

Emergency Services Sector Disability Access and Inclusion Plan

REVISED AND AMENDED April 2023

Background to Amendment

The Inclusive SA State Disability Inclusion Plan, 2019-2023 interim review aims to support the transition to the new *Australian Disability Strategy 2021-2031* (ADS), as Inclusive SA works to set the foundation for the next iteration of Inclusive SA and beyond 2023.

Background

The *State Disability Inclusion Plan – Inclusive SA* has been reviewed in line with the requirements of the *South Australian Disability Inclusion Act (2018)*. The interim review of Inclusive SA sets the foundations for South Australia by:

- Commencing the alignment to the new ADS
- Responding to the health and wellbeing challenges of the COVID-19 pandemic
- Improving existing actions to better reflect community needs.

With the launch of the ADS, Inclusive SA has realigned 39 actions to better reflect shifting priorities and support the outcomes and deliverables of the State's Targeted Action Plans (TAPs), which have been designed to help drive better implementation and accountability of the new ADS. The realignment of actions has included reclassifying them under the new ADS Outcome Areas of:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes.

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From Inclusive SA Interim Review - Intersectionality of inclusion

“As Inclusive SA has evolved, the intersectionality between a person’s disability and other forms of structural discrimination has become clearer. *The Disability Inclusion Act 2018 (SA)* specifies that priority groups need to be acknowledged and considered when working with people living with disability. The following priority groups are identified.

Priority Groups

The four priority groups relate to people living with disability. Please see full description in the State Disability Plan Interim Review.

1. Aboriginal and Torres Strait Islander People (ATSI)
2. Women
3. Culturally and Linguistically Diverse communities
4. Children (and young people)

Inclusive SA Interim Review Outcome Areas (Aligning Actions with the Australian Disability Strategy 2021-2031 (ADS) Outcome Areas)

There are (7) Outcome Areas in the State Disability Inclusion Plan Interim Review 2022 with (5) applicable to the Emergency Services Sector. *(The sector has no lead agency or stand-alone actions).*

The 5 applicable Outcome Areas are (1); (2); (4); (5); (7) also marked with **

- **Outcome Area 1: Employment and Financial Security ****
- **Outcome Area 2: Inclusive Homes and Communities ****
- **Outcome Area 3: Safety, Rights and Justice**
- **Outcome Area 4: Personal and Community Support ****
- **Outcome Area 5: Education and Learning ****
- **Outcome Area 6: Health and Wellbeing**
- **Outcome Area 7: Community Attitudes ****

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	ACTION	MEASURABLE TARGET
1.	Ensure that all internal and external stakeholder related activities and events are accessible to all members of the community including people with a disability and support young people living with a disability to actively participate in decision making.	Communication, community engagement, event management strategies and frameworks give due consideration to access and inclusion requirements. The proportion of people living with disability who attend Agency events, meetings, conferences, workshops.
2.	Public facing information, publications and resources to be provided in a range of alternate formats wherever possible.	Public facing materials provided in a range of alternate formats upon request. The number of requests met for information to be provided in alternate formats. <i>Linked to Action 18</i>
3.	Agency websites to contain information on how to request materials in alternate formats.	Agency websites to contain information on how to request information in alternate formats.
4.	Publish this Disability Access and Inclusion Plan in a format that is accessible for people with a disability on all Agency websites.	An accessible version of this Disability Access and Inclusion Plan contained on all Agency websites.
5.	A central webpage to be created on the Sector's intranet containing disability information, resources and supports	The creation of this web page.

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6.	Implement the Office for the Commissioner of Public Sector Employment (OCPSE) Disability Awareness training for all Sector employees.	The number of new and existing employees that have completed this training.
7.	Agency complaint processes, procedures and feedback systems to be reviewed to ensure that they are appropriate and accessible for people with a disability.	Agency complaint and feedback processes written in simple everyday language. The number of requests met for information to be provided in alternate formats.
8.	Agency induction processes for new employees include information about working with people living with disability.	The number of new employees that have completed new starter induction processes.
9.	A Sector Disability Advisory Committee to be established to manage the monitoring, implementation, reporting and consultation requirements relating to this Disability Access and Inclusion Plan.	The establishment of a Sector Disability Advisory Committee. <i>Note: (The work of this committee is ongoing)</i>
10.	Where possible Agency's to utilise the www.YourSAy.sa.gov.au website to engage people living with disability regarding service improvement and/or Agency participation.	The proportion of people living with a disability that are engaged utilising this platform.

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11.	This Disability Access and Inclusion Plan to be reviewed at least once every four years by each Agency.	A report on the outcome of this review to be provided to the Minister.
12.	Each Agency to monitor and report to the Sector's Executive Committee on the implementation status of this Disability Access and Inclusion Plan annually.	Agency reports submitted to the Sector's Executive Committee.
13.	The Sector's Executive Committee to report annually to the Chief Executive of the Department of Human Services on the operation of this Disability Access and Inclusion Plan and include a summary reporting on the implementation of the Plan.	<p>The Sector's Executive Committee report submitted to the Chief Executive of the Department of Human Services every 12 months.</p> <p><i>Note: (Will be required again at the end of 2023)</i></p>
14.	Fit outs that change or alter access to existing buildings or sites owned, operated or leased by an Agency to give due consideration to universal design and to incorporate Disability Discrimination Act requirements to ensure accessibility.	<p>The number of existing buildings/sites that are accessible.</p> <p>The number of building fit outs conducted.</p>
15.	New buildings or sites purchased, leased or operated by an Agency to meet the required Building Code of Australia accessibility standards.	<p>The number of new buildings and, or, sites that meet these standards.</p> <p><i>Note: Completed for ESS HQ but action remains ongoing for other sites.</i></p>

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16.	Inclusion in building, infrastructure, maintenance and upgrade schedules the installation of appropriate signage at Agency owned, operated or leased buildings/sites indicating disability access such as parking.	<p>The number of signage installations included in Agency building, infrastructure, maintenance and upgrade schedules.</p> <p><i>Note: Completed for ESS HQ but action remains ongoing for other sites.</i></p>
17.	Agency evacuation procedures, emergency plans and associated building evacuation training to be reviewed to ensure the requirements of people with a range of abilities are adequately addressed.	<p>The number of Agency emergency plans updated.</p> <p><i>Note: Completed for ESS HQ but action remains ongoing for other agencies.</i></p>
18.	The development and implementation of a clearly defined process to ensure that requests to access information in alternate formats are met in a timely manner.	<p>Systems are in place to provide materials in alternate formats in a timely manner.</p> <p>The number of requests met to provide information in alternate formats.</p>
19.	Information and published materials relating to the Sector's Employee Assistance Program and Stress Prevention and Management programs to be reviewed for accessibility and made available in a format that is accessible to employees and volunteers living with a disability subject to funding.	<p>Information and materials are published in an accessible format.</p> <p>The number of employees and volunteers living with a disability accessing these programs.</p>

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20.	Agency websites and intranets are assessed against Web Content Accessibility Guidelines (WCAG) Standard 2.1.	Accessibility and compliance with Level A determined. Accessibility and compliance with Level AA determined.
21.	The development of a Sector online accessibility policy to guide the accessibility of information contained on all Agency websites (external and intranet).	The development and promotion of a Sector online accessibility policy. <i>Note: In progress - Intent to align with SA Govt policy.</i>
22.	Determine the feasibility of adopting the Website Design System that is offered to all South Australian Government Agencies as an accessible website solution through the Office for Digital Government. Or Update templates in existing content management systems.	Discussions held with the Office for Digital Government and an approach established relating to the adoption of the Website Design System. Or The identification of template upgrades.
23.	Agency employees that are responsible for performing web publishing duties complete formal training in web accessibility or demonstrate an appropriate level of understanding relating to the principals of web accessibility.	The number of employees that have completed this training.

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	ACTION	MEASURABLE TARGET
24.	Mechanisms put in place to request disability and diversity related information from employees every 12 months to maximise the currency of the Sector's workforce profile.	The number of employees that identify as living with a disability.
25.	<p>A review of the Sector's inhouse recruitment and selection information, processes and practices to be conducted to ensure that these resources better target job opportunities for people living with disability:</p> <ul style="list-style-type: none"> • Contain information and advice on the recruitment of people with a disability. • Contain information about engagement using public sector employment opportunity programs • Promote the Office of the Commissioner for Public Sector Employment Disability Employment toolkit and resources. • Promote public sector employment pathways including consideration of eligible candidates on the Disability Employment Service provider register. 	<p>The number of candidates being considered for employment from the Disability Employment Service provider register or identify as living with a disability.</p> <p>The number of recruiting managers that have knowledge of SA Public Sector Disability Employment programs pathway for people living with a disability.</p>

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26.	Advertising procedures and standard advertising templates to be updated for Agency's to include a diversity statement that encourages the receipt of applications from people living with a disability for applicable roles.	The number of candidates that identify as living with a disability.
27.	Agencies to facilitate meaningful volunteering opportunities for people living with a disability.	The number of volunteers that identify as living with disability.
28.	The Sector's Executive Committee to provide adequate funding and resources to implement the actions contained in this Disability Access and Inclusion Plan.	The actions contained in this Disability Access and Inclusion Plan being met.