

# 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 for consultation which has been developed in line with the *Disability Inclusion Act 2018 (SA)*.

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) will be 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* (the Act) 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.

The Act also mandates the development of DAIPs for each State authority (Part 5 s16).

# 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 # | How will we track progress   |
|---|-----------------------|--|
| 1. PIRSA events have access to support mechanisms to ensure inclusivity of people living with a disability.                       | 1, 3                  | Establishment of a register recording access requests.<br>Capture feedback and address issues.           |
| 2. Disability information and resources promoted on PIRSA intranet and internet. Including access to across government resources. | 2, 3                  | Updates to information and tools are communicated with stakeholders via bulletins and Executive updates. |

|  |             |   |
|--|-------------|---|
|  |             |   |
| 3. All new employees to undertake Disability Awareness and Communication Online Training Program through PIRSA's online training platform. | <b>1, 3</b> | Target 100% online training completion across the agency. |

## 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 # | How will we track progress  |
|---|-----------------------|---|
| 1. Establish consultation and engagement practices that ensure people living with disability are engaged and consulted when PIRSA seeks community input or input from industry.                                     | 4, 5, 6               | Implement consultation framework inclusive of reference to people living with a disability, and records of consultation.                                  |
| 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               | 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 # | 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                  | 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.<br><br>When requested of PIRSA communications, documents training and education programs, and resources are made available and accessible to people living with a disability. | 8, 9                  | Published process and supporting information to be made available on the Agency's intranet and internet site. Track Requests to ensure 'actioned'.<br><br>Under take an audit of available and ability to make available digital resources for persons living with a disability, reported annually.<br><br>Requests for alternate or accessible content tracked and recorded as actioned when complete. |
| 3 Audit the access to and use of assistive technologies within PIRSA, to establish a schedule of aids and modifications currently available and in use in the agency.  | 7, 8, 9               | Development of schedule for review and reporting annually.  |



## 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 # | Measurable Target  |
|---|-----------------------|--|
| 1. Promoting workforce diversity, establishing the agency as an employer of choice.   | 10, 11, 12            | Proportion of people living with disability employed, volunteered or undertook 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                | Increase referrals and recruitment of candidates from DES providers. Reported quarterly.                                   |

## 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. With an intent 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 sponsor, and active participation by PIRSA People & Culture, all divisions and employees within PIRSA.

## 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.

### **DAIP**

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

### **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.