills Council acknowledges that we undertake our business on the traditional lands and waters of the Peramangk and Kaurna Nations. We pay our respect to Elders past, present and emerging as the Custodians of this ancient and beautiful land.

We are committed to working together to ensure that Peramangk and Kaurna cultures and traditions are preserved and valued. Together we will care for this Country for the generations to come.

Mayor's message

[To be inserted following adoption and prior to publication]

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About the Adelaide Hills Council

Adelaide Hills Council is a local government organisation that undertakes its business on the traditional lands and waters of the Peramangk and Kaurna peoples.

The land area of Adelaide Hills Council is 795 square kilometres, and extends from Mount Bold Reservoir in the south, to the South Para Reservoir in the north, and from the hills face in the west to the eastern escarpment of the Mount Lofty Ranges.

Council provides a range of services for nearly 40,000 residents, and nearly 500,000 domestic day-trip visitors annually, including:

- planning and development
- maintenance, management and renewal of properties, playgrounds, public infrastructure
- library and customer services
- volunteering
- public health
- parking and by-law enforcement
- sport and recreation planning
- youth development
- positive ageing

- community centres
- communications, engagement and events
- community development and cultural development
- community grants
- economic development
- sustainability, open space biodiversity,
- animal management
- parks and reserves, cemeteries
- fire prevention, emergency management, bushfire recovery
- waste and water management.

Council operates Service Centres with libraries in Gumeracha, Stirling and Woodside; Community Centres in Gumeracha and Norton Summit; a Resource Recovery Centre in Heathfield; depots in Gumeracha and Stirling; the Fabrik Arts and Heritage Hub in Lobethal; and 16 historic cemeteries within the Council area. In-person Council meetings are held in Stirling and are live-streamed for community members. Council supports the Hut Community Centre in Aldgate and the Adelaide Hills Swimming Centre in Woodside.

Council provides its residents and visitors information about Council initiatives, meetings, consultations, events, grants, employment and volunteering opportunities, programs and activities. Council also provides local businesses information about legislation changes, tips, case studies and events.

Our staff and volunteers

Adelaide Hills Council currently has 213 employees and 181 registered volunteers who deliver services to the Adelaide Hills community.

Though we do not currently use data measures to track the percentage of staff and volunteers who identify as living with disability, we aim to provide an accessible and inclusive workplace. For example, we have developed Reasonable Adjustment Policy and Procedures (adopted October 2018), so that prospective employees can request ‘reasonable adjustments’¹ to the recruitment process, and so that employees can seek reasonable adjustments to their role and/or work environment.

We have also worked to build a more inclusive environment by partnering and consulting with organisations like the National Disability Recruitment Coordinator (NDRC) and Disability Employment Service (DES) Providers.

¹ A ‘reasonable adjustment’ is a change we make to our administrative processes, working environment or procedures that supports an individual to meet the requirements of a position.

Strategic context

In 2018, the *Disability Inclusion Act 2018* (SA) (the Act) was passed because the South Australian Government recognised that a stronger commitment to access and inclusion planning for people living with disability was needed.

The intention of the Act is to support the principles and purposes of the *United Nations Convention on the Rights of Persons with Disabilities* (UNCRPD). The UNCRPD was ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009. Following the UNCRPD, the Act acknowledges that people living with disability have the same human rights as other members of the community. The Act recognises that the State and the community have a responsibility to facilitate the exercise of those rights. The UNCRPD is underpinned by eight guiding principles based on respect, equality and non-discrimination.

The *National Disability Strategy (NDS) 2010-2020* is a coordinated plan across all levels of government to improve the lives of people living with disability, their families and carers. The NDS is Australia's response to the UNCRPD. It is designed to ensure the principles of the UNCRPD are incorporated into policies and programs across Australia. Currently, the Commonwealth and State and Territory Governments are working towards developing a new national disability strategy for beyond 2020.

Inclusive SA: State Disability Inclusion Plan 2019–2023 (the State Plan) was released on 31 October 2019. It was developed through community and sector consultation. The broad vision of the State Plan is an accessible and inclusive South Australia based on fairness and respect.

The State Plan is a requirement of the Act and provides a framework to support State authorities to implement the *National Disability Strategy* (NDS).

The annual reporting against the State Plan will link the South Australian Government's achievements with the NDS's areas of policy action.

The *Disability Inclusion Act (SA) 2018* requires each local government in South Australia to have a Disability Access and Inclusion Plan (DAIP).

The Act requires that our DAIP sets out the actions we will take to ensure that people with disability can access our programs and services, built environments, events and facilities, meetings, information and communications, and employment opportunities.

Additionally, the Act requires that this Plan addresses the risks relating to particular groups living with disability, especially women, children, Aboriginal and Torres Strait Islander people, and culturally and linguistically diverse people.

Our Plan must also explain how we will give effect to the objectives, principles and priorities set out in the Act and the State Plan.

What is disability?

There are many different definitions, understandings and experiences of disability. The *Disability Inclusion Act 2018* (SA) states that *disability* refers to a person's:

cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

A more extensive definition of disability can also be found in the *Disability Discrimination Act 1992* (Commonwealth).

The social model of disability

We adopt the 'social model of disability', which understands the difference between impairment and disability. *Impairment* means a medical condition, illness, genetic disorder or injury that affects the way a person's body or mind works. *Disability* means people with impairment miss out on opportunities because of barriers society has constructed.

A barrier is a problem that stops or limits access. Barriers might be physical, like a community facility only having stairs and no wheelchair ramp. But barriers might involve non-physical obstacles, like an unspoken attitude in our community or organisation about what role a person with disability can or cannot do. Barriers might also involve communication barriers, like an electronic document that is not properly formatted and cannot be read by a screen reader.

We use the word disability to mean barriers created by society. Everyone in our community needs to work together to identify and break down the barriers. This is called the 'social model of disability'. Though legislation is usually built around a medical (or individual/impairment) model of disability, we support the social model of disability. We do not want to confuse the body (impairment) with the social (disabled).

[People with Disability Australia](#) explain the social model this way:

The social model sees 'disability' is the result of the interaction between people living with impairments and an environment filled with physical, attitudinal, communication and social barriers. It therefore carries the implication that the physical, attitudinal, communication and social environment must change to enable people living with impairments to participate in society on an equal basis with others.

The social model of disability has been adopted in the Council of Australian Government's *National Disability Strategy 2011-2020* and the *United Nations Convention on the Rights of Persons with Disabilities* (UNCRPD).

The DAIP guides the Adelaide Hills Council to help remove barriers in our community so that everyone can participate.

Universal design

The State Plan encourages local governments to apply the principles of ‘Universal Design’ when they plan or create new projects or services. According to the [Centre for Universal Design Australia](#), Universal Design is ‘a means of achieving an inclusive society’.

The basic philosophy of Universal Design is designing for the most number of people who can use a product, place, building, service or website. This approach involves applying the 7 principles of Universal Design when planning every place, space and service:

1. Equitable use
2. Flexibility in use
3. Simple and intuitive to use
4. Perceptible information
5. Tolerance for error
6. Low physical effort
7. Size and space for approach and use

Universal Design helps us think about what everybody in our community and workplace needs when we plan or start new projects and services. If we adopt Universal Design principles, more people will be able to access every place, space and service from the start. Research has found that implementing Universal Design can lead to economic and social benefits, and can minimise the need for costly retrofits when facilities and services do not meet the needs of excluded community groups.²

Our community

The Adelaide Hills Council Estimated Resident Population for 2019 was 39,977.

In 2018, there were 4.4 million Australians with disability, representing 17.7% of the population, down from 18.3% in 2015. Nearly one-quarter (23.2%) of all people with disability reported a mental or behavioural condition (up from 21.5% in 2015).³

In 2016, 3.4% of the population (1,308 people) in the Adelaide Hills Council area reported needing help in their day-to-day lives due to disability. This was a similar percentage to 2011. This compares with 5.9% for Greater Adelaide, 6% for South Australia, and 5.1% for Australia. This is an increase of 238 people from 2011, predominantly in the 5-59 year old age group (+122), but also in the 65-79 year old group (+81). The major difference in the age groups reporting a need for assistance between 2011 and 2016 in Adelaide Hills Council was in the 20 to 59 age group (+60 persons).⁴

² For example, see Odeck, James, Trine Hagen, and Nils Fearnley. 2010. “Economic Appraisal of Universal Design in Transport: Experiences from Norway.” *Research in Transportation Economics* 29 (1): 304-11.

³ Survey of Disability, Ageing and Carers (SDAC) conducted by the Australian Bureau of Statistics (ABS), 2018

⁴ Australian Bureau of Statistics, Census of Population and Housing, 2011 and 2016

In 2016, the suburb of Woodside had the highest proportion of people in need of assistance due to disability in Adelaide Hills Council district (6.1% or 151 people), followed by Lobethal-Charleston (4.7% or 142 people), and Aldgate (3.3% or 112 people).⁵

In the Adelaide Hills Council district, there are 497 NDIS participants (1.2% of the Adelaide Hills Council Estimated Resident Population for 2019).⁶

In 2016, the size of the labour force in the Adelaide Hills district needing assistance was 151, of which 89.4% (135) were employed and 10.6% (16) were looking for work, compared with 84.1% and 15.9% respectively for South Australia.⁷

Our vision

Key objectives of our *Strategic Plan 2020-24* provide the foundation for this Plan. These are:

- Provide accessibility for the full range of users by ensuring Council's road, footpath and trails network is adequately maintained and developed for all users
- Make the district more accessible and welcoming for all with a focus on disability inclusion.
- Seek opportunities to improve transport options for those who need it most
- Increase participation from the broadest range of our community and engage with them to shape policies, places and decisions that affect them
- Continue to develop a positive culture through supporting an equitable, diverse and continuously improving work environment

Actions

To achieve our vision, our Disability Access and Inclusion Plan (DAIP) focuses on the following themes of the State Government's first State Disability Inclusion Plan 2019-2023 (*Inclusive SA*):

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and employment.

Theme 1: Inclusive communities for all

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

⁵ Australian Bureau of Statistics, Census of Population and Housing , 2016

⁶ NDIS, [Participants by Local Government Areas](#), as at 31 March 2020

⁷ Thanks to Alex Kelly from REMPLAN for this data.

- Priority 1: Involvement in the community
- Priority 2: Improving community understanding and awareness
- Priority 3: Promoting the rights of people living with disability

We will support social inclusion and promote and uphold the rights of people with disability through the actions shown in the following table.

Priority 1: Involvement in the community

No.	Action	Team(s) Responsible	Timeframe
1.1	We will • incorporate the DHS event toolkit into the planning of Council events • provide relevant staff with training on the DHS event toolkit • promote the event toolkit and training opportunities to community groups who run community events. Supports Action 1 in the State Plan	Comms Engage & Events / Comm Devel / Librar & Cust Serv	Years 1-4
1.2	We will provide relevant information to the DHS, or their representatives, during their design of an app (or other medium) that displays services and facilities in our district that are wheelchair and disability access friendly. When released, we will promote this app to our residents and visitors with disability, their families and carers. Supports Action 2 in the State Plan	Info Services / Strat Assets	Years 1-4
1.3	We will continue to use the State Government's <i>Inclusive Play: Guidelines for accessible playspaces</i> to guide our development of accessible and inclusive playgrounds and play spaces that provide sensory play experiences. Supports Action 3 in the State Plan	Open Space / Strat Assets	Ongoing
1.4	We will engage with external agencies, clubs and other relevant groups to identify strategies to increase the inclusion of children with disability in mainstream sports activities and clubs.	Comm Devel / Open Space	Years 3-4

	Supports Action 5 in the State Plan		
1.5	We will continue to deliver library programs that are inclusive and adaptive for the needs of children living with disability.	Librar & Cust Serv	Ongoing
	Supports Action 5 in the State Plan		

Priority 2: Improving community understanding and awareness

No.	Action	Team(s) Responsible	Timeframe
2.1	We will celebrate and promote the International Day of People with Disability annually (3 December), and develop ways to recognise the contributions that people with disability make to our community (e.g. we will look at establishing an International Day of People with Disability Civic Award - in recognition of the public service of people with disability and 'access and inclusion champions' within our community, to be announced each year on International Day of People with Disability).	Comms Engage & Events / Comm Devel	Years 1-4
	Supports Action 6 in the State Plan		
2.2	We will publish stories to shape community understanding and attitudes towards people with disability (via our existing publications and promotional tools).	Comms Engage & Events / Comm Devel	Years 1-4
	Supports Action 6 in the State Plan (and the emerging National Disability Strategy)		
2.3	We will undertake research to better understand and monitor changes in organisational and community attitudes about the rights and needs of people living with disability.	Comm Devel	Years 1-4
	Supports Action 7 in the State Plan		

Priority 3: Promoting the rights of people living with disability

No.	Action	Team(s) Responsible	Timeframe
3.1	We will update induction of new AHC employees, Council Members	Org Dev / Comm Devel / Govern & Perf	Years 1-4

	and volunteers to include information about working with people with disability • provide training for staff, Council Members and volunteers in disability awareness. This may be part of a broader and coordinated diversity learning program. Supports Action 9 in the State Plan		
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Theme 2: Leadership and collaboration

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

- Priority 4: Participation in decision-making
- Priority 5: Leadership and raising profile
- Priority 6: Engagement and consultation

We will support people with disability to have a greater role in influencing Council and community decision-making and participating in our community consultations through the following actions:

Priority 4: Participation in decision-making

No.	Action	Team(s) Responsible	Timeframe
4.1	We will ensure our emerging Community Engagement Framework encompasses strategies to enable young people with disability to participate in Council decision-making processes. Supports Action 11 in the State Plan	Comms Engage & Events / Comm Devel	Ongoing
4.2	We will: • seek advice about local disability issues and Council decisions from existing external disability advisory groups in our region and State (such as the Adelaide Hills Disability Inclusion Reference Group and DHS's Disability Engagement Group) • Explore community interest in establishing an AHC disability inclusion reference group - to	Comm Devel	Ongoing

	enable direct engagement with residents with disability and their families, carers and advocates on Council decision-making and specific barriers for priority groups (children with disability, women with disability, Aboriginal and Torres Strait Islander peoples with disability and people with disability from culturally and linguistically diverse backgrounds). We will develop specific actions to address the needs and risks that are identified, and update our DAIP accordingly.		
4.3	We will actively seek participation in the AHC reference group (see 4.2) by young people living with disability in our district. Supports Action 11 in the State Plan and Section 9 of the Disability Inclusion Act 2018 (SA)	Comm Devel	Years 1-4
4.4	We will: - utilise resources produced by the Electoral Commission SA and the Local Government Association of SA to make it easier for residents with disability to vote and stand as a candidate in Council elections - continue to identify and address barriers for residents with disability to meet with Council Members, attend Council meetings, and participate in our community consultations and engagement events.	Comm Devel / Comms Engage & Events / Govern & Perf	Ongoing

Priority 5: Leadership and raising profile

No.	Action	Team(s) Responsible	Timeframe
5.1	We will encourage residents with disability to participate in our Advisory Groups and Committees when recruiting new members, and will offer accessibility support at any stage of the recruitment process. Supports Action 12 in the State Plan	Comms Engage & Events / Comm Devel	Years 2-4

5.2	We will encourage young people with disabilities to participate in the Adelaide Hills Council Youth Leadership Program (YLP), and provide accessibility supports where required.	Comm Devel	Years 1-4
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Priority 6: Engagement and consultation

No.	Action	Team(s) Responsible	Timeframe
6.1	We will use the DHS engagement toolkit (when released in Dec 2020) to consult and engage with people living with disability when developing policies and programs. We will provide staff training in the use of this toolkit where required. Supports Action 14 in the State Plan	Comms Engage & Events	Years 1-4
6.2	We will adopt co-design principles ⁸ that engage our residents with disability, their families and carers, in the ongoing management, maintenance and replacement planning of public infrastructure (including roads, bridges, signage, footpaths) through consultation processes.	Strat Asset / Open Space / Civil Serv	Years 1-4
6.3	We will ensure our emerging Community Engagement Framework includes guidance for staff on best practice in consulting and engaging with people with disability.	Comms Engage & Events / Org Dev	Ongoing
6.4	We will continue to consider accessibility issues and the needs of all staff, Council Members and volunteers when purchasing, refitting or leasing Council offices, depots, IT and communications systems- equipment, staff fleet vehicles and car parking.	Finan Serv / Comms Engage & Events / all other teams	Ongoing

Theme 3: Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

⁸ See https://www.pwdwa.org/documents/connect_with_me/co-design-toolkit/index.htm#principles-to-follow

- Priority 7: Universal Design⁹ across South Australia
- Priority 8: Accessible and available information
- Priority 9: Access to services

We will help improve access to its buildings, environments and services through the following actions:

Priority 7: Universal Design across South Australia

No.	Action	Team(s) Responsible	Timeframe
7.1	We will continue to incorporate Universal Design principles (see the section “Universal design” earlier in this Plan) in our criteria for new Council building and public projects and planning for programs, services and events (including clear conditions about using Universal Design when we contract architecture, engineering and construction companies to deliver big projects for/with us). Supports Action 19 in the State Plan	Strat Asset / Open Space / Civil Serv / Prop Serv / Org Dev / Comms Engage & Events / Sustain Waste & Emerg Man	Years 1-4
7.2	We will provide information and training for relevant staff and contractors in Universal Design Principles. Supports Action 19 in the State Plan	Strat Asset / Open Space / Civil Serv / Prop Serv / Org Dev / Comms Engage & Events / Sustain Waste & Emerg Man	Years 1-4
7.3	We will review and, where required, plan for the increased demand for accessible car parking (including extended length car parking) at Council service hubs and events. We will include most needed works when scheduling upgrades. Supports Action 19 in the State Plan	Civil Serv / Dev Serv / Comms Engage & Events	Ongoing
7.4	We will consider Liveable Housing Australia design guidelines ¹⁰ and Universal Design principles in decision-making around residential development applications.	Dev Serv	Years 1-4

⁹ Universal Design involves applying the following 7 principles when planning every place, space and service: equitable use, flexibility in use, simple and intuitive to use, perceptible information, tolerance for error, low physical effort, and size and space for approach and use. See <http://universaldesign.ie/What-is-Universal-Design/The-7-Principles/>

¹⁰ Livable design is about including key easy living features that aim to make homes easier and safer to use for all occupants including: people with disability, ageing Australians, people with temporary injuries, and families with young children.

	Supports Action 17 of the State Plan		
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Priority 8: Accessible and available information

No.	Action	Team(s) Responsible	Timeframe
8.1	We will promote the State Government's new <i>Inclusive SA</i> website (when launched in June 2021) through our Website and existing publications and promotional tools. Supports Action 20 in the State Plan	Comms Engage & Events / Comm Dev	Years 1-4
8.2	We will aim to make our new Council website and e-services technology accessible and inclusive for all users. We will use the State Government's Online Accessibility Toolkit to inform the planning, building and procurement of our new Website, e-services and online environment technology. We will encourage and support Council staff, volunteers and external stakeholders and community groups to use the State Government's new Online Accessibility Toolkit. Supports Action 21 and 22 in the State Plan	Info Services / Comms Engage & Events / Fin Serv	Ongoing
8.3	We will provide Easy Read ¹¹ training for staff and volunteers who produce public documents, information and communications related to Council consultations and decision-making. Supports Action 21 of the State Plan	Comm Devel / Comms Engage & Events / Org Devel / Govern & Perf	Years 1-4
8.4	We will assess the need and resources required to provide information and communications about our services in different accessible formats. These may include easy read, Auslan, pictorial forms, large font, audible options, braille, closed captions and voice over. Supports Action 21 of the State Plan	Comms Engage & Events / Info Serv	Ongoing

¹¹ See <https://www.accessibility.sa.gov.au/introduction/easy-read>

Priority 9: Access to services

No.	Action	Team(s) Responsible	Timeframe
9.1	We will monitor the development of the State Government's new toolkit for signage, wayfinding and multimedia devices. When released (Dec 2020), we will promote and use this toolkit to support deaf, hard of hearing, blind, vision or hearing-impaired persons. Supports Action 25 in the State Plan	Comms Engage & Events / Civil Serv / Open Space / Prop Serv / Strat Assets / Librar & Cust Serv	Years 1-4
9.2	We will identify Council service hubs that may need installation or upgrade of disability access signage. We will include needed works when scheduling infrastructure maintenance and upgrades. Supports Action 26 of the State Plan	Strat Asset / Dev & Reg Serv / Prop Serv / Open Space / Comm Dev / Lib & Cust Serv	Years 1-4
9.3	We will identify our key customer service outlets where installation of multi-media devices in queues may better include people who are deaf, hard of hearing, vision impaired, or blind. We will consider technological solutions for achieving more inclusive customer service in our Business Plans (from 2021-22). Supports Action 26 of the State Plan	Prop Serv / Lib & Cust Serv	Years 2-4
9.4	We will review the application guidelines, priorities and criteria of our Grant Program to increase applications and support for accessible and inclusion projects and events.	Comm Devel	Ongoing
9.5	We will participate in the joint project: <i>Regional Champions for Accessible Destinations in the Southern and Hills LGA</i>, which will involve an access audit of one destination site in our district and using the learnings to train relevant Council staff to achieve accessible destinations. We will encourage our external partners who manage visitor destinations to improve access and inclusion for residents and visitors where required.	Open Space / Econ Dev / Prop Serv / Civil Serv / Strat Assets	Ongoing

	Supports Action 31 in the State Plan		
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Theme 4: Learning and employment

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

- Priority 10: Better supports within educational and training settings
- Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning
- Priority 12: Improved access to employment opportunities and better support within workplaces

We will undertake the following actions to create and support workplace learning and employment opportunities for people with disability:

Priority 10: Better supports within educational and training settings

No.	Action	Team(s) Responsible	Timeframe
10.1	We will explore opportunities to promote local support groups for parents and teachers who are preparing children with disabilities for life beyond school.	Comm Devel / Comms Engage & Events	Years 1-4
	Supports Action 33 in the State Plan		

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

No.	Action	Team(s) Responsible	Timeframe
11.1	We will review recruitment, registration, induction and experiences of our Council volunteers in relation to accessibility and participation for volunteers with disability.	Comm Devel / Comms Engage & Events / Org Dev	Years 1-4
11.2	We will consider providing targeted traineeships and work experiences across Council for people with disability, in partnership with local training providers and Disability Employment Services (DES) providers.	Org Dev / Comm Develop	Years 2-4

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

No.	Action	Team(s) Responsible	Timeframe
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12.1	We will utilise information and resources in the new <i>SA Public Sector Disability Employment Toolkit</i> to identify next steps in creating a workplace culture and environment that is welcoming, inclusive and accessible for people with disability. Supports Action 37 of the State Plan	Comm Devel / Org Dev /	Years 1-4
12.2	We will utilise information and resources in the new <i>SA Public Sector Disability Employment Toolkit</i> to encourage our local business and organisations to consider the benefits and requirements of employing people with disability. Supports Action 37 of the State Plan	Comms Engage & Events / Econ Dev	Years 1-4
12.3	We will advocate to the State Government and transport providers for more accessible and connected transport services to key employment hubs in our district	Comm Devel	Years 1-4
12.4	We will develop appropriate measures for tracking the percentage of Council staff and volunteers who have requested workplace adjustments Supports Action 39 in the State Plan	Org Dev / Comm Devel	Years 1-4

Monitoring implementation of our DAIP

Measuring and monitoring success

To map our progress, we will adapt and use the [interim measures](#) provided in Appendix 1 of the State Plan, and the outcomes framework that is expected to be released with the new national disability strategy for beyond 2020. We will adapt indicators in consultation with our stakeholders.

We will establish an internal DAIP working group, with representatives from all relevant teams, to provide advice around the further development, implementation, progress and improvement of our DAIP.

Our Chief Executive will receive a report on the progress of our DAIP in September in preparation to go to the October meeting of Council each year.

We will also send, on or before 31 October each year, a report to the Chief Executive of DHS outlining the operation of our DAIP during the preceding financial year (including a summary of the progress achieved in implementing our DAIP).

We will also include information about the progress we make in our Annual Report.

In accordance with the Act, we will formally review this DAIP every four years or following a review of the State Disability Inclusion Plan.

Communicating the DAIP

Our DAIP will be available to our Elected Members, employees, volunteers, contractors and partners, and the broader community. It will be promoted on our Council website, including in Easy Read format, and can be made available in other accessible formats and languages upon request.