

Disability Access and Inclusion Plan 2020–2023

We are committed to ensuring that the Department of Primary Industries and Regions is accessible and equitable for all people.

We are pleased to release this Plan which has been developed in line with the *South Australian Disability Inclusion Act 2018* and following community consultation.

Our Plan outlines our commitments to identify and meet the needs of people with a disability and builds on our previous work in this area.



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This Disability Access and Inclusion Plan (DAIP) is available on the [Department of Primary Industries and Regions website](#), and in alternative formats such as Easy Read, large font, electronic format (disk or emailed), audio or Braille, on request.

South Australian Disability Inclusion Act 2018

The *South Australian Disability Inclusion Act 2018* provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the [United Nations Convention on the Rights of Persons with Disabilities](#) and with the Australian [National Disability Strategy 2010-2020](#), and required the creation of the *South Australian Disability Inclusion Plan* (the Plan). The first South Australian Plan came into effect on 31 October 2019.

About the Department of Primary Industries and Regions

The Department of Primary Industries and Regions assists South Australia's primary industries and regions to grow, innovate and maximise their economic growth potential.

We involve and engage with all levels of government, industry, academia and the broader community. This ensures we make good decisions, have clear and relevant policies, plan and implement effective programs and broker shared responsibility.

PIRSA comprises approximately 900 staff working in locations across metropolitan and regional South Australia.

Our Vision

It is our vision that every South Australian, regardless of ability, will have access to the products and services provided to our communities by our organisation and to participate in the PIRSA workforce. In all that we do, the rights and dignity of people living with a disability will be upheld by the implementation of this Plan.

Our Mission

Our products and service delivery will continue to be upgraded to maximise accessibility and meet the needs of all people in our community.

We will promote the recognition and acceptance within PIRSA of the principle that people living with a disability have the same fundamental rights and access as the rest of the community.

We will strive for the demographics of our workforce to be more representative of the South Australian community.

Through these endeavours our communities will be strengthened, individuals will be free to choose the role they play in our society and our organisational members will grow.

Staff Profile

The Department of Primary Industries and Regions has more than 900 skilled staff who provide a range of high-quality services supporting South Australia's regions and primary industries.

As of June 2020, 20 PIRSA employees (2.14% of total PIRSA workforce) had a declared disability.

Actions

The Department of Primary Industries and Regions Disability Access and Inclusion Plan is structured in adherence with the *South Australian Disability Inclusion Act 2018*, and priority areas and actions of the *Inclusive SA: State Disability Inclusion Plan 2019 - 2023*.

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 PIRSA staff and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Action	State Plan Priority #	Responsible Division	By when	How will we track progress
1. PIRSA will include people living with a disability when planning events and have access to support mechanisms to ensure inclusivity of people living with a disability.	1, 3	Corporate Services (Facilities in partnership with People and Culture) in partnership with Agriculture Food and Wine	2022	Establishment of a register recording access requests and identified barriers. To have 100% of identified barriers acted upon.

2. PIRSA will publish and promote disability resources and information to support our workforce on our intranet and internet, including access to across government resources and resources provided by service providers.	2, 3	People and Culture in partnership with Agriculture Food and Wine (Communications and Digital)	2023	Updates to information and tools are communicated with stakeholders via bulletins and Chief Executive updates.
3. All employees to undertake Disability Awareness and Communication Online Training Program through PIRSA's online training platform.	1, 3	Corporate Services	Ongoing	Target 100% online training completion across the agency reported annually for all new employees as part of their induction.
4. Promote the PIRSA Web Accessibility Policy and Web Accessibility Guidelines, and the DPC Online Accessibility Toolkit to employees	2, 3	Agriculture, Food and Wine (Communications and Digital)	2022	<p>PIRSA employees are supported and aware of the requirements for creating accessible online content.</p> <p>Three workshops are completed for employees responsible for providing online content.</p>

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 PIRSA's consultation and engagement activities.

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Action	State Plan Priority #	Responsible Division	By when	How will we track progress
1. Establish consultation and engagement practices to embed the principles of 'co-design', ensuring that people living with disability are engaged and consulted when PIRSA seeks community input or input from industry.	4, 5, 6	All Divisions	Established Q2, 2021 – ongoing	Implement consultation framework inclusive of reference to people living with a disability, and records of consultation to be kept. Target to have 100% of identified barriers through consultation and implementation of co-design principles to be acted upon.
2. Establish Disability Access and Inclusion Working Group within PIRSA that includes representation from all divisions and representation from staff in leadership positions, and employees with lived experience.	4, 5, 6	Corporate Services	Q2, 2021	Upon publishing of DAIP, a working group will be established within PIRSA with deliverables measured annually to support the implementation of this plan.

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 that that all PIRSA sites and information is accessible for people living with a disability. This includes all information and communication developed by the agency is accessible enabling inclusion and access.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Action	State Plan Priority #	Responsible Division	By when	How will we track progress
1 New fit outs or modifications that change access to PIRSA sites to be assessed against the Building Code of Australia ensuring sites and built environments are accessible to people living with a disability.	7, 9	Corporate Services	Ongoing	All changes to the built environment and fit outs to comply with Building Code of Australia, and <i>The Disability and Inclusion Act 2018</i> .
2 A clear process for responding to requests for alternate and accessible content is developed and followed. When requested of PIRSA communications, documents training and education programs, and resources are made available in accessible	8, 9	Corporate Services in Partnership with Agriculture Food and Wine (Digital Communications)	2022	Published process and supporting information to be made available on the Agency's intranet and internet site. Track Requests to ensure 'actioned'. Make available digital resources for persons living with a disability, reported annually. 100% of accessible content requests are responded to.

formats for people living with a disability.				
3 Review the access to and use of assistive technologies, physical aids, and adjustments within PIRSA, to establish a schedule of aids and modifications currently available and in use in the agency.	7, 8, 9	Corporate Services	Ongoing	Development of schedule for review and reporting annually. 100% of assistive technologies, physical aids and adjustments utilised are reported on.
4. Ensure all PIRSA web content is developed in compliance with Web Content Accessibility Guidelines (WCAG) 2.0. Level A as per the PIRSA Website Accessibility Policy.	7, 8, 9	Agriculture, Food and Wine (Communications and Digital)	2022	All PIRSA web content meets WCAG 2.0 level A Implementation of the PIRSA Web Accessibility Policy
5. Conduct an audit on PIRSA digital products to determine accessibility, and develop a PIRSA Digital Accessibility Roadmap to support how the agency can ensure digital products are accessible.	7, 8, 9	Agriculture, Food and Wine (Communications and Digital)	2023	PIRSA Digital Accessibility Roadmap developed

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 and the wider community consider PIRSA as an inclusive and accessible employer of choice that provides meaningful employment opportunities.

Priority 10: Better supports within educational and training settings

Priority 11: Improved access to employment opportunities and better support within workplaces

Priority 12: Improved social inclusion through employment at PIRSA

Action	State Plan Priority #	Responsible Division	By when	How will we track progress
1. Promoting workforce diversity, establishing the agency as an employer of choice.	10, 11, 12	Corporate Services in partnership with all divisions	2023	Proportion of people living with disability employed, volunteered or undertake work experience at PIRSA reported annually.
2. Consider eligible candidates on a Disability Employment Service (DES) provider register for vacancies in accordance with Section 65 of the <i>Public Sector Act 2009 (SA)</i> – Employment opportunity programs.	11, 12	Corporate Services in partnership with all divisions	2023	Reported quarterly increase year to year referrals and recruitment of candidates from DES providers. 100% of external vacancies to be 'diversity checked' identified roles referred for consideration by DES providers.

Consultation

In developing PIRSA's Disability Access and Inclusion Plan 2020 – 2023 the department undertook a review of the existing Disability Access and Inclusion Plan. The existing actions and strategies were considered against the [State Disability Inclusion Plan](#) published by the Department of Human Services (DHS), and newly launched Disability Employment Resources provided by the Office of the Commissioner for Public Sector Employment (OCPSE). These resources included the [SA Public Sector Disability Employment Strategy](#), [SA Public Sector Disability Employment Plan](#), and the [SA Public Sector Disability Employment Toolkit](#).

PIRSA has undertaken a consultation process that sought meaningful and specific feedback from both internal and external stakeholders, including the community.

This process included the publishing of a draft Disability Access and Inclusion Plan for consultation on PIRSA's Internet and Intranet. This consultation process was promoted across the department, and utilised the 'YourSay' consultation hub established to allow SA Public Sector Departments to present their DAIP's and enable community members to provide feedback. Information on the consultation was also shared across various social media platforms.

Submissions were requested from all members of the community, with emphasis on:

- Persons with lived experience of a disability
- Family members of someone living with a disability
- Carers of people with living with a disability
- Service providers, supporters or advocates for people living with a disability
- Anyone from the wider South Australian community with an interest in the topic

Total number of submissions received during the consultation period was 20, this included submissions from all emphasised groups above.

Consideration of the submissions and responses provided during the consultation process resulted in the below being adopted:

- Incorporation of 'co-design' principles into action 2.1 to align with Priority 6 of the State Disability Inclusion Plan.
- Clarity provided around Action 1.2 regarding the publishing and promotion of Disability information and resources.
- Inclusion of 100% target for action 4.2
- Language changed to be inclusive of accessible adaptations and aids, including technological, physical, and language based.

Examples of previous achievements

PIRSA has adopted this fifth Disability Action Plan now known as the Disability Access and Inclusion Plan 2020 - 2023 in line with the South Australian *Disability Inclusion Act 2018*; and the *Inclusive SA: State Disability Inclusion Plan 2019 - 2023*.

The Plan has a three-year outlook with content to be reviewed annually and engages all areas of PIRSA's business activities, stakeholders, and service providers. The intent is to build upon the preceding four plans.

Implementation process

PIRSA's Business Divisions are responsible for implementing actions to achieve the key outcomes of the Plan. Successful implementation will be realised through oversight by the Executive Leadership Team, and active participation by PIRSA People & Culture, all divisions and employees within PIRSA.

Responsible divisions are listed against the actions, the delivery and execution of these actions will be supported by the establishment of a Disability Access and Inclusion working group within PIRSA this will aim include representation from all divisions, staff in leadership positions, and employees with lived experience.

Glossary and Definitions

Disability

The *Commonwealth Disability Discrimination Act, 1992 (DDA)* and the *Equal Opportunity Act (SA), 1984 (EOA)* defines disability as: -

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour.

And includes a disability that:

- presently exists; or
- previously existed but no longer exists; or
- may exist in the future; or
- is imputed to a person.

Discrimination

The DDA and the EOA makes discrimination on the basis of disability unlawful. The DDA and the EOA requires employers and service providers to make whatever adjustments are necessary and reasonable to allow people with disabilities to use those services to the same

extent as other people – irrespective of whether these services are provided by Government agencies, community organisations or business enterprises.

Discrimination covers less favourable treatment of a person because of a disability, or the disability of a relative or associate. Discrimination can be direct or indirect. Direct discrimination occurs when an individual is treated less favourably because of a disability or perceived disability. Indirect discrimination occurs when reasonable changes or adjustments are not made for a person with a disability, or if there are conditions or requirements that disadvantage people with disabilities.

Best practice

A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better to those achieved by other means or because it has become a standard way of doing things.

Built environment

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

Co-Design

Co-Design is a way of improving services with people living with disability. Co-design focuses on understanding and improving people's experiences of services as well as the services themselves.

DAIP

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

OCPSE

Office of the Commissioner for Public Sector employment.

PIRSA

The Department of Primary Industries and Regions.

Toolkit

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